~~MANUFACTURING~~ —

MAN POWER — APPRENTICES

FEB. 1975 — 1976

HANSARD 2 Q column 133-134.

14 February 1975.

Manpower - Apprentices

**Apprenticeship contracts**

*35 Mr W M SUTTON (for Dr G F Jacobs) asked the Minister of Labour

How many new apprenticeship contracts were registered in each trade in respect of (a) White (b) Coloured and (c) Asiatic persons in 1974

†The MINISTER OF LABOUR (Reply laid upon Table with leave of House)

Statistics in respect of each individual trade are not readily available On an industry basis the figures were as follows

| Industry | Whites | Coloureds | Asiatics |
|---|---|---|---|
| Aerospace | 489 | | |
| Building | 606 | 699 | 291 |
| Coal Mining | 37 | - | |
| Diamond Cutting | 71 | - | — |
| Electricity Supply Undertaking | 113 | - | — |
| Explosives and Allied Industries | 49 | | — |
| Food (Butchery) | 1 | - | - |
| Furniture | 30 | 177 | 33 |
| Government Undertakings | 261 | 102 | — |
| Grain Milling | 3 | - | — |
| Hairdressing | 302 | — | — |
| Jewellers and Goldsmiths | 19 | 4 | — |
| Metal (Engineering) | 2 781 | 213 | 109 |
| Mining | 783 | 2 | — |
| Motor | 1 803 | 131 | 61 |
| Printing | 396 | 36 | 12 |
| South African Railways | 1 574 | - | — |
| Sugar Manufacturing and Refining | 18 | 4 | 8 |
| Totals | 9 336 | 1 368 | 514 |

178

Hansard 2



**Apprenticeship contracts**

155 Mr T HICKMAN asked the Minister of Labour

How many apprenticeship contracts were registered in each industry in respect of (a) White, (b) Coloured and (c) Asiatic persons in 1975

The MINISTER OF LABOUR

The details are as follows:

| Industry | Whites | Coloureds | Asiatics |
|---|---|---|---|
| Aerospace | 127 | — | — |
| Automobile | 73 | 22 | — |
| Building | 480 | 894 | 223 |
| Coal Mining | 79 | — | — |
| Diamond Cutting | 36 | — | — |
| Electricity Supply Undertaking | 76 | — | — |
| Explosives and Allied Industries | 25 | — | — |
| Food (Butchery) | — | — | — |
| Furniture | 17 | 125 | 27 |
| Government Undertakings | 292 | 70 | 1 |
| Grain Milling | — | — | — |
| Hairdressing | 304 | — | — |
| Jewellers and Goldsmiths | 47 | 12 | 2 |
| Metal (Engineering) | 3 180 | 340 | 142 |
| Mining | 701 | — | — |
| Motor | 1 392 | 187 | 82 |
| Printing | 404 | 67 | 14 |
| South African Railways | 1 804 | — | — |
| Sugar Manufacturing and Refining | 47 | 6 | 20 |
| Totals | 9 084 | 1 723 | 511 |

178

Hansard 2 col 88 1/2/77

## Apprenticeship Contracts

156 Dr A L BORAINE asked the Minister of Labour

How many apprenticeship contracts in respect of Whites, Coloureds and Asians respectively, were registered in each industry in 1976

The MINISTER OF LABOUR

The details are as follows

| Industry | Whites | Coloureds | Asians |
|---|---|---|---|
| Aerospace | 160 | — | 1 |
| Automobile | 56 | 13 | — |
| Building | 424 | 607 | 82 |
| Coal Mining | 46 | — | — |
| Diamond Cutting | 53 | — | — |
| Electricity Supply Undertaking | 140 | — | — |
| Explosives and Allied Industries | 63 | — | — |
| Furniture | 22 | 127 | 19 |
| Government Undertakings | 238 | 71 | 3 |
| Hairdressing | 283 | — | — |
| Jewellers and Goldsmiths | 18 | 15 | 2 |
| *Metal (Engineering) | 3 291 | 285 | 232 |
| Mining | 987 | 2 | — |
| Motor | 1 754 | 216 | 110 |
| Printing | 349 | 43 | 12 |
| South African Railways | 1 659 | — | — |
| Sugar Manufacturing and Refining | 24 | 8 | 34 |
| †TOTALS | 9 567 | 1 387 | 495 |
| *Should read Metal (Engineering) | 3 092 | 283 | 201 |
| †Should read TOTALS | 9 368 | 1 385 | 464 |

# Tucsa welcomes industrial move for Coloureds

By JOHN IMRIE
Labour Editor

THE multiracial Trade Union Council of South Africa yesterday wholeheartedly welcomed indications by the Prime Minister that Coloureds are going to be allowed to participate in established industrial institutions like the Wage Board, the Apprenticeship Board and the Unemployment Insurance Board.

"It is a practical acknowledgement that the principles of non-discrimination which exist in the Apprenticeship Act, the Wage Act and the Unemployment Insurance Act are going to be honoured for the first time," said Mr Arthur Grobbelaar, Tucsa's general secretary.

"It will give some substance to the Government's claim that it is moving away from discrimination."

Mr Grobbelaar said there had been grave and widespread dissatisfaction among Coloureds for a long time at the inequality of treatment experienced through not direct representation on the Apprenticeship Board and local apprenticeship committees.

"The Act provides for local apprenticeship committees for all industries, with employers and employees equally represented. But Coloured trade unionists have been consistently prevented from representation on many of these committees, with the result that applications for apprenticeships for Coloured youths are refused for a variety of frivolous reasons by the White representatives of the White unions.

"It is important therefore, that not only should Coloureds be allowed to sit on the policy-making Apprenticeship Board, but that their representation be extended to the local committees which actually deal with apprenticeship contracts."

Similarly, Mr Grobbelaar said "representation for Coloureds on both sides of the Wage Board and the Unemployment Insurance Board would enable them to guard the interests of Coloured workers."

# No race post for Webb

Labour Editor

A LEADING Coloured trade unionist said yesterday he would be prepared to serve on institutions like the Wage Board, the Apprenticeship Board and the Unemployment Insurance Board — but not on the Race Classification or Group Areas boards

Welcoming the Prime Minister's announcement that Coloureds are to be given meaningful representation on various statutory bodies, Mr Ronald Webb, general secretary of the Motor Industry Combined Workers' Union and a vice-president of the Trade Union Council of South Africa, said:

"If the Prime Minister's move results in Coloureds obtaining a real voice in these organisations which affect them so vitally I would be happy to serve on bodies like the Wage Board, the Apprenticeship Board and the Unemployment Insurance Board

"But I would not be a party to bodies like the Group Areas Board and the Race Classification Board, both of which are vehicles for perpetuating discrimination which offends our dignity and which have led to great suffering among the Coloured people."

1,325
2 Mapour - Apprentices
3,287

MANPOWER – Apprenticeship

REPUBLIC OF SOUTH AFRICA
# GOVERNMENT GAZETTE

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VAN DIE REPUBLIEK VAN SUID-AFRIKA

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VOL. 118] PRETORIA, 28 APRIL 1975 [No. 4689

## GOVERNMENT NOTICE

### DEPARTMENT OF LABOUR

No. R. 884 28 April 1975

APPRENTICESHIP ACT, 1944

NATIONAL APPRENTICESHIP COMMITTEE FOR THE METAL INDUSTRY—PROPOSED AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, acting in terms of section 16 of the above-mentioned Act, propose to—

(a) amend Government Notice R. 156 of 1 February 1974, as applied by Government Notice R 478 of 22 March 1974 and amended by Government Notice R 1826 of 11 October 1974, by the substitution, for clause 3 (a) of the Conditions, of the following

"An employer shall remunerate an apprentice at not less than the rates specified hereunder

(1) An apprentice in a four-year trade:

| | *Per week* R |
|---|---|
| First year | 27,45 |
| Second year | 31,95 |
| Third year | 39,15 |
| Fourth year | 45,90 |

Provided that an apprentice whose period of apprenticeship is extended in terms of clause 6 (c) (ii) shall, with effect from the day following upon the date of termination of his fourth year of apprenticeship, be paid not less than R1,65 per hour.

(2) An apprentice in a five-year trade

| | *Per week* R |
|---|---|
| First year | 27,45 |
| Second year | 31,95 |
| Third year | 39,15 |
| Fourth year | 45,90 |
| | *Per hour* R |
| Fifth year | 1,65.", |

(b) determine that the Conditions set out above shall from the date of prescription thereof also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area in respect of which the National Apprenticeship Committee for the Metal Industry was established;

35491—A

## GOEWERMENTSKENNISGEWING

### DEPARTEMENT VAN ARBEID

No R 884 28 April 1975

WET OP VAKLEERLINGE, 1944

NASIONALE VAKLEERLINGSKAPKOMITEE VIR DIE METAALNYWERHEID—VOORGENOME WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, handelende kragtens artikel 16 van bogemelde Wet, is voornemens om—

(a) Goewermentskennisgewing R 156 van 1 Februarie 1974, soos toegepas by Goewermentskennisgewing R 478 van 22 Maart 1974 en gewysig by Goewermentskennisgewing R. 1826 van 11 Oktober 1974, te wysig deur klousule 3 (a) van die Leervoorwaardes deur die volgende te vervang

"'n Werkgewer moet 'n vakleerling besoldig teen minstens die skale hieronder gespesifiseer

(1) 'n Vakleerling in 'n vierjaarambag·

| | *Per week* R |
|---|---|
| Eerste jaar | 27,45 |
| Tweede jaar | 31,95 |
| Derde jaar | 39,15 |
| Vierde jaar | 45,90· |

Met dien verstande dat 'n vakleerling wie se leertyd ingevolge artikel 6 (c) (ii) verleng word, met ingang van die dag na die datum waarop die vierde jaar van sy leertyd verstryk, minstens R1,65 per uur betaal moet word

(2) 'n Vakleerling in 'n vyfjaarambag.

| | *Per week* R |
|---|---|
| Eerste jaar | 27,45 |
| Tweede jaar | 31,95 |
| Derde jaar | 39,15 |
| Vierde jaar | 45,90 |
| | *Per uur* R |
| Vyfde jaar | 1,65."; |

(b) te bepaal dat die Leervoorwaardes hierbo gemeld vanaf die datum van voorskrywing daarvan van toepassing is ook op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied ten opsigte waarvan die Nasionale Vakleerlingskapkomitee vir die Metaalnywerheid ingestel is;

4689—1

(c) Withdraw Government Notice R 1318 of 2 August 1974.

All interested persons who have any objections to the above proposals are called upon to lodge such objections in writing with the Secretary, National Apprenticeship Committee for the Metal Industry, Private Bag X117, Pretoria, 0001, within 30 days from date of publication of this notice

M. VILJOEN, Minister of Labour

(c) Goewermentskennisgewing R 1318 van 2 Augustus 1974 in te trek

Alle belanghebbende persone wat enige besware teen bogemelde voornemens het, word versoek om binne 30 dae na die datum van publikasie van hierdie kennisgewing sodanige besware skriftelik in te dien by die Sekretaris, Nasionale Vakleerlingskapkomitee vir die Metaalnywerheid, Privaatsak X117, Pretoria, 0001

M VILJOEN, Minister van Arbeid

# CONTENTS


| *No.* | *Page* |
|---|---|
| **Labour, Department of** | |
| *Government Notice* | |
| R. 884. Apprenticeship Act, 1944 . . . | 1 |


# INHOUD


| *No* | *Bladsy* |
|---|---|
| **Arbeid, Departement van** | |
| *Goewermentskennisgewing* | |
| R 884 Wet op Vakleerlinge, 1944 ... . ... .. | 1 |


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4689—1

HANSARD 12 Q. 832

28 April 1975.

1. Manpower - Apprentices
2. 102

**Black artisans in building industry in Bantu homelands**

275 Mr G S BARTLETT asked the Minister of Bantu Education

How many Blacks have completed apprenticeships and qualified as artisans in the building industry in the Bantu homelands during the past five years

The MINISTER OF BANTU EDUCATION

Apprenticeships in the homelands are controlled by the different homeland governments My Department is responsible for the conducting of standard trade tests but does not have information regarding apprenticeships

No Bantu in the homelands passed the tests for the acquisition of full artisan status in the building industry during the period 1971 to 1974

551 Bantu persons passed the Bantu Building Workers' test and received proficiency certificates during the period 1971 to 1974

HANSARD 14 Q. 938
13 May 1975.

(1) Manpower – Apprentices
(2) 192

**Skilled manpower in motor industry** X

*2. Mr. C. W. EGLIN asked the Minister of Labour:

(1) How many apprentices in the motor industry passed the trade tests in 1973 and 1974, respectively;

(2) whether there is any shortage of skilled manpower in the motor industry; if so, what steps (a) have been taken since 1970 and (b) are contemplated, in order to overcome such shortage.

The MINISTER OF LABOUR:

(1) During 1973 a total of 1 597 apprentices completed their contracts, of whom 979 did so by passing the prescribed trade test The figures for 1974 are 1 613 and 1 094, respectively.

(2) According to information supplied by the Motor Industries' Federation of South Africa, there is at present no shortage of skilled manpower in the industry. The records of my Department reveal that 41 skilled workers in the motor industry were registered as unemployed at the end of March 1975.

# Training centre opens for Coloureds

RDM 14/5/75

EAST RAND: ROY DEVENISH

ABOUT 350 of the Rand's top industrialists will be among the guests at the opening of the technical planning centre at St Anthony's in Reiger Park tomorrow afternoon.

The main speakers will be Mr Harry Oppenheimer, Mr Sonny Leon, chairman of the Coloured Peoples' Representative Council, and Mr Peter Loveday, managing director of Standard Telephones and Cables.

Although the centre will cater mainly for the training of Coloureds, a small number of Africans will also be trained.

The three-storey building was erected and equipped at a cost of about R200 000 after a group of industrialists on the East Rand decided in July 1973 that there was a great need for industrial training, particularly amongst the Coloured population in the area.

A number of companies who had each donated more than R40 000 to the project were then set up as a board of trustees for the project known as EASTER (Education and Skills Training on the East Rand).

It is estimated that about 1 600 people will be trained in technical subjects at the centre each year.

Training will be given in pre-identified fields such as basic schools material, working and certain types of artisanship, as well as in the development of supervisory and management potential.

Among specific trades which will be taught are basic electronics, engineering and welding.

## Kempton Park

THE TOWN COUNCIL of Kempton Park is apparently not happy about the way the Department of Transport refers to Jan Smuts Airport.

It has decided to write to the Minister of Transport requesting that where his department refers to the airport in publications, the Press and radio reports from South African Airways, the airport should be referred to as Jan Smuts Airport, Kempton Park, and not as Jan Smuts Airport, Johannesburg, as is at present the case.

The council has also decided to find out what the department's views are on the holding of collections at the airport.

A recent decision taken by the council states in part, "that the council does not regard it as desirable for overseas visitors to be confronted on their arrival in South Africa by collection boxes."

POLITICAL COMMENT in this issue by Raymond Louw, Rex Gibson, Benjamin Pogrund and Ralph Cohen, newsbills by J. C. Viviers, headlines and sub-editing by Patricia Carfax, all of 171 Main Street, Johannesburg.

HANSARD 14 Q.958-9
15 May 1975.

(1 Educ - Tech + Voc
(2) Manpow - Apprentices

**Technical training for Coloureds**

228 Mr T ARONSON asked the Minister of Coloured, Rehoboth and Nama Relations:

(1) How many (a) full-time and (b) part-time Coloured (i) apprentices and (ii) other students are attending the Peninsula Technical College;

(2) how many other (a) apprentices and (b) students received full time instruction during 1974 by means of group training for periods of ten weeks each.

(3) how many (a) other apprentices attended departmental or continuation classes in (i) the Republic and (ii) South West Africa and (b) students passed the National Technical Certificate Parts I, II and III, respectively, in this year,

(4) (a) how many students passed each of the other courses available at the Peninsula Technical College in 1974 and (b) what are these courses,

(5) how many students at multi-lateral high schools passed the examinations for the (a) technical junior certificate and (b) technical senior certificate in 1974

The MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS.

(1) (a) (i) 299

(ii) 285.

(b) (i) Nil

(ii) 416.

(2) (a) 2 531.

(b) 37

(3) (a) (i) 249

(ii) 6.

(b) 991 N I; 647 N II; 234 N III.

(4) (a) and (b)

86 Teachers Diploma (Commerce) 1st, 2nd and 3rd year courses.
17 Teachers Diploma (Technical) 1st, 2nd and 3rd year courses
3 National Secretarial Certificate.
8 National Diploma for Health Inspectors.
18 National Diploma in Public Health Nursing
9 Textile Trade Certificate
14 Ladies Hairdressing.
8 Diploma in Public Administration
4 Diploma in State Finance and Accounts.
6 Building Foreman's Course.

(5) (a) 143

(b) 30

## DEPARTEMENT VAN ARBEID

No R 10 3 Januarie 1975

### WET OP VAKLEERLINGE, 1944 SOOS GEWYSIG

### NASIONALE KOMITEE VIR VAKLEERLINGE IN DIE LUGRUIMNYWERHEID—AANWYSING VAN AMBAGTE EN VOORSKRYWING EN WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, kragtens artikel 16 van bogenoemde Wet, dat die bepalings van Goewermentskennisgewing R 1945 van 25 Oktober 1974 in werking tree vanaf die datum van publikasie van hierdie kennisgewing

M VILJOEN, Minister van Arbeid

30252—A

## DEPARTMENT OF LABOUR

No R 10 3 January 1975

### APPRENTICESHIP ACT 1944 AS AMENDED

### NATIONAL APPRENTICESHIP COMMITTEE FOR THE AEROSPACE INDUSTRY —DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I Marais Viljoen, Minister of Labour hereby, in terms of section 16 of the above-mentioned Act, declare that the provisions of Government Notice R 1945 of 25 October 1974 shall come into operation as from the date of publication of this notice

M VILJOEN Minister of Labour

4555—1

MANPOWER APPRENTICESHIP



## DEPARTMENT OF LABOUR

16 May 1975

No. R. 946

### APPRENTICESHIP ACT, 1944

NATIONAL APPRENTICESHIP COMMITTEE FOR THE MOTOR INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, hereby in terms of section 16 of the above-mentioned Act, declare that the provisions of Government Notice R. 546 of 21 March 1975 shall come into operation from the date of publication of this notice.

M. VILJOEN, Minister of Labour.

## DEPARTEMENT VAN ARBEID

16 Mei 1975

No. R. 946

### WET OP VAKLEERLINGE, 1944

NASIONALE VAKLEERLINGSKAPKOMITEE VIR DIE MOTORNYWERHEID. — WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, ingevolge artikel 16 van bogemelde Wet, dat die bepalings van Goewermentskennisgewing R. 546 van 21 Maart 1975 in werking tree vanaf die datum van publikasie van hierdie kennisgewing

M. VILJOEN, Minister van Arbeid.

# PO pins hopes on skilled Blacks

Staff Reporter

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

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

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

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

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

A training centre for Africans had also been established in Johannesburg.

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

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

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

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

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

# 'Whites must make way for Blacks'

STAR 27/5/75

**Labour Reporter**

The 180 000-strong White Confederation of Labour has accepted the principle that some Whites must make way for Blacks on the labour front in the face of economic realities in South Africa.

"We want Government-sponsored facilities for the training and retraining of unskilled or semi-skilled White strikers who are displaced by Blacks," Mr Wallie Grobler, the confederation's secretary said in Johannesburg today.

Mr Grobler was speaking after the confederation's quarterly executive

Mr Grobler welcomed the news that the Government was considering the establishment of another artisan training centre such as that at Westlake, Cape Town, which provides crash courses for adults.

Mr Grobler said the confederation called for a complete review of price control. While it was against the principle of complete price control, it felt the present system did not meet the requirements

"For example, cigars are subject to price control at the moment while essential commodities, such as medicines and some common foods, are open to profiteering," he said.

# Blacks threatening White jobs, says union leader

RDM 15/4/75

**Staff Reporter**

THE POWERFUL Right-wing SA Confederation of Labour fears growing unemployment among unskilled Whites because of the number of Blacks being employed in industry.

The president, Mr A. I. Nieuwoudt, warned yesterday if Black advancement resulted in White unemployment it could constitute a "political powderkeg".

He said there was already unemployment among unskilled Whites and indications were that it would become more serious.

It appeared one of two things was happening.

"There could be a recession causing slack in the private sector — this is apparently so in the building industry — or employers are replacing White workers with Blacks."

Mr Nieuwoudt said he wanted an assurance from employers that Whites were not being pushed out by Blacks.

This would be a scandal and against Government policy if the object was purely to decrease costs.

Mr Nieuwoudt said it was necessary to train Black workers, and for good race relations their economic lo should be improved.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said Mr Nieuwoudt's fear of substantial White unemployment seemed groundless.

At present there was no significant unemployment among Whites.

There were, however, small number of unemploy able Whites.

"In all economies there a small percentage of peopl who, because of physical o mental disabilities, cann be usefully employed."

Mr Grobbelaar said the advance of Black workers would obviously necessitate adjustments.

Sun Tribune (Fri) 8/6/75

# Indian youths ease the labour crisis

## JOB CURBS STAY BUT INDUSTRY FINDS SOLUTION

By Desmond Healey

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

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

And most of them have higher academic qualifications than their White counterparts — a matriculation certificate, compared with a Standard 6 or Standard 7.

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

The metal and engineering industries in the Durban-Pinetown-New Germany complex obtained 53 Indian apprentices in the first four months of this year, compared with 106 in the whole of last year and with the new pay scales which applied from Monday Seifsa, in Durban, expects the number of applications from Indian youths to increase

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

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

### Comparison

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

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

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

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

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

But White youths of below matriculation level still remain the main

HANSARD 19 Q. 1171

17 June 1975.

Manpower - Apprenticeship

**N.T.C. examinations**

*12 Mr P A PYPER asked the Minister of National Education

How many White students passed the full (a) N T C I, (b) N T C II, (c) N T C III, (d) N T C IV and (e) N T C V examinations in 1974

†The MINISTER OF NATIONAL EDUCATION

(a) 3 303

(b) 3 659

(c) 2 508

(d) Course phased out end 1973

(e) 280

# Labour crisis ahead for the Post Office

RAND DAILY MAIL 17/7/75

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

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

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

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

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

He then outlined the acute staff situation: There are 10 500 trained technicians and electricians in present jobs, of whom 145 are Blacks, but the Post Office lost nearly 1 000 men last year — 500 of them were fully trained technicians and electricians. By June this year 702 trained and semi-trained men had left.

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

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

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

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

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

"So there will be an interim period where things will become very difficult indeed in the telecommunications fields. This I must say very frankly."

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

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

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

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

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

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

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

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

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

He said the technical staff in the Post Office get a better deal in fringe benefits than they would get in the public sector, and this accounted for many men staying in the service.

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

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

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

"This is a brave claim that does not bear close scrutiny," he said. In the postal service alone there was expected to be a loss in all staff regions for 1974/75 of R12-million, he said.

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

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

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

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

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

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

No R. 1380 18 Julie 1975

## WET OP VAKLEERLINGE, 1944

### NASIONALE VAKLEERLINGSKAPKOMITEE VIR DIE MOTORNYWERHEID — VOORGENOME WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, handelende kragtens artikel 16 van bogemelde Wet, is voornemens om—

(a) Goewermentskennisgewing R 1500 van 24 Augustus 1973, soos toegepas by Goewermentskennisgewing R 2156 van 16 November 1973 en gewysig by Goewermentskennisgewing R 124 van 25 Januarie 1974, Goewermentskennisgewing R 60 van 10 Januarie 1975 en Goewermentskennisgewing R 546 van 21 Maart 1975 soos toegepas by Goewermentskennisgewing R 946 van 16 Mei 1975, te wysig deur—

(i) klousule 3 (1) van die leervoorwaardes deur die volgende te vervang.

"'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder gespesifiseer·

| | R |
|---|---|
| (a) In die ambag Brandstofinspuitwerktuigkundige: | |
| Eerste jaar | 24,00 |
| Tweede jaar | 28,00 |
| Derde jaar | 46,00 |
| (b) In vierjaarambagte | |
| Eerste jaar | 24,00 |
| Tweede jaar | 28,00 |
| Derde jaar | 34,00 |
| Vierde jaar. | 46,00 |
| (c) In vyfjaarambagte | |
| Eerste jaar. | 24,00 |
| Tweede jaar | 28,00 |
| Derde jaar | 34,00 |
| Vierde jaar | 40,00 |
| Vyfde jaar | 46,00", |

(ii) klousule 5 van die Leervoorwaardes deur die volgende klousule te vervang

"5 VERVOERTOELAES EN KOSHUISGELDE

(1) Die werkgewer van 'n vakleerling wat in diens is in enige van die ambagte in klousule 4 (1) (a) vermeld of in enige van die gebiede in die Bylae van klousule 4 (1) (b) genoem en wat verplig is, of wat ingevolge klousule 4 (3) (i) verkies, om 'n aaneenlopende studiekursus te volg aan die betrokke inrigting in klousule 4 (1) bedoel, moet, in dien die vakleerling meer as 20 km van die spoorwegstasie naaste aan daardie inrigting woonagtig is, die vakleerling minstens een week voor die begin van sodanige studiekursus voorsien van die reisgeld vir 'n tweedeklas-retoertreinkaartjie tussen die stasies naaste aan sy verblyfplek en die betrokke inrigting

No R. 1380 18 July 1975

## APPRENTICESHIP ACT, 1944

### NATIONAL APPRENTICESHIP COMMITTEE FOR THE MOTOR INDUSTRY—PROPOSED AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, acting in terms of section 16 of the above-mentioned Act, propose to—

(a) amend Government Notice R 1500 of 24 August 1973, as applied by Government Notice R 2156 of 16 November 1973 and amended by Government Notice R. 124 of 25 January 1974, Government Notice R 60 of 10 January 1975 and Government Notice R 546 of 21 March 1975 as applied by Government Notice R 946 of 16 May 1975, by—

(i) the substitution for clause 3 (1) of the Conditions of the following:

"An employer shall remunerate an apprentice weekly at not less than the rates specified hereunder;

| | R |
|---|---|
| (a) In the trade Fuel Injection Mechanic: | |
| First year | 24,00 |
| Second year. | 28,00 |
| Third year | 46,00 |
| (b) In four-year trades· | |
| First year | 24,00 |
| Second year | 28,00 |
| Third year | 34,00 |
| Fourth year | 46,00 |
| (c) In five-year trades | |
| First year | 24,00 |
| Second year | 28,00 |
| Third year | 34,00 |
| Fourth year | 40,00 |
| Fifth year | 46,00."; |

(ii) the substitution for clause 5 of the Conditions, of the following clause·

"5 TRANSPORT ALLOWANCES AND HOSTEL FEES

(1) The employer of an apprentice who is employed in any of the trades referred to in clause 4 (1) (a) or in any of the areas mentioned in the Schedule to clause 4 (1) (b) and who is compelled, or who in terms of clause 4 (3) (i) elects, to attend a continuous course of study at the appropriate institution referred to in clause 4 (1), shall, if the apprentice resides more than 20 km from the railway station nearest to that institution, provide the apprentice with second-class return railway fare between the stations nearest to his residence and the institution, at least one week before the commencement of seuch course of study

(2) 'n Vakleerling in subklousule (1) bedoel moet, ten einde die aaneenlopende studiekursus by te woon, inwoon in dié koshuis wat die betrokke inrigting in klousule 4 (1) bedoel, aandui en moet homself by sodanige koshuis op 'n betaamlike wyse en ooreenkomstig goeie dissipline gedra

(3) Die werkgewer van 'n vakleerling wat dros vanaf of geskors word uit die koshuis in subklousule (2) bedoel, is daarop geregtig om die koshuisgelde van sodanige vakleerling op die loon van laasgenoemde te verhaal in weeklikse paaiemente van hoogstens 20 persent van sy weekloon",

(iii) die volgende paragraaf by die Bylae van klousule 4 (1) (b) te voeg

| | | |
|---|---|---|
| "(viii) | Die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Ceres Clanwilliam, Die Kaap, Fraserburg Goodwood, Heidelberg (Kaap), Hermanus, Hopefield, Kuilsrivier, Ladismith, Laingsburg, Malmesbury, Montagu, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes (uitgesonderd die gebied wat deur Cape Explosives Works Ltd, Somerset-Wes, geokkupeer word), Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg | Tegniese Kollege Maitland", en |

(b) te bepaal dat die Leervoorwaardes hierbo gemeld, vanaf die datum van voorskrywing daarvan, ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of wat in die Nywerheid en gebied ten opsigte waarvan die Nasionale Vakleerlingskapkomitee vir die Motornywerheid ingestel is.

Alle belanghebbende persone wat enige besware teen bogemelde voornemens het, word versoek om binne 30 dae na die datum van publikasie van hierdie kennisgewing sodanige besware skriftelik in te dien by die Sekretaris, Nasionale Vakleerlingskapkomitee vir die Motornywerheid, Privaatsak X117, Pretoria, 0001

M. VILJOEN, Minister van Arbeid

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No. R. 1381 18 Julie 1975

WET OP VAKLEERLINGE, 1944

KOMITEE VIR VAKLEERLINGE IN DIE SUIKERVERVAARDIGINGS- EN RAFFINEERNYWERHEID—VOORGENOME WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, handelende kragtens artikel 16 van bogemelde Wet, is voornemens om—

(a) Goewermentskennisgewing R. 694 van 8 Mei 1970, soos toegepas by Goewermentskennisgewing R 1227 van 31 Julie 1970 en gewysig by Goewermentskennisgewing R 1782 van 28 September 1973 (soos toegepas by Goewermentskennisgewing R 2291 van 7 Desember 1973) te wysig deur klousule 7 (a) en (b) van die Leervoorwaardes deur die volgende nuwe klousule 7 (a) en (b) te vervang.

"(a) Drie weke afwesigheidsverlof, wat vier naweke moet insluit, vir 'n ononderbroke tydperk met volle betaling in elke leerjaar Sodanige verlof moet binne twee maande na voltooiing van die leerjaar waarop dit betrekking het, toegestaan word as dit nie reeds eerder verleer is nie

(2) An apprentice refered to in subclause (1) shall, for the purpose of atending the continuous course of study, reside at such hostel as may be indicated by the appropriate institution referred to in clause 4 (1) and shall at such hostel conduct himself in a seemly manner and in accordance with good discipline.

(3) The employer of an apprentice who deserts or is expelled from the hostel referred to in subclause (2) shall be entitled to recover the hostel fees in respect of such apprentice from the wages of the latter in weekly instalments not exceeding 20 per cent of his weekly wage.";

(iii) the addition of the following paragraph to the Schedule to clause 4 (1) (b):

| | | |
|---|---|---|
| '(viii) | The Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Ceres, Clanwilliam, Fraserburg, Goodwood, Heidelberg (Cape), Hermanus, Hopefield, Kuils River, Ladismith, Laingsburg, Malmesbury, Montagu, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West (excluding the area occupied by the Cape Explosives Works Ltd, Somerset West), Stellenbosch, Strand, Sutherland, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg | Technical College Maitland", and |

(b) determine that the Conditions set out above shall, from the date of prescription thereof, also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area in respect of which the National Apprenticeship Committee for the Motor Industry was established

All interested persons who have any objections to the above proposals are called upon to lodge such objections, in writing, with the Secretary, National Apprenticeship Committee for the Motor Industry, Private Bag X117, Pretoria, 0001, within 30 days after the date of publication of this notice

M VILJOEN, Minister of Labour.

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No R 1381 18 July 1975

APPRENTICESHIP ACT, 1944

APPRENTICESHIP COMMITTEE FOR THE SUGAR MANUFACTURING AND REFINING INDUSTRY — PROPOSED AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, acting in terms of section 16 of the above-mentioned Act, propose to—

(a) amend Government Notice R 694 of 8 May 1970, as applied by Government Notice R 1227 of 31 July 1970 and amended by Government Notice R 1782 of 28 September 1973 (as applied by Government Notice R 2291 of 7 December 1973), by the substitution for clause 7 (a) and (b) of the Conditions of the following new clause 7 (a) and (b)

"(a) Three weeks' leave of absence which shall include four week-ends and be for an unbroken period on full pay during any year of apprenticeship Such leave shall be granted within two months after completion of the year of apprenticeship to which it relates if it has not been granted earlier.

(b) As Goeie Vrydag, Hemelvaartdag, Republiekdag, Geloftedag, Kersdag of Nuwejaarsdag binne die tydperk van verlof val wat in klousule (a) bedoel word, moet sodanige dag by die bedoelde tydperk gevoeg word as 'n verdere tydperk van verlof en moet die vakleerling ten opsigte van sodanige dag sy volle besoldiging betaal word."; en

(b) te bepaal dat die Leervoorwaardes hierbo gemeld, vanaf die datum van voorskrywing daarvan, ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied ten opsigte waarvan die Komitee vir Vakleerlinge in die Suikerervaardigings- en Raffineernywerheid ingestel is

Alle belanghebbende persone wat beswaar teen bogenoemde voornemens het, word versoek om sodanige besware binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing skriftelik in te dien by die Sekretaris, Komitee vir Vakleerlinge in die Suikervervaardigings- en Raffineernywerheid, Posbus 940, Durban, 4000.

M VILJOEN, Minister van Arbeid.

(b) If Good Friday, Ascension Day, Republic Day, Day of the Covenant, Christmas Day or New Year's Day falls within the period of leave referred to in subclause (a), any such day shall be added to the said period as a further period of leave and the apprentice shall be paid his full remuneration in respect of such day."; and

(b) determine that the Conditions set out above shall, from the date of prescription thereof, also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area in respect of which the Apprenticeship Committee for the Sugar Manufacturing and Refining Industry was established

All interested persons who have any objections to the above proposals, are called upon to lodge such objections, in writing, with the Secretary, Apprenticeship Committee for the Sugar Manufacturing and Refining Industry, P.O Box 940, Durban, 4000, within 30 days after the date of publication of this notice

M VILJOEN, Minister of Labour.

No. R. 1490 G 6 4806 1 Augustus 1975

## WET OP VAKLEERLINGE, 1944

### NASIONALE VAKLEERLINGSKAPKOMITEE VIR DIE DRUKKERSNYWERHEID. — VOORGENOME WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, handelende kragtens artikel 16 van bogemelde Wet, is voornemens om—

(a) Goewermentskennisgewing R. 2119 van 15 November 1968, soos toegepas by Goewermentskennisgewing R. 2415 van 27 Desember 1968 en gewysig by Goewermentskennisgewings R. 3956 van 19 Desember 1969 (soos toegepas by Goewermentskennisgewing R. 386 van

No R 1490 1 August 1975

## APPRENTICESHIP ACT, 1944

### NATIONAL PRINTING APPRENTICESHIP COMMITTEE—PROPOSED AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, acting in terms of section 16 of the above-mentioned Act, propose to—

(a) amend Government Notice R. 2119 of 15 November 1968, as applied by Government Notice R. 2415 of 27 December 1968 and amended by Government Notices R 3956 of 19 December 1969 (as applied by Government Notice R. 386 of 13 March

MANPOWER — APPRENTICESHIP

13 Maart 1970), R. 1074 van 3 Julie 1970 (soos toegepas by Goewermentskennisgewing R. 1488 van 11 September 1970), R. 1713 van 1 Oktober 1971 (soos toegepas by Goewermentskennisgewing R. 2184 van 3 Desember 1971), R. 1305 van 28 Julie 1972 (soos toegepas by Goewermentskennisgewing R. 1707 van 29 September 1972) en R 264 van 22 Februarie 1974 (soos toegepas by Goewermentskennisgewing R. 988 van 14 Junie 1974), te wysig deur klousules 2 en 3 (c) van die Leervoorwaardes deur die volgende klousules te vervang:

"2 LEERTYD

(a) Behoudens subklousule (b), is die leertyd vyf jaar.

(b) (i) Die leertyd van 'n vakleerling wat, hetsy voor of gedurende sy leertyd, die eerste tydperk van ononderbroke diens voltooi het wat hy kragtens artikel 21 van die Verdedigingswet (Wet 44 van 1957), verplig is om in die Burgermag te doen, word met *vier maande* verkort.

(ii) Die leertyd van 'n vakleerling wat hom kragtens artikel 22 (6) (A) van die Verdedigingswet (Wet 44 van 1957), vrywillig verbind het om diens in die Burgermag te doen en wat hetsy voor of gedurende sy leertyd diens vir 'n enkele tydperk doen wat, tesame met die ononderbroke diens wat hy kragtens artikel 21 van gemelde Wet verplig is om in gemelde Mag te doen, ongeveer 18 maande of ongeveer 24 maande, na gelang van die geval, beloop, word onderskeidelik met *ses maande* of *agt maande* verkort.

(iii) Enige verkorting van die leertyd ooreenkomstig paragraaf (i) of (ii) tree in werking met ingang van die datum waarop die vakleerling met sy leerlingskap begin of dit hervat na sy terugkeer van militêre diens.

3. LONE

(c) 'n Vakleerling wat nagdiens doen moet besoldig word teen 'n tarief minstens 15 persent hoër as die besoldiging wat deur die werkgewer vir dagwerk betaal word en dié besoldiging mag nie minder wees nie as dié voorgeskryf in subklousule (a) of (d).",

(b) te bepaal dat klousule 3 (c) van die Leervoorwaardes hierbo gemeld, vanaf die datum van voorskrywing daarvan, ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied ten opsigte waarvan die Nasionale Vakleerlingskapkomitee vir die Drukkersnywerheid ingestel is.

Alle belanghebbende persone wat enige besware teen bogenoemde voornemens het, word aangesê om sodanige besware skriftelik in te dien by die Sekretaris Nasionale Vakleerlingskapkomitee vir die Drukkersnywerheid, Posbus 2775, Kaapstad, 8000, binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing

M. VILJOEN, Minister van Arbeid.

1970), R. 1074 of 3 July 1970 (as applied by Government Notice R 1488 of 11 September 1970), R 1713 of 1 October 1971 (as applied by Government Notice R 2184 of 3 December 1971), R 1305 of 28 July 1972 (as applied by Government Notice R. 1707 of 29 September 1972) and R 264 of 22 February 1974 (as applied by Government Notice R 988 of 14 June 1974), by the substitution for clauses 2 and 3 (c) of the Conditions of Apprenticeship of the following clauses:

"2 PERIOD OF APPRENTICESHIP

(a) Subject to subclause (b) the period of apprenticeship shall be five years.

(b) (i) The period of apprenticeship of an apprentice who, whether before or during his apprenticeship, has completed the first period of continuous service which he is compelled to render in the Citizen Force in terms of section 21 of the Defence Act (Act 44 of 1957), shall be reduced by *four months*

(ii) The period of apprenticeship of an apprentice who in terms of section 22 (6) (A) of the Defence Act (Act 44 of 1957), has voluntarily bound himself to render, and who, whether before or during his apprenticeship, renders service in the Citizen Force for a single period which, together with the continuous service he is compelled to serve in the said Force in terms of section 21 of the said Act, totals approximately 18 months or approximately 24 months, as the case may be, shall be reduced by *six months* or *eight months*, respectively

(iii) Any reduction in the period of apprenticeship in terms of paragraph (i) or (ii) shall operate with effect from the date upon which the apprentice commences or resumes his apprenticeship after returning from military service

3. WAGES

(c) An apprentice employed on night work shall be paid at a rate not less than 15 per cent in excess of the remuneration paid by the employer for day work, which remuneration shall not be less than prescribed in subclause (a) or (d) ";

(b) determine that the Conditions set out in clause 3 (c) above shall, from the date of prescription thereof, also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area in respect of which the National Printing Apprenticeship Committee was established

All interested persons who have any objections to the above proposals are called upon to lodge such objections, in writing, with the Secretary, National Printing Apprenticeship Committee, P.O. Box 2775, Cape Town, 8000, within 30 days of the date of publication of this notice.

M VILJOEN, Minister of Labour

No R 1849 26 September 1975

## WET OP VAKLEERLINGE, 1944

## KOMITEE VIR VAKLEERLINGE IN DIE SUIKER-VERVAARDIGINGS- EN RAFFINEERNYWERHEID

### WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, kragtens artikel 16 van bogemelde Wet, dat die bepalings van Goewermentskennisgewing R 1381 van 18 julie 1975 in werking tree vanaf die datum van publikasie van hierdie kennisgewing

VILJOEN, Minister van Arbeid

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No R. 1849 (GG. 4856) 26 September 1975

## APPRENTICESHIP ACT, 1944

## APPRENTICESHIP COMMITTEE FOR THE SUGAR MANUFACTURING AND REFINING INDUSTRY

### AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 16 of the above-mentioned Act, declare that the provisions of Government Notice R. 1381 of 18 July 1975 shall come into operation from the date of publication of this notice

M. VILJOEN, Minister of Labour.

MANPOWER - APPRENTICESHIP



## DEPARTMENT OF LABOUR

No. R 1869 3 October 1975

APPRENTICESHIP ACT, 1944

NATIONAL PRINTING APPRENTICESHIP COMMITTEE—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 16 of the above-mentioned Act, declare that the provisions of Government Notice R. 1490 of 1 August 1975 shall come into operation from the date of publication of this notice

M VILJOEN, Minister of Labour

## DEPARTEMENT VAN ARBEID

No R 1869 3 Oktober 1975

WET OP VAKLEERLINGE, 1944

NASIONALE VAKLEERLINGSKAPKOMITEE VIR DIE DRUKKERSBEDRYF.—WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, kragtens artikel 16 van bogemelde Wet, dat die bepalings van Goewermentskennisgewing R. 1490 van 1 Augustus 1975 in werking tree vanaf die datum van publikasie van hierdie kennisgewing

M. VILJOEN, Minister van Arbeid

MANPOWER - Apprentic

(2) Manpower - Apprentice

# There are 23 trades

(Today's Scholar)

ARGUS 21/10/75

**FOR tough young school-leavers, with their feet on the ground and their heads in the stars, the building industry offers a choice of 23 registered trades.**

The minimum educational qualification a would-be apprentice must have attained is Standard Seven, and the minimum age is 16.

A building company indentures the young man in his designated trade, and the Department of Labour issues a contract of apprenticeship binding on both the company and the apprentice.

There are 23 trades to choose from: Bricklaying, bricklaying and plastering, carpentry, carpentry and joinery, ceiling erecting, electrical wireman, joinery, leadlight-making, letter cutting and stone decorating, marble masonry, painting and decorating, plastering, plumbing, polishing reconstructed stone and terrazzo working, saw-doctoring, sheetmetal-working, shopfitting (architectural metal working), shopfitting (wood), signwriting, stone masonry, wall and floor tiling, and woodmachining.

**THE TIME**

The period of apprenticeship is four years for all trades except electrical wiremen (five years) and wall and floor tiling and ceiling erecting (two and a half years).

Apprentices attend a technical college for three months a year. They receive wages while at college, and the employer pays the fees if they pass

While studying the technical subjects relevant to his chosen trade, the apprentice sits for the National Technical Certificate (NTC) — each year a more advanced examination.

A fully qualified artisan has, at the end of his apprenticeship, an NTC 4 certificate save where the period of indenture is longer or shorter.

Wages are calculated as percentages of the qualified artisan's basic rate of R1,59 an hour.

In his first year, an apprentice will earn 35 percent of the basic rate, which works out at R22,26 for a 40-hour week; 40 percent or R25,44 in the second year rising to 50 percent which is R31,80 a week during the third year, and R38,16 a week, or 60 percent, during the fourth year.

Wages are the same for White and Coloured apprentices, and as a reward for passing each of the NTC examinations, the apprentice receives extra remuneration.

The period of indenture can be shortened to two and a half years if the apprentice, in possession of the NTC 2, passes a trade test at Olifantsfontein. Normally, this practical test is done after the third year of apprenticeship.

**IS SCOPE**

There is considerable scope for artisans in the building industry The T 4 (technician's diploma) certificate is the equivalent of four subjects towards the BSc degree at any university, and artisans may continue their studies towards this degree on a part-time basis.

For the enthusiastic and capable artisan, promotion to the position of foreman is often rapid, and the rise in wages is appreciable.

The Department of Labour in Thomas Boydell building assists all would-be apprentices with useful tips in choosing the right trade and how to get started.

LESLEY FRIEDMAN.

SUN. TIMES (Bus Times)
26/10/75

# Iscor needs 1155 apprentices

(1) 260 B
(2) 189
(3) Manpower - Apprentices

ISCOR, the largest employer of apprentices in the steel industry, already has 2 883 apprentices learning trades at [illegible], but it still has vacancies for 1 155 school-leavers to be apprenticed this year.

There are training schemes at all Iscor centres, the largest being at Pretoria and Vanderbijlpark, where the numbers required this year are 500 and 325 respectively.

There are vacancies for 230 apprentices at Newcastle 90 at Sishen and 10 at Thabazimbi

Five-year apprenticeships are being offered for millwrights and instrument mechanics and four-year training schemes for electronics mechanicians, and for fitters and turners

Standard 7 will suffice for a rigger (three-year apprenticeship) and for a welder

Iscor apprentices earn well while they learn Youngsters in their first year of training receive R173 a month plus a leave bonus of R80

In his second year a man with standard 10 qualifications will earn R189 a month with a leave bonus of R97. In his third year the figures will be R211 a month and bonus of R113, in his fourth year R248 with R130 bonus and in his fifth year R367 with a bonus of R175

Men with standard 7 to 9 qualifications will earn R142 in his first year R165 in his second progressing to R199 and then R236 Leave bonuses are on the same scale as above

For people with technical training qualifications, payments are increased

## DEPARTMENT OF LABOUR

GG 4884

No R 2072 31 October 1975

### APPRENTICESHIP ACT, 1944

### APPRENTICESHIP COMMITTEE FOR THE WITWATERSRAND JEWELLERS' AND GOLDSMITHS' INDUSTRY.—PROPOSED AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Marais Viljoen, Minister of Labour, acting in terms of section 16 of the above-mentioned Act, propose to—

(a) amend the Schedule to Government Notice 571 of 15 March 1946, and Government Notices 165 of 27 January 1950, 1779 of 13 July 1951, 2542 of 7 November 1952 and R 1805 of 23 October 1970, as applied by Government Notice R 2277 of 18 December 1970, by the substitution for clause 3 of the Conditions of Apprenticeship of the following clause:

#### 3 WAGES

(1) An employer shall remunerate an apprentice weekly at not less than the rates specified hereunder

| | *Per week* R |
|---|---|
| In three-year trade | |
| First year | 24,00 |
| Second year | 29,00 |
| Third year | 36,00 |
| In four-year trade | |
| First year | 24,00 |
| Second year | 27,00 |
| Third year | 34,00 |
| Fourth year | 46,00 |

## DEPARTEMENT VAN ARBEID

No R 2072 31 Oktober 1975

### WET OP VAKLEERLING, 1944

### KOMITEE VIR VAKLEERLINGE IN DIE NYWERHEID VAN JUWELIERS EN GOUDSMEDE, WITWATERSRAND.—VOORGENOME WYSIGING VAN LEERVOORWAARDES

Ek, Marais Viljoen, Minister van Arbeid, handelende kragtens artikel 16 van bogemelde Wet, is voornemens om—

(a) die Bylae van Goewermentskennisgewing 571 van 15 Maart 1946, en Goewermentskennisgewing 165 van 27 Januarie 1950, 1779 van 13 Julie 1951, 2542 van 7 November 1952 en R. 1805 van 23 Oktober 1970, soos toegepas by Goewermentskennisgewing R. 2277 van 18 Desember 1970, te wysig deur klousule 3 van die Leervoorwaardes deur die volgende klousule te vervang:

#### 3. LONE

(1) 'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder gespesifiseer:

| | *Per week* R |
|---|---|
| In driejaarambag | |
| Eerste jaar | 24,00 |
| Tweede jaar | 29,00 |
| Derde jaar | 36,00 |
| In vierjaarambag | |
| Eerste jaar | 24,00 |
| Tweede jaar | 27,00 |
| Derde jaar | 34,00 |
| Vierde jaar | 46,00 |

MANPOWER - Apprenticeships

| | Per week |
|---|---|
| **In five-year trade** | R |
| First year | 24,00 |
| Second year | 28,00 |
| Third year | 34,00 |
| Fourth year | 40,00 |
| Fifth year | 46,00 |

(ii) An employer shall increase the remuneration prescribed in this clause in respect of every apprentice who is in possession of or obtains any of the educational qualifications scheduled hereunder or equivalents, by an amount of not less than that indicated in the Schedule. The amounts so payable shall not be cumulative but shall be payable in respect of only one, i.e. the highest certificate or diploma obtained. Any amount to which an apprentice is entitled in terms of this subclause shall, where the certificate or diploma is obtained during his apprenticeship, be payable as from the date of issue thereof.

SCHEDULE

| *Educational qualifications obtained prior to or during apprenticeship* | *Per week* R |
|---|---|
| **Group I** | |
| (a) Standard 9 (non-technical), with Mathematics<br>(b) Standard 10 (non-technical), without Mathematics<br>(c) National Technical Certificate, Part I or N1 | 2,00 |
| **Group II** | |
| Standard 10 (non-technical), with Mathematics | 3,00 |
| **Group III** | |
| (a) Junior Technical Certificate (Standard 9) with Workshop practice<br>(b) Intermediate Technical Certificate (Standard 9), without workshop practice<br>(c) National Technical Certificate, Part II or N2 | 4,00 |
| **Group IV** | |
| (a) Intermediate Technical Certificate (Standard 9), with workshop practice<br>(b) Senior Technical Certificate (Standard 10), without workshop practice<br>(c) National Technical Certificate, Part III or N3 | 6,00 |
| **Group V** | |
| (a) Senior Technical Certificate (Standard 10), with workshop practice<br>(b) National Technical Certificate, Part IV or N4<br>(c) Part I of the National Certificate for Technicians<br>(d) Part I of the Intermediate Diploma for Technicians | 8,00 |

(b) determine that the Conditions set out above shall, from the date of prescription thereof, also apply to apprentices who are indentured in any trade which is or was a designated trade in the Industry and area for which the above-mentioned Committee was established.

All interested persons who have any objections to the above proposals are called upon to lodge such objections, in writing, with the Secretary, Apprenticeship Committee for the Jewellers' and Goldsmiths' Industry, Witwatersrand, P.O. Box 4560, Johannesburg, 2000, within 30 days from the date of publication of this notice.

M. VILJOEN, Minister of Labour.

| | Per week |
|---|---|
| In vyfjaarambag | R |
| Eerste jaar | 24,00 |
| Tweede jaar | 28,00 |
| Derde jaar | 34,00 |
| Vierde jaar | 40,00 |
| Vyfde jaar | 46,00 |

(ii) 'n Werkgewer moet die besoldiging voorgeskryf in hierdie klousule ten opsigte van elke vakleerling wat enigeen van die opvoedkundige kwalifikasies in die Bylae hieronder vermeld of gelykwaardige kwalifikasies, besit of verwerf, verhoog met nie minder nie as die bedrag in die Bylae vermeld. Die bedrae aldus betaalbaar is nie kumulatief nie maar is betaalbaar ten opsigte van slegs een, te wete, die hoogste, sertifikaat of diploma wat verwerf is. Enige bedrag waarop 'n vakleerling ingevolge hierdie subklousule geregtig is, moet, waar die sertifikaat of diploma gedurende sy leertyd verwerf word, betaal word vanaf die datum van uitreiking daarvan.

BYLAE

| *Opvoedkundige kwalifikasies verwerf voor of gedurende vakleerlingskap* | *Per week* R |
|---|---|
| Groep I | |
| (a) Standerd 9 (nie-tegnies), met Wiskunde<br>(b) Standerd 10 (nie-tegnies), sonder Wiskunde<br>(c) Nasionale Tegniese Sertifikaat, Deel I of N1 | 2,00 |
| Groep II | |
| Standerd 10 (nie-tegnies) met Wiskunde | 3,00 |
| Groep III | |
| (a) Junior Tegniese Sertifikaat (standerd 8), met werkwinkelpraktyk<br>(b) Intermediêre Tegniese Sertifikaat (standerd 9), sonder werkwinkelpraktyk<br>(c) Nasionale Tegniese Sertifikaat, Deel II of N2 | 4,00 |
| Groep IV | |
| (a) Intermediêre Tegniese Sertifikaat (standerd 9) met werkwinkelpraktyk<br>(b) Senior Tegniese Sertifikaat (standerd 10), sonder werkwinkelpraktyk<br>(c) Nasionale Tegniese Sertifikaat, Deel III of N3 | 6,00 |
| Groep V | |
| (a) Senior Tegniese Sertifikaat (standerd 10), met werkwinkelpraktyk<br>(b) Nasionale Tegniese Sertifikaat, Deel IV of N4<br>(c) Deel I van die Nasionale Sertifikaat vir Tegnici<br>(d) Deel I van die Intermediêre Diploma vir Tegnici | 8,00 |

(b) te bepaal dat die Voorwaardes hierbo vermeld vanaf die datum van voorskrywing daarvan ook van toepassing is op vakleerlinge wat ingeboek is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied waarvoor bogemelde Komitee ingestel is.

Alle belanghebbende persone wat enige besware teen bogemelde voornemens het, word versoek om sodanige besware skriftelik in te dien by die Sekretaris, Komitee vir Vakleerlinge in die Nywerheid van Juweliers en Goudsmede, Witwatersrand, Posbus 4560, Johannesburg, 2000, binne 30 dae na die datum van publikasie van hierdie kennisgewing.

M. VILJOEN, Minister van Arbeid

# Barring the gateway to skills

Financial Mail 21/11/75

MANPOWER - Apprentices

Despite repeated proclamations that SA is "moving away from racial discrimination", Blacks are still largely barred from becoming apprentices. White trade unions are the big culprits, but employers and government also have much to answer for

**Like Cerberus,** job reservation is a many-headed beast One of the heads barring the gateway to opportunity is the exclusion of Blacks from apprenticeship

The Apprenticeship Act does not itself exclude them But the joint trade union-employer apprenticeship committees controlling entry to the various trades effectively keep them out on various pretexts Africans are totally excluded, except in African areas. The Bantu Building Workers Act specifically outlaws employment of Africans on skilled building work in urban areas, other than African townships

Coloureds and Asians are still excluded from most trades, the main exceptions being in the building, furniture, metal and engineering, and printing industries — and usually in the Cape and Natal

Seifsa director Errol Drummond says there are more and more Coloureds and Asians coming in to the engineering trades This year about 12% of the youths indentured were Coloureds and Asians Bert Woodhouse, training manager of Roberts Construction, confirms that almost all apprentices in the building trades in Cape Town, Port Elizabeth, and Durban are now Coloureds and Asians

The Registrar of Apprenticeship, Eric Radue, tells the *FM* that last year 9 336 Whites, 1 368 Coloureds, and 514 Asians were indentured The total number of apprentices in designated

trades in 1973 was nearly 38 000 of whom some 6 000 were Coloureds and 1 850 Asians.

Nevertheless, Coloureds and Asians are still widely excluded, particularly in the Transvaal The (White) Motor Industry Employees' Union, for example, is strongly opposed to their members' training them as journeymen A few years ago it went so far as to expel a handful of members who had agreed to train Coloureds.

General Secretary Piet Pienaar tells the *FM* the reasons are first, the Coloured standard of living is lower, so employers will prefer Coloureds to Whites since they can pay them less, and second, Coloured youths, unlike Whites, do not have to do military service, so their training will not be interrupted Again, employers will prefer Coloureds, thirdly, there are no block release facilities available.

"Two years ago, on a request from the (Coloured) Motor Industry Combined Workers' Union, we asked our members whether they would review their policy, but they refused"

Pienaar adds that his members have nevertheless handed down parts of journeymen's jobs to Blacks, creating jobs for them as repair and body shop assistants. "This process will continue, but only the future will determine to what extent."

Not surprisingly, the general secretary of the Combined Workers' Union, Ronnie Webb, feels very bitter about all this His union has about 1 500 artisan members, nearly all of them in Natal and the Cape. Many of them were trained by Whites before the White union adopted its present hardline policy in 1968 Training of apprentices is now largely done by Webb's own members.

"When an appie's firm applies to indenture him and there is no Coloured or Asian journeyman available, he is invariably rejected by the apprenticeship committee

"People are very, very resentful," declares Webb "It is retarding the Coloured people's economic progress and contributing to their frustrations We are inundated with applications even from matriculated youngsters whose sole desire in life is to become motor mechanics But we can't assist them

"We've submitted memos to the White union We've seen the Secretary for Labour But our appeals have fallen on deaf ears A few years ago we were told by the Department of Labour that the Minister would be reluctant to interfere with the policy of the White union because 'after all, he relies on them for votes'"

Webb rejects the view that Coloureds have lower living requirements And his union is opposed to any form of job fragmentation, such as repair shop assistants "It denies people the status and financial rewards of being artisans These schemes may be alleviating the skills shortage, but they lead to a lowering of the hard-won artisan status

"The employers favour fragmentation as it enables them to pay lower wages But no Coloured youth with the necessary Standard 8 qualification wants to be a repair shop assistant He considers it beneath him He wants to be a journeyman"

Turning to the question of Africans, Webb says his members would not object to training them as apprentices But he confesses that while Coloureds and Asians are themselves kept out of apprenticeships, his members would prefer not to train Africans "It's a case of dog eats dog"

Various reasons are given for excluding Blacks from apprenticeship In the case of Africans in the common area, there are no separate technical colleges for apprentices to attend on the block release system which syllabuses require For Coloureds and Asians such facilities are limited

Another reason is that applicants may not have the required Standard 7 or 8 certificate Yet another is the absence of segregated lavatories and the like.

Tucsa's assistant general secretary, Robert Kraft, says the real reason is "simple racial discrimination"

Some trade unions, he says, see entry of a Black into a skilled job as lowering the status of that job in the eyes of Whites Others don't want to allow Africans in because the unions would then lose control over a body of artisans because Africans cannot join registered trade unions

Prejudice also keeps Blacks off apprenticeship committees Webb's union, for example, although it has recently obtained a seat on the Durban sub-committee, has only been given observer status in Cape Town

Officially, Tucsa believes skilled jobs should be open to everyone. Kraft admits, however, that some Tucsa unions are themselves guilty of discrimination "The problem is with the members, not with the leadership Our role is to help educate the members"

Tucsa president Lief van Tonder, who also heads the SA Typographical Union, says that "one big grievance of the trade unions is the tendency to pay Blacks only basic prescribed minimum wages, which are much lower than the wages actually paid to White artisans This is one of the main reasons why there is this tremen-







**Roberts Construction's Bert Woodhouse and motor industry unionists Ronnie Webb and Piet Pienaar**

dous resistance among Whites to giving Blacks a place in the sun

"We can only try and educate our members to accept the inevitable But at the moment any employer who dared to recruit an African apprentice would have unrest on the shop floor"

What of the future? Pienaar "This is a red hot political issue In present circumstances it's very unlikely our members will change their minds But with developments like detente things may change to such an extent that our guys may say 'there's no point in fighting this any longer' We could talk to them about Coloureds and Asians, but we wouldn't get to first base with Africans

"But if we agreed to train Coloureds and Asians we would have to get a tangible deal for the re training of our members

Van Tonder "It is a foregone conclusion that in time to come we will have African apprentices"

Drummond "We can't train Africans when technical colleges for them do not exist in the White areas They can now be trained in the Homelands The next logical thing is to train them for skilled jobs in border areas The role of Africans will obviously be critical in the building of very large infrastructural projects"

Drummond stresses, however, that "the full concurrence of the trade unions would have to be obtained We can't do it unilaterally if we don't want labour friction"

Government, for its part, should clarify its attitude The White Paper on the *Report by the Inter departmental Committee on the Decentralization of Industries*, issued in June 1971, envisaged the training of Coloureds and Asians for skilled jobs, but Africans were to be trained for such jobs only in the Bantustans

The labour clauses in the recent anti-inflation manifesto seem to indicate that government's attitude is now a shade more flexible But it needs to be spelt out more clearly

(1) 266

(2) Manpower - Apprentices.

(3) Education - Secondary.

# 'C' pass problem for SAR?

Labour Reporter

Only a third of the apprentices required by the Railways would have been appointed last year if a Standard 8 pass had been the minimum entry qualification.

As it is, the Railways were unable to fill their apprentice quota of 2 696 last year. Only 1 952 apprentices joined and only 987 of these had a Standard 8 certificate with mathematics.

This is revealed in the latest edition of the Journal of the Artisan Staff Association of the Railways. The details were given to the association by the Minister of Transport, Mr S. L. Muller, during his annual discussions with the association.

# Blunder on Black medics

Star 14/1/76

**The Durban Medical School should be expanded, not closed to Africans as the Government is currently doing. PROFESSOR PHILLIP V TOBIAS, Head of the Department of Anatomy at the University of the Witwatersrand writes on South Africa's desperate need for Black doctors**

It is tragic that the medical education of Africans is to be phased out of the Durban Medical School

That school in its 94 years of existence has given the country no fewer than 216 African doctors It has a strong desire to expand its facilities and take in even greater numbers

We at Wits can only join our voices to the plea of the Durban Medical School and of the University of Natal to allow the School to continue admitting Africans

The very idea of a separate medical university for Africans has no valid place in a South Africa of this day and age

Just when somewhat freer contact between men of different races is beginning to enter the picture in South Africa at that very moment a multi million rand institution is to be established for medical dental and veterinary education on a compulsorily segregated basis

There are those who will say, "It is government policy for higher education to be segregated" But it is precisely that policy that is indefensible in todays world

Of course, the country does need new medical schools South Africa has only one medical school to every 11 million people a mediocre showing compared with the average of one school to every two million or less in developed countries

The world is pretty serious even if all six school in the country were open to all parts of our 2 million population

The fact that five of the six schools are not allowed to open their doors to Africans (except by individual permission of the responsible Minister) makes the position fatal — especially when we recall that Africans comprise over 70 percent of the total population

On the world optimum for developed countries, South Africa should have 13 medical schools instead of its present six So any new medical school must be welcomed But when it is racially restrictive — and when the corollary of its establishment is that Durban Medical School has to stop taking in African students — one is forced to decry the new development

The number of African matriculants has risen so steeply in recent years and the shortage of African doctors is so great that there would be enough suitably qualified applicants to fill the Garankuwa School to capacity and supply an African medical student to the Durban Medical School and I may add, to the Witwatersrand and Pretoria Medical School

South Africa today is graduating each year some 110 White doctors per million Whites about 70 Asian doctors per million Asians about nine Coloured doctors per million Coloured people — and just under one African doctor per million Africans

The discrepancy will become greater when in a year or two, the Bloemfontein Medical School graduates its first class of all White doctors

The proposal that there be a single African "medical university" to serve the country's entire African population (while African students are phased out of the Durban Medical School) overlooks the terrible inconvenience of African students having to come from all over the country to get their medical education at Garankuwa

White students are able to go to medical school generally in their own province and commonly live in their home population centre Whites can have their choice of applying to five medical schools (Cape Town Stellenbosch Bloemfontein Witwatersrand and Pretoria) Blacks have no choice in the matter at all

This is a form of discrimination against our would be African students that can never be offset by the trappings of one fine institution near Pretoria

It cannot any longer be seriously believed that universities and medical schools in this country will go on indefinitely being racially segregated institutions

Even those universities that formerly did not wish — of their own accord — to admit Black students have now expressed their willingness to take in some Black students at the postgraduate level — and in a few instances have indeed done so

This trend, I predict, will be widespread before the end of the 'seventies and within a decade, it is foreseeable (on an optimistic view) that every higher educational institution in this country will have been moved by the tide of affairs and the changing climate of opinion to open its doors to suitably qualified students of all races

In the light of this, it is only short-sighted to decree that all African medical students must in the future receive their education at one centre

The ceiling set for that new school at Garankuwa Hospital has been given by the authorities as 160 It has been estimated by Professor I V O Reid, the Dean of the Durban Medical School, that saturation point will be reached in 1980

Mr G J Rousseau Secretary of the Bantu Education Department, has been quoted as saying that it would not be reached before 1983

Either way the new school is nowhere sufficient to meet the need for doctors of the large and ever growing African population

What are needed as urgent developments are the expansion of the Durban Medical School with pa-

179

LAB 18

Telegramadres: "ARBEID"
Alle briewe moet gerig word aan die
SEKRETARIS VAN ARBEID
Privaatsak X117
0001

Telegraphic address "ARBEID"
All communications should be addressed to the
SECRETARY FOR LABOUR
Private Bag X117
0001

Tel 2-9711 x 86

Navrae/Enquiries M. Olivier

REPUBLIEK VAN SUID AFRIKA—REPUBLIC OF SOUTH AFRICA

*Verwys asb in u antwoord na:*
*In reply please quote*

*No* 1/30/2/2

**DEPARTEMENT VAN ARBEID**
**DEPARTMENT OF LABOUR**

**Ongevallegebou**
**Compensation House**

**Schoemanstraat**
**Schoeman Street**

**PRETORIA**
**0002**

15-1-1976

The Research Officer
University Of Cape Town
Division Of Research
Beattie Building
RONDEBOSCH
7700

MANPOWER - APPRENTICESHIP

Sir

BOOKLET ON LABOUR IN SOUTH AFRICA IN 1975

Your letter dated 26 November 1975 has reference.

This Department is unfortunately not in a position to furnish you with the names of Committee-, Sub-Committee- or Board members without their prior approval. With the constant change in membership, it would, in any event serve no useful purpose to supply such a list because it would in all probability be outdated before it could be put to print.

Following is a list of Apprenticeship Committees and Sub-Committees, indicating the location of each:-

1. The National Apprenticeship Committee for the Metal Industry, Private Bag X117, Pretoria.

   The following Metal Sub-Committees have been established at the locations as indicated and fall under the aegis of the local representatives of the Department:

   -Cape Town
   -Johannesburg
   -Pretoria
   -Durban
   -Port Elizabeth
   -East London
   -Welkom
   -Kimberley

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2. The National Apprenticeship Committee for the Building Industry, Private Bag X117, Pretoria.

The following Sub-Committees have been established at the locations indicated and fall under the aegis of the local representatives of the Department:

-Cape Town
-Johannesburg
-Pretoria
-Durban
-Port Elizabeth
-East London
-Bloemfontein
-Kimberley
-Pietermaritzburg
-Welkom
-Kroonstad

3. The National Apprenticeship Committee for the Motor Industry, Private Bag X117, Pretoria.

The following Sub-Committees have been established at the locations indicated and fall under the aegis of the local representatives of the Department:

-Cape Town
-Johannesburg
-Pretoria
-Bloemfontein
-Durban
-Port Elizabeth
-Pietermaritzburg
-Kimberley
-East London

4. The National Apprenticeship Committee for the Diamond Cutting Industry, P.O. Box 4560, Johannesburg.

5. The National Printing Apprenticeship Committee, P.O. Box 2775, Cape Town.

6. The Apprenticeship Committee for the Electricity Supply Undertaking, P.O. Box 4560, Johannesburg. This Committee has been introduced for the purpose of Escom only.

7. The Apprenticeship Committee for the Grain Milling Industry. The address is:-

P.O. Box 4560
Johannesburg

8. The Apprenticeship Committee for the Jewellers' and Goldsmiths Industry, Witwatersrand, P.O. Box 4560, Johannesburg.

9. The Apprenticeship Committee for the Jewellers' and Goldsmiths' Industry, the Cape, P.O. Box 872, Cape Town.

10. The National Apprenticeship Committee for the Aerospace Industry, P.O. Box 393, Pretoria.

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11. Apprenticeship Committee for the Building Mechanical Engineering and Electrical Industries (Mines), P.O. Box 4560, Johannesburg.

12. Apprenticeship Committee for the Automibile Manufacturing Industry (established in respect of the Magisterial Districts of Port Elizabeth and Uitenhage), Private Bag X3908, Port Elizabeth.

13. The Railway Apprenticeship Committee, P.O. Box 393, Pretoria.

14. Apprenticeship Committee for the Explosives and Allied Industries, P.O. Box 4560, Johannesburg. (This Committee operates on a national basis).

15. The Government Apprenticeship Committee, P.O. Box 393, Pretoria. (This Committee operates on a national basis).

16. The Apprenticeship Committee for the Coal Mining Industry, Natal, Private Bag X9048, Pietermaritzburg.

17. The Apprenticeship Committee for the Sugar Manufacturing and Refining Industry, P.O. Box 940, Durban.

18. Hairdressing Apprenticeship Committee, Bloemfontein, P.O. Box 522, Bloemfontein.

19. Durban Hairdressing Apprenticeship Committee, P.O. Box 940, Durban.

20. Cape Hairdressing Industry Apprenticeship Committee, P.O. Box 872, Cape Town.

21. East London Hairdressing Apprenticeship Committee, P.O. Box 312, East London.

22. Apprenticeship Committee for the Hairdressing Trade, Port Elizabeth and Uitenhage, Private Bag X3908, Port Elizabeth.

23. Pretoria Hairdressing Industry Apprenticeship Committee, P.O. Box 393, Pretoria.

24. Witwatersrand Hairdressing Industry Apprenticeship Committee, P.O. Box 4560, Johannesburg.

25. Apprenticeship Committee for the Furniture Industry, Orange Free State, P.O. Box 522, Bloemfontein.

26. Natal Furniture Apprenticeship Committee, P.O. Box 940, Durban.

27. Apprenticeship Committee for the Furniture Industry, Cape Division, P.O. Box 872, Cape Town.

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28. East London Furniture Apprenticeship Committee, P.O. Box 312, East London.

29. Furniture Industry Apprenticeship Committee, Port Elizabeth, Private Bag X3908, Port Elizabeth.

30. Apprenticeship Committee for the Furniture Industry, Transvaal, P.O. Box 4560, Johannesburg.

With regard to the number of inspectors appointed on the establishment of the various inspectorates I have to advise as follows:

| Inspectorate | Inspector | Number of Posts |
|---|---|---|
| Divisional Inspector of Labour JOHANNESBURG | Chief Technician | 1 |
| | Senior Technician | 3 |
| | Technician | 7 |
| Divisional Inspector of Labour DURBAN | Senior Technician | 1 |
| | Technician | 2 |
| Divisional Inspector of Labour PORT ELIZABETH | Senior Technician | 1 |
| | Technician | 1 |
| Divisional Inspector of Labour EAST LONDON | Technician | 1 |
| Divisional Inspector of Labour BLOEMFONTEIN | Technician | 2 |
| Divisional Inspector of Labour WINDHOEK | Technician | 1 |
| Divisional Inspector of Labour PRETORIA | Chief Technician | 1 |
| | Senior Technician | 1 |
| | Technician | 3 |
| Divisional Inspector of Labour CAPE TOWN | Senior Technician | 1 |
| | Technician | 2 |
| Divisional Inspector of Labour KIMBERLEY | - | - |
| Divisional Inspector of Labour GEORGE | - | - |

5/...

It is trusted that the aforementioned information would be of assistance to you.

Yours faithfully

SECRETARY FOR LABOUR

Research

26th November, 1975.

The Secretary for Labour,
Private Bag X117,
PRETORIA.
0001.

Dear Sir,

We have recently established a Southern Africa Labour and Development Research Unit in the School of Economics at the University of Cape Town. We are putting together a booklet on Labour in South Africa in 1975 and are eager to include a short section on apprenticeship and training. We should be very grateful if you would assist us in this respect by supplying, if possible, the following information:-

National Apprenticeship Board

1. The names of the chairman and other members of the National Apprenticeship Board;

Apprenticeship Committees

2. The number of apprenticeship committees and subcommittees established in terms of the Apprenticeship Act, 1944;

3. The title, location and scope of each separate Apprenticeship Committee and subcommittee;

4. The names of the chairman and members of each separate Apprenticeship Committee and sub-committee, with, if possible, an indication of which member represents the employers' organisation and which the employees' organisation.

Inspectorate

5. The number of inspectors appointed in terms of the Act on the establishment of each inspectorate division.

Yours faithfully,

DUDLEY HORNER
RESEARCH OFFICER

Hansard 3 Q vols 178 7/2/77

178

**Apprenticeship contracts**

351. Dr A L BORAINE asked the Minister of Labour

How many new apprenticeship contracts were registered in respect of Whites, Coloureds and Indians, respectively, in each of the past three years

The MINISTER OF LABOUR:

| | Whites | Coloureds | Asiatics |
|---|---|---|---|
| 1974 | 9 336 | 1 368 | 514 |
| 1975 | 9 084 | 1 723 | 511 |
| 1976 | 9 368 | 1 385 | 464 |

Senate Hansard 2
@ col 5 21/2/77

(178)

**Apprenticeship Act**

17. Senator B R BAMFORD asked the Minister of Labour:

How many persons were indentured in terms of the Apprenticeship Act, 1944, as at 31 December 1976.

The MINISTER OF LABOUR.

35 634.

(69)
8 x 28/9/77
21/2/77

Manpower - Apprentice

# 200 RIGTINGS VIR AMBAGSMAN

Rapport 29/2/76

Deur ons LOOPBAANADVISEUR

**DIE woord „ambag" dui op aangeleerde handewerk waarby stowwe bewerk of verwerk word. 'n Ambagsman is gevolglik 'n gekwalifiseerde man wat praktiese take op ambagsvlak verrig. Voordat iemand egter as ambagsman kan kwalifiseer, moet hy 'n vakleerlingskap voltooi.**

Die opleiding van vakleerlinge is onderworpe aan die Vakleerlingwet, Wet nr. 37 van 1944, wat deur die Departement van Arbeid geadministreer word. Tegniese kolleges, tegniese institute en enkele korrespondensiekolleges bied teoretiese onderrig aan ter behaling van die Nasionale Tegniese Sertifikaat N1, N2 en N3. Hierdie kursus bied teoretiese opleiding aan wat in die eerste plek vir vakleerlinge bedoel is

Nadat 'n kandidaat 'n st 7- of 'n st. 8- of 'n gelykwaardige sertifikaat behaal het, na gelang van die vereistes van die ambagsrigting wat hy wil volg, en hy nie meer skoolpligtig is nie, kan hy hom as vakleerling by 'n nywerheidsorganisasie of byvoorbeeld die Suid-Afrikaanse Spoorwee, die Weermag. ensovoorts laat inskryf.

Voornemende vakleerlinge moet egter daarop let dat bostaande slegs die minimum-vereistes is en dat sommige werkgewers op hoër onderwyskwalifikasies, byvoorbeeld 'n St. 10-sertifikaat, vir 'n betrokke ambagsrigting aandring.

## Aanlegtoets

Daar word ook aanbeveel dat kandidate in verbinding tree met die Nywerheidsraad van die nywerheid waaronder die ambagsrigting waarin belang gestel word, ressorteer. Sodoende kan skakeling verkry word met die naaste of talle ander nywerheidsondernemings wat vakleerlinge oplei en aanduidings word van die onder-

nemings by wie vakatures vir vakleerlinge bestaan.

Voorts kan kandidate hulself aanmeld vir 'n aanlegtoets wat deur die Departement van Arbeid afgeneem word in enigeen van sy stedelike kantore te Kaapstad, Port Elizabeth, Oos-Londen, Durban, Pretoria, Johannesburg, Kimberley, Bloemfontein en Windhoek. As die aantal kandidate dit regverdig, sal die Departement van sy beamptes na sentrale toetspunte op die platteland uitstuur om die toets af te neem om kandidate te adviseer. Op grond van die uitslag van hierdie toets kan bepaal word welke ambagsrigting die geskikste vir 'n kandidaat sal wees.

## Kursusse

Vakleerlinge ontvang dan praktiese ambagsopleiding onder toesig van ervare vakmanne, maar alle vakleerlinge moet ook ingeskryf word vir teoretiese opleiding aan tegniese kolleges, tegniese institute of korrespondensiekolleges.

Dié bywoning van klasse geskied deur die groepopleidingsplan, wat gewoonlik heeltydse bywoning oor 'n tydperk van ongeveer elf weke jaarliks behels en opgevolg word, indien nodig, deur deeltydse ná-uurse klasbywoning. In sommige gevalle is korrespondensiekursusse vir vakleerlinge van die Afd. Esterne Studie (Korrespondensiekursusse) van die Witwatersrandse Kollege vir Gevorderde Tegniese Onderwys, asook van enkele private

## Loopbane

korrespondensiekolleges verkrygbaar.

Die kursusse vir N1, N2 en N3 is, wat tegniese vakke betref, ongeveer op die peil van die ou kursusse wat vir die eksamens van die hoer tegniese skole vereis is, en staan respektieweliik min of meer gelyk aan tegniese vakke op die peil van st. 8, st. 9 en st 10.

Vakleerlingskap in die meeste ambagte duur ongeveer vier jaar. Vakleerlinge word egter toegelaat om binne 'n voorgeskrewe tydperk, wat deur hul kwalifikasies bepaal word, 'n ambagstoets af te lê, en as hulle slaag, ontvang hulle onmiddellik ambagsmanstatus

Met die Nasionale Tegniese Sertifikaat Deel III of 'n senior of gelykwaardige kwalifikasie op st. 10-vlak, kan kandidate verder werk en aan kolleges vir gevorderde tegniese onderwys ommige tegniese kolleges en enkele tegniese institute studeer, en eers die **Nasionale Sertifikaat vir Tegnici en daarna die Hoër Nasionale Sertifikaat vir Tegnici** behaal.

Ooreenkomstig die nuwe bepalings van die Departement van Nasionale Opvoeding (van 1972 af), mag 'n Sertifikaatstudent wat 50 persent in al sy vakke behaal het, na die Diplomakursus oorskakel en die ontbrekende vakke plus laboratoriumwerk en die vak Algemene Studies aanvul Om die Nasionale Diploma vir Tegnici te behaal, moet daar. benewens praktiese opleiding, in ses T1, ses T2, ses T3- en ses T4-vakke geslaag word.

Die volgende is 'n kort aanduiding van sommige ambagte (daar bestaan tans ongeveer 200 rigtings) waarvoor 'n vakleerling kan inskrywe vir die verwerwing van die Nasionale Tegniese Sertifikaat:

Ankerwikkelaar, Bakker, Bootbouer, Dieselelektriese Passer, Dieselpasser, Elektromeganikus Elektroplateerder, Elektrisiën (verskeie rigtings), Gereedskapmaker, Gieter (vorm- en modelmaker), Houtmasjinis (verskeie rigtings), Hysbakwerktuigkundige, Instrumentmaker, Edelmetaalwerker, Kantoortoerusting werktuigkundige, Kleremaker, Klipmesselaar, Koelkaswerktuigkundige, Letterskilder, Loodgieter, Messelaar, Metaalwerker, Meubelmaker, Motorbakwerker, Motorelektrisiën, Passer en Plaatmetaalwerker, Radiowerktuigkundige Skaalpasser, Skoenmaker, Slagter, Spoorvoertuigbouer, Stoffeerder en Bekleër, Sweiser, Takelaar, Telefoonelektrisiën, Skrynwerker, Vliegtuigelektrisiën, Vliegtuigmetaalwerker, Voertuigbouer en so meer

Die volgende is sommige van die nywerhede wat van die dienste van ambagsmanne/vakleerlinge gebruik: Bounywerheid, Diamantslypnywerheid Drukkersnywerheid, Elektrisiteitsleweringsnywerheid, Graanmaalnywerheid, Haarsnybedryf, Juweliers- en Goudsmidnywerheid, Kantoorbenodigdhedenywerheid, Lugruimnywerheid, Metaalnywerheid, Meubelnywerheid, Motornywerheid, Mynnywerheid, Suid-Afrikaanse Spoorweë, Springstof- en verwante nywerhede, Staatsondernemings waaronder byvoorbeeld die SA. Weermag, Steenkoolnywerheid en die Suiker-, Voedsel- en verwante nywerhede.

TYPE OF FARM EMPLOYEE - REGULAR  RACE - COLOURED  YEAR - 1972/73

AVERAGE MONTHLY KIND WAGE FOR ALL ECONOMIC REGIONS = R 6·44

DEVIATIONS FROM AVERAGE MONTHLY KIND WAGE BY ECONOMIC REGION

| EC REGION | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DEVIATION | .41 | 2,08 | -,74 | 12,86 | -2,17 | -,41 | -2,29 | -3,76 | -3,79 | -2,88 | 4,25 | 1,54 |
| EC REGION | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| DEVIATION | 3,62 | 5,59 | 2,46 | -1,15 | -2,36 | -2,61 | -1,93 | -,71 | 2,31 | 4,15 | 8,21 | -2,15 |
| EC REGION | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| DEVIATION | -2,75 | -3,75 | -2,02 | 12,38 | -1,37 | -,59 | ,00 | -,33 | ,00 | -3,50 | 1,69 | -5,98 |
| EC REGION | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| DEVIATION | -1,62 | -3,94 | ,42 | -2,17 | -2,24 | -2,43 | -3,99 | -3,33 | -1,62 | 2,22 | -1,30 | 3,59 |
| EC REGION | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 |
| DEVIATION | -1,22 | 2,11 | 3,67 | ,58 | -,10 | -,86 | -3,44 | 2,80 | -2,41 | -1,70 | 7,04 | -4,35 |

178

Hansard 7 col 501 9/3/76

(54)

TYPE OF FARM EMPLOYEE

AVERAGE MONTHLY TOTAL

DEVIATIONS FROM AVERA

| EC REGION | 1 | 4 | 7 | 8 | 9 | 10 | 11 | 12 |
|---|---|---|---|---|---|---|---|---|
| DEVIATION | -222,81 | | -64,83 | -74,10 | -24,24 | -7,54 | -77,60 | -60,76 |
| EC REGION | 13 | -1 | 19 | 20 | 21 | 22 | 23 | 24 |
| DEVIATION | -38,69 | | -41,92 | -2,80 | -64,18 | -69,81 | -71,54 | 122,86 |
| EC REGION | 25 | - | 31 | 32 | 33 | 34 | 35 | 36 |
| DEVIATION | 38,17 | | 71,97 | -30,84 | 122,44 | 53,22 | -13,29 | 47,38 |
| EC REGION | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| DEVIATION | 3,69 | 85,04 | 32,08 | -66,62 | 37,39 | 6,42 | 108,11 | 10,97 | 61,43 | 1,76 | 39,35 | 3,98 |
| EC REGION | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 |
| DEVIATION | 34,14 | -24,96 | 56,98 | 108,55 | -4,77 | -42,83 | 11,94 | -21,61 | 21,22 | 6,22 | -86,64 | 58,77 |

Motor industry: Training of Coloured apprentices

*1 Dr A L BORAINE asked the Minister of Labour

Whether there is any restriction in the motor industry on the training of Coloured apprentices by White journeymen, if so, (a) when was the restriction introduced and (b) for what reason.

†The MINISTER OF LABOUR:

There is no official restriction However, it is the policy of the Motor Industry Employees' Union of South Africa, who represent Whites, not to train non-White apprentices This decision was taken unanimously by the members of the Union at its 1965 annual general meeting According to the general secretary of the Union the reason for this decision is to safeguard the interests of its members

Mr. H H SCHWARZ Mr Speaker, arising out of the hon the Minister's reply, does he agree with that policy to which he has just referred? [Interjections]

Mr SPEAKER Order!

TYPE OF FARM EMPLOYEE - REGULAR | RACE - ASIAN | YEAR - 1972/73

AVERAGE MONTHLY CASH WAGE FOR ALL ECONOMIC REGIONS = R101.85

DEVIATIONS FROM AVERAGE MONTHLY CASH WAGE BY ECONOMIC REGION

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EC REGION | 1 | 2 | 3 | 4 (1) | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| DEVIATION | .00 | .00 | .00 | 331.49 | -71.57 | .00 | .00 | .00 | .00 | 113.15 | .00 | .00 |
| EC REGION | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| DEVIATION | .00 | .00 | .00 | .00 | -95.99 | .00 | .00 | .00 | .00 | .00 | .00 | -68.57 |
| EC REGION | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| DEVIATION | -58.88 | -30.00 | -30.43 | -16.67 | -55.39 | -17.76 | -1.85 | -6.64 | .00 | .00 | .00 | 18.15 |
| EC REGION | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| DEVIATION | .00 | -13.51 | .00 | .00 | -41.85 | .00 | 78.15 | .00 | .00 | .00 | .00 | .00 |
| EC REGION | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 |
| DEVIATION | -31.85 | .00 | .00 | .00 | | | .00 | .00 | .00 | .00 | .00 | .00 |

178

Hansard 7 col 229 9 76

TYPE OF FARM EMPLOYEE | YEAR - 1972/73

AVERAGE MONTHLY KIND | 18

DEVIATIONS FROM AVERA | ON

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EC REGION | 1 | | | | | | 7 | 8 | 9 | 10 | 11 | 12 |
| DEVIATION | .00 | | | | | | .00 | .00 | .00 | .00 | .00 | .00 |
| EC REGION | 13 | | | | | | 19 | 20 | 21 | 22 | 23 | 24 |
| DEVIATION | .00 | | | | | | .00 | .00 | .00 | .00 | .00 | -37.87 |
| EC REGION | 25 | | | | | | 31 | 32 | 33 | 34 | 35 | 36 |
| DEVIATION | -41.25 | -4[illegible] | [illegible] | -72.37 | -38.36 | -34.38 | 4.82 | -40.43 | .00 | .00 | .00 | -36.85 |
| EC REGION | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| DEVIATION | .00 | -28.52 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 |
| EC REGION | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 |
| DEVIATION | -33.52 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 |

**Motor industry Registration of apprenticeship contracts**

457 Dr A I BORAINE asked the Minister of Labour

(1) How many apprenticeship contracts in the motor industry were registered in 1975 in respect of (a) Whites, (b) Coloureds and (c) Asiatics.

(2) what was the total number of contracts in operation in the industry in respect of each of these groups in that year

The MINISTER OF LABOUR

(1) (a) 1392
(b) 187
(c) 82

(2) Statistics in regard to current contracts on a racial basis are not readily available as my Department will have to scrutinize over 6000 individual files in order to obtain the desired information As at 31 December 1975 altogether 6308 contracts were in operation in the Motor industry

Senate Hansard 5 Q col. 30-31
16/3/76

**Apprenticeship Act: Whites/non-Whites indentured**

*3. Senator B. R BAMFORD asked the Minister of Labour:

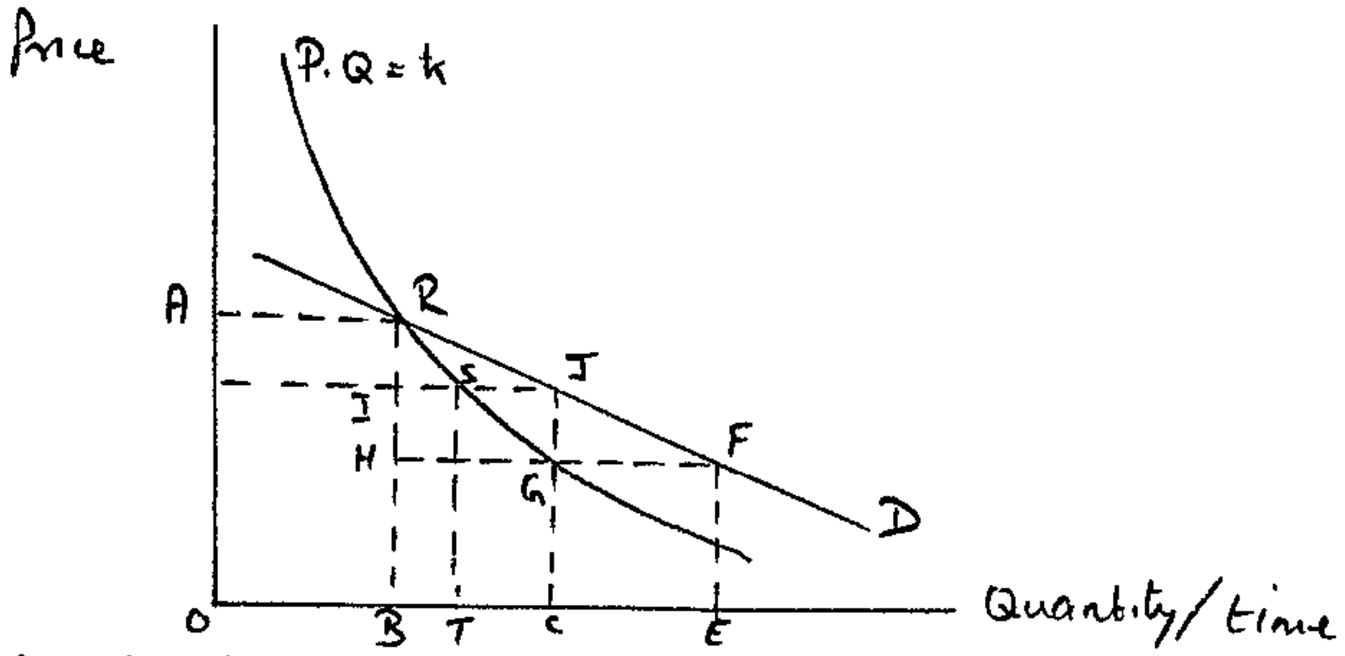
How many (a) White and (b) non-White persons were indentured in terms of the Apprenticeship Act, 1944, at the latest date for which figures are available.

178

The MINISTER OF POSTS AND TELECOMMUNICATIONS (for the Minister of Labour):

Figures on a racial basis are not readily available as my Department will have to scrutinize over 36 000 individual files in order to obtain the desired information. It is regretted that such a task cannot be undertaken at present. As at 31 December 1975 altogether 36 426 apprenticeship contracts were in operation in the various industries.

38. Consider the following diagram :




DD is the demand schedule for some agricultural good.
PQ = K is a rectangular hyperbole of unit elasticity.

Suppose the government aims to stabilise incomes at a value = K.

If in a certain year there was particularly good weather and output was OC rather than the expected level OB then, in order to stabilise farmers' incomes of K the government would have to -

1. Buy up HG = BC wheat.
2. Buy up JS = TC wheat.
3. Sell GF = CE wheat.
4. Sell JS = TC wheat.
5. Sell BC wheat.

39. Given the diagram above one can see that over a ten year period if it started with no stocks

1. The government scheme would certainly not be self financing.
2. The government's scheme might or might not be self financing depending on whether over the period crop surpluses were equal to crop shortfalls.
3. The government would inevitably accumulate vast surpluses.
4. It is theoretically impossible to stabilise incomes.
5. None of the above.

40. In the diagram below (where PQ = K is a rectangular hyperbole and DD is the demand schedule for wheat) income stabilisation in a bad year, where output was OC [illegible] the expected OB, would require t

1. Sell JI wheat.
2. Sell LM = EC whe
3. Buy LM = EC whea
4. Buy GF = CB whea
5. Sell GF = CB whe

41. Given the diagram sh [illegible] e that over a ten year period, if

1. The government s [illegible] e self-financing.
2. The government w [illegible] wheat.
3. The government's [illegible] be self-financing depending on cr [illegible] year.
4. The scheme whilst stabilising incomes would make prices paid by consumers more unstable.
5. None of the above.

The figures are not readily available In order to obtain the desired information my Department will have to scrutinize over 35 000 individual files in respect of the 318 designated trades It is regretted that such a task cannot be undertaken at present

The MINISTER OF LABOUR

How many persons in each race group were indentured in each designated trade in the Republic during 1974, 1975 and 1976, respectively

669 Dr A L BORAINE asked the Minister of Labour

**Indentures in each designated trade**

Hansard 16 Q col 1132 17/5/77

(178)

**White apprentices indentured to Department of Public Works**

(998) Mr W G KINGWILL asked the Minister of Public Works

(a) How many White apprentices are indentured to his Department and (b) in which trades are they indentured

The MINISTER OF PUBLIC WORKS

(a) 44

(b)

| | |
|---|---|
| Fitter and turner | 11 |
| Electrician | 22 |
| Refrigeration mechanic | 4 |
| Carpenter | 5 |
| Plumber | 2 |

1 Tle Com ry into Fiscal and Mo South African

Third R 7 | 1970

2. Hamersh ka N (Ed)
Essays o rican Financial
Structure (1st Ed) Printed & Published
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3 KANTOR B : Tle Franzen Commission
on Monetry Policy.

4. JOHNSON HG. : Problems of ethicleny
in Monetry Management
Quoted in Readings in Britsh
Monetry Economics : Clarendon Press
OXFORD 1972.

5. MELTZER A : Major issues in the
Regulation of Financial Institutions
J.P.E. Vol 75 No 4 Pt II August 1967.

6 Van Fenstermaker J : Readings in
Financial Markets and Institution
ACC New York 1969. Refers to (7) & (8)

7 [illegible]

Hansard 16 Q cols 1129 - 1131 17/5/77

178

**White apprentices indentured to Department of Water Affairs**

985 Mr W. G. KINGWILL asked the Minister of Water Affairs;

(a) How many White apprentices are indentured to his Department and (b) in which trades are they indentured.

The MINISTER OF WATER AFFAIRS:

(a) 79.

| | | |
|---|---|---|
| (b) | Boilermakers | 1 |
| | Diesel mechanics | 38 |
| | Fitter and turners | 21 |
| | Welders | 14 |
| | Electricians | 4 |
| | Joiners | 1 |

Hansard 17 Q col 1187 24/5/77

**White apprentices indentured to Department of Posts and Telecommunications**

* (987) Mr W G KINGWILL asked the Minister of Posts and Telecommunications

(a) How many White apprentices are indentured to his Department and (b) in which trades are they indentured

(178)

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) and (b) Although the Department provides training in the artisan field, Learner Telephone Mechanics (as trainees who receive artisan training in the Post Office are styled) are not indentured in terms of the Apprenticeship Act. At present 89 Learner Telephone Mechanics are being trained in the following fields in addition to the training they receive in the telecommunications sphere·

| Training field | Number of learners |
|---|---|
| Motor Mechanics . . | 30 |
| Diesel Mechanics .. | 8 |
| Electrical Wiring Electrician | 15 |
| Air Conditioning | 19 |
| Carpentry and Joinery .. | 7 |
| Sheetmetal Work ... ... | 1 |
| Plumbing ..... | 2 |
| Welding . ... . .. | 5 |
| Painting and Decorating .. | 1 |
| Spraypainting . . . . | 1 |

Hansard 17 Cols 1185-1187 24/5/77

178

**White apprentices indentured to South African Railways and Harbours Administration**

986 Mr W G. KINGWILL asked the Minister of Transport.

(a) How many White apprentices are indentured to the South African Railways and Harbours Administration and (b) in which trades are they indentured.

The MINISTER OF TRANSPORT

(a) 7 588

(b) Aircraft Electrician,
Aircraft Instrument Mechanic,
Aircraft Mechanic,
Aircraft Metalworker;
Aircraft Radiotrician,
Blacksmith;
Boilermaker,
Bricklayer;
Carpenter;
Communications Radiotrician;
Construction Plant Mechanic;
Diesel Electrical Fitter,
Electrician,
Electrician (Armature Winding),
Electrician (Telecommunication),
Electrician (Signals),
Electroplater;
Fitter,
Instrument Mechanician,
Machinist (Wood),
Millwright,
Motor Mechanic,
Motor Vehicle Body Builder,
Moulder;
Painter;
Patternmaker;
Plumber;
Rigger;

Scales Fitter
Sheet-metal Worker,
Shipwright,
Toolmaker,
Trimmer;
Turner and Machinist,
Underframe-maker,
Vehicle Builder; and
Welder

(178)



# Apprentices Board shock

## LIEF AND BARNEY YES, BUT WHY DO WE GET THEM FROM DOWN ON THE FARM?

**Some shock appointments to the National Apprenticeship Board have led to strong objections being made to the Department of Labour by Tucsa.**

One of the things disturbing Tucsa is that although it has a membership of about 250 000 only two Tucsa representatives have been appointed to the board.

**In contrast the generally pro-Government SA Confederation of Labour, with far fewer unions and a total membership of less than 190 000, has had four representatives appointed to the board.**

The board, which controls the affairs of apprentices in South Africa, was recently reconstituted and the members appointed will serve for the next three years.

Tucsa's two representatives are Lief van Tonder, general secretary of the SA Typographical Union who is also this year's president of Tucsa, and Mr. Barney Bouwer, general secretary of the SA Boilermakers' Society.

After discussing the new appointments with Tucsa's Officers' Comittee, Arthur Grobbelaar, general secretary, wrote to the Secretary for Labour, Mr. B. J. Lindeque, as follows:

I am directed to advise that the Council finds itself disappointed in the fashion in which the Board has been constituted, and must officially protest against the appointment of persons from certain organisations to serve on the Board.

1. I refer specifically to the appointments made in terms of Section 3 (2) (c) of the Act — members appointed to represent the interests of prospective apprentices in or from rural areas.

Mr. A. J. Verster has been appointed to the Board as a representative of the South African Agricultural Union, and whilst having no personal objections to Mr. Verster, the Council must opine that the South African Agricultural Union as such cannot be descerned as an organisation which is even remotely connected with apprenticeship matters, since there are no apprentices employed in, or trained in, the agricultural sector.

No Apprenticeship Committee exists in this industry, and the Agricultural Union has therefore little or no knowledge, of apprenticeship matters.

The Council is also perturbed at the appointment of Mr. H. T. van der Merwe from the Afrikaanse Handelsinstituut. Here again, the Council submits that the Handelsinstituut has little or no interest in, or knowledge of, apprenticeship matters, since its membership is basically concerned with commerce, and not industry per se.

Furthermore, the Council is also perturbed at the appointment of Mr. M. J. Cornelius from the Department of National Education.

It is pointed out that there are already four persons appointed to the Board in terms of Section 3 (2) (b) of the Act, from the Department of National Education — in view of their knowledge of technical training.

The appointment of yet another official from the Department of National Education under the requirements of Section 3 (2) (c), creates an imbalance on the Board in respect of representation to be based upon representative interests.

2. Members appointed in terms of Section 3 (2) (d) — members appointed for their special knowledge of matters relating to apprenticeships:

It is pointed out with all due respect that the appointment of Mr. T. P. Poolman from the South African Federated Chamber of Industries is controversial. The Act specifically requires that persons appointed in this category of appointment shall have a special knowledge of matters relating to apprenticeships, and TUCSA must submit that this is not completely correct in so far as Mr. Poolman is concerned.

3. Members appointed in terms of Section 3 (2) (e) — persons appointed to represent the interests of employees:

It is pointed out that four persons have been appointed to the Board from the SA Confederation of Labour, as against two persons from the Trade Union Council of South Africa.

Whilst it is not contended that the four persons appointed from S.A. Confederation of Labour are not qualified to represent workers' interests, there is nonetheless an imbalance between the number of representatives appointed from the Confederation of Labour, as compared to that from TUCSA.

The SA Confederation of Labour presently represents a membership of plus/minus 185 000 persons, whereas TUCSA represents a membership of plus/minus 250 000 persons. Working upon the basis of the degree of representation, it would have been more equitable to have had four representatives from TUCSA appointed to the Board, rather than to have the reverse apply.

At the very least, the relative degrees of representativeness should have ensured that there be parity in relation to representation from the two organisations concerned.

The Council would request that these comments and objections regarding the composition of the Board be drawn to the attention of the Honourable the Minister of Labour, with a view to these points being borne in mind, when next the National Apprenticeship Board is again reconstituted.

MAN POWER : APPRENTICES

178

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NOTICE 746 OF 1977

66 5778

21/10/77

178

## DEPARTMENT OF LABOUR

## COMMISSION OF INQUIRY INTO LABOUR LEGISLATION

It is hereby notified for general information that questionnaires on—

(i) the Registration for Employment Act, 1945,
(ii) the Apprenticeship Act, 1944
(iii) the Training of Artisans Act, 1951;
(iv) the Bantu Building Workers Act, 1951;
(v) the Electrical Wiremen and Contractors Act, 1939,
(vi) training in industrial relations, and
(vii) the membership functions and financial affairs of employer and employee organisations and certain matters relating to industrial councils,

have been sent out to various known interested bodies and persons

Other interested bodies which or persons who wish to complete the questionnaires may obtain them from the Secretary of the Commission of Inquiry into Labour Legislation, Private Bag X316 Pretoria Questionnaires must be completed and returned to reach the Commission on or before 30 November 1977

(21 October 1977)

KENNISGEWING 746 VAN 1977

## DEPARTEMENT VAN ARBEID

## KOMMISSIE VAN ONDERSOEK NA ARBEIDSWETGEWING

Hierby word vir algemene inligting bekendgemaak dat vraeboë oor—

(i) die Wet op Registrasie vir Werk, 1945;
(ii) die Wet op Vakleerlinge, 1944.
(iii) die Wet op Opleiding van Ambagsmanne, 1951;
(iv) die Wet op Bantoebouwerkers, 1951;
(v) die Wet op Elektrotegniese Draadwerkers Aannemers, 1939;
(vi) opleiding in industriele betrekkinge en
(vii) ledetal, funksies en finansiele aangeleenthede van werkgewers- en werknemersorganisasies, asook sekere aangeleenthede rakende nywerheidsrade,

aan verskeie bekende belanghebbende instansies/ persone uitgestuur is.

Ander belanghebbendes wat van die vraeboë wil invul kan hulle van die Sekretaris van die Kommissie van Ondersoek na Arbeidswetgewing, Privaatsak X316 Pretoria verkry. Vraeboë moet ingevul en teruggestuur word sodat dit die Kommissie voor of op 30 November 1977 bereik.

(21 Oktober 1977)

No R 2198 28 October 1977

## TRAINING OF ARTISANS ACT, 1951

I, Stephanus Petrus Botha, Minister of Labour, acting terms of section 2 of the above-mentioned Act, hereby amend Government Notice R 845 of 25 April 1975, by –

(1) substituting the following for the trades mentioned in the introductory paragraph

(i) Auto Body Repairer, (vii)
(ii) Bricklayer, (v)
(iii) Bricklayer and Plasterer, (vi)
(iv) Carpenter, (xv)
(v) Carpenter and Joiner, (xvi)
(vi) Diesel Mechanic (i)
(vii) Electrical Wireman, (iii)
(viii) Electrician (ii)
(ix) Fitter and Turner, (x)
(x) Joiner (xiii)
(xi) Motor Mechanic (viii)
(xii) Panelbeater (including spraypainting), (ix)
(xiii) Plater/Boilermaker, (xi)
(xiv) Plasterer, (xii)
(xv) Plumber, (iv)
(xvi) Spraypainter, (xiv)

and

(2) substituting the word "three" for the word "two" wherever it occurs in clauses 7 and 8 of the Conditions of Training

S P BOTHA, Minister of Labour

No R 2198 28 Oktober 1977

## WET OP OPLEIDING VAN AMBAGSMANNE, 1951

Ek Stephanus Petrus Botha, Minister van Arbeid, handelende kragtens artikel 2 van bogemelde Wet, wysig hierby Goewermentskennisgewing R 845 van 25 April 1975 deur—

(1) die ambagte in die inleidingsparagraaf gemeld deur die volgende ambagte te vervang

(i) Dieselwerktuigkundige, (vi)
(ii) Elektrisien, (viii)
(iii) Elektrotegniese draadwerker; (vii)
(iv) Loodgieter, (xv)
(v) Messelaar, (ii)
(vi) Messel- en plesteraar (iii)
(vii) Motorbakhierstellet, (i)
(viii) Motorwerktuigkundige, (xi)
(ix) Paneelkloppet (insluitende spuitverfwerk), (xii)
(x) Passer en draaier, (ix)
(xi) Plaatwerker/ketelmaker, (xiii)
(xii) Plesteraar, (xiv)
(xiii) Skrynwerker, (x)
(xiv) Spuitverfwerker (xvi)
(xv) Timmerman, (iv)
(xvi) Timmerman en skrynwerker; (v)

en

(2) die woord "twee", oral waar dit in klousules 7 en 8 van die Opleidingsvoorwaardes voorkom, deur die woord "drie" te vervang

S P BOTHA Minister van Arbeid

# Development of the whole man — Sonn's way

**MAKING people realise educational needs they are not conscious of — and involving the whole community in education — is the aim of Mr Franklin A Sonn, the new rector of the Peninsula College for Advanced Technical Education in Bellville.**

He takes up his new post in March after returning from a study tour of the United States and Britain There he visited a variety of higher educational institutions, including technical colleges

Mr Sonn, 38 has been principal of Spes Bona, a technical high school in Athlone, for five years He has been in the teaching profession for 17 years and was president of the Cape Teachers' Professional Association

In an interview he said 'Colleges for advanced technical education are acquiring a new and dynamic status as centres of learning They fulfil a vital function in providing courses of study which are realistically and practically orientated towards specific job needs — but they also have a much wider role in the community as a whole

'There should be a definite outreach from the Peninsula College to the community — to organisations and individuals — so that people can be made aware of the courses, both full-time and part-time, which are or can be offered

'I feel that an important part of my job as rector will be in public relations, to meet and talk to industrialists, other employers and potential students

'I would like to make people aware of educational needs they are not conscious of — to see that particular lines of study could help to improve their productivity and promotional prospects, or simply widen and deepen their general education'

Mr Sonn is particularly keen to promote part-time study He obtained his BA (Hons) degree from the University of South Africa through a correspondence course while he was a young teacher and he believes that people must be prepared to work to realise their full potential

He comes from a teaching family (his father, Mr Pat Sonn, was headmaster of Bishop Lavis Primary school and all his other near relatives are or have been teachers), and he passionately believes in education for its own sake as well as a means for career furtherance and job skills

He also believes strongly in the dignity and integrity of the individual and emphasises that he is determined to adhere to the cornerstone of his philosophy of education — the development of the whole man — in his new job as he has done hitherto in his teaching career

He said: 'This aim should not be lost sight of, especially in institutions primarily established to educate and train people for future careers

'I am dead against any system which over-



MR FRANKLIN SONN, the new rector of the Peninsula College for Advanced Technical Education.

emphasises either the academic or job training aspect of education at the expense of the development of character, initiative, leadership and a [illegible] of compassion'

At present the Peninsula College for Advanced Technical Education which is only 10 years old and which has about 1 000 students, is mainly concerned with technical and commercial subjects. But it is being expanded. And Mr Sonn would like to see a wider range of study course's offered

He said: 'As highly as I value training in technical and commercial spheres, I would welcome a broadening as has happened to older colleges of this type. If there is the demand, other courses can be planned.

'I intend to encourage the extramural activities which have already developed at the Peninsula College — particularly drama and music. Through these interests there can be a growing awareness in the value of education for its own sake, in broadening horizons'

**'There should be a definite outreach from the Peninsula College to the community.'**

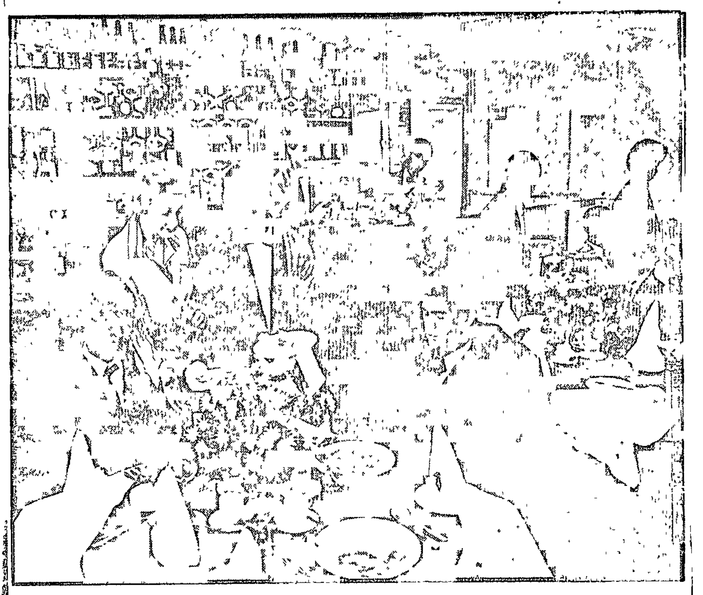
On the administrative side of his job as rector Mr Sonn said that he believed in promoting teamwork among his staff and in encouraging students to discuss problems and other matters with members of his staff and him

He said: 'I want students to know that my door is always open to them. I hope to meet representatives of the Students' Representative Council on a regular basis. But I also want to meet individual students to talk about their future individual problems. I am a great believer in discussion'

10/1/78

1
2 1/78





BONNE ESPERANCE student, Dennis August, receives instruction from Mrs E Kritzinger on the formalities of five-star service. Acting as restaurant customers are Errol Taylor, left, and Samuel Hannie. The Bonne Esperance Secondary School in Cape Town provides training in hotel catering. Each candidate who obtains a Standard 5, 7 or 8 certificate at this school will, without further examination, be issued by the Hotel Board with an additional certificate, The National Caterers' Certificate I, II or III — which are recognised by the catering industry. The aim is to extend this course to Senior Certificate level to include hotel and restaurant management.

# Technically...

**TECHNICAL EDUCATION** in schools and colleges for coloured students has improved and expanded tremendously during the past few years. Technically minded students can now follow their interests right through to university or college.

The introduction of differentiated education, accompanied as it has been by in-depth aptitude testing, has meant that an increasing number of technical subjects can be taken.

To enable boys to ascertain their aptitudes for technical subjects, they take general handwork in Standard 6. This includes classroom tuition in elementary drawing and trade knowledge as well as the development of practical skills in workshops.

[illegible] can go on to university for a degree course.

Candidates with a Senior Certificate (Technical) can study further at a College for Advanced Technical Education where the emphasis is more on the practical application of technical education.

Alternatively, young men who have either their Junior or Senior Certificates (Technical) can enter apprenticeship for various trades and they can undertake the Artisans' Competency Trade Test earlier than is applicable to apprentices who do not have these certificates.

In the south-western Cape the Spes Bona school (Cape Town) and Esselen Park school (Worcester) offer technical subjects. These schools have hostel accommodation.

The Bonne Esperance Secondary School in Cape Town provides training in hotel catering.

Each candidate who obtains a Standard 6, 7 or 8 certificate at this school will, without further examinations, be issued by the Hotel Board with an additional [illegible] continue their education at continuation classes or at technical colleges. At present there are five technical colleges (at Athlone, Port Elizabeth, Kimberley, Johannesburg and Durban). There are branches at Maritzburg and East London, and continuation classes at Worcester, Queenstown and East London.

In 1974 the Training Centre for Artisans was established in Bellville. This provides an alternative system to apprenticeship. At present it is limited to the training of motor mechanics.

A Training Centre for Seamen organises courses to prepare seamen for examinations conducted by the Department of Transport (Marine Division).

The Peninsula College for Advanced Technical Education has at present three different departments (technology, commerce and management, and science and para-medics).

Teachers of technical and commercial subjects are trained here. Last year 14 artisans, who have been teaching at technical colleges, studied here to obtain their technical teaching diploma. They continued to draw their full salary from the Department of Coloured Administration while on this course.

The aim is to encourage experienced artisans to become fully qualified teachers at technical colleges. From this year the department will also recruit directly from industry for this course.



KEITH DOWERS, a student at the Training Centre for Seamen in Bellville which organises courses to prepare seamen for examinations conducted by the Department of Transport (Marine Division).



STEVEN THOMPSON and Howard Thomas are training to be motor mechanics at the Training Centre for Artisans in Bellville Their instructor is Mr J J Niemand This centre, opened in 1974, provides an alternative system to apprenticeship.

HANSARD 10-3 - 12th APRIL 1978.

Questions 496 Col. 604.

CONTENTS

178


| | | PAGE |
|---|---|---|
| 1. | INTRODUCTION | 5 |
| 2. | INTERVIEWS AND RESEARCH | |
| LESOTHO | Talk with the Minister of Labour; Masera; Discussion with Mr Ben Mokhehle at Maseru; Discussion with Mr Ben Mokhehle at Maseru; Discussion with Mr Ben Mokhehle at Maseru

ARGUS 29/5/78

# Siemens in bid to train black apprentices

(1) 63
(2) 178

The Argus Correspondent

JOHANNESBURG — The electrical firm Siemens (South Africa) has asked for permission to train black apprentices and will not accept a 'no' from anybody lower than the Minister of Labour.

The firm's group personnel manager, Mr John Trotskie, said this in Johannesburg at a conference on codes of employment practises.

He said technical colleges could give lectures to black apprentices on Siemens property, and testing could be conducted there as well, or in homelands. The problem was getting permission.

Mr Trotskie pointed out that the German Government had to be convinced of an investor's adherence to the European code of employment practice before it would approve any substantial investment in South Africa.

**RESIGNATIONS**

Mr James Milne, personnel manager of Gillette (SA), said there had been no increase in resignations among whites during the years in which his firm had pressed for black advancement.

Gillette tried to avoid confrontation but did get 'quite tough' with its employees when it came to accepting black colleagues.

'We just tell them canteen facilities are not segregated and they just have to accept it,' Mr Milne said.

178
192 FM 2/6/78

# MOTOR APPIES

**Coloured** apprentices may soon make a breakthrough into the motor repair trade But don't expect labour patterns in the trade to change overnight

On August 28 the *FM* reported that Minister of Labour Fanie Botha was attempting to persuade the (white) Motor Industry Employees' Union to reverse its present policy and train coloured apprentices While he won't discuss the issue at present, secretary Piet Pienaar tells the *FM* the union met last weekend to discuss the issue and will probably meet Botha to discuss it again

Some change in the union's policy will probably result How much difference will it make? Not much, says Bernard Chalmers, a personnel manager for a motor firm for some years: "Obviously, it would help — but the only long-term solution (to the shortage of motor mechanics) is to apprentice Africans — both because of their numbers and because they would be more attracted to the work."

against the 1975 figure (2 080 versus 1 661)

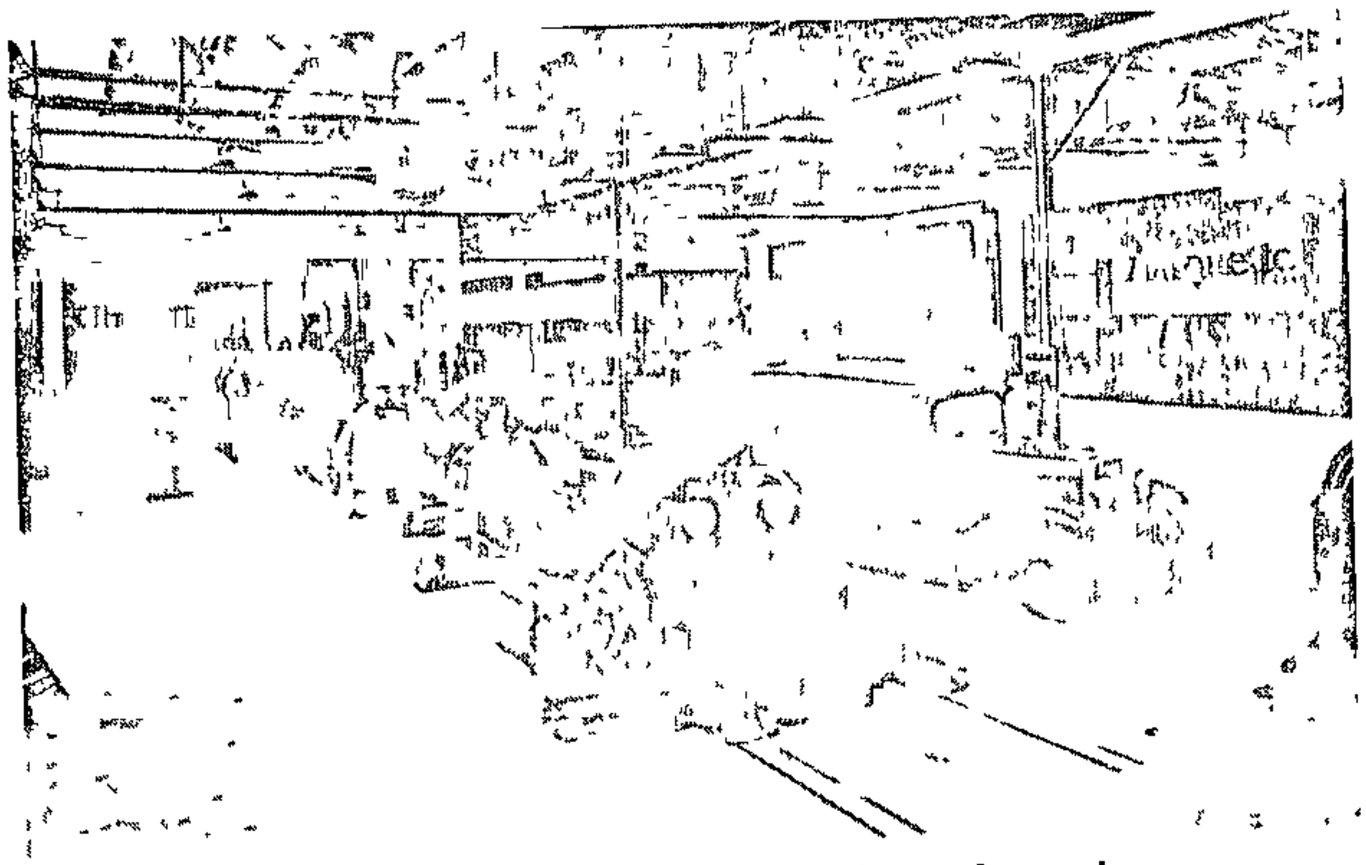
The number of coloured workers indentured actually dropped last year (179 versus 216) as did the number of Asians (74 versus 110) Figures also indicate that the ratio of cars to mechanics in SA is more than double the US ratio Says Secretary for Labour Jaap Cilliers "The number of cars on the road is increasing, as well as the number of black-owned cars The decrease is thus doubly worrying"

To some extent, this is due to employer resistance to training coloureds ("Many simply hide behind the provisions of the Factories Act," says Chalmers) and the fears of customer resistance, particularly in *platteland* areas ("Some farmers won't allow coloureds to work on their cars," says Van Huyssteen) But the union ban on training has played an important part.

The union exerts its influence in two ways Firstly, by threatening members who train coloured apprentices with expulsion, and secondly by its representation on the industry's apprenticeship committee

If an employer wants to induct an apprentice, he must receive permission from the committee, which has a 50% union representation The union is thus able to block applications to train coloured workers

The apprenticeship committee is divided into a number of regional sub-committees and van Huyssteen says the problems occur only in some regions "In the Cape, where white-coloured relations seem to be better, there are no problems The southern and northern Transvaal are the biggest problem areas"



**Old-time shop . only the cars have changed**

Motor Industries Federation director Jan van Huyssteen says that "apprenticing coloured and Asian workers would help a lot — white youths are still not available in some areas"

But, he, too, believes the move wouldn't have much affect — at least in the short term: "There's no critical labour shortage in the industry right now The change would help in boom times"

Official Department of Labour figures do indicate, however, that there is a shortage They show that the total number of artisans indentured in 1977 was only slightly bigger than the 1976 figure (2 163 as against 2 080) — in contrast to a large rise in 1976 as

The coloured union in the industry, the Motor Industry Combined Workers Union, has one representative on the Southern Transvaal committee, but his effect is nullified by the fact that the chairman of the committee is a (white) union man who has a casting as well as deliberative vote and can therefore join the (white) union in outvoting employer and coloured worker representatives.

Employers do have one out, however. They can appeal to the Minister of Labour against committee decisions and, says Van Huyssteen, a number of appeals have been won of late. Appealing to the minister in each case, is, however, obviously not a solution.

Van Huyssteen is not unsympathetic to the union's stand: He points out that white union men have trained Africans in Transkei and adds: "They're worried about being swamped They've even complained that employers prefer coloured apprentices because they don't have to undergo military training."

Do rank and file union men share this fear? Chalmers thinks not: "There would probably be problems with African apprentices But firms have already introduced coloured apprentices in the Transvaal without any comeback. There might be more objections if they felt a lot of coloureds were coming in."

As for standards, Minister Botha (striking a chord in many a motorist's heart) told Parliament recently that standards in the repair industry were low Chalmers agrees: "It is virtually impossible to get people with more than a standard 8."

Not so, says Van Huyssteen. "Our standard of workmanship compares with any in the world. The Price Controller receives few complaints about faulty vehicles and few accidents in SA are caused by faulty vehicles. There's no productivity crisis in the trade."

He points to the repair shop assistant (rsa) scheme in the industry which allows (mainly African) unindentured workers to do parts of a mechanic's job. "The scheme has been a success. The rsa is doing $\frac{5}{8}$ of a mechanic's work and costs have been curbed tremendously."

Chalmers disagrees: "The job structure of an rsa isn't rational — it's impossible for them to do everything they're supposed to while keeping away from the forbidden jobs. The problem is worsened by the fact that there's a laid-down assistant-mechanic ratio which employers must follow — so you can't get round the problem by employing more rsa's."

STAR 8/3/79. (1) 133 (2) 167

# Liaison committees 'no substitute' for unions

(3) 178

The general secretary of Tucsa, Mr A Grobbelaar said yesterday that it was a serious psychological mistake to present works and liaison committees for blacks as if they were alternatives to trade unions

He was addressing a seminar on implementing the codes of employment practice organised by the National Development and Management Foundation

These committees are not seen by black workers as effective machinery for negotiating with their employers," he said. The committees could serve a useful purpose if they were supplementary or complementary to trade unions

"Black workers see the committees as substitutes for trade unions."

Replying to a question about black apprenticeship, Mr Grobbelaar said there was no legal restriction on black indentures. But apprenticeship committees found reasons for blocking blacks' applications.

"The solution is that employers have to become more aggressive in their approach to indenturing black apprentices," he said.

Most employer representatives on apprenticeship committees did not want to "rock the boat" and gave reasons for turning down applications.

These included the inability of a company to train "apprentices of any description," lack of instructors and lack of technical facilities.

If people were sincere about wanting to train black apprentices then they had to find solutions to the problems put to apprenticeship committees.

178

# 14 fight cancellation of contracts

326
26/3/79
Argus

FOURTEEN TV and radio apprentices have been told by their employers — two months before they qualify to write their trade tests — that the firm intends to cancel their contracts.

The firm, Barlows Manufacturing Co Ltd in Parow, wrote to the men saying they were compelled to take the decision because of inadequate training facilities at their Parow factory. The men have been offered alternate employment.

The apprentices, believed to be the first non-whites in the country to be apprenticed as TV and radio assembly workers, have refused the substitute positions.

**HIS CONSENT**

They have written to the registrar of the Apprenticeship Board urging him not to give his consent to the cancellation of the agreement.

The general manager of Barlows, Mr D J Adams, refused to comment today.

A spokesman at the registrar's office in Pretoria said the agreements had not been cancelled.

The 14 apprentices — all of whom were transferred from Durban to Cape Town last year to work in Parow — are Mr Mathaven Chetty, Mr Yusuf Variawa, Mr Pillay Yagambaram, Mr Hamraj Hiralall, Mr Vengetsamy Gurwon, Mr Dennis Gordon Lazarus, Mr Muthukrishna Munsamy Palram, Mr Pantalu Soorish, Mr Dayalan Govender, Mr Jagatheesan Naidoo, Mr David Naidoo, Mr Dhanishwar Siripal, Mr Premnath Rampersad, and Mr Rajesh R Baliraj.

**FREE TICKETS**

The firm has offered the men free train tickets back to Durban and an ex gratia payment of one week's notice if they do not want alternative jobs.

Those who brought furniture to Cape Town have

*(Continued on Page 3, col 5)*

26/3/79 326
Argus

# Contracts

*(Continued from Page 1)*

been offered an extra allowance.

The apprentices said they were transferred to Cape Town last year after the firm's factory in New Germany, Pinetown, closed down.

In Durban, they said, they had received little practical training.

Promises of better training in Cape Town did not materialise and they had to do labourers' work.

The spokesman for the registrar's office said Barlows appeared to have caused the problem by transferring the apprentices without consulting his department.

'The firm realises that one dreadful error has been made and are trying their best to rectify matters. It's not the firm's intention to leave them in the lurch,' he said.

One way into some discussion of the Projection is to note that there are 5 minerals which are making heavy impacts on the overall employment projection viz. copper, coal, asbestos and platinum (positive) and gold (negative). Their contributions to increases (+) or decreases (-) 1970 are projected to be as follows: + 110 458 coal), + 95 883 (asbestos), + 202 833 (platinum), - t of total gross increases of 536 138, these four asbestos and platinum, contribute 492 619.

asbestos are somewhat worrisome. We have already they have fallen behind schedule in the 1970s - slowly than projected and experiencing unprojected increases. These employment backlogs will be and even if the less ambitious output projections 990s are met and productivity stabilises there will able shortfall.

uncertain - both as to future output levels and as nges (which we have no direct evidence about). seems a fairly dependable projection. Gold we have an overestimate of decline - and on present view ected rojected.

ne not
e of

worth a try.

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This is revealed by the Chamber of Mines which says urgent steps need to be taken to increase apprentice training to meet the economy's expected demand for technically skilled labour.

"According to official statistics there are at present 227 000 artisans employed in South Africa, which represents a shortfall of about 10 000, on the economy's needs," the chamber says in its February report.

"It is forecast that this need will increase by about 31 percent to 364 000 artisans in 1981."

The chamber reports there was a shortfall of about 251 artisans on gold mines last September. This represented 3 percent of the industry's requirements compared with a 1 percent shortfall a year before.

Projections in the gold mining industry lead the chamber to forecast a likely artisan shortfall of 480 fitters, 320 electricians and 480 boilermakers by 1985.

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Labour Reporter

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

# Artisan shortfall expected to grow to 50 000

STAR 28/3/79
(1) 178
(2) 178

1. The disposal of the present machine and the figures resulting therefrom are the same for both new machines and hence may be ignored.

| | | | Factor | P.V. |
|---|---|---|---|---|
| Buy Computo: | | | | |
| Year 0 | Cost | -180 000 | 1,0 | -180 000 |
| Year 1 | Investment and initial allowances ,55 x ,55 x 180 000 | | 0,8 | + 43 560 |
| | Decrease in w.i.p. ₡ 1 000 x 30 x ,45 | | 0,8 | + 10 800 |
| Years | | | | |
| 1 - 5 | Wear and tear ,15 x ,55 x 1 | | 3,0 | + 44 550 |
| | Costs 64 000 x ,45 | | 3,0 | - 86 400 |
| | Income 250 x 12 x 30 | | 3,0 | +121 500 |
| Year 5 | Closing w.i.p. 2 000 ₡ x 30 x | | 0,4 | + 10 800 |
| | | | | - 35 190 |
| Buy Digito: | | | | |
| Year 0 | Cost | | 1,0 | -200 000 |
| Year 1 | Investment and initial allow ,55 x ,55 x 200 000 | | 0,8 | + 48 400 |
| | Decrease in w.i.p. 2 000 ₡ x 30 x ,45 | | 0,8 | + 21 600 |
| Years | | | | |
| 1 - 5 | Wear and tear ,15 x 55 x | | 3,0 | + 49 500 |
| | Costs 80 000 x ,/ | | 3,0 | -108 000 |
| | Income 300 x 12 x | | 3,0 | +145 800 |
| Year 5 | Closing w.i.p. 1 000 ₡ x | | 0,4 | + 5 400 |
| | | | | - 37 300 |

₡ In fact the tax would be on the pr ... has hence been ignored.

It would therefore appear to be bett ...

2. To calculate the cost/benefit of kee ...

If the machine is kept -

| | | | |
|---|---|---|---|
| Income for year: | 200 x 12 x 30 x ,45 | = | +32 400 |
| Costs | 80 000 x ,45 | = | -36 000 |
| Wear and tear | 15 000 x ,55 | = | + 8 250 |
| | P.V. | | + 4 650 x ,8 = 3 720 |

If the machine is sold -

| | | |
|---|---|---|
| Market value | | +20 000 |
| Recoupment | 5 000 x ,5 | - 2 750 |
| | | +17 250 |

Apprenticeship contracts

593 Dr. A. L. BORAINE asked the Minister of Labour:

(1) How many new apprenticeship contracts were registered in respect of Whites, Coloureds and Indians, respectively, in 1978;

(2) what was the total number of contracts operative in respect of each of these groups as at 31 December 1978;

The MINISTER OF LABOUR:

(1) Whites ... 7 383
Coloureds ... 601
Asians ... 264

(2) As at 31 December 1978 altogether 30 354 current contracts of apprenticeship were in operation in the various industries To furnish the desired information on a racial basis would be wellnigh impossible as all the contracts would have to be scrutinized. As the hon. member will appreciate contracts are terminated or rescinded while in other cases apprentices become artisans by effluxion of time, success attained in voluntary or compulsory trade tests and achievement of additional or higher educational qualifications. This is an ongoing process making it extremely difficult to determine the exact racial composition of apprentices at a given time. It is therefore regretted that the desired information cannot be furnished.

# Citizenship bar to would-be black artisans

Star 21/5/79

Blacks still cannot become artisans unless they take out homeland citizenship

This is the situation facing aspirant apprentices from the townships.

Recommendations in the recent Wiehahn Commission report may change this regulation, which allows only homeland governments to issue artisan certificates to blacks.

But to do the artisan trade test a black nust first have homeland citizenship, according to the forms given to township applicants.

At present there is only one technical institute outside of the homelands where a black can get practical and theoretical training before entering an apprenticeship That is the George Tabor Institute in Soweto.

Other technical institutes are located in the homelands but a dozen more are planned for urban areas.

Under the Apprenticeship Act of 1944, there are no race bars to anyone obtaining training and certificates, but individual trade unions have refused to admit blacks for training.

The Wiehahn reort also recommends that blacks be trained to work in the townships to meet the demands of future developments.

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effort. This letter will be usec
pattern, a questionnaire and se
are enclosed.

Please make two copies of this l
attached customer questionnaire
to rate this copy so we can be s
ment is compatible with the way
will help us to determine if we

Technical Service Department

Chairman/Voorsitter
I Mackenzie
Directors/Direkteure
J P de Swart managing/besturende
J W Turnbull P K Hoogendyk

Chairman/Voorsitter
I Mackenzie
Directors/Direkteure
J E Anderson (British) managing/besturende
P K Hoogendyk, G W Stowe
D A Thompson (British), G Mahan (British)

82P314

INDUSTRIAL TRAINING (17)
Engineering gets a new plan

Steel and engineering employers may soon be able to train artisans in a scheme which will operate outside the apprenticeship system. At the industry's annual wage talks this week, the trade unions agreed to discuss a pilot scheme for training plater boilermakers in this way.

If the scheme gets under way, employers will be able to train workers over 21 to fill artisan jobs created, say, by the Sasol 3 project. Supervised by the industry's industrial council, training will take a maximum of three years.

Both Seifsa director Errol Drummond and union spokesman Iton Nicholson point out that the scheme would open up job opportunities for "mature workers" in the industry who cannot be apprenticed in the normal way because of the lower pay rates for apprentices. One of its chief aims is to cater for returning national servicemen.

Its significance therefore lies in its potential as a retraining programme for non African workers who want to become artisans. These workers will then be able to move up the jobs ladder, allowing others to take their place.

Drummond also explains that the scheme is designed to cope for all shortages in some trades, which will be worsened by the expected upturn in the industry. We don't want to import immigrant labour and we see this as a way of using SA resources to the full," he says. But apprenticeship "will not be abrogated."

The unions were, of course, unhappy about any watering down of the apprenticeship system. But, says Nicholson, they believe the new scheme holds out potential advantages for union men, particularly if industrial council control is strictly maintained. He adds: We will still be looking to make sure of retraining the new scheme less attractive to employers than normal artisan training -- through higher pay rates for trainees for example.

In theory, the scheme opens up an avenue for Africans to be trained as artisans. But that is not on the cards at present. Says Drummond: "Trainees will have to have a certain educational standard which the vast majority of blacks don't have."

The training plan came as part of the

c) Ander lede·

| | |
|---|---|
| Mnr K. Bosman | Mnr H.W. Middelmann |
| Professor A. Cupido | Eerw. M.T.L. Moletsane |
| Mnr N. Daniels | Professor A.D. Muller |
| Mnr Achmat Davids | Sheik A. Najaar |
| Professor R.J. Davies | Mnr Victor Norton |
| Professor J.J. Degenaar | Professor N.J.J Olivier |
| Mnr René de Villiers | Mnr L. Phillips |
| Dr I.D. du Plessis | Professor H.P. Pollak |
| Professor J.J.F. Durand | Mnr W.J. September |
| Professor J.B. du Toit | Mnr Franklin Sonn |
| Mnr A. Flederman | Mnr P.M. Sonn |
| Professor R.F. Fuggle | Regter J.H. Steyn |
| Mnr G.J. Gerwel | Mnr R. Tobias |
| Eerw. D. Guma | Professor R.E. van der Ross |
| Professor A. Paul Hare | Professor J.H. van Rooyen |
| Dr Gertrud Heydorn | Mev. S. Walters |
| Mnr F.A. Jacobs | Professor F.A.H. Wilson |
| Mnr H.M. Jimba | |

d) Twee Ere-Fellows:

Professor J.L. Boshoff
Dr Sheila T. van der Horst

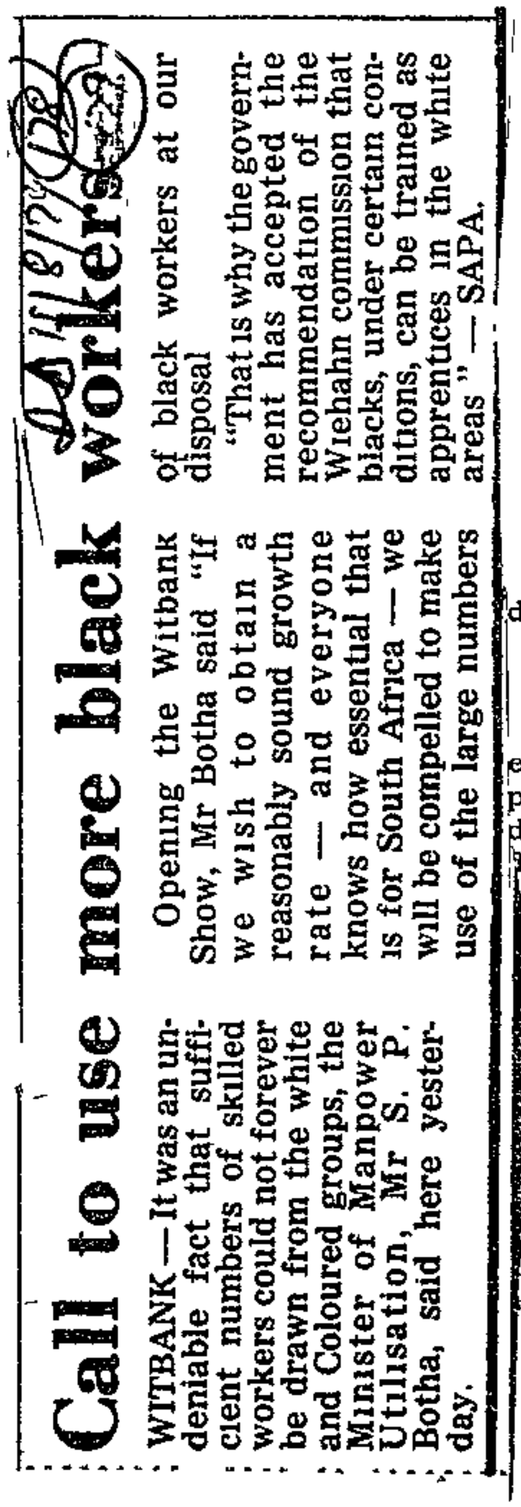
e word na die Algemene Jaarvergadering van die Maatppy uitgenooi en kies elke drie jaar 'n verteenwoordiger die Beheerraad. 'n Verkiesing is in 1978 gehou en die lige ampsdraer is Biskop A.W. Habelgaarn. Terwyl geen ligtinge aan lede opgelê word nie, word hulle geraadg in verband met sake wat die Sentrum se program raak.

NAVORSING

rende die verslagjaar het die navorsing van die rum die volgende behels:

Mobiliteit en Politieke Verandering in Suid-Afrika

die projek is 'n paar jaar gelede aangepak. 'n Onder- onder die kleurling bevolking van die Kaapse Skiernd is onderneem. 'n Aantal tydelike navorsings-



# Call to use more black workers

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

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

"That is why the government has accepted the recommendation of the Wiehahn commission that blacks, under certain conditions, can be trained as apprentices in the white areas" — SAPA.



Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegespreek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switzerland, Swede, Israel en Zambie besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belange ontmoet. Hy het besprekings gevoer met stigtings, trusts en opvoedkundige verenigings. As gevolg van sy besoek aan Nederland het hy 'n toelae vir die Konstruktiewe Program ontvang van die Algemeen Diakonaal Bureau van die Gereformeerde Kerken in Holland.

Professor J L. Boshoff, ere-Fellow van die Konstruktiewe Program, het met 'n aantal instansies, wat universiteite in Natal en Transvaal insluit, en met verskeie handels- en industriele firmas in Natal, kontak opgebou.

(b) Konferensies

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon:

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

APPRENTICES

# Placement problems

A potentially serious situation in the training of apprentices in some of Natal's recession hit industries has been averted through action by employers, workers' representatives and the Department of Labour

In the metal industry, for example, 95 apprentices found themselves without sufficient work earlier this year, largely because of a decline in the shipbuilding and ship repair sectors James Brown & Hamer ran out of orders, and the re opening of Suez combined with a decline in world trade to reduce repair work

The trades worst affected were plating, plater-boilermaking, electrical and elec trical wiremanship Unlike journeymen, apprentices cannot be dismissed when there is no work, or have their contracts summarily cancelled Equally, they can hardly learn a trade when there is nothing to do and nobody to train them

In April an action committee was formed Forty one of the 95 apprentices in the metal industry were transferred to other firms, employers secured new con tracts to keep another 33 in jobs, nine are still working short time, while efforts are still being made to place the remaining 12, some of whom have asked for their contracts to be cancelled

Seifsa director Errol Drummond is not unduly perturbed He regards Durban as a special case "As far as the country as a whole is concerned, we will still be tak ing on apprentices in the same numbers because there will be an upturn again and then we're going to be right back with this critical bottleneck of skilled artisans

**Shortages of skilled men**

"We're still very short in certain key trades – the more sophisticated ones such as electronics, electrical, and that type of thing We're also short of certain boilermaking trades in view of the developments which are taking place - Koeberg, Sasol 2, etc"

As might be expected, the building industry has been most severely affected by the economic downturn Nearly 80 (12,4%) apprentices in the Durban and Pinetown area, are without sufficient work The hardest hit have been carpenters (57) and bricklayers (12)

It has been possible to transfer only three men to other employers Six have left the industry and are working elsewhere, 51 are working short time, and the remaining 18 are twiddling their thumbs

Master Builders' Association president Bob Stevenson notes with concern that last year the number of apprentices registered in the Durban area dropped below 1 000 for the first time for many years. As recently as 1974, 397 new contracts were registered, compared with last year's 109. This year the figure may be even lower, as Department of Labour figures show only 629 apprenticeships registered in the building trade in Dur ban. Last year there were 978 in the full year.

Surprisingly, the problem does not exist in the motor industry. The explanation offered is that motor mechnics are being kept fully occupied because people are having their cars repaired rather than buying new ones.

APPRENTICESHIPS

# Loosening up

F.M. 19/10/79 178

**Official moves are afoot to secure registered trade union agreement to the training of African apprentices in 'white' areas. According to the Department of**

Manpower Utilisation, a mechanism enabling Africans to be indentured should be forthcoming "in the next few weeks"

The Apprenticeship Act is formally "colour blind" and does not prevent Africans from being indentured But government policy for the last decade has countenanced the training of African apprentices in the homelands only and African apprenticeships have not been registered by Pretoria's apprenticeship registrar In addition, registered union men on local apprenticeship boards have traditionally opposed the indenturing of Africans

The apprenticeship issue attracted some attention last week when apprentices at the Johannesburg City Council (who were trained in the homelands) told pressmen that they were forced to take out homeland citizenship in order to become artisans According to the City Council, a circular to this affect had been circulated recently by the Department of Education and Training

According to an Education and Training spokesman, this instruction merely reflected the position until now "We administer trade tests to black artisans, but their certificates are issued by homeland governments They would obviously have to get citizenship papers to get the certificate" He says that the position may change as a result of the Wiehahn report, which endorsed African artisan training in "white" areas and the Riekert report, which suggested that all training be conducted by the Department of Manpower Utilisation.

Applications for African apprentices must go to the Department of Manpower Utilisation which will decide whether to register Africans as apprentices, he says Discussions between the two departments on the issue are underway with a view to lessening Education and Training's role, "although we may still administer the trade tests"

Manpower Utilisation secretary Jaap Cilliers says that his department has received a number of applications to indenture African apprentices These, he says, wait on his department's finding a suitable mechanism to implement the Wiehahn recommendations as well as on "consultation with those unions who object to blacks being indentured" He expects this process to be completed within "a few weeks" and adds that the unions will not necessarily have a veto right over the registration of African apprentices

Indeed, there have been rumours that Manpower department officials have told employers that they can begin training African apprentices, whose apprenticeship period would be calculated from the day they began training, rather than from the day they were registered. Cilliers discounts this, however "The terms of any new apprenticeship would have to be approved by a local apprenticeship board Nobody can know in advance what the board's decision will be"

Of course, there is not likely to be a flood of African apprentices in the next few years Cilliers believes that few African workers are likely to meet apprenticeship qualifications at the moment In addition, only one technical college for Africans exists at present (although a number are in the pipeline) and that college is mainly training people for the Soweto electrification project.

There are thus few — if any — opportunities for African apprentices to obtain the theoretical training without which artisan status is not granted Cilliers, however, says that a technical committee will soon be apointed to examine this problem "It's certainly an obstacle But it isn't an insurmountable problem," he says

# Absence of blacks in Cadbury's managerial posts

JOB WATCH with Joe Thloloe and Kingdom Lolwane

**THE PATTERN of very few blacks in the salaried grades again emerged when we spoke to Cadbury-Schweppes in Johannesburg and Port Elizabeth**

This British company, which is bound by the EEC code of conduct, has become a household name here

Mr M J Ackhurst, the personnel manager gave us figures which show 165 salaried whites as against nine blacks — five Africans and four coloureds

The three Africans in grade 12 are field sales managers and the two in grade 9 are a production supervisor and a training officer

All 425 production workers are black and they are on a different grading system

Besides these, there are 14 black sales representatives as against 47 whites

Explaining the absence of blacks in managerial posts Mr Ackhurst said 'We have difficulty getting the right chaps"

Mr Ackhurst said the company is now recruiting "two or three black graduates for an intensive 18 months to two years training programme in supervision and management"

"These are BSc graduates with chemistry We intend this to be an ongoing programme"

The company will also be starting to train African apprentices next year "At present we have white and coloured apprentices"

The company has brought all its workers to the stage where they can read and write English at least to Standard IV level

This was a three-year literacy programme

Internally, the company has had courses in first aid, safety, job relations job instruction and supervision

It has also sent workers to the Emthonjeni In-Service Training Centre to train as fitter-aides, electrical aides, supervisors, forklift drivers, stock controllers and instructors.

The company pays a minimum of 94c an hour — and this at 44 hours a week works out at R173,09

Mr N C Bain, the managing director, gave us the minimum pay as R188,18 a month, This include the company's guaranteed bonus of 5 percent

The EEC code urges companies to pay a minimum that is at least 50 per cent above the Household Subsistence Level.

"Over the last three years we have made good progress towards the 50 per cent above the HSL," Mr Bain said

"If we jerk up our rates any faster, we shall have to sack some of our workers because we will not be able to afford them.

There is an in-house trade union and a Works Council at Cadbury

"The in-company union is non-racial and we have an industrial agreement on wages and working conditions," Mr Ackhurst told us.

The union has been in operation for two years

**COMMITTEE**

"For some time we had a committee for blacks, but we later opened it to all races and turned it into a works council. There are four union shop stewards and four management representatives on this council

"It is a consultative committee and we use it for communication."

Mr Ackhurst showed us a copy of agreement between the union and management. This agreement does not appear in the Government gazette because the union is not registered under the Industrial Conciliation Act.

"But we believe that in 10 years' time all trade unions in this country will be integrated," Mr Bain said.

There are no segregation signs at Cadbury, but Africans use one canteen while coloureds and whites use another.

"We want to expand one canteen to accommodate all workers," Mr Ackhurst said, "but we do not have the space."

The toilets were integrated about 18 months ago, but blacks still use some toilets while whites use others.

"This is because of past practice," Mr Ackhurst said

The company has contributed R62 000 to the Urban Foundation. (In fact, Mr Bain told us the company ...es itself as South African, and is therefore subscribers to the Urban Foundation-Saccola code).



Workers at the Cadbury factory in Port Elizabeth

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the changes in disease
is not possible to
reater detail. Dis-
ear in italics in
riences of the 'coloureds'

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

APPRENTICESHIPS (179)

## Strings attached

Employer demands for the training of African apprentices are increasing. In the latest issue of his union journal, *The Metalworker* Amalgamated Engineering Union general secretary Tom Neethling complains that "attempts have been made by employers in recent agreements to link the granting of trade union demands to concessions by the unions' on the admission of African apprentices.

Neethling is unwilling to pinpoint the industries which have made the demands although, he says the giant steel and engineering industries have not attempted to trade off improvements for black skilled labour concessions. He describes the employer proposals as "a major stumbling block in negotiations. At one stage they refused to grant any improvements unless we made these concessions."

Neethling's union remains opposed to the employment of African artisans in "white" areas. It has agreed, he says, to train African apprentices at government's In-Service Training Centres – as long as they are employed only in African areas such as Soweto. They are needed in their own areas. We are prepared to contribute towards meeting this need.

But union members won't train Africans if they are employed in white areas, Neethling says. They're going to have to do the training, so their wishes must be taken into account. Firstly, union men fear undercutting by "cheap labour." Secondly, they believe that whites would be at a disadvantage in any open competition for jobs because they have to undergo military training while Africans do not.

SA Electrical Workers Association general secretary Ben Nicholson says his union has not yet been faced with demands for a trade-off between improvements and African labour concessions but believes they could be soon. "We won't accept any trade off," he says. He adds that employers obviously want to flood the market with black artisans in order to lower the going wage rate.

African artisans are invariably paid less than the going wage rate and often less than the laid-down minimum, Nicholson says. Nevertheless, his union is not demanding that African artisans serve only their own areas. "You could never control where they are going to work anyway."

Electrical workers are also worried about the military service problem and have suggested ways of overcoming it to the Wiehahn Commission. But once that problem is disposed of, "we don't mind who is trained as long as standards are maintained." Artisan training standards in the homelands are lower than those in the white areas and his union wants to ensure that any new entrants to these jobs have the same qualifications as existing artisans, says Nicholson.

# Apprentices Still Signed on

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

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

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

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

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

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

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

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

# Unions put flag before the foundry

RDM
4/12/79
(1) 178
(2) ~~254~~

By STEVEN FRIEDMAN

BLACK workers who want to become artisans must agree to undergo military training "if called upon to do so", according to a proposal by an influential group of white and coloured engineering unions

The Confederation of Metal and Building Unions (CMBU), which represents most of the registered trade unions in the giant steel and engineering industry, has submitted a memorandum to the Wiehahn Commission suggesting this.

It has received "serious attention" from the commission, according to a CMBU source

Writing in his union's journal, Mr Ben Nicholson, general secretary of the SA Electrical Workers Association — an influential CMBU union — says the unions have asked the commission to recommend that the Apprenticeship Act be amended to make it compulsory for prospective apprentices to undergo military service, whether voluntary or compulsory

This is "so that no one may enjoy any advantage because of not being required to undergo military service," he said.

As whites are at present compelled to undergo military training, the effect of such a change in the Act would be to compel blacks to volunteer for military service if they wanted to become apprentices.

If the proposal is accepted, blacks who wanted to become apprentices would have to indicate their willingness to serve in a volunteer coloured or African regiment before they could become indentured, said Mr Nicholson.

The proposal is designed to allay the fears of many white unions who are still unwilling to allow Africans to become apprentices

They complain that employers would favour African and coloured apprentices who did not have military commitments

And some white unions are blocking black apprenticeship applications, citing the "reverse discrimination" of military service as their reason.

According to Mr Nicholson, the CMBU unions would like white apprentices to be exempted from military service until their apprenticeship is complete, "in the same way as medical students are granted deferments"

But there are technical obstacles in the way of the union's suggestion, and it does not enjoy unanimous support.

One unionist said it was simply another attempt by some unions to block black apprentices.

"If they didn't have this excuse they would find another one," he said, and argued that the proposal would not be effective

"All the man would have to do is sign a form saying that he is prepared to serve in the Defence Force. But unless the Government decided to enrol blacks into the army on a large scale, it would mean nothing"

Some unionists have rejected the suggestion that they are solely responsible for blocking black apprenticeships. They say several white unions have agreed to indenture blacks, and applications on behalf of these workers are now being considered by the Minister of Manpower Utilisation, Mr Fanie Botha

# Botha to decide soon on black apprentices

RDM 5/12/79 (178)

By STEVEN FRIEDMAN

THE Minister of Manpower Utilisation, Mr Fanie Botha, is expected to decide by the end of the month whether to allow black workers to become apprentices in "white" areas for the first time

Black workers have never been legally barred from becoming apprentices (trainee artisans), but Government policy was opposed to apprenticeship training for black workers in the "white areas" until the Wiehahn Commission recommended that this training be allowed

The Secretary for Manpower Utilisation, Mr Jaap Cilliers, says "about eight" applications for black apprenticeships have been forwarded to the Minister by regional apprenticeship committees

A decision is being delayed while the Minister consults his department on the matter, but Mr Cilliers says he expects the issue to be resolved by the end of this month

According to Mr Cilliers, the department is discussing the problems involved in implementing apprenticeship training programmes for black workers

Apprenticeship applications are first considered by local and regional committees, on which representatives of white trade unions sit

These unions have blocked applications for black apprenticeships in the past and an influential group of registered trade unions has suggested to the Wiehahn Commission that black workers be allowed to become apprentices only if they agree to undergo military training

However, Mr Cilliers says some of the applications presently being considered by the Minister have been approved by local and regional committees.

This would appear to indicate that, in a handful of cases, white trade unions are not opposing apprenticeship training for blacks

92

SYMPTOMS AND ILL-DEFINED CONDITIONS

XVI

| | W | M |
|---|---|---|
| 0–1 | 0,5 | 0,51 |
| 1–4 | 0,1 | 0,04 |
| 5–24 | 0,1 | 0,01 |
| 25–44 | 0,1 | 0,05 |
| 45–64 | 0, | 0,44 |
| 65+ | 1,5 | 1,84 |
| ALL | 0,2 | 0,22 |
| NO. | 48 | 463 |

XVII ACCIDENTS

| | W | M |
|---|---|---|
| 0–1 | 0,69 | 0,85 |
| 1–4 | 0,21 | 0,49 |
| 5–24 | 0,22 | 0,71 |
| 25–44 | 0,30 | 1,18 |
| 45–64 | 0,42 | 1,25 |
| 65+ | 0,71 | 1,26 |
| ALL | 0,33 | 0,95 |
| NO. | 677 | 1973 |

ALL CAUSES

| | A | | B | | C | |
|---|---|---|---|---|---|---|
| | M | F | M | F | M | F |
| 0–1 | 40,44 | 27,11 | 91,30 | 88,18 | 133,70 | 119,02 |
| 1–4 | 2,42 | 2,39 | 10,23 | 9,93 | 17,22 | 16,21 |
| 5–24 | 1,31 | 0,74 | 1.64 | 1,12 | 2,26 | 1,25 |
| 25–44 | 4,33 | 2,48 | 4,78 | 3,70 | 8,80 | 4,96 |
| 45–64 | 26,27 | 18,72 | 18,06 | 15,57 | 24,27 | 17,87 |
| 65+ | 92,20 | 82,93 | 53,38 | 45,89 | 96,90 | 71,79 |
| ALL | 8,03 | 5,51 | 8,77 | 8,13 | 14,62 | 11,00 |
| NO. | 2828 | 1967 | 18348 | 13062 | 16632 | 12847 |

| | W | |
|---|---|---|
| | M | F |
| 0–1 | 21,76 | 16,18 |
| 1–4 | 1,17 | 0,94 |
| 5–24 | 1,05 | 0,46 |
| 25–44 | 3,02 | 1,47 |
| 45–64 | 17,46 | 9,49 |
| 65+ | 73,62 | 54,55 |
| ALL | 9,44 | 7,40 |
| NO. | 19600 | 15374 |

93

BLACK APPRENTICES

F.M 7/12/79 (178)

# Botha rules

**For the first time,** Minister of Manpower Utilisation Fanie Botha has approved an application for four African workers to become apprentices in "white" areas Botha will decide by month's end on another two applications

Although the Apprenticeship Act is colour blind, previous applications for Africans have never got past local and regional apprenticeship committees, or the Apprenticeship Registrar in Pretoria However, government has accepted in principle the Wiehahn Commission's recommendation of apprenticeship training for African workers in "white" areas

According to Jaap Cilliers, secretary of Manpower Utilisation, the four apprentices will be trained in a "white area," but will be employed in the townships But, he argues, "we would not prohibit them from working in a white area "

Ben Nicholson, general secretary of the SA Electrical Workers Association, says "This has no significance in terms of the overall question of whether Africans will be allowed to train in white areas I believe that these applications only got through the local committees because these four people are going to work in townships "

Tucsa's president, Andre Malherbe, states that "government seems to be moving in the right direction But some of the blocking mechanisms are still available and these will have to be looked at to see that they are not used unfairly "

Cilliers admits that white unions on local and regional committees can prevent Africans taking up a trade purely on the basis of colour If this is not effectively dealt with, then government's acceptance of the Wiehahn Commission's recommendation is rendered pretty meaningless Says Cilliers "We are dealing with this area and trying to get consensus "

Skakes Sikhakhane of the Consultative Committee of Black Trade Unions reckons that "if African unions are allowed to serve on the committees, then perhaps it would be a different story " According to Cilliers, if African unions become registered, this would have to be considered

Meanwhile, the Confederation of Metal and Building Unions (CMBU) has submitted a proposal to the Wiehahn Commission that black workers wanting to become artisans must undergo military training

Nicholson, who spelt out the proposal in his union's journal, says "We are trying to stop reverse discrimination Employers are known to refuse to take on youngsters as apprentices because they have not done their military training " If Africans are allowed to become apprentices, then they have an unfair advantage, he argues

Asserts Jane Hlongwane, general secretary of the unregistered Steel, Engineering and Allied Workers' Unions "This is just another way of stopping blacks from becoming apprentices There are coloured artisans, and the white unions have never called for military training for them "

# Firms to get boost from training

179 256 178

Post 6/2/79

**EMPLOYERS can expect to save millions of rands as a result of new tax concessions for in-service training which will be implemented in the coming weeks.**

Companies will be able to recover 92c out of every R1 spent on basic training in schemes approved by the authorities.

The money will be refunded by the Receiver of Revenue by way of a double deduction of the costs approved.

Thus, out of the training expenditure of about R3 000 on a three-year apprenticeship, the actual cost to the employer will amount to only R240.

## WINDFALL

The windfall to the economy at large is likely to be far greater than the cash savings because the new incentives are expected to:

- Start an upsurge in training and re-training for workers of all grades.
- Spur economic growth by relieving the shortage of skilled manpower.
- Save fortunes by way of increased productivity.
- Allow more rapid black advancement by promoting re-training for further advancement of whites.

This boost has been made possible by the In-Service Training Act which gives white, coloured and Indian workers the benefit of tax concessions which previously applied only to black in-service training.

The concession allows for the double deduction of basic training costs incurred in approved training — including the salaries of instructors and trainees as well as the cost of training premises, equipment and material.

## TASKS

The "In-Service Training Board" which is to put the new concessions into effect, meets in Pretoria for the first time today.

One of its tasks will be to set up procedures for the approval of training schemes which qualify for concessions, says the the board's chairman, Deputy Secretary for Manpower Utilisation Mr Mike van Noordwyk.

So far only 28 employers had applied for the approval of training schemes of their own accord, he said.

He confirmed that apprenticeship training would qualify for the tax concessions, but said his board would concentrate on other kinds of training for non-blacks.

The apprenticeship Board would continue to look after apprentice training while In-Service Training for blacks was still being administered by the Department of Education and Training, he said.

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K.W.V., PAARL, TELLS US

That skilfully chosen wine turns a meal into a banquet. Taken regularly in moderation, as it should be, wine is everywhere considered a most pleasurable aid to health. It brings good digestion, good humour, and an air of gracious living.

Learn to choose wines well, so that they blend with each

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GARLIC. A "clove" is a small section of the bulb, is used crushed between foil, and rubbed round a salad bowl, to give the salad a tang. Juice used to flavour stews and sauces and with seafood. Mixed with butter for savoury bread.

ALLSPICE. Not to be confused with Mixed spice, which is a mixture of

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Carry tends to kill any table wine; but a sweet muscatel can be sipped with it. Do not blunt your palate before meals by taking spirits.

Preserve left-over wine in a bottle with a thin film of fresh oil and use for cooking.

To remove ring stains left on polished wood by bottles and glasses, rub well with a damp cloth dipped in cigarette ash and oil. Then repolish.

Rinse glassware in warm water with a little ammonia added to it. This will make the glass sparkling bright.

Wine is Harmony. What melody there is for the Connoisseur in a glass of brilliant wine

André L. Simon.

(178)

MANPOWER ~~Immigrates~~ Apprentices

1-1-80 -31-12-80

# 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

The Star Monday January 21 1980

178

# Immigrant policy has unions up in arms

**Staff Reporters**

Black trade unionists were up in arms today over Government relaxations of immigration to allow more skilled workers into the country.

White labour leader, Mr Arthur Grobbelaar, called for "the immediate removal of the racial restrictions which have caused the unskilled labour shortage, have brought about massive unemployment and are perpetuating both of these problems"

But Mr Grobbelaar conceded that there was a need for limited, temporary immigration to help create jobs while unskilled South Africans were being trained

He said that only three blacks had been indentured as apprentices so far under the Apprenticeship Act and that large scale immigration in the absence of serious efforts to training the unskilled and unemployed would sabotage South Africa's labour reforms.

Mrs Lucy Mvubelo, well-known black labour leader said "This is going to cause confrontation between blacks and whites How long have we been crying for blacks to be trained"

Mr Scakes Sikhakhane, another prominent black trade unionist, said "It's scandalous to even think of The Government should be training the available labour in South Africa in view of large scale black unemployment"

Mrs Emma Mashinini, general secretary of the black Commercial, Catering and Allied Workers' Union, called for the immediate abolition of restrictions to black advancement and training

Mr Shimane Khumalo, a leading social worker, said blacks had been suffering during the recession and he found it unfair that others should benefit now that the country was heading for a boom.

Mr Alex Boraine, Progressive Federal Party spokesman on Manpower Utilisation, said he viewed immigration relaxations with mixed feelings

"For too long white workers from Britain, Europe and elsewhere have enjoyed opportunities long denied to black South Africans," he said

Mr Ron Miller, New Republic Party spokesman, welcomed the relaxations but warned the Government to provide more training for blacks

Mr Z Mashao, chairman of the Alteridgeville/Saulsville Community Council, said there was so much unemployment in South Africa at present that money should be spent on training and upgrading blacks before it was spent to bring skilled immigrants to the country.

# Rhodesians welcome SA decision

**The Star's Africa News Service**

SALISBURY — The relaxation of immigration controls by South Africa has opened the doors to white Rhodesians who are concerned about their future should the Patriotic Front come to power

In the past many white Rhodesians have had difficulty obtaining residence permits for South Africa

Their applications were refused, because either they did not have the necessary skills or would be delayed too long — up to a year in some cases — for them to take up jobs offered by South African employers.

But most remaining white Rhodesians are the hard core who will stay unless life is made intolerable by a Patriotic Front Government.

Most whites interviewed welcomed the South African move "just in case we have to leave."

"I don't want to go but, in case we are forced to leave, it makes it a lot better to know that we will be welcome in South Africa," one man said.

# Unions, employers clash on apprentice availability

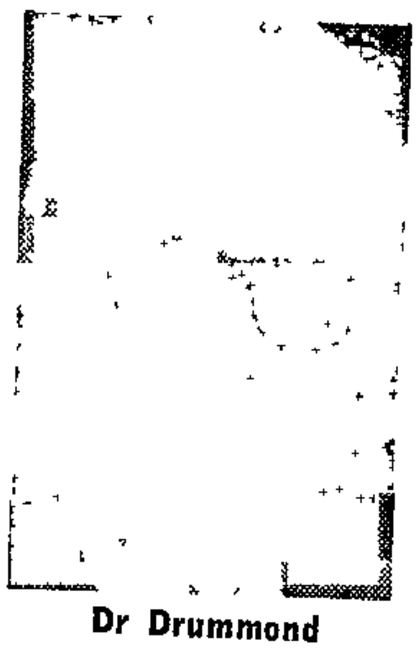
**By Sieg Hannig**
**Labour Reporter**

Leading spokesmen for employers and trade unions in the metal industry clashed today over the availability of apprentices, as the immigration controversy raged on

And top artisan unions intend to stick to their demand that blacks be debarred from apprenticeships unless they are prepared to do military service

Dr Errol Drummond, director of the Steel and Engineering Industries Federation, said about 4 000 vacancies for apprentices existed in the metal industry But very few white, coloured and Indian youths were coming forward.

Most of the jobs looked like being left unfilled



**Dr Drummond**

although employers were prepared to settle for Standard 7 passes in some trades Dr Drummond said he welcomed the relaxation of immigration controls.

But Mr Ben Nicholson, secretary of the 100 000-strong Confederation of Metal and Building Unions, claimed: "The apprentices are there for the taking Employers have been shirking their obligation to train skilled labour

"They want to use the shortage of artisans to force trade unions into accepting the fragmentation of skills — cheap labour that can be exploited It is better to have skilled foreigners than fragmentation of our trades," Mr Nicholson said

The critical labour shortage in the building industry is confirmed in the latest annual report issued today by the Witwatersrand Master Builders' Association.

It says only 36 apprentices entered the industry on the Witwatersrand last year, compared with an average of about 100 in previous years

In spite of free recruitment, training and accommodation for apprentices at the industry s R2-million training centre, there seemed to be a reluctance among employers to engage apprentices

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the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, the Asian and 'coloured' mortality rates exceed those of the whites.

However, in this context, what requires emphasis is that by using the major disease classification a certain amount of detail is lost. For example, despite the fact that the overall rates for diseases of the circulatory system are comparable for whites, Asians and 'coloureds', within this broad category the mortality rates for specific diseases vary markedly. Table II provides the proportional contribution of the major circulatory diseases for the whites, Asians, 'coloureds' and Africans. Whilst Ischaemic Heart Disease is the major Circulatory Disease in the white and Asian communities, Cerebrovascular Diseases are the major cause of Circulatory Diseases in the 'coloured' and African communities.

Similarly, if the Accidents, Poisoning and Violence category is examined in greater detail, motor vehicle accidents are the major cause of mortality in whites, 'coloureds' and Asians, the second most important cause in the white community is suicide, whilst that for the 'coloureds' is homicide. For Africans, the latter is the main cause in this category.

The expectation for life at birth and at age 45 for whites, Asians and 'coloureds' is summarised in Fig. 6. It is not meaningful to calculate an expectation of life for urban Africans as this group is subject to a large measure of migration. The characteristically better expectation of life for women in comparison to men, is apparent for all three communities. However, what is of interest is the ratios of the expectations of life for the three communities. At birth, the white:Asian:'coloured' ratios are 1:0,91:0,76 for males and 1:0,88:0,77 for females; at the age of 45 these are 1:0,91:0,86 for males and 1:0,79:0,85 for females. The 'coloureds' are less disadvantaged at $e_{45}$ as compared to $e_0$ for both males and females, a difference which is largely attributable to the high infant mortality rate in this community. It is also noteworthy that Asian females have the worst expectation of life at age 45 of the three es, which is in marked distinction from both males and females males at $e_{45}$. The fact that for the highest mortality rates for the 65+ age group, Asian genito-urinary and ill-defined causes, respiratory, circulatory, to this anomalous situation.

marises the percentage improvement in the expectation of life ubsequent to the total elimination of the mortality associated

# Building barrier may go for blacks

By KEVIN STOCKS

THE last legal barrier to Africans being employed as artisans or apprentices in the building industry will fall within the next few weeks — if the Minister of Manpower Utilisation, Mr Fanie Botha, agrees to the industry's request for exemption from the Black Building Workers' Act.

The application for exemption was made by the Building Industries Federation of South Africa (Bifsa) and senior industry sources are confident it will be granted

However, granting the application is bound to cause a strong reaction from the Blankebouwerkersvereeniging (White Building Workers' Organisation) which objected strenuously to the lifting of job reservation in the industry last December.

At the time, withdrawal of the job determination (Determination No 28 reserving artisan work in the building industry for whites) was greeted with some jubilation by building firms, but it meant less than many builders thought

This month the Master Builders and Allied Trades' Association warned members that they still could not hire Africans as artisans or apprentices in "white areas"

The effect of lifting of work reservation, it said, was "that employers may now engage as artisans any race — except blacks."

In Government terminology "blacks" means Africans and excludes coloured people and Asians

"In terms of Determination No 28, which has now been withdrawn, employers could not engage coloureds in a supervisory position, such as foreman," the Master Builders' Association said "This has now fallen away"

However, although the Minister had withdrawn the determination, had amended the Industrial Conciliation Act to repeal work reservation and the Apprenticeship Act to allow hiring black apprentices, all this had little effect in "white areas" as long as the Black Building Workers' Act remained unrepealed or unamended.

# Builders worried

SUN TRIB (FIN) 10/2/80 178

By FRANK JEANS

THE authorities will have to speed up the implementation of the Riekert and Wiehahn reports on labour if the building industry is to make up the workforce leeway caused by the recession

Addressing the 75th annual meeting of the Master Builders Association (Witwatersrand), the president Robbie Robinson said

"The Riekert and Wiehahn reports offered great promise to our industry, but to date we are little, if any, further forward.

"Legislation still prohibits the use of labour other than white in ways that are essential if the building industry is to repair the damage to its trained personnel caused by the recession that has reduced numbers drastically"

Robinson said that unless the industry is soon allowed freedom to train all races to artisan level and to employ them in all areas where the industry operates, the industry could find itself moving out of recession, with too few skilled workers for the tasks to be performed.

"This," he said, "will result in the poaching of labour at ever-increasing cost, and an acceleration of the rise in the general cost graph of the industry without any effective way of preventing it except with more trained labour"

Turning to the home-building sector of the industry, Robinson said the immediate future looked bright, although the home-buying public had not reached the point of reconciliation between what one desired and what one could afford

Colin Vineall reports. A five percent increase in building productivity could save the country R54 million this year — or reduce expected building cost increases by two percent, says an editorial in SA Builder, official mouthpiece of the Building Industries Federation (BIFSA)

Commenting on the prospects for 1980, the magazine lists increased productivity as one of the important matters that will have to receive attention from Bifsa and its ancillary industries during 1980 "to accommodate the expected increase in building activity"

The magazine says that should the total investment in building amount to R2 700 million in 1979, a five percent increase in building activity in 1980 would require 1 500 more artisans and almost 10 000 additional semi-skilled and unskilled workers, roughly R180 million worth of cement, R190 million worth of timber, R220 million worth of bricks and R360 million of iron steel and metal products (excluding electrical material and equipment)

Bifsa lists important matters to receive attention as

Increased productivity not only through intensified supervisory, artisan and non-artisan training, but probably more importantly through management development and training The National Productivity Institute has found that the relatively low productivity in the building industry results to a large extent from inadequate site organisation, lack of correct instructions, and insufficient supervision and control — in other words, management difficiences

Ways and means of reducing the rate of price increases for most building materials by innovative and more effective distribution and production and by promoting competition

Methods of encouraging and increasing labour-intensity in the building process to reduce the aggravating unemployment situation

Possible ways and means of ensuring greater physical involvement of the private sector in the building of low-cost housing

Improved efficiency and effectiveness of not only individual companies through such methods as intensified loss control programmes, but also of their representative bodies at both local and national levels

However production has been slowed down.

Who are Fattis & Monis? Fattis and Monis is the factory which produces the following products: All Record flour products including self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Wjeatie Treat flour; All products with the Fattis & Monnis brand name including icecream cones, wafers, cake cups, macaroni, spagetti, large & small shells, ribbon noodles - broard, narrow, plain and green, rings and dilatines; All the above noodles and spagettis under the following brand names: Pick 'n Pay, Pot o' Gold, Princess, Checkers and Roma; Philadelphia flour and Koeberg Mille pack mealie meal. Fattis and Monis also control a number of Bakeries including Wrench Town Bakery in Observatory, Good Hpe Bakery in Elsie River and Ultra Bakery in Somerset West.

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# Black training is facing crunch

**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

By BILL CAIN

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 Kruge 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 It employers don't know about it now they never will One centre is under 50% used and the others 60% or more underutilised

Mr Kruge 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 Kruge 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 Kruge

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

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staff.

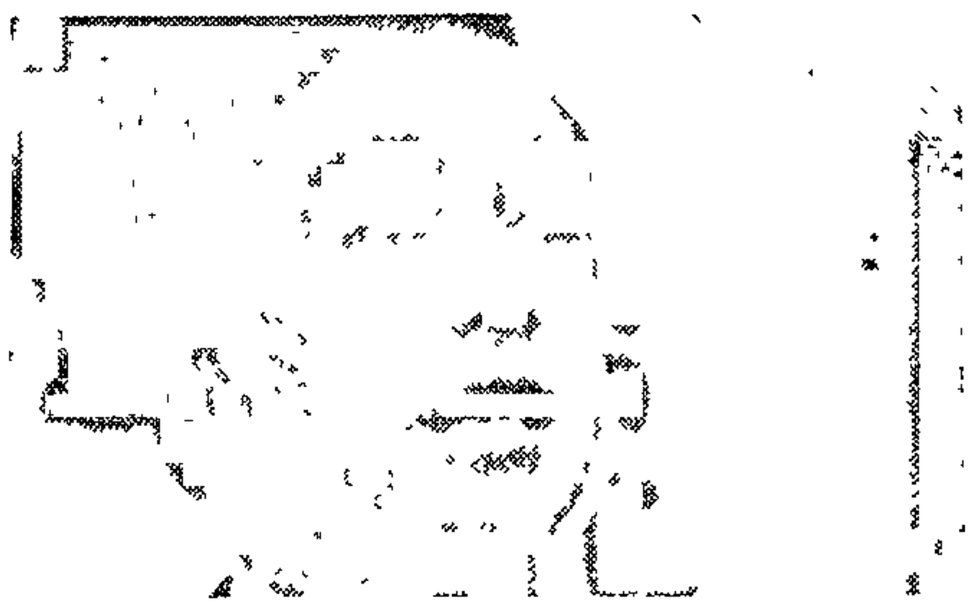
Although those dismissed were **'Coloured'**, more than half of the men who were on strike are African contract workers In spite of the threat of being endorsed back to the homelands, the African workers are standing firm with their 'Coloured' brothers and sisters. On the first day of the strike, men from the Department of Labour tried to separate 'Coloured' and African workers who had gathered outside the factory The workers refused to be separated One said, "We were all there for the same purpose."

Moves of solidarity with the striking workers are increasing. At a solidarity last week more than 500 university and college students from U.W.C , Hewat, Peninsula Training College and Bellville Technical College called for workers to be re-employed and for a boycott of Fattis & Monis products

The Western Province Traders Association says it will instruct its members not to sell the factory's products unless there is negotiation.

[redacted]

# De Beer calls for a new deal'



Dr Zac de Beer political rights vital

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 yesterdav

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

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 yesterdav 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

With the exception of Red Cross Memorial Children's Hospital, all

## FATTIS & MONIS STRIKE

Inyanga ngoku sele izakuphela abasebenzi abangama - 88 bakw... ...tri eBellville South benogwayimbo. Into ebangele ukuba bagwayim... sebenzi abahlanu ebebesebenza nabo. Bathi unobangela wokugx... bahlanu, kukuba bebengamalungu eTrades Unions Le union .be nonthehtwathethwano lokuba kunyuswe imali ibeyi - R40 ngeve... iyure ezisi - 8 ngemini. Umphathi weFektri leyo uthe ezizin... phezu kwamandla yaye ziya kwenza uqhushululu efemini.

Abasemagunyeni kubbutho weUnion onamalungu ayi 10 000 (amaw... ngokuba yi Food and Canning Workers Union bathi abo bagxoth... amaphepha anika i-Union igunya-lokuba benze uthethwathethwa... ekunokuthi kusetyenzwe phantsi kwazo. Ifektri leyo ilalile ... ne Union. Ifektri ibalula into yokuba omatshini ekusetyenzw... yabantu yiyo lento kunyanzeleke ukuba kuphungulwe abasebenz...

Nangona aba bagxothiwyo ingabantu beBala uninzi lwabo bagwa... abantu ebamnyama. Nangona bathe bagrogriswa ngokugxothwa bal... basebenzi bamnyama bame bemi kwicala labeBala ababathatha n... Ngosuku lokuqala logwayimbo indoda emele icala lomsebenzi i... Bala kubantu abamnyama xa bebemengaphandle kweFektri. Abasel... omnye wabo uthe "Silapha sonke yaye iinjongo zethu zinye."

Ayanda amanani abantu abazibanakanyileyo nabasebenzi abagwa... yeentlanganiso zokuxhasa abasebenzi kwive-i ephelileyo kubel... University nakwano Kolegi ababafundi kwe - 500. Ababafundi ... U.W.C., Hewat, Bellvill Technical College, Peninsula Trainir... bathe abasebenzi mabaphinde baqeshwe kungenjalo yonke imveli... ingathengwa.

Umbutho oyi Western Province Traders Association uthe uza k... awo ukuba angayithengi imveliso yaleFektri de bavume uthethw...

Umbutho oyi South African Council of Sports SACOS ucele onke... zonke izikolo ezinonxibelelwano kunye nabo ukuba zixhase abo... phinde baqeshwe. Yaye akufuneki bayithenge imveliso yale fek...

Abanfundi base U.C.T. bayenzile eyabo intlanganiso bebonakal... Bacele ukuba imveliso zakwe Fattis & Monis zingathengwa okan...

UFattis & Monis uphikele ukuthi akukho ngxabano nakungevani... lowa ungumphathi wefem le uthi, ukh... thengwa ngabamNyama njengoko inkxas... Fem baqashe abasebenzi abangabanye... ukuze kubekho imveliso, kodwa imvel...

Ngubani uFattis & Monis? UFattis & ... Record - self raising flour, Cake f... Wheatie Treat flour; Philadelphia ... Fattis & Monis icecream,cones, cake... spagetti, shells, ribbons, rings, d... Checkers and Roma - macaroni, spage... Wrench Town Bakery in Observatory; ... in Elsies River,

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**By Frank Jeans**

Trade union bosses have walked out of talks aimed at opening to blacks the white-dominated unions in the building industry

The talks which had been going on for six months were between the Building Industries Federation (Bifsa) and the two National Building Trade Unions led by Mr Gert Beetge and Mr R Beech.

It was a get-together to thrash out a plan for the implementation of the Wiehahn Report recommendations in one of South Africa's most labour-intensive industries.

The walkout has also brought nearer a clash between the Building Industries Federation and the unions, with the Bifsa president, Mr Bob Steveneson, saying Mr Beetge had been "under instructions to adopt an obstructive attitude."

**PROBLEMS**

Mr Blair Ewing, communications director of Schachat Cullum, said. "We face serious problems unless black workers are allowed to play a more meaningful role, particularly when the industry is heading for a building programme never seen before."

Mr Stevenson said Bifsa had no alternative but to write to the Minister of Manpower Utilisation asking him to repeal the Black Building Workers Act, as soon as possible, and meantime grant builders exemption from the Act to train black apprentices in the numbers required.

# Walkout at open trade union talks

The Star Friday February 15 1980 3

# Breakdown in talks on training of black artisans

178

N. MERCURY 16/2/80

**Mercury Reporter**

NEGOTIATIONS between the Building Industries Federation and the two national building trade unions aimed at the gradual introduction of black artisans in white areas have broken down

Both trade unions leaders walked out of the meeting in Johannesburg earlier this week when they were asked to approve a pilot scheme by the employers to train 100 black apprentices to do skilled work in white areas

Bifsa is now planning to write to the Minister of Manpower Utilisation asking him to repeal the Black Building Workers Act – one of the last stumbling blocks to the removal of job reservation in the industry — and, in the interim, to grant builders exemptions to train black apprentices

Mr Bob Stevenson, Bifsa president, said the unions' attitude towards the training of blacks had taken them 'completely by surprise'

Earlier meetings with the union in the form of a joint labour study committee appeared to be progressing favourably until the annual congress of the Confederation of Labour after which the unions seemed to adopt an 'obstructive' attitude

The federation is hopeful that the Black Building Workers Act, or parts of it, will be repealed during the current parliamentary session

In conjunction with its established training facilities Bifsa intends to implement a modular system whereby various skills will be categorised with rates of pay applied on merit

# Between the hammer and the anvil . . .

## Thousands of jobless Blacks, but SA has to call on immigrants

**BOSSES in the building industry were stunned this week when trade union negotiators walked out of Johannesburg talks aimed at the introduction of Black building artisans into White areas**

"We were taken completely by surprise," says Bob Stevenson, president of the Building Industries Federation of South Africa "What we were expecting was the OK from both unions to a test group of 100 Black apprentices exempt from the Black Building Workers Act to see whether our plan for the gradual introduction of Black apprentices would work"

The walkout put an end to six months of discussions between Bifsa and the two national building trade unions on the issue

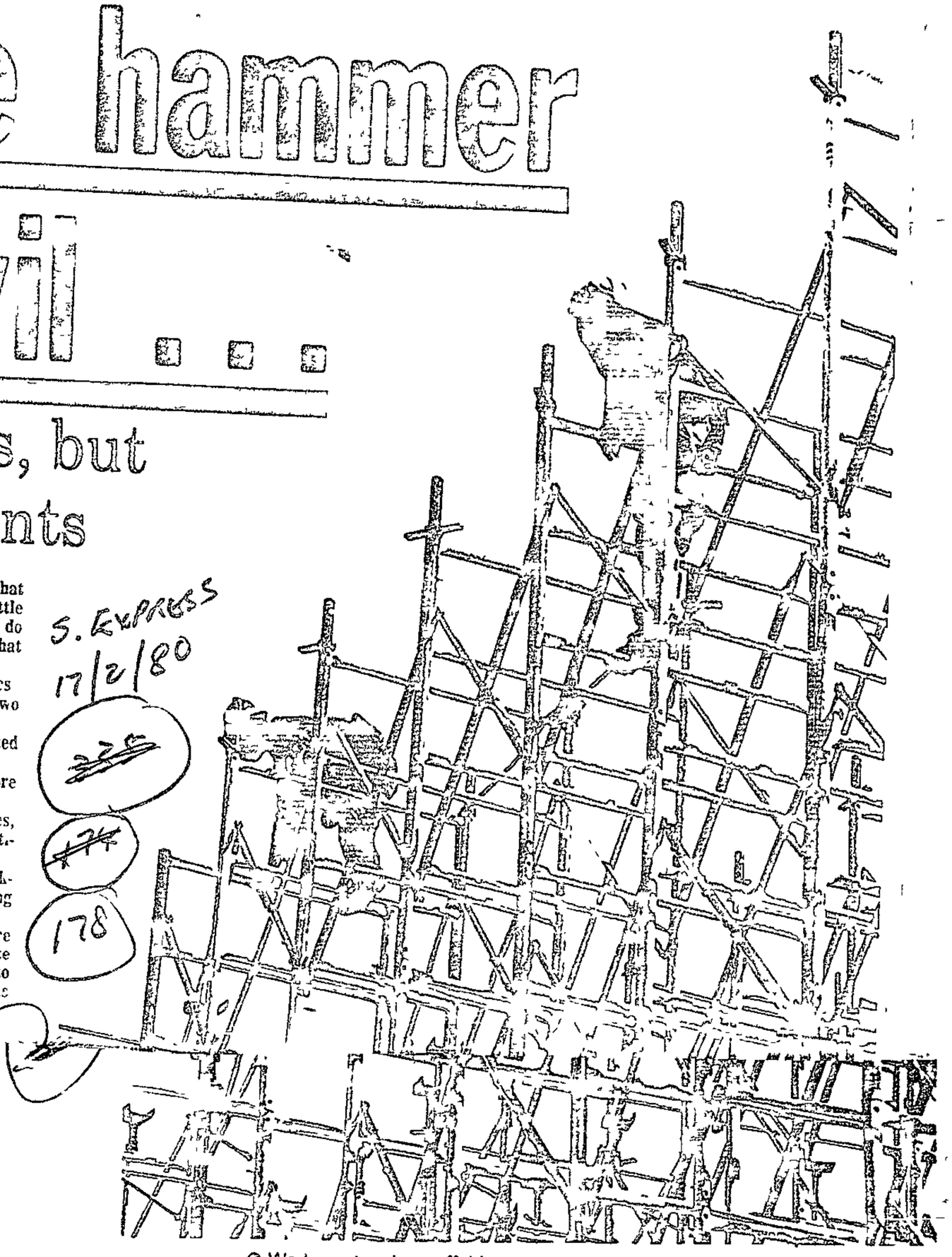
It also spotlighted the incredible chaos that exists over skilled labour — chaos which, a Sunday Express investigation showed this week, is making nonsense of hopes that labour concessions by the Government would go far towards solving the grave shortage of skilled labour on the one hand and massive Black unemployment on the other.

A survey by the Sunday Express showed that even Blacks trained for skilled work have little hope of finding employment — and when they do the chances are it will be at pay well below that earned by White artisans in White areas

The probe revealed some frightening statistics

- ○ South Africa has a shortfall of about two million workers
- ○ Despite that, Black unemployment is estimated at between 1,5-million and two million
- ○ Despite THAT, the country is training no more than 110 000 skilled workers annually
- ○ Since 1975 only 633 Blacks and 39 000 Whites, Coloureds and Asians have obtained artisan certificates
- ○ Because of the severe shortage of skilled workers in White areas the Government is proposing that White immigrant artisans be imported
- ○ At the same time skilled Black artisans are being endorsed OUT of those very same White areas — where the law does not permit them to work — to their own Black homelands areas where, in most cases, there is no work

S. EXPRESS 17/2/80



○ Workers atop the scaffolding a head for heights is an advantage

By JEAN LEMAY



**WHAT KIND of planning has produced a situation like the one sketched above?**

Sunday Express investigators spoke to various people about it and found that although there has been much talk by Government and private business about the need to train Blacks to fill the jobs, little has actually been achieved.

Even the centres established to train Blacks to semi-skilled positions are operating at only 60% capacity, despite the manpower crisis

Why? Perhaps the answer is clear from what the Sunday Express found when it tried to establish which jobs were available to skilled Blacks in the "Black areas" where, by law, they have to work

The survey found that 8 500 Blacks qualified as semi-skilled "artisan assistants" last year at the In-Service Training Centres established jointly by Government and business

Those involved in the centres say industrialists are not making enough use of them to train workers

Professor P J van der Merwe, deputy chairman of the Manpower Utilisation Commission, calculated in a recent paper that South Africa trained only about 110 000 people of all races in private and State training schemes in 1978. He concluded that the total impact of training was "inadequate".

He said training schemes should be co-ordinated, labour laws reviewed, and industrial training and the present education systems be more closely linked.

**But whatever concessions the Government is prepared to make, it is insisting that skilled Blacks should work in Black areas — and that the skilled manpower gap in White areas should preferably be filled by immigrants.**

Dr G de V Morrison, deputy Minister of Co-operation and Development, is adamant that allowing skilled Africans to work in White areas would be a contradiction of National Party policy "We want these people to be employed in their national States"

The stand is being challenged in a letter which the Building Industries Federation (Bifsa) wrote "with regret" to the Minister of Manpower Utilisation after the breakdown of talks with the unions this week.

In the letter the Minister is asked to repeal the Black Building Workers Act as soon as possible and, meanwhile, to exempt builders from the Act to train sufficient Black apprentices

The federation anticipates all or part of the Act being repealed during the current Parliamentary session, but stressed it had no intention of letting this cause chaos in the building industry or prejudice artisans by using semi-skilled labour as artisans

The director of the Master Builders and Allied Trades Association, Mr Z L Pretorius, told the Sunday Express double the current number of skilled building workers was needed

"We now have 5 500 artisans employed by members and non-members on the Witwatersrand alone, compared with close on 10 000 in 1974 when the building recession started," he said

"Now the economy is picking up and people are building again we shall need more than 10 000 artisans on the Witwatersrand in this area if we are going to maintain growth.

"We haven't got them and we're not getting apprentices The thousands who left since 1974 are not coming back"

Mr C A Robinson, association president, said at the annual meeting last month "Unless we are soon allowed freedom to train all races to artisan level and to employ them in all areas where the industry operates, we shall find the industry, only now moving out of recession, with too few skilled workers for the tasks ahead"

**A spokesman for Murray and Roberts said his organisation, with countrywide construction contracts, would prefer to fill their labour needs with local Blacks rather than immigrants.**

"The flight from the industry during the building recession was irreversible, and unless we use Blacks as artisans, and in higher positions, we shall not meet the country's needs"

He was unable to give a breakdown of pay scales for Black workers, but said the company paid according to merit and "there are some very highly paid men in senior positions"

Many members of the Master Builders and Allied Trades Association run their own schemes to train workers In addition, during the last three years nearly 1 000 Blacks employed by members of the association were trained to semi-skilled level through the In-Service Training Centres on the Witwatersrand

Mr J A Vorster, national training manager of Bifsa, said Bifsa had trained 2 309 men through the In-Service Centres in 1979, representing more than 25% of those trained by the centres

"The building industry is making full use of the centres, but I can't say as much for other sectors," he added

Mr Marius Krige, chief planner in the Department of Education and Training, told the Sunday Express the In-Service Training Centres were used to 60% of capacity.

The centres trained men only to "assistant level in the various artisan trades" in courses lasting six to 10 weeks.

Artisan training of Blacks was done by training within industry itself, he added, through Industrial Conciliation Agreements and, in the case of builders, the Black Building Workers' Act

Spokesmen for two of the training centres confirmed the centres were not used fully Mr A Ferreira, director of the Sebokeng Centre, said his centre trained only 730 men in 1979, although its capacity was 200 a month

Some industries run private schemes for in-service training of Blacks The Timber Industry Manpower Services at Sabie trained 513 Blacks in 1978, and the Industrial Council for Motor Transport trained 474 at its Lilpaardsvlei centre

**A spokesman for the motor industry said many members also sent Black workers for training as repair shop assistants at the in-service centres**

The Sunday Express was unable to contact the centre at Chamdor, on the West Rand, where men are training to use and maintain business machines — but it is understood this centre is well patronised

Professor Van der Merwe calculated in his paper that in 1977 more than 72 000 Blacks received training in 328 private industrial training schemes, and that there were 10 Industrial Council training schemes.

"Appreciable numbers are trained but there is plenty of room for an increase in the number of schemes," he commented.

The hypothesis is that not only is the cost per attendance lower at the Day Hospitals than at a hospital outpatients' department, but also that the existence of the Day Hospitals allows inpatients to be discharged earlier because of the complete domiciliary care provided by the Day Hospitals, so that the average cost per inpatient stay is reduced. The average cost per inpatient day is shown in Table 3.4

The cost differences between teaching hospitals -- Groote Schuur and Red Cross Memorial Childrens' Hospital, and non-teaching hospitals -- Victoria Hospital in Wynberg and Woodstock Hospital



AY FEBRUARY 19 1980 Argus 19/2/80

# Hopes high for black apprentices

178

Argus Correspondent

JOHANNESBURG — Hopes are high that the Government will be able to resolve the controversy about black apprentices soon, now that part 2 of the Wiehahn Report has been signed.

'I hope to submit it to the State President and the Government within the next week,' the chairman of the commission, Professor Nic Wiehahn, said after the signing in Pretoria yesterday.

He said the commission would hold a whole series of meetings in March and April to consider the remaining four parts of its review of labour legislation.

These would deal with social security, the mining industry safety standards employment and industrial relations matters not yet covered in Part 1.

The newly completed part deals with all aspects of training including training in industrial relations Professor Wiehahn confirmed that this rport dealt with apprenticeship matters, including the relationship between apprenticeship training and military service.

The Black Building Workers' Act — which prohibits the employment or black artisans in white areas — is also covered in this report.

So far only four blacks are known to have been indentured as apprentices in white areas, although it is taken for granted that large numbers will have to be indentured if South Africa's economic growth target is to be met.

The building industry has been clamouring for the removal of the Black Building Workers' Act ever since part 1 of the Wiehahn report was published last May.

eferral



Table (3.4)

AVERAGE COST PER INPATIENT DAY (Rands)

| Year | Groote Schuur | Red Cross | Victoria | Woodstock |
|---|---|---|---|---|
| 1970 | 18,83 | 17,76 | 13,97 | 15,70 |
| 1971 | 21,57 | 19,57 | 15,08 | 16,68 |
| 1972 | 23,43 | 21,12 | 15,45 | 15,84 |
| 1973 | 27,80 | 24,01 | 19,12 | 15,56 |
| 1974 | 33,10 | 26,54 | 17,77 | 17,62 |
| 1975 | 36,94 | 33,93 | 27,28 | 22,51 |
| 1976 | 47,42 | n/a | n/a | n/a |

Note:
1) n/a = not available
2) Average cost per inpatient = $\frac{\text{Net expenditure}}{\text{Total daily units + 1/3 outpatient attendance}}$

Sources: Groote Schuur : Groote Schuur Hospital Group Annual Reports 1970 - 1976
Other hospitals : Director of Hospital Services Reports CPA 1970-1975

Table (3.5)

AVERAGE COST PER OUTPATIENT ATTENDANCE

| Year | Day Hospitals | Groote Schuur | Red Cross | Victoria | Woodstock |
|---|---|---|---|---|---|
| 1970 | 0,98 | 6,28 | 5,92 | 4,65 | 5,23 |
| 1971 | 1,25 | 7,19 | 6,52 | 5,03 | 5,89 |
| 1972 | 1,94 | 7,81 | 7,04 | 5,13 | 5,28 |
| 1973 | 2,39 | 9,30 | 8,01 | 6,34 | 5,18 |
| 1974 | 2,40 | 11,03 | 8,84 | 5,92 | 5,87 |
| 1975 | 2,77 | 12,31 | 11,31 | 9,09 | 7,50 |
| 1976 | 3,15 | 15,80 | n/a | n/a | n/a |
| 1977 | 3,40 | n/a | n/a | n/a | n/a |

Note: Average cost per outpatient attendance = 1/3 average cost per inpatient day for all except Day Hospitals.

For Day Hospitals: Average cost per outpatient attendance = $\frac{\text{Net expenditure}}{\text{Number of outpatient attendances}}$

Sources: Day Hospitals : DHO Head Office Records.
Others: As for Table 3.4

# 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 Mr M. Zaza, Mr D. Mlonyeni, Mr P. Runquo, Mr S. Didishe a

# 10 hectares prepared for new Technikon

Buildings covering more than 10 hectares in Doornfontein are to be fenced off this week and later flattened to make for the multi-million rand Technikon campus

The increasing demand for technicians in industry, and the increase by 10 percent in the number of students every year, has made the new campus an urgent necessity

In its existing form, the Johannesburg College for Advanced Technical Education, or Technikon, is a strange beast with lecture rooms in 26 different buildings scattered throughout central Johannesburg

The administration of the Technikon is made expensive and cumbersome by its decentralised nature

"Also, there is virtually no campus atmosphere worth mentioning for its 10 000-odd part-time and full-time students," said the director, Mr Corrie Bornman.

**TWO PHASES**

By the year 2000 this number is expected to have doubled and the new campus is designed with projections to that date in mind

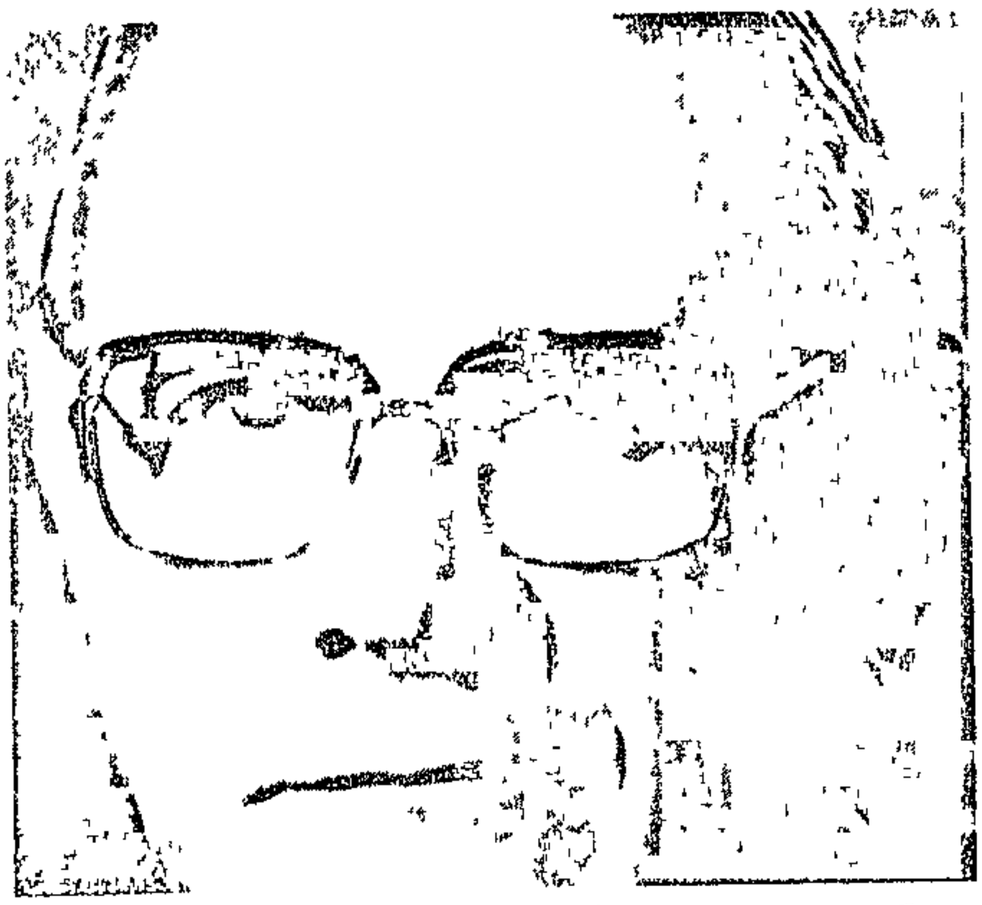
"I am not even prepared to guess at the cost of the completed campus," said Mr Bornman "Building costs escalate at such a rate that it would be unrealistic to give a figure now"

Two phases, the first of which will be complete by 1989 or sooner, include an auditorium with stage facilities, student centre, five hostels housing 240 students each and a massive administration block

The campus will house all the Technikon's various departments, including the Hotel School The External Studies section is to break away to form a separate Technikon on April 1

"It is an urgent matter as this year we had to ask several students to apply for enrolment again in July for the second block because we could not accommodate them," said

UCT



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 Frontline 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

# Builders hail black curbs removal

STAR 10/4/80

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.



# Labour deal for blacks in danger?

CAPE TIMES 2/4/80

**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.**

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 advisers 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 could 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.

# CITY MAY GET CLOTHING WORKERS' TECH

N/t Argus (Bus) 178 5/4/80

**A TECHNICAL college specialising in clothing and textiles is being mooted for Cape Town by manufacturers to meet a fast-growing employment crisis.**

The Cape's 315 clothing factories took on an extra 489 workers last month to raise the labour force to a record 50 555.

But there are vacancies for skilled workers everywhere in spite of more and more firms starting their own training schemes so that they can take on inexperienced workers.

Manpower has grown by 10 000 in seven years and industry sources estimate it could mushroom by another 10 000 in the next five, apart from a big growth expected in textile jobs

## 2 000 jobs

At least 2 000 new jobs will flow from the Hang Ten clothing export contract which will earn Coronet Industries R50-million a year by 1982. The bulk of this work is being farmed out to other manufacturers, creating more jobs and factory expansion.

BY TOM HOOD

Several other big export orders plus growing home demand are adding to the pressure which has mopped up all spare labour

The Hang Ten contract alone could take up everyone trained in the past two years at the industry's training centre in Salt River, a manufacturer estimated

'The centre trains about 550 machinists a year — we need more than double that number - he said

Ideas for a trade college with full-time instructors on the lines of overseas specialist technical colleges are being mooted by several manufacturers

## Fully booked

This, they say, could be financed easily The Government is anxious to boost training and pays generous grants while clothing and textile companies would pay a higher training levy

The training centre, meanwhile is fully booked to the end of the year and manufacturers are reserving places for 1981.

'People are desperate to get on courses for machinists patternmaking, designers and mechanics but they are full' said a spokesman for the Clothing Industry Training Board

'We are turning away four people for every one who is placed'

The Board has also helped to set up training schemes in several factories.

Evening classes are drawing many workers from pay clerks to odd-job men in their spare time so they can qualify for better jobs and higher pay

# Angry union men to resist black artisans

Mail
11/4/80

178

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 SD 33 178 ~~177~~

# 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

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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in some countries (Mexico, for example) some farmers (called *ejidos* in Mexico) cannot sell the land they farm and occupy. They can use it and sell the crop, but they cannot sell or borrow against the land. (If they could borrow against the land, they could borrow and then default, letting the lender take the land—circumventing the ban on sale of the land.) They have only *usufruct* rights. These restricted rights to resources do not permit as much discretionary risk-sharing and reallocation. Furthermore, the incentive to improve or invest in the farmland is weakened, since the prospects of value increases cannot be transferred to those most optimistic or willing to bear them. These *ejidos* invest in more children as a source of future income—not a surprising substitute!

termine the uses of resources are more likely to bear the (upward or downward) capitalized value effects of future events.

### Risk Allocation by Contracts within a Firm: Wage and Employment Security

The so-called owners of the firm borrow or hire resources as well as use their own. They buy equipment, they lease it, they hire (rent) labor. In each contract the risk bearing depends on differences in attitudes toward risks, beliefs about the prospects of success, and the ability to usefully direct

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Builders don't see Blacks as threat

LONDON — Black artisans would not suddenly flood the local building industry, the president of the East London Master Builders' Association, Mr Graham Dodd, said yesterday.

The fact that restrictions on blacks doing skilled building work outside black areas had been dropped was "obviously good news", but it would take time before they started entering the industry, he said.

There was not a great number of blacks equipped for skilled work in the area "because there wasn't much incentive to train them as they could not work here".

Mr Dodd dismissed speculation that the entry of black skilled workers would pose a threat to coloured and white artisans saying "any man worth his salt in the industry has no fear of losing his job".

The bulk of current building activity in the area took place in the Tiskei and Transkei and there black workers were already being used for skilled work.

There was neither a surplus nor a critical shortage of skilled labour in the East London area.

Practically no whites and very few Coloureds in the area had been taking up building apprenticeships in recent years and there was a shortage of top class artisans, said Mr Dodd.

The local chairman of the Amalgamated Union of Building Trade Workers, Mr R A Mathieson, said the scrapping of restrictions on black artisans would have little effect on East London.

The building industry here was very depressed and only a very big upsurge would create openings for skilled workers.

A large number of building artisans had left the industry and be under-stood their apathy as there was nothing to encourage workers to return to the industry in East London, said Mr Mathieson — DDR

2 — DAILY DISPATCH SATURDAY, APRIL 12, 1980

AFRICAN BUILDERS

# Bricked up

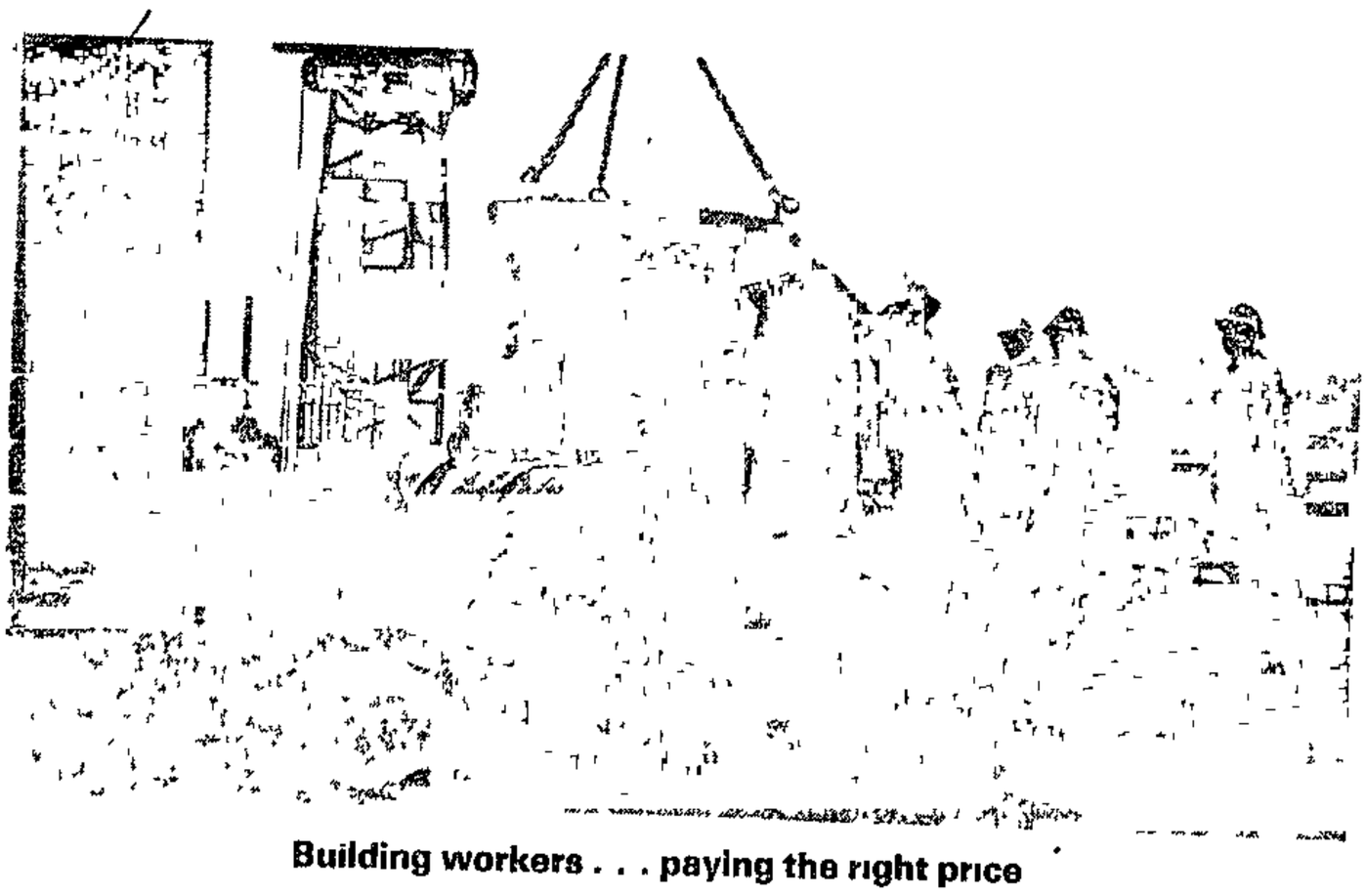
**Government's ruling** that Africans in the building industry can do skilled work anywhere in SA will have very little effect if registered building unions dig in their heels

All government has done is show where its sentiments lie and stepped out of the firing line The battle over employing skilled African labour is now between employers and the registered unions And unless the two parties can come to some agreement, Pretoria's decision will only affect Africans who have the qualifications to become apprentices — a handful of the African workers employers hope to train for skilled jobs

On African apprentices, Richard Beech, general secretary of the Amalgamated Union of Building Trade Workers, says "We have got to accept government's decision But we will control this through the Apprenticeship Board by making sure that Africans without the legal qualifications are not allowed to be indentured as apprentices " Working to the letter of the law would drastically cut down on the number of potential African apprentices

On the other side, Lou Davis, executive director of the Building Industries Federation (Bifsa) says "We have got to depend on the goodwill of trade unions in not blocking the influx of African apprentices "

But the bulk of the industry's African skilled labour will not be apprentices or artisans, if Bifsa has its way Davis says it hopes to step up "modular training," which means employees without the qualifications to train as artisans will do only part of an artisan's job "Once a person has become skillful in a particular section he can move on to another, ultimately qualifying for a whole trade " But, unless such an employee performs full artisan work for a number of years, he cannot become an artisan — and so will not be entitled to earn the artisan rate



**Building workers . . . paying the right price**

However, Bifsa is tied by industrial reements, so the fate of its "modular ining" plans — which the unions claim purely job fragmentation under another me — is in the hands of the unions Says ech "They (employers) can say what ey like But unless the trade unions ree to fragmentation of artisans' jobs, ey can do nothing And my union will be tally opposed to any fragmentation ey are just doing it to get cheap la- ur "

He adds "To prove my point, in 1975 e unions agreed to allow Africans to do % of painting at 90% of the artisan's age because of a shortage of painters ithin two weeks, the employers comained that they couldn t pay them that age Today they are paid 60%-65% of an tisan's wage "

Frank Mohlala, national organiser for e unregistered Building Construction d Allied Workers Unions, notes "Quite number of our members are doing most a full artisan's job, but they are t even earning a third of the supposed tisan's salary "

Davis insists cheap labour is not the sue "They (the unions) are playing with mbers It is unfortunate that public tention is being focused on the apparent nomaly of operatives receiving lower ages than a skilled artisan might reive, without taking into account the roven fact that the productivity levels of ose operatives is, in most cases, far elow that of a skilled artisan "

He adds "Bifsa wants the establishent of a free enterprise system which ables the forces of supply and demand dictate the economic requirements for ur industry "

If Bifsa can convince the unions of a illed labour shortage — which the unns dispute — it might win some concesons from them A spokesman for the hite Building Workers Union says "I ill maintain there are enough skilled orkers, providing the bid is high enough t employers are not prepared to pay the right price " Beech points out that the industry has lost 40% of its builders since 1974, and 1 500 artisans are presently unemployed

But Davis says that those who left the industry during the recession have either emigrated or have found other jobs, and many will be unwilling to return to building The unemployed 4% of the total artisan complement, he says, is a perfectly acceptable level in terms of normal economic principles

Davis says that "according to surveys, there is a shortage of about 2 700 competent, trained and willing skilled workers And that will worsen unless an intake of 1 500 skilled workers a year can be maintained until 1985 "

The unions reckon artisan salaries are too low, employers are looking for cheap labour, and there is no skills shortage Employers, on the other hand, reckon artisan rates are pitched too high, they do not want cheap labour, and there *is* a skills shortage

With this huge gap between the two parties' stands, it will not be easy to reach a compromise Bifsa will have to offer some attractive concessions if "modular training' is to be theirs

RDM 24/4/80.

# Govt's threat on (178) black apprentices

By RIAAN DE VILLIERS
Labour Correspondent

HOUSE OF ASSEMBLEY — The Government may take action against white trade union representatives on apprenticeship committees who block the admission of black workers to apprenticeship training

This emerged in Parliament yesterday when the Minister of Manpower Utilisation, Mr Fanie Botha, threathed to act against employee representatives on committees who adopted an "obstructive attitude" towards admission of apprentices

Such a move is likely to evoke a storm of protest from sections of the white trade union movement

During debate on the Manpower Vote, Mr Botha said one of the reasons why South Africa was experiencing a skilled labour shortage was the role played by apprenticeship committees

If it appeared employee representatives adopted an obstructive attitude towards admission of apprentices he would not "hesitate to act in the interests of South Africa" He said the National Manpower Commission may be asked to investigate whether it was "fair to prevent further training"

But, with legislation or without it, he would ' act in the interests of the country"

The Minister's threat has come on the eve of the tabling of the second report of the Wiehahn Commission, dealing with training

Replying to questions by Dr Alex Boraine, chief Opposition spokesman on labour affairs, on the tabling of the report, Mr Botha conceded there had been delays but said it was hoped the report would be tabled "within a week or two," accompanied by a white paper

He said further labour legislation would also be tabled this session

Mr Botha repeatedly emphasised that white, coloured and Asian workers had no reason to feel threatened by changes taking place on the labour front

He further said the Government was aware of problems surrounding the industrial court, including the issue of the definition "unfair labour practices" and these would be rectified "as soon as possible"

Mr Botha also gave a "formal assurance" to the powerful South African Association of Municipal Employees (SAAME) that bargaining rights in terms of the Industrial Conciliation Act would not be removed in the "foreseeable future"

O See Page 5

# Warning on obstruction of black apprentices

CT24/4/80 (178)

Political Staff

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## Investigation

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He said further labour legislation would also be tabled this session

## Waiting

It had been hoped to table "much more comprehensive legislation" this year but the government was waiting for the Wiehahn Commission to complete its work

"We are hoping to receive the outstanding reports within the next few months and to complete all legislation next year," he added

Mr Botha repeatedly emphasized that white, coloured and Asian workers had no reason to feel threatened by changes taking place on the labour front

He further said the government was aware of problems surrounding the Industrial Court, including the issue of the definition "unfair labour practices", and these would be rectified "as soon as possible"

Mr Botha also gave a "formal assurance" to the powerful South African Association of Municipal Employees (SAAME) that bargaining rights in terms of the Industrial Conciliation Act would not be removed "within the foreseeable future".

Mr Botha emphasized the need for the continued training and retraining of the country's skilled, semi-skilled and untrained labour force

"The attitude on the part of some industrialists, that it is cheaper to buy workers than to train them, is not in the interests of the country We cannot progress in this way"

It was the duty of the state to give people a school education, but afterwards the responsibility to train them as workers should also be that of industrialists

"It is important that this responsibility should be accepted"

RAND DAILY MAIL, Monday, April 28, 1980

# Plan to break union power to bar blacks

By STEVEN FRIEDMAN
Labour Reporter

A MOVE which would weaken the hold of trade unions over skilled jobs has support among some Government labour advisers.

If implemented, such a move would make it more difficult for white unions to block black apprenticeships But it could also ultimately be used to erode the power of all skilled workers, by making it easier for employers to hand over parts of the skilled job to semi-skilled workers

A move along these lines is likely to be bitterly opposed by trade unions

It is understood that some Government labour advisers believe the authorities should reduce union representation on apprenticeship committees

At present, unions and employers have equal representation on these committees, which means the unions have a "blocking" power

But a plan now being floated by some Government labour advisers would reduce the union representation to one-third, with one-third going to employers and the remaining third to people involved in techical training

This would make it possible for the committees to make decisions despite union opposition

Although the committees do not make binding decisions — they can be overruled by higher Government authorities — they have considerable influence over skilled work

They examine all new applications for apprenticeships, and some white unions have been using their representation to vote against black applications

The Minister of Manpower Utilisation, Mr Fanie Botha, last week threatened to move against unions which block black applications "where skilled labour shortages exist"

Mr Botha subsequently told the Rand Daily Mail he would do this by overruling the committee's decisions, but a more far-reaching move could also be in the pipeline

Asked about possible apprenticeship changes in an interview last week, Mr Botha would only say that he was planning to "modernise the Apprenticeship Act" This could include changes to the committees

Trade unionists canvassed on such a move said it would be "totally unacceptable"

Said one unionist "The training people have very little understanding of the realities of the factory floor They tend to be very academic and we don't believe they are competent to serve on the committees"

Such a move would not only remove the unions' power to fight new applications by black workers

The committees also discuss the content of skilled jobs, and reducing union representation could make it easier for employers to fragment skilled jobs Some employers are known to favour a downgrading of artisan jobs, with portions of skilled work being handed over to semi-skilled workers

A change in representation on the apprenticeship committees could make this easier

# Bifsa drive for skilled workers

**Pretoria Bureau**

A BACKLOG in building is inevitable because of a heavy demand and the shortage of skilled workers in the industry, the president of the Building Industry's Federation of SA (Bifsa), Mr Bob Stevenson, said yesterday

He was reacting to building statistics released in Pretoria, which showed that during the first quarter of this year, building plans valued at R474,6-million were passed

This is an increase of R183,5-million compared with the same period last year Buildings completed also increased in the first quarter, by R38,5-million to R210,9-million

Mr Stevenson said Bifsa had launched a drive to attract skilled immigrants from Europe to train black and white workers

The Minister of Labour, Mr Fanie Botha, had announced that the industry would be exempt from provisions in the Black Building Workers Act, which prevented them from training black apprentices in white areas

"We have started recruiting black apprentices in co-operation with the Trade Union, and we believe this, with immigrant workers to help train them, is one of the major long-term solutions to the industry's labour problems," Mr Stevenson said

The Minister of Co-operation and Development, Dr Piet Koornhof, said recently that by the year 2000 the industry would have to build more than 4-million black housing units by the year 2000

## No contracts (178)

NO contracts for black apprentices were registered during 1979, the Minister of Manpower Utilisation, Mr Fanie Botha, said yesterday in reply to Dr Alex Boraine (PFP Pinelands), who asked how many blacks had been registered in each trade last year Mr Botha said there were 14 applications for indenturing of blacks during 1979, while 26 had been received to date this year. Fourteen had been approved in respect of which four had thus far been registered The rest were being considered RDM

1/5/80 Reports by Sapa

# Black artisan barriers crumble

STAR 2/6/80

By Sieg Hannig

There are no more barriers to black apprentices and artisans, says the Secretary for Manpower Utilisation, Mr E A Cilliers

"Any obstacles that still exist are the same for all races," he told The Star in an interview yesterday exactly a year after the publication of Part 1 of the Wiehahn Report

Mr Cilliers said "Blacks who have acquired artisan skills on the job can now attain full artisan status by passing trade tests in terms of the Training of Artisans Act

"And the major obstacle of trade-union resistance to the indenturing of back appentices has been largely overcome

"Standards of trade testing and training will be identical for all population groups," he said

Mr Cilliers admitted his department had taken note of objections by some trade unions to the admission of black apprentices

The unions' approval was necessary to ensure proper training for the apprentices, he said

"In most cases this obstacle has been overcome and the indenturing of black apprentices can now be normalised"

"Trade unions are in no position to prevent the indenturing of blacks on racial grounds," Mr Cilliers emphasised

"If unions should abuse their negotiating power in apprenticeship committees any interested party is entitled to appeal to the Minister of Manpower Utilisation

"These committees only make recommendations The decision to indenture apprentices is taken by the Registrar of Apprentices And even he can be overruled by the Minister of Manpower Utilisation"

Earlier the Minister, Mr P W Botha, said he would seek guidance from the National Manpower Commission in cases where apprenticeship committees acted unreasonably

Mr Cilliers said applications for the indenturing of 40 black apprentices had been referred to the Registrar so far

Of these 14 had been approved and 26 were under consideration

Asked why so few applications had been submitted, Mr Cilliers said it seemed employers were slow in coming forward with applications.

He said employers should not be deterred by the lack of theoretical training institutions for blacks in their particular areas

In the absence of such facilities, apprentices could receive theoretical tuition by means of correspondence courses, he pointed out

## Builders putting 'new' deal' to the test

**Employers in the Reef's building industry are about to put South Africa's "new deal" for black labour to the test.**

**They have employed 12 blacks whom they have found suitable to be indentured as apprentices.**

**"Applications to indenture them are in the process of being submitted," Mr Z L "Basie" Pretorius, director of the Witwatersland Master Builders' Association, announced today.**

**"We do not expect any obstacle to be placed in the way of these applications," he said.**

**The applications for apprenticeship of blacks in the industry — which face perhaps the stiffest opposition from artisan trade unions — are seen as a crucial test of the Wiehahn reforms**

**"If these applications are passed, we can say that South Africa's colour bar is crumbling," said Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.**

# Skills training for metal workers

STAR 14/5/80

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.

# New workers' training scheme

9/6/80
Capt Times
(46) 178 (58)

Own Correspondent

JOHANNESBURG. — A Government policy statement, endorsing a programme of apprenticeship training for workers of all races, is imminent — but the government has been advised that this training should mainly be carried out in racially-separate institutions

The adoption of this suggestion would come as a blow to black workers who expect the government's new dispensation to lead to race equality in the workplace

It is understood the Government has before it a suggestion by senior labour advisers that theoretical training for black apprentices take place mainly in separate black in-service training centres

They have suggested that the Government should consider the use of other facilities for the training of blacks only in those areas where black in-service centres are not readily available

Even if blacks are admitted to these facilities, it has been suggested that special arrangements be made to accommodate their training

The suggestinon that future artisan training should be racially-separated is likely to come as a shock to trade unionists

Although Government advisers who support the separate training proposal insist that standards for the different races should be identical, unionists and other observers believe separate training will inevitably be inferior.

Mr Alec Erwin, general secretary of the Federal of South African Trade Unions, said last night "We totally reject the idea of separate training of black and white skilled workers

"It seems there is a determination to persist with racial divisions in industrial relations and industrial legislation

"But I don't see anyone accepting this, especially in the current climate"

# New moves on military training

Cape Times 10/6/80

Own Correspondent

JOHANNESBURG — Government moves to grant white apprentices determents or remissions from compulsory military training are under way

If the government gives the go-ahead to such a move, white apprentices could enjoy the same deferment opportunities as medical and other students

Senior government labour advisers have also recommended a top-level probe into 'dissatisfaction' caused by the fact that only whites are forced to undergo military training

It is understood that these advisers have recommended that the National Apprenticeship Board the National Manpower Commission and the Defence Manpower Commission seriously consider deferring the military training of apprentices in vital industries

# Military relief on cards for apprentices

RDM 10/6/78c.

By STEVEN FRIEDMAN
Labour Reporter

GOVERNMENT moves to grant white apprentices deferments or remissions from compulsory military training are under way

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Senior Government labour advisors have also recommended a top-level probe into "dissatisfaction" caused by the fact that only whites are forced to undergo military training

The Rand Daily Mail understands that these advisors have recommended that the National Apprenticeship Board, the National Manpower Commission and the Defence Manpower Commission seriously consider deferring the military training of apprentices in vital industries

These moves are designed to counter resistance on the part of white trade unions to the training of black apprentices

The unions argue that whites would be at a disadvantage in competition with apprentices of other races because only they have to undergo compulsory training. This they believe, would prompt employers not to train white apprentices for fear of losing them to the Defence Force for two years

White union members on apprenticeship committees have been using this complaint to block black apprenticeships

The "Mail" reported earlier that an investigation into this dissatisfaction was on the cards. This is still the case but the "Mail" has learnt that the attention of Government advisors has shifted to the specific question of allowing white apprentices deferments or remissions

They argue that a precedent has already been set for deferments because medical and other students are granted them until they have completed their studies

They add that such a move would affect the Defence Forces complement of trainees for a limited period only because apprentices would still perform their military training after they had passed their trade tests

If this suggestion is adopted by the Government it will go a long way toward removing stated white union objections to black skills training

White artisan unions initially called for blacks who wished to become apprentices to be compelled to indicate that they would undergo military training "if called upon to do so"

Other unionists however argued that the problem could be tackled either by granting deferments to apprentices or by enabling them to undergo their skills training as part of their compulsory period in the Defence Force

# Govt favours separate training

Cape Times 12/6/80

**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"

# White unions may lose out

178.
12/6/80

**Labour Reporter**

THE Wiehahn report has recommended an investigation which could significantly reduce the power of trade unions on Apprenticeship Committees and could spark angry reaction from white unions

The committees make recommendations to the Government on applications by apprentices to be indentured and white unions have been accused of "blocking" black applications

The Minister of Manpower Utilisation, Mr Fanie Botha, recently warned artisan unions that he would take action against them if they continued to block these applications

The report recommends that the proposed National Training Board give attention to "the question of representativeness on apprenticeship committees" with a view to making recommendations to the Minister

Significantly, this is the only specific proposal in the report which elicited a minority opinion

Mr Tom Neethling, general-secretary of the Amalgamated Engineering Union, and the former president of the SA Confederation of Labour, Mr Attie Nieuwoudt, dissented "since they consider the present system satisfactory in all respects"

The report also recommends that the Minister lay down "broad guidelines" on principles to be followed by Apprenticeship Committees when they consider applications for apprenticeships These are

- Consultation "with all parties" before a decision is taken
- No race or sex discrimination
- Full reasons must be given o an applicant when an application for apprenticeship is refused, and
- The committees should have he right to ask the Industrial 'ourt for an advisory opinion in rder to enable it to reach a nal decision.

Both these proposals could educe white union representaon and power on these committees

# Tools before guns for 'key' apprentices

178 RDM 12/6/80

**Labour Reporter**

THE Wiehahn report has recommended that serious consideration be given to the deferment of compulsory military training for apprentices in "key designated trades"

This is one of a number of recommendations made by the commission aimed at easing the military service obligations of white apprentices

The commission was prompted to make these recommendations because "problems have been experienced with the indenturing of black apprentices on account of resistance on the part of certain trade unions represented on apprenticeship committees," the report says

Some white unions have been blocking black apprenticeships, arguing that employers will give them job preference because, unlike whites, they do not have to serve in the Defence Force and will not be lost to their employer for two years

The commission has stopped short of making firm recommendations on this issue but has recommended that the issue be taken further through

- A joint investigation by the National Apprenticeship Board, the National Manpower Commission and the Defence Manpower Board on the effect of military service on apprenticeship training and that "serious consideration" be given by these bodies to deferments for apprentices,
- Consideration be given by the NMC and the Manpower Board to "problems and dissatisfaction" that arise from "the fact that only whites are at present compelled to undergo compulsory military training"
- Consideration by these bodies to the use of military trainees in "various civil capacities", with "due regard to the military needs of the country and the needs of the economy in general"

In its earlier report last year, the Commission recommended a system of remission for apprentices This recommendation was accepted in principle by the Government but was referred back to the Commission for further study

Although the latest report does not withdraw its recommendation that remissions be granted, it suggests that deferments also be considered

It says a precedent for deferment has already been set in respect of students who enrol at universities and that deferments will serve as an incentive

A deferment system would only affect the intake of trainees into the Defence Force for a limited period since apprentices will be liable for service once they have passed their trade tests and people who have qualified as artisans could be used "more effectively and productively" by the Defence Force

The commission also recommended Government support for industrial relations training, with official controls

These recommendations could have a severe affect on worker education and training programmes conducted by the unregistered black trade union movement

The black unions regard their training programmes, which are designed to build up worker knowledge of labour law and trade unionism, as essential to the development of a strong labour movement, and are likely to react angrily to the proposals

The report recommends that all training legislation be framed "in such a way as to indicate clearly that industrial relations training is included in all references to training"

This would mean that industrial relations training schemes approved by the Government will be entitled to tax concessions, a move which would weaken the effectiveness of other schemes

It would also subject this training to the same controls and strictures as technical training

The report also recommends that the proposed National Training Board, whose establishment it recommends, specifically promote industrial relations training and that it be charged with implementing the proposals made by the first Wiehahn report on this issue

It suggests that National Manpower Commission and the Defence Manpower Board examine means of encouraging a levy system to promote and finance industrial relations training

# Training for future: V

## List of skilled jobs may be pruned

(178) room 12/6/80.

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?

All answer books must be numbered

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# Wiehahn's separate training proposal rejected by NIC

NATAL MERCURY 13/6/80

178

**Political Reporter**

SPOKESMEN for the Labour Party and the Natal Indian Congress yesterday rejected the principle of providing separate training facilities for black apprentices, as outlined in the second report of the Wiehahn Commission

Mr B K Singh of the NIC said if the Government accepted the recommendation for separate facilities, this would show it was 'hide-bound by its political ideology

'When the first Wiehahn report was published and after studying initial reaction of Government spokesmen to certain recommendations, one got the impression that the Government had at last realised the need to make maximum use of all the human labour resources of the country without adhering to its former discriminatory labour practices The second report suggests that this is not really the case and that the Government is hide-bound by its political ideology'

Mr Singh, who is an NIC spokesman on labour matters, said 'It is a well known fact that there are very few training centres for blacks in South Africa and one could hardly expect sufficient centres to be established in the near future to meet the demand The more sensible thing to do would be to utilise all existing training facilities for use by all races and to forget about providing or waiting for separate training centres

'This would take years and would only make a mockery of the main recommendations of the report'

Mr Eddie Smith, Natal secretary of the Labour Party, said his party had never accepted the Nat principle of separate but equal By the same token, the Labour Party could not accept the provision of separate training facilities for apprentices

Paper No

(to be copied from the heading on the Examination F

## 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

**Any dishonesty will render the candidate liable to di**
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# 1 step forward, 2 steps back

**SUNDAY POST Labour Correspondent**

SO ANOTHER Government promise of meaningful change bites the dust

This time it involves black apprentices

The Government has accepted the second Wiehahn Commission report's recommendation that black and white apprentices be trained in separate institutions.

A labour expert described the Wiehahn report to SUNDAY POST as "a load of eyewash"

And Mr Ike van der Watt, general-secretary of the SA Boilermakers' Society, said "My immediate reaction is that the report will not help us at all"

On the report an observer said "The whole thing has been an exercise in creating the impression of progress, while in fact nothing has been done except marking time."

The Government may have taken a step forward when it agreed to allow blacks to become apprentices in "white areas But it has taken more steps backwards than forwards

The only two recommendations worth noting in the report — segregated facilities and official control of industrial relations training — are retrogressive Said one observer "They are a perfect example of the Government's control approach, which it doesn't seem to be able to get away from"

The Wiehahn report recommends that blacks undergo both theoretical and practical apprenticeship training at black in-service training centres And, where theoretical training is not available, it recommends that "certain apprentices" (no doubt black), be allowed to use existing facilities as a makeshift measure — but only "subject to suitable arrangements being made at such centres"

There are 16 black in service training centres which have been set up since 1976 But unionists and observers are quick to point out that these centres are not equipped to give apprenticeship training Said one "These centres at very best only provide semi-skilled training"

getting training in these centres will be second rate

## Wiehahn report does nothing but stall

And, reckons one observer, blacks will probably be trained under the Training of Artisans Act This Act enables someone with practical experience to skip the formal apprenticeship training and become an artisan after a year's theoretical training But whites who do this course are regarded as second-class artisans

So what chance do blacks — who are trained in ill-equipped centres — stand of being anything more than second-class artisans?

And most reckon that the black in-service training centres will never be equipped as well as white technical colleges Mr van der Watt says the only way apprenticeship standards will be maintained is if both black and white train together. "I'm going to do everything I can to stop a dualistic system," he adds

In addition, the implication of the recommendations is that even when blacks can attend white technical colleges, they will attend different classes to whites

On compulsory industrial relations training, the commission recommended that "the National Training Board (to be set up) specifically to attend to the promotion of industrial relations training as part of its duties", with official control of such training

This measure is aimed at the unregistered black trade union movement A month ago a Government SUNDAY POST about black trade unionists receiving industrial relations training overseas, and then passing on what they had learnt to others in South Africa He said this training was not suited to the South African situation

Now it seems that the Government will put a stop to this by controlling the courses If as, the Wiehahn report recommends, "industrial relations training is included in all references to training" in any legislation, all industrial relations training courses may have to be registered with the Government

The black trade union movement strongly condemns any moves to control their training courses

Eric Tyacke, education Co-ordinator of Urban Training Project (UTP) (which is a private organisation linked to the Consultative Committee of Black Trade Unions) says: "Control of industrial relations training by the Government means control by a political party and control by the country's biggest employers. Nobody other than the black trade unions has told UTP what the course content should or should not be We regard this as part and parcel of real freedom of association"

According to one unionist, the National Training Board will probably have a combination of Government officials, employers and old established trade unionists Employers and nationalist party policies will dictate the type of training trade unionists will receive, he says

# Unions will oppose separate artisan training

By KEVIN STOCKS

SOUTH AFRICA'S trade unions and industrialists will fight Government attempts to segregate training facilities for black and white apprentices

The segregation of theoretical training recommended in the second Wiehahn Report, is seen as politically unacceptable to

- Overseas companies which cannot be seen to condone apartheid
- Many white trade unionists who fear a type of second-class black artisan who would undercut white wages
- Local industrialists trying to maintain overseas links and gain credibility with blacks

Ironically, according the personnel director of the local subsidiary of a large overseas company, there could be logical reasons for segregated facilities, but his company cannot afford such segregation

He agreed that the educational disadvantages of many blacks and their lack of technical background could disrupt training courses, with better prepared white apprentices progressing at a faster pace

A spokesman for the Siemens organisation, however, said that in training technicians, his company had allowed for this difficulty and gave black technicians up to a year's "pre-training" both in classrooms and on factory floors before enrolling them in the technical training courses

"Where apprentices are concerned, we have not encountered a problem, probably because we have recruited our black apprentices from within the company — those who are familiar with the basics of the work they will be doing," the spokesman said

"So far we had excellent results from them"

Trade unions, fearful of "cut-price, second-class black artisans" from segregated facilities undercutting standards and taking their members' jobs, are insisting on a single training scheme to maintain standards

This week, the powerful Confederation of Metal and Building Unions met representatives of the Steel and Engineering Industries Federation and the Industrial Council for the Metal Industry and urged that all apprenticeship training be done through a single system and not through the so-called "in-service" schemes

The confederation added that in-service schemes, where blacks would receive theoretical training at black in-service training centres should only be used with the approval of the industrial councils — where the unions have a strong voice

Mr Alec Erwin general secretary of the Federation of South African Trade Unions has totally rejected the idea of segregated training and predicted it would not be acceptable to anyone concerned

"I cannot see any reason why training should remain segregated," Mr Erwin said

"The skills are identical, so why not train blacks and whites at the same institutions"

# 'White' trades open to Africans

Cape Times 17/7/80 (178)

PORT ELIZABETH — Trades South African whites have taken for granted for the past 100 years are now open to Africans for the first time

Seven companies in Port Elizabeth and Uitenhage have been quick to act and within the next few months the first 27 African apprentices will be registered with the Department of Manpower Utilisation

The apprentices, the first to be indentured in designated trades in white areas, are now on four months trial as stipulated in the Apprenticeship Act of 1944

The 27 — from Ford, General Motors, Eveready, Goodyear, Borg-Warner and Volkswagen — will be apprenticed as motor mechanics, tool makers, electricians and fitters and turners

According to Mr N Wiggill, divisional inspector for Manpower Utilisation in the Eastern Cape, 16 other applications are still awaiting approval

The Wiehahn Commission's report, which has led to a major breakthrough for Africans in the skilled fields, recommended that discrimination on the basis of race, colour or sex be scrapped in the training of apprentices

The Wiehahn Commission suggested the minimum qualification in certain trades should be increased from Std 7 to Std 8

Training apprentices takes about four years After which the qualifying trade test is written at Olifantsfontien, Transvaal

# Qualified black SA artisans soon

Cape Times 18/7/80 178

By GORDON KLING

CERTIFIED black artisans will be working in South Africa for the first time within the next 12 to 18 months — far earlier than training regulations would normally allow

The development, following recent government approval of black apprenticeship, heralds a coming-of-age in the workplace and implies greater responsibilities with higher incomes for black workers

Seven companies in Port Elizabeth announced on Wednesday that they were now in the process of registering black apprentices, the first ever to be indentured in designated trades in white areas, with the Department of Manpower Utilisation Completion of the training takes about four years, but the process will go much faster in the motor industry.

This is because the big three motor manufacturers in Port Elizabeth are to give employees credit for unofficial training of black apprentices that has been taking place for several years

Volkswagen and General Motors yesterday confirmed they had been providing the training for two years and Ford said its programme had been under-way for three

Spokesmen for the companies said workers who had received training prior to official recognition, would be given credit which could be used towards their apprentice programme for time and courses passed

"On the assumption that the trainees will obtain credit for the entire period that they have been in training, we should see the first qualified black artisans in the next 12 to 18 months," said Ford's director of industrial relations, Mr Fred Ferreira

## A big help

He believed the move would be a big help in easing "the very significant shortage of skilled manpower we have in this part of the country"

The apprenticeship programme is considered certain to expand rapidly at the motor plants in particular and throughout South African industry

Early training was largely confined to the motor manufacturers said Volkswagen's personnel manager, Mr Brian Robinson

# Woman at 'wrong' college

C.T 8/8/80

1780 2052

By ENRICO KEMP

A COLOURED hair-dressing student was told that she could no longer attend classes at the Cape Technical Institute yesterday -- more than two weeks after she had enrolled

Miss Marion Cogill, 19, a hair-dressing apprentice at a Rondebosch salon was asked to leave after inquiries by the head of the institute's hair dressing department, Mr John Spencer disclosed that she was coloured

The principal of the institute Mr I L Gibson said that the institute was barred by law from admitting black people if there were facilities at a black college Miss Cogill had to attend the Peninsula College for Advanced Technical Education in Bellville South

They were very polite about it and the principal said he was very sorry, but I just burst into tears when I got into the lift I only wanted to go to the college nearest my home and have a good education Miss Cogill said

The institute in Strand Street was much nearer to home than Bellville was

Mr Gibson said that Miss Cogill was enrolled after her employer had told Mr Spencer that she was white Mr Spencer contacted the Department of Manpower Utilization who have a record of all apprentices and was informed that she was coloured

Although the institute had been prepared to train Miss Cogill till the end of the year, the Cape Master Hair-dressers' Association and the Apprenticeship Board had advised him to ask her to leave

Mr Len Theunissen, co-owner of the Scissors Group which owns the salon where Miss Cogill works, said 'Why did they have to conduct a witch-hunt to find out whether she was white or coloured? In fact, why does she have to be white to go to this institute? As an Afrikaner, I am ashamed at what has happened to Marion "

# 'No witch-hunt,' but student out

**Own Correspondent**

CAPE TOWN — There had been no 'witch hunt" to establish whether a hairdressing student at the central Cape Town Technical Institute was coloured, the head of the institute's hairdressing department said today

Mr John Spencer was reacting to a claim by the employer of the student

Miss Marian Cogill was yesterday told she could no longer attend classes at the institute which falls under the white Department of National Education

Mr Spencer said he had discovered 'by accident" that Miss Cogill was coloured when he went to the Department of Manpower Utilisation to fetch a transfer form for another apprentice

"What is happening here has nothing to do with our feeling. The Department of National Education will not allow us to take any non whites" Mr Spencer said

'If the news got around that we had coloured apprentices here, we would have hairdressers in Cape Town pressurising us to accept their apprentices and the Department of Coloured Affairs would come down on us.'

**EXPECTED**

When the situation was explained to Miss Cogill Mr Spencer said she told him she had expected it

"She said she knew she wasn't allowed to come here but had been told to come,' he said

The principal of the institute, Mr I L Gibson, said "If by law and regulation we are told to take any person, whatever race we will have to take them But if the regulations say no, it's no"

# Action on apprentice denied

**Staff Reporter**

THE Cape Master Hairdressers' Association yesterday dissociated itself from an incident in which a coloured hairdressing apprentice was asked to leave the Cape Technical Institute last week

Miss Marion Cogill, 19, was told she could no longer attend classes at the institute following inquiries to ascertain her race The principal of the institute, Mr I L Gibson said the institute had been prepared to train Miss Cogill till the end of the year but claimed that the Cape Master Hairdressers' Association and the Apprenticeship Board had advised him to ask her to leave

The secretary of the association, Mr J P Segall, said yesterday "At no time was the Cape Master Hairdressers' Association approached for advice regarding whether the young lady in question was or was not to leave the college"

He said the association 'in no way interferes with the regulations which govern the administration of technical colleges"

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

Let op tyd en datum van
STRENG EMBARGO

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 / .....

die hoof te bied. Die aanbevelings van beide die Wiehahn- en Riekert-kommissie verleen 'n struktuur vir die beter benutting van ons land se totale mannekragpotensiaal. Dit is nou in die hande van die private sektor om ten volle gebruik te maak van die bestaande vermoëns van die arbeidsmag om tekorte op die korttermyn te bowe te kom deur middel van investering in opleiding en ontwikkeling. Die langtermyn oplossing lê natuurlik in die gesamentlike poging van onderwysinstellings en die privaatsektor om die standaard van Suid-Afrika se arbeidsmag te verbeter deur die verbetering van die kwaliteit en kwantiteit van onderwys.

Alhoewel die algemene opvoedingspeil van die Suid-Afrikaanse bevolking nog die hoogste op die vasteland van Afrika is, is dit nog benede die standaard wat nodig is om 'n groeikoers van

5 persent / .....



5 persent en hoër te handhaaf. Dit word maar al te duidelik as ons daarop let dat 38 persent van ons ekonomies-bedrywige mans geen onderwys gehad het nie terwyl 63 persent slegs vir ses jaar of minder, 'n skool bygewoon het.

Die waarde van opleiding in die ekonomiese voorspoed van enige land is onteenseglik bewys as ons kyk na die geskiedenis van ander Westerse lande en veral die Verenigde State van Amerika. Dit is algemene kennis dat die V.S.A. se uitgawes aan opleiding na die Tweede Wêreldoorlog verantwoordelik was vir 35 persent van sy hoër groeikoers. Ook Japan met sy 9 persent groeikoers per jaar gedurende die tydperk 1953 tot 1973 het dit hoofsaaklik

te danke / .....

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.

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The Government realises that training and retraining involves expense and that employers, especially the smaller concern, could become overburdened financially with such costs. It is for this very reason that the In-Service Training Acts of 1976 and 1979, respectively, were promulgated whereby employers are able to obtain tax concessions with regard to their training expenses.

It is of interest to note that during 1979 no fewer than 96 000 Black employees were trained in a total of 1895 approved courses offered by 349 recognised in-service training schemes established under the 1976 Act.

In order to assist the smaller organisation for whom it is uneconomical to develop its own in-service training schemes, eight public in-service training centres have been established

for / .....



for Blacks in various industrial complexes with funds provided by the State.

Each of these centres is controlled and managed by a governing body constituted of members representing local commerce and industry. The training provided at the centres is concentrated on local needs and some seventy approved courses have been introduced so far. Courses range from typing and business administration, clerical, sales and supervisory skills to operative skills such as welding, steelfixing, fitting and driving.

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 / .....

providing legal machinery for training but is in fact supplying trade training in terms of the Training of Artisans Act, 1951, in trades in which a serious shortage of artisans is being experienced.

It may interest you to know that a trade training centre similar to the centre which is already in existence for the training of White adult males at Westlake, was introduced in April this year at the M.L. Sultan Technikon, Durban, for Asians in terms of the Training of Artisans Act.

Two further similar centres, one for Whites in the Transvaal and one for Coloureds in the Cape where 90 Whites and 100 Coloured trainees will be accommodated initially, are at present receiving urgent attention. The centre for Coloureds will come into

operation / .....



operation on 5 January next year and it is hoped that the accommodation which is at present being arranged for the centre for White trainees at Vereeniging will be ready for occupation in the course of 1981.

To give you an indication of our present manpower needs, especially in the technical field where the greatest personnel shortage is being experienced, I may mention that according to the latest Manpower Survey conducted by my Department, the total number of male artisans in the Republic is nearly 220 000. Despite this impressive figure there is currently a shortage of approximately 10 000 qualified men. Although there are about 42 000 persons in the process of being trained as artisans the

annual / .....

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 man-power 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.

Mr / ....

We do, however, have the solution right here in this country. The only logical, and if I may say so. the only just solution is to allow our own people to benefit in this respect by concentrating on training rather than immigration. Now, we all know that up to the present it has been the tendency to draw most of our candidates for training from the White population group whilst the Coloureds and Asians also contributed a fair number of candidates in this respect. The factual situation is, however, that these population groups will not be able to meet the demands of the future, and I must earnestly request our industrialists to give positive consideration to the employment of greater numbers of Black people, not only with a view to menial labour, but for training in the semi-skilled and skilled categories of work. It can no longer be

argued / .....



argued that our Black people do not hold the required educational certificates, for example, for trade training. Moneywise the Government spends an astronomical figure on Black schooling annually. Surely, it does not make sense to educate these children without creating work opportunities for them commensurate with their educational qualifications.

While I am on the subject of education, allow me to categorically deny that there is any truth in the belief amongst certain sectors of our community that the level of education at our Black schools is not comparable with that of the other population groups. For example, a Black candidate entering for a National Technical examination will not only have followed

the / .....

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 / .....

Industrial Court and the National Training Board recommended by the Commission of Inquiry in its second report.

I take it that you are by now fairly conversant with the duties and functions of the National Manpower Commission and the Industrial Court.

The National Training Board will, briefly, perform the functions of the existing National Apprentice Board, the Co-ordinating Council for In-Service Training of Black Employees and the Council for In-Service Training. It is anticipated that an important facet of its functions will be to take active steps to co-ordinate, encourage and facilitate all forms of training, but especially those aimed at the provision of technical skills. This Board will no doubt play an invaluable role in the develop-

ment / .....



ment and utilisation of the country's manpower and the Government is therefore anxious that legislation providing for the establishment of the Board be drafted in time for consideration by Parliament in 1981. It is the intention that the proposed legislation should, in accordance with the recommendations of the Wiehahn and Riekert Commissions of Inquiry, consolidate the country's training laws.

The Government has already made it clear that its general aim with regard to manpower is that the Republic's workers, irrespective of population group, colour or sex, must be <u>developed</u>, <u>utilized</u> and <u>conserved</u> to the optimum. By the <u>development</u> of manpower is meant the continual upgrading to

the / .....

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

# Minister disappointed by industrialists

Disappointment at the slow rate of applications for black apprentices by industrialists has been expressed by the Minister of Manpower Utilisation, Mr Fanie Botha

South Africa's educational level was too low to maintain an economic growth rate of five percent or more annually, he told a labour symposium of the Golden City Jaycees in Johannesburg yesterday

The value of training had been proved by countries such as Japan which owed its annual growth of nine percent from 1953 to 1973 mainly to training

Under the free enterprise system it should be possible for every individual, black, white or brown to "get to the top" in the work situation

"I am disappointed at the response from industrialists to apply for the engagement of black candidates as apprentices," the Minister said

The white, coloured and Asian groups would not be able to meet the manpower demands, he said in an appeal to industrialists to train more blacks for semi skilled and skilled work

There were trade unions which had reservations, but there was no reason to believe that any good artisan would have to fear for his position

South Africa had nearly 220 000 male artisans but there was a shortage of 10 000 qualified men The present intake of learners was not nearly sufficient to cope with future demands

Mr Botha said two more adult artisan training centres such as those for whites at Westlake in Cape Town and for Asians at the M L Sultan Technikon in Durban were being set up

One, for 90 whites, was hoped to be ready at Vereeniging next year

The other, for 100 coloured trainees, would be opened in the Cape in January

The Government was anxious to draft legislation for the creation of the proposed National Training Board in time for the 1981 session of Parliament, the Minister said

# Admittance of black apprentices welcomed

By Sieg Hannig

Government approval to admit the first 18 black apprentices in the building industry was hailed today as the "final collapse of discrimination" in the artisan field

"Another 50 applications are in the pipeline," announced a jubilant Mr Lou Davis, executive director of the Building Industries Federation (Bifsa)

The breakthrough was in the face of continued trade union opposition

Mr Davis said "The Government's sincerity in removing the colour bar to black advancement is now beyond question It has been underscored by special arrangements made for theoretical training" These were

- An undertaking by the Department of Education and Training to provide theoretical training facilities for groups of as few as six black apprentices
- The department's provision of pre-apprenticeship training courses of two years under which seconded instructors from Bifsa upgrade an initial 16 Standard 7 pupils in Soweto to NTC 1 level

The first 18 black apprentices — all prospective carpenters — would undergo "exactly the same training as their white counterparts on a parallel basis" at Bifsa's training centre in Springs, Mr Davis said.

# Sebe criticises artisan curbs

KING WILLIAM'S TOWN — Ciskei's chief Minister Lennox Sebe blames laws which force Ciskeian artisans to work in prescribed areas and lack of employment after completion of their courses for the reduced numbers at Ciskei's vocational and technical high schools

He told a conference of vocational and technical education teachers "This gloomy picture regarding artisans who must serve the needs of the emergent Ciskei and make it economically viable leaves much to be desired"

Chief Sebe said the black education system — "even at tertiary level" — totally disregarded practical and technological skills "with the result that almost all graduates that universities produce are inevitably drawn into the public security tenure"

Chief Sebe also identified "disparity in remuneration" for services rendered as one of the main factors "which have discouraged blacks from taking up technical and vocational training".

He said although there were no laws which prevented Ciskeians from being apprenticed it was still difficult in practice to do so.

One of the reasons was the restrictions preventing Ciskeians indentured in East London and King William's Town from attending technical classes at the two centres

A recent survey had shown that 90 per cent of the students at Zwelethemba Trade School near here completed their studies annually but no facilities were available for them to be gainfully employed.

He gave as one of the best possible solutions the removal by the South African Government of all discriminatory laws to allow for occupational mobility.

A long-term solution would be the joint effort by educational authorities and the private sector to lift the quality of education — DDR

# 92 blacks accepted for trade training

STAR 22/8/80 1/8 Sowetan

By Sieg Hannig
Labour Editor

Nine-two of the 100 applications for black apprentices received by the Registrar of Trade Unions in the first seven months of this year have been approved.

The rest, including the first two applications from the mining industry, are still receiving attention.

This was revealed today when the Director General of Manpower Utilisation, Mr Jaap Cilliers, was asked to show that racial discrimination has ceased to exist in the apprenticeship system

"The Registrar has not turned down a single application for a black apprentice submitted by the apprenticeship committees concerned," Mr Cilliers said.

"And the Minister has received no appeals against the decisions of apprenticeship committees which may have turned down such applications.

"Since all interested parties are free to appeal, we must assume that employers and prospective apprentices were happy with the decisions."

The 92 black apprentices who were approved come from the metal industry (34), motor assembly industry (35), building industry (22) and hairdressing industry (1).

**BREAKDOWN**

The racial breakdown of the 5 150 applications for apprentices received in the first seven months of this year was 4 127 white, 676 coloured, 247 Asian and 100 black, Mr Cilliers said.

Most of the first 17 black apprentices to be indentured in the building trade signed their contracts with the Murray and Roberts group at a ceremony in Elandsfontein on the East Rand today.

"The reaction of our white artisans has been most encouraging," said a spokesman for Murray and Roberts.

The spokesman said it would not be long before the group would submit further applications for black apprentices in view of the "desperate shortage" of skilled workers.

He said a recruitment drive by registered trade unions in February, with financial assistance from the Building Industries Federation, produced only one would-be apprentice.

# First black apprentices

JOHANNESBURG — Contracts were signed yesterday between 17 black apprentices and one of the biggest construction companies in South Africa

The 14 carpenters and three bricklayers are the first whose applications for apprenticeship have been approved under amended legislation and industrial agreements enabling them to work in white areas for the same wages and service benefits as whites

The chairman of the Manpower Commission, Dr Hennie Reynders, said he regards the development as extremely important — Sapa

No. R 1882 12 September 1980

## WET OP VAKLEERLINGE, 1944

## VRYSTELLINGSKENNISGEWING

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verleen hierby, kragtens artikel 46 (1) van die Wet op Vakleerlinge, 1944, vanaf die datum van publikasie van hierdie kennisgewing, vrystelling aan—

(a) alle werkgewers wat minderjariges in aangewese ambagte in diens het wat in die Republiek van Bophuthatswana ingevolge die Bophuthatswana-Wet op Vakleerlinge, 1973, ingeboek is, van die bepalings van artikels 19 en 20 van eersgenoemde Wet ten opsigte van sulke minderjariges, met dien verstande dat die werkgewers ten opsigte van sodanige minderjariges die vakleerlingskapvoorwaardes wat op vakleerlinge in die betrokke ambagte in die Republiek van Bophuthatswana van toepassing is, nakom,

(b) vakleerlinge wat by geleentheid in die Republiek van Bophuthatswana vir doeleindes van hul opleiding werksaam is, van die bepalings van artikel 26 (1) van eersgenoemde Wet in dié mate dat tydperke van sodanige diens nie as afwesigheid van werk beskou word nie, met dien verstande dat—

(i) hulle die betrokke vakleerlingskapkomitees binne veertien dae na die datum van vertrek na en die datum van hul terugkeer van die Republiek van Bophuthatswana in kennis stel,

(ii) die vakleerlingskapvoorwaardes wat ingevolge eersgenoemde Wet vir vakleerlinge in die betrokke ambagte voorgeskryf word, ten opsigte van hulle nagekom word terwyl hulle opleiding in die Republiek van Bophuthatswana ontvang, en

(iii) al die partye wat deur hul leerlingkontrakte gebind is, onderling met sodanige diens akkoord gegaan het

S P BOTHA, Minister van Mannekragbenutting

No R 1882 12 September 1980

## APPRENTICESHIP ACT, 1944

## EXEMPTION NOTICE

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby, in terms of section 46 (1) of the Apprenticeship Act 1944, exempt with effect from the date of publication of this notice—

(a) all employers who employ minors in designated trades who have been indentured in the Republic of Bophuthatswana in terms of the Bophuthatswana Apprenticeship Act, 1973, from the provisions of sections 19 and 20 of the first-mentioned Act in respect of such minors, provided that the employers shall in respect of such minors observe the conditions of apprenticeship applicable to apprentices in the relevant trades in the Republic of Bophuthatswana,

(b) apprentices who are on occasion employed in the Republic of Bophuthatswana for purposes of their training from the provisions of section 26 (1) of the first mentioned Act to the extent that periods of such employment shall not be regarded as absences from work provided that—

(i) such apprentices shall within fourteen days notify the apprenticeship committees concerned of the dates of their departure to and the dates of their return from the Republic of Bophuthatswana,

(ii) the conditions of apprenticeship prescribed in terms of the first-mentioned Act for apprentices in the relevant trades are complied with while they are receiving training in the Republic of Bophuthatswana, and

(iii) all the parties bound by the relevant contracts of apprenticeship have mutually agreed to such employment

S P BOTHA, Minister of Manpower Utilisation

ASBESTOS AND ASBESTOS-RELATED DISEASE
IN SOUTH AFRICA

INTRODUCTION

Exactly how dangerous is asbestos to human health? at the level of industry, the State, trade union orga academic institutions, civic bodies or ir many arguments are heard.

There is clearly a double question involv precisely are the vested interests that a when taking up any point of view?

Naturally one would expect industry to b playing down the dangers involved and of in setting, often expensive, processes f in motion. Likewise one would expect tr concerned with environmental pollution t posure to asbestos. Academic researcher directly employed by industry or trade u or State institutions, may be expected t lie somewhere between these two position argued in this paper that, as is the cas department or research bodies), academic research workers generally lean more to virtue of a multiplicity of connections.

Essentially there is a state of industria There is also generally an explicit ackno division in most advanced industrial soci enshrined in the law and various state st asbestos has been established as a carcin substance), the problem that immediately is to take the decisions with regard to p effects of this substance in a divided so

One might think that those directly invol exposure should take the weighty decision notable feature of the whole asbestos con

# Artisans sitting pretty

STAR Supplement

178

16/9/80

By Sieg Hannig
Labour Editor

**This year's matriculants could not wish for brighter employment prospects, even St 8 school-leavers can look foward to better opportunities than usual.**

This goes for school-leavers of all races, now that the Government's labour reforms have broken the back of job reservation.

The economic upswing has brought with it an estimated shortage of 100 000 skilled workers.

And a massive training boom is in the offing, especially in technical fields where the shortages seem greatest.

There is talk that the Government will have to slow down the present pace of economic growth.

But this need not worry the school-leaver, because any cutback would be the result of the skilled manpower shortage. Therefore the training effort must be stepped up rather than reduced.

The Government's "Manpower 2000" campaign is trying to ensure this will happen, with the help of huge tax concessions for training

There is even the possibility that a training levy may be imposed on most employers to provide the skilled labour which will determine South Africa's future prosperity

The best educated are in the greatest demand. That means university graduates, particularly those with engineering and other professional degrees.

Next in line are the matriculants, particularly those with mathematics and science.

The competition for jobs which can be filled by school-leavers with a Std 8 pass will be a little tougher.

Those with less than a Std 7 pass will have a hard time getting good jobs. Thousands of them will be unemployed, particularly in the homelands

Throughout the qualification ladder, experts say, those going for technical jobs are likely to get the best training and wages

But in recent months the skill shortage has been so great that some employers have imported clerical workers at a cost of up to R7 000 each from overseas

One of the most sought-after categories will be the apprentices needed to fill the 10 000 vacancies for artisans reported in the latest Manpower Survey.

Here is a field which has been thrown wide open to blacks, now the first black apprentices have been taken on in the Transvaal building industry where previously the colour bar was particularly severe.

Executive posts for blacks are also being opened up.

On the other end of the scale there is an increasing effort to train unsilled men for semi-skilled jobs right up to artisan level.

Black job hunters are well advised to approach foreign-based multinational companies which are under pressure to advance blacks into top positions.

For example, one such company is said to have been told to increase its black executives from its present two to 100.

# Bold move to beat skills shortage

(175)
ST 17/5/80

By Sieg Hannig, Labour Editor

The skill shortage has become so serious that at least one firm is going to train three times its own requirement of draughtsmen as a non-profit service to the engineering industry.

All it asks is that other companies provide trainees irrespective of race or sex.

Training costs will amount to only 15 percent of the true costs because they are tax deductible. This includes specifically, the tuition fee, the trainee's salaries and their travelling expense.

A spokesman for the Department of Manpower Utilisation confirmed the offer is entirely above board and has the department's blessing.

**APPROVED**

In fact he said, there were numbers of firms which had been granted approval to admit employees of other firms to their state-approved private in-service training centres.

The company inviting others to send prospective draughtsmen to its full time training courses of nine to 12 months is Engineering Management Services, a member of the Murray and Roberts group.

The company's training manager, Mr I B Smith said interested employers could telephone him at [illegible].

He said his training centre in Isando would put would-be trainees through aptitude tests this Saturday, provided he received notice of their attendance by tomorrow afternoon.

They had to have a matric (or equivalent) with mathematics and science and had to be aged below 25. Race or sex did not matter.

The training centre had the capacity to accept 100 trainee draughtsmen, about 10 percent of South Africa's annual requirement of draughtsmen, Mr Smith said.

# 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 R1m 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

# Big response to ad for black apprentices

By Sieg Hannig
Labour Editor

There has been an "overwhelming" response to advertisements for the first black apprentice motor mechanics to be trained on the Witwatersrand

The project is a combined effort by the Black Garage Proprietors Association the Motor Industry Employers Association and Sasol

Initially 24 blacks will be recruited and trained as motor mechanics, according to Sasol which provides bursaries for tuition and tools

Mr Richard Maponya chairman of the Black Garage Proprietors' Association, said there were 200 applications He said black motor mechanics were needed desperately

At present black garage owners depend on petrol sales only They have no workshop income because qualified motor mechanics are not available in black areas Normal garages derive much of their profit from repair work.

# Mechanics to be trained

178
POST
19/9/80

**THE first black apprentice motor mechanics on the Witwatersrand are to be trained in a joint scheme announced by black garage owners, the Motor Industry Employers Association and Sasol.**

The Black Garage Proprietors' Association, which has 60 members throughout the country has said the shortage of qualified mechanics has made it difficult for members "to develop economically viable undertakings in black areas to serve the ever-increasing motoring population"

Chairman of the association, Mr Richard Maponya, said "We have not been able to do business in our workshops because there have been no qualified black mechanics That is why we are starting on this programme of training"

The more than 200 applicants are now being interviewed

Explaining the scheme, Mr C Keyter, the head of the Sasol Public Relations, said "A joint venture has been initiated whereby an initial 24 black candidates will be recruited and trained as qualified motor mechanics

"The Motor Industry Employers Association will place recruits at selected members to serve their apprenticeship.

"During the training recruits will receive normal apprentices' wages"

# Tax cuts to boost training of artisans

RDM 23/9/80

178

By STEVEN FRIEDMAN
Labour Reporter

THE Minister of Manpower Utilisation, Mr Fanie Botha, last night announced large tax concessions for employers who train apprentices

The move reveals increased Government concern about the skilled manpower shortage and the fact that few employers are using official training facilities for black workers

According to Mr Botha, the new concession will enable employers to deduct 200% of their expenses on the theoretical training of apprentices of all races at institutions maintained wholly or partly by public funds

The concession is added to existing tax benefits employers may claim for training workers in private "in-service" training schemes registered with the Government These concessions amount to almost 100% of training expenses

The new incentive comes into effect retrospectively from October 1 last year

Employers will now also be able to deduct expenses incurred by apprentices who obtain their theoretical training through correspondence courses

All apprentices must undergo a period of theoretical training before they may take their trade tests and qualify to become artisans

Because colleges in the "white" areas are not open to blacks, it is expected blacks will receive their theoretical training either by correspondence or in the Government's separate black training centres

Mr Botha said he had introduced the new concessions "to stimulate the indenturing of apprentices and alleviate the acute shortage of artisans"

Government spokesmen have complained for some time that employers are not making sufficient use of official artisan training facilities

It is also known that some employers have preferred to train black artisans privately because of the difficulties in finding adequate official training facilities for blacks

Mr Botha's move is an attempt to encourage employers to use the official training facilities

According to his statement, employers will be able to deduct from their income for tax purposes not only the normal deduction for training expenses, but the full sum paid to apprentices while they attend technical classes

They will also be able to claim the full pay of apprentices while they are away undergoing their first trade tests

It appears, however, that if apprentices fail their tests and have to undergo subsequent ones, the employer will not be eligible for the concession

In addition, employers will be able to claim the full amount of any "class, course and examination fees paid by employers on behalf of their apprentices and which employers are not entitled to recover from their apprentices".

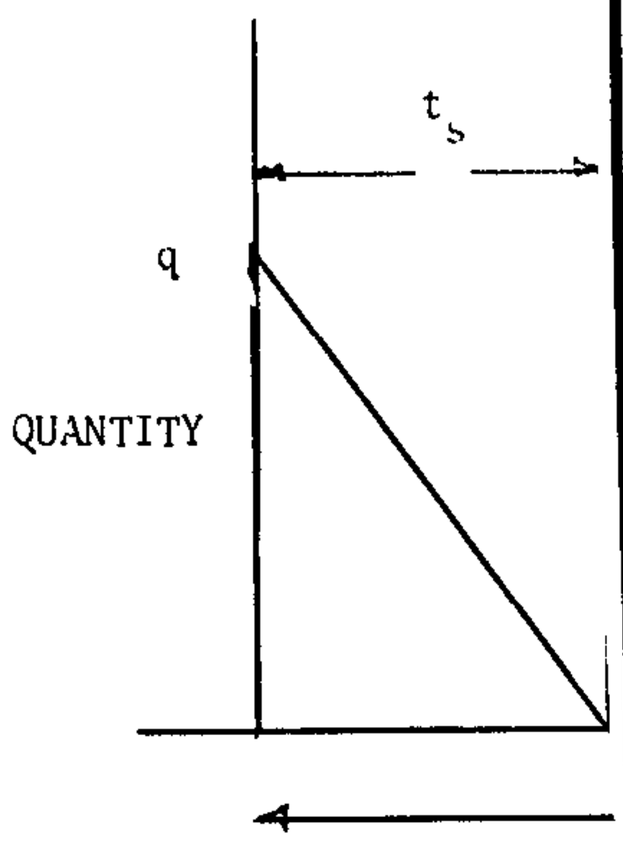
Mr Botha said the Government would also consider the training of apprentices when they were "non-productive" when they were being trained in classrooms at a training centre or under a private training scheme

However, in this case the centre or scheme would have to be recognised or registered with the Department of Manpower Utilisation in terms of either the Black In-Service Training Act or the In-Service Training Act

It is these two Acts which allow employers to deduct expenses incurred on private "in-service training"

In order to qualify, employers must include in their tax returns a full statement of the nature and amount of training expenses claimed and proof of their apprentices' attendance at a technical institution

12-8

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# Apprentice training tax cuts

STAR 23/9/80

The Minister of Manpower Utilisation, Mr Fanie Botha, has announced tax concessions in respect of the training of apprentices.

In a statement in Pretoria last night, he said these concessions, which would apply from October 1, last year, had been decided on to stimulate the indenturing of apprentices and alleviate the acute shortage of artisans.

He had, therefore, in terms of the In-Service Training Act, 1979, and the Black Employees' In Service Training Act 1976, approved of the training of apprentices for purposes of tax concessions in terms of Section 11 Sept of the Income Tax Act, 1962.

"This approval applies only in respect of training expenses incurred by employers in connection with

- The attendance by their apprentices of technical classes at institutions maintained wholly or partly from public funds, or the following of correspondence courses in terms of their prescribed conditions of apprenticeship.
- The first voluntary and the compulsory trade test undergone by apprentices in terms of their prescribed conditions of apprenticeship.

"This approval will enable employers to deduct from their income, in addition to the normal deduction in respect of training expenses, an allowance equal to 100 percent of the remuneration paid to their apprentices while attending technical classes and while they are absent from work for the purpose of undergoing the abovementioned trade tests, and also any class, course and examination fees paid by employers on behalf of their apprentices and which the employers are not entitled to recover from their apprentices.

"This in effect means that 200 percent of the expenses in question is allowed as a deduction for tax purposes" — Sapa.

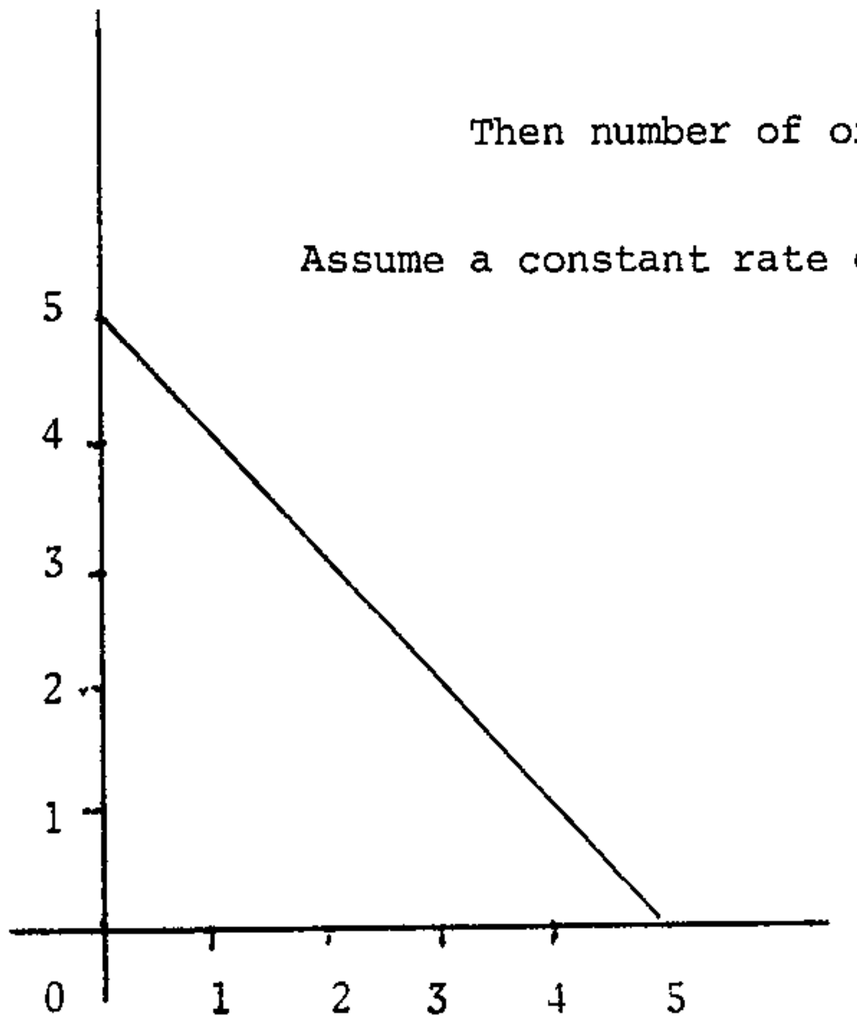
## US gold shares

| | Sept 22 | Sept 19 |
|---|---|---|
| Homestake | 107,75 | 94,125 |
| ASA (Ltd) | 85,125 | 75,375 |

rders.

Then number of orders $= \frac{D}{q} = \frac{30}{5} = 6$

Assume a constant rate of consumption




| End of time period | Level of Inventory |
|---|---|
| 0 | 5 |
| 1 | 4 |
| 2 | 3 |
| 3 | 2 |
| 4 | 1 |
| 5 | 0 |
| Total = | 15 |

# Mines voice need for skilled blacks

By STEVEN FRIEDMAN
Labour Reporter

DEMANDS by the mining industry for the right to train blacks for skilled positions are increasing

Yesterday another mining company added its voice to the industry's increasing demand for concessions on the use of skilled labour

The chairman of the Harmony gold mine, Mr D T Watt, called yesterday for the publication of the Wiehahn Commission's report on the mining industry and said that "urgent attention to the problem of training greatly increased numbers of artisans is required"

His call was contained in his annual report as chairman of the mine, which is a member of the Rand Mines Group

The Wiehahn report on the mines is due to be published soon

Employers in the industry expect it to recommend changes in legislation which bars blacks from certain skilled jobs on the mines It is also expected that the report will make important recommendations on labour relations on the mines

Mine employers have increasingly been demanding concessions from the mining trade unions on the use of blacks in skilled jobs Negotiations on this issue are taking place with unions representing mine artisans

Last week, the managing director of Anglo American's gold and uranium division, Mr Gerald Langton, called on mine unions and officials' associations to recognise the need to train blacks for skilled positions Several mine employers have also called for concessions from the unions on this issue

Employers argue that the mines are critically short of skilled manpower and that changes must be made soon

While the Mine Workers Union still opposes any change in this direction, other unions and officials' associations have said that they are prepared to agree to changes as long as the position of their members is safeguarded

In his chairman's address yesterday, Mr Watt said that the Wiehahn report and the Government's reaction to it was "eagerly awaited"

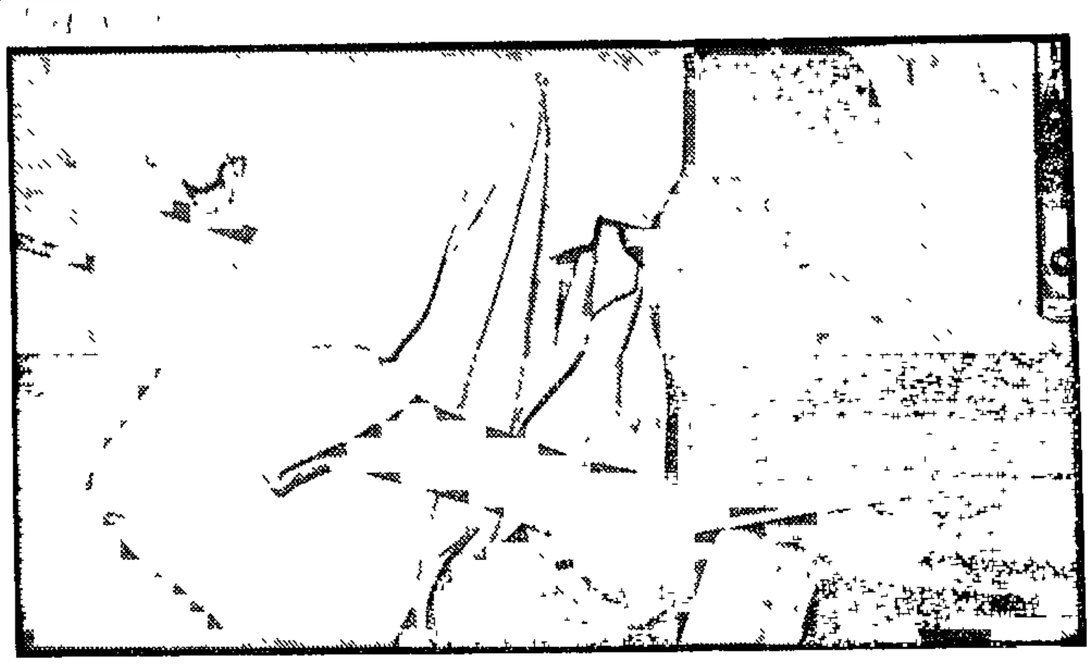
He added "It is hoped that publication of this report will not be delayed much further because it is of great importance to the industry, and indeed the country as a whole, that certain major issues in the industrial relations field be resolved in the immediate future"

Greatly increased numbers of artisans were needed and the number of artisan vacancies at Harmony was "already a source of concern"

The position would "undoubtedly" deteriorate as competition for skilled labour increased

25/9/80

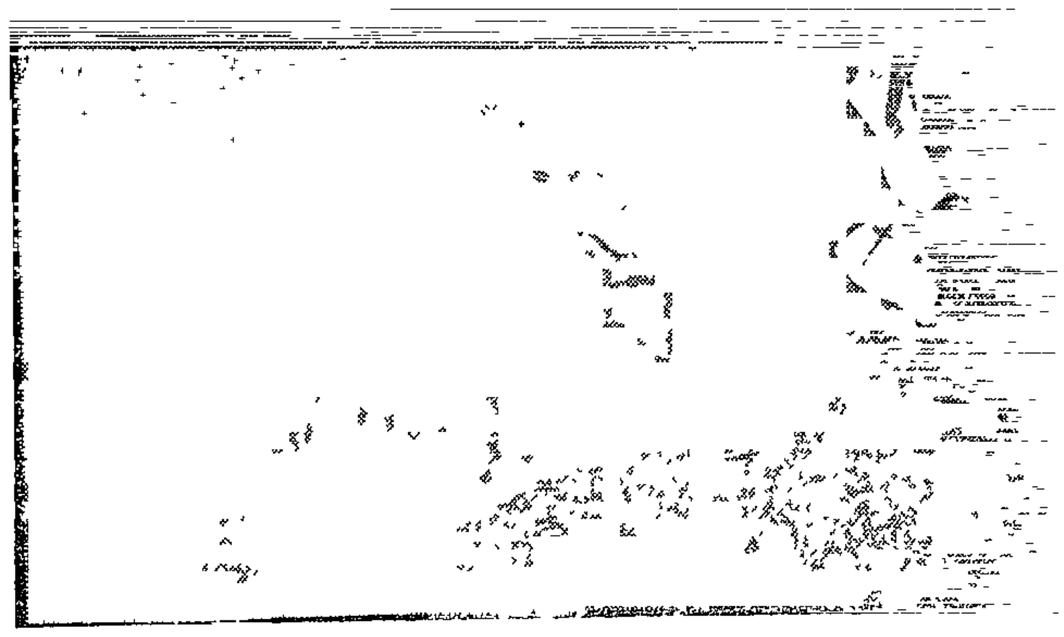
SCHOOL



Concentration and dedication take the grind out of filing this section of wood for Joseph Hlasa (16), a pupil at Molapo.



Principal of Molapo Technical High School, Mr S H Louw.



The blaze of the arc welder's torch flickers in a row of cubicles in the [illegible] section at the school

# Throwing politics aside and getting down to teaching

STAR 25/9/80

178

**By Sheryl Raine, Education Reporter**

No matter what you think about black education, there has to be something good about white technicians who throw up their jobs to go teaching in Soweto.

A stone's throw away from the sandbags and barbed wire of the Moroko police station you find them. A handful of white teachers at the Molapo Technical High School

Together with 11 black colleagues they work for the Government. And we all know that teachers don't get rich and technicians, black or white, are precious and expensive to come by.

After weeks of school unrest Molapo offers a glimmer of hope, if not the magic solution.

There are no resident pupils at Molapo. Pupils from surrounding schools come and go by the bus load at a rate of 4 000 a week

"Migrant" is not a dirty word at Molapo — it's the name of the game Educationists call it optimum use of centralised facilities

Each child from Std 5 to matric gets two-and-a-half hours tuition a week in a range of technical subjects.

## Courses

"In the first two years pupils learn welding, metal work, woodwork, electronics and building After that, they choose two subjects in which to specialise," explains Mr S Louw, the school's principal.

"Teachers and the upgrading of their qualifications are also our business," he says. "They come from all over the country, including the homelands and stay for a year"

The 50 teachers receive intensive Std 9 and 10 courses and some leave having passed matric

Asked about the problems of black education in South Africa, Mr Louw pauses

"Molapo began in 1975. Although it was officially closed for two years during the riots of 1976, classes continued here when kids pitched up to be taught.

"We've got to throw politics aside and get down to some teaching"

He goes on to explain how the school tackles the task of teaching a child 1 400 specialised nouns in a language not his own, in two years, using little more than two hours a week

"Ever tried to explain the basic principles of electricity to kids who don't know what it's like to have electric lights?" he asks

Enough said Mr Louw does not have time for politics

But it is now 11 15 am and a busload of youngsters from Orlando North, Hlengiwe and Thesele High Schools take over the lawn in front of the electronics room

The classroom still smells of new bricks and will be remembered by a recent building class who tried their hand at the real thing by producing a classroom for their colleagues Inside, electronics instructor, Mr J Moatshe is almost hidden by a pile of new electronic equipment

"A donation," says Mr Louw, who goes on to say more about the private sector

"Industrialists and technical educators are partners in life. Too bad that the majority of industrialists are sleeping partners"

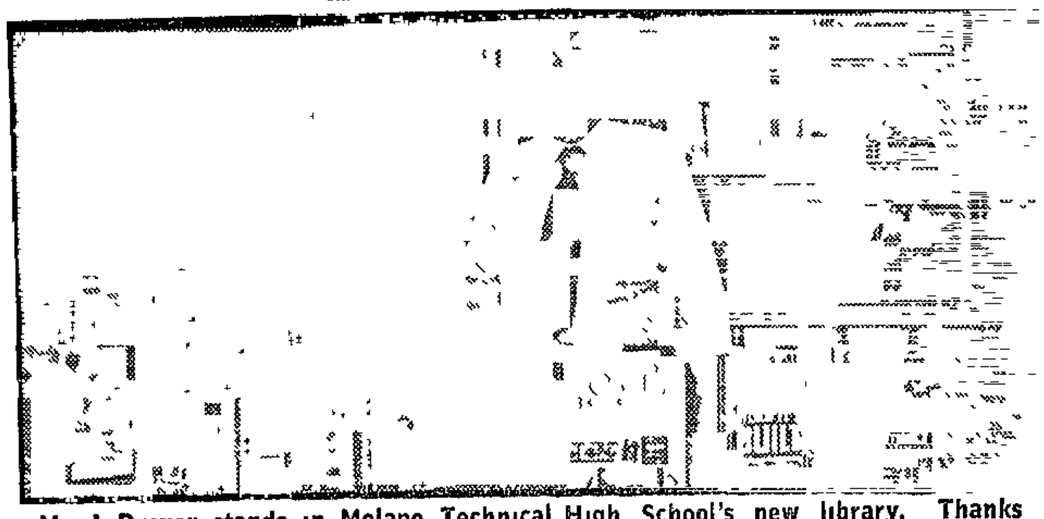
## Gestures

He tells of lip service paid to black education by some overseas firms who make token gestures of interest at Molapo.

On the other hand he speaks of the sincerity of companies without which 4 000 pupils would not get by.

Just then four youngsters pass us on their way to woodwork. "How's about a picture of us, hey?" ventures one, and they start clowning for the camera

Somehow unequal opportunity and depressed educational areas take a back seat, if only for a few hours.



Mr J Dreyer stands in Molapo Technical High School's new library. Thanks the Otis Elevator Company, R10 000 worth of books are now available to 4 000 [illegible] children

# "TRAIN," SAYS BOTHA

FM 26/9/80

178

**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 conservative 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

# Plea for new call-up deal for apprentices

STAR
26/9/80
178

**Pretoria Bureau**

The Afrikaanse Handelsinstituut has requested that apprentices be given the opportunity to decide whether they wanted to complete their apprenticeship before or after military service

In a statement released in Pretoria today the AHI said concern was shown at the shortage of qualified tradesmen, especially in the motor trade

With the end of the 1980 school year in sight many young men will be completing their education and it is felt that apprentices should be given the same opportunity as would be university students in deciding when to complete their national service

This standpoint comes about because, among other things, there is an oversupply in certain fields of graduates while there is a shortage in technical personnel and tradesmen

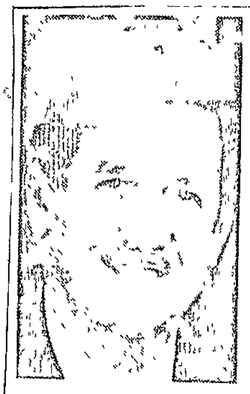
The AHI said that allowing tradesmen to complete their apprenticeship first would not only be of help to commerce and industry but it would also help the Defence Force because these trained men would be able to be productive in their trade while doing their military service

A Defence Force spokesman today said the Exemption Board is "an autonomous body" set up by the Minister of Manpower Utilisation in cooperation with the Minister of Defence Each case was dealt with on merit

**INDIVIDUAL**

The Board made decisions which were dealt with on an individual basis and in the best interest of the country

If the AHI felt strongly about the position of motor mechanics it was suggested they make a submission to the Manpower Board which in turn could make a recommendation to the Exemption Board the spokesman added



**Mr Bob Stevenson, President of the Building Industries Federation of South Africa and chairman of the Natal-based Stevenson group of companies, has presided over one of the most dramatic years in the history of the building industry in South Africa. In this exclusive interview for the Natal Mercury Industrial Supplement he answers some pointed questions and gives his thoughts on the direction the industry is likely to take in the years ahead.**

NM 7/10/80 (178)

# The artisan shortage

*WHAT is the position held by Bifsa in the building industry at the moment?*

About 80 percent of building work in South Africa is done by Bifsa members Bifsa has 3 200 members and is federal co-ordinator of 20 MBA's and 10 other affiliates including suppliers and manufacturers for the industry and other specialised operators

Total turnover value of the building industry is R2 854 million, or 6 percent of South Africa's GDP The building industry employs 275 000 people of all races and its total wage bill in 1979 was R800 million The growth rate of the building industry in 1979 was 4 percent but during the decade of the 70's the industry actually shrunk by 2 percent.

The ecomomic development programme forecasts a 4,5 percent growth per annum for building between 1980 and 1987

Bifsa's growth projection for the same period is about 5 percent — slightly higher than the 4 2 percent per annum historic growth rate recorded between 1946 and 1978 The 5 percent projected growth rate breaks down into 8 percent for residential building and 4 percent non-residential.

*WHAT is the measure of economic momentum in the building industry?*

Following the poor growth performance of the building industry in the 70's it is evident that the 80's will witness a more vibrant activity in building

*WHAT are the facts about the present building labour shortage and how will the industry cope?*

The industry at present lacks 3100 artisans. It will require another 1 200 new artisans per annum until 1990 In 1978 the intake of new apprentices was about 500 The only answer to the building shortage is to multiply all training programmes and facilities for all the races of South Africa and to persuade as many as possible to join the industry, bearing in mind every candidate apprentice must have the basic education required by an artisan.

*WHAT is Bifsa doing in the field of training?*

Over the last three years Bifsa spent over R1 million per annum out of its own funds on training facilities for all races. Building is the only industry in South Africa providing vast, self-financed training programmes, including four regional training centres costing about R10 million.

Over the next 5 years Bifsa expects to spend another R14 million altogether on the running costs of training.

*How many people have been trained by Bifsa in all categories of labour?*

In a period of nine years Bifsa has trained 3,800 workers in all categories at its different institutions Another 4 650 blacks have been trained at 6 in-service centres of the Department of Manpower Utilization

*How many black apprentices have been indentured to date?*

The Black Building Workers Act of 1951 has not yet been repealed but exemptions have been granted under the Act to allow Black apprentices to be indentured in white areas. Before any exemptions were granted 1000 Black artisans had been trained under the Black Building Workers Act. Since exemptions were first granted 95 Black apprentices have been finally approved for indentureship, as apprentices with another 69 in the pipeline. Future projections see 7000 apprentices of all races being graduated by 1985 of which a large proportion are expected to be Black

*Any other points with a Natal flavour?*

In Durban the value of buildings completed for the private sector in the first six months of 1980 was 90 percent higher than during the same period in 1979 Building plans passed during the same period for future building increased by 80 percent. The increase in building activity was obviously stimulated by the almost double activity in the building of houses and alterations. In Pietermaritzburg the value of buildings completed in the first six months of 1980 was 50 percent lower than in the corresponding period last year. But building plans passed during the same period in 1980 reflect a 35 percent increase.

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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."

# 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

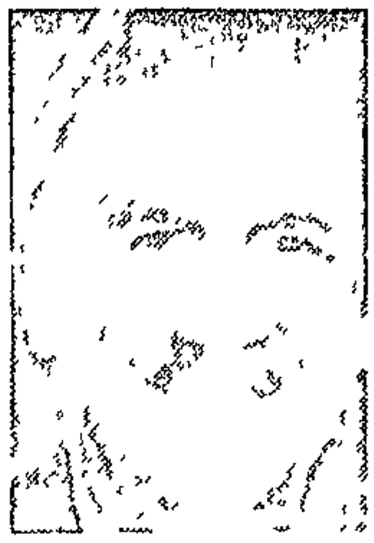
Mr Stevenson said yesterday "In order to keep pace, we will require an average additional 2 500 artisans annually up to the end of this century In fact, the building industry will then have the ability to absorb 4 500 artisans a year"

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

5 THF 28/10/80 178

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.

## UNEMPLOYMENT

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 in the way of common sense to realise that their newly attained power is going to be used, and used increasingly 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 sectionalised 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."

# Boost for black apprentices

4/81/80 Argus

178

TWO 'massive' steps forward have been made for black apprentices in the motor industry, Mr Jannie van Huysteen, general secretary of the SA Motor Industry Federation (MIF), has announced.

In the latest issue of Automobile, the MIF's official journal, he said a group of black apprentices had been introduced in workshops throughout the Reef area.

Secondly, the Motor Industry Employees' Union had agreed to the indenture of black, coloured, and Indian apprentices to white journeymen.

The agreement with the union was conditional on education qualifications, standards of training and trade testing not being lowered to suit any race group.

## 'ONUS'

"All these moves are not simple, instant and complete solutions," he said. "They mean that the onus is placed on employers to sell the idea to their staff."

It would be pointless to indenture an apprentice and place him in a workshop where his presence was resented.

Selecting the right people, aided by aptitude tests, introductory courses and in-house induction training, was necessary.

Funds were being made available by the Government to institute in-service training programmes for black apprentices in centres throughout the country.

# Army exemption plan for white apprentices

By STEVEN FRIEDMAN
Labour Reporter

APPRENTICES are likely to be exempted soon from compulsory military training "under certain conditions" — a move which would remove a key white trade union objection to the training of black apprentices.

This emerges from the Government's White Paper on Parts 3 and 4 of the Wiehahn Commission report, released yesterday

In an introductory section on "Progress Made in the Implementation of the New Labour Dispensation", the Government said the Defence Manpower Board had already agreed to an exemption system for apprentices

The proposal was now awaiting a "final decision"

According to the White Paper, the practical implementation of the exemption scheme is still to be worked out, but it is likely that certain white apprentices will receive the same temporary exemption from military service as certain university students now receive

In other sections of the introductory section, the Government also revealed that

- 37 trade unions have been exempted from provisions in labour law which lay down that mixed unions must have racially separate branches and that their executives must be exclusively white — they have presumably been granted the right to operate on a totally non-racial basis, and that
- A total of 116 out of 127 applications for the indenturing of black apprentices had been approved by mid-October

Three had been rejected and the rest were receiving attention Forty-three black apprentices had actually been indentured, as there is a time-lag between Government approval and actual indenturing

Demands that apprentices be exempted from military training in the same way as medical students are have been made by registered trade unions

The demands surfaced after the Government gave the green light to the training of black apprentices in "white" areas

Unions with white members argued that white apprentices would be at a disadvantage because they had to undergo compulsory military training while other races did not

They argued that this would mean employers would prefer to train apprentices of other races because they would not have to break or delay their apprenticeship in order to undergo military training

This objection has been one of the reasons advanced by some white unions for their refusal to approve black apprenticeships

The White Paper says that the Defence Manpower Board has now approved an exemption system for apprentices

The system has not yet been introduced, however

"After a final decision on the matter has been reached, the necessary steps will be taken to effect the practical implementation of the proposals which are decided on," the White Paper says

# 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 R17-million on training since 1971 and planned to spend R50 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 plitters 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 its employers

"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 moving average basis instead of an annual basis

DRIVE ON MANPOWER CRISIS

# Building industry's R50-m for training

Sunday Times Bus. 23/11/80 (178)

**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.

By Andrew McNulty

- 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 609 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.

# Call for all-race training process

**Labour Reporter**

A PROMINENT employer yesterday called for complete race integration in training and education facilities

Mr T G Mann, personnel director of the Tongaat Group, was speaking at yesterday's Manpower 2000 convention

He also appealed to employers to undertake joint training programmes with trade unions, adding that some employers might find this suggestion "radical"

Mr Mann yesterday called for the country to develop a "totally integrated" workforce

He said this could best be achieved "by training people of all races together"

While the Government has accepted the need to train black workers for skilled posts, facilities for the technical training of skilled workers are segregated and this has led some unions to charge that blacks will receive inferior training

Integrating facilities would enable employers to make a start on bringing blacks into apprenticeships and training schemes, Mr Mann said, adding that white facilities were "under-utilised" while those for blacks were "totally inadequate"

The country was suffering from an acute shortage of vocational training teachers and university lecturers, he said It was also short of vocational training and university facilities for blacks, coloureds and Indians

"Surely, therefore, it is only sensible and logical to rationalise the facilities which do exist and to bring people of all races together in the areas of vocational and university training"

He said employers made the largest contribution to tax revenue and he could not see why they "should have to pay for the construction of parallel facilities when many of them are now under-utilised".

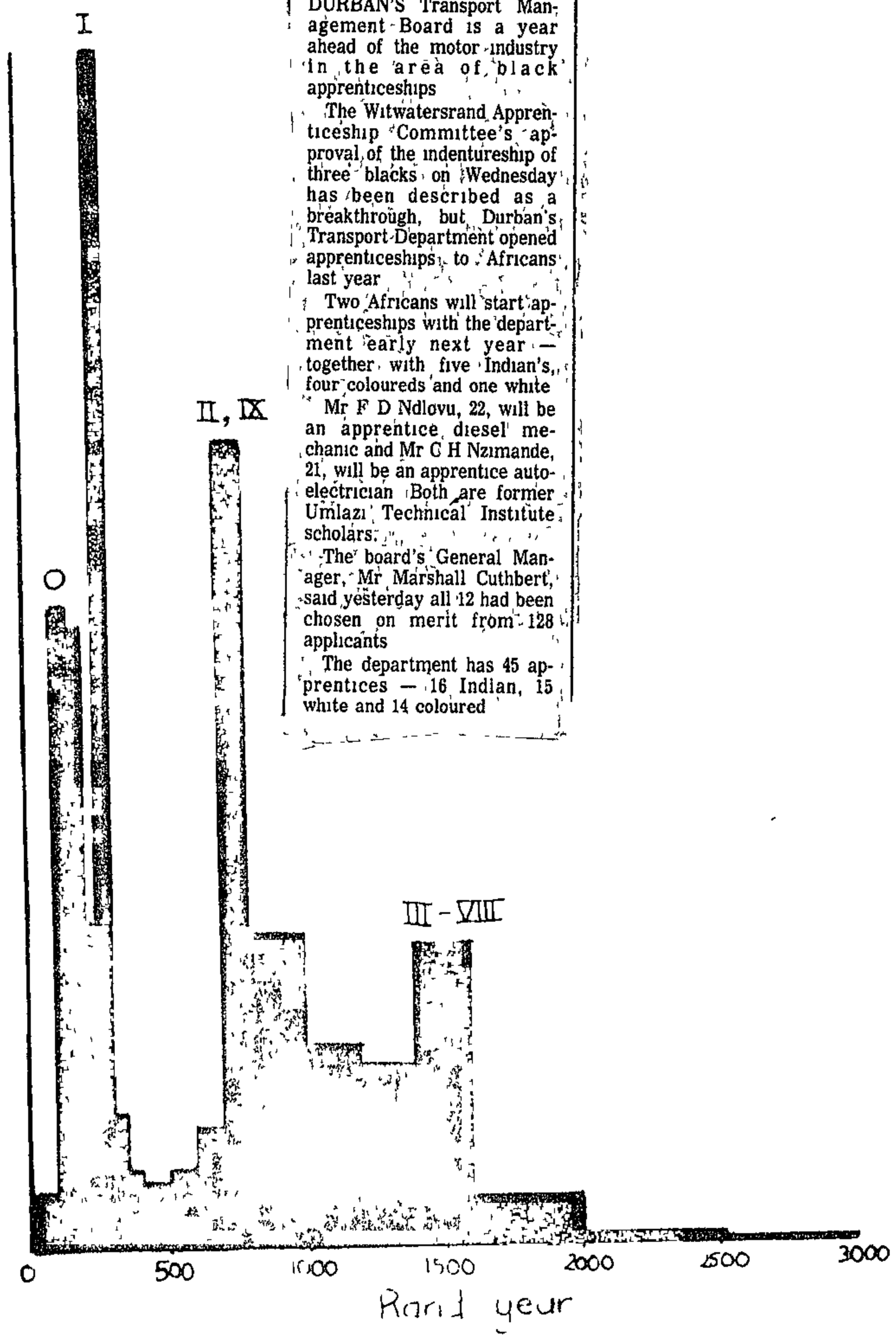
Integrated training would also have important implications for developing an integrated workforce, he said.

"Youngsters who are trained together in classrooms, laboratories and workshops, and who learn to live and play together will surely work together in a spirit of harmony and co-operation," he said

Mr Mann also urged employers to consult trade unions on their training programmes and involve all unions in training

While many employers might object to this on the grounds that a key management prerogative had been removed, a similar scheme in Britain had been extremely succesful, Mr Mann said

FIGURE 1: DISTRIBUTIO




AFRICANS 1976

**DTMB ahead with black apprentices**

**Municipal Reporter**

DURBAN'S Transport Management Board is a year ahead of the motor industry in the area of black apprenticeships

The Witwatersrand Apprenticeship Committee's approval of the indentureship of three blacks on Wednesday has been described as a breakthrough, but Durban's Transport Department opened apprenticeships to Africans last year

Two Africans will start apprenticeships with the department early next year — together with five Indian's, four coloureds and one white

Mr F D Ndlovu, 22, will be an apprentice diesel mechanic and Mr C H Nzimande, 21, will be an apprentice auto-electrician Both are former Umlazi Technical Institute scholars.

The board's General Manager, Mr Marshall Cuthbert, said yesterday all 12 had been chosen on merit from 128 applicants

The department has 45 apprentices — 16 Indian, 15 white and 14 coloured

Source: Simkins, 1979b Figure 2.

Figure 1 is a histogram representing transfer incomes and earnings of Africans. Leaving aside the transfer earnings (pensions, unemployment insurance, maintenance and disability

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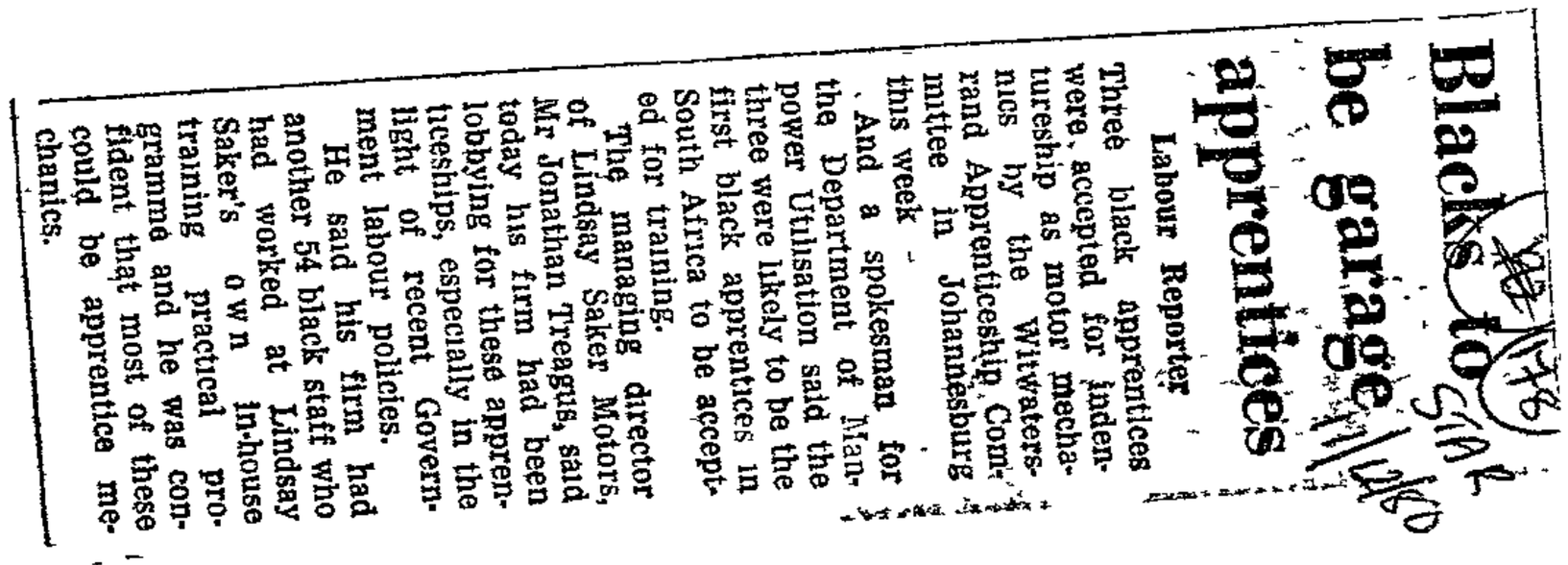
(for an excellent review of the development of economic theory, with many succinct summaries of elements of past and current theories).



Blacks to be gar[age]
apprentices

Labour Reporter

Three black apprentices were accepted for indentureship as motor mechanics by the Witwatersrand Apprenticeship Committee in Johannesburg this week.

And a spokesman for the Department of Manpower Utilisation said the three were likely to be the first black apprentices in South Africa to be accepted for training.

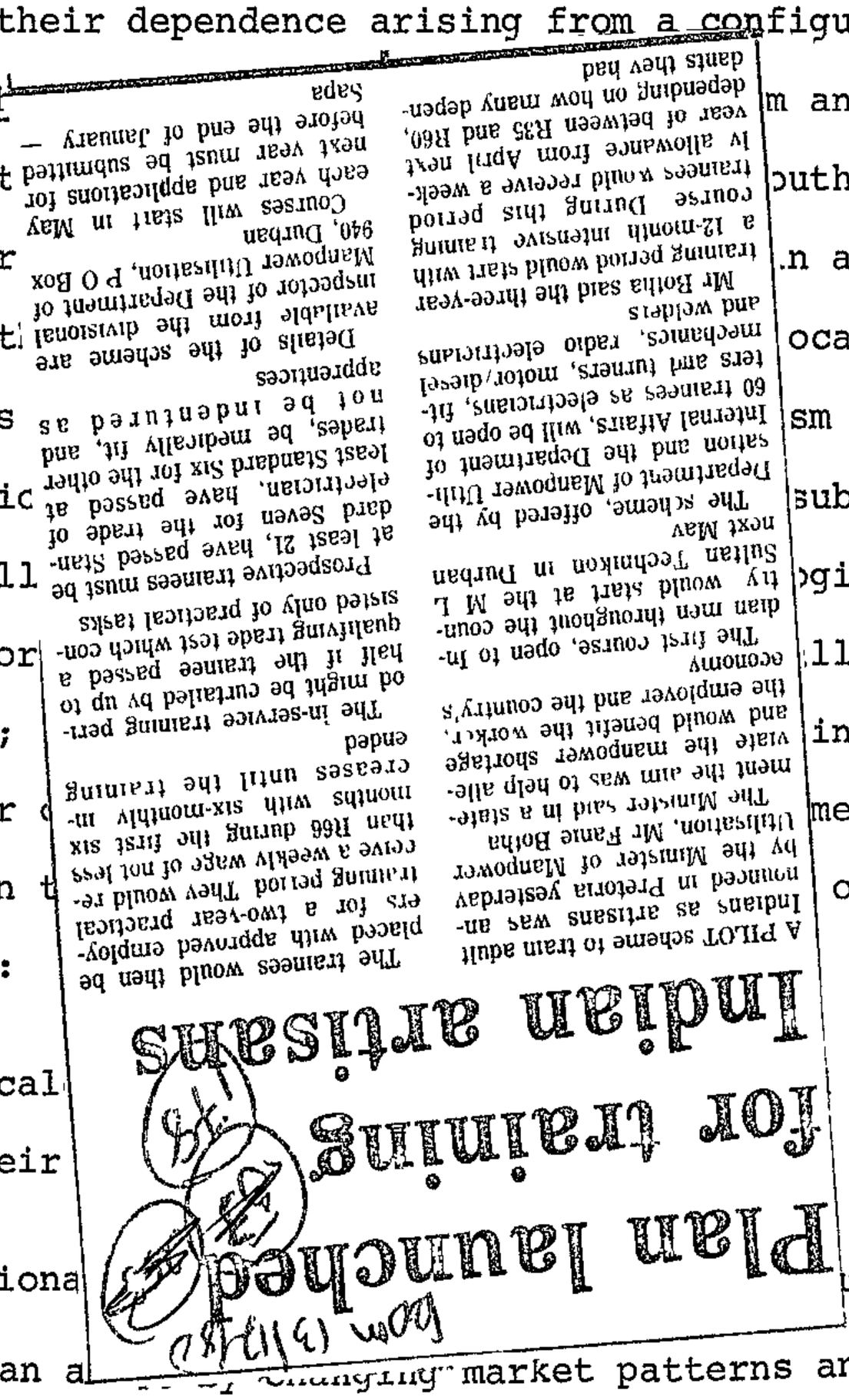
The managing director of Lindsay Saker Motors, Mr Jonathan Treagus, said today his firm had been lobbying for these apprenticeships, especially in the light of recent Government labour policies.

He said his firm had another 54 black staff who had worked at Lindsay Saker's own in-house training practical programme and he was confident that most of these could be apprentice mechanics.

Both these points suggest that the African labour force is less fully proleterianised (to use a convenient Marxian term) than it now is: this is the fundamental weakness in the Kantorian position. This is not to say that there are not empirical problems about activity rates. These will be further discussed below.

b) Erwin on the necessity of substantial unemployment.

Erwin (1977) starts from the Marxian concept of 'uneven development' as interpreted by Obregon (1974) who divides capitalist economies into 'advanced blocs' and 'marginal poles'. Many capitalist economies (notably those outside North America and Western Europe) are also dependent on the advanced capitalist economies, their dependence arising from a configuration of factors with


Plan launched for trainings of Indian artisans

A PILOT scheme to train adult Indians as artisans was announced in Pretoria yesterday by the Minister of Manpower Utilisation, Mr Fanie Botha

The Minister said in a statement the aim was to help alleviate the manpower shortage and would benefit the worker, the employer and the country's economy

The first course, open to Indian men throughout the country would start at the M L Sultan Technikon in Durban next May

The scheme, offered by the Department of Manpower Utilisation and the Department of Internal Affairs, will be open to 60 trainees as electricians, fitters and turners, motor/diesel mechanics, radio electricians and welders

Mr Botha said the three-year training period would start with a 12-month intensive training course. During this period trainees would receive a weekly allowance from April next year of between R35 and R60, depending on how many dependants they had

The trainees would then be placed with approved employers for a two-year practical training period. They would receive a weekly wage of not less than R66 during the first six months with six-monthly increases until the training ended

The in-service training period might be curtailed by up to half if the trainee passed a qualifying trade test which consisted only of practical tasks

Prospective trainees must be at least 21, have passed Standard Seven for the trade of electrician, have passed at least Standard Six for the other trades, be medically fit, and not be indentured as apprentices

Details of the scheme are available from the divisional inspector of the Department of Manpower Utilisation, P O Box 940, Durban

Courses will start in May each year and applications for next year must be submitted before the end of January —

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from competitive and/or monopoly capital'; (Erwin, 1977:19)

iii) petty traders;

iv) homeland agricultural production (except the small amount of homeland agribusiness).

Marginal pole producers cater mainly to the demands of the poor and this limits their capacity for accumulation. Yet the marginal pole is not separate from the 'advanced bloc' but is linked to it in several ways: it operates in the space the 'advanced bloc' creates for it (which is not fixed once for all, but changes with constant redefinition), inputs and skills required for production are often acquired from the advanced pole, and so on. On the other hand, it is a source of cheap labour which the 'advanced bloc' can discard when it wishes. Erwin (1977:19) describes this labour as follows:

> often seasonal, migratory and generally unskilled. Many are women, children and old people. Their wages are usually below the minimum wage and they rarely receive any benefits. Their working conditions are usually poor and they are rarely unionised. Their employment is usually insecure and they are frequently dismissed without notice.

Erwin distinguishes between four types of marginal pole producers:

i) [illegible] South

ii) [illegible] he poor [illegible] mpirical [illegible] e unemployed [illegible] ' ... [illegible] the [illegible] thirds


Govt announces new training plan

Indians given

Mercury Reporter

A GOVERNMENT pilot scheme to train adult Indians as artisans was last night welcomed by Indians in Durban — and a member of the President's Council described the move as the forerunner of 'more pleasant things to come in the way of the community'.

President's Council member Ismail Kathrada said yesterday's announcement of the scheme by the Minister of Manpower Utilisation, Mr Fanie Botha, brought new hope for Indians and others who would soon be looking for jobs.

The minister said in a statement released in Pretoria that the aim of the scheme was to help alleviate the manpower shortage and would benefit the worker, the employer and the country's economy, reports Sapa.

The first course, open to Indians men throughout the country, would start at Durban's M L Sultan Technikon next May.

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The in-service training period might be curtailed by up to a half if the trainee passed a qualifying trade test which consisted only of practical tasks

Courses will start in May.

13/12/80

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ii) [illegible] he poor [illegible] mpirical [illegible] e unemployed [illegible] ' ... [illegible] the [illegible] thirds

# 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 Rickert 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 Jolly Street

REPUBLIC OF SOUTH AFRICA

# GOVERNMENT GAZETTE

# STAATSKOERANT

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Vol 186] PRETORIA, 19 DECEMBER DESEMBER 1980 [No. 7343

## GENERAL NOTICE

NOTICE 907 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

MANPOWER TRAINING BILL

The following Draft Bill is hereby published for general information and comment

Any comments or representations thereanent should be lodged in writing and in duplicate with the Director-General. Manpower Utilisation, Private Bag X117, Pretoria, 0001, within 21 days of the date of publication of this notice.

### DRAFT BILL

**To provide for the training of manpower and for that purpose to provide for the establishment of a national training board; to provide for the recognition of skilled persons as artisans; to provide for the establishment and registration of group training centres; to provide for the imposition of levies for training purposes; to provide for the registration of contracts of apprenticeship, private training centres and training schemes; and to provide for incidental matters.**

*To be introduced by the Minister of Manpower Utilisation*

ARRANGEMENT OF SECTIONS


| | *Section* |
|---|---|
| Chapter I. Definitions and Application ..... | 1–2 |
| Chapter II: Establishment of National Training Board and Related Matters. . ... | 3–11 |
| Chapter III. Apprentice Training and Attainment of Artisan Status . .. . ..... . | 12–28 |
| Chapter IV· Training of Trainees ... . . ..... . | 29 |


439—A

## ALGEMENE KENNISGEWING

KENNISGEWING 907 VAN 1980

DEPARTEMENT VAN MANNEKRAGBENUTTING

WETSONTWERP OP MANNEKRAGOPLEIDING

Die volgende Konsepwetsontwerp word hierby vir algemene inligting en kommentaar gepubliseer

Enige kommentaar of vertoe daaromtrent moet binne 21 dae vanaf die datum van publikasie van hierdie kennisgewing skriftelik en in duplikaat by die Direkteur-generaal Mannekragbenutting, Privaatsak X117, Pretoria, 0001, ingedien word

### KONSEPWETSONTWERP

**Om vir die opleiding van mannekrag voorsiening te maak en vir daardie doel vir die instelling van 'n nasionale opleidingsraad voorsiening te maak; om vir die erkenning van geskoolde persone as ambagsmanne voorsiening te maak; om vir die instelling en registrasie van groepopleidingsentrums voorsiening te maak; om vir die oplegging van heffings vir opleidingsdoeleindes voorsiening te maak; om vir die registrasie van vakleerlingskapkontrakte, private opleidingsentrums en opleidingskemas voorsiening te maak; en om vir verwante aangeleenthede voorsiening te maak.**

*Om deur die Minister van Mannekragbenutting ingedien te word*

INDELING VAN ARTIKELS


| | *Artikel* |
|---|---|
| Hoofstuk I Woordbepalings en Toepassing . ... | 1–2 |
| Hoofstuk II Instelling van 'n Nasionale Opleidingsraad en Verwante Aangeleenthede . | 3–11 |
| Hoofstuk III. Vakleerlingopleiding en Verwerwing van Ambagsmanstatus . .. .. | 12–28 |
| Hoofstuk IV. Opleiding van Kwekelinge .... .. ... | 29 |


7343—1

See full text see GG 7365.

| | *Section* |
|---|---|
| Chapter V. Establishment and Registration of Training Centres and Schemes .. . . . | 30–33 |
| Chapter VI. Training of Workseekers or other persons ... . . . . .. | 34 |
| Chapter VII. General Provisions . ... . .... . .. | 35–54 |


## CHAPTER I

## DEFINITIONS AND APPLICATION

*Definitions*

1 In this Act, unless the context otherwise indicates—

(i) "apprentice" means any person employed under a contract of apprenticeship registered or deemed to have been registered in terms of section 15 (2) (d) or section 17 (1) (c) or (3) and for the purposes of sections 38, 46, 47, 49 and 51, includes any minor employed under section 14, (xxxvi)

(ii) "area" includes any number of geographical areas, whether or not contiguous, (xii)

(iii) "area of jurisdiction", in relation to any committee, means the area in respect of which that committee has been established, and in relation to any subcommittee appointed in terms of section 6 means the area specified in respect of it in terms of subsection (1) (c) (i) of that section, (xx)

(iv) "authorised person" means any person authorised under section 41 (2) to perform any functions or exercise any powers of a training advisor; (xiii)

(v) "board" means the National Training Board established under section 3, (xxxiv)

(vi) "committee" means a committee established or deemed to have been established under section 4 (2) (b) and includes an officer in whom the powers, duties and functions of a committee have been vested or deemed to have been vested under section 8, (xvi)

(vii) "condition of apprenticeship" means any condition of apprenticeship applicable or deemed to be applicable in terms of sections 12 (2), (3), (12), (14) or (15), 21 (1) or 24 and for the purposes of sections 38, 46, 47, 49 and 51 includes, in relation to a minor employed under section 14, any condition of employment applicable to such minor under the last-mentioned section, (xviii)

(viii) "Department" means the Department of Manpower Utilisation; (vii)

(ix) "designated trade" means any trade designated or deemed to have been designated under section 12 (1) or if the Minister has defined any such trade under section 12 (1) (b) such trade as so defined and includes any branch of a designated trade; (i)

(x) "Director-General" means the Director-General Manpower Utilisation, (ix)

(xi) "educational institution" means any institution such as a school, a college, a technikon, or university which provides education leading to a school certificate or diploma or a degree which is recognised as an educational qualification by the Minister under whose jurisdiction the institution falls: Provided that such education may also include training, (xxxi)

(xii) "employee" means any person who is employed by or performing work for any employer in any industry and who receives or is entitled to receive remuneration from such employer; (xiii)

(xiii) "employer" means any person whatsoever (including the State but not for the purposes of sections 30 to 33 inclusive) who employs or provides work for any person and who remunerates or expressly or tacitly undertakes to remunerate him or who permits any person whatsoever in any manner to assist him in the carrying on or conducting of his business and further includes any person (including the State) who trains a minor in a designated trade, otherwise than in an educational institution, and "employ" and "employment" have corresponding meanings; (xl)


| | *Artikel* |
|---|---|
| Hoofstuk V· Instelling en Registrasie van Opleidingsentrums en Skemas . . . . | 30–33 |
| Hoofstuk VI· Opleiding van Werksoekers of ander persone .. .. .. . .. | 34 |
| Hoofstuk VII Algmene Bepalings . .. | 35–54 |


## HOOFSTUK I

## WOORDBEPALINGS EN TOEPASSING

*Woordbepalings*

1. In hierdie Wet, tensy uit die samehang anders blyk, beteken—

(i) "aangewese ambag" enige ambag wat ingevolge artikel 12 (1) aangewys is of geag word aangewys te wees, of indien die Minister enige sodanige ambag ingevolge artikel 12 (1) (b) omskryf het, daardie ambag aldus omskryf en ook enige vertakking van 'n aangewese ambag, (ix)

(ii) "ambag" ook 'n vertakking van 'n ambag en enige groep ambagte of vertakkings van ambagte, (xxxvi)

(iii) "arbeidsbetrekkinge" alle aspekte van en aangeleenthede wat voortspruit uit die verwantskap tussen werkgewers en werknemers met betrekking tot die werksituasie met inbegrip van die onderhandeling van besoldiging en ander bedinge en diensvoorwaardes van werknemers, die voorkoming en beslegting van geskille tussen werkgewers en werknemers, die toepassingg en uitleg van arbeidswetgewing en die administrasie van die sake van vakverenigings, werkgewersorganisasies, federasies en nywerheidsrade; (xxii)

(iv) "beampte" 'n beampte soos omskryf in artikel 1 (1) van die Staatsdienswet, 1957 (Wet 54 van 1957), (xxv)

(v) "besoldiging" enige betaling in kontant of *in natura*, of beide in kontant en *in natura*, gedoen of verskuldig aan enige persoon, wat op enige wyse hoegenaamd uit diens ontstaan, en het "besoldig" 'n ooreenstemmende betekenis; (xxxi)

(vi) "bestek van regsbevoegdheid", met betrekking tot enige komitee of onderkomitee, die nywerheid ten opsigte waarvan daardie komitee ingestel is of die werksaamhede en bevoegdhede van die raad of komitee, na gelang van die geval, wat aan die komitee of onderkomitee ingevolge artikel 6 opgedra is, (xxxii)

(vii) "Departement" die Departement van Mannekragbenutting, (viii)

(viii) "die betrokke komitee" die komitee wat ten opsigte van die betrokke nywerheid en gebied ingestel is en, behalwe vir die doeleindes van artikel 12 (1), (2) en (3), omvat dit 'n onderkomitee wat deur sodanige komitee ten opsigte van die betrokke gebied aangestel is Met dien verstande dat waar geen sodanige komitee ingestel is nie, dit die raad beteken, (xxxiv)

(ix) "Direkteur-generaal" die Direkteur-generaal· Mannekragbenutting, (x)

(x) "federasie", 'n federasie wat ingevolge die Wet op Arbeidsbetrekkinge, 1956 (Wet 28 van 1956) geregistreer of geag word geregistreer te wees, (xv)

(xi) "fonds" 'n fonds in artikel 30 (9) bedoel; (xvi)

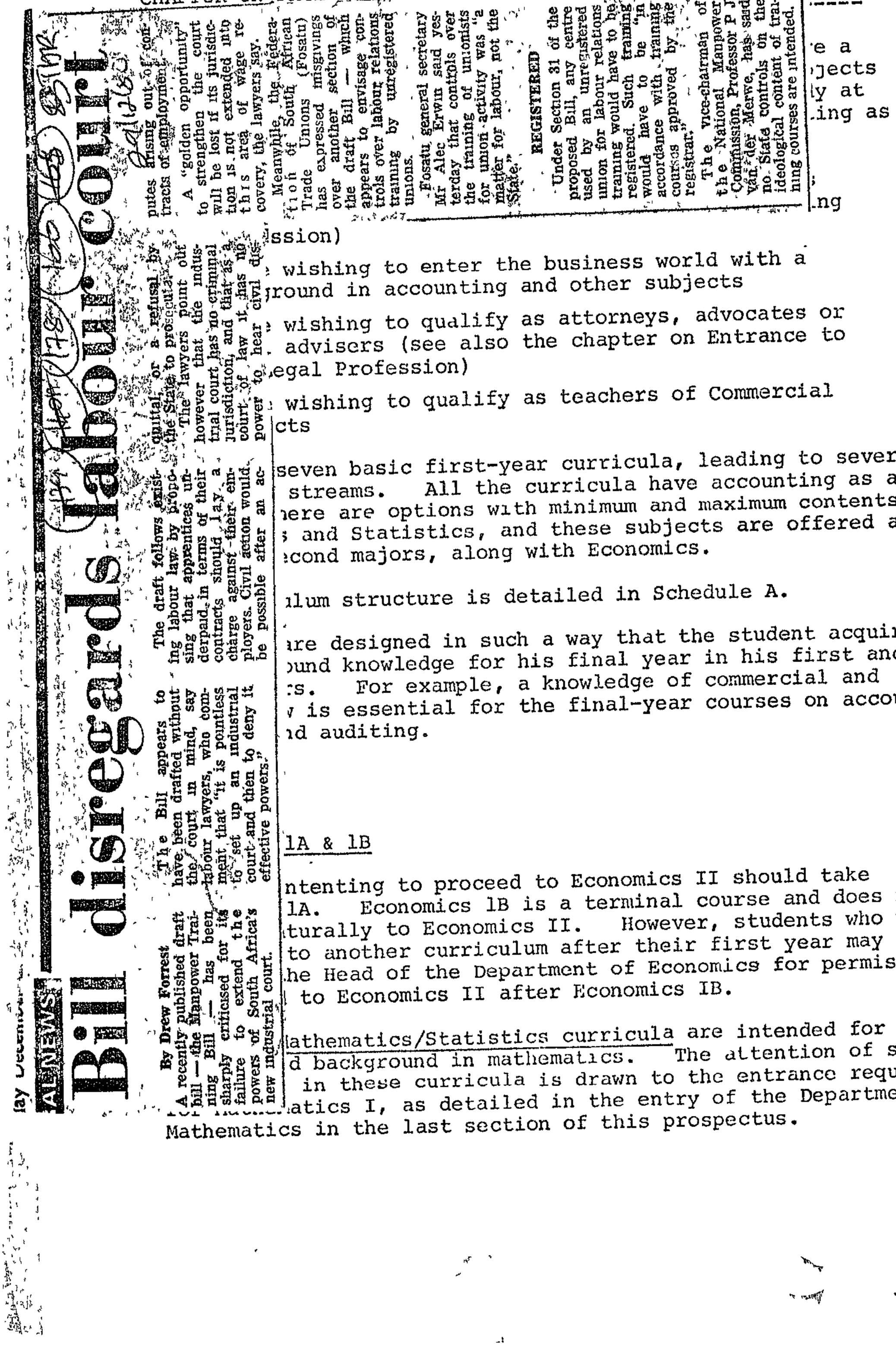
(xii) "gebied" ook 'n aantal geografiese gebiede, hetsaangrensend al dan nie, (ii)

(xiii) "gemagtigde persoon" iemand wat ingevolge artikel 41 (2) gemagtig is om enige werksaamhede of bevoegdhede van 'n opleidingsadviseur te verrig of uit te oefen.

(xiv) "groepopleidingsentrum" 'n opleidingsentrum ingevolge artikel 30 (2) geregistreer is of geag word geregistreer te wees, (xvii)

(xv) "hierdie Wet" ook 'n regulasie uit hoofde daarvan uitgevaardig, (xxxv)

1981 PROSPECTUS ENTRY TO REPLACE THE "GENERAL INFORMATION" CHAPTER ON PAGE 118 OF THE 1980 PROSPECTUS



ALLNEWS

Friday December 19 1980

# Bill disregards

## Labour Court

By Drew Forrest

A recently published draft bill — the Manpower Training Bill — has been criticised for its failure to extend the sharply critical powers of South Africa's new industrial court.

The draft follows existing labour law by providing that apprentices under the court in mind, say derpaid in terms labour lawyers, who contracts should ment that "it is pointless charge against to set up an industrial players. Civil action court and then to deny it be possible after effective powers."

The Bill appears to have been drafted without

quital, or a refusal by the State to prosecute. The lawyers point out however that the industrial court has no criminal jurisdiction, and that as a court of law it has no power to hear civil disputes arising out of contracts of employment.

A "golden opportunity" to strengthen the court will be lost if its jurisdiction is not extended into this area of wage recovery, the lawyers say.

Meanwhile, the Federation of South African Trade Unions (Fosatu) has expressed misgivings over another section of the draft Bill — which appears to envisage controls over labour relations training by unregistered unions.

Fosatu general secretary Mr Alec Erwin said yesterday that controls over the training of unionists for union activity was "a matter for labour, not the State."

**REGISTERED**

Under Section 31 of the proposed Bill, any centre used by an unregistered union for labour relations training would have to be registered. Such training would have to be "in accordance with training courses approved by the registrar."

The vice-chairman of the National Manpower Commission, Professor P J van Zyder Merwe, has said no Stafa controls on the ideological content of training courses are intended.

ssion)

wishing to enter the business world with a round in accounting and other subjects

wishing to qualify as attorneys, advocates or advisers (see also the chapter on Entrance to egal Profession)

wishing to qualify as teachers of Commercial cts

seven basic first-year curricula, leading to several streams. All the curricula have accounting as a here are options with minimum and maximum contents in and Statistics, and these subjects are offered as econd majors, along with Economics.

ılum structure is detailed in Schedule A.

are designed in such a way that the student acquires ound knowledge for his final year in his first and s. For example, a knowledge of commercial and is essential for the final-year courses on accounting, d auditing.

1A & 1B

ntenting to proceed to Economics II should take 1A. Economics 1B is a terminal course and does not turally to Economics II. However, students who wish to another curriculum after their first year may he Head of the Department of Economics for permission to Economics II after Economics IB.

Mathematics/Statistics curricula are intended for students d background in mathematics. The attention of students in these curricula is drawn to the entrance requirements atics I, as detailed in the entry of the Department of Mathematics in the last section of this prospectus.

MANPOWER —

APRENTICES

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

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.

J G Kirkman

R Stubbs Award
For the best project in structure and design.

M R I Ness

National Development Fund for the Building Industry Book Prizes
For the best student in each year of study of the degree course.

First Year

J A L Chapman

Second Year

C S Jones

Third Year

B de Jong

Fourth Year

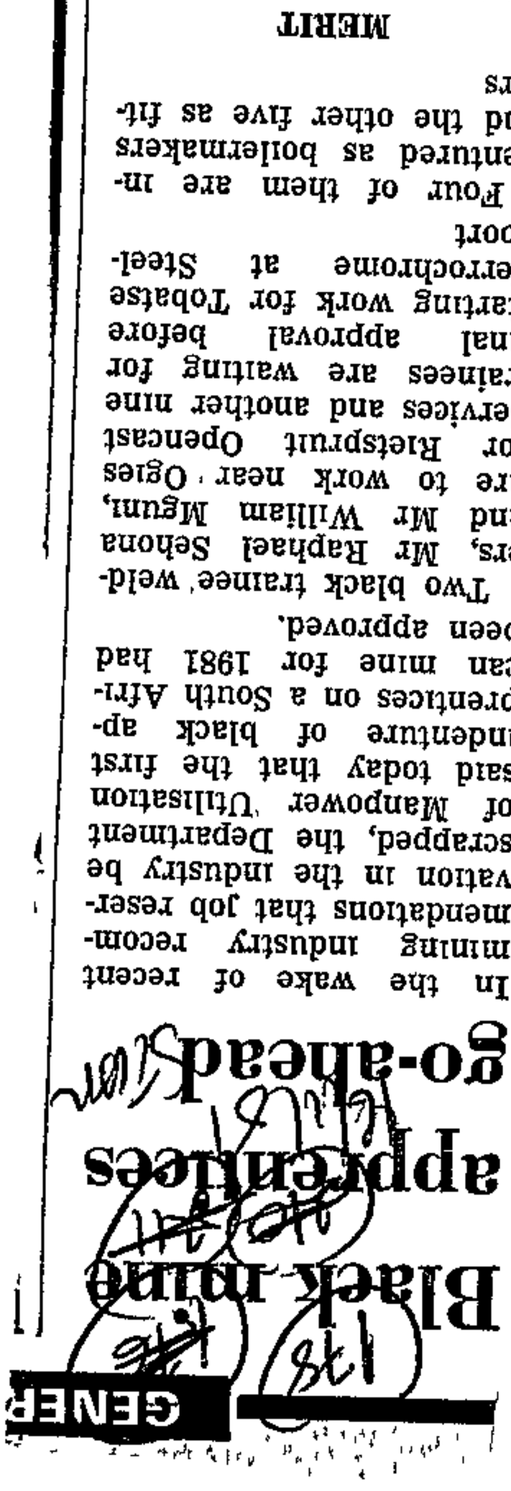
R W Kohne

George Strachan Prize
For the best final year student of the degree course.

R W Kohne

LTA Prize
For the best student obtaining a first class pass for a dissertation in Building Management.

S F Richardson


MERIT

The approval for Mr Sehona and Mr Mguni was given after Rand Mines had satisfied the Department of Manpower Utilisation that a qualified welder had undertaken to train them.

The director of personnel for Rand Mines, Mr D King, said today there were more applications for black apprentices in the pipeline

"But we don't want to ruffle the feathers of the mining unions so I must add that applicants are selected purely on merit. That's company policy"

The next meeting of the Mines Apprenticeship Committee is on January 27, the same day the general council of the Mine Workers' Union meets in Johannesburg

Four of them are indentured as boilermakers and the other five as fitters

Two black trainee welders, Mr Raphael Sehona and Mr William Mguni, are to work near Ogies for Rietspruit Opencast Services and another nine trainees are waiting for final approval before starting work for Tobatse Ferrochrome at Steelpoort

The approval for Mr Sehona and Mr Mguni was given after Rand Mines had satisfied the Department of Manpower Utilisation that a qualified welder had undertaken to train them.

In the wake of recent mining industry recommendations that job reservation in the industry be scrapped, the Department of Manpower Utilisation said today that the first indenture of black apprentices on a South African mine for 1981 had been approved.

Two black trainee welders, Mr Raphael Sehona and Mr William Mguni, are to work near Ogies for Rietspruit Opencast Services and another nine trainees are waiting for final approval before starting work for Tobatse Ferrochrome at Steelpoort

Four of them are indentured as boilermakers and the other five as fitters

GENER

Black mine apprentices go-ahead

## FINE ART & ARCHITECTURE

### ARCHITECTURE

**Cape Provincial Institute of Architects' Prize**
For the best student in :-

Sixth Year

P F Dunckley

**Helen Gardner Travel Prize**
For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.

P A Rappoport

**Molly Gohl Memorial Prize**
For the best woman student

ent of
Quantity
subject
ractice.

tzog Prize
l year student.

in Fourth

in

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Ct 26/1/81

# Fewer need (178) a trade

**Staff Reporter**

THE NUMBER of applications for artisan training at Westlake Adult Training Centre has decreased by about 35 percent in the past year

Mr Andries Krynauw, administrative officer for the Department of Manpower Utilization, said yesterday that in 1980 there were 300 applicants for training. This year there have been fewer than 200. Mr Krynauw attributes this decline in numbers to the economic boom, saying that because of increased wage rates in unskilled fields, there was less necessity for a trade

The shortage of skilled labour has increased radically since 1979. In that year there was a shortage of almost 10 000 white male artisans. Mr Krynauw now estimates the shortage at "maybe 10 times that".

The department offers trades for many types of artisans, including fitters and turners, motor/diesel mechanics, painters, bricklayers, plater/boilermakers, carpenters and plumbers. The training course entails 12 months of intensive training, followed by two years of practical experience. It costs the department an estimated R5 000 for each trainee

# 'So few' black appies listed

RDM 4/2/81

(178)

**By RIAAN DE VILLIERS**
**Labour Correspondent**

DR HENNIE Reynders, chairman of the National Manpower Commission, has expressed "extreme disappointment" at the private sector's reaction to the opening of apprenticeships to blacks

Addressing a Press conference in Pretoria, Dr Reynders said only 82 apprentices had been registered up to the end of last year More applications had been received, but some had been rejected as the applicants did not meet the qualifications needed

Other applications were still under consideration

But he said apprenticeship committees were considering more applications "Hopefully we will see many more black apprentices this year"

Dr Reynders was giving an account of the commission's activities following its first meeting this year

He expressed satisfaction with the rate of registration of black unions Up to the end of last year, 22 black unions had applied for registration, of which 13 had been registered Other applications were still under consideration

A total of 46 registered unions had applied for "multi-national" status Of these, 38 applications had been aproved. Three out of 10 new unions which had also applied for "multi-national"' status had been registered.

Another major point discussed was the increase in strikes and work stoppages

There were 207 stoppages and strikes last year, adding up to 175 000 man-days lost, compared to 101 strikes and 76 00 man-days lost in 1979

He said it was "disturbing" that most strikes involved unregistered unions "I suggest this is a matter for serious concern"



ATTENDING the Institution's dinner recently were (from left): Mr A Pittendrich, director of the Natal Technikon, Mr Glyn Taylor, convener of Manpower 2000 in Natal, Mr B A French chairman of the Natal branch of the Institution, Mr T Jones, immediate past branch chairman and Mr G A R Dunkley president of the Institution in South Africa

# Call for training shake-up

**Financial Editor**

THE PRESENT system of apprentice training needs a major shake-up, Mr Glyn Taylor, Natal convener of Manpower 2000, told the Institution of Certificated and Mechanical and Electrical Engineers, at their annual dinner last night

He said that after examining the Wiehahan Report on this matter it was evident that there was room for a great deal of new thinking on the training and development of manpower for the various trades

The National Apprenticeship Board had adopted too rigid a policy to ensure uniformity of training and the Oliphantsfontein trade tests were alleged to be unsatisfactory and in need of updating

## New concepts

'New concepts of training have been stifled and resistance to change has been too strong Technological changes have rendered many apprenticeship syllabi obsolete but change seems to be resisted by vested interests'

Mr Taylor called for a study of the 'modular system' of training used overseas with a view to adapting this for South Africa

He said that the best people to advise on new training systems were those nearest to the production interface'

This, combined with the modern training techniques, would be the ideal foundation for the most effective training scheme

# Mvubelo: training the key

13/2/8 DD 135 178

JOHANNESBURG — Training blacks to meet the skilled manpower shortage was now the responsibility of foreign-owned industries in South Africa, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said yesterday

Addressing members of the South African-German Chamber of Trade and Industry here, Mrs Mvubelo said "I hope German-owned businesses are aware that the running of apprenticeships is now up to the employer

"Everybody knows we need skilled labour quickly, but such workers cannot be produced overnight They have to be trained, which is a long and costly process," Mrs Mvubelo said

Why, she asked, had the importance of training only emerged at this 11th hour in the progress of South African industrial production"

"We have been advocating for years that the government should open up training for blacks We could see that industry and commerce would need about 10 million artisans during the 1980s — and we have only four million whites, and blacks in the majority

"All our advice was ignored and now the authorities are trying to remedy the situation at the last moment "

Closing the wage gap was an abnormal requirement to make of industry in the abnormal state of South Africa's industrial development, Mrs Mvubelo said

"That is why I am pleading with you — because I know that there are some industrialists who are unwilling to train their black employees because they fear the blacks will take their positions

"But this will not happen because South African industry is expanding "

Mrs Mvubelo said the responsibility on employers to train their own workforces was even greater because of the "poor" standard of "black" education

"The authorities will tell you that everyone in South Africa gets the same standard of education, but a black child passing Std 10 is only equal to a white child passing Std 8," she said — DDC

# Plan to train SA technicians

PRETORIA — New training agencies to deal with a shortage of telecommunications technicians were announced yesterday by the Minister of Posts and Telecommunications, Mr Smit.

At the official opening of a new Posts and Telecommunications technical training centre at Milnerton, Cape Town, Mr Smit said that since the beginning of this year trained telcom electricians and mechanics could work towards obtaining the National Technical Diploma and qualify for appointment as technicians In the past this had not been possible

This meant that selected employees with the appropriate qualifications would be released from duty on a fulltime basis and at full pay to attend the three necessary courses for the diploma. Others could do so in their own time.

Mr Smit said that in order to recruit and retain the services of qualified artisans in adequate numbers a new departmental training scheme had been implemented for apprenticeships in diesel mechanics, motor mechanics and painting and decorating

Several building projects were planned as additional training centres for technical staff

Mr Smit said the buildings for the Milnerton technical training centre cost R1,4-million This included laboratories, workshops and outdoor training equipment — Sapa

**Telecommunication technicians**

291 Mr H E J VAN RENSBURG asked the Minister of Posts and Telecommunications

(a) How many (i) Black (ii) Coloured and (iii) Indian members of the Post Office staff have qualified as telecommunication technicians and (b) what are the commencing salaries for qualified telecommunication technicians in respect of (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 17

(ii) 70

(iii) 72

(b) (i) R5 220 p a (R6 210 in the Witwatersrand and Transvaal regions)

(ii) R3 816 p a

(iii) R4 698 p a

(iv) R4 698 p a

greater price sensitivity enable the large buyers to maintain low prices. It may thus be in the interests of the patient to set up a central marketing board to buy and distribute drugs as well as to disseminate information to doctors.

But we must bear in mind the incentives that face the firm. For if these are disturbed, the firms may cut their research efforts and reduce vital innovations. It appears, though, that it would be possible to leave the entire process except marketing to doctors in the hands of firms. They would merely produce and market for tender work. Profits would still be able to be earned, but the excessive expenditures on promotion could be curbed. And such expenditures are, in the main, incurred only to counter competition and are unnecessary from the point of view of the firms as a group.

This proposal seems to have some merit, but assessment of can only be made after some of the other issues facing the industry have been considered.

## SECTION 6: THE INFLUENCE OF PRESCRIBING BY BRAND OR GENERIC NAME ON PRICES:

Drugs are referred to either by their international non-proprietary (i.e. "generic") names or by their specific br names. If a prescription is made out in terms of a generic name, the chemist is free to fill it with any of the drugs on the market with the same formulation of the active ingredient (i.e. a generic equivalent) while a prescription made out in terms of a brand name must be filled by that manufacturer's drug only.

The drug firm thus has in incentive to ensure that doctors specify its brand for this would allow it to charge a premium price.[1] It is, however, a matter of some debate as to whether such a price differential can be justified in terms of patient welfare.[2]

### (6.1) The Brand/Generic Debate:

Before an assessment of the problem can be made, the debate must be examined.

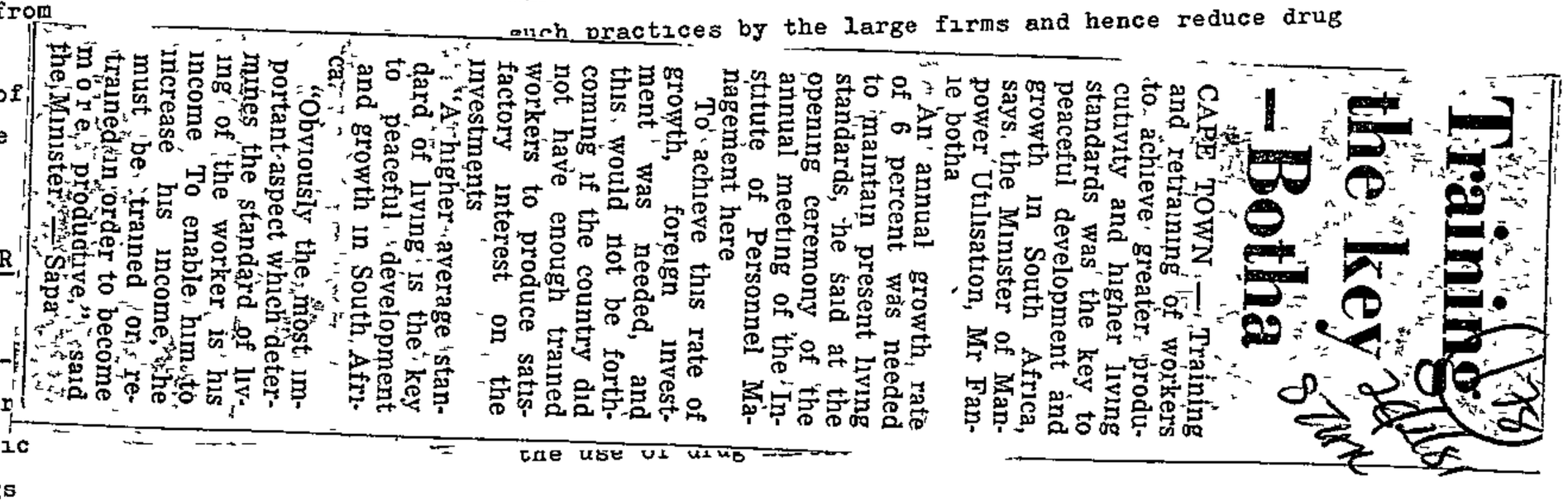
./...



### (6.1.1) The Case for generic name prescribing:

Proponents of generic name prescribing stress the savings that could be generated as well as the simplification of prescription filling that would result.

The reason for the dual price structure of branded (high priced) and generic (low priced) drugs is ascribed to the fact that larger firms are able to spend the sums on promotion necessary to establish brand loyalty. Given the low price and high substitute elasticities in the market, the generic manufacturer must sell at a very much lower price to keep its market share. Generic name prescribing would do away with such practices by the large firms and hence reduce drug



Training the key — Botha

CAPE TOWN — Training and retraining of workers to achieve greater productivity and higher living standards was the key to peaceful development and growth in South Africa, says the Minister of Manpower Utilisation, Mr Fanie botha

An annual growth rate of 6 percent was needed to maintain present living standards, he said at the opening ceremony of the annual meeting of the Institute of Personnel Management here

To achieve this rate of growth, foreign investment was needed, and this would not be forthcoming if the country did not have enough trained workers to produce satisfactory interest on the investments

"A higher average standard of living is the key to peaceful development and growth in South Africa.

"Obviously the most important aspect which determines the standard of living of the worker is his income. To enable him to increase his income, he must be trained or retrained in order to become more productive," said the Minister. — Sapa

the use of drug

### (6.1.2) The case for brand name prescribing:

Those in favour of brand names stress the problems of defining "equivalence" and the fact that brand names ensure quality.

In connection with the different therapeutic action of so-called equivalent drugs, the W.H.O. has stated, "Different formulations of the same drug may vary in their bioavailability to a clinically relevant extent, drugs from different sources should, therefore, be considered as distinct products."[4] The medical profession generally accepts this, but there is

./...

**Apprenticeship contracts**

340 Dr A L BORAINE asked the Minister of Manpower Utilization

(a) How many new apprenticeship contracts were registered in 1980 in respect of Whites, Coloureds and Indians, respectively, and (b) how many in each race group were registered in respect of each trade?

The MINISTER OF MANPOWER UTILIZATION

(a) 8 568 Whites, 1 406 Coloureds and 471 Asians

(b)

| Industry | Whites | Coloureds | Asians |
|---|---|---|---|
| Aerospace | 323 | — | 11 |
| Automobile | 59 | 27 | 8 |
| Building | 266 | 461 | 100 |
| Diamond Cutting | 18 | — | — |
| Electricity Supply Undertaking | 101 | — | — |
| Explosives and Allied Industries | 65 | — | 1 |
| Furniture | 21 | 113 | 15 |
| Government Undertakings | 211 | 43 | 8 |
| Hairdressing | 342 | 11 | 6 |
| Jewellers and Goldsmiths | 30 | 7 | — |
| Local Authority Undertaking, Northern Transvaal | 81 | — | — |
| Metal | 3 146 | 439 | 211 |
| Mines | 1 174 | 27 | — |
| Motor | 987 | 208 | 65 |
| Printing | 256 | 66 | 13 |
| South African Railways | 1 468 | — | — |
| Sugar Manufacturing and Refining | 20 | 4 | 13 |
| Totals | 8 568 | 1 406 | 471 |

**Black apprentices**

338 Dr A L BORAINE asked the Minister of Manpower Utilization

*(a)* How many Blacks were registered as apprentices in 1980 and *(b)* how many in each trade?

The MINISTER OF MANPOWER UTILIZATION

(a) 82

(b)

| | Blacks |
|---|---|
| Industry | 35 |
| Automobile | 14 |
| Building | 1 |
| Hairdressing | 27 |
| Metal | 5 |
| Motor | |
| Total | 82 |

Note

During 1980, applications for 279 Black apprentices were received of which 211 have been approved Of the last mentioned figure, 82 have been registered while 129 are serving the legal probationary period prior to final registration Some of the 68 remaining applications are still under consideration whilst some of them have been refused as a result of non-compliance with the minimum legal requirements laid down by the Act

178 file manpower

## DEPARTEMENT VAN MANNEKRAGBENUTTING

No. R 467 6 Maart 1981

WET OP OPLEIDING VAN AMBAGSMANNE 1951

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, handelende kragtens artikel 2 van bovermelde Wet, wysig hierby met ingang van 1 April 1981, die toelaes betaalbaar aan kwekelinge tydens hul 12 maande intensiewe opleiding aan 'n ambagsman soos gespesifiseer in klousule 4 (a) van Goewermentskennisgewing R. 550 van 28 Maart 1980, dat dit soos volg lui

'n Kwekeling sonder afhanklikes R35 per week
'n Kwekeling met een afhanklike R45 per week
'n Kwekeling met twee of meer afhanklikes R60 per week

S. P. BOTHA, Minister van Mannekragbenutting

## DEPARTMENT OF MANPOWER UTILISATION

No. R 467 6 March 1981

APPRENTICES ACT 1951

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, acting under the provisions of section 2 of the above-mentioned Act, hereby amend with effect from 1 April 1981 the allowances payable to trainees during their 12 months of intensive training at a centre as specified in clause 4 (a) of Government Notice R. 550 of 28 March 1980, to read as follows

A trainee without dependants R35 per week
A trainee with one dependant R45 per week
A trainee with two or more dependants R60 per week

S. P. BOTHA, Minister of Manpower Utilisation

# Big increase in blacks studying engineering

RDM 17/3/81 (178)

THERE has been a sharp increase in the number of blacks entering for engineering courses, the Director-General of Education and Training, Mr G J Rousseau, said yesterday

Speaking at the inception of training courses for black apprentices by the Vaal Transport Company at Sebokeng, near Vereeniging, he said permission had been granted to 110 blacks to register at white universities for an engineering degree. There had been a shift of emphasis among blacks to technical training and there had also been a rapid growth in senior secondary education for blacks which was manifested by the increase in numbers of high school pupils — more than 60% in 1980 alone

The Government had established 16 technical centres in urban-townships and 10 further centres were under way The aim of the centres was to introduce black schoolboys to elementary technical training

After finishing the technical orientation course, blacks could enrol at technical high schools

The syllabuses at black technical high schools were identical to those of whites

The department was also planning to link technical education at ordinary high schools with the existing technical centre, in view of the high costs of establishing purely technical high schools

"The department will also consider the possibility of establishing technical sections at existing high schools where student numbers do not justify the erection of separate technical high schools "

On the apprenticeship level, the department was running 12 technical colleges, in addition to 15 colleges operated in the national states. A further eight colleges were being planned

The colleges offered both "sandwiched" courses and pre-employment training to apprentices to enable them to obtain national certificates

Tertiary technical education would be offered by technicons in black areas A technicon was already being constructed at Mabopane-East at an estimated cost of R75-million, Mr Rousseau said — Sapa

# First black shopfitting apprentice

**Labour Reporter**

The first black apprentice has been accepted in the shopfitting industry.

He is Mr Samson Fondile (22) of Mofolo North Soweto. Mr Fondile received his apprenticeship papers this week backdated to January, 1980.

The managing director of the Industria Johannesburg, firm where he is employed, Mr Hilton Knight, said Mr Fondile now had to complete his training at the Building Industries Federation school in Springs and at technical college.

# 'We've lost a whole generation'

Sowetan 27/3/81 (178)

CAPE TOWN — "We are paying through the nose for the Government's ludicrous policy of denying black people the opportunity to be trained for skilled work and for the inferior standard of their education," says Mrs Helen Suzman, PFP MP for Houghton.

"We have lost a whole generation of black people who should have been trained as skilled workers," she told an election meeting in Constantia on Wednesday night.

She said it was impossible to develop a country with the resources of South Africa, counting only on the skills of 4,5 million white people.

**"SCANDAL"**

What was required was the consumer demand backed by the purchasing power, skills and productivity of all 25 million South Africans.

Some members of the President's Council would be earning nearly R50 000 by the end of April, which is "scandalous," Mrs Suzman said

One of the issues of the election, Mrs Suzman said, was the extravagance and wastefulness of the Government

The cost of living was constantly rising and dissatisfaction in the public service was resulting in widespread resignations

The departments affected were not only the hospitals and the police there were enormous backlogs in the courts and the revenue department, she said

The snap election which had resulted in an enormous waste of money had nothing to do with the new delimitation or the vacancies in Parliament which the Prime Minister had given as his reasons for calling it.

"The main reason is a domestic one, which has to do with the in fighting in the National Party and Mr Botha's diminishing confidence in his leadership.

Mr Botha "hoped the nomination contests would keep the super-verkramptes out of his ranks and put in solid verkrampte Botha men But, instead, the right wing had enlarged its ranks

"The Prime Minister set out to clean his house but all he has done is stir up the dust — and who knows where it will settle?" — Sapa

(News by Diana Powell, Van der Stel Building, Burg Street, Cape Town)

FILE = INPUT-OUTPUT SECTION, FILE-CONTROL

SELECT? [*file name*] O
If SELECT is answered,
OPTIONAL? YES or NO O
ASSIGN? UNISERVO, MASS-STORAGE, CARD-READER, CARD-PUNCH, or PRINTER R
(If FD COBOL, FORM-PUNCH, FORM-PRINTER, or MASS-STORAGE-112 are also allowed)

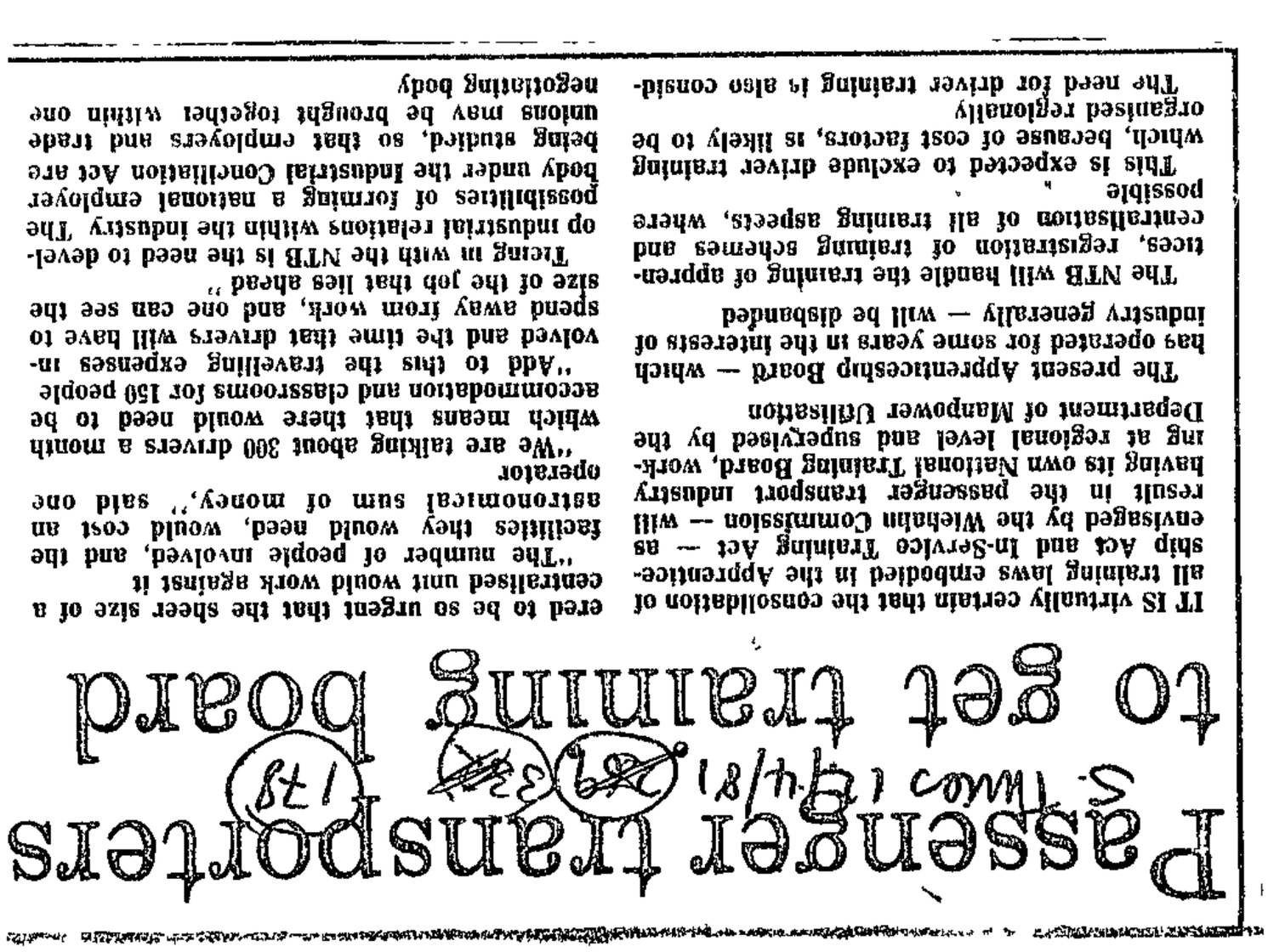
EXTERNAL NAME? [12-character name] O
(required for MASS-STORAGE or UNISERVO in FD mode)

If file is assigned to unit record devices,
In FD mode – end of sentence, in ASCII mode,
PROCESSING MODE? SEQ or RANDOM O
If answer is RANDOM,
FOR? [*integer*] (optionally "RECORDS") O

If file is assigned to UNISERVO, i e , tape,
MULTIPLE REEL? YES or NO O
RESERVE? [*integer*] or NO O
If ASCII mode,
PROCESSING MODE? SEQ or RANDOM O
If answer is RANDOM,
FOR? [*integer*] (optionally "RECORDS") O

If file is assigned to MASS-STORAGE (or MASS-STORAGE-112),
RESERVE? [*integer*] or NO O
ACCESS? SEQ or RAND O

If ASCII mode and response was SEQuential,
ORGANIZATION? SEQ, INDEXED or DIRECT O
If response to ORGANIZATION is INDEXED or DIRECT,
ACTUAL KEY? [*identifier*]
(required for INDEXED, optional for DIRECT)



Passenger transporters to get training board

IT IS virtually certain that the consolidation of all training laws embodied in the Apprenticeship Act and In-Service Training Act — as envisaged by the Wiehahn Commission — will result in the passenger transport industry having its own National Training Board, working at regional level and supervised by the Department of Manpower Utilisation

The present Apprenticeship Board — which has operated for some years in the interests of industry generally — will be disbanded

The NTB will handle the training of apprentices, registration of training schemes and centralisation of all training aspects, where possible

This is expected to exclude driver training which, because of cost factors, is likely to be organised regionally

The need for driver training is also considered to be so urgent that the sheer size of a centralised unit would work against it

"The number of people involved, and the facilities they would need, would cost an astronomical sum of money," said one operator

"We are talking about 300 drivers a month which means that there would need to be accommodation and classrooms for 150 people

"Add to this the travelling expenses involved and the time that drivers will have to spend away from work, and one can see the size of the job that lies ahead"

Tieing in with the NTB is the need to develop industrial relations within the industry The possibilities of forming a national employer body under the Industrial Conciliation Act are being studied, so that employers and trade unions may be brought together within one negotiating body

# Railways union opens up to blacks

RDM 2/5/81

178 290 135 137

By RIAAN DE VILLIERS
Labour Correspondent

A LEADING white Railways trade union, the Artisan Staff Association, has decided to back the introduction of workers of all races as apprentices on the railways — and to open its own ranks to them.

It has also decided to apply for affiliation to the multiracial Trade Union Council of SA (Tucsa), the largest trade union co-ordinating organisation in the country.

The decisions were taken at the annual conference of the 22 000-member association in Johannesburg this week and announced at a Press conference yesterday.

However, the conference decided it would only accept black apprentices if they were subject to compulsory military training — or white apprentices were exempted.

White applicants would have to be given preference.

Its executive committee would have to ensure that the ASA retained the "greatest measure of control over the influx of non-whites into the association's ranks and into work situations over which it has jurisdiction".

Commenting on these moves, the ASA's president, Mr Jimmy Zurich, said the association was willing to accept black apprentices provided they were subject to the same employment conditions as whites.

The issue of military training was more important in the Railways than elsewhere and apprentices who did not have to undergo training would gain a permanent advantage over the others.

However, Mr Zurich did not appear to see this as an insuperable obstacle. He said the issue was under urgent investigation by a Railways management committee and that the next intake of apprentices would take place next year — which gave the parties "ample time" to resolve the problem.

Mr Zurich said there had been some opposition to the decisions and some members "weren't very happy".

However, the conference decision to open ASA ranks had been virtually unanimous.

The ASA has not been affiliated to any co-ordinating organisation since 1976, when it broke away from the Rightwing SA Confederation of Labour with the intention of setting up a new "middle of the road" organisation.

Mr Zurich said yesterday that the union had worked hard to form a new organisation, but had run into stiff opposition. It had now come to the conclusion that the idea, though good, had been "stillborn".

The ASA needed a platform for its views and it had consequently decided to affiliate to Tucsa.

The ASA conference also debated a resolution calling for a one-day strike in protest against price rises.

According to yesterday's statement, it took "all the persuasive powers of the president and the executive committee to dissuade the conference from such strong action".

The Government would be urged to take strong steps to curb inflation.

The union would also press for new wage increases to match inflation and compensate members for increased productivity.

# First bakery school in SA

CT 12/5/71

**Staff Reporter**

A BAKERY school, the first of its kind in South Africa is to open its doors on June 2 in Salt River

Its establishment comes after the Cape Bakers Association and the Bakery Employees Industrial Union had got together under the umbrella of the Industrial Council to combat a shortage of skilled bakers which has been highlighted by the country s recent economic upswing and consequent increase in the purchasing power of consumers

At the centre of efforts to get the school off the ground has been 37-year-old Mr John Wheatcroft a graduate from the College of Bakery Education in Britain, who has been in this country for 18 months

In the baking industry all his life and a former bakery advisor, Mr Wheatcroft will run the school himself and for the first six months or so will be the only teacher

Between June and December he said yesterday the school would run three nine-week courses Twenty percent of each course would be theoretical with students learning more about the raw materials of their trade, wheat flour and yeast why eggs are preferable to milk in certain cases although both are "wet ingredients and so on

The rest of the time would be spent acquiring the art of making Vienna bread rolls tarts scones pies and all sorts of other delicacies not forgetting of course the plain old ordinary brown white and wholewheat loaves

With each course catering for only nine students all three are already fully booked

"I hope that by Christmas with increased facilities we'll be up to 16 per course " said Mr Wheatcroft adding that till the year-end the school would borrow the facilities of a bakery in Durham Avenue Salt River By then, hopefully it would have permanent facilities of its own

## Bakery employees

The students themselves, he said, would not be taken straight from school but from various bakeries to which they were already attached and to which they would return on completion of the course

Had the stomachs of Capetonians suffered did he think, because of a lack of any such school in these parts before?

"No, I think baking here is good when one considers that it is done with local wheat, which is not as good for bread as some overseas wheat You must remember that bakers overseas can shop around for the best wheat they can find, whereas here bakers must use the local product

Mr Wheatcroft said he hoped the school would do something about the present lack of formal training for bakers in South Africa

# 'Dirty' wage deal, say electrical dissidents

**Labour Reporter**

A DISSIDENT group within the Western Cape branch of the Electrical and Allied Trades Union has called a meeting of members to discuss what it claims was "the dirty wage deal made behind our backs".

In a pamphlet the Electrical Workers' Action Committee asked union members when they last received "decent and substantial increases" and what the recent agreement meant for apprentices and artisans.

A spokesman for the committee said the main objection to the agreement was that it permitted skilled work to be done at unskilled rates of pay for creating new categories of electrical workers.

It was announced in March that the hourly rate for licensed electricians in the contracting industry would increase from R2,75 to R3,75, a rise of R40 a week. The hourly rate for unlicensed artisans would go up to R3,20 and for labourers to R1,20.

GENERAL NEWS

# Private sector 'should boost black training'

178
STAR 15/5/81

**By Tony Davis**
**Labour Reporter**

The private sector has come under fire again for the lack of registered black apprentices.

Addressing the congress of the Afrikaanse Handelinstituut in Bloemfontein this week, Dr P J van der Merwe said the private sector had not done enough to train black apprentices

Dr van der Merwe, the deputy director general of the Department of Manpower Utilisation, said in 1980 only 182 out of 10 527 registered apprentices were black

In the first four months of this year, 63 of 2 150 registered apprentices were black.

He said the Railways was an example Although it did not have the tax concessions which businesses enjoyed, last year it had registered 1 100 black apprentices

Dr van der Merwe echoed complaints against the private sector made by Dr Hennie Reynders, chairman of the National Manpower Commission. In February this year he had said the private sector had not done enough to train blacks.

General criticism against businesses was that before 1980, the Government had been responsible for the training of apprentices but there had been complaints that officials had not been concerned with training blacks

But after special dispensation was given to the private sector to train apprentices the "shoe was on the other foot" and the Government called on businesses to train blacks

It was unfair to blame the private sector

To date the major trainer of registered black apprentices has been the motor industry, especially those in the Eastern Cape

Other major firms were currently involved in establishing training centres for all races.

The situation was similar when Indians and coloureds were allowed to be apprenticed, according to labour officials

There was initially a slow response which has now gradually improved.

Blacks in industry were not prepared for the realisation that the Government might one day open up apprenticeships to all races Therefore the response was slow, officials say

Apprentice careers had to be fostered at school level

Some trade unions have shown a reluctance to admit many blacks as they saw this as a threat to all-white membership

Representatives of building, engineering and motor industries were confident the number of registered black apprentices would increase yearly

# Shame over training system

Argus 19/5/81

178 174

**Argus Correspondent**

BLOEMFONTEIN. — Of the 10 527 apprentices registered in 1980 only 182 were black. And only 63 of the 2 150 apprentices registered in the first four months of 1981 were black

This was said by Dr P J van der Merwe, Deputy Director-General of Manpower Utilisation, at the Afrikaanse Handelsinstituut Congress in Bloemfontein.

Dr van der Merwe admonished the private sector for not doing enough to train apprentices.

Mr J D Kritzinger said South Africa's system of artisan training was so badly used, the country should be ashamed of it

It was essential to have a colour blind system because blacks would fill 95 percent of all jobs by the year 2000, he said.

**SNOBBISHNESS**

A plea was made at the congress for South Africans to rid themselves as soon as possible of 'cultivated academic snobbishness.'

Mr Hennie Klerck spoke on the necessity for a greater trade-oriented and practical education policy He said the serious shortage of skilled manpower was the most restraining factor in the future development of the country. — Sapa

# Govt to take new look at manpower training

By RIAAN DE VILLIERS
Labour Correspondent

THE Government has reaffirmed its policy that people of different races should, as far as possible, be trained at separate institutions

However, it has undertaken to re-examine existing arrangements, particularly with regard to high-level manpower training at universities and technikons, and the Department of National Education is to take a lead in the matter

This has emerged from a Government White Paper on a report by the National Manpower Commission (NMC) on high-level manpower in South Africa The report and White Paper were released in Pretoria yesterday

The policy statement was made in response to a recommendation by the commission that universities and technikons should be better utilised by making "more generous provision for the training of non-whites at white institutions", in line with recommendations by the Wiehahn and Riekert commissions

In its response the Government also noted that it had already accepted the admission of people of other races to white institutions provided "suitable arrangements" were made to the satisfaction of all concerned in consultation with the State

The Government also endorsed a message in the preface to the report which said the country would not be able to realise its development potential if it persisted in trying to recruit high-level manpower mainly from the white population group

It was therefore of the "greatest importance" that all population groups should have full and equal opportunities to participate in development processes

In its report the NMC made a range of recommendations most of which have been accepted by the Government

Calling for the more extensive use of trained women including married women the NMC recommended that the Department of Finance should consider revising the present tax structures especially as they still prejudiced the optimum use of female employees

The White Paper said the Standing Commission of Inquiry into Fiscal Policy would consider the matter

Other recommendations were

- The NMC should take the initiative in promoting manpower planning in both the public and private sectors
- Government departments and other bodies must speedily carry out, in letter and spirit the recommendations of the Wiehahn and Riekert commissions relating to high-level manpower
- The NMC should monitor progress made with the implementation of the two reports
- The Department of Finance should consider further tax concessions for employers who allowed employees to attend approved courses
- Universities and technikons should include more short courses for the upgrading of employee skills
- Cash grants instead of tax concessions should be considered for employers who trained employees
- The Department of National Education should investigate the need for more training facilities in high density areas especially for blacks Coloureds and Indians and
- The merits of an open university should be investigated

# Skills factor warning minus sign in SA economy

A SIMPLE equation development potential plus capital investment minus skilled manpower equals economic decline.

Ask the underdeveloped states in Africa and Asia — they learnt the hard way.

Now South Africa is being warned that unless it changes its ways it could suffer a similar fate.

In its first special report, published on Wednesday, the Government-appointed National Manpower Commission (NMC) spelt out clearly that if we persist in trying to recruit High Level Manpower (HLM) mainly from the white community, South Africa will not be able to realise its development potential.

The country will suffer a relative decline in prosperity and will be unable to provide all its people with a reasonable standard of living.

As defined by the report, HLM consists of "all persons engaged in the professional and semi-professional occupations, technicians and management personnel of all kinds but excluding farmers, artisans and clerks at the lower levels."

In 1979, whites comprised 30% of total manpower but provided 71,9% of the HLM. Corresponding figures for coloureds were 7,8% of total manpower, 11,4% of HLM, for Asians 3,2% and 3,9% blacks 17,1% and 54,6%.

Quoting Professor J L Sadie of Stellenbosch University's Bureau for Economic Research, the NMC report says that in 1978 South Africa had one executive for every 50 support workers — which included highly-skilled semi-skilled and unskilled manpower.

On current trends the ratio is expected to steepen to 1:76 by the year 2000. In developed countries the ratio is usually around 1:15 — and as low as 1:10 in the United States. (However it is pointed out that due to South Africa's unique circumstances such comparisons are not wholly valid.)

"These statistics describe the impossibility of the South African economy to perform as well as those of the developed countries," Prof Sadie said.

In his introduction to the report the chairman of the NMC Dr Hennie Reynders says "It is therefore of the greatest importance that all population groups, also in line with the accepted philosophy of the free market mechanism, should have full and equal opportunities to participate in the development process to the full extent of their abilities and insight and to benefit accordingly."

High priority must be given to increasing the participation of blacks in the HLM. The contribution by white men cannot be increased above the present 88% although the participation of white women could be improved the report says.

There are indications that some HLM posts are filled by underqualified workers or personnel working considerably longer hours than normal.

Vacancy statistics reveal an apparent reservation of certain posts for specific population and sex groups. However, the report notes, it is "highly probable employers would be prepared to fill some of the vacancies with any available qualified worker."

The report underscored the importance of training to develop the HLM.

A survey in 1977 projected that by this year barely 10% of South Africa's 11-million workers would have matriculation or a higher qualification, only 1,3% would have degrees and 2,8% diplomas.

The population breakdown for these figures is revealing. They project that in the white working group 47,7% of men and 48,1% of women will have matriculation or a higher qualification. In contrast, only 0,5% of black men and 0,9% of black women in the work force will have matriculation or higher qualifications. For coloureds and Asians the figures are 5% and 16% respectively.

The survey says 29,7% of the total work force will have no formal education and 35,8% only primary schooling. At least 90% of this group will be black.

Part of the solution is clearly the adequate provision of basic education for all.

The report recommends that the Department of National Education further promote a more effective utilisation of existing training facilities by considering among other factors the further differentiation of the system of subsidies and "more generous provision for the training of blacks at white institutions."

The department must also consider providing more training facilities for HLM in high population density areas especially in the case of blacks.

It is recommended that the private sector be more accommodating in granting special leave to personnel who want to improve qualifications and should also give more attention to the in-service training of HLM.

Employers could be offered tax concessions for allowing workers time off to attend training courses, or if they provided in-service training. Cash grants could be considered for employers who trained workers or had them trained in "identified critical skills."

The merits of an open university, admitting people without recognised university entrance qualifications, must be investigated.

Existing HLM including trained married women had to be more fully utilised.

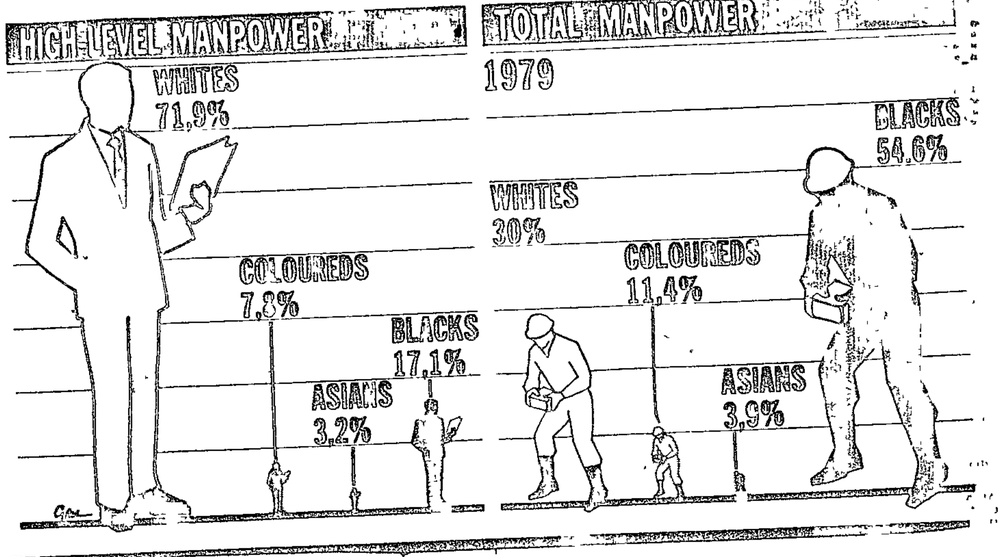
Serious consideration must be given to a revision of the tax structure to reduce the disincentives related to trained, married women being fully utilised in the HLM.

In both private and Government sectors more attention must be given to employing women on a part-time basis. Employers in general must consider providing creches and instituting "flexitime."

FOOTNOTE: In response to the report, the Government published a White Paper on Wednesday undertaking to examine existing training arrangements with regard to HLM but it reaffirmed its policy to train people of different races, as far as possible at seperate institutions.

It endorsed the view that South Africa would be unable to realise its development potential if HLM continued to be drawn mainly from whites.

By CHRIS FREIMOND



SUNDAY TRIBUNE, JUNE 7, 1981

# RACE BAR IN TRAINING TO STAY

## Even though we face a skills crisis the Government won't change its polic

Political Correspondent

ALTHOUGH South Africa faces a manpower shortage, which experts say could plunge the country into chaos before the end of the century, the Government is still insisting on training whites and blacks separately.

This is one of the major factors to emerge from the publication this week of the latest report of the Manpower Utilisation Commission and an accompanying Government white paper.

While the commission recommends that "more generous provision" be made for the training of black workers at white institutions in accordance with the recommendations of the Wiehahn and Riekert commissions, the white paper says:

"The Government has already accepted admission of non-whites to white institutions provided the arrangements at such centres are to the satisfaction of all concerned.

"The policy of the Government nevertheless remains that separate provision should, as far as possible, be made for the training of different population groups."

Dr Alex Boraine, the official opposition spokesman on manpower utilisation, this week said the Government's stance was "counterproductive" and "a sop to the right wing".

In an interview Dr Boraine said "The words so far as possible probably mean that most blacks will be trained in white institutions anyway.

"But if the Government is serious about wanting to train them separately it will be counterproductive.

"When workers meet on the factory floor whites are then bound to say that black training is inferior and blacks," because they have had a raw deal for so long, will probably believe it."



DENNIS ETHERIDGE . . . teach to those teaching

The commission's other recommendations include:

- The extension of tax concessions to employers who allow their employees time to study further.
- The creation of an open university where people without the present required academic qualifications will be able to study.
- A proposal that trained women should be more fully utilised — and the possibility of a restructuring of discriminatory tax scales.
- Cash grants for employees who set up their own training programmes.

The publication of the report and the white paper this week coincided with the formation of the Manpower Foundation — a body which has grown out of the Prime Minister's conference, with business leader

Dennis Etheridge, executive director of Anglo American and one of the driving forces in the new foundation, said in an interview that they intended co-ordinating groups involved in the utilisation and training of manpower.

"There are a large number of groups working in this field. To a large extent they overlap but there are also big gaps between them.

"We have excellent statistical evidence provided by the manpower commission and see our role as one of co-ordinating the effort. We will be funded by the private sector and are not in competition with the commission or any of the other groups.

"One of the areas where we could be of service is in the co-ordination of the training of the trainers. We may be able to teach skills to people who are teaching others," he said.

Another person involved in the new foundation is Francis le Riche, managing director of Sentrachem and national vice-chairman of Manpower 2000.

Mr le Riche said the new foundation would be completely multiracial and aimed at creating "a better future for us all".

- Within a month the labour movement comes under review at a trade union symposium to be planned by the Azanian People's Organisation (Azapo).

The symposium hopes to achieve clarity and unity among the various trade union groupings which adopt different ideological positions and take differing standpoints on registration and non-registration.

It is also aimed at bringing together all progressive trade movements under a single umbrella body.

# Whites get all the top jobs

**A 45 percent shortfall in engineers, one doctor for every 20 000 people in the homelands, 19 percent of posts for physiotherapists unfilled, a need for twice as many graduates in forestry — the catalogue of shortages is endless.**

And yet according to the National Manpower Commission's new report on High Level Manpower (HLM), no less than 70 percent of South Africa's managerial, professional, semi-professional and technical personnel are recruited from its white population

If the 4 million workers in agriculture and domestic service are included, Africans, coloureds and Indians — representing 82 percent of the population — contribute less than 20 percent of the country's HLM.

Repeatedly underscored in the report is the crucial link between HLM and economic progress

"The rapid reconstruction of West Germany after World War Two emphasised the relative importance of trained manpower vis-a-vis other production factors such as capital and raw materials," it states

"The importance of HLM was also confirmed when large-scale capital investment in underdeveloped countries in Africa and Asia did not lead to the expected economic development because of a lack of such manpower"

And although the HLM component of South Africa's workforce rose from 8,9 percent of total to 12,1 percent between 1965 and 1979 (7,3 percent if agricultural workers and the unemployed are included), the report stresses that the figure for the United States is close to 30 percent

The heavy reliance South Africa has placed on whites — and especially white males — for its executive, professional and technical personnel cannot continue, the report insists

"It is clear that the highest priority in increasing the contribution of the black groups to the country's HLM, since the contribution that can be made by whites is apparently already realised

"If the contribution by the other groups cannot be increased, it is expected that the country will not be able to realise its potential development and growth"

The report shows that an "upward movement" of Africans, coloureds and Indians is already under way

## Drastic skilled shortages in most fields but blacks still not being trained

— a trend which "needs merely to be accelerated"

Among Africans, there is an annual growth rate of 6 percent in clerical workers, 9 percent in sales workers and 6,7 percent in foreman and supervisers Projections prepared by the economic planning branch of the office of the Prime Minister indicate that black professional and clerical groups will double in size between 1977 and 1987

Predictions for the ten-year period include

- A sharp decline in the percentage of whites in the professions — from 62 to 54 percent of total By 1987, Africans will make up 33 percent of this HLM category
- A sharp increase in the number of African artisans and apprentices — from 25 000 to 70 000 — so that by 1987, 17 percent of employees in this category will be African At the same time, the white component will fall by 13 percent from 70 to 57 percent of total
- A 7,2 percent drop in the white share of the clerical job market

Despite these changes in the racial composition of South Africa's HLM, the report predicts little or no change in the traditional pattern of white managers and black production workers

In 1977, no less than 96,8 percent of management personnel was white, while 0,5 percent was African, a decade later, the first figure will have fallen, and the second figure will have risen by a bare one percent

At the same time, the number of African production workers will have climbed from 1 177 000 to 1 566 000 — an increase from 77,6 to 80,3 percent of total

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# Chamdor launches multiracial course

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**West Rand Bureau**

**The first multiracial course for apprentice motor mechanics has started with an enrolment of 40 trainees at the Chamdor In-service Training Centre near Krugersdorp**

**The trainees will be prepared for the N1 and N2 examinations set by the Department of National Education and after completing the first year they will return to their employers' workshops for a further two years' practical training**

**The centre, near Kagiso township, is the biggest and most advanced of eight established in South Africa It is designed specifically to cater for the training needs of private enterprise and is run by the private sector, which has committed R3-million to the projects**

**The Government made a grant of R264 000 to establish the centre, which aims to improve the productivity, reliability and motivation of workers**

**Employers who send their staff to the centre are eligible for tax relief amounting to twice the costs of course fees, accommodation, food and travel expenses They are also compensated for the wages of trainees.**

**Mr Joos Lemmer, Chamdor's director, who has been involved in training workers for several years, is concerned not only with technical competence, but also with other aspects affecting the trainee's integration into a Western-type economy**

**Many extramural activities are provided and trainees are encouraged to participate in community activities**

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Ben-Gurion University o


# Question of army service hangs over the heads of black apprentices

HOW true is it that the Artisan Staff Association, which has a over 22 000 white members on the railways, will insist that d black apprentices joining the union should be subjected to military training?

This question surfaced when the Association applied for membership to the Trade Union Council of South Africa (Tucsa) last month The asociation decided that its ranks should be opened to workers of all races

The association also decided to allow the training of workers of all races as apprentices on the railways But it was reported that the association will only accept members of other races if they are subjected to military training Or if white apprentices are exempted

It was also reported that the association is willing to accept black apprentices so long as they are subject to the same employment conditions as whites and did not have an advantage

But Mr Jimmy Zurich, the association's president deemed that military training would be a condition to accept blacks as members He told the SOWETAN, "I never said that I don't know how that statement came to be attributed to me"

He also said that for months there have been talks between the association and the railways management "We know that black military training is a problem But from our talks I'm convinced that this will be solved very soon

Mr Zurich would not be drawn to discuss the association further, "because we are still waiting for the Registrar's reaction to our changed constitution which opens our membership to all races".



**Breaking down the barriers** of tradition is all in a day's work for Mrs DINAH BLAAUW, the only woman welder at a motor assembly plant in Port Elizabeth. Mrs Blaauw became a qualified artisan earlier this year.

Picture by Mike Holmes

# Woman welder 'one of boys'

By SANDRA SMITH

WHEN Mrs Dinah Blaauw, 28, pops into the "Ladies" at the Ford motor assembly plant where she works, she is often mistaken for a man and re-directed to the "Gents"

This is because Mrs Blaauw, a mother of two, wears the same clothing as all the other swing-arm welders at the plant — overalls, boots, gloves, canvas apron and protective goggles

In that get-up her colleagues often mistake her for a man

Physically small, Mrs Blaauw obtained her welder's ticket after undergoing training at the motor plant's training school earlier this year

She now works alongside her colleagues, all men, as an equal

"They treat me just like one of the boys, and my foreman says that he forgets I'm a woman," Mrs Blaauw said

Asked why she chose to do what is traditionally regarded as men's work, Mrs Blaaw shrugged and said "I thought it would be interesting I have been with the same foreman for three years, and he suggested it"

Budgeting by area of responsibility would allow more detailed analysis - whether the deficit was due to wastage, fall in staff productivity, large increases in the number of prescriptions in a particular department. Although the pharmaceutical records can tell how much of each type of drug was prescribed, they cannot say in which department it was prescribed, even though the outpatient departments have a separate dispensary.

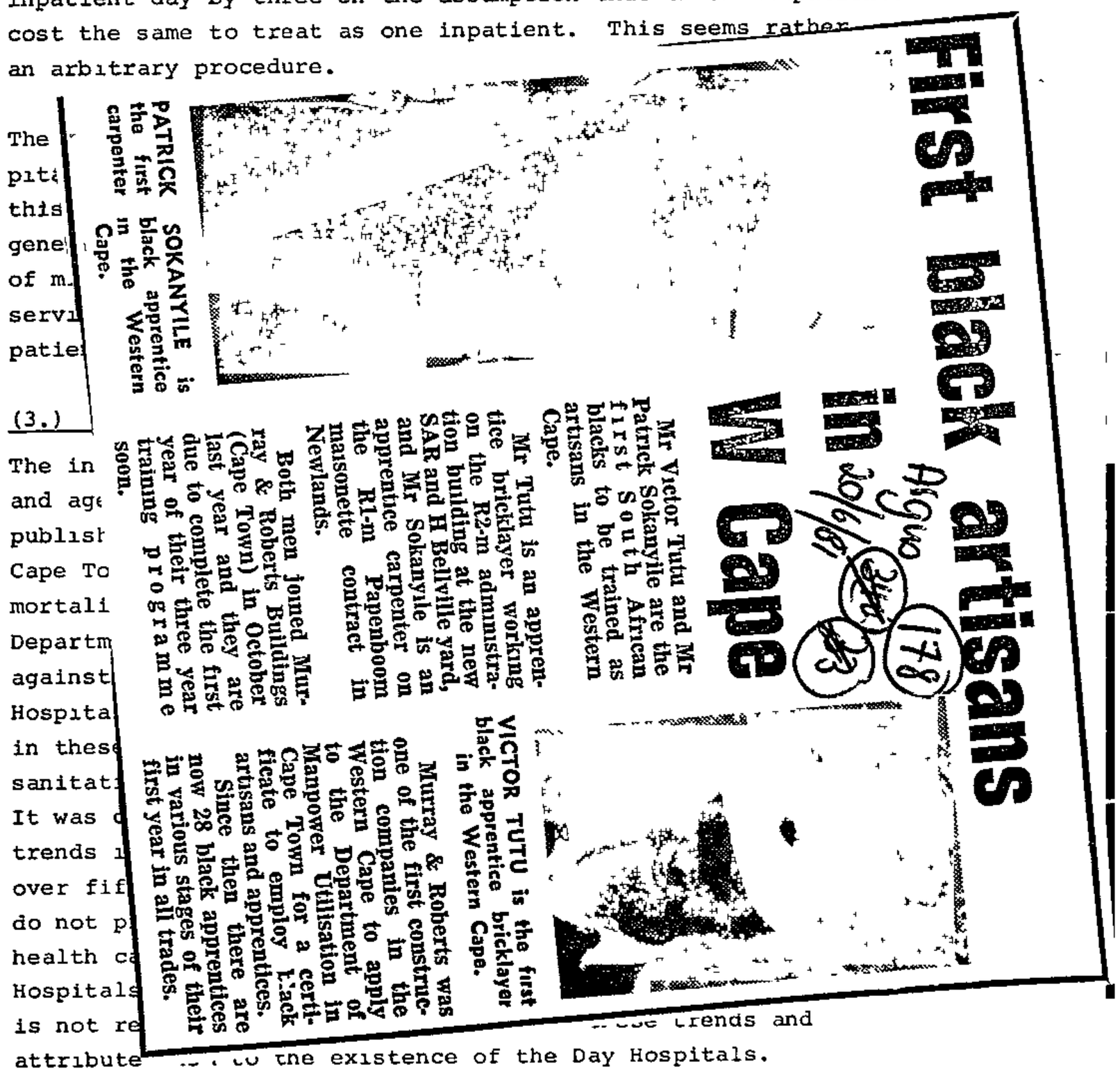
Since no separate figures are kept for each department, it is not known how much it costs to run an outpatient department. While there are difficulties in allocating fixed costs and in spreading wages and salaries where some staff work partly in outpatient departments and partly in the main hospital, it would appear possible to keep separate records of variable costs. The official viewpoint [6] argues that the aim of hospitals is to treat patients, not count costs, and since elaborate cost systmes are expensive to operate, the oppor; tunity cost of an efficient cost system would be patients not treated. Staff already complain of the number of forms that must be filled in. This would appear to be an inadequate explanation as firstly, improved cost analysis would allow more efficient allocation of resources, wastage could be pinpointed, so that there would be more resources for treating deserving patients; secondly, improved cost analysis need not be cumbrous if well-designed and efficiently implemented - profit seeking enterprises are able to control costs effectively so bureaucracy appears to explain the lack of effective cost analysis.

The average cost per inpatient day is estimated in hospital records by dividing total expenditure by the total number of daily units plus one third of total outpatient attendances. [7] The average cost per patient can be estimated by multiplying the average cost per patient day by the average length of stay of inpatients. The costs of operating theatres, specialised X-ray units, intensive care units, are spread equally over all inpatients. Average costs per inpatient day are not comparable





between hospitals as no account is taken of case-mix, or quality of care provided. The average cost per outpatient attendance is estimated by dividing the average cost per inpatient day by three on the assumption that three outpatients cost the same to treat as one inpatient. This seems rather an arbitrary procedure.



First black artisans in W Cape

Mr Victor Tutu and Mr Patrick Sokanyile are the first South African blacks to be trained as artisans in the Western Cape.

Mr Tutu is an apprentice bricklayer working on the R2-m administration building at the new SAR and H Bellville yard, and Mr Sokanyile is an apprentice carpenter on the R1-m Papenboom contract in masonette Newlands.

Both men joined Murray & Roberts Buildings (Cape Town) in October last year and they are due to complete the first year of their three year training programme soon.

VICTOR TUTU is the first black apprentice bricklayer in the Western Cape.

Murray & Roberts was one of the first construction companies in the Western Cape to apply to the Department of Manpower Utilisation in Cape Town for a certificate to employ black artisans and apprentices. Since then there are now 28 black apprentices in various stages of their first year in all trades.

PATRICK SOKANYILE is the first black apprentice carpenter in the Western Cape.

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# Govt artisan policy feels Mr O's lash

RDM 16/7/81 (178)

By STEVEN FRIEDMAN
Labour Reporter

MR HARRY Oppenheimer has sharply criticised the Government's policy of training workers for skilled jobs in racially segregated institutions, warning that this could strengthen the unwillingness of white unions to accept black apprentices

Mr Oppenheimer, chairman of the giant Anglo American Corporation, says in his annual statement there is a surplus of places at "well-equipped technical colleges and technikons for whites at a time when there is a critical shortage of such facilities for blacks"

He says it is "absurd to leave white institutions half empty and then proceed to build separate facilities for blacks"

This was expensive and "almost certainly means in practice that the facilities provided are not equal — which serves to strengthen the white unions' unwillingness to accept black apprentices from such colleges"

The Government has accepted the training of black artisans in "white" areas, but in separate institutions Some white artisan unions say the black institutions will be inferior and that artisan standards will be lowered

In a recent white paper, the Government reiterated its willingness to allow some blacks into white training institutions, but said it continued to support separate training "as far as possible"

Commenting, Mr Oppenheimer says "If we persist in tackling these vital matters with the timidity evident in this proviso . the difficulties in the way of training the large number of skilled blacks we vitally need will become insuperable."

Mr Oppenheimer says the gap between black and white education "remains the most serious obstacle to economic growth and better race relations"

Although the Government had committed itself to equal education for all races, "the rate of advance is painfully slow and gross inequities remain"

Mr Oppenheimer also defends efforts to narrow the racial wage gap and pay black workers above the poverty line against charges that this is inflationary and causes unemployment, because it encourages employers to mechanise

He adds that he is not satisfied that the trend to a more mechanised, higher wage structure in the "advanced economy" is undesirable

This did not, however, apply in black rural areas and Anglo had formed the Labour Intensive Industries Trust, which aimed to expand black job opportunities "by initiating or expanding labour-intensive industries".

The recently-formed Small Business Development Corporation would also play a "significant part" in creating jobs if it was run "imaginatively and with the minimum amount of red tape"

● In his statement, Mr Oppenheimer also revealed that Anglo had allocated R500 000 to schools in the "poorest rural areas" of the country and had financed the building of a black technical college on the East Rand

# Courage urged in race reforms

By STEVEN FRIEDMAN.

MR HARRY Oppenheimer is "reasonably confident" the Government will continue with the reform programme "to which it has committed itself", but says this will cause increased unrest in the short term

He adds in his chairman's statement that he believes the Government is "honestly seeking" a method of power sharing between all races, but that "it has not yet found it"

To find this method it would have to show greater courage than any previous South African Government

Mr Oppenheimer says reform will create greater turbulence in the short term, but offers much greater hope for the long-term future

Employers and the Government would be wise to move as rapidly as possible with the removal of race discrimination "Nothing is more dangerous than half-hearted reform," he states

But neither the Government nor industrialists should expect gratitude or praise from black workers or politicians for the changes it is seeking to bring about

"On the contrary, such advances are likely to be met by new demands, heightened unrest and open expressions of hostility which in the past it was thought prudent to conceal," he says

QUANTITY SURVEYING (Continued)

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# Top priority in E Cape is for training local artisans

E. Post 17/7/81 (178)

Post Reporter

THREE major motor manufacturers in the Eastern Cape are giving priority to the training of local artisans, despite the acute shortage of skilled labour which has led to overseas recruitment

Spokesmen for Volkswagen, Ford and General Motors said today that the companies preferred to recruit artisans locally but that a shortage of skilled manpower made recruitment overseas necessary

The public relations officer of General Motors, Mr Mike London, said today that companies were "putting everything they could into artisan training"

He said "There has been a problem in the past with the education of black artisans because it did not equip them to be indentured

"We employ what we call "contract labour" on a temporary basis — but prefer to train local labour"

He said there had been a 550% increase in the number of people indentured in the Eastern Cape between 1975 and 1981

The public affairs manager of Volkswagen, Mr Ruben Els, said the company saw the use of foreign personnel as temporary while local artisans were trained

"Our policy is to recruit locally — to train and develop from within," he said

"We are extending our efforts in training, and a new programme of apprentice training is to be instituted which includes "bridging" education

"In this, employees fresh from school will undergo a year of basic technical training before enrolling as apprentices for a trade"

He said it was often found that school-leavers, especially blacks, did not have the necessary technical background to be registered as apprentices

This year Volkswagen expected its first two black artisans to qualify, one as a toolmaker and the other as a motor mechanic

Ford's director of industrial relations, Mr Fred Ferreira, said in the Financial Mail of July 3 that relations on the shop floor were "becoming befuddled" as a consequence of importing skilled labour from Europe

"The argument that these skills are needed now, while training takes several years, will no longer be accepted by people who increasingly see this as another device to keep them out of skilled jobs"

A spokesman for Ford said that the company had recruited about 30 foreign artisans last year

# Minister opens training centre

CT 23/7/81 (178)

**Own Correspondent**

EAST. LONDON — "Total work-force" should be developed to the optimum through training and retraining, Mr Fanie Botha, the Minister of Manpower, said here yesterday

He spoke at the opening of a new multiracial training centre at CDA, the assembly plant for Mercedes-Benz vehicles in South Africa

Mr Botha said this meant that every member of the work-force should have the opportunity, and should be assisted, to improve his skills in such a way that he would be able to take maximum advantage of market opportunities

In an emphatic restatement of government training policy in terms of the new labour dispensation, Mr Botha said the government believed every worker had a right to be trained and retrained

His remarks have come in the wake of a bitter clash between him and Dr Andries Treurnicht, Transvaal leader of the National Party, over labour policy

He said the state, in addition to training for its own needs, had a reponsibility to promote training within the private sector and was not shirking its responsibilities in this regard

For example, it had introduced tax consessions which were "perhaps the most generous in the world"

He said he would introduce a new consolidated manpower training bill in parliament within the next few weeks It would include provisions for a national training board to replace the three existing boards, schemes for the training of unemployed people, a new manpower development fund and training levies

The new training centre, built at a cost of R1,3 million, is able to accommodate 100 full-time apprentices

According to CDA, all apprentices to be trained in terms of the Apprenticeship Act will be admitted on merit at a rate of 25 a year

and workshops". The distribution of TB in the city bore a marked resemblance to the distribution of the plague as a comparison of a TB map drawn up by Fuller, and the plague map, indicates.[73]

Unfortunately there had b tive in the past for the corpor-
ation to take vigorous ac r certainly inveighed against
overcrowding, his critic cted against the African population
which he was anxious to ocation. It is true that he also
urged the building of mc kmen, but his was a lone voice.
There was certainly no l ayers for such intervention. The
contribution of the slu sy to ascertain. Undoubtedly they
existed and some of the n. They were responsible for many
of the jerry-built hous nd it was often in their interests
to pack their neglecte many people as possible. Yet it was,
and is, too easy to si icular responsibility. Too little
is known about them at numbers, their influence, and the
extent and distributic hey held, to understand their role
properly.[74] Was their nce, confined mainly to District
Six? Certainly overcr parts of Districts One and Two were
as bad. Moreover, al ned to exploit the demand for cheap
housing, they did not difficult to see by what other means
the demand could have

Essentially all that publicise the dangers of overcrowding
in the city. For a f a matter for public discussion and the
grievances of those v ents for poor accommodation were aired.
The press played a p Cape Times went so far as to run a series
of articles, 'Throug ecial Commissioner'. Purely impression-
ist , they do, howe se of life in Cape Town's slums during
the plague, which a n some ways for their naivety. The
'Special Commission o District No. 1 - Fish Lane, Anchor
Street, Sea Street

"Tenements are e as often as
not adorned b y in the noon-
day sun. Dow ling soapy water,
of a rich dar operations, flows
to anywhere, and other refuse,
wherewith the e in its course.
... Here and ling, with doors
and windows s rther on is a low
class eating- with natives".

In Horstley Stree ost wretched

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It also hoped to estab-
lish a monitoring proce-
dure for strikes and regis-
tration, but staff shortages
made this difficult

Television was also being
looked at as a medium for
manpower training.

Dr Reynders said the
commission was looking at
the provision of funds for
the training of work-
seekers and the un-
employed. Provision for
this was in the Bill before
Parliament

Consideration had also
been given to the creation
of a code of employment
practices

The chairman of the
National Manpower Com-
mission, Dr Hennie Reyn-
ders, said at a Press brief-
ing in Pretoria yesterday
that if industries which
were considered important
to the national economy
lagged behind in man-
power training, they would
be told to "pull up their
socks."

The present system of
training was a voluntary
one, in accordance with
the free enterprise ethic,
he said.

The imposition of such
a levy is provided for in
the Manpower Training
Bill tabled in Parliament
last week

He also outlined other
investigations by the com-
mission. These included:

● Apprenticeships and
military training,

● The Small Business
Association,

● Strikes in South
Africa over the past two
years.

Labour Reporter

# Industries tardy Over training may face a levy

The Government may impose a levy on certain industries important to the national economy if they "lagged behind" in manpower training

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.

The words transaction, operation or scheme were said in the Ferera case (supra) each to be of wide and general import. In Meyerowitz's case (1963 (3) SA 863 (AD), 18 SATC 115) the term scheme was said to be a wide term.

It is important to decide what elements of a scheme can be hit. In Meyerowitz's case the court found that one company had been formed not as part of ... it had been *pressed into service* of the sche... *hereof*. In the Hicklin case (1980 (1) SA 481 ... the court refused to accept that the scheme ... extended to cover all the transactions said ... comprise part thereof.

Which has the effect ... King's case (supra) it was made clear that ar... actual liability for tax was probably not conte... ansaction to avoid such tax was probably bogus ... s103) was not necessary to set aside such a tr... tion was intended to hit avoidance of an antici... See also Smiths and Hicklin's cases (supra).

In King's case it was ... on would only hit at avoidance of tax on income ... the scheme have normally and naturally accrued ... n Smiths case the court found that the 1959 am... vercome the need for restrictive interpretat... g's case but also in that case discussing the a... did say that it was a feature of such abnormal ... *t may be presumed that the income, .... has not* ...*ced out of his (the taxpayer's) reach.* Eff... be distinguished - Geustyn's case (supra).

Having regard to the ... eustyn's case (supra) the absence of security f... vice contracts was not abnormal in the circu... was placed on this test in the Hiclin case (s... incial position at the time of entering into ... to be considered.

Normality generally - ...saction. In Smith's case (supra) the normality ... ave been introduced to overcome the problems ra... ,supra). In Ferera's case (supra) the court sa... ions referred to were those proposedly of normal ... nd that the defence of nor-

Genree's cash and faith in trainng

By Ann Crotty

In his annual review General Erection chairman Mr W M Joubert is confident that the results for the current financial year will show an improvement over 1981.

However, because of the current economic climate he is reluctant to predict an increase comparable with that achieved in the years before 1980—81.

Mr Joubert said that there have been signs of a slowdown in the growth rate but indications are that the engineering sector will continue to prosper and that Genree will benefit.

He said that his group had spent about R2-million during the year on overseas recruitment and local training to ease the shortage of skilled labour.

Genree now has training centres in the Transvaal, Natal and Cape.

Mr Joubert said that too few companies train their own work forces and that this is a contributing factor to the labour shortage.

Genree had spent R3-million to secure blocks of flats to encourage artisans to stay

# Call to maintain flow of artisans

Argus 18/8/81 178 178

**Argus Bureau**

PORT ELIZABETH. — The Government should do all in its power to see that the training of artisans is not interrupted during periods of decline in the country's economic activity

This was said by Mr Brian Pitt, managing director of the Ford Motor Company in Port Elizabeth at a ceremony marking the production of his vehicle

Mr Pitt said it was generally agreed that there would be a levelling off in economic growth in South Africa next year

'A decline in economic activity often leads to a cutback on training,' he said

'Any stimulatory measures which the Government may introduce next year could be nullified if training programmes are not progressed rapidly and the already serious shortage of skilled labour is allowed to deteriorate'

**APPRENTICE**

Mr Pitt said measures to solve the problem might include compelling every employer to indenture at least one apprentice for every two artisans employed in a particular trade. His company would be applying this rule in the near future

'The Government should also strengthen the present system of providing monetary advantages to ensure that all employers undertake training activities," he said

154

...ionist Socialist activists trying to
...Internationalism,[60] active in Cape
...the major 'blood-donors' to the
...s, led by Joe Pick,[61] joined the
...e end of 1920 when a Cape Town Jewish
...This amalgamation followed the split
...ilei Zion and the Poilei Zion, the
...onally inclined by seeking affiliation

...d are contradictory in nature. Although
...ity of the League's following and
...'Russian Jews',[64] they also mention that
...to be making progress... and it is
...e responsible section of the Jewish

...munists had closed their homes to
...nternationalism', and Burrski was not
...gues.[66] The situation obviously dis-
...e Jewish community in Cape Town,
...strong attacks on Bolshevism published
...of the city.[67] The leaders of the
...d that fresh anti-semitism would spread
...re soon to be realised. Strong anti-
...specially in the Cape Times, accusing
...s, and stating that the headquarters
...20 Plein Street (the city offices of
...rs following the attack were numerous,[69]
...ack with a stream of replies, denying
...aining that its position within the
...neral and Cape Town in particular was
...al subject of the Commonwealth', etc.[70]
...ndents used not only strongly anti-
...ly anti-Jewish Socialist rhetoric,
...number of Jews were a part of the
...them, expressing his views on the
..."...they are looked upon by every right-
...their community and are treated with
..."[71]

# Poor black education 'obstacle to progress'

By STEVEN FRIEDMAN

**EFFORTS to train black workers for skilled jobs were being severely hampered by the state of black education which had left hundreds of thousands of black adults without the "basic learning package" necessary to acquire job skills**

**The state of black education had thus become a major obstacle to progress and stability in South Africa**

These were some of the points made by Dr Ken Hartshorne an educationist and former senior official of the Department of Bantu Education in an article in the latest issue of Anglo American's journal, Optima, which was released yesterday.

He found, among other things, that the gap between Government spending on white and on black education was greater now than it was in 1948.

He said that many of the solutions to the present crisis in black education were political and called for a new education department for all races.

In wide-ranging criticism of the state of black education Dr Hartshorne warned that progress for economic and social progress were threatened be

cause "there is now an entire generation of young people who feel that they have been denied an education on a system over which they had no control."

"Real solutions to these problems can be sought from the point of view of the needs of the learner and the community and not from the point of view of the problem to be solved by the education system."

He found that the real [illegible] black children [illegible] the age of [illegible] was [illegible] more than [illegible] between [illegible] and [illegible] for [illegible] Coloureds [illegible]

[illegible] could be [illegible] the [illegible]

[illegible] "[illegible] and black education [illegible] [illegible] prompted [illegible] [illegible] [illegible]

[illegible] [illegible] [illegible] [

This program calculates the average of a series of numbers, each of which is supplied by a punched card. The program is general enough to calculate the average no matter how many values are involved. The last card of the data deck contains a value known to be outside the range of values expected. This card is used as an end data card. After the end data card is detected, the average is calculated and printed, together with explanatory text.

Figure 1–6 is a flowchart, with explanatory text, outlining the program. A flowchart should be constructed for any extensive program. It is a convenient means for detecting logical errors and provides documentation for other programmers who may be able to use or modify the same program. If the flowchart provides enough detail, the actual writing of the program

1. Initialize a running count and a
ning count will indicate the numl
card) to be averaged Each time
added to the running total

2 Read in a value from a card

3 Test the value for end data indic
9 0($10^8$) it indicates that the pre
value to be used in computing th
step 7 If the value is less than

4. Add the input value to the runnin

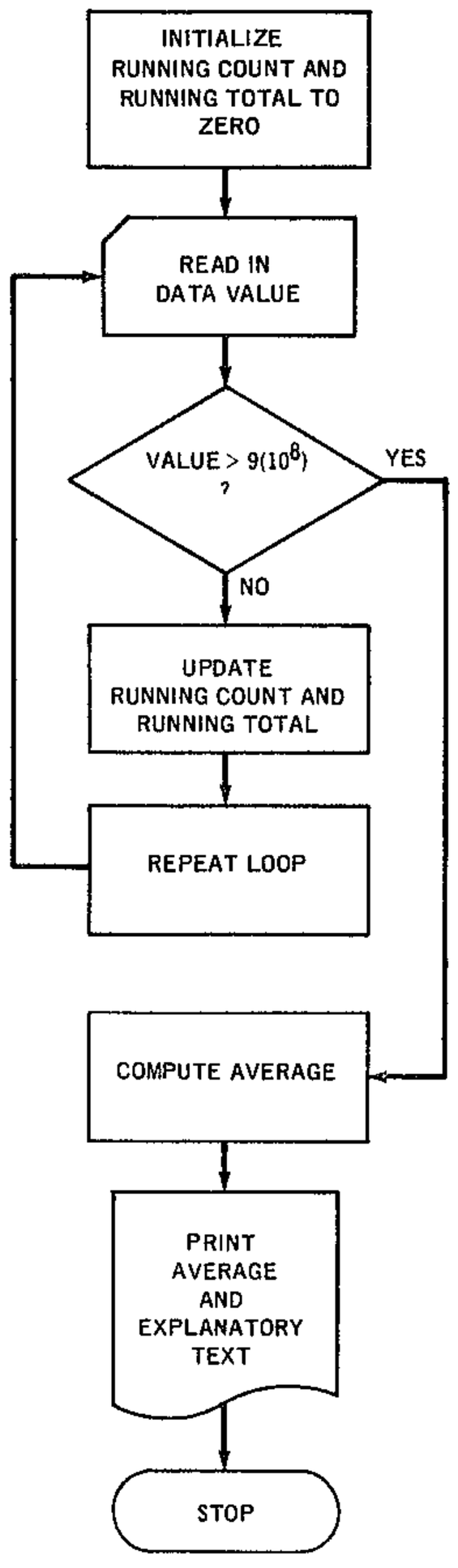
5 Increase the running count by 1

6. Read in the next value and repeat
to step 2.

7 Divide the running total by the ru

8 Print this average with some expl

9 Indicate that there are no more in




Flowchart

# New govt moves on apprentice deferment

CT 31/8/77 178 254

IT WOULD appear that, in terms of a new government move, apprentices will eventually be able to enjoy the same deferment from military training which some students now enjoy — a move which, our resident expert says, is likely to remove a key obstacle to the training of blacks for skilled work

"This is the implication of the government's announcement that it had approved a Wiehahn Commission recommendation that a deferment system be introduced for apprentices," he says

"The government said it would introduce the system gradually, but that military exemption boards had already been instructed to grant deferments for apprentices 'as far as possible'

"The new system would apply to apprentices inducted before they turned 21 The move is aimed at removing one of the key stated objections of white unions to the training of blacks as apprentices

"The unions argue that, because blacks and coloureds do not have to undergo military training, employers would tend to favour them as apprentices ahead of whites who might be called away from their apprenticeships in order to undergo military training

"Some unions cited this as a reason for their refusal to approve employer applications to train black apprentices

"The unions are represented on apprenticeship boards to which applications to train apprentices must be referred and thus have some power to block new training applications

"According to the government, the new deferment system will operate in the same way as the present system for medical and certain other students, in which they may choose to undergo compulsory military training only after they have completed their courses"

● Well, I can't argue with all those experts — but I can't help wondering how it would work in practice I am reliably told one government department has a raft of electricians who are exempted from military obligations because they are key personnel (I tried to find out how many and in what categories, and was told this information was not available to the public)

## On Parade



## by Willem Steenkamp

So they work for that department till they are over 25, and then resign and get a job in the commercial sector What I would like to know is, are we going to turn out batches of apprentices who will immediately be classified exempt from service? If not, how is this going to be avoided?

This is not to say I am condemning apprentices *sui generis* as a bunch of slupers It's just that we have to keep an eye on officialdom generally

### Quick march

A tip for readers who have finally come to the conclusion that they simply can't face another instalment of this column From next week, stop buying the Cape Times on Tuesdays

What I am trying to say in this cryptic fashion is that from next week "On Parade" will appear on Tuesdays instead of Mondays as a result of a reshuffling of the the Cape Times's contents The Monday spot will be filled with a regular science column, to be written by our Science Reporter, Bob Molloy

So don't say you weren't warned

### Duke's band

I have received a cry from the heart from the Cape Town Rifles (Dukes) Our City's oldest regiment tells me it desperately needs a successor for its director of music, Captain John Ford, who has put in one hell of a whack in the past few years and is beyond compulsory retiring age

What the Dukes are looking for is a candidate who is "mature and has had experience in a military band or at least in a brass band"

I certainly hope someone will come forward The Dukes' musical redcoats perform sterling service to the Mother City, and it is in everybody's interest that their oompah never grows less

Aspirants can telephone the OC Dukes, Commandant Les Masterson, at RHQ Bastion (see the government section of the telephone directory) or at his office at ☎ 77-8191

Let me take this opportunity of thanking Captain Ford for his untiring efforts for the cause of military music in general We in Cape Town have a fine selection of regular and part-time military bands Let's keep it that way

### SAMHS talk

Next week's meeting of the local branch of the Military History Society will feature a talk by Major F Reitz, a cavalryman in World War II who later served in Europe with the Allied Military Government and was the first military governor of Occupied Germany

The meeting will be held in the Athenaeum, Newlands, on September 10 at 8 15pm Interested parties can telephone Mr Paul Lange after hours at ☎ 61-7441 or Mr Garschagen at ☎ 72-6854

**Black Building Workers Act**

211 Dr A L BORAINE asked the Minister of Manpower

(1) How many Blacks (a) completed their training and (b) were in training under the Black Building Workers Act, No 27 of 1951, at the end of 1980,

(2) how many Blacks had qualified in each of the various building trades at that date?

The MINISTER OF MANPOWER

(1) (a) 16 123

(b) 16

(2)

| | |
|---|---|
| Blocklaying | 141 |
| Bricklaying | 6 550 |
| Bricklaying and Plastering | 332 |
| Carpentry | 1 917 |
| Electrical Fitting and Wiring | 116 |
| Painting | 3 084 |
| Plastering | 2 401 |
| Plumbing | 1 582 |
| Total | 16 123 |

Note

The Black Building Workers Act, 1951 was repealed by Parliament with effect from 1 August 1980 Figures relating to 1(a) and (2) therefore indicate the position as at 31 July 1980 The Act remains applicable to learners upon whom Direction notices regarding their learnership were served before 1 August 1980 until the completion of their training

**Black persons: trades**

Hans 5 Q C 298

206 Dr A L BORAINE asked the Minister of Education and Training

(1) What facilities and courses are available for the training of Black persons (a) as (i) welders, (ii) electricians, (iii) carpenters, (iv) motor mechanics and (v) blasters and (b) in other trades,

(2) how many Black persons were enrolled for each such course in 1979 and 1980, respectively?

The MINISTER OF EDUCATION AND TRAINING

(1) and (2) Pre-employment training towards obtaining the National Technical Certificate I to III is offered at 18 technical colleges and institutes in the Republic of South Africa

| Trade | At how many colleges/ institutes offered | Number of Students 1979 | 1980 |
|---|---|---|---|
| Welders | 12 | 299 | 297 |
| Electricians | 10 | 294 | 306 |
| Carpenters | 13 | 303 | 281 |
| Motor mechanics | 14 | 458 | 412 |
| Blasters | — | — | — |
| Bricklayers | 13 | 422 | 377 |
| Painters and Glaziers | 7 | 74 | 63 |
| Leather Workers | 2 | 32 | 36 |
| Plumbers | 12 | 220 | 245 |
| Tailors | 3 | 113 | 62 |
| Upholsterers and Motor Trimmers | 6 | 130 | 112 |
| Motor-body repairmen | 9 | 256 | 210 |
| Watchmakers | 1 | 38 | 39 |
| Fitters | 1 | 12 | 18 |

**Coloured persons: training in trades**

168 Dr A L BORAINE asked the Minister of Manpower

(1) What training facilities and courses 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.

| | Training of Artisans Act, 1951 | Apprenticeship Act, 1944 |
|---|---|---|
| (a) (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

**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 |

# SAR may soon agree to black apprentices

RDM 3/9/81 (220) 178 185

Mail Correspondent

SOUTH African Railways — the country's largest employer — is likely to open its doors to black apprentices in the next few weeks.

Conservative white trade unions, which have so far refused to train black apprentices, say they will give the go-ahead after the Government's concession that the national service of white apprentices could be deferred.

The unions previously argued that black apprentices would be favoured as they did not have to do national service. With the granting of the concession, white apprentices would be able to complete their apprenticeship before doing national service.

Mr Wessel Bornman, general secretary of the South African Confederation of Labour, to which many conservative unions are affiliated, said yesterday he did not know of one trade union which would continue to refuse to train black apprentices.

## Delighted

He said that in the past the confederation had frequently petitioned the Minister of Manpower Utilisation on the issue of national service, and he was "delighted" at the concession.

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, to which the powerful Artisan Staff Association of the Railways is affiliated, said the concession would mean that many trade union objections would fall away.

The recent Government White Paper on the fifth Wiehahn Commission Report stated that no applications to register black apprentices had been refused.

The chief secretary of the Artisan Staff Association, Mr C P Grobler, said his union would probably reach agreement with railways' management on the issue in the next two to three weeks.

## Military situation

He said the Government concession would not mean "holus-bolus deferment" of national service for white apprentices. Application would still have to be made, while much depended on the country's military situation.

In his association's deliberations with management, two principles were spelt out. The first was that black and coloured apprenticeship applicants should not be preferred to white applicants. "We insisted that whites should not be discriminated against because they have a white skin," he said.

The second principle was that white apprentices should not be penalised regarding salary and promotion because of their national service.

It meant that the two years' service should be seen as two years of productive employment, whether or not the apprentice had already completed his apprenticeship.

## Resolved

He had "good hopes" that the issues would be resolved soon.

But while the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before.

Mr Arrie Paulus, general secretary of the small but powerful Mine Workers Union, said that apprentices should be trained "in their own countries".

Asked whether his union would take a hard line on the training black miners, he declined to comment.

# Nod for black apprentices?

DD 3 1/8

1976 178 Rks

PORT ELIZABETH — The South African Railways — the country's largest employer — is likely to open its doors to black apprentices in the next few weeks

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While the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before — DDC

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> "interest during construction would be no different than interest during the operating period."[13]

Arthur Young & Co concur:

> "Interest is both an acquisition cost and a holding cost - as an element of asset cost it neither stops nor changes its character when an asset begins or ceases to be under active development. It is continuous and unchanging as long as the asset is owned."[14]

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RAND DAILY MAIL, Thursday, September 10, 1981 · 7

# Green light for black railways apprentices

Mail Reporter

THE tracks have been cleared for the employment of black apprentices in railway workshops, the president of the Artisan Staff Association, Mr Jimmy Zurich, said in Pretoria yesterday after talks with the deputy general manager (manpower) Mr J F Verster

Mr Zurich said all problems in supplementing scarce white labour had been solved

The railways aimed at recruiting 2 300 apprentices to start work next year

There had been a promising response so far from white youths 'But if we fail to get the required number — and this is not unlikely — then we will attempt to fill the gaps with suitably qualified blacks"

Mr Zurich emphasised that black apprentices would have to have the same basic education qualifications as whites, they would be expected to be capable of the same standard of work, and they would be paid the rate for the job

He added that white labour was expected to become scarcer and the railways, like other sectors of the economy would have to rely to an increasing extent on blacks

# Heunis hint has employers worried

By STEVEN FRIEDMAN

**A GOVERNMENT hint that tax concessions for the training of labour in the cities could be phased out to encourage firms to move to homeland areas is causing widespread concern and uncertainty among employers**

Federated Chamber of Industries economist Mr Arthur Hammond-Tooke told the Rand Daily Mail that the FCI has been "deluged" with calls from employers who were concerned at a report that the concessions could be phased out

Spokesmen for the clothing and civil engineering industries have also voiced concern and employers fear that such a move would be 'a disastrous setback" to efforts to train skilled workers

Employers who train workers at present can claim a 100% tax concession on training costs Businessmen say the concessions have provided a crucial boost to training at a time when the country faces a growing skilled manpower crisis

In the Parliamentary debate on the Prime Minister's budget vote Mr P W Botha indicated that subsidies for employers in the cities would be phased out

Mr Harry Schwarz of the PFP then asked whether this would include subsidies on the training of labour The Minister of Interior, Mr Chris Heunis replied that "the point is valid' and that all urban subsidies to employers would have to be removed

He and Mr Botha made it clear that the Government sees removing city subsidies as a way of encouraging employers to invest in homeland areas

Mr Hammond-Tooke said there was employer "confusion and concern" at Mr Heunis's remarks and added "We hope that he did not intend to say that the training concessions will be removed

'To do so would discourage employers from investing in training which is essential to our economic future '

Mr Kees Lagaay, director of the Federation of Civil Engineering Contractors, said his federation would be "extremely unhappy if the concessions were phased out

"It may be true that employers shouldn't need concessions to get on with training but the fact remains that this is a powerful incentive," he said

Mr Lagaay said employers had to pay levies to finance the upkeep of in-service training centres and removing the tax concessions would mean that "there is a training stick but no carrot"

Another source in the industry said that some workers trained in the cities would work elsewhere and that removing the concessions would hamper their training as well

A clothing industry source said that clothing employers were "particularly worried

"Training is very important to the growth of our industry and we are specially worried because we have always been a target of the decentralisation programme" he said

However, the director of the Building Industries Federation Mr Lou Davis said Bifsa had heard nothing to indicate that the concessions would be removed

"We would be very surprised The Government has continually told us the opposite and promised continued support for our training efforts he said

GENERAL NEWS

# Appies can postpone military service

Star 5/10/81

**Political Staff**

Apprentices are to be given the choice of doing their basic military service before or after their apprenticeship.

This was announced today by the Deputy Director-General of Manpower, Dr Piet van der Merwe, at the South African Dairy Industry conference in Johannesburg.

He said the number of State trades training centres for adults who had completed their initial military training was also being increased.

Apart from the existing centre for whites at West Lake, Cape Town, with a capacity of 200, there is also a centre for 60 Indians in Durban and one for 100 coloured trainees in the Cape Peninsula

A second centre for 90 whites will open in Vereeniging in January and steps are being taken to get one for blacks

Dr van der Merwe said the Government's scheme to train unemployed workers would come into effect shortly after the Manpower Training Act is promulgated next month.

**DETAILS SOON**

He said R9-million had been set aside this year for the scheme Details will be announced soon

Dr van der Merwe said while both the public and private sectors had shown they were now more aware and doing more to train workers, not enough was being done, nor was training always effective or meaningful

Dr Van der Merwe said in some sectors, such as agriculture and domestic work, the training programme is "only a drop in the bucket."

In other areas the training programmes are not cost effective, others are outdated or do not keep pace with modern technological developments

He said great challenges still faced industry, including identifying training needs in each sector and the rationalisation, standardisation and co-ordination of training programmes on an industry and regional basis to effect cost sales

# Army before or after: Choice for apprentices

**Industrial Reporter**

APPRENTICES are to be given the choice of doing their basic military training before or after their apprenticeship in terms of an announcement by the Deputy Director-General of Manpower, Dr Piet van der Merwe

In a speech on industrial relations to a conference of the dairy industry in Johannesburg yesterday, he also said further tax incentives to boost training programmes were being planned and details of a government training scheme for the unemployed would soon be announced

The scheme, for which R9-million had been voted for the current financial year, would begin as rapidly as possible after promulgation of the Manpower Training Act on November 1

Emphasizing that the act was non-discriminatory, he said it catered for all categories of workers, including work-seekers

Important measures recently introduced to promote apprentice training included the indenturing of blacks as apprentices "outside the national States"

So far this year 318 contracts had been registered in respect of black apprentices, against only 82 for the whole of last year

A national training board was to be established to advise the minister and guide progress in the training field, which in terms of the new act included provision for training in labour relations

More than 230 000 workers participated in training schemes which qualified for tax incentives last year, Dr Van der Merwe said, and more than half of these were black

CT 13/10/81

# Artisan scheme 'a step forward'

**Own Correspondent**

JOHANNESBURG — Employers and registered trade unions in the giant metal industries are to meet today to ratify a new artisan training scheme for the industry which employers see as "a step forward"

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 similar 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 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

But the director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, confirmed that the unions had asked for more rigorous educational and training standards before non-apprentices could become artisans

But he strongly denied this was an attempt to control the influx of black artisans

## 'Step forward'

An employer source said the plan was a "step forward" He said it was planned to gazette the agreement, which meant it would be legally binding throughout the metal industries

"Obviously, artisan unions are concerned that standards in skilled jobs are maintained But we believe the agreement will provide an acceptable formula for training skilled workers of all races The fact that it will be gazetted means it will be easier to enforce"

# New scheme eases way for artisans

EMPLOYERS and registered trade unions in the giant metal industries are to meet today to ratify a new artisan training scheme for the industry which employers see as "a step forward"

The scheme sets out standards by which workers can become artisans without becoming apprentices first — the first such scheme to be negotiated since blacks became eligible for artisan work

Unlike previous schemes, the plan lays down educational and training standards for workers who wish to become artisans through this route. They must also be older than candidates previously had to be.

This has led to charges — in an 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

**By STEVEN FRIEDMAN**

non-apprentices could become artisans

But he strongly denied that this was an attempt to control the influx of black artisans.

"We were pushing for this long before blacks became eligible. If anything, we're protecting them by ensuring that they get adequate training and a qualification which will be accepted anywhere in the industry," he said.

## Binding

An employer source said the plan was a "step forward" He said it was planned to gazette the agreement, which meant it would be legally binding

"Obviously, artisan unions are concerned that standards in skilled jobs are maintained. But we believe the agreement will provide an acceptable formula for training skilled workers of all races," he said.

The new scheme combines features of the journeyman recognition scheme, which has expired, and a separate artisan training agreement.

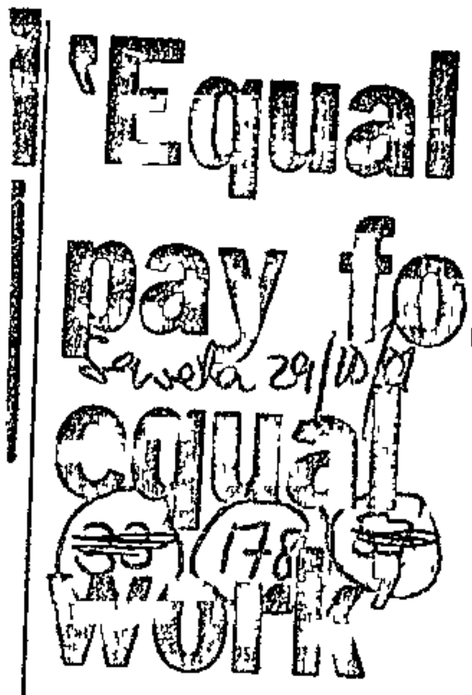
Both enabled workers who had missed the chance to become apprentices, to become artisans.

Both were negotiated at a time when blacks had no access to artisan jobs

The new scheme lays down that workers must be at least 25 years old to qualify and that they must have attained an educational level which will be decided by the industrial council.

Employers must now train these workers and test them at each stage of their training

According to Mr Nicholson, the educational level required will differ from trade to trade But in no trade will prospective artisans need a higher education level than that required of apprentices — usually Standard 7




**A NEW "colour blind" labour agreement is being negotiated for the building industry on the basis of "equal pay for equal skills."**

This was disclosed yesterday by the new president of the Building Industry's Federation of South Africa, Mr Leon Glaser

He said the new agreement would link wages to productivity, as equal pay for equal work had not always applied

The agreement would be completely colour-blind and would apply from the highest to the lowest in the building industry

At present there was an apprenticeship system based on a standard of education This kept out many people and a new learnership system would be introduced

# Minister spells out Board's role

STAR 6/11/81

178

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 andependent 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

MANPOWER — Apprentices

1981; 1982, 1983, — 1984

# New policy of training for electricians is big success

By FRED ROFFEY
Business Editor

A NEW policy adopted by the electrical construction industry of emphasising practical training is paying handsomely

The industry's compulsory training programme for apprentices of three 40-hour sessions a year has proved to be a success as a result of the practical experience they gain

Mr James Baker, director of the Electrical Contractors' Association (ECA), says some two years ago the Minister of National Education agreed to the apprenticeship period of electricians being reduced from five to four years, on condition that these apprentices every year receive intensive practical training

Under the auspices of the ECA and the South African Electrical Workers' Association — employers and employees in the industry — a practical training programme was devised with the emphasis strongly on practical experience

These programmes are already in full swing at a number of technical colleges

Mr Baker says "These programmes endeavour to provide the maximum benefit to the apprentices

"The programme is a totally practical one, based on extensive practical experience of the employers and employees in the industry

"These programmes are undertaken in conjunction with the academic training given at the technical colleges

"The reaction of the apprentices is overwhelmingly favourable

"Virtually to a man they state they are looking forward to their next session"

Mr Baker stresses that the reduction in the apprenticeship period does not mean a lowering of standards — it merely means an intensified training period

There is a worldwide tendency to endeavour to reduce apprenticeship periods

"The success we are having with our practical training programmes can be attributed to the fact that the programmes are tailor-made to fit the individual needs of the apprentice, plus the excellent training provided by the technical colleges

"As far as possible these practical training sessions take place as close as possible to the apprentice's work situation.

"In conjunction with the technical colleges we regularly monitor these programmes to ensure that they fulfil the needs

"These programmes are continuously adapted to keep abreast of technological advances"

The curriculum covers aspects such as safety precautions, the use of instruments such as the various meters, installation testing, motors and starters, conduit and wiring work

The apprentices are tested regularly

# The apples who left a Verwoerd dream in tatters

TWO men have effectively put a stop to the Verwoerdian philosophy that blacks in "white" South Africa should only work in unskilled jobs

Mr Andrew Mkoko has qualified as a die and tool press maker and Mr Headman Makasi as a motor mechanic

Until 1979 it was official policy that black artisans should only be employed in the homelands

They were seen as a threat to the position of white artisans, and it was believed that, if they were allowed to do skilled work in "white" South Africa, they might start claiming permanence in the inner sanctuary

But the shortage of skilled manpower became critical, retarding economic growth, and the Government was forced to change

This "change of heart" came in the wake of the publication of the first report of the Wiehahn Commission (1979) which recommended that "any person should be eligible for indentureship as an apprentice in the Republic of South Africa"

Discriminatory labour legislation and most job reservation determinations were subsequently revised or abolished by the Government in an effort to make the country's labour laws colour-blind

But the commission mentioned in its first report the paradoxical fact that the Apprenticeship Act of 1944 — now replaced (along with other Acts) by the Manpower Training Act of 1981 — "as such did not place any restriction on the indenturing of apprentices on the grounds of colour or race"

But why were blacks excluded from becoming artisans if the Act was in fact nonracial?

Simply because it was not Government policy All applications to indenture blacks could be, and probably were, blocked by the Department of Manpower before 1980

And many applications for blacks to be indentured never got as far as the department because of strong white union opposition

TRAILBLAZERS Mr Andrew Mkoko, left, and Mr Headman Makasi

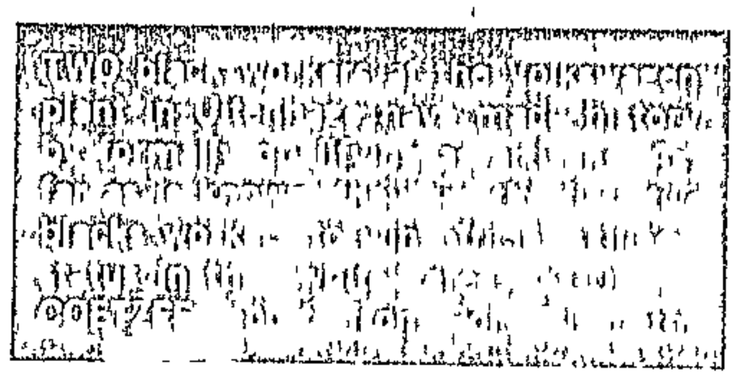
Volkswagen has thus embarked on a year long pre-apprentice programme in the company for those who fall just short of required standards

And what about the men who became the country's first black artisans?

Both are 27, matriculated from the New Brighton Technical School in 1975, where they had been close friends since primary school, and have parents with only primary school education

Both were lucky to miss the 1976 school riots, and the 1980 school boycotts in the Eastern Cape, which had crippling effects on the school careers of many thousands of pupils Both joined Volkswagen straight after school

Mr Mkoko said in an interview he was glad when he heard he could start training as a toolmaker at the company's apprentice training centre He always wanted to "make things" and to work with metal



## Difficult

But the boot is now on the other foot since the Government changed its policy, making it difficult for conservative trade unions to block the indentureship of blacks if they conform to the requirements for apprenticeship

The power of this change of policy is well illustrated at Volkswagen, where the largest union affiliated to the conservative South African Confederation of Labour, the SA Iron Steel and Allied Industries Union, had been unable to veto black indentureship

Iron and Steel has 36 000 members countrywide, and is outspokenly against training blacks as artisans

Says its general secretary, Mr Wessel Bornman "Our union has always been against the training of black apprentices here We believe it could only bring problems

'It is not for me to accept the fact that the Government accepted the Wiehahn Commission's recommendations, but I take cognisance of it Our views on the training of blacks remain the same"

Asked why his union did not veto the indentureship of blacks at Volkswagen in the apprenticeship committee, he said "We cannot veto the Government's decisions"

According to Mr Brian Smith, education and training manager at Volkswagen, Iron and Steel accepted the indentureship of blacks well "I imagine it could have been fairly traumatic for them" he said

The two newly qualified artisans, Mr Mkoko and Mr Makasi, started their training in the company's apprenticeship centre early in 1973 more than two years before they could be officially indentured

'They were for all practical purposes apprentices, although no contracts had been signed," he said

The company felt that because of the skilled manpower shortage the Government had to change its policy to allow managements to indenture blacks,

Even if the policy had not been changed, Volkswagen believes, their black trainees could have become artisans without undergoing an official trade test

In September 1980 the Department of Manpower started indenturing blacks, and the department was willing to backdate Mr Mkoko's and Mr Makasi's applications to June 1979, making it possible for them write their trade tests in October and September respectively, he said

Since the Government agreed to indenture black apprentices, the biggest stumbling block has been the fact that theoretical training facilities have been largely segregated

In the main, therefore, black apprentices must receive training at a black technical institute (which are few and far between) or by some other arrangement, such as a correspondence course

Another problem, said Mr Smith, was that there were not enough blacks who met the apprenticeship requirements

For example, apprentices must have a minimum educational level which most black factory workers do not have

## Technical

He would like to study further on technical lines, and intends to follow a correspondence course in metallurgy through the Technikon RSA "because I want to know more about metal" The PE Technikon does not offer part-time courses

He would like to progress beyond a toolmaker, but would not like to be a foreman

His father, who spent his life as a labourer, had always encouraged him to study further "If you study you will have money," his father said

How Mr Mkoko's advice to young people is "Stay at school as long as you can, so that if a good job crops up you can be the one to fill the position"

Newly qualified motor mechanic, Mr Makasi, was also influenced by his father, who was a backyard mechanic

His parents battled to keep him in school, and money was always scarce

He started at Volkswagen as a repairman assisting a motor mechanic on the assembly line

He, too would like to improve his education by following a correspondence course in technical engineering through a technikon, and has also set his sights on becoming a foreman

His advice? "Don't give up"

# Socialism will come unless SA changes

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 businessmens 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 governments 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 parts 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'

**Training of Artisans Act/Apprenticeship Act**

94 Dr A L BORAINE asked the Minister of Manpower

How many Coloured and Indian persons, respectively, were enrolled in 1981 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

(aa) Trainees enrolled in terms of the Training of Artisans Act, No 38 of 1951, during 1981

| | *Coloureds* | *Indians* |
|---|---|---|
| (a) (i) Welders | Nil | 11 |
| (ii) Electricians | 18 | 10 |
| (iii) Carpenters | Nil | Nil |
| (iv) Motor Mechanics | Nil | 12 |
| (v) Blasters | Nil | Nil |
| (b) Other trades | 76 | 23 |
| Totals | 94 | 56 |

(bb) Apprentices indentured in terms of the Apprenticeship Act, No 37 of 1944, during 1981

| | *Coloureds* | *Indians* |
|---|---|---|
| (a) (i) Welders | 31 | 8 |
| (ii) Electricians | 96 | 87 |
| (iii) Carpenters | 177 | 30 |
| (iv) Motor Mechanics | 103 | 79 |
| (v) Blasters | Nil | Nil |
| (b) Other trades | 1 188 | 441 |
| Totals | 1 595 | 645 |

**Milk**

99 Mr P. A MYBURGH asked the Minister of Agriculture and Fisheries

(a) What was the producer's price of (i) fresh milk and (ii) industrial milk as at 1 June 1980 and 1 June 1981, respectively, and (b) what price increases have come into effect in respect of each category since 1 June 1981?

The MINISTER OF AGRICULTURE AND FISHERIES

(a) (i) Dairy Control Board's controlled areas

| Area | | 1 June 1980 | 9 June 1980 | 1 June 1981 |
|---|---|---|---|---|
| | | | cent per litre | |
| 1 | Pretoria | 23,215 | 26,715 | 31,00 |
| 2 | Witwatersrand | 23,115 | 26,615 | 31,00 |
| 3 | Cape Peninsula | 22,515 | 26,015 | 30,50 |
| 4 | Bloemfontein | 22,215 | 25,715 | 30,00 |
| 5 | Western Transvaal | 23,005 | 26,505 | 30,50 |
| 6 | Natal | N A | 26,558 | 30,50 |
| 7 | Northern Natal | N A | 25,558 | 30,50 |

(ii) 1 June 1980
1 500 cent per 100 kg

9 June 1980
1 745 cent per 100 kg

1 June 1981
2 130 cent per 100 kg

(b) 1 Fresh milk 2,0 cent per litre

2 Industrial milk 60,0 cent per 100 kg

**Nasella trichotoma**

101 Mr P A MYBURGH asked the Minister of Agriculture and Fisheries

(a) What was the approximate area of land in the Republic infested by nasella trichotoma at the end of 1980 and 1981, respectively, (b) what amount was spent by his Department in (i) 1980 and (ii) 1981 in combating the spread of this weed and (c) how many hectares were cleared during each such year?

The MINISTER OF AGRICULTURE AND FISHERIES

| | | 1980 | 1981 |
|---|---|---|---|
| (a) | | 70 700 ha | 59 975 ha |
| (b) | (i) | R341 710 | — |
| | (ii) | — | R322 000 |
| (c) | | 53 600 ha treated | 2 015 ha cleared |

178 Hansard Q 61. 111 17/2/82

**Apprentices**

103 Dr A L BORAINE asked the Minister of Manpower

(a) How many Blacks were registered as apprentices in 1981 and (b) how many were registered in respect of each trade?

The MINISTER OF MANPOWER

(a) 495

(b)

| | |
|---|---|
| Aerospace | 3 |
| Automobile | 20 |
| Building | 113 |
| Explosives and Allied Industries | 4 |
| Furniture | 8 |
| Hairdressing | 1 |
| Metal | 238 |
| Mines | 24 |
| Motor | 52 |
| Printing | 9 |
| Sugar Manufacturing and Refining | 23 |
| Total | 495 |

254 Hansard Q 61. 112 17/2/82

**Permanent Force**

105 Mr H H SCHWARZ asked the Minister of Defence

What percentage of the members of the Permanent Force section of the South African Defence Force is (a) White, (b) Black, (c) Coloured and (d) Indian?

The MINISTER OF DEFENCE

(a) 92%

(b) 1,05%

(c) 5,86%

(d) 1,09%

**WEDNESDAY, 17 FEBRUARY 1982**

†Indicates translated version

*For oral reply*

*Prime Minister*
17/2/82

58 Hansard Q. 61 112

**Development Bank for Southern Africa**

*1 Mr H H SCHWARZ asked the Prime Minister

1948
WED SAT

Find your complete birthday if your birth month, date or year is not listed today, look in other issues of the N.D.M. this week!

ORM

25

NAME

ADDRESS

HOME PHONE

BUS PHONE

# Witness refuses to testify

By J S MOJAPELO

A SOWETO student who refused to give evidence for the State in the Terrorism trial of two former student leaders was warned in the Vanderbijlpark Regional Court yesterday that she might get a jail term of up to five years.

Jeanette Mmatota Thedingoane was warned by the magistrate, Mr A H Barlow, after she refused to give evidence at the trial of Miss Mary Masabata Loate, 23, and Mr Sidney Seatlholo, 25.

Miss Loate and Mr Seatlholo, alleged members of the South African Youth Revolutionary Council (Sayrco) and the Soweto Student Representative Council, pleaded not guilty to charges under the Terrorism Act.

Thedingoane will appear again on March 3.

Another witness, Miss Ouma Sarah Mohlabakoe, who has been in detention since June 22, told how she and six other students attended a Sayrco meeting at the DOCC hall in Soweto last year.

She said the meeting was addressed by two men, known as Tshepo and Joe. They introduced themselves as members of Sayrco and told the students to apply for passports to Botswana and undergo military training for three months.

Miss Mohlabakoe said the students were told to recruit more members to Sayrco. She was asked to find a venue for the next meeting.

One of the students wanted to find out whether the three-month military training would not interfere with their studies, she said.

Miss Mohlabakoe, who was in matric when she was detained, denied that she met Mr Seatlholo while she was taken to a doctor in July last year.

Earlier a State witness, who may not be named, was asked of an incident at the Regina Mundi Church in Soweto [illegible]

# Jehovah's Witness collection worsens

By ADA STULI

MR WILLIAM Dyson, 69, the Jehovah's Witness who received court-enforced blood transfusions at Johannesburg Hospital two weeks ago, is experiencing kidney failure, a source said yesterday.

"Mr Dyson's kidney gave in on Tuesday night and he is in a very critical condition," he said.

A hospital spokesman confirmed Mr Dyson's condition was critical but would not comment on the kidney problem.

The day after Mr Dyson, whose faith prohibits blood transfusions, was admitted to hospital after a car accident, the Transvaal Provincial Administration won permission from the Rand Supreme Court to allow transfusions despite objections by the patient and his family.

His family and the Witnesses, fearing a precedent enabling other hospitals to overrule objections to blood transfusions, said they would mount court opposition to any further transfusions.

# Marais sues publisher for R10 000

By JOURNAL MALHERBE

MR JAAP Marais, leader of the Herstigte Nasionale Party, brought a delamation claim of R10 000 against Nasionale Pers Beperk [illegible] the Cape Town Supreme Court yesterday over remarks printed about him in the pro-Government newspaper Die Burger.

Mr Marais is suing the [illegible] publishing house for remarks by the [illegible]

[illegible] ortun was convicted of rape and the [illegible] in September last year and [illegible] jailed for 10 years.

# The Light (178) Green for SAR blacks

By GERALD REILLY

THE first black apprentices to be trained in South African Railways workshops will be announced this year, the chairman of the Railway Consultative [illegible] of the Railways [illegible]

Mr Burger said that SAR was [illegible] heavily dependent on [illegible] services but virtually all [illegible] of the [illegible] or who [illegible]

Whites would have been [illegible] maintained services due standards [illegible] any whites had it not [illegible] to allow blacks to [illegible] to what were formerly reserved white occupations.

He estimated that SAR now employed 22 500 blacks [illegible] jobs normally done by whites – mostly [illegible] trades.

"It is obvious that the Railways will become more and more dependent on black workers not only in the semi-skilled occupations but in skilled areas as well," Mr Burger said.

He said the policy of employing blacks in jobs previously done by whites had been [illegible] with the setting aside of seven built areas.

White workers were no longer interested in certain trades but preferred white collar jobs where they believed they had greater status, Mr Burger said.

For instance certain trades in the construction division of SAR, such as bricklaying, were attracting no white recruits.

"We have got to have these workers, and if whites are not available we must use blacks, otherwise the work simply won't get done," Mr Burger said.

Fortun was convicted of rape and the [illegible] in September last year and [illegible] jailed for 10 years.

Yesterday Fortun told Mr Justice Rose-Innes that on the day after the rape in Bonnievale, in the Southern Cape, he was confronted by a friend of Mr Burger's while riding a bicycle. He ran away into the veld.

He managed to evade the police but he was later found by Mr Burger. He heard shots behind him. The first missed him, but the second hit him on the shoulder blade, he said.

Mr Burger approached him as he knelt on the ground and shot him in the knee, he said. He then told Fortun "Loop, Hotnot, [illegible] wil jou doodslaan."

Fortun said that while they walked to Mr Burger's house Mr Burger hit him with a [illegible] and threw [illegible] at his head.

Mr Burger said he would not lay charges against him if he did a trade on himself, Fortun said.

But he refused, saying Mr Burger should take him to the police.

When they reached the house, Fortun said, he was forced to climb into the boot of a car.

Mr Burger, accompanied by his friend, drove him to a [illegible] for food and then to a river.

Mr Burger handed him a knife used for castrating pigs. He told Fortuin he should castrate himself or he would be shot. Mr Burger was holding a gun and his friend stood [illegible] with the [illegible] gun, Fortun said.

"It was very painful, and it bled," Fortun said.

"But I did it because the boss said he would shoot me dead, and he had already shot me."

Fortun said Mr Burger used a stick to throw his testicles away. He was then driven in the car boot to the police and a doctor.

Fortun said he had not been drinking that day.

Cross-examined by Mr G A Kuhn, for Mr Burger, Fortun admitted he could not control himself when he raped a woman and that he was accustomed to using force.

He said he had planned the rape and had cut the telephone cord to make sure the woman could not call for help. He admitted he was aware he would suffer serious consequences if caught — perhaps even the death sentence.

Mr Kuhn put it to Fortun that it would have suited him if Mr Burger had not pressed charges. It was for the reason Fortun had escaped himself freely, he submitted.

Fortun said he saw Mr Burger place a new blade in the knife. He admitted he knew how to castrate himself and had not thought he would die.

Dr C Gobrechts, a district surgeon who examined Fortun on the same day, said [illegible] had been made on the scrotum, which did not [illegible] but it must have been painful, he said.

[illegible]

# Burglary

# First

IN [illegible] band, Captain [illegible] daughter, Je[illegible]

THE first woman police [illegible] Rustenburg, was [illegible] yesterday.

Mrs Fouche, a mother [illegible] Captain W D Fouc[illegible]

Mrs Fouche said [illegible] to be the first woman [illegible]

She said she had decided [illegible] time women were active[illegible]

A statement from Police [illegible] ing to be reservists should [illegible]

# Desai [illegible] second [illegible] SAIC bid

Political Reporter

THERE will be a by-election on March 31 for the South African Indian Council's Fordsburg seat — where only 1,5% of the voters turned out in the SAIC general election last November.

Two candidates were nominated yesterday — Mr Naran Daya, a company director from Lenasia, and Mr [illegible]

# R11-m paid out in apprentice incentives

(178) Star 3/3/82

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

---

| | | | |
|---|---|---|---|
| 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: | Income from Life Policy | 24 000 | |
| | Income Statement | | 24 000 |
| | being closing entry | | |

| | | | |
|---|---|---|---|
| Jan 2: | Income Statement | 300 | |
| | Insurance Expense | | 300 |
| | being closing entry | | |

| | | | |
|---|---|---|---|
| Jan 31: | Bank | 24 000 | |
| | Debtor (Insurance Company) | | 24 000 |
| | being receipt of proceeds | | |

(2) Premiums Treated as an Asset

| | | | |
|---|---|---|---|
| 01, Jan 1: | Life Policy | 300 | |
| | Bank | | 300 |

| | | | |
|---|---|---|---|
| Dec 31: | Income Statement | 300 | |
| | Life Policy | | 300 |
| | (Surrender value of policy is zero - therefore no amount can be capitalised) | | |

Continued/ .....

# 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

# Govt plan to train jobless

ARGUS
20/4/82
178

**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 identure 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

Transvaal Musicians Union .....116
Transvaal Radio, Television, Electronic & Allied Workers Union....249
Transvaal Retail Meat Trade Employees Union.....250
Transvaalse Transport Werkers Unie..... 44
Trawler & Line Fishermen's Union.....117
Trunk & Box Workers' Industrial Union.....118
Umbogintwini Industrial Workers' Union.....251
Underground Officials Association of South Africa.....252
Union of Film Extras.....253
Union of Johannesburg Municipal Workers.....254
Union of Lampshade & Allied Workers.....119
United African Motor & Allied Workers Union..... 10
United Automobile Rubber & Allied Workers Union of South Africa... 23
Venetian Blind & Allied Products Workers Union.....255
Vereniging van Staatsagmeul & Boswerkers van Suid Afrika..... 45
Verulam Indian Municipal Employees Association.....256
Volkskas Amptenare Vereniging.....257
Vuurhoutjie Werkers Vakbond van Suid Afrika..... 46
Walvis Baai Munisipale Personeelvereniging.....258
Weskaapse Plofstof & Chemiese Operateurs Vakbond.....259
Western Province Building & Allied Trades Union.....260
Western Province Meat Trade Employees Union.....261
Western Province Motor Assembly Workers Union..... 24
Western Province Sweet Workers Union .....262
West Rand Administration Board Personnel Association..... 47
Wine, Spirits & Allied Workers Union.....263
Witwatersrand Baking & Confectionery Industrial Union.....264
Witwatersrand Brewing Employee Union.....265
Witwatersrand Liquor & Catering Trade Employees Union.....120
Witwatersrand Tearoom, Restaurant & Catering Trade Employees Union.....121
Worcester Munisipale Werknemersvereniging.....266

178 Howard Q.Jol. 671-672 21/4/82

**Blacks: trades**

524 Dr A L BORAINE asked the Minister of Education and Training

How many Blacks were enrolled in 1981 for courses offering training (a) as (i) welders, (ii) electricians, (iii) carpenters, (iv) motor mechanics and (v) blasters and (b) in other trades?

The MINISTER OF EDUCATION AND TRAINING

(a) (i) 295

(ii) 258

(iii) 286

(iv) 397

— (v)

(b) 1 130

The information is only in respect of pre-service courses offered at technical colleges and technical institutes Information regarding enrolled apprentices for whom theoretical training were offered, are not included as the said training falls under the Department of Manpower

CAPL TIMES 27/4/82 (178)

# Electricians meet on 'vital' new law

**Staff Reporter**

MATTERS described as "vital" to the livelihood of members of the Western Cape branch of the Electrical and Allied Trades Union of South Africa will be discussed at a general meeting tomorrow night

A spokesman for the executive committee said yesterday that a new law which did not restrict employers in who they might employ to do installation work, provided it was supervised by a registered and licensed installation electrician was tremendously important for members

He described the implications of the new law, effective since March 1, as vital to the livelihood of members of the union and called for the presence of as many members as possible

At the beginning of March what was known as the wireman's licence fell away and was replaced by the installation electrician's certificate

The spokesman said this meant that companies who had formerly employed a number of electricians with wiremen's licences, now had to have only one licensed and registered installation electrician who would be responsible by law for what electricians with wiremen's licences had previously been responsible

It was important that all union members be informed of the implications of the current situation, the spokesman said, adding that any further comment on the new law could be made only after the meeting

This would be held at 8pm in the Methodist Church Hall, Klipfontein Road, Hazendal (behind the Athlone bus terminus)

Address: 11 Heuwel Street
Riebeeck Kasteel
6801

Telephone:

Officials: Secretary: M.M. Walters.

Area of Operation:

Founded:

Registration: Yes

| Year | Membership | | | | |
|---|---|---|---|---|---|
| | African | Asian | Coloured | White | Total |
| 1970 | | | | .. | .. |
| 1971 | | | | .. | .. |
| 1972 | | | | .. | .. |
| 1973 | | | | 120 | 120 |
| 1974 | | | | 105 | 105 |
| 1975 | | | | 105 | 105 |
| 1976 | | | | 110 | 110 |
| 1977 | | | | 112 | 112 |
| 1978 | | | | 110 | 110 |
| 1979 | | | | 109 | 109 |
| 1980 | | | | 110 | 110 |

NATIONAL CEMENT EMPLOYEES UNION

## TEXTILE WORKERS INDUSTRIAL UNION

| 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 | x |
| 1975 | | 4 223 | | 4 223 | x |
| 1976 | | 4 976 | | 4 976 | x |
| 1977 | | 5 086 | | 5 086 | x |
| 1978 | | 5 086 | | 5 086 | $ |
| 1979 | | 5 770 | | 5 770 | $ |
| 1980 | | | | 6 227 | $ |

Address: P.O. Box
Cape Tow
8000

Officials: Secretar

Area of Operation:

Founded:

Registration: Yes

Industrial Council:

1980 - Receives perm
membership to blacks

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lustry of the R.S.A.
:tile Manufacturing

lisation to open

(1) 472674/5

**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.

"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"

## ASSOCIATION OF THE SALARIED STAFF OF THE KLIPFONTEIN ORGANIC PRODUCTS CORPORATION

| Year | Membership | | | | |
|---|---|---|---|---|---|
| | African | Asian and Coloured | White | Total | |
| 1970 | | | .. | .. | |
| 1971 | | | .. | .. | |
| 1972 | | | .. | .. | |
| 1973 | | | 316 | 316 | * |
| 1974 | | | 315 | 315 | * |
| 1975 | | | 313 | 313 | * |
| 1976 | | | 298 | 298 | * |
| 1977 | | | 298 | 298 | * |
| 1978 | | | 112 | 112 | $ |
| 1979 | | | | | |
| 1980 | | | | | |

Registration cancelled 26/1/1979

**Mr Marais said the 1977 Sapa**

# Alternative to national service

(178) (1984) (1984)

E: Post 30/4/82

**Post Reporter**

THE Artisan Staff Association today resolved that apprentices "of other race groups" be employed for two years in the Railway Police instead of doing national service

At its conference in Port Elizabeth this week a proposal from Pietersburg that women be balloted into the Defence Force for a year failed It had asked they also work in hospitals

A resolution calling for the time-honoured trade union form of address "brother" to be scrapped was "thoroughly debated", according to the association's general secretary, Mr P C Grobler, but delegates did not vote on the issue as it was not a constitutional matter, he said

The conference voted not to dispose of the association's Faerie Glen Lake Hotel in Margate and the association will make representations to the Government to have all food, except fresh produce, date stamped, Mr Grobler said

# Minister balks on black rail workers

Pretoria Bureau

THE Minister of Transport Services, Mr Hendrik Schoeman, has balked at giving black railway apprentices the same employment benefits as are available to whites

As a result he is in serious conflict with the Artisan Staff Association

The Minister's refusal to accord black apprentices all benefits enjoyed by white apprentices follows a demand by the ASA that, because the 30 black apprentices in railway workshops are on the same grade and get the same pay as whites, they should get the same fringe benefits, including housing loans

The president of the the ASA, Mr Jimmy Zurich said in Pretoria yesterday that most black apprentices were members of the ASA

"It is completely unacceptable to us that black apprentices should be discriminated against in this way

"It makes no sense, especially at a time when there is, for the first time, serious talk of reform," he said

Because of the Minister's attitude, Mr Zurich said the ASA had told him the association was not prepared to accept black, coloured or Indian apprentices in 1983

"If we can't give them equality with whites in all aspects of their employment then we are not interested in indenturing them," he said

Mr Zurich said he was at a loss to understand just how the Minister could defend or justify his attitude

The official attitude seemed to be that full work equality — including pension and sick fund membership — for black apprentices might only be possible in 1987 This was also unacceptable to the ASA

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

# Big jump in number of black apprentices

Argus 2/6/82 178

**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 significance of the 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

. The number of people trained under the

178 (33) Industrial Week

# Apprentice centre opens at Estcourt

6/7/82

A MULTI RACIAL trades training centre has been established by Masonite at its Estcourt mill for the practical training of apprentices

Approved and registered by the Department of Manpower and Training, the school will have an intake of 12 apprentices annually and will operate on a three year cycle with the apprentices doing trade tests in their third year While practical training is given at the centre, the apprentices will all attend block release courses in theory at the various Technikons

Masonite says that the establishment of the centre was part of a long range programme to ensure that skilled men were available to maintain the existing plants and to provide for future expansion

# Demand for skilled welders is increasing

CAPE TIMES 13/7/82 (189) (178)

AN increasing demand from the industrial sector has led to the need for more skilled welders

To cope with this need welding schools have developed As welding techniques and processes are changing all the time not only trainees attend these schools Different jobs often require special techniques, so it is now possible for the experienced welder to attend courses on the latest methods in use

Welders generally serve an apprenticeship but according to Mr A M Ismail of Samson's Welding School, few companies are taking in apprentice welders at present

"We offer courses, starting from scratch to those who do not have the qualifications to take up an apprenticeship or who are unable to get an apprenticeship," Mr Ismail said

The courses offered at Samson's Welding School are at three levels The first level is a crash course registered with the Department of Manpower, covering the basics done in a normal apprenticeship Trainees must have a standard eight certificate or be 16 years of age for entry into the school

Once the basics have been learnt the apprentice goes on to learn code welding The second level involves coded plate welding Coded pipe welding is done at the third level Trainees are tested by a coding inspector

"The construction of a major installation uses more than 1 000 welders on site," said Mr Ismail One of the first assignments for which Samson's Welding School was able to supply qualified welders was the construction of Sasol II

Due to the shortage of trained welders, M and H, a construction company which is a division of Kmetcon (Pty) Limited, decided two years ago to train their own welders Facilities to teach welding were established in Woodstock for this purpose

People of all races are accepted at the school and the only prerequisite for acceptance is that a physical fitness test be passed Trainees either pay their own fees or are sent by their companies

Welders who pass the basic courses can expect to earn from R3,00 to R4,00 an hour while coded welders can expect to earn up to R8,00 an hour

M and H have an employment agency through which many graduates from the Kmetcon school are able to find employment

# 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

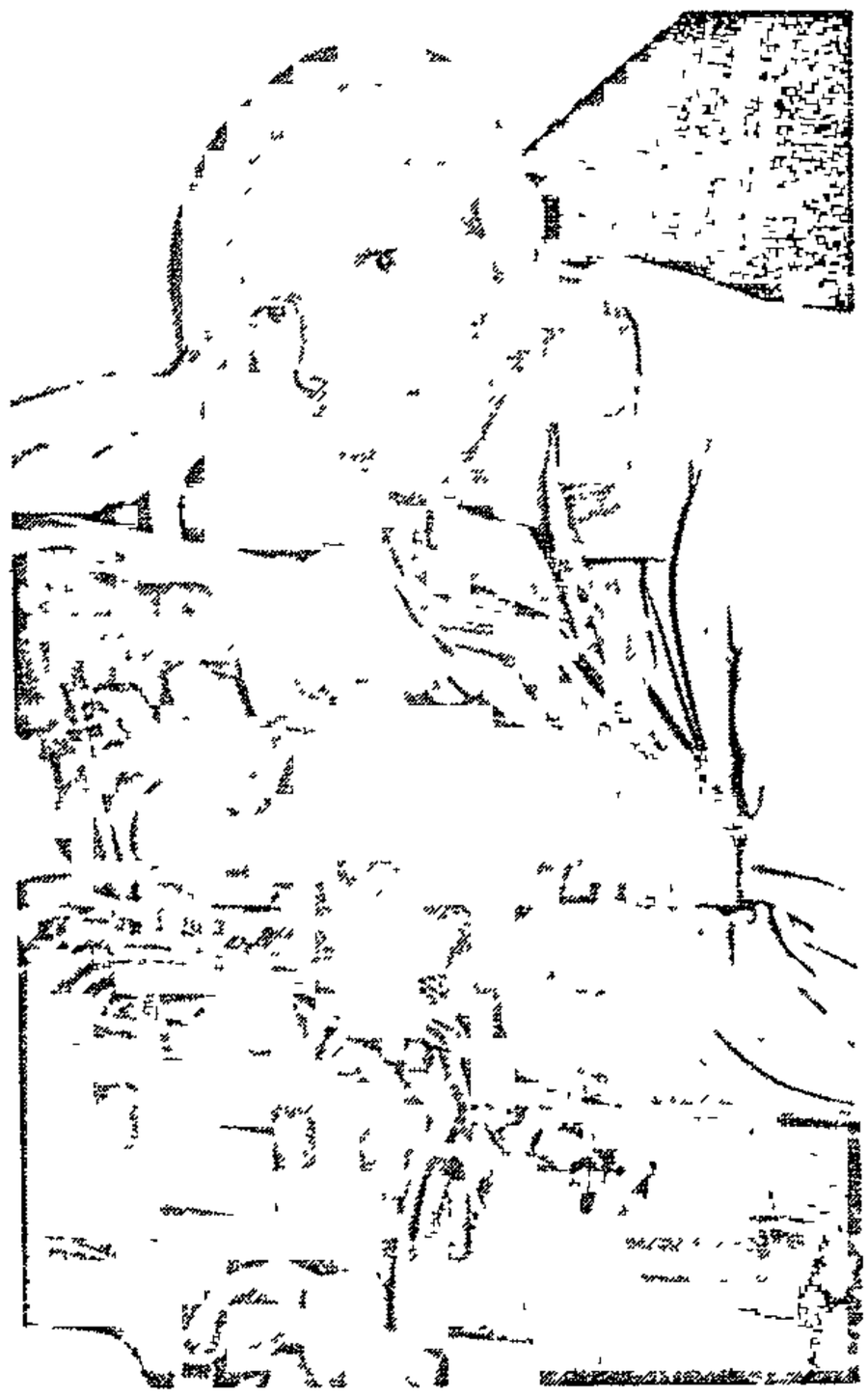
"We estimate that there must be at least 3 000 semi-skilled workers in South Africa who will already comply with these conditions and will have the opportunity of elevating themselves to journeyman status," said Mr Jannie van Huysteen, executive director of the Motor Industries Federation in Johannesburg

"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

- E. Post

# Extra R500 000 needed for Emthonjeni growth

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)

*Advertisement*

# Training is top priority for clothing industry

Cape Times 2/8/82

178 184 184 184A

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

Sowetan 21/10/82

# 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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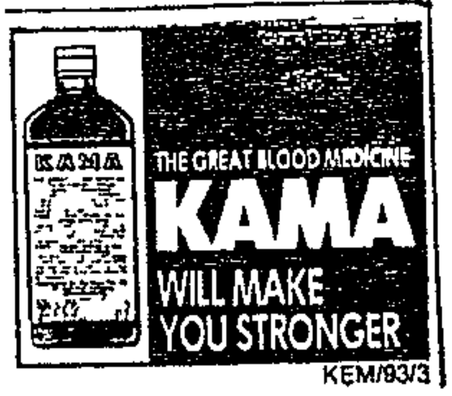
Trade unions had a further responsibility towards training namely to encourage their members to improve their skills wherever the need or opportunity arose

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.





**Shop where South Africa shops.**

CAPE TIMES 9/8/72 178

# VW training 222 apprentices in new centre

VOLKSWAGEN'S extensive apprentice training operation has moved into a new R1m centre in Uitenhage

Announcing this, the company's industrial relations director Mr Ollie Rademeyer, said "Apprentice training — which accounts for R3m of the total annual education and training budget of R4,3m — 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 specialized facility and purchased the former Cam TRW plant in Uitenhage"

This has been refurbished and equipped with the most up-to-date machinery and equipment and now consists of workshops, lecture rooms and offices

## Six trades

"A present we have 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

"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 per year by 1987"

Mr Rademeyer said that greater attention was also being paid to the training of semi-skilled workers

"This former Volkswagen apprentice training centre at our main plant is now to be used for such training, which was previously carried out in a smaller area," he said

## Basic skills

"The extension of this facility will also enable the setting up of vestibule training i e training in practical job situations away from the normal work area Here, all new operators will be trained in basic skills There will also be an area for training key operators, such as $CO_2$ welders electrical fault-finders, repair men and utility operators

"This facility will provide many Volkwagen workers with the opportunity to acquire new skills and thus advancement It will also do much to maintain Volkswagen s high product quality"

Mr Rademeyer said a further vital area for training was for shop floor supervisors

"We are now running such programmes aimed at improving the administrative, supervisory, interpersonal 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"

## Education

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

Mr Rademeyer said "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"



# Happy appy top of his trade

**A YOUNG black tool and die-maker apprentice has set a new standard for his company and colleagues, with outstanding NTC 1 marks.**

Lungile Sonti (22) works for Litemaster Wadeville, South Africa's biggest manufacturer of electrical accessories His aggregate marks were the best ever achieved by any of the company's apprentices In Applied Science 86 percent, Maths 98 percent, and Technical Drawing 68 percent.

Mr Sonti, well aware of his success in a highly skilled technical area where blacks do not usually excel, said: "When I started, I knew I had to like it to do well. I loved the technical work from the start and worked hard at it. I owe my success to that."

He is now working for his second-year apprentice certificate.

# SEIFSA head fears more unrest

Tribune 9/11/83

A FEAR of further industrial unrest this year in the meta and engineering industries in South Africa i expressed by Sam van Coller director of the Steel and Engineering Industries Federation,in his annual review this week

But he is confident that sound industrial relations procedures can be established at both company and industry level for solving disputes when they arise

One of the bones of contention is bound to be unemployment and in the 197" recession there was a drop in job levels of some 10 percent So far figures are not available for the present downturn but there have been significant numbers retrenched in the past year

By Mike Peirson
Finance Editor

Many employers have adopted alternative courses of action in an effort to avoid retrenchments where this has been possible

Van Coller explains that increases in scheduled wage costs in the metal industries ranged from 14 percent in 1976 to 6 7 percent in 1977, climbing to 16,1 in 1980, 18 9 in 1981 and 20 2 last year

This was due mainly to a shortage of skilled workers whose pay has accelerated during the boom and resulted in inevitable higher wage demands from unskilled and semi-skilled workers

The removal of the artificial barriers which contributed to the scarcity has cleared the way for these industries to get to grips with the problem

In this respect the following developments have taken place

- New apprentices approved at regional committees last year reflected a further significant increase over the all-time high 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

- Additional money being generated from increased training levies has been earmarked for the establishment of industry level apprentice training centres, the first of which is due to open early this year on the East Rand

- The introduction by many employers of modern training workshops

The substantia capac ty in the foundry industry continued tc be unde utilised in 198[illegible] and de manc is expected to weaken further this year in line with the declining activity of major end users in the automotive heavy engineering and automotive industries

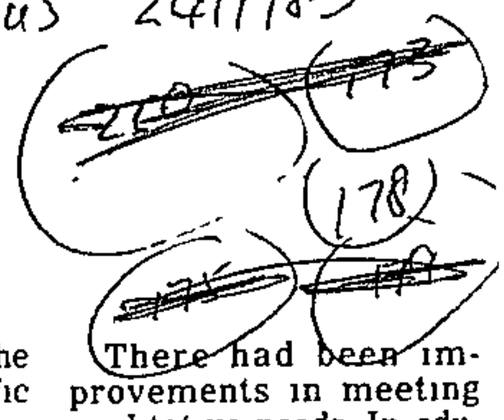
The shipbuilding industry experienced a general drop in activity last year and the absence of orders in the medium to long term and continuing severe competition from overseas yards are matters of major concern

Substantial volumes of low cost imports coupled with favourable foreign financing offered for a number of major projects continued to erode the markets of domestic manufacturing, particularly in the machinery and electrical machinery sectors

Van Coller sees the coming year as one of consolidation and realistic adjustment for the basic metal metal fabricating and engineering industries

# Public Service 'leaders in training'

ARGUS 24/1/83



**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

# VW training centre's 107 apprentices is a record

A RECORD of 107 apprentices have just begun their training at Volkswagen of South Africa, where they will join 185 other apprentices who are already undergoing training at the company's Technical Training Centre in Uitenhage

In 1982 a total of 21 apprentices qualified at the company.

According to Mr Peter Searle, managing director of VWSA, all training activities are to be stepped-up at the company during the year

"The past few years have see a tremendous growth in our training activities to meet our rapidly growing need for technical skills and we now have 47 staff members involved full-time as tutors and instructors.

"Last year 1 850 employees underwent instruction covering operator, foremen, supervisory staff, management and apprenticeship training An indication of the growth in this area is the fact that expenditure in the area has increased fivefold since 1980

"The Government's support by way of tax concessions for in-plant training are proving to be a valuable aid in this regard

"It is essential that training activities continue unabated despite the present downturn in the economy. We see this as a long-term investment essential for the future growth and prosperity of this country and we should not let cyclical downturns interfere with our training for the future as this will prevent us from gaining full benefit from economic booms in the years ahead"

The apprentices are enrolled at VW as die- and press-tool makers, tool- and jigmakers, turners, machine fitters, motor mechanics, electricians, automotive machinists and welders

The usual period of apprenticeship is five years but most VW apprentices qualify after three or four years

In 1981 the company achieved a notable first in South Africa when the first two black artisans qualified at its training centre.

Today's share prices

# Increased efforts to make apprenticeships more attractive



● ATLANTIS Diesel Engines first year apprentices with ADE training officers Rodney Olsen and Allan Clark (far left), and Mr S Ackerman, senior lecturer, and Mr D Dobousek, principal of the Atlantis Technical Institute (far right).

# Call to train more workers

19/2/83
178 C. Herald

**A PLEA was made to the private sector last week to make use of the slump now facing the South African economy to train workers in greater numbers so that there will not be a shortage of skilled workers when the economic recovery comes.**

The plea was made by Mr F W de Klerk, Minister of Internal Affairs when he officially opened the Atlantis Technical Institute in Atlantis last week

The Institute is a joint venture of Government and the private sector and came about after an initial investigation by the Industrial Development Corporation into the West Coast manpower situation

The Atlantis Technical Institute grew out of the realisation of the importance of teaching people the skills to satisfy the increasing number of industries in the area It cost half a million rands to build and equip and the first classes started in May last year

**AIR-CONDITIONED**

Air-conditioned classrooms and sophisticated machines are among the features of the institute's modern equipment.

It can accommodate 120 with classes being offered during the day and evenings

The first apprentices who attended the N1 courses at the Institute last year all passed — probably the only institute in the country to achieve this

Mr de Klerk said that everything was being done to encourage the training of more apprentices

"The minimum wage payable to apprentices has been increased and incentive schemes for study successes have been introduced in order to make technical careers more attractive and to improve its image."

Mr de Klerk also hinted that more technical education would be introduced at schools

"A definite swing toward technical education at schools is foreseen, the extent of which will only be known once government has been advised by the co-ordinating committee dealing with the comments on the De Lange report," he said

Cape Flats number of policemen/crime rate
Hansard Q. Col. 411
2/3/83

*14 Mr P R C ROGERS asked the Minister of Law and Order,

(1) (a) What is the ratio of members of the South African Police in the Cape Flats in relation to the (i) population figures and (ii) crime rate and (b) how do these ratios compare with ratios for areas less densely populated and with relatively low crime rates

(2) whether steps have been taken to curb the violence and gang activities found in these areas, if so what steps,

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

†The MINISTER OF LAW AND ORDER

(1) Statistics of this nature are not kept and are also not readily available

(2) Falls away

(3) No

**Animal Diseases and Parasites Act**

*15 Dr F HARTZENBERG asked the Minister of Justice †

Whether legal proceedings against any persons were instituted at the magistrate's court for the district of Messina in July 1982 for contravention of the provisions of Government Notice No R 1215 dated 25 June 1982, read with the provision of Government Notice No 1534, dated 4 October 1963, both issued under the provisions of the Anumal Diseases and Parasites Act Act No 13 of 1956, and read with the provisions of the said Act, if so (a) what were the nature and details of each such case, (b) against whom were legal proceedings instituted in each case (c) what was the (i) address, (ii) occupation and (iii) age of each of the accused persons and (d) what was the outcome of each case?

†The MINISTER OF JUSTICE

Yes (a) to (d) Legal proceedings were instituted in two cases The cases arose from events on 17 July 1982 which gave rise to two counts The first count deals with the moving of a contaminated animal from land north to land south of the double fence in the buffer zone east of Balie 84 in the district of Messina The second count deals with the moving of that animal from one landed property to another in the defined area of Messina without a written permit issued by the State veterinary surgeon Count 1 was instituted against S P Botha, a politician of Hyoma, Messina His age does not appear on the summons Both counts were instituted against H J Visser, a 49 year old farmer of Esmefour, Messina The first mentioned paid R20 admission of guilt and the latter R20 admission of guilt on each count

I have also acquainted myself with the following facts

(1) The counts are based on regulations which were, at the relevant time, in force for only a few days

(2) All processes of law were adhered to and justice took its normal course

(3) Nobody attempted to conceal or withhold anything

(4) The persons concerned conducted themselves as honest citizens by cooperating with justice when it took its course

The events again illustrate that all people in the Republic of South Africa are equal before the law and that one should make sure if one wants to put questions that one does not choke on the poison that one wants to suck from them

†Mr F J LE ROUX Mr Speaker arising out of the hon the Minister's reply I should like to inquire from him, in the light of the penal provision in section 28 of the Animal Diseases and Parasites Act concerned which provides that the penalty shall be a fine not exceeding R1 000 or imprisonment for a period of six months, why an admission of guilt was accepted in this case?



†The MINISTER Mr Speaker, this authority is conferred upon the magistrate under section 57(5) and (7) I am satisfied that the magistrates who acted in this instance, on the one hand to determine the admission of guilt, and on the other hand to confirm it finally under section 57(5), carried out their duties properly Moreover, there should have been cases in this connection which could have served as examples I have indicated that this case arose 22 days after the regulations had been promulgated There was therefore no other example in this connection, apart from the discretion of the magistrate himself This is the only case that had occurred up to that moment, and, as far as I have ascertained, that has occurred since then [Interjections ]

†Mr F J LE ROUX Mr Speaker, further arising out of the hon the Minister's reply, I should like to inquire from him whether the discretion in this connection does not lie with the public prosecutor or with the Attorney-General [Interjections ]

†The MINISTER Mr Speaker, my reply is that I am satisfied that the functionaries acted properly in terms of section 57(5) and (7) The hon member may argue with me about the question whether those functions were carried out properly, at this stage I say they were carried out properly

†Dr H M J VAN RENSBURG (Mossel Bay) Do you want to suggest that the contrary is true, Frank? [Interjections ]

†Mr SPEAKER Order!

**Mining company hostels' facilities**
Hansard Q Col. 413-414

*16 Mr F J LE ROUX asked the Minister of Mineral and Energy Affairs †
2/3/83

(1) Whether there are separate (a) dining-room, (b) lounge (c) bedroom, (d) bathroom, (e) toilet and (f) swimming facilities for mine apprentices of the various race groups at mining company hostels in the Republic if not, at the hostels of which (i) mining companies and (ii) mines owned by such mining companies are there no such facilities,

(2) whether any facilities in hostels at such mines are shared, if so, which facilities,

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

†The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) and (2) Yes Apprentices of the different race groups are trained at various mines, but according to information available there is only one mine at which mine apprentices of the different race groups are housed together in a hostel, namely at the mine of Harmony Gold Mining Company Limited, Virginia

On other mines where training facilities exist apprentices of the different race groups are housed in separate hostels, living quarters or even away from the mines

In the hostel on the Harmony mine the occupants are housed in single rooms and the dining room, lounge, bathroom and swimming facilities are shared I am informed that steps have now been taken to designate separate toilet facilities for Whites and Non-Whites

(3) A complaint regarding the sharing of change house facilities at a certain mine is at present being investigated by the Attorney-General and the matter is therefore *sub-judice*

After this investigation has been completed, the general question of the sharing of facilities on mines will be considered

**P W. Botha Army combat School**

*17 Mr J H HOON asked the Minister of Community Development †

Whether farms have been purchased with a view to the extension of the site of

(178) Hansard Q Col. 785

## Apprentices

24/3/83

544 Dr A L BORAINE asked the Minister of Manpower

(a) How many Blacks were registered as apprentices in 1982 and (b) how many were registered in respect of each trade?

The MINISTER OF MANPOWER

(a) 741

(b)

| | |
|---|---|
| Aerospace | 1 |
| Automobile | 19 |
| Building | 161 |
| Explosives and allied industries | 10 |
| Furniture | 1 |
| Government undertakings | 1 |
| Hairdressing | 2 |
| Metal (Engineering) | 390 |
| Mining | 38 |
| Motor | 80 |
| Printing | 34 |

## Apprenticeship contracts

546 Dr V. J. BORAINE asked the Minister of Manpower

(1) How many apprenticeship contracts were registered in 1982 in respect of Whites, Coloured persons and Indians respectively and (b) how many in each race group were registered in respect of each trade?

The MINISTER OF MANPOWER

(1) 10 650 Whites
2 219 Coloureds
8 Asians



(b)

| Industry | Number of contracts registered Whites | Coloureds | Asians |
|---|---|---|---|
| Aerospace | 118 | — | - |
| Automobile | 71 | 48 | 5 |
| Building | 366 | 593 | 137 |
| Coalmining | 80 | 1 | 15 |
| Diamond cutting | 3 | — | |
| Electricity supply | 192 | 3 | 11 |
| Explosives and allied industries | 83 | 4 | 1 |
| Furniture | 20 | 75 | 17 |
| Government undertakings | 292 | 72 | 2 |
| Hairdressing | 301 | 25 | 3 |
| Jewellers and goldsmiths | 12 | 14 | 1 |
| Local Authority undertaking (Northern Transvaal) | 64 | — | - |
| Metal | 3 894 | 807 | 476 |
| Mining | 1 577 | 22 | 2 |
| Motor | 1 567 | 386 | 178 |
| Printing | 332 | 147 | 12 |
| S A Transport Services | 1 640 | - | 4 |
| Sugar manufacturing and refining | 28 | 13 | 32 |
| Tyre and rubber | 19 | 9 | 7 |

season on the board only three classes of reb judged to be vexatious at next week

# Effluent discharged into sea

**Political Staff**

THE Department of Environmental Affairs has issued 295 permits over the past ten years to allow factories to discharge industrial effluent into rivers and the sea

The Minister of Environment Affairs Mr Sarel Hayward, said in reply to a question from Mr Brian Page (NRP Umhlanga) that the permits had been issued in terms of the Water Act of 1956

In the same period the department had received 66 complaints about the discharge of effluent from various sources All the complaints were investigated

The complaints resulted in 27 prosecutions with nine convictions

# Govt tackled on apprentices — 10 659 whites, 741 blacks

Argus 25/3/83 178

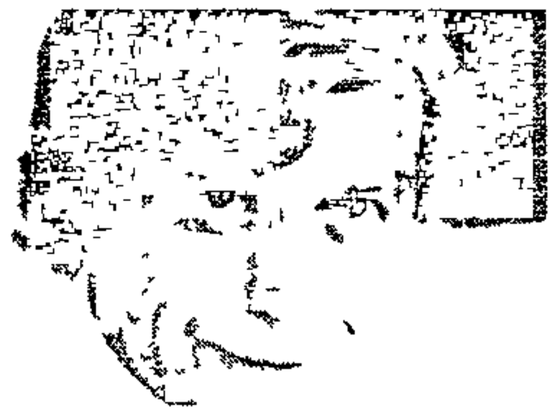
**Political Staff**

THE substantial imbalance in the race groups entering skilled trades was a shocking indictment of the Government which would seriously impede South Africa's economic development

This is the view of Dr Alex Boraine, Progressive Federal Party spokesman on labour

In reply to questions asked by Dr Boraine in Parliament the Minister of Manpower Mr Fanie Botha disclosed that last year 10 659 whites were registered as apprentices compared to 2 219 coloureds, 878 Indians and 741 blacks

Whites had the largest number of apprentices in almost every job category



Dr Alex Boraine

In three categories the building furniture and jewellery industries, coloured apprentices outnumbered whites

Government and local government figures showed that Government undertakings had 292 white apprentices, 72 coloured, two Indian and one black

Local government undertakings had 64 whites and not one apprentice of another race group

In an interview Dr Boraine said the figures were a shocking indictment of the Government s apartheid policies

"When the figures are seen against the background of a desperate shortage of skilled and semi-skilled labour, which is seriously impeding the economic situation it is a very sombre picture," he said

"The fault for the small number of registered apprentices other than white must be laid at the door of the Government, which over the past 35 years has fostered prejudice and discrimination on the grounds of race"

Dr Boraine said it would take years to rectify that situation and calls for a massive recruitment of black, indian and coloured apprentices

"Changes must start in education Far better facilities must be provided for basic education on which training can be built"

He also called for an immediate opening of all technical colleges and technicons to all race groups

# Shad ban may be extended to Cape waters

**Political Staff**

NATAL'S controversial shad ban, limiting the season and "bag" catches, could be extended to the Cape coast

There has been strong dissatisfaction among the fishing fraternity that there was no limit on catching shad — known as 'elf' in the Cape — in Cape waters

Dealing with the the Sea Fisheries Amendment Bill in Parliament, Mr John Wiley, Deputy Minister of Environmental Affairs, said his department was considering bag limits on certain fish, including shad in Cape waters

In an interview, Mr Wiley said it was illogical to restrict catches in one province and not another

He was particularly pertubed at reports of substantial catches — and if they were correct then a limit would be imposed

Mr Wiley said he would be going to Natal within the next two weeks to see the Natal Parks Board to discuss the ban and bag limit and the results that had been achieved

He would then make further announcements when his vote was discussed in Parliament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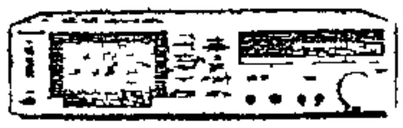

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| KENWOOD KX40 | 225 00 | 179,00 |
| SONY TCK22 .. .. .. | 206 00 | 169,00 |
| SANSUI D55M | 243 95 | 195,00 |
| TEAC V9 .. .. .. | 255 00 | 189,00 |
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| TEAC A660 .... .. | 379 00 | 249,00 |
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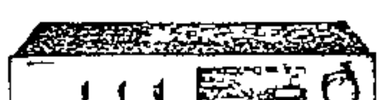

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| SONY TAAX2 25W Pwr C | 199,00 | 159,00 |
| AKAI AM022 25W Pwr C | 199,00 | 159,00 |
| AKAI AM011 22W Pwr C | 189 00 | 149,00 |
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| PIONEER SA629 45W Pwr C | 265 00 | 199,00 |
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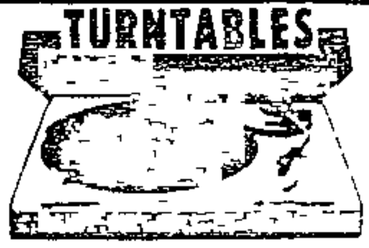

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| PIONEER PL130 | 149 90 | 119,00 |
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| AIWA D35 | 199 00 | 159,00 |
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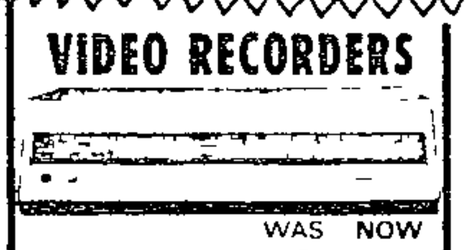

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| TOSHIBA BETA 8400 | 995 00 | 899,00 |
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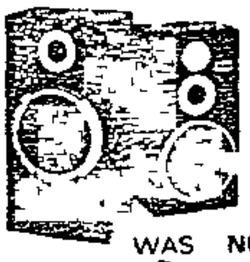

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| PIONEER 330 40W | 199 00 | 149,00 |
| PIONEER 550 50W | 225 00 | 159,00 |
| PIONEER 429 50W | 299 00 | 165,00 |
| AKAI SW155 50W | 199 00 | 149,00 |
| KENWOOD LS1200 | 199 00 | 169,00 |
| AR4x 100W (shopsoiled | 624 00 | 499,00 |
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**Apprentices**

859 Mr G B D McINTOSH asked the Minister of Transport Affairs

(1) (a) How many Black apprentices were employed by the South African Transport Services in each of the latest specified five years for which figures are available and (b)(i) in what trades and (ii) at what rates of pay were they employed in each such year,

(2) whether the rates of pay for Black apprentices differ from those applicable to White apprentices of equivalent seniority, if so, (a) why and (b) what is the difference,

(3) (a) how many Black apprentices reached artisan status in the latest specified three years for which figures are available and (b) how many is it estimated will reach such status in the next two years

(4) whether such Black artisans will receive the same pay as White artisans; if not, (a) why not and (b) what is the commencing rate of pay for (i) Black and (ii) White artisans?

The MINISTER OF TRANSPORT AFFAIRS

(1)(a) and (b)(i)

| | 1979 | 1980 | 1981 | 1982 | 1983 |
|---|---|---|---|---|---|
| Bricklayer | 3 | 3 | 5 | 5 | 8 |
| Carpenter | 3 | — | 4 | 7 | 11 |
| Diesel Electrical Fitter | — | — | — | — | 1 |
| Motor Mechanic | — | — | 2 | 2 | 2 |
| Painter | 2 | 1 | 3 | 7 | 7 |
| Plumber | 3 | 3 | 4 | 5 | 5 |

(b) (ii)

| Year | School Standard | Year of Apprenticeship and Annual Emoluments 1st R | 2nd R | 3rd R | 4th R |
|---|---|---|---|---|---|
| 1979 | Std 7 | 1 680 | 1 986 | 2 289 | 2 595 |
| | Std 8 and 9 | 1 833 | 2 136 | 2 442 | 2 748 |
| | Std 10 | 2 136 | 2 442 | 2 748 | 3 051 |
| 1980 | Std 7 | 1 905 | 2 235 | 2 595 | 2 925 |
| | Std 8 and 9 | 2 415 | 2 745 | 3 105 | 3 435 |
| 1981 | Std 7 | 2 430 | 2 970 | 3 240 | 3 510 |
| | Std 8 | 2 970 | 3 240 | 3 510 | 3 780 |
| | Std 9 | 3 240 | 3 510 | 3 780 | 4 320 |
| | Std 10 | 3 510 | 3 780 | 4 320 | 4 860 |
| 1982 and 1983 | Std 7 | 2 820 | 3 420 | 3 750 | 4 050 |
| | Std 8 | 3 420 | 3 750 | 4 050 | 4 350 |
| | Std 9 | 3 750 | 4 050 | 4 350 | 4 980 |
| | Std 10 | 4 050 | 4 350 | 4 980 | 5 610 |

(2) No

(3) (a) One since 1981

(b) 14

(4) Yes

**Aircraft: aborted landings/technical difficulties/burst tyres**

865 Mr R A F SWART asked the Minister of Transport Affairs

(a) How many South African Airways

# NEWS EXTRA

## Students off to US

**FORTY young Black South African students from all over the country depart today (Tuesday) from Jan Smuts Airport, joining 64 others from other countries to begin university studies in the United States of America.**

The students were successful candidates in a programme administered by the Institute of International Education and the Educational Opportunity Council with major funding by the United States Government's agency for international development They form part of the contingent to go to the United States on grants this year

Sixty-four of the students will begin four year courses at under graduate level in engineering, business administration, and mathematics Forty students will be pursuing advanced degrees at the post-graduate level Students are also required to return to South Africa upon completion of their degrees

## Train crash victims

**THE South African Transport Services has released five more names of the 23 victims of Friday's train smash at Hammanskraal who are still being treated at the Kalafong Hospital.**

They are Mr Abram Moroko, Mr Gideon Kgomo, Mrs Franscina

He said 64 people were admitted to the hospital on Friday and some were treated for minor injuries and later discharged. Twenty-seven were transferred to Kalafong and Ga-Rankuwa hospitals

The condition of those admitted to the



BOYCOTT. Progress High School's principal, Mr Piet le Roux (left), with some of the 900 boycotting pupils

# Mandela's birthday observed in silence

**By ZWELAKHE SISULU**

**YESTERDAY was Nelson Mandela's 65th birthday and his family and friends observed it in a way that has become a tradition — a day of silence and fasting.**

While local and world leaders paid tribute to the jailed leader of the banned African National Congress, his wife, Nomzamo Winnie Mandela, spent a lonely day in Brandfort to where she has been banished

Not only that, she is among eleven people recently banned under the new Internal Security Act

"It is a great pity that

anthem," said Zinzi

She is not the only one who goes through this ritual A close friend of the family and one of Mandela's contemporaries, Helen Joseph, has also observed it all these years

The secretary of the South African Council of Churches, Bishop Desmond Tutu, said it was unfortunate that Mandela was still in prison

"I am deeply saddened that such a great man is still where he is and we look forw

democratic South Africa "

Meanwhile in London Mandela s birthday was marked by a festival featuring Hugh Masekela, Julian Bahula and the West African group, Osibisa

Masekela was given a standing ovation from the crowd of more than 3 000 and Bahula played his new composition honouring Mandela

Mandela's other daughter, Zeni, made a brief appearance on stage introduced by the

# Tension mounts at schools

**By MONO BADELA**

**THERE was mounting tension in Soweto schools yesterday as the second group of students in two weeks took to the streets.**

The number of students who are now roaming the streets of the township is more than 2 000 after 900 pupils at Progress Senior Secondary School in Klipspruit yesterday boycotted classes in protest against the alleged practice by the principal, Mr Piet le Roux, of replacing black staff members with whites The head prefect of the school, Mr George Mokone, told **The SOWETAN** that "We shall continue with our protest action of boycotting classes until our demands are met "

The situation at Progress Secondary has given the school boycott situation an entirely dif-

they would continue to resist the presence of the principal in contention, Mr R T Venter, at their school They will go back to Ibhongo today and retire to St Hilda's if the classrooms are still locked

At Progress Secondary the principal decided to close the school after the students had boycotted classes for three hours There were no incidents

The students said they would be back at school today but they would remain outside the classrooms until the principal recalled two black teachers who recently left their school without them being told why

Mr George Mokone said two very competent teachers, Mr Zakes Mokoena and Mr B S Lenkoe, who taught mathematics and history re

with

# SCHOOLS

## By MONO BADELA

**THERE was mounting tension in Soweto schools yesterday as the second group of students in two weeks took to the streets.**

The number of students who are now roaming the streets of the township is more than 2 000, after 900 pupils at Progress Senior Secondary School in Klipspruit yesterday boycotted classes in protest against the alleged practice by the principal, Mr Piet le Roux, of replacing black staff members with whites The head prefect of the school, Mr George Mokone, told **The SOWETAN** that "We shall continue with our protest action of boycotting classes until our demands are met."

The situation at Progress Secondary has given the school boycott situation an entirely different complexion — that of race.

Ironically, the problem at Ibhongo High School, where trouble first erupted, was not racial The students had demanded the removal of a white principal who had replaced another white teacher

Yesterday the pupils at Ibhongo said they were tearsmoked once more by police after they left school to congregate at St Hilda's Anglican Church in Sensoane They had gathered at their school in defiance of the directive from the Department of Education and Training (DET) that the school would only be reopened if parents accompanied their charges to various points as from tomorrow

When the students got to Ibhongo High, they found all classrooms locked and after waiting for about 80 minutes they left for St Hilda's

The children said the police used tearsmoke to disperse what they said was a "peaceful" meeting to discuss their problems

They resolved that none of them would re-register tomorrow as they had been directed to by DET. They said they would continue to resist the presence of the principal in contention, Mr R T Venter, at their school They will go back to Ibhongo today and retire to St Hilda's if the classrooms are still locked

At Progress Secondary the principal decided to close the school after the students had boycotted classes for three hours There were no incidents

The students said they would be back at school today but they would remain outside the classrooms until the principal recalled two black teachers who recently left their school without them being told why

Mr George Mokone said two very competent teachers, Mr Zakes Mokoena and Mr B S Lenkoe, who taught mathematics and history respectively, were replaced by white teachers He said they were not told why the teachers were replaced by whites.

A car used by **The SOWETAN** staff was stopped by Security Police near Progress school The car was searched and after the police said they would take the two staffmen, Mr Mono Badela and Mr Phikela Zwane, to Protea Police Station, they changed their minds and instead took down their particulars

The regional director of DET, Mr Philip Engelbrecht, said he was not aware of the events at Progress Senior Secondary School, but DET would investigate The principal of the school was not available for comment

Reacting to the escalating tension at Soweto schools, a leading black educationist, Mr Curtis Nkondo, and Azapo's secretary for education, Mr Sedupe Ramokgopa, condemned in the strongest terms the "summary" closing of Ibhongo

They viewed it in a very serious light the action of having police involvement to solve an educational problem".


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EEN OWNER: Mr Russel Kunene of M

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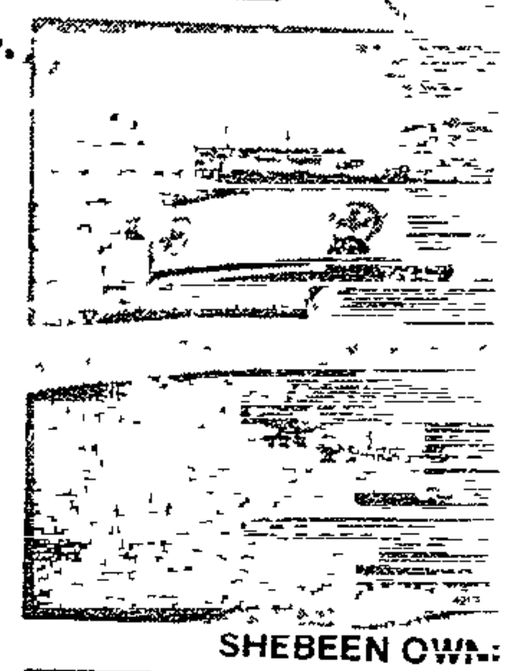
# STUDENT RUN AMOK

## Motor car set alight in violence



SHEBEEN OWN...

July 1983

**IN AN OUTBREAK of student violence, more than 40 school children armed with an assortment of weapons yesterday went berserk destroying furniture at a Mofolo shebeen and seriously injuring four people.**

The school children also set fire to house curtains and a car belonging to Mr Russel Kunene in what he described as "revenge" following the apprehension earlier in the day of a schoolboy involved in a robbery at the shebeen

A group of four armed youths had earlier arrived at the shebeen and robbed them of the weekend takings estimated at R1 800. When the youths ran away, one of them was apprehended.

Later a group of more than 40 school kids returned and after forcibly entering the house, attacked members of the Kunene family and those present with an assortment of weapons, including pangas

"I managed to escape injury after I was punched and hit with a blunt instrument," said Mr Kunene.

The rampaging mob smashed furniture in the house and set fire to the family car and curtains

Miss Nomahlubi Radebe, Miss Nozanele Radebe and a patron were rushed to Baragwanath Hospital after receiving injuries inflicted by the enraged mob. A fourth person, Mr Bunny Radebe, received slight hand and face injuries and was home when a team from

rushed to help extinguish the fire Several other people came to the rescue rushing the wounded to hospital. I have never seen such student violence in my life," said the man.

Mr Kunene, who was still shaken after the harrowing experience, said that after the "arrest" of the youth, they had intended handing him over to the police

He said that he had reported the matter to the police who were investigating.

**By JOSHUA RABOROKO**

The SOWETAN arrived at the house.

Damage to property has been estimated at R6 000 A witness who did not want to be named described how the mob broke windows, furniture and stoned the family car before pouring petrol onto it.

"The house was in flames and after the school kids had left, I

# Building industry boom predicted

ARGUS 24/10/83 178

**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

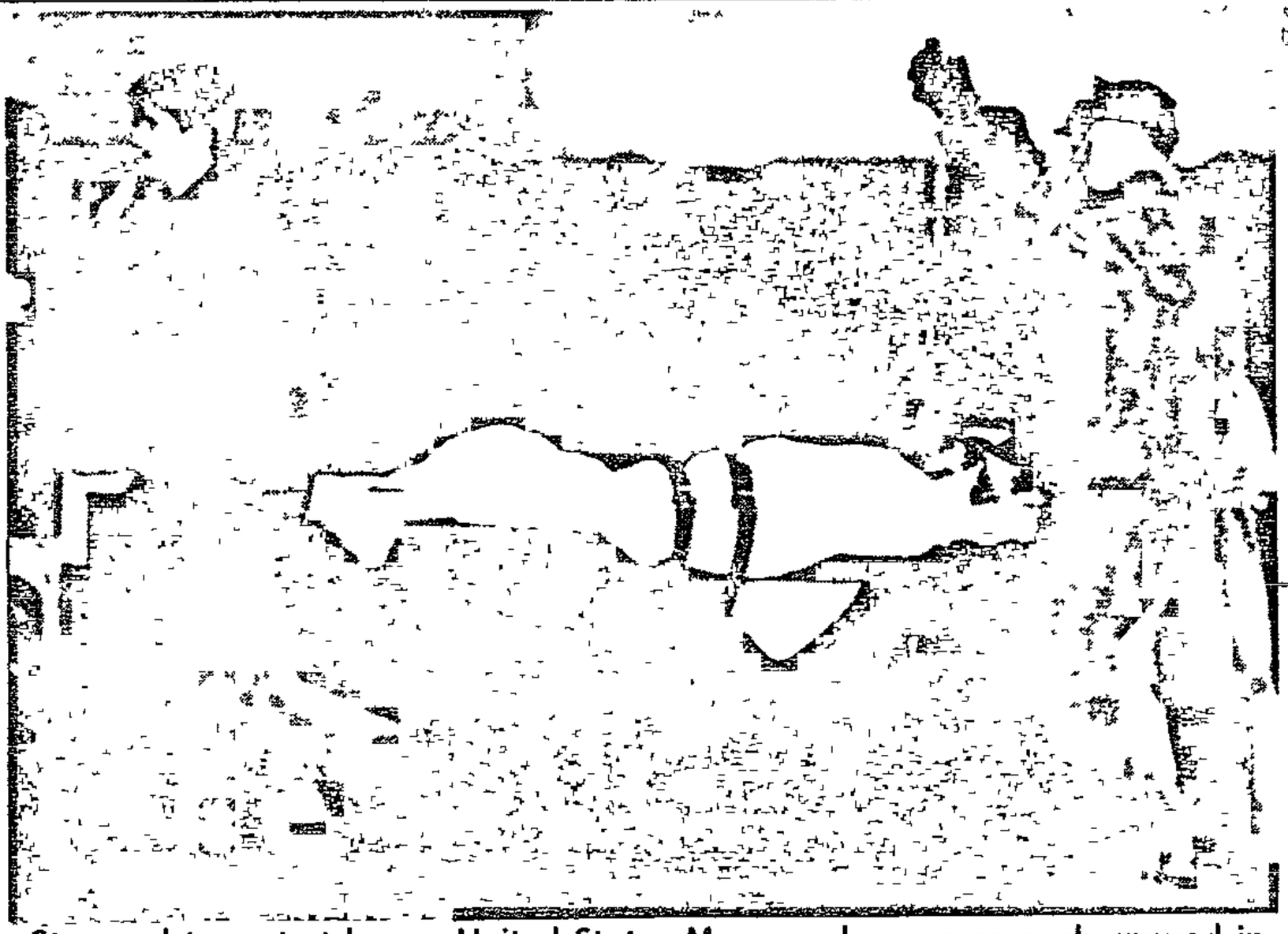
● Projects should be organised on a grand scale which, in the case of Mitchell's Plain, produced economics of 50 percent

## 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.

# Bifsa plans upgrade for artisan training

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

# SA experiences a 'training explosion'

ARGUS 18/10/83 178 466

**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

South African Council of Churches completed its inquiry at the end of 1983 and its report was submitted to the State President The Commission's findings and recommendations are presently being considered by the Government

(2) No statement on the matter will be made at this stage

Hansard Q 601 15

178 **Apprenticeship/training**

1/2/84

10 Dr A L BORAINE asked the Minister of Manpower

(1) Whether the investigation by the National Training Board into apprenticeship and artisan training in South Africa has been completed, if not, when is it anticipated that it will be completed, if so, what were the findings,

(2) whether any action is to be taken as a result of the investigation, if so, what action?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM (for the Minister of Manpower)

(1) No It is expected that the investigation will be completed by the end of 1984

(2) Falls away

**Council of Churches**

*11 Mr D J DALLING asked the Minister of Justice

(1) Whether the commission of inquiry into the South African Council of Churches has completed its investigation, if not, when is it anticipated that it will complete its investigation, if so, what were the findings,

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

†The MINISTER OF JUSTICE

(1) The Commission of Inquiry into the

(178) Hansard Q. 61. 43.

**Apprenticeship contracts** 1/3/84

459 Dr A L BORAINE asked the Minister of Manpower

(a) How many apprenticeship contracts were registered in 1983 in respect of White Coloured and Indian persons respectively, and (b) how many in each race group were registered in respect of each trade?

The MINISTER OF MANPOWER

(a) 9 867 Whites 1 455 Coloureds and 507 Asians



(b)

| Industry | Number of Contracts registered | | |
|---|---|---|---|
| | Whites | Coloureds | Asians |
| Aerospace | 170 | | 3 |
| Automobile | 74 | 57 | 3 |
| Building | 427 | 510 | 88 |
| Diamond Cutting | 3 | — | — |
| Electricity Supply Undertaking | 344 | 8 | 51 |
| Explosives and Allied Industries | 70 | 2 | — |
| Furniture | 14 | 62 | 10 |
| Government Undertakings | 253 | 47 | 4 |
| Hairdressing | 347 | 17 | 4 |
| Jewellers and Goldsmiths | 31 | 3 | — |
| Local Authority Undertaking (Northern Transvaal) | 68 | — | — |
| Metal | 2 718 | 382 | 176 |
| Mining | 1 581 | 36 | 14 |
| Motor | 457 | 240 | 122 |
| Printing | 354 | 74 | 14 |
| South African Transport Services | 1 906 | 1 | 1 |
| Sugar Manufacturing and Refining | 19 | 5 | 17 |
| Tyre and Rubber Manufacturing Industry | 13 | 11 | — |
| Total | 9 867 | 1 455 | 507 |

**Apprentices**

460 Dr A L BORAINE asked the Minister of Manpower

(a) How many Blacks were registered as apprentices in 1983 and (b) how many were registered in respect of each trade?

The MINISTER OF MANPOWER

(a) 656

(b)

| | |
|---|---|
| Automobile | 17 |
| Building | 135 |
| Explosives and Allied Industries | 17 |
| Furniture | 3 |
| Government Undertaking | 3 |
| Metal | 295 |
| Mining | 42 |
| Motor | 122 |
| Printing | 11 |
| South African Transport Services | 2 |
| Suguar Manufacturing and Refining | 7 |

Tyre and Rubber Manufacturing Industry — 2

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 Zurich, a Fellow of the Institution of Civil Engineers in London and of the South African Institution of Civil Engineers

# M and R seeks black management

w/c ARGUS B4S 28/4/84

By AUDREY d'ANGELO

**THE number of black people in management positions will increase "steadily and dramatically," with many of them rising through the trades, says Mr John Bramwell, chief executive and deputy chairman of Murray and Roberts**

But he says this cannot happen immediately because many in the 25 to 45 age group are handicapped by the poor quality of the education they received

Murray & Roberts already employs black people in senior positions, particularly outside South Africa

"We give a lot of support to the universities, including the black ones, and we are always looking for management ability among blacks so that we can advance them.

"We always have between 100 and 120 bursary students at universities

"The bursaries are given on a non-racial basis and although whites are in the majority the number of black students is increasing

"We also have several hundred technicians in training at technikons and there is a higher proportion of black people among these although there is still a preponderance of whites

"We have hundreds of apprentices in training, too, and here the largest proportion are not white and the number of blacks is increasing rapidly

"Further down the line we have in-house training to upgrade unskilled people and these are predominantly black"

Mr Bramwell said this process of rising through the trades was already far advanced among coloured people in the construction industry

The company started training coloured apprentices in the days when almost all foremen were white

Now almost all foremen were coloured men with 20 or 30 years' experience.

Coloured people would move up into management in increasing numbers "and the same thing will happen with blacks"

Discussing the emergent black trade union movement, Mr Bramwell said Murray & Roberts had spent a lot of time training management at all levels in negotiating skills

"We have also been trying to help black people to understand our problems and responsibilities, and to achieve a good level of communication between management and workers

"This does not mean that we shall have no problems but it does mean that we shall be able to understand and identify our problems"

Murray & Roberts, which made after-tax profits of R53-million in 1983 compared with R9-million in 1974, would con-

To Page 18.

ARGUS 28/4/84

# 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.

1983 under section 26 of the Development Trust and Land Act, No 18 of 1936; if so, how many in each province?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

| | |
|---|---|
| Cape | 134 |
| Natal | 101 |
| Orange Free State | 3 465 |
| Transvaal | 4 696 |

Hansard Q. Col. 1391

**West Rand: population**

787 Mr P G SOAL asked the Minister of Co-operation and Development

What was the (a) adult (i) male and (ii) female and (b) child population in each of the townships falling under the control of the West Rand Administration Board as at 31 December 1983?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

| | (a)(i) | (ii) | (b) |
|---|---|---|---|
| Kagiso | 9 600 | 10 080 | 28 320 |
| Diepmeadow | 79 344 | 73 594 | 79 653 |
| Soweto | 147 591 | 173 461 | 184 282 |
| Dobsonville | 10 805 | 12 552 | 24 355 |
| Mohlakeng | 6 820 | 9 610 | 14 570 |
| Bekkersdal | 3 120 | 3 960 | 4 920 |
| Alexandra | 16 560 | 13 680 | 41 760 |
| Boipatong | 3 751 | 3 921 | 3 200 |
| Bophelong | 2 404 | 2 651 | 5 471 |
| Zamdela | 11 282 | 3 142 | 3 286 |
| Rafenkgotso | 505 | 502 | 503 |
| Arlington | 962 | 1 214 | 716 |
| Bethlehem | 7 758 | 6 694 | 23 780 |
| Bothaville | 2 953 | 2 646 | 6 903 |
| Clarens | 123 | 177 | 192 |
| Cornelia | 146 | 130 | 585 |
| Edenville | 613 | 770 | 749 |
| Frankfort | 2 719 | 2 000 | 3 401 |
| Harrismith | 3 044 | 3 292 | 10 742 |
| Heilbron | 2 498 | 2 627 | 4 856 |
| Kestell | 460 | 593 | 1 294 |
| Koppies | 1 159 | 1 239 | 1 166 |
| Kroonstad | 14 169 | 19 336 | 24 203 |
| Lindley | 1 215 | 1 364 | 1 580 |
| Memel | 185 | 104 | 513 |
| Oranjeville | 123 | 142 | 218 |
| Parys | 3 764 | 4 720 | 11 921 |
| Petrus Steyn | 776 | 795 | 1 876 |
| Reitz | 807 | 1 244 | 2 213 |
| Steynsrus | 423 | 748 | 1 112 |
| Tweeling | 320 | 267 | 385 |
| Viljoenskroon | 2 608 | 2 518 | 3 858 |
| Villiers | 753 | 829 | 881 |
| Vrede | 1 340 | 1 560 | 4 753 |
| Vredefort | 583 | 598 | 1 087 |
| Warden | 960 | 935 | 1 992 |

Hansard Q. Col. 1391

**Orange Vaal: population**

794 Mr P G SOAL asked the Minister of Co-operation and Developmennt

What was the (a) adult (i) male and (ii) female and (b) child population in each of the townships falling under the control of the Orange Vaal Administration Board as at 31 December 1983?

The MINISTER OF CO-OPERATION AND DEVELOPMENT

| | (a)(i) | (ii) | (b) |
|---|---|---|---|
| Evaton | 16 944 | 21 758 | 32 308 |
| Sebokeng | 60 009 | 38 856 | 63 634 |
| Sharpeville | 12 605 | 13 692 | 17 821 |

Hansard Q. Col. 1392

**Decentralization**

907. Mrs H SUZMAN asked the Minister of Industries, Commerce and Tourism

(1) (a) How many applications from entrepreneurs wishing to avail themselves of decentralization concessions available to enterprises established in or near national states and independent Black states had been received as at the latest specified date for which figures are available and (b) how many such applications were granted in respect of each specified decentralization area (i) during the period (aa) 1970 to 1974 and (bb) 1975 to 1979 and (ii) from 1 January 1980 up to the latest specified date for which figures are available,

(2) how many enterprises in respect of which such applications had been granted were established in each



specified decentralization area (a) during the period (i) 1970 to 1974 and (ii) 1975 to 1979 and (b) from 1 January 1980 up to the latest specified date for which figures are available?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM

(1) (a) 5 090 from 1972 to 31 March 1984 No records were kept of the number of applications prior to 1972 and the figure of 5 090 does not include applications received by the independent national states after they were granted independence

| Region | | 1 4 1982—31 3 1983 | 1 4 1983—31 3 1984 |
|---|---|---|---|
| A | Western Cape Province | 107 | 191 |
| B | Northern Cape/Western Transvaal | 45 | 48 |
| C. | Orange Free State/Qwa Qwa | 67 | 178 |
| D. | Eastern Cape | 95 | 123 |
| E | Natal/KwaZulu | 281 | 326 |
| F | Eastern Transvaal/KaNgwane/parts of Lebowa and Gazankulu | 41 | 69 |
| G | Northern Transvaal/parts of Lebowa and Gazankulu | 115 | 205 |
| H | Pretoria—Witwatersrand—Vaal Triangle/KwaNdebele | 26 | 50 |
| | Total | 777 | 1 190 |

(b) (i) (aa) 609 (1972 to 1974)

(bb) 1 385

(ii) 602 (1980 to 31 March 1982)
1 967 (1 April 1982 to 31 March 1984)
Only the total number of applications approved during the respective periods up to 31 March 1982 is available For the two years ended March 1983 and 1984, respectively, the particulars on a regional basis are as follows

(2) Specific records in respect of individual industrialists which have established, are not available for the periods up to 31 March 1982
Please see the reply to Question 871 dated 7 May 1984 regarding the position in the two years to March 1984

Hansard Q Col. 1393

**Apprentices**

929 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

(a) How many (i) White, (ii) Asian, (iii) Coloured and (iv) Black apprentices were indentured to his Department, and (b) in which trades were they indentured, as at the latest specified date for which figures are available?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 88, and

(ii), (iii) and (iv) none, and

(b) (i) motor mechanic (57),
diesel mechanic (13),
carpenter (9),
painter/decorator (3), and
plumber (6),

as at 30 April 1984

Hansard Q Col 1394

**Learner telephone electricians**

930 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

# Manpower artisans' courses

Capt Times 23/4/84

178

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

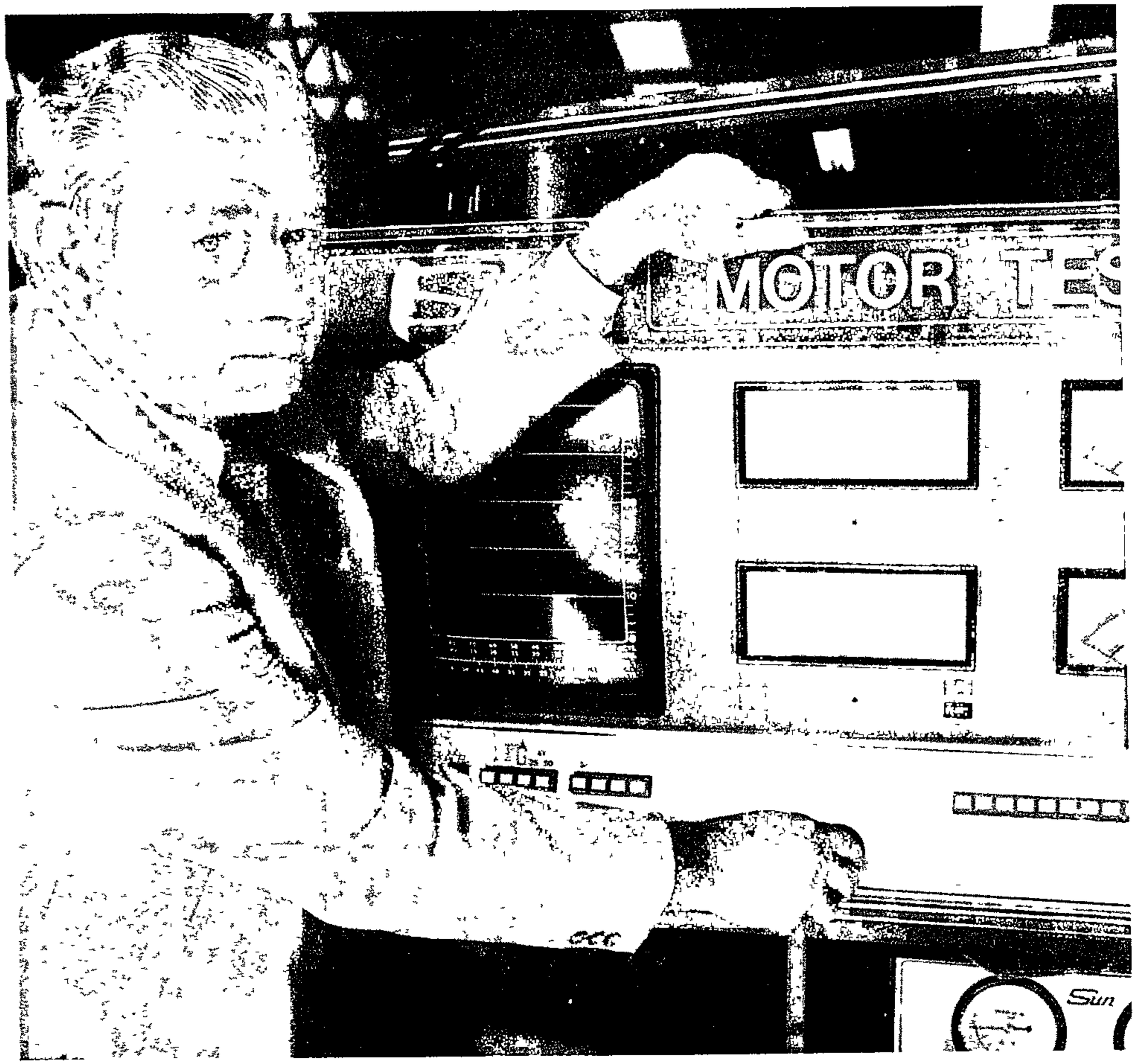
A trainee who has obtained a pass at National Technical Certificate, Part I or II level, in his trade theory, may, upon completion of a laid-down period of training in employment, undergo a qualifying trade test

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

(a) How many (i) Coloured, (ii) Asian, (iii) White and (iv) Black learner telephone electricians completed their training in 1983 and (b) how many electricians in each race group are employed by his Department at present?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 138,
(ii) 57,
(iii) 414,
(iv) 158, and

(b) (i) 676,
(ii) 441,
(iii) 7 506, and
(iv) 422

NOTE. The figures under (b) reflect the position on 31 March 1984 and include all electrician grades except learners

**Wind-strength**

934 Mr D J N MALCOMESS asked the Minister of Transport Affairs

What was the maximum wind-strength recorded 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* (D.F. Malan Airport)

25 April: Maximum average wind-speed 25 knots
Maximum gust 45 knots
26 April: Maximum average wind-speed 22 knots
Maximum gust 42 knots

(b) *Port Elizabeth* (H F Verwoerd Airport)

25 April Maximum average wind-speed 17 knots
Maximum gust 33 knots
26 April Maximum average wind-speed 32 knots
Maximum gust 64 knots

(c) *East London* (B J Schoeman Airport)

25 April. Maximum average wind-speed 14 knots
Maximum gust 25 knots
26 April· Maximum average wind-speed 32 knots
Maximum gust 49 knots

For your information it may be mentioned that average wind-speed refers to the wind-speed average over a ten minute period Owing to the extreme variability of wind-speed over short periods it is international practice to report the ten minute average of wind-speed

125 302 Hansard
Q. col. 1396 29/5/84

**Industrial accidents**

953. Dr A L BORAINE asked the Minister of Manpower·

(1) How many workmen in each race group (a) suffered permanent disablement and (b) died as a result of injuries sustained at work in 1983,

(2) (a) how many industrial accidents occurred in the Republic in 1983, (b) what amount was paid out by the Workmen's Compensation fund in respect of such accidents and (c) what was the total period for which persons injured in such accidents were absent from work in that year?

The MINISTER OF MANPOWER·

(1) (a) Whites 1 949 (other risk carriers included)
Asians 218 (other risk carriers included)
Coloureds 1 602 (other risk carriers included)
Members of the Black population groups 23 305 (other risk carriers included)

(b) Whites 191
Asians 19
Coloureds 160
Members of the Black population groups 1 816

(2) (a) 311 648 (other risk carriers included)
(b) R52 298 451

(c) 3 688 711 mandays (other risk carriers included)



178 Hansard
Q. Col. 1398 29/5/84

**Apprenticeship contracts**

955 Dr A L BORAINE asked the Minister of Manpower

How many new apprenticeship contracts were registered in each trade in 1983 in respect of (a) White, (b) Coloured, (c) Asian and (d) Black persons?

The MINISTER OF MANPOWER·

| Industry | (a) Whites | (b) Coloureds | (c) Asians | (d) Members of the Black population groups |
|---|---|---|---|---|
| Aerospace | 170 | — | 3 | — |
| Automobile | 74 | 57 | 3 | 17 |
| Building | 427 | 510 | 88 | 135 |
| Coal Mining | 52 | 2 | 11 | — |
| Diamond Cutting | 3 | — | — | — |
| Electricity Supply Undertaking | 344 | 8 | 51 | — |
| Explosives and Allied Industries | 70 | 2 | — | 17 |
| Furniture | 14 | 62 | 10 | 3 |
| Government Undertakings | 253 | 47 | 4 | 3 |
| Hairdressing | 347 | 17 | 4 | — |
| Jewellers and Goldsmiths | 31 | 3 | — | — |
| Local Authority Undertaking Northern Transvaal | 68 | — | — | — |
| Metal | 2 723 | 383 | 176 | 295 |
| Mines | 1 529 | 34 | 3 | 42 |
| Motor | 1 470 | 239 | 122 | 122 |
| Printing | 354 | 74 | 14 | 11 |
| South African Transport Services | 1 906 | 1 | 1 | 2 |
| Sugar Manufacturing and Refining | 19 | 5 | 17 | 7 |
| Tyre and Rubber Manufacturing | 13 | 11 | — | 2 |
| Totals | 9 867 | 1 455 | 507 | 656 |

**Damage to schools**

968 Mr S S VAN DER MERWE asked the Minister of Internal Affairs·

Whether any (a) Coloured and (b) Indian schools have been damaged as a result of boycotts, unrest or similar occurrences in the course of the current year, if so, (i) which schools, (ii) when did the damage occur and (iii) what was the (aa) nature, (bb) cause and (cc) total cost of the damage in each case?

The MINISTER OF INTERNAL AFFAIRS·

(a) and (b) No. Rest of the question falls away

Business Day

Knight 3/8/84 178

# Black intake is meagre

**By MERVYN HARRIS**
**Property Editor**

ONLY 4% of all apprentices indentured in trades last year were black, says an investigation into the training of artisans.

"A far greater intake of black aprentices is necessary," says Mr Alan Pittendrigh, the director of the investigation.

Contracts for black apprentices were started in 1980 and more blacks are now being indentured than Indians.

The investigation into the training of artisans will enter its third phase with a series of one-day symposia to be held at major cities throughout the country this month.

The symposia are being organised on a feed-back basis between industry (both employers and employees) and the investigating committee and are being arranged by the building, engineering, mining and motor industries.

The symposium to be held in Johannesburg will be on August 30.

The investigation was announced by the Minister of Manpower in June 1983 and is taking place as a result of a request directed by the National Training Board to the Human Sciences Research Council

The first phase consisted of appointing a work committee under the directorship of Mr Pittendrigh. The 25 members of the committee are drawn from the ranks of employer organisations, trade unions and education departments.

Nineteen different industries are involved in artisan training with more than 200 designated trades. About 12 000 contracts are registered each year with a total of 37 000 contracts in 1983

While contracts for black apprentices were only entered into in 1980, starting with 82 apprentices, there are now more black apprentices being indentured than Indians.

The 1983 intake was 79% white, 12% coloured, 5% black and 4% Indian.

Project committees were set up and 20 research projects identified.

The investigation now involves nine major industries employing 87% of all registered apprenticeships, two major trade unions, technikons, universities and other organisations.

The second phase of the investigation used questionnaires, which were filled in by high school pupils, apprentices, instructors, artisans, trade unions and employers.

After the completion of the symposia, the work committee will consider project committee reports and feed-back from the symposia.

It is hoped to complete the report by the end of the year.

**INSTITUTE FOR MANPOWER RESEARCH**

Address:
Institute for Manpower Research, Human Sciences Research Council
Private Bag X41, Pretoria, 0001

Phone:
(012) 28 3944

Director:
S.S. Terblanche

Constituency:
Division within the Human Sciences Research Council

Aims and Objectives:
To do basic research in the field of industrial relations.

Facilities and Resources:
Library: HSRC Library

Computer: Yes

Current Programmes:
Perception of collective bargaining. The labour situation of artisans and technicians.

Publications:

| Author | Title | Date of Publication |
|---|---|---|
| Terblanche S.S. | Black workers'perception of labour unions | 1983 |
| Lotz J.W. | Managements' Handling of Strikes | 1983 |
| Slabbert J.A. | Attitudes of black workers towards pension schemes | 1982 |

MANPOWER – Apprentices – 1983 – 1985

(2) (a) No

(b) It has not been deemed specifically necessary to request the Board, to make recommendations on the creation of employment opportunities for unemployed contributors as the Directorate of Economic Planning in the Department of Constitutional Development and Planning and the National Manpower Commission have given serious attention to the unemployment question for several years and have submitted recommendations to the Government which led to the White Paper on A Strategy for the Creation of Employment Opportunities in the Republic of South Africa which was tabled last year The Government accepted a recommendation to the effect that the National Manpower Commission and the Directorate of Planning launch an investigation into more effective methods that can be used to moderate cyclical increases in unemployment In this process they have and will continue to consult with the Unemployment Insurance Commissioner and whenever necessary the Unemployment Insurance Board

**Dieldrin**

*34. Mr E K MOORCROFT asked the Minister of Agricultural Economics·

(1) Whether any instances of dieldrin contamination have been reported to his Department, if so, (a) how many instances and (b) in which magisterial districts;

(2) whether contamination of any food resources has been reported; if so, what resources;

(3) whether any steps are being taken to trace the source of the contamination, if not, why not, if so, what steps,

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

The MINISTER OF AGRICULTURAL ECONOMICS

(1) No instances have been reported during the last 12 months

(2) and (3) No

(4) I issued a press statement on the matter on 5 February 1985 In view of recent allegations in the media that dieldrin is being used on sugar cane in Natal, a team of 35 inspectors of the Department visited 400 sugar cane farms in Natal during the period 5 to 7 February 1985 No evidence could be found that dieldrin is still being used Approximately 200 kg of dieldrin which is more than 6 years old was found on farms On to the condition of the containers it is clear that these stocks were acquired prior to 1 May 1981 and have not been used since The dieldrin was removed from the farms

Hansard
**Death of M Tyuka**
Q.61.84 12/2/85

*35. Mr E K MOORCROFT asked the Minister of Law and Order

(1) Whether the South African Police have conducted an investigation into the death of one Madodana Tyuka in Port Alfred Township on or about 6 November 1984, if not, why not, if so, what were the findings of the investigation,

(2) whether any person or persons have been taken into custody in connection with his death, if not, why not,

(3) whether any other action has been taken as a result of the investigation; if so, what action?

The MINISTER OF LAW AND ORDER





(1) Yes, the investigation of the inquest docket has not yet been concluded, but will on completion be referred to the attorney-general for a decision

(2) and (3) No Whether or not steps will be taken will be determined by the decision of the attorney-general

Hansard
**Escom**
Q.61 85 12/2/85

*36 Mr P G SOAL asked the Minister of Mineral and Energy Affairs

(1) Who are the members of Escom at present,

(2) whether persons appointed to Escom are required to have any special qualifications in regard to the supply of electricity, if not, why not, if so, what special qualifications does each of the present members of Escom possess,

(3) Whether the members of Escom are advised of losses which are not reflected in its books of account, if not, why not, if so,

(4) whether these members are required to take any action as a result of such losses, if not, why not, if so, what action?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) Messrs Jan H Smith (Chairman)
D J Malan
E Pavitt
T R Castle
The Honourable J F W Haak

(2) The members of the Electricity Supply Commission are appointed by the State President in terms of section 2(2) of the Electricity Act, 1958 (Act No 30 of 1958) for their knowledge and experience in respect of business or administration and, in so far as the State President may deem expedient, electricity supply

I would like to refer to the Honourable Member's attention also to the reply to a question in his name, question 10 of 25 May 1983

(3) Members of the Electricity Supply Commission are informed about trade losses suffered by Escom even if, as a result of security and/or secrecy requirements, it is not specified in accounts

(4) Yes Applicable actions of control as dictated by circumstances

178 Hansard
**Motor mechanics: apprenticeship training**
Q 61 86 12/2/85

*37 Dr A L BORAINE asked the Minister of Manpower

(1) Whether he or any member of his Department has received any representations concerning apprenticeship training for motor mechanics, if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto,

(2) whether any changes in the training of apprentice motor mechanics are envisaged, if not, why not, if so, (a) what changes and (b) when?

The MINISTER OF MANPOWER

(1) Yes

(a) The major automobile manufacturers have made representations to the National Training Board

(b) During 1983

(c) (i) To have the existing system of training of apprentice motor mechanics changed The proposed changes relate to institutionalized training by instructors as opposed to the present system of training on the shop floor by a qualified artisan as prescribed in the training schedules

(ii) The representations were referred to the Committee of Inquiry into the training of Apprentices and Artisans which has just completed its investigation The final report and recommendations have not yet been submitted to me as Minister of Manpower.

(2) Falls away.

**MAOF Airline flight: passengers**

*38 Mr D J N MALCOMESS asked the Minister of Home Affairs:

(1) Whether immigration officials at Jan Smuts Airport refused entry to South African nationals from a diverted MAOF Airline flight on or about 15 October 1984, if so, why,

(2) whether the aircraft in question returned to Jan Smuts Airport later on the same day, if so,

(3) whether these passengers were allowed clearance on their second arrival at this airport, if so, why,

(4) whether any conditions were attached to this clearance, if so, (a) why and (b) what conditions,

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

The MINISTER OF HOME AFFAIRS

(1) No The Department of Transport is responsible for landing rights and facilities at State Airports. The honourable member should therefore address the rest of the question to the honourable Minister of Transport Affairs.

Hansard Q.61.87
12/2/85

**Durban Local Road Transportation Board**

*39. Mr D J N MALCOMESS asked the Minister of Transport Affairs

(1) Whether the Durban Local Road Transportation Board has received any applications for members of all race groups to travel on buses in Durban, if so, (a) what was the nature of these applications and (b) (i) when and (ii) from whom were they received,

(2) whether these applications were granted, if not, why not, if so, when?

The MINISTER OF TRANSPORT AFFAIRS.

(1) Yes.

(a) (i) To allow whites to use certain black services over specific routes, and

(ii) for the conveyance of white and non-white organized parties between specific points

(b) (i) On 2 March 1984 and 14 June 1983 respectively

(ii) From Durban Transport Management Board and Marinpine Transport (Pty) Ltd

(2) No. Local Road Transportation Boards are autonomous Statutory Bodies and are not obliged to disclose reasons for the granting or refusal of permits. For this reason a reply cannot be submitted.

*40. Mr B B GOODALL—Mineral and Energy Affairs [Reply standing over.]

*Own Affairs*:

*1. Mr R W HARDINGHAM—Agriculture and Water Supply. [Reply standing over.]

*2. Mr P G SOAL—Local Government, Housing and Works. [Reply standing over ]

*3 Mr P G SOAL—Local Government, Housing and Works [Reply standing over.]





*4 Mr H E J VAN RENSBURG—Education and Culture [Reply standing over ]

*5 Dr M S BARNARD—Health Services and Welfare [Reply standing over ]

*6 Mr A B WIDMAN—Local Government, Housing and Works [Reply standing over ]

*For written reply*

*General Affairs*

Hansard Q 61.89
12/2/85

**Exercise Thunder Chariot**

2 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Defence

What was the cost, in connection with Exercise Thunder Chariot, of (a) salaries of (i) members of the Permanent Force, (ii) members of the Citizen Force and (iii) national servicemen, (b) (i) petrol and (ii) aviation fuel, (c) (i) diesel and (ii) gas, (d) lubricants, (e) rations, (f) losses of equipment, (g) damage to (i) vehicles and (ii) other equipment, (h) claims by members of the public against the South African Defence Force, (i) printing and publications, (j) visits by (i) VIP's and (ii) members of the Press corps and (k) ammunition?

The MINISTER OF DEFENCE:

(a) (i) R1 222 582

(ii) R3 678 928

(iii) R 90 040

(b) (i) R 59 933

(ii) R 666 225

(c) (i) R 450 734

(ii) R 13 512

(d) R 29 845

(e) R1 175 911

(f) R 27 357

(g) (i) and (ii) The cost analysis of these items has not been completed

(h) None

(i) R 8 400

(j) (i) R 99 191

(ii) R 17 234

(k) R16 289 644

In addition to the above mentioned costs the following expenditures also occurred

| | |
|---|---|
| — Transport of participating troops from and to their homes/bases | R 694 166 |
| — Sundries | R 144 613 |

Concerning the costs with relation to salaries, fuel, rations and ammunition it should be pointed out that

a The Permanent Force members and National Servicemen who took part in the exercise serve on a full-time basis and they would in any event have had to be paid The Citizen Force units took part in the exercise during their annual training camp and their members would also have had to be paid if their camps had been held at another venue or over another period This also applies to rations for the participating National Servicemen and Citizen Force members

b A substantial amount of the fuel which was used by aircraft and vehicles during the exercise would have been used during the annual training of the participating units

c. Ammunition has a limited shelf life Annually a certain minimum amount of ammunition has to be expended to avoid reaching a stage where a large

(2) (a) No

(b) It has not been deemed specifically necessary to request the Board, to make recommendations on the creation of employment opportunities for unemployed contributors as the Directorate of Economic Planning in the Department of Constitutional Development and Planning and the National Manpower Commission have given serious attention to the unemployment question for several years and have submitted recommendations to the Government which led to the White Paper on A Strategy for the Creation of Employment Opportunities in the Republic of South Africa which was tabled last year The Government accepted a recommendation to the effect that the National Manpower Commission and the Directorate of Planning launch an investigation into more effective methods that can be used to moderate cyclical increases in unemployment In this process they have and will continue to consult with the Unemployment Insurance Commissioner and whenever necessary the Unemployment Insurance Board

**Dieldrin**

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(1) Whether any instances of dieldrin contamination have been reported to his Department, if so, (a) how many instances and (b) in which magisterial districts,

(2) whether contamination of any food resources has been reported, if so, what resources,

(3) whether any steps are being taken to trace the source of the contamination, if not, why not, if so, what steps,

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

The MINISTER OF AGRICULTURAL ECONOMICS

(1) No instances have been reported during the last 12 months

(2) and (3) No

(4) I issued a press statement on the matter on 5 February 1985 In view of recent allegations in the media that dieldrin is being used on sugar cane in Natal, a team of 35 inspectors of the Department visited 400 sugar cane farms in Natal during the period 5 to 7 February 1985 No evidence could be found that dieldrin is still being used Approximately 200 kg of dieldrin which is more than 6 years old was found on farms On to the condition of the containers it is clear that these stocks were acquired prior to 1 May 1981 and have not been used since The dieldrin was removed from the farms

Hansard
Q.601.84 12/2/85

**Death of M Tyuka**

*35 Mr E K MOORCROFT asked the Minister of Law and Order

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(2) whether any person or persons have been taken into custody in connection with his death, if not, why not,

(3) whether any other action has been taken as a result of the investigation, if so, what action?

The MINISTER OF LAW AND ORDER





(1) Yes, the investigation of the inquest docket has not yet been concluded, but will on completion be referred to the attorney-general for a decision

(2) and (3) No Whether or not steps will be taken will be determined by the decision of the attorney-general

Hansard
Escom
Q.601 85 12/2/85

*36 Mr P G SOAL asked the Minister of Mineral and Energy Affairs

(1) Who are the members of Escom at present,

(2) whether persons appointed to Escom are required to have any special qualifications in regard to the supply of electricity, if not, why not, if so, what special qualifications does each of the present members of Escom possess,

(3) Whether the members of Escom are advised of losses which are not reflected in its books of account, if not, why not, if so,

(4) whether these members are required to take any action as a result of such losses, if not, why not, if so, what action?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) Messrs Jan H Smith (Chairman)
D J Malan
E Pavitt
T R Castle
The Honourable J F W Haak

(2) The members of the Electricity Supply Commission are appointed by the State President in terms of section 2(2) of the Electricity Act, 1958 (Act No 30 of 1958) for their knowledge and experience in respect of business or administration and, in so far as the State President may deem expedient, electricity supply

I would like to refer to the Honourable Member's attention also to the reply to a question in his name, question 10 of 25 May 1983

(3) Members of the Electricity Supply Commission are informed about trade losses suffered by Escom even if, as a result of security and/or secrecy requirements, it is not specified in accounts

(4) Yes Applicable actions of control as dictated by circumstances

178 Hansard
Q.61.86 12/2/85

**Motor mechanics: apprenticeship training**

*37 Dr A L BORAINE asked the Minister of Manpower

(1) Whether he or any member of his Department has received any representations concerning apprenticeship training for motor mechanics, if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto,

(2) whether any changes in the training of apprentice motor mechanics are envisaged, if not, why not, if so, (a) what changes and (b) when?

The MINISTER OF MANPOWER

(1) Yes

(a) The major automobile manufacturers have made representations to the National Training Board

(b) During 1983

(c) (i) To have the existing system of training of apprentice motor mechanics changed The proposed changes relate to institutionalized training by instructors as opposed to the present system of training on the shop floor by a qualified artisan as prescribed in the training schedules

**Properties of employees**

346 Mr G B D McINTOSH asked the Minister of Transport Affairs

(1) (a) How many properties are owned at present by the South African Transport Services employees through the (i) House Ownership Scheme, (ii) Assisted Building Society Housing Scheme and (iii) House Ownership Scheme and Pension Fund Assistance and (b) how many of these houses are owned by (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks,

(2) in respect of what date is this information furnished?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) (i) 24 344

(ii) 5 136

(iii) 20 759

(b) (i) 46 461

(ii) 1 428

(iii) 456

(iv) 1 894

The differences in numbers can be attributed to the fact that house ownership schemes for Whites, Coloureds, Indians and Blacks were introduced at different dates, viz 1938, 1973, 1977 and 1984 respectively

(2) 20 February 1985

**Pelagic fish**

360 Mr R R HULLEY asked the Minister of Environment Affairs and Tourism

What was the total catch of pelagic fish in the 1984 calendar year?

The MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM

346 168 tonnes.

**Sabotage**

384 Mrs H SUZMAN asked the Minister of Law and Order

(a) How many persons were charged with offences relating to sabotage in 1983 and (b) for what period was each of these persons detained before being charged?

The MINISTER OF LAW AND ORDER

(a) One

(b) The person concerned was charged within 48 hours of his arrest

**Commissions/departmental committees**

401 Mr K M ANDREW asked the Minister of Law and Order

(1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of his Department in 1984,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF LAW AND ORDER

(1) (a) and (b) None

(2) (3) and (4) Fall away





**Commissions/departmental committees**

415 Mr K M ANDREW asked the Minister of Water Affairs

(1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of his Department in 1984,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF WATER AFFAIRS

(1) (a) One

(b) None

(2) No

(a) and (b) and (3) Fall away

(4) R13 000

**Internal Security Act**

444 Mrs H SUZMAN asked the Minister of Law and Order

(1) Whether any notices in terms of section 5(1)(e) of the Internal Security Act, No 74 of 1982, (a) were issued, (b) were withdrawn and (c) expired in 1984, if so (i) how many in each case and (ii) how many such notices were of effect as at 31 December 1984,

(2) whether any notices which expired were renewed, if so, how many?

The MINISTER OF LAW AND ORDER

(1) (a), (b) and (c) No

(2) Falls away

**Trade unions: registration**

456 Dr A L BORAINE asked the Minister of Manpower

How many trade unions applied between 1 January and 31 December 1984 for registration in respect of (a) Black employees only, (b) White employees only (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER

(a) One

(b) One

(c) None

(d) One

**Apprenticeship contracts**

460 Dr A L BORAINE asked the Minister of Manpower

How many new apprenticeship contracts were registered in each trade in 1984 in respect of (a) White (b) Coloured, (c) Asian and (d) Black persons?

The MINISTER OF MANPOWER

| Industry | (a) Whites | (b) Coloureds | (c) Asians | (d) Members of the Black Population groups |
|---|---|---|---|---|
| Aerospace | 200 | — | — | 2 |
| Automobile Manufacturing Industry .. | 71 | 45 | 5 | 58 |
| Building | 487 | 673 | 101 | 125 |
| Coalmining | 54 | 6 | — | 1 |
| Diamond Cutting | 1 | — | — | — |
| Electricity Supply Undertaking | 639 | 23 | 9 | — |
| Explosives and Allied Industries | 87 | 2 | 3 | 12 |
| Furniture | 23 | 55 | 6 | 2 |
| Government Undertakings | 449 | 51 | — | 1 |
| Hairdressing | 398 | 33 | 8 | 3 |
| Jewellers and Goldsmiths | 29 | 7 | 1 | — |
| Local Authority Undertakings (Northern Transvaal) | 45 | — | — | — |
| Metal (Engineering) | 2 872 | 392 | 233 | 262 |
| Mining and Building-Mines | 1 413 | 27 | 7 | 98 |
| Motor | 1 309 | 238 | 95 | 65 |
| Printing | 334 | 67 | 18 | 10 |
| SA Transport Services | 1 399 | — | 1 | 2 |
| Sugar Manufacturing and Refining | 12 | 4 | 15 | 5 |
| Tyre and Rubber Manufacturing PE Uitenhage and Brits | 29 | 30 | 1 | 8 |
| Totals | 9 851 | 1 653 | 503 | 654 |

Hansard Q.61.379 4/3/85

**Unemployed persons**

481 Dr A L BORAINE asked the Minister of Manpower

How many Whites, Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest specified date for which figures are available?

The MINISTER OF MANPOWER

| | Whites | Coloureds | Asians | Members of the Black Population groups |
|---|---|---|---|---|
| Johannesburg | 5 954 | 3 009 | 616 | 7 831 |
| Cape Town | 2 213 | 4 738 | 16 | 360 |
| Durban | 3 230 | 1 592 | 4 802 | 7 797 |
| Pretoria | 1 032 | 72 | 24 | 4 326 |
| Port Elizabeth | 1 482 | 3 763 | 47 | 2 102 |
| Bloemfontein | 949 | 402 | — | 1 346 |
| East London | 389 | 293 | 16 | 1 256 |
| Kimberley | 218 | 1 189 | 9 | 316 |
| George | 166 | 249 | — | 12 |

These figures are as at 31 December 1984

HoA



**Work-seekers** Hansard Q.61 381

483 Dr A L BORAINE asked the Minister of Manpower

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1984?

The MINISTER OF MANPOWER

Members of the Black Population Groups registered as work-seekers 1984

| Month | Male | Female | Total |
|---|---|---|---|
| January | 36 376 | 16 887 | 53 263 |
| February | 58 694 | 28 950 | 87 644 |
| March | 47 137 | 23 239 | 70 376 |
| April | 44 284 | 22 483 | 66 767 |
| May | 44 857 | 22 427 | 67 284 |
| June | 42 265 | 20 544 | 62 809 |
| July | 42 799 | 20 404 | 63 203 |
| August | 46 330 | 23 497 | 69 827 |
| September | 45 035 | 21 469 | 66 504 |
| October | 44 521 | 20 416 | 64 937 |
| November | 46 305 | 21 350 | 67 655 |
| December | 34 119 | 14 336 | 48 455 |

**Police vehicles: accidents**

484 Mr P H P GASTROW asked the Minister of Law and Order

Whether any police vehicles were involved in accidents in 1984, if so, (a) how many and (b) what was the total cost to the State of such accidents?

The MINISTER OF LAW AND ORDER

Yes

(a) 4 846

(b) R2 477 517,57 An amount of R610 290,10 has however been recovered from the parties liable

*Own Affairs*

**Commissions/departmental committees**

26 Mr K M ANDREW asked the Minister of Education and Culture

(1) How many (a) commissions and (b) departemental committees of inquiry were appointed in respect of his Department in 1984,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF EDUCATION AND CULTURE

(1) (a) and (b) None, and

(2) to (4) fall away.

Hansard Q.61.382 4/3/85

**Medical students: cost to State**

29 Mr H E J VAN RENSBURG asked the Minister of Education and Culture

What is the present estimated cost to the State of the training per student for the MB Ch B degree at each of the medical schools falling under the control of his Department and (b) in respect of what date is this information furnished?

The MINISTER OF EDUCATION AND CULTURE

| (a) Estimated cost per Student per annum | Estimated cost per Student over 6 years | University |
|---|---|---|
| R | R | |
| 5 832 | 34 992 | Natal |
| 5 418 | 32 508 | Pretoria |

HoA

(iii) White, Coloured and Indian
R7 470×312–8 406×414–10 890×570–12 600 + 12% pensionable allowance

Black
R6 846×312–8 406×414–10 890–11 460 + 12% pensionable allowance

(iv) White, Coloured and Indian
R10 890×570–16 020 + 12% pensionable allowance

Black
R10 062×414–10 890×570–14 880 + 12% pensionable allowance

(v) White, Coloured, Indian and Black
R16 020–16 590×849–19 137 + 12% pensionable allowance

(vi) White
R24 231–25 080–26 115 + 12% pensionable allowance,

(2) (a) R56,7 million

(b) The implementation of a further phase of the programme to eliminate the salary gap will be considered in the light of available funds when occupational specific market related investigations are undertaken according to needs and/or general salary adjustments can be effected

Hansard Q-601. 697 18/3/85

**Milk-powder**

508 Mr D J N MALCOMESS asked the Minister of Agricultural Economics

(1) How many milk-powder was (a) produced and (b) sold in the Republic in 1984,

(2) whether milk-powder was imported in this year, if so, (a) by whom, (b) from what country or countries and (c) at what price in each case,

(3) whether any South African individuals or companies acted as agents in any of these transactions, if so, what are their names,

(4) whether milk-powder is being exported at present, if so, at what price,

(5) whether any South African individuals or companies are acting as agents in such transactions at present, if so, what are their names,

(6) whether this milk-powder is being exported as a loss, if so, (a) what is the nature of the loss and (b) how will this loss be recouped?

The MINISTER OF AGRICULTURAL ECONOMICS

(1) (a) 34 352 ton

(b) 28 984 ton

for the period 1 March 1984 until 28 February 1985

(2) No lawful imports occurred

(3) Fall away

(4) Yes, at approximately 615 Dollar (USA) per ton

(5) No

(6) Yes

(a) Approximately R2,30 per kg

(b) The loss is recouped from the Stabilisation Fund of the Dairy Board

**Milk-powder**

516 Mr D J N MALCOMESS asked the Minister of Agricultural Economics

(1) Whether milk-powder is being exported at a profit, if not,

(2) whether a levy is charged on fresh





milk in order to recover the loss, if so, (a) what amount (i) had been recovered and (ii) remained to be recovered as at the latest specified date for which figures are available and (b) when is it anticipated that this levy will be discontinued?

The MINISTER OF AGRICULTURAL ECONOMICS

(1) No

(2) Yes

(a) 2 cents per litre on fresh milk and industrial milk

(i) R36 million was recovered and spent on the disposal of surpluses until 28 February 1985

(ii) R60 million remains to be recovered during the period 1 March 1985 until approximately 28 February 1987 to dispose of present surpluses and to repay a land Bank loan of R32 million which was utilized during the year ending 29 February 1984 for the disposal of surpluses

(b) It is anticipated that the levy will be discontinued after approximately two years if no further surpluses are produced

178 Hansard Q-601-701 18/3/85

**Apprenticeship contracts**

519 Dr A L BORAINE asked the Minister of Manpower

(a) How many Black apprenticeship contracts were in operation in 1984 and (b) how many were registered in respect of each trade?

The MINISTER OF MANPOWER

(a) Statistics concerning the contracts in operation are not kept on a population group basis and those in respect of members of the Black Population Groups are therefore not kept separately

(b) Falls away

**Veterinarians**

540 Mr E K MOORCROFT asked the Minister of Agricultural Economics

(a) How many (i) White, (ii) Black, (iii) Coloured and (iv) Asian veterinarians are registered in the Republic at present and (b) in respect of what date is this information furnished?

The MINISTER OF AGRICULTURAL ECONOMICS

(a) There are 1 354 registered veterinarians in the Republic of South Africa The records of the South African Veterinary Council do not distinguish between (i) White, (ii) Black, (iii) Coloured and (iv) Asian veterinarians

(b) The information is furnished as on 1 February 1985

Hansard Q-601-702 18/3/85

**Sheltered employment**

554 Dr A L BORAINE asked the Minister of Manpower

(1) (a) How many facilities for sheltered employment are there under the control of his Department and (b) where are they situated in each case,

(2) how many persons were employed in each such facility as at the latest specified date for which figures are available,

(3) whether persons employed in sheltered employment facilities qualify for benefits available to Government employees, if so, for which benefits, if not, why not,

(4) (a) what is the maximum hourly wage paid to such persons and (b) what (i) annual and (ii) sick leave are these persons allowed,

(iii) White, Coloured and Indian
R7 470×312–8 406×414–10 890×570–12 600 + 12% pensionable allowance.

Black
R6 846×312–8 406×414–10 890–11 460 + 12% pensionable allowance

(iv) White, Coloured and Indian
R10 890×570–16 020 + 12% pensionable allowance

Black
R10 062×414–10 890×570–14 880 + 12% pensionable allowance

(v) White, Coloured, Indian and Black
R16 020–16 590×849–19 137 + 12% pensionable allowance

(vi) White
R24 231–25 080–26 115 + 12% pensionable allowance

(2) (a) R56,7 million

(b) The implementation of a further phase of the programme to eliminate the salary gap will be considered in the light of available funds when occupational specific market related investigations are undertaken according to needs and/or general salary adjustments can be effected

Hansard Q. 61. 699 18/3/85

**Milk-powder**

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(1) How many milk-powder was (a) produced and (b) sold in the Republic in 1984,

(2) whether milk-powder was imported in this year, if so, (a) by whom, (b) from what country or countries and (c) at what price in each case,

(3) whether any South African individuals or companies acted as agents in any of these transactions; if so, what are their names;

(4) whether milk-powder is being exported at present, if so, at what price,

(5) whether any South African individuals or companies are acting as agents in such transactions at present, if so, what are their names;

(6) whether this milk-powder is being exported as a loss, if so, (a) what is the nature of the loss and (b) how will this loss be recouped?

The MINISTER OF AGRICULTURAL ECONOMICS

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(b) 28 984 ton.

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milk in order to recover the loss; if so, (a) what amount (i) had been recovered and (ii) remained to be recovered as at the latest specified date for which figures are available and (b) when is it anticipated that this levy will be discontinued?

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(b) It is anticipated that the levy will be discontinued after approximately two years if no further surpluses are produced

178 Hansard Q. 61. 701 18/3/85

**Apprenticeship contracts**

519 Dr A L BORAINE asked the Minister of Manpower

(a) How many Black apprenticeship contracts were in operation in 1984 and (b) how many were registered in respect of each trade?

The MINISTER OF MANPOWER

(a) Statistics concerning the contracts in operation are not kept on a population group basis and those in respect of members of the Black Population Groups are therefore not kept separately

(b) Falls away

**Veterinarians**

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(b) The information is furnished as on 1 February 1985

Hansard Q. 61. 702 18/3/85

**Sheltered employment**

554 Dr A L BORAINE asked the Minister of Manpower

(1) (a) How many facilities for sheltered employment are there under the control of his Department and (b) where are they situated in each case,

(2) how many persons were employed in each such facility as at the latest specified date for which figures are available

(3) whether persons employed in sheltered employment facilities qualify for benefits available to Government employees, if so, for which benefits, if not, why not,

(4) (a) what is the maximum hourly wage paid to such persons and (b) what (i) annual and (ii) sick leave are these persons allowed;

Tuynhuys comprise and (b) of what (i) amounts and (ii) items is the above-mentioned amount made up?

The MINISTER OF PUBLIC WORKS

Yes

(a) (i) and (ii) General builder's work and restoration of the building to provide a functional office complex for the State President and his personnel with facilities such as a committee room, a Cabinet room as well as a press conference room The existing banquet hall has been enlarged to meet present day requirements Structural defects came to the fore when the centuries-old internal structures were exposed and had to be rectified to ensure the preservation of the building For example, rotten wooden floors and ceilings had to be replaced with steel columns and concrete Due to the age of the structure and services the facilities had to be upgraded completely to comply with modern requirements Thus the complete rewiring and upgrading of the electrical system of the complex as well as essential mechanical installations were undertaken

(b)

| (i) R | (ii) |
|---|---|
| 1 580 000 | Building work and restoration |
| 750 000 | Essential security installations |
| 500 000 | Enlargement of banquet hall |
| 420 000 | Electrical and mechanical work |
| 70 000 | Purpose-made furniture |
| 30 000 | Recording equipment |

Hansard Q 61.771
19/3/85

**Resignations**

532 Mr A B WIDMAN asked the Minister of Communications

(a) How many employees in his Department resigned in 1984 and (b) how many such employees were (i) technicians and (ii) postmen?

The MINISTER OF COMMUNICATIONS

(a) 7 285, and

(b) (i) 244, and

(ii) 398

Hansard Q 61 772
19/3/85

**School cadets**

549 Mr R M BURROWS asked the Minister of Defence

(1) Whether all (a) White, (b) Coloured, (c) Indian and (d) Black male pupils between the ages of 12 and 17 years are required to undergo training as cadets, if not, why not,

(2) whether any alternative programmes to cadet training are offered, if so, (a) what is the nature of these alternative programmes and (b) at which schools are they offered,

(3) whether any pupil or parent may refuse participation in school cadets, if not, why not, if so, (a) under what circumstances and (b) what procedure must be followed to gain exemption from cadet training,

(4) how many schools in each province (a) do and (b) do not have cadet detachments,

(5) how many (a) male and (b) female pupils are undergoing cadet training in White schools in each province,

(6) whether the Defence Force is responsible for the final discipline of school cadets, if so, which member of the Defence Force is responsible, if not, who is responsible,

(7) how many cadet officers involved in the training of cadets are there in each province,

(8) whether any weekend camps for cadets (a) were held in 1984 and (b) will be held in 1985, if so, how many in each province in each such year,

(9) whether any schools with cadet detachments do not have shooting ranges, if so, how many in each province?





The MINISTER OF DEFENCE

(1) (a), (b), (c) and (d) Although sec 57 of the Defence Act (Act No 44 of 1957) stipulates that "every person", domiciled in the Republic, if he is a scholar or student at a school or other educational institution, may be required, between his twelfth and seventeenth year, to undergo training as a cadet under specified conditions the principle is maintained that it is the prerogative of each population group to decide on cadet training

At present cadet training has only been instituted for boys at White schools

(2) No, not by the SA Defence Force

(3) Only a parent/guardian may object in writing against the cadet training of his son

(a) The objection can be raised on the grounds of religious convictions or medical reasons

(b) Objections should be addressed to the Principal with whom the decision rests

(4)

| | (a) | (b) |
|---|---|---|
| Transvaal | 262 | 22 |
| Natal | 69 | 1 |
| Orange Free State | 90 | 0 |
| Cape Province | 237 | 12 |

(5) (a)

| | |
|---|---|
| Transvaal | 105 130 |
| Natal | 25 021 |
| Orange Free State | 15 349 |
| Cape Province | 47 754 |

(b) Cadets for girls is not compulsory Schools which permit girls to take part in cadet activities do so on their own initiative The SA Defence Force does not provide uniforms or equipment but does on request, assist in the training and adjudication of drill competitions for girls

(6) No In terms of the Cadet Regulations the senior person, be he an officer, non-commissioned officer or designated cadet present at a parade or meeting of cadets is responsible for the maintenance of discipline Cadet training is an extra-curricular school activity and as such falls under the disciplinary jurisdiction of the Principal

During a camp or bivouac held out of school context the commander of the camp or bivouac is responsible for the maintenance of discipline

(7)

| | |
|---|---|
| Transvaal | 1 201 |
| Natal | 214 |
| Orange Free State | 593 |
| Cape Province | 934 |

(8) Yes

| | (a) | (b) |
|---|---|---|
| Transvaal | 122 | 148 |
| Natal | 50 | 59 |
| Orange Free State | 38 | 40 |
| Cape Province | 151 | 175 |

(9) Yes

| | |
|---|---|
| Transvaal | 54 |
| Natal | 12 |
| Orange Free State | 11 |
| Cape Province | 59 |

178 Hansard Q. 61 774
19/3/85

**Apprentices**

563 Mr A B WIDMAN asked the Minister of Communications

(a) How many (i) White, (ii) Asian, (iii) Coloured and (iv) Black apprentices were indentured to his Department, and (b) in which trades were they indentured, as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS

(a) (i) 96, and

(ii), (iii) and (iv) none, and

(b) motor mechanic (55),
diesel mechanic (15),
carpenter (12),
painter/decorator (5),
plumber (6), and
welder (3),

As at 28 February 1985

Hansard
Q. Col 775 19/3/85

**Milk-powder**

578 Mr H H SCHWARZ asked the Minister of Finance

What (a) total quantity of milk-powder was (i) exported and (ii) imported from 1 December 1983 to the latest specified date for which figures are available and (b) was the value of the milk-powder (i) exported and (ii) imported during that period?

The MINISTER OF FINANCE

The export and import statistics in respect of milk-powder for the period 1 December 1983 to 30 November 1984 are as follows

(a) (i) 11 982 980 kg,

(ii) 5 626 486 kg,

(b) (i) R10 691 859,

(ii) R4 709 808

**Publications: cost**

600 Mr H H SCHWARZ asked the Minister of Finance

What was the total cost of all the publications which were published by the various Departments of State in the latest specified financial year for which figures are available?

The MINISTER OF FINANCE

The expenditure-item "publications", forms an integral part of the standard item "Stores and livestock" of the standardized item structure on the various votes of State Departments Details of actual expenditure on publications can, therefore, only be furnished by individual Departments

**Lenasia/Soweto. telephones**

612 Mr A B WIDMAN asked the Minister of Communications

How many telephones were installed in 1984 in Lenasia and Soweto, respectively, for (a) private and (b) business purposes?

The MINISTER OF COMMUNICATIONS

| | (a) | (b) |
|---|---|---|
| Lenasia | 386 | 204 |
| Soweto | 26 845 | 2 107 |

*Note* The information furnished 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

**Mitchell's Plain. telephones**

613 Mr A B WIDMAN asked the Minister of Communications

How many public telephones were there in Mitchell's Plain as at 31 December 1984?

The MINISTER OF COMMUNICATIONS

113

**Recruitment of personnel**

615 Maj R SIVE asked the Minister of Communications

What amount was spent in the 1983-84 financial year on (a) advertising and (b) publicity for the recruitment of personnel for the Post Office?

The MINISTER OF COMMUNICATIONS

(a) R14 750,00, and

(b) R137 750,00

**Gas**

629 Mr D J N MALCOMESS asked the Minister of Mineral and Energy Affairs

(1) (a) How many holes have produced gas off Mossel Bay, (b) what was the tested volume for each of these holes and (c) when were these holes drilled in each case,

(2) what volume of gas had been discovered off the coast of South West Africa as at the latest specified date for which figures are available?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) (a) 14

(b) As a result of existing involvement of the private sector and possible further private sector participation Soekor is under obligation not to make public information regarding tested volumes Of the 14 wells, 9 are classified as potentially commercial gas producers and 1 as a non-commercial gas producer while in 4 gas shows have been encountered

(c)

| Well | Date completed |
|---|---|
| F-A2 | 10 Jan 1981 |
| F-A5 | 12 Apr 1981 |
| F-A6 | 15 Jul 1981 |
| F-A4 | 17 Aug 1981 |
| F-A3 | 2 Nov 1981 |
| F-A8 | 13 Jan 1982 |
| F-A9 | 15 May 1982 |
| F-A10 | 27 Nov 1983 |
| E-M1 | 10 Feb 1981 |
| E-M2 | 2 April 1984 |
| E-M4 | 15 Aug 1984 |
| E-A12 | 9 Oct 1984 |
| E-M5 | 8 Dec 1984 |
| F-A13 | 15 Jan 1985 |

(2) Not known as the only well has not been completely tested

**Gas**

630 Mr D J N MALCOMESS asked the Minister of Mineral and Energy Affairs

Whether any body or organization has been appointed to investigate the viability of the gas finds off Mossel Bay, if not, why not, if so, (a) who has been appointed to conduct, and (b) what is the estimated costs of, this investigation?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

Yes

(a) For the investigation regarding the exploitation and conversion of the Gas, Foster Wheeler Energy and Bateman Engineering were appointed jointly for the onshore plant and infrastructure, and Emso, a company jointly owned by Engineering Management Services and John Brown Engineers and Constructors for the offshore installations

(b) R2 228 000 million

Hansard
Q. Col 778 19/3/85

**National servicemen: detention**

653 Mr P R C ROGERS asked the Minister of Defence

(a) How many national servicemen were in detention barracks as at 1 December 1984 and (b)(i) for what periods and (ii) on what charges had they been sentenced in each case?

The MINISTER OF DEFENCE

(a) 378

Tuynhuys comprise and (b) of what (i) amounts and (ii) items is the above-mentioned amount made up?

The MINISTER OF PUBLIC WORKS

Yes

(a) (i) and (ii) General builder's work and restoration of the building to provide a functional office complex for the State President and his personnel with facilities such as a committee room, a Cabinet room as well as a press conference room The existing banquet hall has been enlarged to meet present day requirements Structural defects came to the fore when the centuries-old internal structures were exposed and had to be rectified to ensure the preservation of the building For example, rotten wooden floors and ceilings had to be replaced with steel columns and concrete Due to the age of the structure and services the facilities had to be upgraded completely to comply with modern requirements Thus the complete rewiring and upgrading of the electrical system of the complex as well as essential mechanical installations were undertaken

(b)

| (i) R | (ii) |
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| 1 580 000 | Building work and restoration |
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Hansard Q.61.771

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Hansard Q.61.772

**School cadets** 19/3/85

549 Mr R M BURROWS asked the Minister of Defence

(1) Whether all (a) White, (b) Coloured, (c) Indian and (d) Black male pupils between the ages of 12 and 17 years are required to undergo training as cadets, if not, why not,

(2) whether any alternative programmes to cadet training are offered, if so, (a) what is the nature of these alternative programmes and (b) at which schools are they offered,

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178 Hansard Q 61 774

**Apprentices** 19/3/85

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The MINISTER OF COMMUNICATIONS

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As at 28 February 1985

Hansard
Q. Col 775 19/3/85

**Milk-powder**

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How many public telephones were there in Mitchell's Plain as at 31 December 1984?

The MINISTER OF COMMUNICATIONS

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financial year on (a) advertising and (b) publicity for the recruitment of personnel for the Post Office?

The MINISTER OF COMMUNICATIONS

(a) R14 750,00, and

(b) R137 750,00

**Gas**

629 Mr D J N MALCOMESS asked the Minister of Mineral and Energy Affairs

(1) (a) How many holes have produced gas off Mossel Bay, (b) what was the tested volume for each of these holes and (c) when were these holes drilled in each case,

(2) what volume of gas had been discovered off the coast of South West Africa as at the latest specified date for which figures are available?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) (a) 14

(b) As a result of existing involvement of the private sector and possible further private sector participation Soekor is under obligation not to make public information regarding tested volumes Of the 14 wells, 9 are classified as potentially commercial gas producers and 1 as a non-commercial gas producer while in 4 gas shows have been encountered

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| E-M1 | 10 Feb 1981 |
| E-M2 | 2 April 1984 |
| E-M4 | 15 Aug 1984 |
| F-A12 | 9 Oct 1984 |
| F-M5 | 8 Dec 1984 |
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(2) Not known as the only well has not been completely tested

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The MINISTER OF MINERAL AND ENERGY AFFAIRS

Yes

(a) For the investigation regarding the exploitation and conversion of the Gas Foster Wheeler Energy and Bateman Engineering were appointed jointly for the onshore plant and infrastructure and Emso a company jointly owned by Engineering Management Services and John Brown Engineers and Constructors for the offshore installations

(b) R2 228 000 million

Hansard
Q. Col 778 19/3/85

**National servicemen: detention**

653 Mr P R C ROGERS asked the Minister of Defence

(a) How many national servicemen were in detention barracks as at 1 December 1984 and (b)(i) for what periods and (ii) on what charges had they been sentenced in each case?

The MINISTER OF DEFENCE

(a) 378

contract is terminated by effluxion of time on completion of the five year prescribed period of apprenticeship The question of the position of person who fail a qualifying trade test is dealt with in the report and recommendations of the Committee of Inquiry into the Training of Artisans

(3) It is anticipated that the Cabinet will authorize the issuing of a general press statement upon the release of the report

Hansard
**Motor mechanics**
Q. Col 935 9/4/85
178

11 Dr A L BORAINE asked the Minister of Manpower

(1) Whether any changes are contemplated in the qualification requirements of motor mechanics, if not, why not, if so, (a) what changes and (b) when will they be implemented,

(2) whether consideration will be given to including more practical training in the courses for apprentice motor mechanics at technical colleges, if not, why not, if so, when will this be implemented,

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

The MINISTER OF MANPOWER

(1) The Department of Manpower is not aware of any changes being contemplated to the qualifying entry requirements for apprentice motor mechanics The national Manpower Training Committee for the Motor Industry is representative of employers organizations and trade unions in this industry and that body is primarily responsible for suggesting changes to the conditions of apprenticeship, which include entry qualifications

(a) Revised conditions of apprenticeship were published under Government Notices R 1461 on 16 July 1982, R 252 on 11 February 1983 and R 1696 of 10 August 1984 An amendment relating to wages was published recently and a change to certain practical training schedules is in the process of finalization

(b) Falls away

(2) The Department of Manpower is aware that at selected Technical Colleges an integrated motor/diesel theory course for the National Technical Certificate Parts I and II is conducted during which the theory of the trade is supplemented by practical demonstrations Since the contents of theoretical courses fall outside the jurisdiction of the Department of Manpower, enquiries thereanent should be directed to the Department of National Education and the various Departments of Education and Culture as well as the Department of Education and Training

(3) A comprehensive report—with recommendations—by the Human Sciences Research Council and the National Training Board into the Training of Apprentices and Artisans has been submitted to the Cabinet for approval of its tabling in Parliament for general information and with a view to certain follow-up action and it is anticipated that the Cabinet will authorize the issuing of a general press statement upon the release of the report

Hansard
**Waaihoek Natal**
Q. Col 936 9/4/85

*13 Mr M A TARR asked the Minister of Co-operation, Development and Education

(1) Whether Waaihoek near Ladysmith in Natal has been or is being developed as a resettlement area, if so, (a) how many sites have been completed in this area, (b) what specified communities are to be resettled there, (c) why are they being moved and (d)





what was the total cost involved in developing the area for resettlement,

(2) whether these communities were consulted on the proposed move, if not, why not, if so, when in each case, (a) were they consulted and (b) are they due to be moved,

(3) whether these communities expressed any objections to being moved, if so, what were their objections?

†The DEPUTY MINISTER OF DEVELOPMENT AND OF LAND AFFAIRS

(1) Yes

(a) A closer settlement of 3 447 sites in total has been planned of which 1 800 sites are at present being developed

(b) Illegal squatters residing on White owned farms who are required to vacate the farms on which they reside

(c) They have no right to reside on these farms Therefore the Department of Co-operation and Development is making preparations to provide accommodation for them elsewhere

(d) The development has not yet been completed The estimated total cost is R8 600 000 of which R1 000 000 has already been spent

(2) and (3) Squatter families, when they are required to vacate these farms, are informed of this place of settlement and, if they agree to move there and require help, it is rendered to them

Boards 9/4/85
**Control boards**
Hansards Q 61937

*14 Mr M A TARR asked the Minister of Agricultural Economics

(1) Whether the national Marketing Council has investigated or is investigating the operation of the control boards, if so,

(2) whether the Council has submitted a report on its investigation, if so, when will this report be made public, if not, when is it anticipated that the report will be available?

The MINISTER OF AGRICULTURAL ECONOMICS

(1) Yes

(2) Yes Priority was given to the Dairy Scheme and the National Marketing Council's report on this scheme has already been finalized and made available to the interested parties

The remaining schemes are being investigated simultaneously by the National Marketing Council and it is anticipated that the investigation will be completed within the next 18 months

**Conveyance of money between banks· security measures**

*15 Mr M A TARR asked the Minister of Communications

Whether any special security measures are taken regarding the conveyance of money between banks via the postal system, if not, why not, if so, what is the nature of these security measures?

†The MINISTER OF COMMUNICATIONS

Yes The further information required by the hon member cannot unfortunately be furnished as the whole object of the security measures that are being applied will be defeated if details thereof were to be publicised

Hansard
**Death of M Tyuka**
Q. Col-938 9/4/85

*16 Mr E K MOORCROFT asked the Minister of Law and Order

(1) Whether, with reference to his reply to Question No 35 on 12 February

contract is terminated by efflux-ion of time on completion of the five year prescribed period of apprenticeship The question of the position of person who fail a qualifying trade test is dealt with in the report and recommendations of the Committee of Inquiry into the Training of Artisans

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9/4/85
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Hansard
**Death of M Tyuka** Q. Col. 938 9/4/85

*16 Mr E K MOORCROFT asked the Minister of Law and Order

(1) Whether, with reference to his reply to Question No 35 on 12 Februarv

 ARGUS 25/4/85

# Changes likely in training of artisans



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**Labour Reporter**

MAJOR changes in the training of artisans have been recommended in a Human Sciences Research Council and National Training Board report tabled in Parliament today after a two-year investigation

It was undertaken against a background of a "relatively large shortage of artisans in most trades There is still a rather small flow of black apprentices to industry which the NTB feels needs further attention"

The wide-ranging report — compiled by a committee which included representatives of trade unions, Government, industry, educationists and the HSRC and NTB — covers the whole field of artisan training, including its history, and overseas developments

## Alternatives

Major recommendations are that

- The present time-based training system should be converted to a performance based system
- Each industry should establish its own artisan training board to replace existing manpower committees
- Rationalisation of the number of trades should take place with industry taking the initiative
- All artisan training should be evaluated by proficiency tests and the attainment of artisan status by effluxion of time should be phased out

Dealing with the present system of testing and evaluation, the committee concluded that it no longer fulfilled all the needs and requirements of industry.

# Violence drives out migrant workers

By RICH MKHONDO
and SOPHIE TEMA

THE weekend death toll in Tsakane yesterday rose to 20 as 8 000 migrant workers left the strife-torn township.

SAPA reports that the Chief Director of the East Rand Development Board, Mr Franz Marx, said hostels which housed 8 000 workers were empty yesterday morning

He said an agreement had been reached between police and Tsakane residents on the departure of hostel dwellers.

Mr Marx said he did not know their destination

But those interviewed by Business Day said their employers had promised them accommodation.

In other nationwide incidents of unrest yesterday

● A 19-year-old woman was burnt to death at Duduza near Nigel and the home of a member of the SAP was extensively damaged after it was set alight by a group of youths.

About 1 000 stone-throwers were dispersed with tearsmoke, rubber bullets and birdshot, but there were no arrests or reported injuries, police said.

● Two people died in Soweto. One was shot by police and four were wounded when police opened fire with birdshot, rubber bullets and tearsmoke as groups of between 200- and 300-strong stoned buses, private cars and SAP vehicles today, police said.

Another man died in Baragwanath Hospital from injuries sustained in a stoning incident last week

● Mr Piet Theron, 24, a serviceman died in Katlehong when two army trucks collided head-on.

● In Welkom's Thabong township, a man was stoned to death when a crowd of about 400 marched through the streets after a funeral.

● A councillor in the same township is in a critical condition after being attacked and stabbed 22 times by funeral mourners.

About 101 people who were in the mob were arrested.

● In Alexandra on the East Rand, two small groups set fire to two vehicles in separate incidents.

● In the Port Elizabeth area, 22 people were arrested by police in Fort Beaufort and 22 in Adelaide townships.

A man was arrested in Kwazakhele by a police patrol, and police used tearsmoke to disperse a crowd.

Unrest also flared in Kwa Thema near Springs, Oudtshoorn, Port Elizabeth, Parys, Galeshewe near Kimberly and Atteridgeville near Pretoria.

Ciskei Parliament

# Slump affects apprentices

Dispatch Reporter

BISHO — Recessionary conditions had an adverse effect on the number of apprenctices indentured last year, the Minister of Manpower Utilisation Mr G M Mpepo, said in the National Assembly yesterday

The tendency of some employers to make use of cheap labour in certain trades was a constant problem

He said there were currently 81 apprentices in various stages of training employed in Ciskei and, while the period of training was still regarded by many as being too long, shortening of this period could produce an inferior artisan

This aspect was discussed at multi-lateral level and it was intimated that a simplified apprenticeship training scheme was being investigated by the National Training Board of the Republic of South Africa

The findings of this investigation were awaited with interest as they might have a profound effect on Ciskei's training system as well

Mr Mpepo said the Manpower Training Act provided for the reimbursement to industrialists of expenses incurred in the field of training More than 80 schemes of work were approved last year at a cost of about R400 000

Training undertaken by the private sector was well monitored by the Registrar of Training Mr Mpepo assured the Assembly that voted monies were beneficially utilised in this regard

In view of the economic situation and in keeping with training concessions as applicable in South Africa, it had been decided that a reduced tariff of 75 per cent would be applied in Ciskei last month, compared to the previous rate of 125 per cent

Dealing with industrial relations, he said that in spite of continuous press criticism directed at Ciskei, Ciskei accpeted the principle of an orgaised labour movement

(178) D. Dispatch 29/5/85

# Increasing demand for apprentices, tradesmen

PORT ELIZABETH — Demand for apprentices and tradesmen in South Africa grows some 2,3 (per cent) annually — and by contrast the supply (over the period 1970 to 1983) was measured at 0,6 per cent

"And in the motor industry the annual growth of apprentices was 0,1 (per cent) over this period," Dr J H Visser, executive of the National Productivity Institute, told delegates to the Afrikaanse Handelsinstituut (AHI) congress here yesterday

He said the conclusion from these and associated statistics was that

● South Africa trained too few apprentices

● Recruitment of apprentices was associated with current investment patterns "and not with the future requirements of the business"

According to Dr Visser the NPI had established beyond doubt that South Africa suffered from a chronic shortage of key skills necessary for an increase in productivity

"There are too few process engineers, production engineers, work-study officials and technicians, to insure a sustained increase in productivity

"The question must be asked whether the motor industry is making a meaningful contribution to the development of the skills which they one day will in any event require"

South Africa compared poorly with developed countries in productivity growth, with the annual per capita increase in gross domestic product registering 0,3 per cent in the period 1972-83, compared with a growth rate of between one and two per cent in the first-world economies

Furthermore, whereas in 1972 Taiwan's per capita output was only 75 per cent of that of South Africa, its production had outstripped SA per capita output by 1983

Dr Visser said NPI studies had shown that increased output measured in 1978 had coincided with a sharp decrease in the recruitment of apprentices.

"It appears that decisions on recruitment were based on concern over ruling economic circumstances, rather than projections of future demand

"The supply of trained artisans over the long-term is thus determined by the current capacity to pay for training, and not by future manpower requirements This is evidently the underlying reason for the sporadic nature of the skills shortage in South Africa"

Under the circumstances the NPI believed far greater attention should be paid to effective training schemes in South Africa — Sapa

BUS. DAY 11/2/85 (240) 335 (178)

# Few jobs for apprentices

THE fate of about 900 apprentices employed by the South African Transport Services hangs in the balance because of a lack of jobs for tradesmen, Jimmy Zurich, president of the 23 500-strong Artisans' Staff Association, said in Durban yesterday

| (a) | (i) | (ii) |
|---|---|---|
| 1982-83 | 3 482 | 276 404 |
| 1983-84 | 3 318 | 251 038 |
| 1984-85 | 3 984 | 241 566 |
| 1985-86 | 4 058 | 233 986 |

(Figures in (i) included in (ii))

The increase in the personnel complement in the General Manager's Office is mainly due to the fact that the Chief Accountant's Office (829 units) was incorporated in the Financial Section of the General Manager's Office during June 1983. In addition, 86 units from the Publicity and Travel Department and 53 units from various regions were transferred to the General Manager's office after reorganisation of activities

| (b) (i) | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 |
|---|---|---|---|---|---|
| General Manager | 1 | 1 | 1 | 1 | 1 |
| Deputy General Manager | 3 | 3 | 3 | 3 | 3 |
| Assistant General Manager | 11 | 11 | 10 | 10 | 10 |
| Chief Engineer | 2 | 2 | 2 | 2 | 2 |
| Chief Legal Adviser | | | | 1 | 1 |

| (b) (ii) | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 |
|---|---|---|---|---|---|
| General Manager | 1 | 1 | 1 | 1 | 1 |
| Deputy General Manager | 3 | 3 | 3 | 3 | 3 |
| Assistant General Manager | 11 | 11 | 10 | 10 | 10 |
| Chief Engineer | 6 | 6 | 6 | 6 | 6 |
| Chief Legal Adviser | | | | 1 | 1 |

**Passengers**

234. Mr L F STOFBERG asked the Minister of Transport Affairs †

(1) (a) What is the value of the fixed assets and materials used for the conveyance of passengers between Pretoria and Mabopane and (b) how many passengers were conveyed in each year since this railway line was put into operation,

(2) whether the South African Transport Services received subsidies from the State in respect of these passengers; if so, what did these subsidies amount to in respect of each of these years?

The MINISTER OF TRANSPORT AFFAIRS.

(1) (a) New investment in fixed assets amounts to R146 million and in respect of rolling stock R79 million Other fixed assets are used in conjuction with other services and cannot be quantified.

(b) 1983 approximately 7 million (Since 22 August 1983 when the service was officially commissioned)
1984 approximately 28 million
1985 approximately 33 million

(2) Yes. The State compensates the South African Transport Services for a portion of total losses incurred in respect of socio-economical services Separate calculations for specific services are not made

The total amounts received, are as follows

1983/84 R588 million
*1984/85 R405 million
*1985/86 R558 million

*Estimated

**Apprentices**

248. Mr A B WIDMAN asked the Minister of Communications.

(a) How many (i) White, (ii) Asian, (iii) Coloured and (iv) Black apprentices were indentured to his Department and (b) in which trades were they indentured as at the latest specified date for which figures are available?



The MINISTER OF COMMUNICATIONS:

(a) (i) 72, and

(ii), (iii) and (iv) none; and

(b) (i) motor mechanic (31),
diesel mechanic (10),
carpenter (14),
painter/decorator (5),
plumber (6),
welder (5), and
electrician (1),

as at 14 February 1986

**Technicians/postmen**

249 Mr A B WIDMAN asked the Minister of Communications·

(a) How many employees in his Department resigned in 1985 and (b) how many such employees were (i) technicians and (ii) postmen?

The MINISTER OF COMMUNICATIONS.

(a) 5 576, and

(b) (i) 217, and

(ii) 302

**Flats/housing units**

251 Mr A B WIDMAN asked the Minister of Communications

(a) How many (i) flats and (ii) housing units were owned by his Department, and (b) how many such (i) flats and (ii) housing units had been allocated to non-White employees, as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS·

(a) (i) 1 132,

(ii) 1 943, and

(b) (i) 53, and

(ii) 130,

as at 19 February 1986

**Electricians**

253. Mr A B WIDMAN asked the Minister of Communications:

(a) How many (i) Coloured, (ii) Asian, (iii) White and (iv) Black learner telephone electricians completed their training in 1985 and (b) how many electricians in each race group are employed by his Department at present?

The MINISTER OF COMMUNICATIONS:

(a) (i) 182,

(ii) 130,

(iii) 945,

(iv) 177, and

(b) (i) 911,

(ii) 577,

(iii) 7 973, and

(iv) 674.

*NOTE*· The figures under (b) reflect the position on 31 December 1985 and include all electrician grades except learners

**Gainfully employed persons**

274 Mrs H SUZMAN asked the Minister of Administration and Economic Advisory Services

What percentage of gainfully employed (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks were (i) directly and (ii) indirectly in State employ in the Republic as at the latest specified date for which figures are available?

The MINISTER OF ADMINISTRATION AND ECONOMIC ADVISORY SERVICES.

The information hereunder was ob-

# Artisans' training to be changed

178

STAR
27/2/86

By Sheryl Raine

Plans for a new dispensation in the training of artisans would be tabled in Parliament this session, the Minister of Manpower announced in Johannesburg last night.

Mr Piet du Plessis said a white paper arising out of a comprehensive investigation into the training of apprentices would recommend wide-ranging changes.

He was speaking at a banquet held at the Wanderers Club in honour of the country's top 14 artisans of 1985.

Although the Minister declined to give details he said the new training system for artisans would be based on a modular structure. Apprentices who did not succeed in passing progressive tests would have their contracts ended early.

## CHALLENGES

"I can assure you that the Department of Manpower is well-geared and motivated to take up the new challenges emanating from what could be called the advent of a dramatic, new and modern dispensation in the training of apprentices," said Mr du Plessis.

The director-general of the Department of Manpower, Dr Piet van der Merwe, said he hoped the changes that were about to take place would produce high quality artisans in the quantities South Africa had lacked.

The joint winners of the award for top artisan of 1985 were Mr Michael Greyling, an aircraft radiotrician employed by the SA Transport Services and Mr Johannes Groenewald, a dyemaker employed by General Motors in Port Elizabeth.

and stationery and (b) was paid out in general sales tax by the State on purchases of school (i) books and (ii) stationery during the latest specified financial year for which information is available?

The MINISTER OF FINANCE

(a) The total sum collected from sales tax levied in respect of the sale of (i) books and stationery during the 1984/85 financial year was R98 457 463 (ii) No separate statistics are maintained in relation to sales of *school* books and stationery

(b) The Department of Finance is not responsible for making purchases of school books and stationery. Such purchases would normally be made by central government and provincial education departments and it is doubtful if figures relating to the amount of sales tax paid out in respect of those purchases are readily available

Q CQR 867

**Unemployment Insurance Fund**

453 Mr P H P GASTROW asked the Minister of Manpower:

(1) What was the balance in the Unemployment Insurance Fund at the end of 1985,

(2) (a) what was the amount (i) paid into the Fund and (ii) paid out in benefits in that year and (b) to how many (i) White, (ii) Coloured, (iii) Indian and (iv) Black applicants were benefits paid?

The MINISTER OF MANPOWER.

(1) R149 766 002

(2) (a) (i) R196 507 492

(ii) R325 133 883

(b) (i)-(iv) 426 136. Separate particulars on the number of Whites, Coloureds, Indians and members of the Black population groups who were paid benefits are not readily available

**Work-seekers**

460 Mr P H P GASTROW asked the Minister of Manpower.

Q CQR 868.

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1985?

The MINISTER OF MANPOWER:

Members of the Black population groups registered as work-seekers in the White areas of the RSA in 1985

| Month | Male | Female | Total |
|---|---|---|---|
| January | 34 889 | 18 185 | 53 074 |
| February | 66 572 | 34 213 | 100 785 |
| March | 55 040 | 28 018 | 83 058 |
| April | 51 432 | 24 440 | 75 872 |
| May | 55 451 | 28 793 | 84 244 |
| June | 51 063 | 24 288 | 75 351 |
| July | 51 594 | 22 369 | 73 963 |
| August | 57 433 | 25 772 | 83 205 |
| September | 55 574 | 25 962 | 81 536 |
| October | 51 536 | 24 776 | 76 312 |
| November | 57 179 | 26 263 | 83 442 |
| December | 43 804 | 19 578 | 63 382 |
| Total | 631 567 | 302 657 | 934 224 |

Q CQR 818

**Apprenticeship contracts**

463 Mr P H P Gastrow asked the Minister of Manpower

(1) How many new apprenticeship contracts were registered in each trade in 1985 in respect of (a) White, (b) Coloured, (c) Asian and (d) Black persons;

(2) what total number of apprenticeship contracts were in operation in 1985?

The MINISTER OF MANPOWER:





(1)

| Industry | (a) Whites | (b) Coloureds | (c) Asians | (d) Members of the Black Population groups |
|---|---|---|---|---|
| Aerospace | 129 | 2 | — | 2 |
| Automobile Manufacturing | 56 | 22 | 1 | 43 |
| Building | 447 | 442 | 75 | 76 |
| Coal Mining | 101 | — | 11 | 5 |
| Diamond Cutting | — | — | — | — |
| Electricity Supply Undertaking | 340 | 15 | — | — |
| Explosives and Allied Industries | 92 | 3 | 2 | 11 |
| Furniture | 28 | 20 | 7 | 1 |
| Government Undertakings | 364 | 40 | — | 1 |
| Hairdressing | 514 | 21 | 9 | 14 |
| Jewellers and Goldsmiths | 36 | — | 1 | — |
| Local Authority Undertakings (Northern Transvaal) | 27 | — | — | — |
| Metal (Engineering) | 2 840 | 316 | 278 | 331 |
| Mining and Building-Mines | 1 560 | 23 | 5 | 112 |
| Motor | 1 124 | 156 | 84 | 53 |
| Printing | 306 | 73 | 28 | 6 |
| South African Transport Services | 1 253 | — | 3 | — |
| Sugar Manufacturing and Refining | 13 | 4 | 9 | 9 |
| Tyre and Rubber Manufacturing (Port Elizabeth, Uitenhage and Brits) | 16 | 11 | — | 2 |
| Totals | 9 246 | 1 148 | 513 | 666 |

(2) 33 752.

Q CQR 869

**Labour Relations Act**

473. Mr P H P GASTROW asked the Minister of Manpower:

(1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act, No 28 of 1965, were in force as at the latest specified date for which figures are available;

(2) how many (a) Whites, (b) Coloureds, (c) Asians and (d) Blacks were affected by each of the above five categories of wage regulating machinery as at this date?

The MINISTER OF MANPOWER:

(1) (a) 164.

(b) 1.

(c) Nil.

(d) 51

(e) 5

(2)

| | (a) Whites | (b) Coloureds | (c) Asians | (d) Members of the Black Population Groups |
|---|---|---|---|---|
| (a) Industrial Council Agreements | 156 162 | 245 301 | 79 241 | 603 574 |

CAPE TIMES 8/4/86

# 80 pc new 'appies' white

Political Staff

HOUSE OF ASSEMBLY — Nearly 80 percent of the 11 573 new apprenticeship contracts registered last year went to whites

And the South African Transport Services (SATS), which registered 1 256 new contracts, did not sign any black or coloured apprentices

The Minister of Manpower, Mr Pietie du Plessis, said in reply to a question tabled by Mr Peter Gastrow (PFP Durban Central) that SATS had registered 1 253 white apprentices and three Asians in 1985

In three other industries — electrical supply undertaking, jewellers and goldsmiths and local authority undertakings (Northern Transvaal) — no black apprentices were registered

In government undertakings, only one black apprentice was registered, while 364 whites and 40 coloured apprentices were registered

The highest number of black apprentices was in metal (engineering) where 331 black apprentices were registered, while in mines and building-mines 112 black apprentices were registered.

Mr Du Plessis said 9 246 new apprentice contracts were registered for whites, 1 148 for coloureds, 513 for Asians and 666 for blacks

Apprenticeship contracts in operation last year totalled 33 752

**Halley's comet**

974 Mr W V RAW asked the Minister of Transport Affairs·

Whether any special flights were arranged by the South African Airways for the purpose of viewing Halley's comet; if so, (a) how many, (b) what aircraft were used for this purpose, (c) what was the average (i) duration of these flights and (ii) number of passengers per flight and (d) what was the average (i) fare per passenger and (ii) cost to the South African Airways per flight?

The MINISTER OF TRANSPORT AFFAIRS·

Yes

(a) 57

(b) Boeings 737

(c) (i) 2 hours

(ii) 76

(d) (i) R150

(ii) R8 006

**Obsolete wooden coaches**

975 Mr W V RAW asked the Minister of Transport Affairs

(1) Whether any obsolete wooden coaches have been scrapped by the South African Transport Services, if so, (a) how many and (b) over what specified period,

(2) (a) what types of (i) imported and (ii) local timber were used in the manufacture of these coaches and (b) what was the approximate value per cubic foot or metre in each case,

(3) whether the timber from the scrapped coaches has been sold, if so, at what price, if not, (a) why not and (b) what steps were taken in respect of this timber?

The MINISTER OF TRANSPORT AFFAIRS

(1) Yes

(a) 311

(b) 1 January 1984 to 31 December 1985

(2) (a) (i) Teak, Mahogany, Iroko, Doussie and Oregon Pine

(ii) Multi-ply wood

(b) Owing to the large variety of passenger coaches purchased, built and modified over many years, with varying quantities and types of timber, it is not practicable to determine the value

(3) Yes Due to the poor condition of the timber as a result of screw holes, cracks etc, it was in the past sold together with other scrapped timber as firewood to Transport Services personnel However, due to the high dismantling cost, scrapped coaches are now sold on application, by public auction or against open tender, provided the amount offered is not less than the reserve price

(a) and (b) Fall away

**Germiston: average shift-time**

978 Mr W V RAW asked the Minister of Transport Affairs

With reference to his reply to Question No 717 on 7 April 1986, (a) what is the average shift-time of drivers based in Germiston and operating goods trains to and from Sentrarand on the Durban, Kroonstad, Klerksdorp and Witbank lines, respectively, calculated from the time of signing on to the time of signing off, and (b) what percentage of this time represents (i) overtime, (ii) time spent on signing on and off, (iii) time spent on travelling to and from Sentrarand and (iv) time actually spent on driving these trains?





The MINISTER OF TRANSPORT AFFAIRS

| | | Durban (stationed at Volksrust) | Kroonstad | Klerksdorp | Witbank |
|---|---|---|---|---|---|
| (a) | | 9 hours 27 minutes | 8 hours 35 minutes | 8 hours 30 minutes | 8 hours 10 minutes |
| (b) | (i) | 17,9 per cent | 6,7 per cent | 5,8 per cent | 2,04 per cent |
| | (ii) | 5,1 per cent | 5,8 per cent | 5,8 per cent | 3,1 per cent |
| | (iii) | *11,1 per cent | 9,7 per cent | 9,6 per cent | 14,8 per cent |
| | (iv) | 65,9 per cent | 77,8 per cent | 78,8 per cent | 80,06 per cent |

*Personnel report for duty at Germiston and are conveyed to Sentrarand from where they work through to Kroonstad, Klerksdorp and Witbank Germiston personnel do not work trains as far as Volksrust but interchange en route with Volksrust personnel On their return journey Germiston personnel, in most instances, work trains which are destined for destinations other than Sentrarand from where they return with electric locomotives to the Germiston depot These crews are, therefore, seldom conveyed back to Germiston

**Artisans/apprentices**

1003 Mr D J N MALCOMESS asked the Minister of Transport Affairs

(1) How many (a) White, (b) Coloured, (c) Black and (d) Indian (i) artisans and (ii) apprentices were employed by the South African Transport Services as at the latest specified date for which information is available,

(2) whether these artisans have trade unions, if so, (a) how many and (b) what are the names of these unions,

(3) whether any of these unions have restricted membership in terms of race or any other classification, if so, (a) which unions and (b) what restrictions do they apply?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) (i) 11 595

As at 15 March 1986

(ii) 5 010

As at 15 March 1986

(b) (i) 34

As at 15 March 1986

(ii) 20

As at 15 March 1986

(c) (i) 19

As at 15 March 1986

(ii) 6

As at 15 March 1986

(d) (i) 10

As at 15 March 1986

(ii) 8

As at 15 March 1986

(2) Yes

(a) One

(b) Artisan Staff Association

(3) No (a) and (b) Fall away

TCH, THURSDAY, JULY 10, 1986

# Apprentice intake: CMC concerned

**Dispatch Reporter**

EAST LONDON — The Coloured Management Committee (CMC) is to arrange a meeting with the heads of municipal departments, principals of high schools, the Bethelsdorp Technical College and interested members of the CMC to discuss the low numbers of coloured apprentices in the City Engineer's Department and the Electricity Undertaking

The head of the Electricity Undertaking, Mr K G Robson, told a meeting of the CMC this week that there were five vacancies in his department that had been advertised

The department had received fifty applications from all racial groups, he said A short list of sixteen applicants had been drawn up Seven of these were coloured

Mr Robson said the acceptance of applicants depended on academic merits only

No date was set for the meeting

● Mr D W Alexander (vice-chairman) and Mr A V Green, who have been appointed to represent the East London CMC at this year's congress of the Association of the South African Managment Committees (Assomac), have been instructed to meet the relevant MPs of the House of Representatives concerning the provision of a mobile post office to serve old-age homes in Buffalo Flats Extension

They would also request that clinics be provided in old-age residential areas

In addition, the two delegates have been mandated to ask the ministers concerned for permission to sell semi-detached dwellings to single owners

The decision was taken after the committee noted that the provision of these amenities and permission to sell to single owners would need government approval

● The CMC is to make a record of the history of its activities.

It was decided that a research officer undertake the task of tracing the activities of the CMC since 1977, when it was first established

Cape Times

# Ruling sought on rights of apprentices

**Assistant Financial Editor**

PRINTPAK CAPE — a company in the Nampak group — agreed with the SA Typographical Union (SATU), yesterday to ask the National Industrial Council for the Printing and Newspaper Industry for a ruling on whether the services of apprentices in the industry automatically terminate at the end of their apprenticeship.

Printpak also agreed to pay R3 375 to an apprentice it had discharged, John La Vita

And it undertook not to terminate the services of any other apprentice before October 31

The Industrial Council is due to meet on the issue in late October

Its decision may affect the future of more than 200 apprentices in the Nampak group and more than 1 000 in the industry as a whole.

The payment and the agreement result from an application to the Industrial Court by SATU and La Vita alleging that the termination of La Vita's services at the end of his apprenticeship without any dismissal or retrenchment procedure constituted an unfair labour practice

SATU general secretary Martin Deysel, said in Cape Town: "I am delighted that the whole issue is finally to be placed beyond doubt by the proper body representative of the whole industry"

## Minister hints at changes affecting artisans

# Education blamed for training crisis



Mr Pietie du Plessis ... "employers face formidable task".

**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

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

# DEPARTEMENT VAN MANNEKRAG

**No. R. 1769** **29 Augustus 1986**

WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE SUID-AFRIKAANSE VERVOERDIENSTE —WYSIGING VAN LEERVOORWAARDES

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby Goewermentskennisgewing R 254 van 11 Februarie 1983, soos verbeter by Goewermentskennisgewing R 562 van 18 Maart 1983, soos gewysig by Goewermentskennisgewing R 1611 van 3 Augustus 1984, soos gewysig by Goewermentskennisgewing R. 1096 van 6 Junie 1986, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing deur klousule 1 met die volgende klousule te vervang:

"1. KWALIFIKASIES OM MET VAKLEERLINGSKAP TE BEGIN

Die minimum leeftyd en opvoedkundige kwalifikasies om met vakleerlingskap te begin, is 16 jaar en Standerd VIII met Wiskunde of Standerd VIII sonder Wiskunde maar met Wiskunde as geslaagde vak op minstens die peil van die Nasionale Tegniese Sertifikaat, Deel I (N1)."

P. T. C. DU PLESSIS,
Minister van Mannekrag.

# DEPARTMENT OF MANPOWER

**No. R. 1769** **29 August 1986**

MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE SOUTH AFRICAN TRANSPORT SERVICES — AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend Government Notice R. 254 of 11 February 1983, as corrected by Government Notice R 562 of 18 March 1983, as amended by Government Notice R. 1611 of 3 August 1984, as amended by Government Notice R 1096 of 6 June 1986, with effect from the third Monday after the date of publication of this notice, by the substitution of the following clause for clause 1.

"1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

The minimum age and educational qualifications for commencing apprenticeship shall be 16 years and Standard VIII with Mathematics, or Standard VIII without Mathematics but with a pass in Mathematics at least on the National Technical Certificate, Part I (N1) level.".

P. T. C. DU PLESSIS,
Minister of Manpower.

**No. R. 1780** **29 Augustus 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

DRANK- EN SPYSENIERSBEDRYF, DURBAN — WYSIGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1987 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1987 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer

P. T. C. DU PLESSIS,
Minister van Mannekrag

**No. R. 1780** **29 August 1986**

LABOUR RELATIONS ACT, 1956

LIQUOR AND CATERING TRADE, DURBAN.— AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1987, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

(b) deur paragraaf (d) deur die volgende paragraaf te vervang.

"(d) in die geval van 'n produsent wat varsmelk deur hom geproduseer in 'n gebied anders as 'n 'beheerde gebied' direk aan verbruikers (insluitende hotelle, hospitale, koshuise of soortgelyke instansies) of in voorafverpakte huishoudelike groottes met die oog op herverkope verkoop, of wat sodanige varsmelk gebruik by die vervaardiging van varsmelkprodukte, regstreeks aan die Raad voor of op die 15de dag van die maand wat volg op die maand waarin sodanige varsmelk verkoop of gebruik is "

***Invoeging van regulasie 4A***

3 Die volgende regulasie word hierby na regulasie 4 van die Regulasies ingevoeg.

"4A Iemand wat versuim om 'n heffing op die wyse en tye in hierdie regulasies uiteengesit, te betaal, is aan 'n misdryf skuldig en is by skuldigbevinding strafbaar met 'n boete van hoogstens R200.".

(b) by the substitution for paragraph (d) of the following paragraph.

"(d) in the case of a producer who sells fresh milk produced by him in an area other than a 'controlled area' directly to consumers (including hotels, hospitals, hostels or similar instances) or in prepacked consumer sizes for the purpose of resale, or who uses such milk in the manufacture of fresh milk products, directly to the Board on or before the 15th day of each month following the month in which such fresh milk has been so sold or used."

***Insertion of regulation 4A***

3 The following regulation is hereby inserted in the Regulations after regulation 4.

"4A Any person who fails to pay a levy in the manner and at times specified in these regulations shall be guilty of an offence and liable on conviction to a fine not exceeding R200.".

## DEPARTEMENT VAN MANNEKRAG

**No. R. 1913** **19 September 1986**

WET OP MANNEKRAGOPLEIDING, 1981

NASIONALE MANNEKRAGOPLEIDINGSKOMITEE VIR DIE DRUKKERSNYWERHEID —WYSIGING VAN LEERVOORWAARDES VIR VAKLEERLINGE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wysig hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing R 431 van 6 Maart 1981 (soos toegepas deur Goewermentskennisgewing R 1033 van 15 Mei 1981), soos gewysig deur Goewermentskennisgewings R 2292 van 29 Oktober 1982, R. 1219 van 22 Junie 1984 en R. 886 van 26 April 1985;

(b) (i) skrap die ambagte Setwerk (met inbegrip van Masjienbediening), Graveer- en Stempelsnywerk, Masjienbediening (met inbegrip van Setwerk), Bedienerwerktuigkundige (Monotipegietmasjiene), en Stereotipe waar hulle in paragraaf (b) (i) onder die opskrif "AMBAGTE" voorkom,

(ii) vervang paragraaf (b) (i) deur die volgende

"die ambagte hieronder, aan te wys as ambagte waarop die bepalings van die Wet van toepassing is in die hele regsgebied van die Nasionale Mannekragopleidingskomitee vir die Drukkersnywerheid

AMBAGTE

1 Bediening van Diepdrukmasjien, (7)
2 Boekbindwerk, (1)
3 Boekbindwerk/Linieerwerk, (2)
4. Drukkerselektrisien, (13)
5 Drukkerspakhuiswerk (met inbegrip van Snywerk), (15)
6. Drukkerswerktuigkundige; (14)
7. Drukpersbediening vir Kettingskryfbehoeftes, (5)
8. Fotoblokmaak, (16)

## DEPARTMENT OF MANPOWER

**No. R. 1913** **19 September 1986**

MANPOWER TRAINING ACT, 1981

NATIONAL MANPOWER TRAINING COMMITTEE FOR THE PRINTING INDUSTRY —AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) amend, with effect from the third Monday after the date of publication of this notice, Government Notice R. 431 of 6 March 1981 (as applied by Government Notice R. 1033 of 15 May 1981), as amended by Government Notices R 2292 of 29 October 1982, R 1219 of 22 June 1984 and R 886 of 26 April 1985;

(b) (i) delete the trades Composing (including Machine Minding), Engraving and Die-Sinking, Machine Minding (including Composing); Monotype Caster Minder Mechanic; and Stereotyping where they occur in paragraph (b) (i) under the heading "TRADES"

(ii) substitute paragraph (b) (i) by the following·

"the trades below, as trades to which the provisions of the Act shall apply in the whole of the area of jurisdiction of the National Manpower Training Committee for the Printing Industry,

TRADES

1. Bookbinding; (2)
2 Bookbinding/Ruling, (3)
3. Cartonmaking, (12)
4. Composing, (19)
5. Continuous Stationery Machine Minding; (7)
6. Corrugated Board and Container Machine Minding, (16)
7. Gravure Machine Minding, (1)
8 Letterpess Machine Minding, (11)

9 Fotogravuregravering, (11)
10 Fotolitografie, (12)
11 Hoogdrukpersbediening, (8)
12 Kartonvervaardiging, (3)
13 Lineerwerk, (19)
14 Litografie, (9)
15 Masjienbediening (Pakgoedvervaardiging), (10)
16 Riffelbord- en Houermasjienbediening, (6)
17 Rotasiehoogdrukpersbediening, (17)
18 Rotasierubberdrukpersbediening, (18)
19 Setwerk, (4)
20 Skryfbehoeftes- en Koevertmasjienverstelling, (20) en

(iii) skrap paragraaf (b) (ii) in sy geheel,

(c) bepaal hierby dat die Leervoorwaardes hieronder uiteengesit, met ingang van die derde Maandag na die datum van publikasie daarvan, ook van toepassing is op bestaande vakleerlinge wat in diens is in die aangewese ambagte in die Drukkersnywerheid in die Republiek van Suid-Afrika

## LEERVOORWAARDES

### KLOUSULE 1 KWALIFIKASIES OM MET VAKLEERLINGSKAP TE BEGIN

In subklousule (a) skrap

Bedienerwerktuigkundige (Monotipegietmasjien), en

Setwerk (met inbegrip van Masjienbediening)

### KLOUSULE 7 AMBAGSTOETSE

Vervang subklousule (3) deur die volgende

"(3) 'n Bedrag soos deur die Departement van Mannekrag voorgeskryf is by aansoek deur 'n vakleerling betaalbaar ten opsigte van die tweede of enige daaropvolgende ambagstoets wat op 'n vrywillige grondslag kragtens hierdie klousule onderneem word."

### KLOUSULE 8 OPLEIDINGSKURSUSSE

1 Skrap die opleidingskursusse vir die ambagte *Bedienerwerktuigkundige (Monotipegietmasjiene) Graveer- en Stempelsnywerk, Masjienbediening (met inbegrip van Setwerk), Setwerk (met inbegrip van Masjienbediening),* en *Stereotipe* wat uiteengesit is in die Bylae van die genoemde klousule 8

2 Vervang die bestaande opleidingskursus vir die ambag Fotoblokmaak wat uiteengesit is in die Bylae in die genoemde klousule 8 deur die volgende

| Kolom A | Kolom B | Kolom C |
|---|---|---|
| Fotoblokmaak | 8 *Fotoblokmaak (16) Eerste jaar* —Gesondheids en veiligheidsmaatreëls versorging en onderhoud van installasie meng en hantering van chemikaliee sny, voorbereiding en bestryking van metaal retoesjering van lynnegatiewe eenvoudige stroopwerk tinte aanbring en op metaal afdruk afwerking verdiepwerk afskuinsing proeftrek en montering van voltooide plate, lynnegatiewe maak filmkontakwerk bromiede maak | *Fotoblokmaak* Opleiding op outomatiese filmverwerkers<br>*Stereotipie* Samestelling van metale en/of ander materiaal soos plastiek of rubber wat vir verskillende doeleindes gebruik word, die regte manier om gereedskap te hanteer; drukvorms vir vormwerk en matryse vir gietwerk pak en elementêre vormwerk platgietwerk gebruik van sae verdiepers en skawe, versorging van metale daaglikse skoonmaak skoonmaakmengsels herkenning van vlak matryse, deffekte, verkilde en verbuigde stereo s, matryse sny, afwerk en droogmaak monteer van stereo met spesiale aandag aan hoeke, giet ondersoek, afwerk en verdiep van plate, giet en droogtemperature, drukvorms vir vormwerk voorberei |

9 Lithography, (14)
10 Machine Minding (Packaging), (15)
11 Photogravure Engraving, (9)
12 Photo-Lithography, (10)
13 Printers' Electrician, (4)
14 Printers' Mechanic, (6)
15 Printers' Warehousing (including Cutting), (5)
16 Process Engraving, (8)
17 Rotary Letterpress Machine Minding, (17)
18 Rotary Offset Machine Minding, (18)
19 Ruling, (13)
20 Stationery and Envelope Machine Adjuster, (20)" and

(iii) delete paragraph (b) (ii) in its entirety

(c) determine that the Conditions set out hereunder shall, with effect from the third Monday after the date of publication thereof, also apply to existing apprentices who are employed in the designated trades in the Printing Industry in the Republic of South Africa

## CONDITIONS OF APPRENTICESHIP

### CLAUSE 1 QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

In subclause (a) delete

Composing (including Machine Minding), and

Monotype Caster Minder Mechanic

### CLAUSE 7. TRADE TESTS

Substitute the following for subclause (3)

"(3) A fee as prescribed by the Department of Manpower shall on application be payable by an apprentice in respect of the second or any subsequent trade test undertaken on a voluntary basis in terms of this clause"

### CLAUSE 8 COURSES OF TRAINING

1 Delete the courses of training for trades *Composing (including Machine Minding), Engraving and Die-Sinking, Machine Minding (including Composing), Monotype Caster Minder Mechanic,* and *Stereotyping* set out in the Schedule to the said clause 8

2 Substitute the following for the existing course of training for the trade Process Engraving set out in the Schedule to the said clause 8



| Kolom A | Kolom B | Kolom C |
|---|---|---|
| | *Tweede jaar* —Halftoonnegatiewe maak, lynetswerk en half toonetswerk deur middel van poeierlose etser of konvensionele metode verdieping van halftone etsing van gekombineerde lyn en halftoon fyn etswerk handgravering op plate skerpmaak van snyers en lemme en verstellings Daar word aanbeveel dat vakleerlinge gedurende die eerste twee jaar van hulle vakleerlingskap n algemene alsydige opleiding ontvang Gedurende die derde jaar moet daar gekonsentreer word op enige besondere afdeling waarin hulle die grootste aanleg getoon het | *Stereotipie* Verdiep van kleurwerk versorging brand en gelyksny van borsel aansit en heelmaak van stereo s beskadigde flans herstel onderlegging en oorlegging van blokke en toestel van setsel voorbereiding kondisionering en bestryking van flan of ander matrysmateriaal insluitende die maak van bestrykingspastas teorie en praktyk van matrys en metaalkrimping Borselwerk Plastiek en rubberstereovormwerk |
| | *Derde jaar* —Algemene fotoblokmaak, montering van film en papiermaterial vir kamera of plaatmakery, inslaanwerk, lyn en halftoonkombinasie, dubbeldruk superponeer van detail handmetode van kleurskeiding deur opaak te maak, kennis van kleurskeidingsmetodes aanwending van filters en panchromatiese en ortochromatiese emulsies kleurkorreksies op film en metaal kleurkorreksies deur middel van maskeer en handmetodes kleurproefwerk toestel op plate | *Fotoblokmaak* Kleurskeiding met behulp van aftaster direkte rastering en sodanige ander elektroniese uitrusting as wat beskikbaar is Elektroniese bladsyopmaak Fotopolimeerplate en/of rubberstereos maak<br>*Stereotipie* Vormwerk warm en koud met besonderde nadruk op die uitwerking van drukking temperature en bekleding gietvorms tydelik herstel kleurwerk vorm en giet en kleuruitleg die beginsels van inslaanwerk lyn en herrastering van stereo s Elektroplateer herkondisioneer en meng van metaal elektroutpering |
| | *Vierde jaar* —Hersiening en onafhanklike werk. | |

| Column A | Column B | Column C |
|---|---|---|
| Process Engraving | 16 Process Engraving (8) *First year* —Health and safety precautions care and maintenance of plant mixing and handling of chemicals cutting, preparing and coating of metal retouching of line negatives, simple stripping laying of tints and printing down on to metal trimming routing bevelling proofing or mounting of completed plates making line negatives film contacting making bromides | *Process Engraving* Tranging on automatic film processors<br>*Stereotyping* Composition of metals and/or other materials such as plastics or rubber as used for different applications The correct handling of tools packing of formes for moulding and mats for casting and elementary moulding flat casting Use of saws routers and planes Care of metals daily cleaning cleaning compounds Recognition of shallow mats imperfect chilled and buckled stereos Cutting trimming and drying of mats Mounting of stereos with special reference to angles Casting inspecting trimming and routing of plates Casting and drying temperatures Preparation of formes for moulding |
| | *Second year* —making half tone negatives line etching and half tone etching using powderless etcher or conventional method deepening of half-tones etching combined line and half tones fine-etching hand engraving on plates sharpening of cutters and blades and adjustments | *Stereotyping* Routing of colour work Care burning and levelling of brush Fitting and repairing of stereos Repairing of damaged flongs Underlaying and overlaying of blocks and make-ready of type |
| Process Engraving (contd ) | (Recommended that apprentices receive a general all round training during first two years of apprenticeship To concentrate during third year on any particular section to which they have shown the most aptitude) | Preparing conditioning and facing of flong or other matrix materials including the making of facing pastes Theory and practice of mat and metal shrinkage Brush beating Plastic and rubber stereo moulding |
| | *Third year* —General process engraving assembling film and paper materials for camera or platemaking imposition line and half-tone combination double printing super imposing of detail manual method of colour separation by opaquing knowledge of colour separating methods, application of filters and panchromatic and orthochromatic emulsions colour correcting on film and metal colour correcting by masking and hand methods colour proofing make ready on plates | *Process Engraving* Colour separation by scanner direct screening and such other electronic equipment as is available Electronic page make-up Making photopolymer plates and/or rubber stereos<br>*Stereotyping* Moulding hot and cold with particular emphasis on the effect of pressure temperatures and cloth ing Faking up of moulds moulding and casting of colour work and colour layout The principles of imposition Lining and rescreening of stereos Electroplating reconditioning and mixing of metal electrotyping |
| | *Fourth year* —Revision and independent work | |

3 Hernommer die Bylae tot klousule 8 soos volg

Bediening van Diepdrukmasjien—hernommer 2 na 1,

Boekbindwerk—hernommer 3 na 2,

Boekbindwerk/Linieerwet—hernommer 4 na 3,

Drukkerselektrisiën—hernommer 5 na 4,

Drukkerspakhuiswerk (met inbegrip van Snywerk)—hernommer 6 na 5,

Drukkerswerktuigkundige—hernommer 7 na 6,

Drukpersbediening vir Kettingskryfbehoeftes—hernommer 8 na 7,

Fotoblokmaak—hernommer 9 na 8,

Fotogravuregravering—hernommer 10 na 9,

Fotolitografie—hernommer 11 na 10,

Hoogdrukpersbediening—hernommer 13 na 11,

Kartonvervaarding—hernommer 14 na 12,

3 Renumber the Schedule to the said clause 8 as follows

Continuous Stationery Machine Minding—renumber 6 to 5,

Corrugated Board and Container Machine Minding—renumber 7 to 6,

Gravure Machine Minding—renumber 9 to 7,

Letterpress Machine Minding—renumber 10 to 8,

Lithography—renumber 11 to 9,

Machine Minding (Packaging)—renumber 13 to 10,

Photogravure Engraving—renumber 15 to 11,

Photo-Lithography—renumber 16 to 12,

Printers' Electrician—renumber 17 to 13,

Lineerwerk—hernommer 15 na 13,

Litografie—hernommer 16 na 14,

Masjienbediening (Pakgoedvervaardiging)—hernommer 17 na 15,

Riffelbord- en Houermasjienbediening—hernommer 19 na 16,

Rotasiehoogdrukpersbediening—hernommer 20 na 17,

Rotasierubberdrukpersbediening—hernommer 21 na 18,

Setwerk—hernommer 22 na 19, en

Skryfbehoeftes- en Koevertmasjien-versteller—hernommer 24 na 20

P T C DU PLESSIS,
Minister van Mannekrag

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**No R 1974** **19 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIESE AANNEMINGSNYWERHEID, TRANSVAAL—WYSIGING VAN SIEKTEBYSTANDS-, PENSIOEN- EN MEDIESE BYSTANDSFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge 1956 dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1990 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is, en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd die vervat in klousule 1 (1) (a), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1990 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer

P T C DU PLESSIS,
Minister van Mannekrag

**BYLAE**

**NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE AANNEMINGSNYWERHEID**

**OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

**Electrical Contractors' Association (South Africa)**

(hierna die werkgewers of die werkgewersorganisasie genoem) aan die een kant en

**The South African Electrical Workers' Association**

(hierna die werknemers of die vakvereniging' genoem) aan die ander kant

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid

Printers' Mechanic—renumber 18 to 14,

Printers' Warehousing (including Cutting)—renumber 19 to 15,

Process Engraving—renumber 20 to 16,

Rotary Letterpress Machine Minding—renumber 21 to 17,

Rotary Offsett Machine Minding—renumber 22 to 18,

Ruling—renumber 23 to 19 and

Stationery and Envelope Machine Adjuster—renumber 24 to 20

P T C DU PLESSIS,
Minister of Manpower

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**No. R 1974** **19 September 1986**

LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL —AMENDMENT OF THE SICK BENEFIT, PENSION AND MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1990, upon the employers organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union, and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1990, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking Industry Trade or Occupation in the areas specified in clause 1 of the Amending Agreement

P T C DU PLESSIS,
Minister of Manpower

**SCHEDULE**

**INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY**

**AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956 made and entered into by and between the

**Electrical Contractors' Association (South Africa)**

(hereinafter referred to as the employers or the employers organisation ) of the one part and

**The South African Electrical Workers' Association**

(hereinafter referred to as the employees or the trade union ) of the other part,

being the parties to the Industrial Council for the Electrical contracting Industry,



om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R 1884 van 23 Augustus 1985 (hierna die Herbekragtigingsooreenkoms genoem), soos verleng by Goewermentskennisgewing R 2844 van 17 Desember 1985, te wysig

**1 GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS**

(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Aannemingsnywerheid—

(a) wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereniging en

(b) wat betrokke is by of werksaam is in die Nywerheid in die provinsie Transvaal en in die landdrosdistrikte Bloemfontein en Sasolburg

(2) Ondanks subklousule (1) is die Ooreenkoms van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding 1981 of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge wat kragtens die Wet op Mannekragopleiding 1981 voorgeskryf is as die weekloon van sodanige werknemers geag en is die uurloon die weekloon soos hierbo bereken gedeel deur die getal gewone ure wat in daardie betrokke bedryfsinrigting gewerk word

**2 KLOUSULE 4 —ALGEMENE BEPALINGS**

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende Klousule 3 (soos gewysig by klousule 5 van die Herbekragtigingsooreenkoms) 4 6 7 9 tot 10) soos gewysig by klousule 7 en 8 van die Herbekragtigingsooreenkoms), 11 12 (soos gewysig by klousule 9 van die Herbekragtigingsooreenkoms) 13 tot 15 16 (soos gewysig by klousule 10 van die Herbekragtigingsooreenkoms) 17 18 tot 20 (soos gewysig by klousules 11 tot 13 van die Herbekragtigingsooreenkoms) 21 tot 24 25 (soos gewysig by klousule 14 van die Herbekragtigingsooreenkoms en klousule 3 hieronder) 26 27 tot 29 (soos gewysig by klousules 15 tot 17 van die Herbekragtigingsooreenkoms) 30 (soos gewysig by klousule 18 van die Herbekragtigingsooreenkoms en klousule 4 hieronder) 31 32 33 tot 34 (soos gewysig by klousules 19 tot 20 van die Herbekragtigingsooreenkoms) 35 en 36 van die Vorige Ooreenkoms is van toepassing op werkgewers en werknemers

**3 KLOUSULE 25 —LIDMAATSKAP**

In subklousule (1) voeg die volgende paragrawe (e), (f) en (g) in na paragraaf (d)

(e) Indien n lid wat op voordele geregtig is tot sterwe kom is sy vrou en sy afhanklikes op die dag van sy afsterwe geregtig op voordele gedurende die eerste ses maande na sy afsterwe sonder om gedurende daardie tydperk enige bydraes te maak

(f) Binne die tydperk in paragraaf (e) gestel kan die weduwee van sodanige afgestorwe lid aansoek doen om lidmaatskap van die Mediese Hulpfonds en kan sy by besluit van die Raad toegelaat word tot lidmaatskap van die Mediese Hulpfonds en moet sy geklassifiseer word in dieselfde kategorie en op dieselfde lidmaatskapvoorwaardes as dié waarop die afgestorwe lid op die dag van sy afsterwe geregtig was en moet sy die bydraes van n lid in daardie kategorie betaal

(g) Indien die weduwee van n afgestorwe lid weer trou word haar lidmaatskap van die Mediese Hulpfonds beëindig

**4 KLOUSULE 30 —BYDRAES**

(1) Vervang subklousule (1) (a) deur die volgende

(1) (a) n Werkgewer moet die volgende bedrae weekliks aan die Mediese Bystandsfonds betaal ten opsigte van ondergenoemde werknemers in hul onderskeie lidmaatskapkategorieë

| [Kolom (1)] Lidmaatskapkategorie | Totale bedrag in rand per week | | | |
|---|---|---|---|---|
| | Meesterelektrisiens elektrisiëns finaljaar-vakleerlinge vakleerlinge met afhanklikes en kwekelinge wat | | Vakleerlinge wat nie in Kolom (2) ingesluit is nie | Vakleerlinge wat nie in Kolom (3) ingesluit is nie |
| | A lede is [Kolom (2)] | B -lede is [Kolom (3)] | | |
| M | 17 | 14 | 8 50 | 7 |
| M1 | 20 | 17 | — | — |
| M2 | 23 | 20 | — | — |
| M3 | 26 | 23 | — | — |
| M4+ | 29 | 26 | — | —" |

(2) In subklousule (1) (a) voeg die kategorieë ambagsmanne installasie-operateurs in na die kategorie elektrisiëns waar die kategorieë in die tabel bo kolomme (2) en (3) aangegee word

to amend the Agreement published under Government Notice R 1884 of 23 August 1985 (hereinafter referred to as the Re-enacting Agreement ) as extended by Government Notice R 2844 of 17 December 1985

**1 AREA AND SCOPE OF APPLICATION**

(1) The terms of this Agreement shall be observed by all of Agreement employers and employees in the Electrical Contracting Industry—

(a) who are members of the employers organisation and the trade union respectively and

(b) who are engaged or employed in the Industry in the Province of the Transvaal and the Magisterial Districts of Bloemfontein and Sasolburg

(2) Notwithstanding the provisions of subclause (1) the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act 1981 or any conditions prescribed or any notice served in terms thereof

(3) For the purposes of this Agreement the weekly wage rate of apprentices prescribed under the Manpower Training Act 1981 shall be taken to be the weekly wage of such employees and the hourly rate shall be the weekly wage calculated as above divided by the number of ordinary hours worked in the establishment concerned

**2 CLAUSE 4 —GENERAL PROVISIONS**

Substitute the following for clause 4 of the Re enacting Agreement

The provisions contained in clauses 3 (as amended by clause 5 of the Re-enacting Agreement) 4 6 7 9 to 10 (as amended by clauses 7 and 8 of the Re enacting Agreement) 11 12 (as amended by clause 9 of the Re enacting Agreement) 13 to 15 16 (as amended by clause 10 of the Re enacting Agreement) 17 18 to 20 (as amended by clauses 11 to 13 of the Re enacting Agreement) 21 to 24 25 (as amended by clause 14 of the Re enacting Agreement and clause 3 hereunder) 26 27 to 29 (as amended by clauses 15 to 17 of the Re enacting Agreement) 30 (as amended by clause 18 of the Re-enacting Agreement and clause 4 hereunder) 31 32 33 to 34 (as amended by clauses 19 to 20 of the Re-enacting Agreement) 35 and 36 of the Former Agreement shall apply to employers and employees

**3 CLAUSE 25 —MEMBERSHIP**

In subclause (1) insert the following paragraphs (e) (f) and (g) after paragraph (d)

(e) Should a member who is entitled to benefits die his wife and dependants at the date of his death shall be entitled to benefits for the first six months after his death without making any contributions during that period

(f) Within the period stated in paragraph (e) the widow of such a deceased member may apply for membership of the Medical Aid Fund and may by resolution of the council be admitted to membership of the Medical Aid Fund and shall be classified in the same category and conditions of membership as the deceased member had at the date of his death and shall pay the contributions of a member in that category

(g) Should the widow of a deceased member remarry her membership of the Medical Aid Fund shall cease

**4 CLAUSE 30 —CONTRIBUTIONS**

(1) Substitute the following for subclause (1) (a)

(1) (a) An employer shall pay the following amounts to the Medical Aid Fund in respect of the undermentioned employees in their respective categories of membership per week

| [Column (1)] Category of membership | Total amount in Rands per week | | | |
|---|---|---|---|---|
| | Master electricians electricians final year apprentices apprentices with dependants and trainees who are | | Apprentices not included in Column (2) | Apprentices not included in Column (3) |
| | A members [Column (2)] | B members [Column (3)] | | |
| M | 17 | 14 | 8 50 | 7 |
| M1 | 20 | 17 | — | — |
| M2 | 23 | 20 | — | — |
| M3 | 26 | 23 | — | — |
| M4+ | 29 | 26 | — | — |

(2) In subclause (1) (a) insert the categories artisans installation operators after the category electrician where the categories are given in the table above Columns (2) and (3)

2. In the Afrikaanse teks van die Bylae:

(1) In Afdeling A, klousule 3 (48), vervang die syfer "46" deur die syfer "45".

(2) In Afdeling A, klousule 30 (d), vervang die syfer "46" deur die syfer "45".

(3) In Afdeling B, klousule 3 (1) (f), vervang die uitdrukking "een- ses-en-veertigste" deur die uitdrukking "een-vyf-en-veertigste".

(4) In Afdeling B, in die voorbehoudsbepaling by klousule 5 (4), vervang die syfer "46" deur die syfer "45".

**No. R. 2042** **26 September 1986**

WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE SUIKERVERVAARDIGINGS- EN RAFFINEERNYWERHEID—WYSIGING VAN LEERVOORWAARDES

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wysig hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing R. 1257 van 14 Junie 1985 deur klousule 3 (1) van die Leervoorwaardes deur die volgende klousule te vervang.

"(1) 'n Werkgewer moet 'n vakleerling besoldiging teen minstens ondergemelde persentasies van die loon wat aan 'n ambagsman betaalbaar is ingevolge enige nywerheidsraadooreenkoms wat op die betrokke ambag en gebied van toepassing is:

| *4-jaar ambagte* | *5-jaar ambagte* |
|---|---|
| Eerste jaar: 40% | Eerste jaar: 40% |
| Tweede jaar: 45% | Tweede jaar: 45% |
| Derde jaar: 55% | Derde jaar: 55% |
| Vierde jaar: 100% | Vierde jaar: 70% |
| | Vyfde jaar: 100%"; |

(b) wysig hierby klousule 9 van die Leervoorwaardes deur die voorgeskrewe opleidingsbylae vir die aangewese ambag van Passer deur die volgende opleidingsbylae te vervang:

2. In the Afrikaans text of the Schedule:

(1) In Division A, clause 3 (48), substitute the figure "45" for the figure "46".

(2) In Division A, clause 30 (d), substitute the figure "45" for the figure "46".

(3) In Division B, clause 3 (1) (f), substitute the expression "een-vyf-en-veertigste" for the expression "een-ses-en-veertigste".

(4) In Division B, in the proviso to clause 5 (4), substitute the figure "45" for the figure "46".

**No. R. 2042** **26 September 1986**

MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE SUGAR MANUFACTURING AND REFINING INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) amend, with effect from the third Monday after the date of publication of this notice, Government Notice R. 1257 of 14 June 1985 by the subsitution for clause 3 (1) of the Conditions of the following clause:

"(1) An employer shall remunerate an apprentice at not less than the following percentages of the remuneration payable to an artisan in terms of any industrial council agreement applicable to the relevant trade and area:

| *4-year trades* | *5-year trades* |
|---|---|
| First year: 40% | First year: 40% |
| Second year: 45% | Second year. 45% |
| Third year: 55% | Third year: 55% |
| Fourth year: 100% | Fourth year: 70% |
| | Fifth year: 100%"; |

(b) amend clause 9 of the Conditions by the substitution for the prescribed Training Schedule for the designated trade Fitter of the following Schedule:

| "Logboek simbool | Soort werk | Praktiese opleiding | Getal ure aanbeveel vir onderrig in elke soort werk |
|---|---|---|---|
| | | **7. AMBAG: PASSER (4)** | |
| 1. | Veiligheid | Basiese veiligheidsmaatreëls van toepassing in die ambag moet die hele leertyd deur nagekom word, met besondere aandag aan die veilige hantering en versorging van handgereedskap, skadelike en vlambare gasse, vloeistowwe en gasse onder druk, warm en gesmelte metaal, elektriese installasies, masjienbeveiliging, masjien- en drukluggereedskap, slypwiele, bewegende en oorhoofse masjinerie, en die gebruik van draagbare brandblussers Behandeling vir elektriese skok | 45 |
| 2 | Basiese hand- en werkwinkelgereedskap | Die versorging en gebruik van gereedskap Die maak van werkstukke en/of onderdele met gebruikmaking van die tegnieke kap, boor, vyl, ruim, saag, skraap, skroefdraadsny en moerdraadsny Snygereedskap skerpmaak, die gebruik van trekkers en perse Die keuse n gebruik van smeermiddels en snymengsels Wiele van slypmasjiene bywerk, rond, nagaan en monteer Die gebruik van gasuitrusting vir sny- en verhittingsdoeleindes Elektriese hegsweiswerk | 450 |
| 3. | Afmerkwerk . . . ... | Van tekeninge en/of monsters af afmerk, met gebruikmaking van afmerkgereedskap, bv hoekplate, flesdomkragte, senterponse, verdeelpassers, afmerktafels, gradeboë, liniale, kraspenne, winkelhake, krasblokke en V-blokke Die gebruik van meetinstrumente en meters | 180 |
| 4. | Tekeninge en sketse . . | Tekeninge en/of sketse maak Tekeninge lees en begryp . .. . . | 180 |
| 5 | Materiale .. ..... . . . | Kennis en identifisering van materiale .... . . .. . | 45 |
| 6 | Koppelings..... . | Die montering, rigting en onderhoud van en foutdiagnosering by verskillende soorte koppelings, bv buigsame, soliede en selfkoppelings | 180 |

B For the period 1 July 1984 to 30 June 1985

| | | |
|---|---|---|
| *(a)* | Whites | 1 |
| | Coloureds | 0 |
| | Asiatics | 0 |
| | Blacks | 84 |
| | Total | 85 |
| *(b)* | Whites | 1 |
| | Coloureds | 0 |
| | Asiatics | 0 |
| | Blacks | 64 |
| | Total | 65 |

C For the period 1 July 1985 to 30 June 1986

| | | |
|---|---|---|
| *(a)* | Whites | 0 |
| | Coloureds | 1 |
| | Asiatics | 0 |
| | Blacks | 6 |
| | Total | 7 |
| *(b)* | Whites | 0 |
| | Coloureds | 1 |
| | Asiatics | 0 |
| | Blacks | 6 |
| | Total | 7 |

**Labour disputes/work stoppages/strikes**

380 Mr P H P GASTROW asked the Minister of Law and Order

In how many instances were the South African Police called to the scene of a *(a)* labour dispute *(b)* work stoppage and *(c)* strike in 1986?

The MINISTER OF LAW AND ORDER

*(a)* 64 instances

*(b)* 26 instances

*(c)* 286 instances

**Strikes**

381 Mr P H P GASTROW asked the Minister of Manpower

*(a)* How many strikes involving Black workers occurred in 1986, *(b)* in how many cases did the strikes arise out of wage demands and *(c)* what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER

*(a)* 780 (includes work stoppages)

*(b)* 246

*(c)* Trade union matters—27 strikes
Disciplinary measures—113 strikes
Working conditions—125 strikes
Other or unknown—269 strikes

**Wage regulating machinery**

382 Mr P H P GASTROW asked the Minister of Manpower

(1) How many *(a)* industrial council agreements *(b)* conciliation board agreements, *(c)* arbitration awards, *(d)* Wage Board determinations and *(e)* orders in terms of the Labour Relations Act No 28 of 1956, were in force as at the latest specified date for which figures are available,

(2) how many *(a)* Whites, *(b)* Coloureds, *(c)* Asians and *(d)* Blacks were affected by each of the above five categories of wage regulating machinery as at that date?

The MINISTER OF MANPOWER

The figures are as at 31 December 1986

(1) *(a)* 88

*(b)* 1

*(c)* Nil

*(d)* 51

*(e)* 6





(2)

| | | *(a)* Whites | *(b)* Coloureds | *(c)* Asians | *(d)* Blacks |
|---|---|---|---|---|---|
| *(a)* | Industrial Council Agreements | 151 816 | 210 113 | 71 075 | 528 298 |
| *(b)* | Conciliation Board Agreements | — | 116 | — | — |
| *(c)* | Arbitration Awards | — | — | — | — |
| *(d)* | Wage Determinations | 172 000 (Estimated figures) | 130 500 | 42 700 | 615 000 |
| *(e)* | Orders | All races 154 166 (Separate figures are not readily available) | | | |

**Apprenticeship contracts**

383 Mr P H P GASTROW asked the Minister of Manpower

(1) How many new apprenticeship contracts were registered in each trade in 1986 in respect of *(a)* White, *(b)* Coloured, *(c)* Asian and *(d)* Black persons,

(2) what total number of apprenticeship contracts was in operation in 1986?

The MINISTER OF MANPOWER

The following statistics are as at 31 December 1986

| (1) Industry | Totals | *(a)* Whites | *(b)* Coloureds | *(c)* Asians | *(d)* Blacks |
|---|---|---|---|---|---|
| Aerospace | 187 | 182 | 2 | — | 3 |
| Automobile Manufacturing | 117 | 73 | 18 | 2 | 24 |
| Building | 505 | 276 | 161 | 27 | 41 |
| Coal Mining | 24 | 17 | — | — | 7 |
| Diamond Cutting | 13 | 13 | — | — | — |
| Electrical Contracting | 4 | 4 | — | — | — |
| Electricity supply | 295 | 289 | 6 | — | — |
| Explosives and Allied Industries | 139 | 118 | 6 | 1 | 14 |
| Furniture | 59 | 18 | 31 | 9 | 1 |
| Government Undertakings | 263 | 249 | 14 | — | — |
| Hairdressing | 575 | 537 | 25 | 7 | 6 |
| Jewellers and Goldsmiths | 20 | 19 | 1 | — | — |
| Local Authority (N Tvl) | 56 | 56 | — | — | — |
| Metal (Engineering) | 3 369 | 2 693 | 250 | 168 | 258 |
| Mining and Building—Mines | 1 970 | 1 765 | 30 | 6 | 169 |
| Motor | 1 115 | 919 | 114 | 59 | 23 |
| Printing | 281 | 203 | 54 | 19 | 5 |
| SA Transport | 566 | 565 | — | — | 1 |
| Sugar Manufacturing | 62 | 17 | 5 | 19 | 21 |
| Tyre and Rubber Manufacturing | 39 | 18 | 10 | 2 | 9 |
| Walvis Bay | 1 | 1 | — | — | — |
| Totals | 9 660 | 8 032 | 727 | 319 | 582 |

(2) A total of 29 826 contracts of apprenticeship were in operation on 31 December 1986

# Call to increase number of apprentices

THE number of apprentices in training had decreased dramatically in the five years to 1986, Manpower director-general Piet van der Merwe said in Welkom at the weekend.

He said, at the opening of a training centre, the number of apprentices indentured reached a high point of 14 500 in 1982

GERALD REILLY

However, economic pressures had had a disturbing impact on the numbers in training, which had plunged to 9 600 between 1982 and 1987.

Van der Merwe said it had been found

● To Page 2

# Drop in number of apprentices in training

that a shortage of trained tradesmen hampered economic upswings

The obvious way to avoid shortages was to train skilled workers during slack periods

Most industries, however, had not taken advantage of the recession to prepere themselves for an upswing

Van der Merwe said one of the most important recommendations in the White Paper on apprentice-training —

● From Page 1

accepted by government — was the modular training system, which would have far-reaching effects on apprentice training

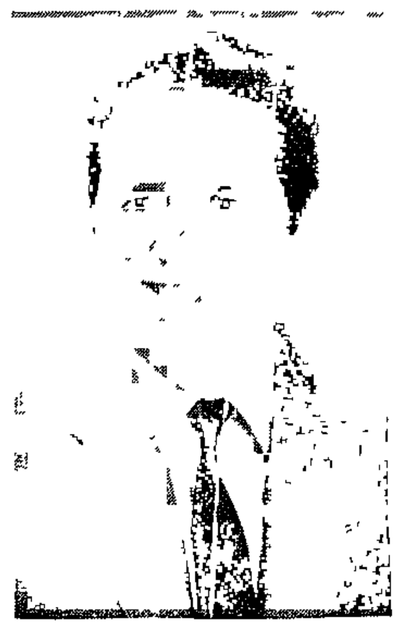
It would mean linking the duration of the training to the apprentice's ability, which could greatly shorten the training period

ARGUS 11/3/87

178

# HIGHVELD

## STEEL AND VANADIUM CORPORATION LIMITED



## *CHAIRMAN'S REVIEW*

# RECORD PERFORMANCES FOR 1986

MR LESLIE BOYD

It is pleasing to report that during the year under review the group's financial results were the best ever, with record performances in all areas Earnings per share increased to 85 cents compared with 58 cents in 1985 The attributable profit was R60 144 000 after providing for net financing charges of R35 411 000, depreciation of R34 918 000 and deferred taxation of R33 000 000

The group's deferred tax provision has increased to R135,2 million, and this should ensure that the tax charge in later years does not absorb a disproportionate amount of income earned in those years

The income statement for 1986 reflects an extraordinary item arising from the conversion of Transalloys to a wholly-owned subsidiary

During 1986 the group issued R80 000 000 redeemable preference shares in Highveld and R65 000 000 in Rheem South Africa (Proprietary) Limited, with a corresponding reduction in the offshore loans raised during 1985

Group turnover of R816 337 000 was also at a record level, and although margins showed an improvement over 1985, the inflationary trend with regard to the major operating cost elements continues to be a cause for concern

In view of the results achieved, a final dividend of 20 cents per share has been declared The total dividend is 30 cents per share compared with 24 cents per share in 1985

### STEEL

Apparent total world steel consumption in 1986 was 721 million tons, and although the International Iron and Steel Institute forecasts a similar level for 1987, it is worth noting that an increase in the apparent steel consumption in developing and communist block countries will be offset by a corresponding decrease in the Western industrialised countries This trend is expected to continue for the foreseeable future

In South Africa, the high level of activity in the mining sector helped to maintain the demand for steel in the first 10 months of 1986 There was the usual seasonal decline in domestic demand in the final months of the year, but overall South African steel consumption showed an increase over 1985

In the first quarter of 1986 Highveld increased the domestic prices of structural sections and flat products by about 9,5 per cent, and again by 12 per cent in August This was necessary in order to restore profit margins which have been under constant pressure from increases in power, railage and raw materials

During the year, legislation was introduced in several countries prohibiting the importation of certain South African products, including all steel products The measures became operative in the European Economic Community on September 27 1986 and, in the United States, legislation passed on October 2 1986 became effective on December 31 1986 Clearly, the loss of these important markets presents a challenge to management to place the steel in other areas

### VANADIUM

The supply/demand position for vanadium was favourable for producers in the early months of 1986 but in the second half of the year there was some slackening of demand Lower steel production in industrialised countries and the fall in demand for steel products for the oil industry were the main causes of the reduced usage

China's future role in the world vanadium market is still an unknown factor in the total supply/demand situation, but overall world vanadium consumption during 1987 is expected to be similar to the 1986 level

World vanadium production capacity is still believed to be adequate to cater for any foreseeable demand and, when new projects are being studied, the inevitable impact on price of an oversupply position should be considered carefully

### FERRO-ALLOYS

Overseas markets for ferrosilicon improved steadily during the first half of the year and sales during this period were satisfactory in terms of both volume and price During the second half of the year, despite prices declining in sympathy with the general downturn of steel production in the major producing countries, sales volumes were reasonable

Demand in the overseas markets for silicomanganese remained firm throughout the year Prices increased during the first half of the year as the United States dollar depreciated against most major currencies, but tended to weaken towards the year end

Both Rand Carbide and Transalloys continued to make significant contributions to the group performance

### RHEEM

Overall, Rheem showed improved results over the previous year and is well positioned to meet the challenges of 1987.

### MANPOWER

The group's personnel strength averaged 7 430 compared with 7 133 in 1985 Labour turnover remained low at 10,3 per cent per annum

The annual negotiations of the group's house agreement were again prolonged, but agreement for 1986/87 was eventually reached with all the unions associated with Highveld, and this has brought a further reduction in the 'wage gap' as measured by the ratio of the highest hourly paid rate to the lowest hourly paid rate The ratio is now 2,6 1 compared with 2,7 1 last year and 5 1 in 1971 It is encouraging to note that the emergent unions in the metal industries are beginning to acknowledge the advantages and benefits of centralised bargaining

For the period under review the corporation continued to train apprentices at the same rate as in 1985 The total number of apprentices remained at 300, of whom 53 were black The Artisan Training and Recognition Agreement for the Metal and Engineering Industries (ATRAMI) continues to be an important avenue towards the training of artisans At present, 60 employees are undergoing training, 48 of whom are black To date, 47 black artisans have been trained by the corporation, and the group currently employs 44 black artisans

The removal of influx control is welcomed, and the whole question of urbanisation has now become an important aspect for the authorities and the private sector to address to ensure that the urbanisation process develops in an acceptable manner It is unfortunate, however, that the Group Areas Act remains intact, as this will prevent the normalisation of society It would be better to allow economic factors to determine housing issues and social associations, as the current regulations lead to unnecessary duplication of infrastructure and higher capital costs

The corporation's intention is that affirmative action towards job enhancement and career development will receive increasing attention in the coming years This is essential to ensure greater black participation in the free enterprise system and to reduce the shortage of professional and managerial skills in South Africa

### OUTLOOK

Forecasting in the present situation is extremely difficult because it is clear that major changes in the socio-political field are required before overseas pressures are removed It is therefore essential that the Government expedite the reform process and it is hoped that the white electorate will give this clear message at the forthcoming general election

It has been disappointing to note the number of the country's black leaders who have advocated sanctions and disinvestment There is no doubt that this support had a major impact on the international campaign These actions are shortsighted and extremely harmful to all South Africans and to the economy in both the immediate and long term Firstly, they cause unemployment and hardship among the black people whom they are intended to help Secondly, markets lost through sanctions will be difficult to recover when, in the longer term, the situation is normalised Thirdly, there is no evidence to suggest that foreign companies which have been forced to disinvest will return to South Africa Their contribution may, therefore, be lost forever Finally, it would appear that these actions have caused the South African Government to retard the reform process, and the measures advocated are thus failing in their objective of bringing apartheid to an end It is essential that these black leaders recognise this failure and reverse their positions on this important issue

In the group's export markets it is expected that sales of vanadium and ferro-alloys will be satisfactory but, as mentioned earlier, new areas need to be developed for some of the steel products Most economists are forecasting a growth rate of 3 per cent for the South African economy in 1987 and domestic sales should show a further increase over 1986 It is expected that the appreciation of the rand will be offset to some extent by increasing US dollar prices for the group's exports as the year progresses Group earnings for 1987 will be at a satisfactory level, but are expected to be lower than the record results of 1986

### GENERAL

I would like to thank the managing director, John Hall, the management and all employees for their efforts during what has been an excellent year, and I am sure they will rise to the challenges that face them in 1987

*The full text of Mr Boyd's statement and the annual report for the 12 months ended December 31 1986 are obtained from Consolidated Share Registrars, 40 Commissioner Street, Johannesburg 2001*

*The annual general meeting of members will be held at 44 Main Street, Johannesburg, on Friday, May 8 1987 at 11h45*

bers faced retrench-
dations manager W Vi-

meeting between Mwasa and the SABC, scheduled for tomorrow, would still be held.

MERCHANT BANK LIMITED (Registered Bank)

Defence Minister Magnus Malan
REPORTS Own Correspondent Sapa

## 'ARTISANS NEEDED'

GERALD REILLY

PRETORIA — So many permits were needed, and there were so many rules and controls, it took a brave man to launch an industrial undertaking in SA, Board of Trade and Industry chairman Lawrence McCrystal said last night.

Speaking at the Maitland Technical College, he said the Competition Board was giving deregulation a high priority. And, at the current rate, it could be hoped there would be substantial deregulation within two years.

He said there was a tendency in SA to produce proportionately more graduate engineers, and fewer artisans and technicians, than were needed.

The number of apprentices indentured in SA had dropped sharply to 9 600 this year from 14 500 in 1982. "This is alarming, because the economy cannot sustain even a modest growth rate without an adequate number of artisans," McCrystal said.

It was also unfortunate that SA spent less than 1% of its gross national income on research and development.

When the economic upturn got under way, it would be limited by a shortage of trained people, and more education was needed, McCrystal said.

## AIRLINE MOVEMENTS

Johannesburg to Cape Town

| Dep | Arr | Flight |
|---|---|---|
| 0100 | 0305 | SA397 |
| 0700 | 1040 | SA301 |
| 0730 | 0935 | SA303 |
| 1715 | 1815 | SA524 |
| 1915 | 2015 | SA516 |
| 2050 | 2150 | SA520 |
| 2215 | 2315 | SA592 |

Johannesburg to Port Elizabeth

ARGUS 24/3/87

# Unions reject 'unqualified artisan' move

**Labour Reporter**

MOVES by employers in the electrical contracting industry to introduce a new category of "unqualified artisan" have been firmly rejected by unions

The unions see the proposal as an attempt to create a grade of skilled worker who could do an artisan's work without the necessary legal qualifications but would be paid less than an artisan

The scheme was proposed by employers during recent national industrial council negotiations on wages and conditions of work

A spokesman for the Electrical and Allied Workers' Trades Union said all member unions had rejected the move They saw it as undermining artisan wages because it would tempt employers to employ unqualified people at the lower pay rates

The union spokesman said the employer body, the Electrical Contractors' Association, had refused to negotiate on wages until unions accepted this proposal

"We have revoked all agreements, formal and informal, with the Western Cape region of the ECA," he said

LABOUR AFFAIRS
DICK USHER



# Electricians' body deny claims of introducing 'unqualified artisans'

w/k ARGUS 4/4/87 23 139 178

THE Electrical Contractors' Association has emphatically denied that it is trying to introduce a system of "unqualified artisans" in the industry

The employer body was reacting to claims by the Electrical and Allied Workers' Trades Union (EAWTU) that the scheme would tend to undermine artisan wages in the industry and had been rejected by unions

"What the association proposes is to give recognition to employees who are graded as labourers but have acquired certain skills and are doing substantially more skilled work than labourers said Mr James Baker, executive director of the association

'We plan to recognise these employees and ensure that they receive proper recognition for the work they are doing"

Mr Baker said the present industrial council agreement did not adequately recognise or compensate them for skilled work, and it was planned to start a process for the acquisition and evaluation of skills

The proposals provided for several amendments to existing regulations, including

- Recognition that certain workers were doing aspects of artisans' work,
- Introduction of a training system to enhance skills and improve productivity, and
- Provision of a testing system to enable workers to be employed in higher skill categories and be paid accordingly

The whole system would be monitored by the industrial council, which included trade unions

"These proposals provide a practical route to better themselves for employees who do not have the opportunity of formal apprenticeship through practical experience coupled with theoretical training," said Mr Baker

"We are not attempting to undermine the status of artisans None of the new employee grades will entitle a worker to do a full artisan's work or be entitled to a full artisan's wage."

He also denied that the association had refused to bargain on wages unless the proposals were accepted and said there was no intention to impose the system unilaterally "We are committed to full consultation with the unions on its implementation" he said

He found it surprising the EAWTU was opposed to the moves as, in early discussions, it had supported the proposals He regretted the union's attitude in cancelling existing arrangments with the association as "high-handed and unnecessary"

# 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

# Job creation centre opened

**THE National African Federated Chamber of Commerce (Nafcoc) and the giant Barlow Rand company have jointly opened a job creation centre to help thousands of black businessmen to solve the unemployment problem facing the country.**

At a ceremony opening the centre in Alexandra, Nafcoc's executive director, Mr Stanley Khubheka, said the centre, which provided premises for black entrepreneurs, could be seen as a vital breeding ground for future black manufacturers and industrialists.

# 'MAYO



THREE of the students who ... (from left to right) Mrs C M ...

N

By ...

THE ... of ... dir... in ... adver... T...

council offices.

# Shining future for 50

By JOSHUA RABOROKO

**THE Small Business Development Corporation has created more than 50 jobs for the unemployed.**

The people have been given kits and stands to clean shoes on street corners in Johannesburg. They earn between R15 and R20 per day

Most of these proud entrepreneurs charge an average of 50 cents for shining shoes

The managing director of SBDC, Dr Ben Vosloo, yesterday said they were hoping to open such projects at 150 other major cities and towns in an attempt to create new jobs.

He said polishing kits and stands were given free of charge to unemployed people. Each shoe cleaner has a letter of authorisation from the Johannesburg City Council exempting him from all licencing requirements.

Anyone who would like to become a shoe cleaner should contact Mr Dawie Crous of the SBDC at (011) 634-7351 Kits are available through a mini-loan scheme



# Apprentice problem

GERALD REILLY

PRETORIA — More than 800 Sats apprentices will complete their contracts this year with no certainty of retaining their jobs.

Artisan Staff Association (ASA) secretary Willie van der Merwe said yesterday some would be fired, the number depending on the state of the economy and the volume of work and traffic on the railways.

The problem of surplus apprentices first surfaced in late 1985 when Sats sharply reduced capital spending on major development as part of an economy campaign which included big staff cuts In three years staff was drastically reduced by about 60 000

# Motor mechanics training revised

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.

Manpower - apprentices

1989 - 91

**No. R. 466** **8 March 1991**

## MANPOWER TRAINING ACT, 1981

### PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES TRAINING BOARD —AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the second Monday after the date of publication of this notice, Government Notice No. R. 431 of 6 March 1981 (as applied by Government Notice No R. 1033 of 15 May 1981), as amended by Government Notice Nos R 2292 of 29 October 1982, R. 1219 of 22 June 1984, R 886 of 26 April 1985, R. 1913 of 19 September 1986, R 1473 of 10 July 1987, R. 1686 of 7 August 1987, R 2423 of 30 October 1987 and R 2736 of 15 December 1989, by the substitution for clause 3 (1) of the Conditions of Apprenticeship with regard to Wages, of the following clause:

"3 (1) An employer shall pay an apprentice a weekly remuneration of not less than the following

First Year R190,00,

Second Year: R213,00,

Third Year R235,00;

Fourth Year. R291,00

Apprentices indentured after having completed their initial training or service in terms of the Defence Act, 1957 (Act No 44 of 1957) or the Police Act, 1958 (Act No. 7 of 1958), shall be paid as follows

First Year: R210,00,

Second Year: R234,00;

Third Year· R286,00,

Fourth Year: R326,00."

**E. VAN DER M. LOUW,**
Minister of Manpower

**No. R. 466** **8 Maart 1991**

## WET OP MANNEKRAGOPLEIDING, 1981

### OPLEIDINGSRAAD VIR DIE DRUK-, NUUSBLAD- EN VERPAKKINGSBEDRYF —WYSIGING VAN LEERVOORWAARDES VIR VAKLEERLINGE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R 431 van 6 Maart 1981 (soos toegepas by Goewermentskennisgewing No R 1033 van 15 Mei 1981), soos gewysig by Goewermentskennisgewing, Nos. R. 2292 van 29 Oktober 1982, R. 1219 van 22 Junie 1984, R. 886 van 26 April 1985, R 1913 van 19 September 1986, R 1473 van 10 Julie 1987, R 1686 van 7 Augustus 1987, R 2423 van 30 Oktober 1987 en R 2736 van 15 Desember 1989, deur klousule 3 (1) van die Leervoorwaardes met betrekking tot Lone, deur die volgende te vervang.

"3. (1) 'n Werkgewer moet 'n vakleerling 'n weeklikse besoldiging van nie minder nie as die volgende betaal

Eerste Jaar: R190,00;

Tweede Jaar: R213,00;

Derde Jaar: R235,00;

Vierde Jaar: R291,00.

Vakleerlinge wat ingeboek is na voltooiing van hul aanvanklike diens ingevolge die Verdedigingswet, 1957 (Wet No 44 van 1957), of die Polisiewet, 1958 (Wet No. 7 van 1958), moet soos volg betaal word

Eerste Jaar: R210,00;

Tweede Jaar: R234,00,

Derde Jaar. R286,00;

Vierde Jaar· R326,00.".

**E. VAN DER M. LOUW,**
Minister van Mannekrag.

## DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

**No. R. 435** **8 March 1991**

### THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

REGULATIONS RELATING TO THE CONDITIONS UNDER WHICH REGISTERED PHYSIOTHERAPY ASSISTANTS MAY PRACTISE THEIR PROFESSION

The Minister of National Health has, on the recommendation of the South African Medical and Dental Council, in terms of section 61 (1) (m) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No 56 of 1974), made the regulations contained in die Schedule

## DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGSONTWIKKELING

**No. R. 435** **8 Maart 1991**

### DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

REGULASIES BETREFFENDE DIE VOORWAARDES WAAROP GEREGISTREERDE FISIOTERAPIE-ASSISTENTE HULLE BEROEP MAG BEOEFEN

Die Minister van Nasionale Gesondheid het, op aanbeveling van die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad, kragtens artikel 61 (1) (m) van die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoepe, 1974 (Wet No 56 van 1974), die regulasies in die Bylae vervat, uitgevaardig

(c) *Casual employees* —Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than on a paid holiday or a Sunday, not less than the hourly wage prescribed in paragraph (b) read with subclause (4) for an ordinary employee who in the same area performs the same class of work as the casual employee is required to, plus 15 percent, or not less than the hourly wage or hourly equivalent of the wage actually being paid to the ordinary employee, whichever is the greater amount. Provided that—

(i) for the purposes of this paragraph the expression "the ordinary employee" means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work,

(ii) where the employer requires a casual employee—

(aa) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression "hourly wage" shall mean the hourly wage prescribed for a qualified employee of that class,

(ab) to work for a period of less than four hours on any day, he shall be deemed to have worked for four hours ",

(2) in subclause (5) (a) (i) and (ii) substitute the expressions "85 cents" and "65 cents", for the expressions "60 cents" and "45 cents", respectively

2. *In clause 5* substitute the following for paragraph (a) of subclause (9)

"(a) This clause shall not apply to an employee who is in receipt of a regular annual wage of not less than the remuneration stipulated in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act 3 of 1983), for the area in which he is employed "

**No. R. 214** **8 February 1991**

178

MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE WITWATERSRAND JEWELLERS' AND GOLDSMITHS' INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 (3) of the Manpower Training Act, 1981, hereby amend with effect from the second Monday after the date of publication of this Notice, Government Notice No. R. 886 of 27 May 1977 (as applied by Government Notice No. R. 1588 of 12 August 1977), as amended by Government Notice No. R. 1822 of 24 August 1979 (as applied by Government Notice No. R 2487 of 9 November 1979) as amended by Government Notice No. R. 2535 of 23 November 1984, as amended by Government Notice No. R 2040 of 31 August 1990—

(a) by the substitution for clause 3 (1) of the Conditions of Apprenticeship with regard to Wages, of the following clause.

(c) *Los werknemers.*—Behoudens die voorbehoudsbepaling van paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of gedeelte van 'n uur (uitgesonderd oortyd) wat hy op enige dag behalwe 'n betaalde vakansiedag of 'n Sondag werk, minstens die uurloon betaal wat by paragraaf (b), gelees met subklousule (4), voorgeskryf word vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk verrig as die wat van die los werknemer vereis word, plus 15 persent, of hom minstens die uurloon of uurlikse ekwivalent van dié loon betaal wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootste is. Met dien verstande dat—

(i) by die toepassing van hierdie paragraaf die uitdrukking "die gewone werknemer" die werknemer beteken wat die betrokke klas werk in die werkgewer se voltydse diens verrig en aan wie die laagste loon vir daardie klas werk betaal word,

(ii) waar die werkgewer van die los werknemer vereis—

(aa) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking "uurloon" die uurloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ab) om vir 'n tydperk van minder as vier uur op enige dag te werk, hy geag word vier uur lank te gewerk het.",

(2) in subklousule (5) (a) (i) en (ii) vervang die uitdrukkings "60c" en "45c" deur onderskeidelik die uitdrukkings "85c" en "65"c.

2 *In klousule 5*, vervang paragraaf (a) van subklousule (9) deur die volgende.

"(a) Hierdie klousule is nie van toepassing nie op 'n werknemer wat 'n gereelde jaarlikse loon ontvang van minstens die beloning wat bepaal is in 'n bestaande vrystelling gepubliseer kragtens artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet 3 van 1983), vir die gebied waarin hy werksaam is "

**No. R. 214** **8 Februarie 1991**

WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE JUWELIERS- EN GOUDSMIDNYWERHEID, WITWATERSRAND —WYSIGING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 (3) van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No R 886 van 27 Mei 1977 (soos toegepas by Goewermentskennisgewing No. R. 1588 van 12 Augustus 1977), soos gewysig by Goewermentskennisgewing No. R 1822 van 24 Augustus 1979 (soos toegepas by Goewermentskenisgewing No. R. 2487 van 9 November 1979), soos gewysig by Goewermentskennisgewing No R. 2535 van 23 November 1984, soos gewysig by Goewermentskennisgewing No. R. 2040 van 31 Augustus 1990—

(a) deur klousule 3 (1) van die Leervoorwaardes met betrekking tot Lone, deur die volgende klousule te vervang:

178

"3 (1) An employer shall remunerate an apprentice weekly at not less than the rates set out hereunder:

| (i) In the three year trades | *Per week* |
|---|---|
| | R |
| First year | 85,00 |
| Second year | 100,00 |
| Third year | 200,00 |

| (ii) In four year trades | *Per week* |
|---|---|
| | R |
| First year | 85,00 |
| Second year | 100,00 |
| Third year | 200,00 |
| Fourth year | 300,00 |

| (iii) In five year trades | *Per week* |
|---|---|
| | R |
| First year | 85,00 |
| Second year | 100,00 |
| Third year | 200,00 |
| Fourth year | 300,00 |
| Fifth year | 500,00 |

(b) determine that the wages set out above shall also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area in respect of which the Manpower Training Committee for the Witwatersrand Jewellers' and Goldsmiths' Industry, has been established."

**E. V. D. M. LOUW,**

Minister of Manpower.

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**No. R. 215** **8 February 1991**

MANPOWER TRAINING ACT, 1981

TRANSNET LIMITED.—DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

## CORRECTION NOTICE

The following corrections to Government Notice No. R. 2944 which appeared in *Gazette* No. 12907 of 21 December 1990, are published for general information:

In the Afrikaans text, replace the expression "21 Vliegtuigbeklieer (9)" with the expression "21 Vliegtuigbekleer (9)".

In the Afrikaans text, replace the expression "31 Vliegtuigbouer (29)" with the expression "31 Voertuigbouer (29);"

In the English text, insert the expression "6 June 1986," between the expression "of R." appearing in line six of subparagraph (c).

In the English text, replace the expression "with" with the expression "which" appearing in the second line of the last paragraph of the description of Transnet Limited.

In the Afrikaans text, delete the comma after the expression "Transnet Beperk," appearing in the second line of the last paragraph of the description of Transnet Limited

"3. (1) 'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder uiteengesit:

| (i) In drejaarambagte | *Per week* |
|---|---|
| | R |
| Eerste jaar | 85,00 |
| Tweede jaar | 100,00 |
| Derde jaar | 200,00 |

| (ii) In vierjaarambagte | *Per week* |
|---|---|
| | R |
| Eerste jaar | 85,00 |
| Tweede jaar | 100,00 |
| Derde jaar | 200,00 |
| Vierde jaar | 300,00 |

| (iii) In vyfjaarambagte | *Per week* |
|---|---|
| | R |
| Eerste jaar | 85,00 |
| Tweede jaar | 100,00 |
| Derde jaar | 200,00 |
| Vierde jaar | 300,00 |
| Vyfde jaar | 500,00 |

(b) bepaal hierby dat die lone hierbo gemeld, ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied waarvan die Mannekragopleidingskomitee vir die Juweliers- en Goudsmidnywerheid, Witwatersrand, in-gestel is "

**E. V. D. M. LOUW,**

Minister van Mannekrag.

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**No. R. 215** **8 Februarie 1991**

WET OP MANNEKRAGOPLEIDING, 1981

TRANSNET BEPERK —AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

## VERBETERINGSKENNISGEWING

Die onderstaande verbeterings aan Goewermentskennisgewing No. R. 2944 wat in *Staatskoerant* No. 12907 van 21 Desember 1990 verskyn het, word vir algemene inligting gepubliseer.

In die Afrikaanse teks, vervang die uitdrukking "21 Vliegtuigbeklieer (9)" met die uitdrukking "21 Vliegtuigbekleër (9)"

In die Afrikaanse teks, vervang die uitdrukking "31 Vliegtuigbouer (29)" met die uitdrukking "31 Voertuigbouer (29);".

In die Engelse teks, voeg die uitdrukking "6 June 1986," tussen die uitdrukking "of R." by, waar dit in die sesde reel van subparagraaf (c) verskyn.

In die Engelse teks, vervang die uitdrukking "with" met die uitdrukking "which" waar dit in die tweede reel van die laaste paragraaf van die omskrywing van Transnet Beperk verskyn.

In die Afrikaanse teks, skrap die komma na die uitdrukking "Transnet Beperk," waar dit verskyn in die tweede reel van die laaste paragraaf van die omskrywing van Transnet Beperk

178

"3. (1) An employer shall remunerate an apprentice weekly at not less than the rates set out hereunder:

| (i) In the three year trades | Per week |
|---|---|
| | R |
| First year | 85,00 |
| Second year | 100,00 |
| Third year | 200,00 |

| (ii) In four year trades. | Per week |
|---|---|
| | R |
| First year | 85,00 |
| Second year | 100,00 |
| Third year | 200,00 |
| Fourth year | 300,00 |

| (iii) In five year trades | Per week |
|---|---|
| | R |
| First year | 85,00 |
| Second year | 100,00 |
| Third year | 200,00 |
| Fourth year | 300,00 |
| Fifth year | 500,00 |

(b) determine that the wages set out above shall also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area in respect of which the Manpower Training Committee for the Witwatersrand Jewellers' and Goldsmiths' Industry, has been established."

**E. V. D. M. LOUW,**

Minister of Manpower.

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**No. R. 215** **8 February 1991**

MANPOWER TRAINING ACT, 1981

TRANSNET LIMITED.—DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

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In the English text, insert the expression "6 June 1986," between the expression "of R." appearing in line six of subparagraph (c)

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In the Afrikaans text, delete the comma after the expression "Transnet Beperk," appearing in the second line of the last paragraph of the description of Transnet Limited

"3. (1) 'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder uiteengesit:

| (i) In driejaarambagte | Per week |
|---|---|
| | R |
| Eerste jaar | 85,00 |
| Tweede jaar | 100,00 |
| Derde jaar | 200,00 |

| (ii) In vierjaarambagte | Per week |
|---|---|
| | R |
| Eerste jaar | 85,00 |
| Tweede jaar | 100,00 |
| Derde jaar | 200,00 |
| Vierde jaar | 300,00 |

| (iii) In vyfjaarambagte | Per week |
|---|---|
| | R |
| Eerste jaar | 85,00 |
| Tweede jaar | 100,00 |
| Derde jaar | 200,00 |
| Vierde jaar | 300,00 |
| Vyfde jaar | 500,00 |

(b) bepaal hierby dat die lone hierbo gemeld, ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied waarvan die Mannekragopleidingskomitee vir die Juweliers- en Goudsmidnywerheid, Witwatersrand, in-gestel is."

**E. V. D. M. LOUW,**

Minister van Mannekrag.

---

**No. R. 215** **8 Februarie 1991**

WET OP MANNEKRAGOPLEIDING, 1981

TRANSNET BEPERK.—AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

## VERBETERINGSKENNISGEWING

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In die Afrikaanse teks, vervang die uitdrukking "31 Vliegtuigbouer (29)" met die uitdrukking "31 Voertuigbouer (29),".

In die Engelse teks, voeg die uitdrukking "6 June 1986," tussen die uitdrukking "of R." by, waar dit in die sesde reel van subparagraaf (c) verskyn

In die Engelse teks, vervang die uitdrukking "with" met die uitdrukking "which" waar dit in die tweede reel van die laaste paragraaf van die omskrywing van Transnet Beperk verskyn

In die Afrikaanse teks, skrap die komma na die uitdrukking "Transnet Beperk," waar dit verskyn in die tweede reel van die laaste paragraaf van die omskrywing van Transnet Beperk.

# Blacks in the airways

ISMAIL LAGARDIEN

THE South African Airways is addressing the question of black advancement very poorly, the Democratic Party's Mr Tony Leon said in Parliament on Friday

With hopes of restored landing rights in America, the national airline is coming under close scrutiny.

Leon cited figures released by the Government which revealed that all of its 736 pilots are white and only about 5 percent of its apprentices are black.

## NOTICE 67 OF 1991

## DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD: TRANSNET LIMITED

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Transnet Training Board on 31 December 1990 in respect of Transnet Limited, as defined in Government Notice No R. 2944 of 21 December 1990 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation for Transnet Limited on the said date.

The attention of apprentices and employers of apprentices in Transnet Limited is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in terms of a contract of apprenticeship on the said date, the parties to such contract shall within 90 days after the said date, notify the said Training Board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question.

(18 January 1991)

## KENNISGEWING 67 VAN 1991

## DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD TRANSNET BEPERK

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Transnet Opleidingsraad, kragtens artikel 12B van die Wet, op 31 Desember 1990 geakkrediteer het ten opsigte van Transnet Beperk, soos omskryf in Goewermentskennisgewing No. R. 2944 van 21 Desember 1990, in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum vir Transnet Beperk in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in Transnet Beperk in die Republiek van Suid-Afrika, se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrak binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde Opleidingsraad bekend moet maak.

(18 Januarie 1991)

## NOTICE 68 OF 1991

## DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD: ELECTRICITY SUPPLY UNDERTAKING

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Eskom and Allied Industries Training Board on 17 December 1990 in respect of the Electricity Supply Undertaking, as defined in Government Notice No. R. 2879 of 7 December 1990 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that Industry and area on the said date.

The attention of apprentices and employers of apprentices in the Electricity Supply Undertaking is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in terms of a contract of apprenticeship on the said date, the parties to such contract shall within 90 days after the said date, notify the said Training Board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question

(18 January 1991)

## KENNISGEWNG 68 VAN 1991

## DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD: ELEKTRISITEITSLEWERINGSNYWERHEID

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Opleidingsraad vir Eskom en Verwante Nywerhede, kragtens artikel 12B van die Wet, op 17 Desember 1990 geakkrediteer het ten opsigte van die Elektrisiteitsleweringsnywerheid, soos omskryf in Goewermentskennisgewing No. R. 2879 van 7 Desember 1990, in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in die Elektrisiteitsleweringsnywerheid in die Republiek van Suid-Afrika, se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrak binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde Opleidingsraad bekend moet maak.

(18 Januarie 1991)

that where an employee has worked for two or more employers during the same week, the duduction for that week shall be made by the employer by whom he was first employed for not less than three days

| | *Per week* R |
|---|---|
| (i) General workers .. . . ... | 6,12 |
| (ii) Artisans— | |
| who are the holders of a certificate of registration issued in terms of the Machinery and Occupational Safety Act, 1983 | 27,13 |
| without any certificate of registration | 19,03 |

Amounts deducted in terms of this paragraph shall be paid weekly to the Council "

Signed at Kimberley, on behalf of the parties, this 17th day of September 1990

**V. N. SMAILES,**
Chairman.

**A. R. HERMANUS,**
Vice-Chairman

**H. S. HENNING,**
Secretary.

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**No. R. 2879** **7 December 1990**

MANPOWER TRAINING ACT, 1981

ESKOM AND ALLIED INDUSTRIES TRAINING BOARD

178

DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

1. I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate in the Electricity Supply Undertaking in the Republic of South Africa the undermentioned trades as trades in respect of which the Act shall apply with effect from the second Monday after the date of publication of this notice·

*Trades*

1. Electrician (1)
2. Instrument Mechanician (industrial) (3)
3. Fitter and turner (2)

(b) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions set out hereunder as Conditions of Apprenticeship in respect of the trades designated in paragraph (a) in the Industry and area mentioned herein; and

(c) withdraw Government Notices Nos. R. 1926 of 22 September 1978 (as applied by Government Notice No. R. 2568 of 22 December 1978) as amended by Government Notices Nos. R. 2573 of 22 December 1978 and R. 1218 of 13 June 1980 (as applied by Government Notice No. R 1747 of 22 August 1980) as amended by Government Notices Nos. R. 2178 of 5 October 1984 and R 2462 of 9 November 1984

Provided that the clauses pertaining to period of apprenticeship, wages, technical studies, payment of class or course and examination fees, trade tests and

dat indien 'n werknemer gedurende dieselfde week vir twee of meer werkgewers gewerk het, die aftrekking vir daardie week gedoen moet word deur die werkgewer by wie hy eerste minstens drie dae in diens was

| | *Per week* R |
|---|---|
| (i) Algemene werkers . .. .. . . . .. . | 6,12 |
| (ii) Ambagsmanne— | |
| wat in besit is van 'n registrasiesertifikaat uitgereik ingevolge die Wet op Masjinerie en Beroepsveiligheid, 1983 | 27,13 |
| sonder 'n registrasiesertifikaat . . | 19,03 |

Die bedrae wat ooreenkomstig hierdie paragraaf afgetrek word, moet weekliks aan die Raad betaal word."

Namens die partye op hede die 17de dag van September 1990 te Kimberley onderteken

**V. N. SMAILES,**
Voorsitter

**A. R. HERMANUS,**
Ondervoorsitter.

**H. S. HENNING,**
Sekretaris

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**No. R. 2879** **7 Desember 1990**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR ESKOM EN VERWANTE NYWERHEDE

AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

1. Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys in die Elektrisiteitslewerингsnywerheid in die Republiek van Suid-Afrika die ondervermelde ambagte aan as ambagte ten opsigte waarvan die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is·

*Ambagte*

1. Elektrisiën (1)
2. Instrumentmeganikus (industrieel) (3)
3. Passer en draaier (2)

(b) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes hieronder uiteengesit, voor as Leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en gebied hierin genoem, en

(c) trek hierby Goewermentskennisgewings Nos. R. 1926 van 22 September 1978 (soos toegepas deur Goewermentskennisgewing No. R. 2568 van 22 Desember 1978) soos gewysig deur Goewermentskennisgewings Nos. R. 2573 van 22 Desember 1978 en R 1218 van 13 Junie 1980 (soos toegepas deur Goewermentskennisgewing No. R 1747 van 22 Augustus 1980) soos gewysig deur Goewermentskennisgewings Nos. R 2178 van 5 Oktober 1984 en R. 2462 van 9 November 1984 in·

Met dien verstande dat die klousules betreffende leertyd, lone, tegniese studies, betaling van klas- of kursus- en eksamengelde, ambagstoetse en voorwaarde

condition in the relevant Conditions of Apprenticeship referred to above shall remain applicable in respect of apprentices whose contracts were entered into prior to the date of coming into operation of this notice

2. For the purposes of this notice "Eskom and Allied Industries" or "Industry" means the industry in which employers and employees are associated mainly for the generation, transmission and distribution of electricity, but shall be limited to the parties to the Eskom and Allied Industries Training Board

**E. VAN DER M. LOUW,**
Minister of Manpower.

## CONDITIONS OF APPRENTICESHIP

178

### 1. Qualification requirements for commencing apprenticeship

The minimum age and educational qualifications for commencing apprenticeship shall be—

1.1 16 years for all trades; and

1 2 (a) for the trades of electrician and instrument mechanician (industrial), Standard 7 or a statement of attainment issued by and on behalf of the educational institution which the apprentice attended and in which it is stated that he has passed on the Standard 7 level and that the subjects passed include Science and Mathematics,

(b) for the trade of fitter and turner, a Standard 6 or a statement of attainment issued by or on behalf of the educational institution which the apprentice attended and in which it is stated that he has passed on the Standard 6 level and that the subjects passed include Science and Mathematics

### 2. Modular competency

2.1 Competency tests for all training modules have to be passed unconditionally

2.2 Overall competence has to be demonstrated in a trade test to qualify as an artisan

2.3 An apprentice will not be allowed to repeat the competence test for a module more than three times and the contract may be cancelled accordingly by the Eskom and Allied Industries Training Board (hereinafter referred to as the Board)

2.4 Where an apprentice shows a tendency to repeatedly not demonstrate competence in a competence test the first time, the Board reserves the right to cancel the contract of apprenticeship

2.5 (a) Where an apprentice whose contract has been concelled wishes at a later stage again to enter into a contract of apprenticeship, the Board may subject him to a conpetence test before he will be admitted and the Board shall determine at which level the admission will take place

(b) Where the apprentice demonstrates competence, the Board may grant recognition for certain modules which the apprentice previously completed successfully.

in die toepaslike Leervoorwaardes hierbo bedoel van toepassing bly ten opsigte van vakleerlinge wie se kontrakte van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing.

2 Vir die doeleindes van hierdie kennisgewing beteken "Eskom en Verwante Nywerhede" of "Nywerheid" die nywerheid waarin werkgewers en werknemers hoofsaaklik geassosieer is vir die opwekking, transmissie en verspreiding van elektrisiteit, maar word beperk tot partye tot die Opleidingsraad vir Eskom en Verwante Nywerhede

**E. VAN DER M. LOUW,**
Minister van Mannekrag.

## LEERVOORWAARDES

### 1. Kwalifikasievereistes om met vakleerlingskap te begin

Die minimum ouderdom en opvoedkundige kwalifikasies om met 'n vakleerlingskap te begin, is—

1.1 16 jaar vir al die ambagte; en

1 2 (a) vir die ambagte elektrisien en instrumentmeganikus (industrieel), standerd 7 of 'n verklaring van prestasie uitgereik deur of namens die onderwysinstansie wat deur die vakleerling bygewoon is, waarin vermeld word dat op die standerd 7-vlak geslaag is en dat Wetenskap en Wiskunde ingesluit is in die vakke waarin geslaag is;

(b) vir die ambag passer en draaier, standerd 6 of 'n verklaring van prestasie uitgereik deur of namens die onderwysinstansie wat deur die vakleerling bygewoon is, waarin vermeld word dat op die standerd 6-vlak geslaag is en dat Wetenskap en Wiskunde ingesluit is in die vakke waarin geslaag is.

### 2. Modulêre bevoegdheid

2.1 Daar moet sonder voorbehoud in die bevoegdheidstoetse vir al die opleidingsmodules geslaag word.

2.2 Algehele bevoegdheid moet gedemonstreer word in 'n ambagtoets ten einde as ambagsman te kwalifiseer.

2.3 'n Vakleerling sal nie toegelaat word om 'n bevoegdheidstoets vir 'n module meer as drie keer te herhaal nie en die kontrak kan dienooreenkomstig deur die Opleidingsraad vir Eskom en Verwante Nywerhede (hierna die Raad genoem), gekanselleer word

2.4 Waar 'n tendens ontstaan dat 'n vakleerling herhaaldelik nie die eerste keer bevoegdheid in 'n bevoegdheidstoets kan demonstreer nie, hou die Raad hom die reg voor om so 'n vakleerling se kontrak van vakleerlingskap te kanselleer

2 5 (a) Waar 'n vakleerling wie se kontrak gekanselleer is, in 'n latere stadium weer 'n kontrak van vakleerlingskap wil aangaan, mag die Raad hom aan 'n bevoegdheidstoets onderwerp alvorens hy toegelaat word en sal die vlak van toelating deur die Raad bepaal word

(b) Waar 'n vakleerling bevoegdheid demonstreer, mag die Raad erkenning verleen vir bepaalde modules waarin die vakleerling voorheen geslaag het.

2 6 The employer and apprentice are jointly responsible for the progress of the apprentice and shall at all times schedule his training planning in such a way as to ensure that the apprenticeship will be completed within the shortest possible period

2.7 The prescribed technical college subjects shall be regarded as modules of the training schedule.

2.8 The apprentice may be required from time to time to undergo training at other training centres of his employer or at those of another employer.

2.9 The apprentice shall only be afforded four (4) years from the commencement date to complete his training and to qualify as an artisan: Provided that this period does not include military training for a period exceeding 30 consecutive days or sick leave in excess of 30 consecutive days

178

### 3. Military training

3.1 The employer of the apprentice shall notify the secretary of the Board within seven (7) days after the apprentice has departed for or returned from training or service in terms of the Defence Act, 1957 (Act No. 44 of 1957), or the Police Act, 1958 (Act No 7 of 1958), to ensure monitoring of progress.

3.2 Where the apprentice, during his military service receives training which is in accordance with the training as prescribed in the training schedule and the organisation at which he received the training is accreditred, the Board shall, after the submission of written reports from the organisation and the apprentice, decide which credits may be granted to the apprentice, and the employer and the apprentice shall be notified in writing of such credits The Board may subject the apprentice to competence test before a decision in respect of the creditors granted is taken

3.3 Where an apprentice who is already contractually committed to the Board is absent because of military service, his contract shall be suspended for the period of such service

### 4. Contract

4.1 All contracts entered into between an employer and the apprentice shal be approved of, and registered by the Board. The apprentice who is a minor shall be assisted by his guardian.

4.2 No employer shall terminate the services of or suspend an apprentice for longer than five (5) days without the prior consent of the Board

4.3 The apprentice shall be subject to the disciplinary code of the employer.

4.4 The employer must notify the Board in writing within three (3) days after the suspension of an apprentice

### 5. Wages

5.1 An employer shall remunerate an apprentice monthly at not less than the appropriate level specified hereunder

Level 1: 40 per cent of an artisan's commencing wage

2.6 Die werkgewer en vakleerling is medeverantwoordelik vir die vordering van die vakleerling en hulle moet te alle tye sy opleidingsbeplanning so skeduleer dat die vakleerlingskap binne die kortste moontlike tydperk voltooi kan word.

2.7 Die voorgeskrewe tegniese kollegevakke sal as modules van die opleidingskedule beskou word.

2.8 Daar mag van 'n vakleerling vereis word om van tyd tot tyd by ander opleidingsentra van sy werkgewer of by die van 'n ander werkgewer opleiding te ondergaan.

2 9 Die vakleerling sal slegs vier (4) jaar vanaf die aanvangsdatum gegun word om sy opleiding te voltooi en te kwalifiseer as 'n ambagsman: Met dien verstande dat die tydperk nie militêre diens van langer as 30 dae aaneenlopend of siekverlof van langer as 30 dae aaneenlopend insluit nie.

### 3. Militêre opleiding

3.1 Die werkgewer van 'n vakleerling moet die sekretaris van die Raad binne sewe (7) dae na die vakleerling se vertrek vir of terugkeer van opleiding of diens ingevolge die Verdedigingswet, 1957 (Wet No. 44 van 1957), of die Polisiewet, 1958 (Wet No 7 van 1958), in kennis stel ten einde monitering van vordering te bewerkstellig.

3 2 Waar 'n vakleerling gedurende sy militêre diens opleiding ondergaan wat in ooreenstemming is met die opleiding soos in sy opleidinskedule voorgeskryf en die instansie waar hy dit deurloop, geakkrediteer is, sal die Raad na voorlegging van skriftelike verslae van die instansie en die vakleerling besluit watter krediet aan die vakleerling verleen kan word en sal die werkgewer en vakleerling skriftelik van die krediet verwittig word. Die Raad mag sodanige vakleerling aan bevoegdheidstoetse onderwerp voordat 'n besluit in verband met kredietverlening geneem word.

3.3 Indien 'n vakleerling wat reeds kontraktueel as sodanig verbind is, militêre diens moet ondergaan, word sy kontrak vir daardie periode van diens opgeskort

### 4. Kontrak

4 1 Alle kontrakte aangegaan tussen die werkgewer en die vakleerling moet deur die Raad goedgekeur en geregistreer word. Die vakleerling moet deur sy voog bygestaan word indien hy minderjarig is.

4.2 Geen werkgewer mag 'n vakleerling ontslaan of vir langer as vyf (5) dae skors sonder die voorafgaande goedkeuring van die Raad nie.

4 3 Die vakleerling sal onderworpe wees aan die dissiplinêre kode van die werkgewer

4.4 Die werkgewer moet die Raad binne drie (3) dae na die skorsing van 'n vakleerling skriftelik van sodanige skorsing in kennis stel.

### 5. Lone

5.1 'n Werkgewer moet 'n vakleerling maandeliks besoldig teen minstens die toepaslike vlak hieronder gespesifiseer:

Vlak 1: 40 persent van 'n ambagsman se aanvangsloon.

Level 2. 45 per cent of an artisan's commencing wage.

Level 3. 55 per cent of an artisan's commencing wage.

5.2 The Board in conjunction with the employer will determine the minimum wage of an apprentice from time to time

5.3 An apprentice who has completed his military training will receive five (5) per cent of an artisan's commencing wage over and above the percentages mentioned above.

178

### 6. Technical college studies

6.1 An apprentice who is not already in possession of a certificate prescribed for his level and his trade, shall attend technical classes relevant to his trade as specified in the training schedules.

6.2 Subject to clause 2, an apprentice shall undergo technical college training or correspondence courses until the National Technical Certificate has been obtained, as required in the training schedule.

6.3 (a) Where facilities are available for attending a full-time course at the technical college, the apprentice shall attend such classes on five (5) days a week during normal working hours for the duration of the course.

(b) An apprentice who attends full-time classes shall not be required or allowed to report for duty during the period of the course.

6.4 An apprentice who is absent because of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, and is not able to attend the full-time course at a technical college for its duration, must be afforded the opportunity to attend such classes as soon as possible after completion of such service

### 7. Payment of class, course and examination fees

An employer shall pay the technical college the amounts due in respect of class or course and examination fees payable by an apprentice of whom it is expected to attend courses or take correspondence courses or to register for examinations. The amounts so paid by the employer may be deducted in equal monthly payments from the apprentice's wages over the next 12 months starting from the date that the advanced amount was paid. Provided that—

(a) if, at an examination, the apprentice obtains the certificate for which he has enrolled, the full amount deducted in respect of class or course fees and the fees for such examination shall be refunded to him by the employer,

(b) if the apprentice fails to obtain the certificate mentioned in (a), the refunds of class or course fees and fees for any examination shall be made only in respect of those subjects in which the apprentice obtained a pass at the examination

Vlak 2: 45 persent van 'n ambagsman se aanvangsloon

Vlak 3: 55 persent van 'n ambagsman se aanvangsloon.

5.2 Die Raad, in samewerking met die werkgewer, sal die minimum loon wat 'n werkgewer 'n vakleerling moet betaal, van tyd tot tyd bepaal

5.3 'n Vakleerling wat reeds sy militêre opleiding deurloop het, sal 'n salaris aanpassing van vyf (5) persent van 'n ambagsman se aanvangsloon ontvang bo die persentasies hierbo vermeld.

### 6. Tegniese kollegestudies

6.1 'n Vakleerling wat nie reeds in besit is van 'n sertifikaat soos vir die betrokke vlak en ambag vereis nie, moet tegniese klasse bywoon wat op sodanige ambag betrekking het soos in die toepaslike opleidingskedules voorgeskryf.

6.2 Behoudens klousule 2 moet 'n vakleerling opleiding aan 'n tegniese kollege of korrespondensiekursusse volg totdat die Nasionale Tegniese Sertifikaat, soos in die opleidingskedule vereis, behaal is.

6.3 (a) Waar fasiliteite vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende kursus bestaan, moet 'n vakleerling sodanige klasse vyf (5) dae per week gedurende gewone werkure vir die duur van die kursus bywoon.

(b) Daar mag nie van 'n vakleerling wat voltydse klasse bywoon, vereis word, en mag hy ook nie toegelaat word, om hom vir die duur van sodanige kursus vir werk aan te meld nie.

6.4 'n Vakleerling wat as gevolg van afwesigheid vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is om vir die duur van 'n aaneenlopende kursus tegniese klasse by te woon nie, moet so gou moontlik na afloop van sodanige diens toegelaat word om sodanige klasse by te woon.

### 7. Betaling van klas- of kursus- en eksamengelde

'n Werkgewer moet die klas- of kursusgelde en die eksamengelde, wat verskuldig is deur 'n vakleerling van wie daar vereis word om enige kursusse by te woon of korrespondensie-kursusse te volg of om vir eksamens in te skryf, aan 'n tegniese kollege voorskiet, en kan die bedrag aldus voorgeskiet van die loon van die vakleerling aftrek in gelyke maandelikse paaiemente gedurende 'n tydperk van 12 maande vanaf die datum waarop die voorskot gemaak is Met dien verstande dat—

(a) indien die vakleerling in 'n eksamen die sertifikaat verwerf waarvoor hy ingeskryf het, die volle bedrag wat ten opsigte van klas- of kursusgelde en gelde vir daardie eksamen afgetrek is, deur die werkgewer aan die vakleerling terugbetaal moet word,

(b) indien die vakleerling nie daarin slaag om die sertifikaat in (a) gemeld, te verwerf nie, die terugbetaling van klas- of kursusgelde en gelde vir 'n eksamen geskied slegs ten opsigte van daardie vakke waarin die vakleerling in die betrokke eksamen geslaag het

178

### 8. Trade tests

8 1 (a) Each apprentice in each designated trade must successfully complete a trade test approved by the Board to qualify as an artisan

(b) Trade tests shall be conducted at a test centre accredited by the Board and on a date determined by the Board.

(c) The Central Organisation for Trade Testing will be accredited by the Board.

8 2 To be accepted as a candidate for a trade test referred to in subclause 8.1 (a), an apprentice shall—

(a) have completed the modular training programme as approved by the Board;

(b) have demonstrated competence in the competence tests approved by the Board for the relevant trade; and

(c) if required to do so, submit documentary proof that the conditions of paragraphs (a) and (b) have been complied with

8.3 An apprentice who has been unsuccessful in his first attempt at the trade test shall only be allowed further attempts with the approval of the Board.

8.4 The costs of the trade test mentioned above shall be paid by the employer, unless the apprentice has to repeat a trade test, in which case the apprentice may be held responsible for the costs involved in the repetition of the trade test.

### 9. Training courses

The employer shall provide the apprentice with training in the trade for which the apprentice is registered, in accordance with the training schedule approved and published by the Board and made available to the employer from time to time.

### 10. Legislation

With regard to their various positions, the Board, the employer and the apprentice shall be subject to and comply with all legal rules directly or indirectly, applicable to apprentice training, as well as all other legal rules applicable in the work-place.

### 8. Ambagtoetse

8.1 (a) Elke vakleerling in elke aangewese ambag moet in 'n ambagstoets, deur die Raad goedgekeur, slaag om as 'n ambagsman te kwalifiseer.

(b) Ambagstoetse moet by 'n toetssentrum wat deur die Raad geakkrediteer is, afgeneem word op 'n datum wat deur die Raad bepaal word

(c) Die Sentrale Organisasie vir Vaktoetse sal deur die Raad geakkrediteer word.

8 2 Om as kandidaat vir 'n ambagstoets bedoel in subklousule 8.1 (a) aanvaar te word, moet 'n vakleerling—

(a) die modulêre opleidingsprogram wat deur die Raad goedgekeur is, voltooi het,

(b) bevoegdheid gedemonstreer het in bevoegdheidstoetse wat deur die Raad vir die betrokke ambag goedgekeur is, en

(c) indien dit vereis word, dokumentêre bewys voorlê dat daar aan die vereistes in paragrawe (a) en (b) voldoen is

8 3 'n Vakleerling wat met sy eerste poging in die ambagtoets onsuksesvol is, sal slegs verdere pogings toegelaat word indien die Raad dit goedkeur.

8.4 Die koste verbonde aan die ambagtoets hierbo genoem, word deur die werkgewer gedra, behalwe as die vakleerling die ambagtoets moet herhaal, in welke geval die vakleerling aanspreeklik gehou kan word vir die koste verbonde aan die herhaling van die ambagtoets.

### 9. Opleidingskursusse

'n Werkgewer moet 'n vakleerling in die ambag waarvoor hy geregistreer is, opleiding gee volgens die opleidingskedule wat deur die Raad goedgekeur en gepubliseer is en van tyd tot tyd aan die werkgewer uitgereik word.

### 10. Wetgewing

Die Raad, die werkgewer en die vakleerling is, wat hulle onderskeie posisies betref, onderworpe aan en moet voldoen aan al die regsvoorskrifte wat op vakleerlingopleiding, direk of indirek, betrekking het, asook aan alle ander regsvoorskrifte waaraan normaalweg in die werkplek gehoor gegee moet word.

## DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

**No. R. 2841** **7 December 1990**

AMENDMENT OF THE SCHEDULES TO THE MEDICINES AND RELATED SUBSTANCES CONTROL ACT, 1965 (ACT No. 101 OF 1965)

I, Elizabeth Hendrina Venter, Minister of National Health, hereby, in terms of section 37A of the Medicines and Related Substances Control Act, 1965 (Act No 101 of 1965), and on the recommendation of the Medicines Control Council, amend the Schedules of the said Act as set out in the Annexure hereto

## DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGSONTWIKKELING

**No. R. 2841** **7 Desember 1990**

WYSIGING VAN DIE BYLAES VAN DIE WET OP DIE BEHEER VAN MEDISYNE EN VERWANTE STOWWE, 1965 (WET No 101 VAN 1965)

Ek, Elizabeth Hendrina Venter, Minister van Nasionale Gesondheid, wysig hierby kragtens artikel 37A van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet No. 101 van 1965), en op aanbeveling van die Medisynebeheerraad, die Bylaes van genoemde Wet soos uiteengesit in die Aanhangsel hiervan.

# More funds for apprenticeships

MATTHEW CURTIN

METAL industry employers had received a huge hike in industry grants for training apprentices, Steel and Engineering Industries Federation (Seifsa) executive director Brian Angus said yesterday.

Angus said in a statement the Metal and Engineering Industries Education and Training Fund (MEIETF) had raised grants by 33,3%, a R6m increase to R21m.

Employers were now entitled to grant payments of up to R14 400 a year for every artisan trained to apprentice status

The move was designed to stimulate apprentice intake in the industry, particularly after the withdrawal of tax concessions for training in July this year

Seifsa education and training director Janet Lopes said the metal industry was worst affected by the withdrawal of the concessions It was the leading sector engaged in training, with 11 400 apprentices, compared with 6 300 in the mining industry — its nearest rival.

She said a 50% hike in training grants in September 1989 helped trigger a 70% rise in new apprentice intake, with numbers growing from 2 665 in 1988, (2 993 in 1987), to 4 030 last year.

Numsa vocational training project co-ordinator Adrian Bird said yesterday the union approved of the increased grant but believed the focus on apprenticeships was too narrow.

Numsa and Cosatu were compiling a comprehensive document setting out training strategies needed to make better use of human resources.

The union believed the reliance on cash incentives to induce employers to hire apprentices was an indication of the deep-rooted reluctance to train people.

The fund is financed by employer contributions worked out according to the ratio of apprentices to artisans employed by the company.

# Metal-industry grants

AHEAD 9/11/90 1-B

By SHARON SOROUR
Labour Reporter

GRANTS for metal industry employers training apprentices have been increased by 33 percent in a bid to stimulate intake, the Steel and Engineering Industries' Federation of SA (Seifsa) has announced.

The increase, with effect from October 1 this year, will entitle employers to be granted payments of up to R14 400 for every apprentice trained to artisan status, said Seifsa executive director Mr Brian Angus.

But he warned that the considerable increase in metal industry apprentices during the past year should not be cause for complacency.

"Many companies have been obliged to work short time as a result of deteriorating economic conditions.

"This, and the withdrawal in July 1990 of State tax concessions for training, will no doubt impact negatively on apprentice training," Mr Angus said.

"The grant increase has therefore come at an opportune time."

The grant to employers for an apprentice qualifying by passing a trade test increases from R7 200 to R9 600 while that for an apprentice qualifying by effluxion of time increases from R2 400 to R3 200.

The additional grant for apprentices who complete 24 weeks' institutional training is still R4 800.

Mr Angus said the levy-grant scheme, funded entirely by employers, had operated for more than 20 years and made a "very substantial" contribution to assisting employers with financing apprentice training.

Argus 25/9/90 178 The

# Bifsa plans training revolution

By MAGGIE ROWLEY,
Business Staff

THE Building Industries Federation of South Africa (Bifsa) is set to revolutionise and formalise training in the industry in a major bid to improve building standards throughout the country

Bifsa's executive director, Mr Neil Fraser, said the present system of apprenticeship, whereby a minor was indentured to an employer for a fixed period by means of a contract, was outmoded and had failed dismally to provide qualified artisans

A new system of training had been drawn up and distributed to the industry for comment, and feedback had been "enormously positive", he said

"We hope to get started early next year and will go all out with training."

"While we are concentrating now on getting our own house in order, and this is a long-term project as there are many people in the industry already who need this training, we are hoping to promote the system throughout the subcontinent

"If all countries in southern Africa have the same training system it will mean that when activity levels are low in one country artisans and supervisors will be qualified to move elsewhere for work"

Mr Fraser said only about 12 to 15 percent of the 200 000 existing registered workers in the formal sector of the building industry had received institutional Bifsa training and the number of those entering the industry for formalised training had dropped off sharply in the past 20 years

Reasons for the failure of the present system included

- The fact that the employer had to contractually undertake to employ the apprentice for a period of three years although he himself had no assurance of continued operation owing to the cyclical nature of the industry,
- The employer had to undertake he would train the apprentice in all facets of the trade, but the nature of one contract differed from another and the type of construction the employer was involved in during that period might not lend itself to training in all aspects of the trade,
- Continued interruption of the apprentice's attendence at Bifsa training colleges was a deterrent to employers taking trainees on, and,
- The automatic promotion to artisan status once the three-year apprenticship had been served irrespective of competency or whether the apprentice had passed trade examinations during this period

These problems had contributed to apprenticeship registrations plummeting from more than 6 000 in the 1970s to about 200 this year, he said

Mr Fraser said the old system would be replaced by a modular training system whereby trainees would be able to work at their own pace and only proceed to a higher level once they had gained a measured competency in the previous level

"There is also a certain amount of stress on self teaching through manuals, videos and so forth. All in all the system will allow each person to progress at their own rate Those who do not succeed in passing the entire course will not qualify as artisans, but will be competent in those modules they have passed and will consquently be able to find work in those areas," he said

To qualify as an artisan, a trainee will have to pass the N1 and N2 examinations, Bifsa tade examinations and serve an internship of a fixed period in the industry The period of this internship — either 12 or 18 months — was still being debated in the industry, he said

In the past Bifsa could only train those people who were taken on as apprentices through companies

"But now, owing to new legislation, we will be able to train anybody wishing to enter the profession and this training will be funded by the industery through our levy stamp system

"The greatest benefit of this is that we can concentrate on training in the bad times, where before that was when companies cut back on apprenticeship intakes As a result, when the economy picked up, they did not have the qualified staff," he said

Bifsa was also considering introducing literacy and numeracy training, which in the long run could result in attracting and training people who presently did not qualify for an apprenticeship.

"Through these programmes we intend bringing them up to the required level to qualify for training in the industry," he said

*HOUSE OF REPRESENTATIVES*

QUESTIONS

†Indicates translated version

*For written reply*

*General Affairs*

178

**Apprenticeship contracts**

6 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Manpower

How many new apprenticeship contracts were registered in each trade in the 1988-89 financial year in respect of (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks? C14E

The MINISTER OF MANPOWER

Figures per financial year are not readily available The Department of Manpower does not keep these statistics on a racial basis For the information that is available, please see p 162 of the Annual Report of the Department

(a), (b), (c) and (d) Fall away





*HOUSE OF DELEGATES*

QUESTIONS

†Indicates translated version

*For written reply*

*Own Affairs*

**Shallcross shopping centre**

42 Mr M MOHANLALL asked the Minister of Housing

(a) What was the (i) cost and (ii) date of construction of the Shallcross shopping centre, (b) how many shops does it comprise and (c) what was the (i) selling price and (ii) market value per square metre of the shops in this centre? D172E

The MINISTER OF HOUSING

(a) (i) R161 409

(ii) 1968

(b) 20 shops

(c) (i) R170 000

(ii) The market value per square metre cannot be provided as such a calculation was never made, however, the market value of the complex was determined at R170 000 by the former Department of Community Development

**Croftdene shopping centre**

43 Mr M MOHANLALL asked the Minister of Housing

(a) What was the (i) cost and (ii) date of construction of the Croftdene shopping centre, (b) how many shops does it comprise and (c) what was the (i) selling price and (ii) market value per square metre of the shops in this centre? D173E

The MINISTER OF HOUSING

(a) (i) R141 000

(ii) 1970

(b) 18 shops

(c) (i) R230 000

(ii) The market value per square metre cannot be provided as such a calculation was never made, however, the market value of the complex was determined at R230 000 by the former Department of Community Development

(3) whether his Department conducts specific campaigns to discourage children from smoking, if not, why not, if so, what campaigns?

Hansard 15/5/90 B994E

†The MINISTER OF EDUCATION AND CULTURE

(1) Yes,

(a) and (b) results of a recent empirical survey by the Pilot Committee Care for our Youth 2000 will shortly be released as a component of the full report,

(2) see (1),

(3) yes the campaign against the smoking habit amongst pupils receives continual attention during the lessons in applicable subjects and in programmes in the curriculum of primary and high schools In addition the recommendations of the Pilot Committee Care for our Youth 2000 will also receive serious attention

*For written reply*

*General Affairs*

**Black apprentices**

300 Mr S S VAN DER MERWE asked the Minister for Administration and Economic Co-ordination Hansard 15/5/90

(1) (a) How many persons were serving apprenticeships in the public service as at the latest specified date for which information is available, (b) how many of these persons were Black and (c) (i) in what capacity and (ii) in which Departments were such Blacks serving apprenticeships,

(2) whether there are currently any limitations on the employment of Blacks as apprentices in any Government Departments, if so, (a) what limitations, and (b) why, in each case? 178 B777E

The MINISTER FOR ADMINISTRATION AND ECONOMIC CO-ORDINATION

Details as on 31 December 1989 are as follows

(1) (a) 379

(b) 56

(c) (i)

| | | | |
|---|---|---|---|
| Bricklayer | 10 | Motor mech | 24 |
| Painter | 1 | Upholsterer | 1 |
| Electrician | 11 | Carpenter | 1 |
| Plumber | 4 | Fitter and turner | 1 |
| Tailor | 1 | Diesel mech | 2 |

Hansard 15/5/90

(ii) Justice (SA Prison Services)
Transvaal Provincial Administration
SA Defence Force
Manpower

(2) No, 178

(a) and (b) fall away

**Public Service workers: salary adjustments**

347 Mr A GERBER asked the Minister for Administration and Economic Co-ordination †

(1) How many (a) White, (b) Coloured, (c) Indian and (d) Black low-paid workers in the Public Service will benefit from the recent announcement that their salaries are to be structurally adjusted as from 1 April 1990,

(2) what will this structural adjustment cost the State for the current financial year? B847E

The MINISTER FOR ADMINISTRATION AND ECONOMIC CO-ORDINATION

(1) (a) 14 385

(b) 45 787 Hansard 15/5/90

(c) 3 554

(d) 160 860

(2) 325 000 000

*Note* These figures do not include educators

**Military service: legal graduates/attorneys**

362 Mr L FUCHS asked the Minister of Defence Hansard 15/5/90

(1) (a) How many (i) legal graduates in each degree category and (ii) qualified attorneys and/or advocates are called up each year to perform their military service and (b) how are such legal graduates or qualified attorneys and advocates deployed in each case

(2) (a) how many posts for legal officers are there in the South African Defence





Force, (b) how many of these are filled by conscripted national servicemen and (c) in respect of what date is this information furnished,

(3) how long is the basic training period under the new one-year national service scheme?

Hansard 15/5/90 B890E

The MINISTER OF DEFENCE

(1) (a) The figures for each intake differ and the February 1990 intake is used as an example

| | | |
|---|---|---|
| (i) | PhD Law | 2 |
| | LLM | 2 |
| | LLB | 144 |
| | BA Law | 10 |
| | B Proc | 27 |
| | B Juris | 16 |
| | B Comm Law | 7 |
| | BLC | 2 |

(ii) This statistic is not kept and is therefore not readily available

(b) National servicemen who possess the degrees PhD Law, LLM, LLB or B Proc are utilised as Military Law Officers or Law Clerks Those in possession of the degrees BA Law, B Comm Law, B Juris or BLC are utilised as Military Police Officers or Military Police Clerks

(2) (a) 214

(b) 112

(c) 30 April 1990

(3) 7 weeks

**Exchequer personnel corps in Natal: employees**

364 Mr W C MALAN asked the Minister for Administration and Economic Co-ordination

How many (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians were employed in each specified salary interval of the exchequer personnel corps in Natal, excluding KwaZulu, in September 1988?

Hansard 15/5/90 B892E

The MINISTER FOR ADMINISTRATION AND ECONOMIC CO-ORDINATION

Information regarding the geographical distribution of the exchequer personnel corps is not readily available It would also not be possible to obtain information as far back as September 1988 from departments

Hansard 15/5/90

**Exchequer personnel corps in Transvaal employees**

365 Mr W C MALAN asked the Minister for Administration and Economic Co-ordination

How many (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians were employed in each specified salary interval of the exchequer personnel corps in the Transvaal, excluding the self-governing territories, in September 1988? B893E

The MINISTER FOR ADMINISTRATION AND ECONOMIC CO-ORDINATION

Information regarding the geographical distribution of the exchequer personnel corps is not readily available It would also not be possible to obtain information as far back as September 1988 from departments

**SADF: suicides**

376 Lt-Gen R H D ROGERS asked the Minister of Defence

Whether any (a) national servicemen, (b) members of the Permanent Force and (c) members of the Citizen Force/Commandos (i) attempted to commit and (ii) committed suicide in 1989, if so, (aa) how many in each case and (bb) what means did each such person employ? Hansard 15/5/90 B904E

The MINISTER OF DEFENCE

(a) National Servicemen

| | (i) | | (ii) | |
|---|---|---|---|---|
| (aa) | | 259 | | 11 |
| (bb) | Overdose | 168 | Overdose | 1 |
| | Slashed wrists | 70 | Shot | 2 |
| | Drank poison | 3 | Gassed | 8 |
| | Hanged | 3 | | |
| | Shot | 1 | | |
| | Gassed | 4 | | |
| | Sniffed $CO_2$ | 1 | | |
| | Ate metal | 5 | | |
| | Bumped head | 1 | | |
| | Self-mutilating | 2 | | |
| | Drank brasso | 1 | | |

# Industry facing an acute shortage of artisans

Star 7/9/89

178

By Roy Cokayne

The number of apprentices in training in South Africa has dropped from 37 130 since 1984 to 23 416 at the end of 1988 — a distressing decline of 37 percent, says Director-General of Manpower Mr Jool Fourie

"No country can afford such a drop in the ranks of its artisans," Mr Fourie told Iscor Limited's annual engineer-in-training symposium in Pretoria Tuesday

"In the next 10 years in South Africa at least 10 000 apprentices must be enrolled annually to provide for the needs of existing production processes Currently only about 8 000 apprentices a year are enrolled"

However, Mr Fourie said provided certain changes were made in time, there was no reason why South Africa, with its huge manpower potential, could not develop into one of the phenomenal growth points of the world

"We have the necessary raw materials and worker potential but have not yet succeeded in acquiring the required know-how and technological skills," he said

Mr Fourie said South Africa's first priority was probably to update the present education and training system and, secondly, to encourage studies in physical rather than social sciences

He said the present ratio between the number of students receiving academic education and those receiving vocational education was about five to one.

Mr Fourie said this ratio was almost reversed in most industrialised countries A much higher premium must be placed on vocational training, which was a prerequisite for technological advancement.

Mr Fourie advocated the use of subsidies to enable the engineering profession to take its "rightful place" in the education system

He said the sixth survey carried out by the Federation of Societies of Professional Engineers (FSPE) into the supply and demand for professional engineers in 1988 indicated the situation was better than in previous years

However, two jobs were still on offer for every engineering graduate

The FSPE also noted that for every two professional-level engineers, there was on average a need for a technologist, a draughtsman and three technicians

Mr Fourie said this indicated an annual demand for at least 1 200 technologists, 1 200 engineering draughtsmen and 2 500 technicians

# Two jobs for every engineer

S/Times 17/9/87

178

PRELIMINARY education statistics for 1989 show that of all students enrolling at universities, a mere 0,8% intend to make a career in engineering

Of the 286 347 students at universities, about 2 270 are enrolled for a degree in engineering

The sixth survey by the Federation of Societies of Professional Engineers (FSPE) looks at supply and demand It shows that in 1988, two jobs were on offer for every engineering graduate

## LOAD

For every two professional-level engineers, there is on average a need for a technologist, a draughtsman and three technicians This indicates an annual demand for at least 1 200 engineering draughtsmen and 2 500 technicians

An overall projection by the FSPE of the engineering profession for 1991 reflects an estimated demand of 2 220 engineers against a supply of 1 260

Manpower Director-General Joel Fourie believes that to alleviate the lack of engineers, cognizance should be taken of the contribution that other technical trained staff could make to lighten their workload

To do this, however, priority should be placed on vocational training

"At present, the ratio between university students and those enrolled at technikons and technical colleges is about five to one This ratio is reversed in most industrialised countries

## IMBALANCE

"It is also evident when one looks at the number of graduates from local universities that the majority of degrees are obtained in socio-sciences while only a limited number graduate in physical sciences"

Mr Fourie believes this imbalance could be rectified to some extent by the use of subsidiary schemes "whereby the engineering profession could take its rightful place in the education system"

He says the new apprenticeship system embodied in the Manpower Training Amendment Bill should be an important factor in this regard It is expected to be passed by Parliament next year

The Bill will bring about a new order for training artisans Training boards will be set up and will take over administration of the apprenticeship system without the intervention of the Department of Manpower

## ACCEPTED

Mr Fourie says the new setup has been well accepted by the industries concerned

"Established training boards for the metal, mining, motor and building industries have already, in anticipation of the promulgation of the Bill, on application been granted exemption to implement the new dispensation"

violence against Coloureds and 5 for crimes of violence against Blacks No Coloureds were executed for crimes of violence against Indians

(d) No Indians were executed

**Group Areas Act: applications for exemptions granted**

80 Mr S S VAN DER MERWE asked the Minister of Constitutional Development and Planning

Whether any applications received in 1988 by his Department or any provincial administration for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of residential premises were granted, if so, how many persons from each race group were granted permission to reside in areas reserved for (a) White, (b) Coloured, (c) Indian and (d) Black occupation in each province?

B182E

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

No Rest of question falls away

**Group Areas Act: applications for exemptions refused**

81 Mr S S VAN DER MERWE asked the Minister of Constitutional Development and Planning

Whether any applications received in 1988 by his Department or any provincial administration for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of residential premises were refused, if so, (a) how many persons from each race group were refused permission to occupy premises in areas reserved for (i) White, (ii) Coloured, (iii) Indian and (iv) Black occupation in each province and (b) for what reasons in each case?

B183E

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

No Rest of question falls away

**Buffer strips separating various population groups**

87 Mr J J WALSH asked the Minister of Constitutional Development and Planning

Whether there are any buffer strips separating areas for the various population groups in the Cape Peninsula, if so (a) where is each such strip located and (b) what is the area covered by these strips (i) individually and (ii) in total?

B189E

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

This matter vests in the Administrator of the Cape Province and he has furnished the following information

No Rest of question falls away

**Certificates of competence: applications from Blacks**

98 Mr P J PAULUS asked the Minister of Economic Affairs and Technology †

(a) How many applications were received by the Department of Mineral and Energy Affairs from Blacks during the period 1 October 1988 to the latest specified date for which information is available, in respect of obtaining certificates of competence in the categories (i) blasting, (ii) banksman, (iii) onsetter, (iv) loco driver, (v) winding-engine driver and (vi) mine captain and (b) how many applicants in each of these categories obtained certificates?

B245E

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

Applications received and certificates issued to 28 February 1989

| Certificate | Applications | Obtained |
|---|---|---|
| (i) Blasting | 111 | 74 |
| (ii) Banksman and (iii) Onsetter | 20 | 13 |
| (iv) Loco driver | 0 | 0 |
| (v) Winding-engine driver | 0 | 0 |
| (vi) Mine captain | 0 | 0 |

Note The onsetter's certificate is valid for both onsetters and banksmen

**Executions: males/females**

108 Mr D J DALLING asked the Minister of Justice

(a) How many (i) males and (ii) females of each race group were executed in the Republic in 1988 and (b) for what crime or crimes had each death sentence been imposed?

B260E

The MINISTER OF JUSTICE

(a) (i) White males 3
Coloured males 38
Black males 76

(ii) No females were executed during 1988

(b) Murder 103
Murder and rape 7
Rape 3
Murder and robbery with aggravating circumstances 2
Murder and attempted robbery with aggravating circumstances 2





**Death sentences commuted**

109 Mr D J DALLING asked the Minister of Justice

How many death sentences in each race group were commuted in 1988?

B261E

The MINISTER OF JUSTICE

37 Black males

1 Black female

5 White males

4 Coloured males

2 Indian males

*Own Affairs*

**Teacher/pupil ratios**

20 Mr J B DE R VAN GEND asked the Minister of Education and Culture

What teacher/pupil ratio was applicable in (a) primary and (b) secondary schools in each of the provincial education departments as at the latest specified date for which figures are available?

B206E

The MINISTER OF EDUCATION AND CULTURE

| | (a) | (b) |
|---|---|---|
| Cape | 1 19,7 | 1 16 4 |
| Natal | 1 21 2 | 1 16 3 |
| OFS | 1 22 6 | 1 16 2 |
| Transvaal | 1 23 2 | 1 17 0 |

This information is as at the 10th school day of 1988

**Mrs T Hughes: presentation of programme on sexual abuse**

21 Mr J VAN ECK asked the Minister of Education and Culture

(1) Whether the Cape Education Department received any written and/or oral requests from (a) schools and (b) individuals for a certain person, whose name has been furnished to the Minister's Department for the purpose of his reply, to be allowed to present a programme dealing with the problem of sexual abuse of children, if so, (i) from what schools and individuals, (ii) what was his Department's reply in each case and (iii) what is the name of this person,

(2) whether this person submitted her programme to any official of his Department, if so, (a) on what date and (b) what is the name of this official,

(3) whether this official communicated to the person in question his Department's attitude to her presenting the said programme at Departmental schools, if so, (a) what was the content of this communication and (b) on whose instructions did this official act?

B235E

The MINISTER OF EDUCATION AND CULTURE

(1) (a) Yes

(i) Sea Point Primary School,

(ii) the request was refused,

(iii) Mrs T Hughes,

(b) no,

(i), (ii) and (iii) fall away

(2) yes,

(a) 21 July 1988,

(b) Mr B Olivier, Chief Superintendent of Education, School Psychological Service,

(3) yes

(a) departmental policy with regard to presentations by outside people to pupils during school hours was explained to Mrs Hughes

(b) on behalf of the Director of Education as head of the School Psychological and Guidance Service

# CONTRACTING OF TECHNICAL STAFF BOOMS

WITH 25% of all vacancies in industry in technical fields, technical staff contracting is booming

Official Manpower Department figures show there were nearly 41 000 vacancies for artisans and apprentices professional and semi-professional staff and technical employees reported by companies in 1985 — 25% of all vacancies in industry

Traditionally the biggest contract demand is for draughting staff and this is still the case

Major new projects currently on the go — the Sua Pan soda ash project in Botswana and the Mossel Bay project — are causing demand for draughtsmen to reach new levels The demand has risen by about 25% over the last six months

"A number of massive projects are breaking and this is causing intense pressure on the supply of contract draughtsmen," says Bob Walker GMr of the Draftbire division of JSE-listed Technihire.

The demand for draughtsmen has resulted in average hourly rates growing R10 an hour to R37-50 an hour in the past six months The average contract draughtsman books about 200 hours a month and it is estimated that there are about 4 000 contract draughtsmen out in the field at any one time

Experience and reputation are as important as qualifications for contract technical staff Contract periods also tend to be longer than the average in the temporary assignments industry Lengths can vary between two weeks and 10 years

Some contracts appear to be more like permanent arrangements "One reason is that both parties benefit," says Walker "A contractor's productivity level is good because his livelihood and reputation depend on producing the goods The contractor gets a good income and the company gets greater output

Draughting is a career perfectly suited to contract work says Walker, because the work is project-related The overall demand for draughtsmen fluctuates with the country's level of capital projects

The biggest players in the draughting field are Draftbire, the undisputed leaders David Heath Denver Draft, Contract Drafting Services (CDC) and Technihire subsidiary Draftcraft In total about 20 companies compete in this field

There is a lesser demand for contracting engineers 'Companies don't need the same numbers of engineers as draughtsmen — typically the relationship is about 1 20 ' says Walker

In all fields of technical employment placement companies report that undersupply is increasing pay rates — according to Edil-com's Connie Paluzzi, to "unrealistic" levels

"A man can command a very high rate for a very short contract and this is an unstable environment which will only be rectified through skills training I would like to see government take affirmative action by creating incentives for young men to take apprenticeships in technical fields," says Paluzzi

In the meantime contracting certainly seems to be providing the best immediate answer to the problem

# Counting the cost

B/Day 6/2/89

WHAT are the comparative costs of permanent and temporary staff?

Companies tend to regard it as an expensive way of staffing, and consultancies placing temporary staff will be the first to assure that rates have to be good — but they provide comparisons that indicate just how cost-effective temporary staffing can be

Accounting Assignments (AA) offers a comparison calculated for a permanently employed, newly qualified chartered accountant employed by a large group He is married with two children, earns a monthly salary of R5 000 His benefits include a company car — a BMW 320 — pension, group life medical aid, a 13th cheque and an entertainment allowance of R200 per month

Annual cost salary — R60 000; 13th cheque — R5 000; company car — R24 000 pension (12%) — R7 200 group life (2%) R1 200; medical aid (50%) — R1 800; entertainment allowance — R2 400; making a total of R101 600

Average hours worked per year are calculated as follows 260 working days minus 11 public holidays, 15 days leave, six days sick leave This leaves 228 working days of 7,5 hours each, totalling 1 710 hours

The approximate hourly cost of the permanent employee in this example is R59 42 The equivalent accounting assignee would be charged out at R48 an hour — a difference of 19%

Another comparison is provided by Emanu-Temp Assignments which is active in the wider office support field up from secretarial and clerical to junior accounts staff The following comparison is for a situation where two managers working closely each have a permanent full-time secretary Emanu-Temp's recommendation is for a "planned staffing" situation using one full-time shared secretary supplemented by a temporary secretary for annual peak times

In the example the two full time secretaries earn R1 000 a month each, annually equating to a salary bill of R12 000 and related costs on pension, medical aid and UIF of R1 800, i e R13 800 a year each, totalling R27 600

One temporary secretary employed in the four peak months of each year will cost R6 000 but will save one whole permanent salary, meaning a saving to the company of R7 800 or 28%

# The importance of a good image

B/Day 6/2/89

THE personnel placements industry which spans both the permanent job market and that for temporary assignments has not been without its image problems

'We re a middle man between the corporate employer and the assignee, and as such we're just naturally in the line of fire It is often a subjective business, and any bad experience tends to be used as a generalised commentary on the whole industry," says Association of Personnel Service Organisations (APSO) PRO Ladragh Cozens

The role personnel consultancies play may be underrated because of inadequate appreciation in the job market of the value of time, and the potential waste of time caused by ill-matched employees and staff turnover

By skilled assessment, thorough referencing and testing, consultancies can contribute greatly to productivity

Nevertheless, their commission is often resented, and as Cozens puts it, "We have to correct the image problem of being overly commission-conscious"

APSO chairman temporary division John Dawkins says 'Clients must realise that to gain top service and quality they must deal with a reputable consultancy, preferably listed with APSO which sets high ethical standards They should beware of consultancies who offer to discount rates If they're not paying staff enough they won't attract good people

"The best agencies check all staff references, ensure the suitability of the employee to each client's requirement and guarantee confidentiality Its not just churning out people like a 'dial a temp' service

"At the same time as expecting quality, clients should count the value of the fact that they are paying only for the worker's productive time"

APSO was formed in August 1977, taking over the reins of what was formerly APROSA (Association of Private Registry Offices of SA), which had existed since 1967

APSO adopted a constitution and formalised Code of Ethics based on those used by similar associations in the USA, UK and Australia

All consultants employed within an APSO member agency must complete the Institute of Personnel Service Consultancies' (IPSC) examination within six months of taking up the post This exam covers such skills as assessment, interviewing knowledge of legal matters concerning employment practices, UIF benefits sick leave and general ethics of the employment consultancy field

One regulation set by APSO that is very important in an environment of potential labour disputes is that no member consultancy will send temporary employees in to fill vacancies created by a strike

Professional consultants' high regard for APSO indicates it is warmly accepted as the industry's representative body Almost every senior person in the industry interviewed is an office bearer on the APSO executive

"There are 800 to 1 000 personnel agencies in the country We represent probably 80% of the total volume of business in the personnel services industry," says APSO president Roy Silver

'Temporary placements is a fairly young industry in SA. Any industry has to go through a learning curve It is now that the industry has evolved truly professional ethics and codes of conduct that it is recognised as an important service industry and a sensible way to employ staff"

In its short history, APSO has been effective as the industry's direct representation to government.

It has helped to evolve legislation such as the Guidance and Placements Act, it submitted reports to the Wiehahn and the Riekert commissions and is represented on the Employment Services Committee of the National Manpower Commission

APSO's Code of Ethics has brought order to the industry

It has arbitrated in several disputes and has acted on complaints through its disciplinary committee

Its involvement should give employers the assurance that temporary assignment and contract work is a regulated industry with a line of recourse in the event of problems.

Your Executive Temp Resource

Professional Assignments Group made their name over ten years ago when they pioneered the solution to resolving critical short-term needs for professional financial

# Concern over training move

B/Dem 5/11/89 (178)

BRONWYN ADAMS

IMPLEMENTATION of the Manpower Training Draft Amendment Bill would diminish the trade union role in training members and abolish equal worker and management rights in deciding on artisan training, a leading trade unionist has said

In the latest edition of the SA Electrical Workers Union magazine Power, general secretary Ben Nicholson calls on unions to make strong representation to government to drop proposed amendments making training the sole prerogative of management.

The amendments follow findings by a joint commission of the HSRC and National Training Board

The commission investigated the extent to which recommendations made by the Wiehahn commission on advancement and improvement of artisan training had been implemented

Nicholson described administration of the apprenticeship system to date as "extremely successful".

The only means by which conflict over training could be avoided was through the present system of equal representation of employers and trade unions Both had to determine when and where training would be carried out and how the funds would be allocated, Nicholson said.

virtually wipe out salmo

# Matric no longer a guarantee of a job

Ster 22/12/88 178

EDUCATION REPORTER

A Senior Certificate will not easily open doors to jobs next year, warns Professor J L Sade, former head of the University of Stellenbosch's Bureau for Economic Research

He advises matriculants to obtain additional qualification

"The outlook for 1989 is not as jolly as it was for last year, and unemployment is rising, particularly among the unskilled

"As the economy develops, fewer jobs will be available for the unskilled, who are, in any case, pricing themselves out of the market because of the demands made by trade unions"

Professor Sade says that although a general university education is useful in that graduates are more mature in thinking and ability, care must be taken in deciding on major subjects

The greatest demand is for university and technikon graduates in the engineering, commercial, legal, scientific and medical fields, and technicians and tradesmen, he says

There is a great shortage of apprentices, and this is an area of great opportunity, particulary for black job-seekers

"The cultural dimension is important in white-collar jobs, and applicants have to have grown up in the technical or business culture.

"In the trades, the cultural dimension is not as important. A person can develop competently without having grown up in a technological society"

A new publication by the South Africa Institute of Race Relations reports that on present trends there could be a shortage of 200 000 skilled workers by the year 2000

It singles out high-level manpower shortages in paramedical occupations, agriculture, nursing, science, and technical and technological posts

The report regrets the general lack of interest in vocational education among all races

**While there** are legions of black marketing experts and personnel managers in SA, there are only a handful of black accountants

One of the select few is Albert Mokoena (27), winner of the 1988 Kellog/ Black Management Forum Excellence in Achievement Award

Mokoena is the acting chief accountant at Munich Reinsurance, a position described by the MD as "a very senior and responsible position at the heart of a company with a turnover of millions of rands"

Mokoena started his career teaching Afrikaans and maths in a Soweto high school with no qualification other than matric

Nevertheless, he took naturally to teaching, and in no time managed to turn a class of delinquent Std 8s into diligent scholars, three of whom achieved first-class passes

In recognition of his outstanding teaching ability, the Department of Education and Training sent him on an eight-month computer course at the Rand Afrikaans University just before computing was introduced as a school subject

Mokoena was later offered the opportunity of studying part-time towards a Unisa teaching degree, but decided to turn it down



Mokoena

As a self-confessed "man in a hurry," he decided it would take too long to obtain his degree this way

Instead, he applied for and was awarded an IBM scholarship to study commerce full-time at the University of the North

After obtaining his BCom (Accounting) degree in 1983, he joined the accounts department of Borden Foods and became assistant accountant before joining Munich Reinsurance as assistant chief accountant early last year.

Mokoena says part of what drives him is his commitment to proving that blacks can make it in the tough field of accounting and the business world at large

"I don't believe in total defeat and I am committed to proving to my colleagues, who may have lost hope, that it is possible for blacks to become real 'managers' and not glorified ledger or personnel clerks," he says

He believes, at least for the moment, there will have to be an element of affirmative action in the appointment and recruitment of black managers

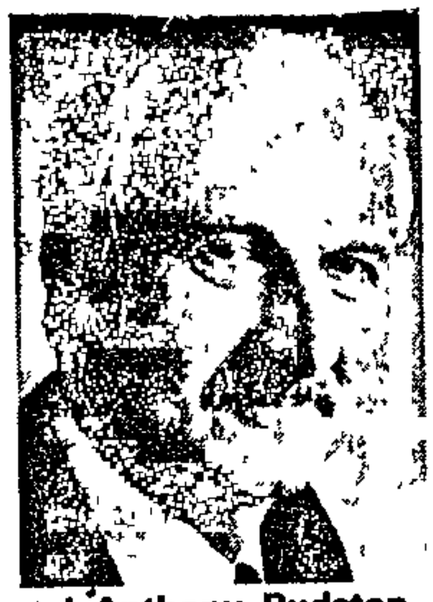
"But once the black community has achieved its rightful place in the SA economy, its members will no longer need special consideration because the problems of the black community will no longer be special," he explains

Mokoena has some criticisms of the system too — especially when it comes to the relatively small number of blacks in higher-paid executive jobs in the private sector.

"Much of the private-sector effort is directed towards training and hiring blacks for entry-level positions — and even in this, business has been very long on promises and short on delivery"

He warns "If business can't offer meaningful jobs to the black community, it will simply increase cynicism and disillusionment." ■





Chris Baltsoucos (left) and Anthony Rudston have been appointed to the board of The Lion Match Co.

# Motor industry faces labour shortage

By BRUCE WILLAN

THE motor Industry is facing a critical shortage of skilled workshop technicians which demands swift corrective action by the major motor manufacturers, according to Nissan's service department GM Marinus Parlee

Of the 1 115 apprentices entering the industry last year only 120 wanted to train as workshop technicians.

Perlee says this is insufficient to meet the industry's needs and the problem is compounded by the fact that historically, only 46% of the apprentice intake remains within the industry.

This is illustrated by the fact that of the 120 apprentices entering the course for workshop technicians last year, 30 decided to leave the trade believing white-collar jobs offer better opportunities.

In an effort to reverse this critical situation, Nissan is upgrading an introducing incentive schemes for dealer technicians and support for technical schools and colleges

Perlee adds that Nissan will provide training for apprentices at its Rosslyn factory

At present Nissan is tapping both black and white technical colleges as well as the pool of national servicemen

# Training plea for printing industry

ARGUS 30/3/89 178

**Staff Reporter**

THE training of more apprentices in the printing industry was the only way to ease the serious shortage of skills, said Mr Colin McCulloch, chairman of the Cape Chamber of Printing and Allied Industries

Mr McCulloch was speaking at the annual meeting of the Cape regional employer organisation for the printing industry at the Mount Nelson Hotel

The meeting was attended by about 160 delegates representing 70 of the 250 member firms

He said that in spite of the fact that there had been a 110-percent increase in the number of new apprentices between 1987 and 1988, in the long term there was still a deterioration in the industry's commitment to training

**CAUSE FOR PRIDE**

The fact that 42 percent of the country's new trainees were being trained in the Western Cape was cause for considerable pride, he said

But he warned that the high wages that skilled artisans were commanding and the fierce competition among employers to retain their valued employees was a direct result of the recent neglect of training in the industry

**Learner telephone electricians applications for employment**

939 Mr J B de R VAN GEND asked the Minister of Communications

(a) How many applications for employment as learner telephone electricians were received from (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks during the latest specified 12-month period for which figures are available and (b) (i) how many such applications were refused by the Post Office, and (ii) what were the reasons for refusing them, in respect of each of these race groups?

The MINISTER OF COMMUNICATIONS

For the 12-month period 1 March 1987 to 29 February 1988

| | | (i) | (ii) | (iii) | (iv) |
|---|---|---|---|---|---|
| (a) | | 1 203 | 484 | 72 | 681, |
| (b) | (i) | 585 | 455 | 60 | 665, and |

(ii) in each population group on account of either

— not having aptitude for the work

— not complying with the required educational qualifications

— the oversupply of applicants

Note

The rank of learner telephone electrician has been replaced by that of telcom trainee and the above-mentioned information is accordingly furnished in respect of the latter rank As a number of applicants merely applied for employment in the technical division and not specifically as telcom trainees, all those applications that were initially made for or ultimately refined to telcom trainees are included in the figures indicated

**Apprenticeship. applications for employment**

942 Mr J B de R VAN GEND asked the Minister of Communications

(1) How many applications for employment under apprenticeship as (a) motor mechanics (b) diesel mechanics (c) painters/decorators, (d) carpenters, (e) welders, (f) plumbers and (g) panelbeaters were received from (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks during the latest specified 12-month period for which figures are available;

(2) (a) how many such applications were refused by the Post Office and (b) what were the reasons for refusing them in each case?

The MINISTER OF COMMUNICATIONS

For the 12-month period 1 March 1987 to 29 February 1988

| | | (i) | (ii) | (iii) | (iv) |
|---|---|---|---|---|---|
| (1) | (a) | 32 | 2 | 0 | 0 |
| | (b) | 13 | 0 | 0 | 0 |
| | (c) | 11 | 0 | 0 | 0 |
| | (d) | 11 | 3 | 0 | 0 |
| | (e) | 20 | 4 | 0 | 0 |
| | (f) | 3 | 0 | 0 | 0 |
| | (g) | 6 | 0 | 0 | 0, |
| (2) | (a) | 67 | 9 | 0 | 0, and |

(b) in each case on account of either

— not having aptitude for the work

— not complying with the required educational qualifications

— the oversupply of applicants

**Land Bank Board: educational/professional qualifications of members**

979 Mr P G SOAL asked the Minister of Finance

(1) What are the (a) educational and (b) professional qualifications of each of the members of the Land Bank Board,

(2) whether persons appointed as members of this board are required to have any special qualifications, if so, what special qualifications?

The MINISTER OF FINANCE

(1) (a) The chairman and the other eight members all have matric In addition the chairman is in possession of a B Com degree and a diploma in accountancy, one member a B Sc Agric degree whilst two further members have agricultural diplomas,

(b) practical farmers except the chairman who is also the Managing Director of the Land Bank

(2) Yes — members of the Land Bank Board are acquainted with the various farming regions and farming industries Due to his comprehensive farming experience as successful practical farmer, each member of





the Land Bank Board has specialized knowledge of such farming region and industry as well as farming in general and has played a leading role in the agricultural field

Members of the Land Bank Board are appointed by the State President in terms of the provisions of the Land Bank Act, 1944, and the name of each appointed member is Tabled in Parliament

**Krugersdorp/Witpoortjie stations. first/third-class passengers handled**

1005 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

(1) What is the daily number of (a) first and (b) third-class passengers handled by the Krugersdorp and Witpoortjie stations, respectively,

(2) whether there are shelters available on the platforms of these stations, if not, why not, if so, what is the capacity of these shelters in respect of each class of passengers at each of these stations?

The MINISTER OF TRANSPORT AFFAIRS

| (1) | (a) | (b) |
|---|---|---|
| Krugersdorp | 2 213 | 3 931 |
| Witpoortjie | 1 923 | 1 176 |

| (2) Yes | First Class | Third Class |
|---|---|---|
| Krugersdorp | 399 sq m | 246 sq m |
| Witpoortjie | 54 sq m | 63 sq m |

# Labour Update



## Now they can lay bricks

Sowetan 21/6/88 (178)

THIRTY-FOUR bricklayers obtained diplomas after completing a six-week course. The project is the brainchild of the Bricklayers Development Corporation of South Africa. Mr Jacob Maleka, the course instructor (left) presents a diploma to one of the candidates, Mr Elias Mthethwa-Ngomane.

# Most industries get fewer apprentices

By Frank Jeans

There has been a considerable fall-off in the number of apprentices in most industries, said Dr Piet van der Merwe, director-general of manpower, when he opened the building exhibition, Interbou 88, at the National Exhibition Centre, Johannesburg, yesterday.

"In 1983, there were 37 700 apprentices in training but last year this figure had plunged to 25 000."

Building apprentice training, too, reflected the same situation — 1 160 five years ago and only 286 in 1987 — and, while Dr van der Merwe complimented the Building Industries Federation for its on-going training initiative, he said overall training prospects "did not augur well for the future".

He said someone was killed every second day and builders would have to give immediate attention to reducing this "high level of tragic accidents".

## INDUSTRIAL RELATIONS

The building industry had, however, made strides in industrial relations with the result that, of the total number of strikes recorded last year, only 7,3 percent were building-related, compared with 50 percent in manufacturing.

"Despite pressure from some groups, many of our problems will be tackled with the coming of the Labour Relations Amendment Bill on Septmber 1," said Dr van der Merwe.

"Then there will be new concepts aimed at unfair labour practices.

"It is frustrating, though, that we have to write into legislation things that we know we should be doing anyway, from the heart."

# Bifsa

178

Continued from page 44

Sowetan 25/7/85

He said it was hoped that more than 2300 people would have been trained at Bifsa's college by the end of February next year.

Mr Naude said the federation also provided free transport for its students.

Here are the departure points of the buses:

Alexandra — Pan American Centre; Katlehong — administration offices; Vosloorus — town council offices; Daveyton — Lionel Kent Centre; Soweto — Klipspruit, near Nancefield, Funda Centre and Baragwanath Hospital. Buses leave at 7am every weekday.

Anyone interested in the courses can contact Mr Naude at (011) 813-2160.

# Mossgas brings jobs and training project

**WHATEVER else may be said about the multi-million-rand Mossel Bay project, it is creating many jobs.**

A total of 800 artisans have been trained for the project, and another 1 000 are in training

Training is being undertaken by the Port Elizabeth-based Eastcape Training Centre (ETC), master-minded by the Constructional Engineering Association (CEA), an employer organisation affiliated to Seifsa

CEA chairman Rene Schmetz said at a meeting of the company "SA is in a crisis situation — and has been for a long time — with regard to the chronic shortage of skilled labour"

The CEA has negotiated each page of its training manuals with trade unions and gazetted them to produce schedules that Mr Schmetz believes will provide a lasting pool of skilled labour

"The graduates are not equivalent to experienced artisans, but will have a sound basis which can be built on in a short time," he says

## DEPRESSED

The question, however, must be — is there life after Mossgas?

An energy consultant believes that far more job opportunities could be created for the less-skilled labour force if the same amount of money was spent to finance low-cost housing and other necessary infrastructure

"As in all petrochemical plants, the number of permanent jobs is small in relation to the investment," he says

Even so, more workers will emerge with skills after Mossgas, and the long depressed city of Port Elizabeth is benefiting as much as surrounding towns

# Education urgency stressed at building federation congress

**From FRANK JEANS**

JOHANNESBURG —The building industry has been left in no doubt about the urgency of educating all levels from management to the site workers after the annual congress of the Building Industries Federation (Bifsa) at Sun City this week

And hammering the message home was an academic fraternity that concluded changes would have to be made to correct the imbalance of two few apprentices and too many university graduates

The total apprenticeship contracts has dwindled from more than 6 000 a year in the early seventies to 1 200 last year, while during the same period the students graduating from universities increased by about 48 percent

## CONGRESS THEME

All the main speakers concentrated on the theme of this year's congress, education and training, and pulling no punches was Professor James Moulder, head of the department of philosophy at Natal University, Martizburg, who sees the present academic educational set-up as a "sick white university system that tolerates high failure rates"

And to meet the growing quest for knowledge by all population groups, the professor believes in the introduction of an intermediate tertiary college system, which would be a more effective support programme for non-white students

"The gap between school and university is too big," Professor Moulder told delegates, "and this is the reason why so many matriculants fail to graduate or fail to graduate in the required time

"Most white South Africans are biased toward academic education and we've passed on our prejudice to blacks"

The importance of mid-career education was the topic of Professor Grant Schutte, former head of the School of Business Leadership at Unisa, whose paper was read for him in his absence by builder Mr John Barrow of Barrow Construction

"Most organisations spend time and money on the development of middle and top management, but few spend any effort on preparing employees for a career in management," said Professor Schutte

"I believe the mid-career development and training effort should be industry driven and the key players should be industry associations, unions, businesses and employers"

The ultimate objective of such an operation would be to develop a fully skilled person to do a particular job in any enterprise in an industry

Dr Dwight Triegaardt, executive director, Science, Education and Politics (Sep) of the University of the Witwatersrand, said more black youths were entering the school system

"Unfortunately, on leaving the schools, they are facing a labour market that is unable to absorb them

"The rapid growth of student numbers in the context of limited or reduced resources has led to a very ineffective education system and this system fails to hold its students

"For instance, of all pupils who started their schooling in 1974, 45,9 percent made it to standard five and only 12,2 percent to matric"

Dr Triegaardt pointed out that the skills of South Africa were white and that less than 15 percent of the population accounts for 60 percent of the professional, technical and related occupations, and nearly 95 percent of management

"We are fortunate in this country that there is a racial basis to everything we do and that allows us to quantify the degree of racialism," he said

## UNION PRESSURE

Meanwhile there were figures in the Bifsa annual report before congress delegates concerning the mounting trade union pressure on South African industry generally

This according to the report has resulted in a 200 percent rise in man days lost within a year, 120 000 in 1988 to 348 000 this year

And while the building industry, one of the country's most labour-intensive sectors, has been relatively free of unrest incidents, more than a quarter of the big loss occurred owing to an unresolved dispute with a large national building materials supplier

## Share warning

JOHANNESBURG — Negotiations are taking place between Sentrachem and another company, which, if concluded successfully, could effect the price of the company's shares, it has been announced Shareholders should deal in the company's shares cautiously until further notice — Sapa

notice, all the provisions of Wage Determination 411: Tea, Coffee and Chicory Industry, Certain Areas, published under Government Notice No R 1277 of 26 June 1981, as amended by Government Notices Nos. R. 1116 of 27 May 1983, R 294 of 21 February 1986 and R. 1571 of 24 July 1987

**E. VAN DER M. LOUW,**
Minister of Manpower

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**No. R. 1079** **17 May 1991**

MANPOWER TRAINING ACT, 1981

(178)

FURNITURE INDUSTRY TRAINING BOARD AMENDMENT OF CONDITIONS OF APPRENTICESHIP AND DESIGNATION OF A TRADE

I, Eli van der Merwe Louw, Minister of Manpower acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate, with effect from the second Monday after the date of publication of this notice, the trade of Furniture Maker as a trade in the Furniture Industry in respect of which the provisions of the Act shall apply,

(b) prescribe, with effect from the second Monday after the date of publication of this notice the conditions of apprenticeship set out in clauses 1 to 7 of Government Notice No R 1953 of 17 August 1990 as conditions of apprenticeship in respect of the trade of Furniture Maker; and

(c) amend, with effect from the second Monday after the date of publication of this notice, Government Notice No R. 1953 of 17 August 1990—

(i) by the substitution for the list of trades as designated in paragraph (a) of the following list

TRADES

1. Cabinet Maker (2)
2. Carver (1)
3. Frame Maker (6)
4 Furniture Maker (3)
5. Furniture Polisher (5)
6. Upholsterer (7)
7 Wood Machinist (4), and

(ii) by the substitution for clause 3 of the conditions of apprenticeship with regard to wages, of the following clause

"3. WAGES

(1) An employer shall pay an apprentice weekly in accordance with the apprentice's achieved stage of training, at not less than the rates specified below Provided that the wage of an apprentice shall not be less than the wage to which he was entitled on the date immediately preceding the date on which this notice becomes operative.

hierdie kennisgewing, al die bepalings in van Loonvasstelling 411 Tee-, Koffie- en Sigoreinywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No R 1277 van 26 Junie 1981, soos gewysig by Goewermentskennisgewings Nos. R. 1116 van 27 Mei 1983, R. 294 van 21 Februarie 1986 en R. 1571 van 24 Julie 1987.

**E. VAN DER M. LOUW,**
Minister van Mannekrag

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**No. R. 1079** **17 Mei 1991**

WET OP MANNEKRAGOPLEIDING ,1981

OPLEIDINGSRAAD VIR DIE MEUBELNYWERHEID: WYSIGING VAN LEERVOORWAARDES EN AANWYSING VAN 'N AMBAG

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die ambag Meubelmaker in die Meubelnywerheid aan as 'n ambag ten opsigte waarvan die bepalings van die Wet van toepassing is;

(b) skryf hierby met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes uiteengesit in klousules 1 tot 7 van Goewermentskennisgewing No. R. 1953 van 17 Augustus 1990 voor as leervoorwaardes ten opsigte van die ambag Meubelmaker, en

(c) wysig hierby met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No R 1953 van 17 Augustus 1990—

(i) deur die lys van ambagte soos aangewys in paragraaf (a) met die volgende lys te vervang:

AMBAGTE

1. Houtsnywerker (2)
2 Kabinetmaker (1)
3 Meubelmaker (4)
4 Meubelmasjienbewerker (7)
5. Meubelpoleerder (5)
6. Raammaker (3)
7 Stoffeerder (6), en

(ii) deur klousule 3 van die leervoorwaardes met betrekking tot lone met die volgende te vervang:

"3. LONE

(1) 'n Werkgewer moet 'n vakleerling weekliks besoldig ooreenkomstig die stadium van opleiding wat die vakleerling bereik het teen minstens die skale hieronder uiteengesit Met dien verstande dat die loon van 'n vakleerling nie minder mag wees nie as die loon waarop hy geregtig was op die datum onmiddellik voor die datum waarop hierdie wysiging in werking tree

| Achieved stage of training | Wage rate (Per week) |
|---|---|
| Newly indentured (Selection Tested) | Labourer rate plus R10,00 as commencing rate |
| Stage 1 Test | Commencing rate plus 20% of the difference between commencing and artisan rate |
| Stage 2 Test | Commencing rate plus 40% of the difference between commencing and artisan rate |
| Stage 3 Test | Commencing rate plus 60% of the difference between commencing and artisan rate |
| Stage 4 Test | Commencing rate plus 80% of the difference between commencing and artisan rate |
| Stage 5 Test | 100% of an Artisan Rate |

178

For the purposes of this subclause—

(i) "achieved stage of training" means the demonstrated competence in the skills prescribed in the training schedule for the particular designated trade These skills can be achieved by modular training in terms of the options specified in clause 4 (3) and by practical on-the-job experience, subject to the testing thereof by an accredited testing authority The achieved stage of training may be determined by the F I.T.B. through evaluation as provided for in clause 5 (3); and

(ii) "artisan rate" prescribed for an artisan in the Industrial Council Agreement for the Furniture Industry in the relevant region

(2) Should an employer and prospective apprentice, prior to entering into a contract of apprenticeship, agree upon a higher rate of remuneration than that prescribed in this clause, the higher rate shall be incorporated in the contract of apprenticeship and shall be paid to the apprentice."

**E. VAN DER M. LOUW,**

Minister of Manpower

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**No. R. 1080** **17 May 1991**

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, NATAL EXTENSION OF MAIN AGREEMENT

I, Dennis van der Walt, Director· Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos R 2620 of 30 November 1984, R 1444 of 28 June 1985, R 187 of 31 January 1986, R 520 of 21 March 1986, R 742 and R 743 of 18 April 1986, R 1169 of 13 June 1986, R 1523 and R 1524 of 18 July 1986, R 1204 of 24 June 1988, R 2333 and R 2334 of 18 November 1988, R 2111 of 29 September 1989, R 391 of 23 February 1990 and R 137 of 25 January 1991, by a further period ending 31 January 1992

**D. VAN DER WALT,**

Director· Labour Relations

| Opleiding-stadium | Loonskaal (weekliks) |
|---|---|
| Nuut ingeskrewe (Keurings-toets) | Arbeiderskaal plus R10,00 as aanvangskaal |
| Fase 1 Toets | Aanvangskaal plus 20% van die verskil tussen aanvangskaal en ambagsmanskaal |
| Fase 2 Toets | Aanvangskaal plus 40% van die verskil tussen aanvangskaal en ambagsmanskaal |
| Fase 3 Toets | Aanvangskaal plus 60% van die verskil tussen aanvangskaal en ambagsmanskaal |
| Fase 4 Toets | Aanvangskaal plus 80% van die verskil tussen aanvangskaal en ambagsmanskaal |
| Fase 5 Toets | 100% van 'n Ambagsmanskaal |

Vir die doeleindes van hierdie subklousule beteken—

(1) "Opleidingstadium wat bereik is" die bewese bekwaamheid in die vaardighede wat in die opleidingskedule vir die besondere aangewese ambag voorgeskryf word.

Hierdie vaardighede kan verwerf word deur modulêre opleiding ooreenkomstig die keuses uiteengesit in klousule 4 (3) en deur praktiese indiensondervinding, onderworpe aan toetsing deur 'n geakkrediteerde toetsowerheid Die stadium van opleiding wat bereik is, kan deur die O.V D M bepaal word deur evaluering ooreenkomstig klousule 5 (3); en

(ii) "ambagsmanloon" die skaal voorgeskryf vir 'n ambagsman in die Nywerheidsraadooreenkoms vir die Meubelnywerheid in die betrokke gebied

(2) Indien 'n werkgewer en voornemende vakleerling, voordat 'n kontrak van vakleerlingskap aangegaan word, ooreenkom op 'n hoër loonskaal as die wat in hierdie klousule voorgeskryf word, moet die hoer skaal in die kontrak van vakleerlingskap opgeneem word en aan die vakleerling betaal word ".

**E. VAN DER M. LOUW,**

Minister van Mannekrag.

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**No. R. 1080** **17 Mei 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, NATAL· VERLENGING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R 2620 van 30 November 1984, R 1444 van 28 Junie 1985, R 187 van 31 Januarie 1986, R 520 van 21 Maart 1986, R 742 en R. 743 van 18 April 1986, R 1169 van 13 Junie 1986, R. 1523 en R. 1524 van 18 Julie 1986, R 1204 van 24 Junie 1988, R. 2333 en R 2334 van 18 November 1988, R 2111 van 29 September 1989, R. 391 van 23 Februarie 1990 en R 137 van 25 Januarie 1991, met 'n verdere tydperk wat op 31 Januarie 1992 eindig

**D. VAN DER WALT,**

Direkteur. Arbeidsverhoudinge

## NOTICE 452 OF 1991

## ADMINISTRATION: HOUSE OF ASSEMBLY

## DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

**J. H. SMIT,**
Director: Directorate Financial Assistance,
Department of Agricultural Development.

| Application by<br>Aansoek van | Place of meeting<br>Plek van byeenkoms | Date and time<br>Datum en tyd |
|---|---|---|
| Martin Petrus Albertus de Beer (Id 461206 5026 005), of the farm/van die plaas Plot/Perseel J 112, Strydmag, Marble Hall, 0450 | Magistrate's Office/Kantoor van die Landdros, Groblersdal | 11 July/Julie 1991 at/om 11 00 |

(24 May 1991)/(24 Mei 1991)

## KENNISGEWING 452 VAN 1991

## ADMINISTRASIE: VOLKSRAAD

## DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukrediet-raad te oorweeg.

**J. H. SMIT,**
Direkteur. Direktoraat Finansiele Bystand,
Departement van Landbou-ontwikkeling

| Application by<br>Aansoek van | Place of meeting<br>Plek van byeenkoms | Date and time<br>Datum en tyd |
|---|---|---|
| Martin Petrus Albertus de Beer (Id 461206 5026 005), of the farm/van die plaas Plot/Perseel J 112, Strydmag, Marble Hall, 0450 | Magistrate's Office/Kantoor van die Landdros, Groblersdal | 11 July/Julie 1991 at/om 11 00 |

(24 May 1991)/(24 Mei 1991)

## NOTICE 453 OF 1991

## DEPARTMENT OF PUBLIC WORKS AND LAND AFFAIRS

Notice is hereby given that the Deputy Minister of Land Affairs approved on 30 April 1991 that the period in which to apply for registration as a surveyor or a survey technician in terms of section 22 (3) of the Professional Land Surveyors' and Technical Surveyors' Act, 1984 (Act No. 40 of 1984), be extended to 30 June 1992.

(24 May 1991)

## KENNISGEWING 453 VAN 1991

## DEPARTEMENT VAN OPENBARE WERKE EN GRONDSAKE

Kennis word hiermee gegee dat die Adjunk-minister van Grondsake op 30 April 1991 goedgekeur het dat die tydperk waarin aansoek gedoen kan word vir registrasie as 'n opmeter of 'n opmetingstegnikus in terme van artikel 22 (3) van die Wet op Professionele Landmeters en Tegniese Opmeters, 1984 (Wet No 40 van 1984), verleng word tot 30 Junie 1992.

(24 Mei 1991)

## NOTICE 454 OF 1991

## DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

APPOINTMENT AS ACTING POSTMASTER GENERAL

It is notified for general information that approval has been conveyed for the appointment of Mr Pieter Willem Adriaan Senekal, Senior General Manager, Human Resources as Acting Postmaster General during the period 27 May to 14 June 1991

(24 May 1991)

## KENNISGEWING 454 VAN 1991

## DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

AANSTELLING AS WAARNEMENDE POSMEESTER-GENERAAL

Daar word vir algemene inligting bekendgemaak dat goedkeuring verleen is vir die aanstelling van mnr Pieter Willem Adriaan Senekal, Senior Hoofbestuurder, Menslike Hulpbronne as Waarnemende Posmeester-generaal gedurende die tydperk 27 Mei tot 14 Junie 1991.

(24 Mei 1991)

## NOTICE 455 OF 1991

## DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD HAIRDRESSING AND COSMETOLOGY INDUSTRY TRAINING BOARD

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Hairdressing and Cosmetology Industry Training Board on 13 May 1991 in respect of the Hairdressing and Cosmetology Industry, as defined in Government Notice No R 935 of 3 May

## KENNISGEWING 455 VAN 1991

## DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD HAARKAPPERY EN KOSMETOLOGIENYWERHEID OPLEIDINGSRAAD

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Haarkappery en Kosmetologienywerheid Opleidingsraad, kragtens artikel 12B van die Wet, op 13 Mei 1991

1991 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that industry and area on the said date

The attention of apprentices and employers of apprentices in the Hairdressing and Cosmetology industry is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in that industry and area in terms of a contract of apprenticeship on the said date, the parties to such contract shall within 90 days after the said date, notify the said Training Board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question.

(24 May 1991)

## NOTICE 456 OF 1991

### CUSTOMS AND EXCISE TARIFF APPLICATIONS. LIST 19/91

The following application concerning the Customs and Excise Tariff has been received by the Board of Trade and Industry. Any objections to or comments on these representations must be submitted to the Chief Executive, Board of Trade and Industry, Private Bag X753, Pretoria, 0001, within six weeks of the date of this notice Attention is drawn to the fact that the rates of duty mentioned in the application are those requested by the applicant and that the Board, depending on its findings, may recommend lower or higher rates of duty

***Withdrawal of the rebate facilities in respect of:***

Multiple (folded) or cabled polyester yarn, for the manufacture of woven and knitted fabrics (items 311.03/5509 22/01 06 and 311 04/5509 22/01 06)

[BTI Ref. T5/2/11/9/1 (910143) (Miss H Claassens)]

***Applicant:***

Textile Federation, P O. Box 16278, Doornfontein, 2028.

List 18/91 was published under General Notice 430 of 22 May 1991.

(24 May 1991)

## NOTICE 457 OF 1991

### CUSTOMS AND EXCISE TARIFF APPLICATIONS. LIST 2/91

**A.** The following applications considered by the Board of Trade and Industry have not been supported

1. Investigation into the microcomputer manufacturing industry (*Government Gazette* No 11862 of 12 May 1989) (Report 2874)

2. Rebate of the duty on various raw materials for the manufacture of handbags (List 22/90 T A C 900188) (Report 2980)

geakkrediteer het ten opsigte van die Haarkappery en Kosmetologienywerheid, soos omskryf in Goewermentskennisgewing No R 935 van 3 Mei 1991 in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in die Haarkappery en Kosmetologienywerheid se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrak binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde Opleidingsraad bekend moet maak

(24 Mei 1991)

## KENNISGEWING 456 VAN 1991

### DOEANE- EN AKSYNSTARIEFAANSOEKE: LYS 19/91

Onderstaande aansoek betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang Enige beswaar teen of kommentaar op hierdie vertoe moet binne ses weke na die datum van hierdie kennisgewing aan die Hoof Uitvoerende Beampte, Raad van Handel en Nywerheid, Privaatsak X753, Pretoria, 0001, gerig word. Die aandag word daarop gevestig dat die skale van reg wat in die aansoek genoem word, dié is wat deur die applikant aangevra is en dat die Raad, afhangende van sy bevindinge, hoer of laer skale van reg mag aanbeveel

***Intrekking van die kortingfasiliteite ten opsigte van:***

Meerdraad- (getwynde) of gekabelde poliestergaring, vir die vervaardiging van weef- en breistowwe (items 311 03/5509 22/01 06 en 311.04/5509 22/01.06)

[RHN verw T5/2/11/9/1 (910143) (Mej H. Claassens)]

***Applikant:***

Tekstielfederasie, Posbus 16278, Doornfontein, 2028.

Lys 18/91 is by Algemene Kennisgewing 430 van 22 Mei 1991 gepubliseer

(24 Mei 1991)

## KENNISGEWING 457 VAN 1991

### DOEANE- EN AKSYNSTARIEFAANSOEKE LYS 2/91

**A.** Die volgende aansoeke wat deur die Raad van Handel en Nywerheid oorweeg is, is nie gesteun nie

1 Ondersoek na die Mikrorekenaarvervaardigingsbedryf (*Staatskoerant* No 11862 van 12 Mei 1989) (Verslag 2874)

2 Korting van die reg op verskeie grondstowwe vir die vervaardiging van handsakke (Lys 22/90, T.A K 900188) (Verslag 2980)

## NOTICE 452 OF 1991

## ADMINISTRATION: HOUSE OF ASSEMBLY

## DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

**J. H. SMIT,**
Director: Directorate Financial Assistance,
Department of Agricultural Development

| Application by<br>Aansoek van | Place of meeting<br>Plek van byeenkoms | Date and time<br>Datum en tyd |
|---|---|---|
| Martin Petrus Albertus de Beer (Id 461206 5026 005), of the farm/van die plaas Plot/Perseel J 112, Strydmag, Marble Hall, 0450 | Magistrate's Office/Kantoor van die Landdros, Groblersdal | 11 July/Julie 1991 at/om 11 00 |

(24 May 1991)/(24 Mei 1991)

## KENNISGEWING 452 VAN 1991

## ADMINISTRASIE: VOLKSRAAD

## DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukrediet-raad te oorweeg.

**J. H. SMIT,**
Direkteur: Direktoraat Finansiele Bystand,
Departement van Landbou-ontwikkeling.

## NOTICE 453 OF 1991

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(24 May 1991)

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(24 Mei 1991)

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(24 May 1991)

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(24 Mei 1991)

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## KENNISGEWING 455 VAN 1991

## DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

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1991 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that industry and area on the said date.

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(24 May 1991)

## NOTICE 456 OF 1991

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The following application concerning the Customs and Excise Tariff has been received by the Board of Trade and Industry. Any objections to or comments on these representations must be submitted to the Chief Executive, Board of Trade and Industry, Private Bag X753, Pretoria, 0001, within six weeks of the date of this notice. Attention is drawn to the fact that the rates of duty mentioned in the application are those requested by the applicant and that the Board, depending on its findings, may recommend lower or higher rates of duty.

***Withdrawal of the rebate facilities in respect of:***

Multiple (folded) or cabled polyester yarn, for the manufacture of woven and knitted fabrics (items 311.03/5509 22/01 06 and 311.04/5509 22/01 06)

[BTI Ref T5/2/11/9/1 (910143) (Miss H Claassens)]

***Applicant:***

Textile Federation, P.O Box 16278, Doornfontein, 2028

List 18/91 was published under General Notice 430 of 22 May 1991.

(24 May 1991)

## NOTICE 457 OF 1991

### CUSTOMS AND EXCISE TARIFF APPLICATIONS LIST 2/91

**A.** The following applications considered by the Board of Trade and Industry have not been supported

1. Investigation into the microcomputer manufacturing industry (*Government Gazette* No. 11862 of 12 May 1989) (Report 2874)

2. Rebate of the duty on various raw materials for the manufacture of handbags (List 22/90 T A C 900188) (Report 2980)

geakkrediteer het ten opsigte van die Haarkappery en Kosmetologienywerheid, soos omskryf in Goewermentskennisgewing No R 935 van 3 Mei 1991 in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in die Haarkappery en Kosmetologienywerheid se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrak binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde Opleidingsraad bekend moet maak.

(24 Mei 1991)

## KENNISGEWING 456 VAN 1991

### DOEANE- EN AKSYNSTARIEFAANSOEKE: LYS 19/91

Onderstaande aansoek betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoe moet binne ses weke na die datum van hierdie kennisgewing aan die Hoof Uitvoerende Beampte, Raad van Handel en Nywerheid, Privaatsak X753, Pretoria, 0001, gerig word Die aandag word daarop gevestig dat die skale van reg wat in die aansoek genoem word, dié is wat deur die applikant aangevra is en dat die Raad, afhangende van sy bevindinge, hoer of laer skale van reg mag aanbeveel

***Intrekking van die kortingfasiliteite ten opsigte van:***

Meerdraad- (getwynde) of gekabelde poliëstergaring, vir die vervaardiging van weef- en breistowwe (items 311.03/5509 22/01.06 en 311.04/5509 22/01 06).

[RHN verw. T5/2/11/9/1 (910143) (Mej H. Claassens)]

***Applikant:***

Tekstielfederasie, Posbus 16278, Doornfontein, 2028

Lys 18/91 is by Algemene Kennisgewing 430 van 22 Mei 1991 gepubliseer

(24 Mei 1991)

## KENNISGEWING 457 VAN 1991

### DOEANE- EN AKSYNSTARIEFAANSOEKE: LYS 2/91

**A.** Die volgende aansoeke wat deur die Raad van Handel en Nywerheid oorweeg is, is nie gesteun nie·

1 Ondersoek na die Mikrorekenaarvervaardigingsbedryf (*Staatskoerant* No 11862 van 12 Mei 1989) (Verslag 2874)

2. Korting van die reg op verskeie grondstowwe vir die vervaardiging van handsakke (Lys 22/90, T A K 900188) (Verslag 2980)

# Fears voiced over sharp training cutbacks

Bloy 12/6/91 (178)

COMMERCE and industry yesterday expressed concern at the long-term implications of sharp cutbacks in apprentice training during the economic slump

A Business Day survey of main employer associations and companies disclosed fears that a shortage of skilled artisans would be felt keenly when the economy recovered

While recessionary conditions force companies to reduce spending on training, the long-term implications of not training and its impact on the future of the economy have emerged as major concerns for corporate planners

Steel and Engineering Industries' Federation of SA (Seifsa) education and training division head Janet Lopes said another contributing factor to training cuts was the withdrawal of government tax concessions for training in July last year

VERA VON LIERES

Lopes said Seifsa was looking at an average of more than 2 000 retrenchments a month in the industry While some companies continued to train, others were battling to survive and could not spend money on so-called "non-survival areas"

She said the effects of cutbacks in training would be felt only "a few years down the line"

Seifsa communications head Hendrik van der Heever said the federation had over the past few years made substantial efforts in granting increased payments as incentives to employers to train apprentices The current grant amount awarded to employers was R14 400, provided an apprentice passed a trade test and underwent 24 weeks of institutional training.

Anglo American corporate communications division spokesman James Duncan said yesterday cutbacks in training expenditure had been in proportion to the overall reductions forced on the group by the recession

☐ To Page 2

☐ From Page 1

He said spending by the Anglo American and De Beers Chairman's Fund, which focused on secondary and tertiary education, was up 19% last year

However, the outlook for the remainder of 1991 was not as promising.

Fund contributions were related to profits, and would fall in 1992 if adverse economic conditions continued

He said the corporation believed companies should not train beyond the demand for skilled labour as this created a pool of skilled people whose employment expectations were unlikely to be met

Barlow Rand group human resources executive Alan Tonkin said initiatives in education training had recently taken place whereby significantly more money had been spent than in the past

In real terms, more people were moving into the technical areas and there was a long-term investment in professional manpower, he said

Bursary spending was still up by about 5% in rand terms

He said business was increasingly understanding the importance of developing employees and moving them from lower levels to highly skilled areas

De Beers group corporate communications spokesman Andrew Lamont said De Beers was unaffected by cutbacks in training budgets and was increasingly looking at training to help raise productivity

Training initiatives were being stepped up and the focus was on skills and career development, he said

# Training for businessmen

178 LINDA ENSOR

CAPE TOWN — Business must get involved in apprenticeship programmes to train black entrepreneurs, says Small Business Development Corp regional GM Wolfgang Thomas

He says that unlike courses, conferences and adult education programmes, apprenticeships that give businessmen hands-on experience is the most effective form of training. BIDem 25/6/91

He says this should be developed by established commerce and industry

"Looking at our present education and training setup in this country and taking into account the training potential of our vast developed sector, the biggest gap in present facilities may well be the absence or non-use of one-on-one apprenticeship training opportunities"

Thomas adds, however, that apprenticeship training is not well developed in SA and suggests government encourage apprenticeships through tax incentives

# 'Sitting next to Nelly' reviewed

WMail 21/6 - 27/6/91

Task-specific training may keep the production wheels rolling, but it contributes to the alarming skills crisis.

**By PORTIA MAURICE**

JACOB MXENGE works at a plastics factory. His job is to tightly twist the screws on household plugs as they pass him on a conveyor belt He has been doing this for eight years or so and it is tedious, to say the least. He'd give his right hand to do something a little more stimulating, but he has only a Standard Five qualification and little hope of advancement.

Mxenge's training was task-specific, what is commonly called the "sitting-next-to-Nelly" method in industry. He is among the Congress of South African Trade Union's (Cosatu) 1,5-million unskilled or semi-skilled members who stagnate at points on the production chain, despite the country's huge skills shortage. They provide the impetus for a discussion paper on Human Resource Development up for adoption at the federation's July congress

"These members keep the wheels of production going in all key sectors of the economy, yet apartheid policies in education, training and industrial relations, together with the short-sighted failure of employers to invest in human resources, have combined to restrict the access of most of our members to skills," says Cosatu.

Historically, blacks have been educated to provide only cheap semi-skilled labour. Now, the skills crisis has reached such alarming proportions that all the stakeholders — government, capital and labour — are beginning to take training seriously

The government's recently announced Education Renewal Strategy signals a shift towards technical, career-orientated education, as opposed to academic education. But it is not sufficiently co-ordinated with a Human Sciences Research Council (HSRC) National Training Board investigation into a national training strategy, also recently published.

Yet, says Cosatu human resources co-ordinator Adrienne Bird, the government has cut back funding for training and its trend towards privatisation indicates it may increasingly place sole responsibility on the shoulders of industry and abdicate its responsibilities

"Many employers want to run the whole show But they are going to have to learn to negotiate," says Bird.

Present training is discriminatory, says Cosatu, even though the 1981 Manpower Training Act officially ended the prohibition on blacks training as artisans. Psychometric tests in English or Afrikaans, developed for white applicants with a background of compulsory formal schooling, are used for black applicants at the point of management selection, women are systematically denied training opportunities; and, in some cases, there are different educational entry requirements for blacks and whites — on the basis that Bantu Education is inferior.

According to a 1989 HSRC Investigation into Skills Training, 81 percent of new apprenticeship contracts entered into in 1987 were for whites; 8,1 percent for coloureds; four percent for Asians; and 6,8 percent for Africans On average, companies spend about two percent of expenditure on training, while the average allocation in countries with which we compete is five percent.

"Training is viewed by South African managements as a cost to fulfil short-term manpower needs, not as a long-term investment in human resources," says Cosatu

The union says a future national training policy needs to·

- Ensure employment security;
- Provide continuous opportunities for all workers;
- Address the special problems of women workers,
- Be linked to broad skills bands determined at industry level,
- Provide recognition of prior learning, whether formal or informal, and allow workers to progress to national standards while obtaining workplace skills

Bird says Cosatu "will be explaining our overall vision to Saccola (an employers' body), and industry negotiations on these issues are beginning to take place with individual affiliates."

## Workplace education on the Cards

**A LITTLE bit of money and a lot more human energy — that's all it takes companies to invest in educating their employees' children.**

**Cards — Career and Resource Development Strategies — facilitates a programme which breaks from the social responsibility norm of providing educational funding in the form of bursaries, with little human input.**

**Through a strategy called Tekprep — Technological, Educational, Career Preparation Strategy — they provide businesses with a pack of educational materials, and train voluntary staff to run informal courses with the children. Course content is carefully designed, Cards spokesman Mish Middelmann told *The Weekly Mail*, to help the learners make sense of the world around them. "They're not cram schools," he said. "The children learn a range of skills in an active way — from self-help and research techniques, to Maths and Science, to camping and outdoor exercises."**

**The educational model was pioneered by Cards director Lente-Louise Louw in the early 1980s. Eskom was the first to implement it, and now about 30 Tekprep groups operate at banks, car manufacturers, electronics companies, mines and railways nationwide.**

**Middelman believes workers and employers can benefit from the scheme. Children need to develop critical awareness often neglected by formal education, and people in the private sector have knowledge and skills.**

**"Today's schoolchildren are tomorrow's employees, customers and suppliers for established business, as well as the potential entrepreneurs urgently needed for the healthy development of the economy," reads the Tekprep information booklet.**

WORK IN ... ON S ... KHANYA COLLEGE

## DEPARTMENT OF JUSTICE

**No. R. 1627** **12 July 1991**

ADMINISTRATION OF ESTATES ACT, 1965
(ACT No. 66 OF 1965)

AMENDMENT OF REGULATIONS

The Minister of Justice has, under section 103 of the Administration of Estates Act, 1965 (Act No. 66 of 1965), made the regulations in the Schedule

### SCHEDULE

1. In this Schedule "the Regulations" means the regulations published under Government Notice No R 473 of 24 March 1972, as amended by Government Notices Nos. R. 817 of 13 May 1977, R 1209 of 13 June 1980, R. 2542 of 20 November 1981, R 2482 of 1 November 1985, R. 655 of 11 April 1986, R 2738 of 11 December 1987, R. 610 of 31 March 1989, R 1208 of 9 June 1989, R 1921 of 17 August 1990 and R 1602 of 1 July 1991

2. Regulation 10 of the Regulations is hereby amended by the substitution for paragraph (a) of subregulation (1) of the following paragraph:

"(a) When own conveyance is used, R1,00 per kilometre "

## DEPARTMENT OF MANPOWER

**No. R. 1631** **12 July 1991**

MANPOWER TRAINING ACT, 1981
(ACT No. 56 OF 1981)

APPRENTICESHIP TRAINING BOARD FOR LOCAL AUTHORITIES· DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate, with effect from the second Monday after the date of publication of his notice, the undermentioned trades as trades to which the Act shall apply for the Local Authority Undertaking in the Republic of South Africa:

(1) Auto Body Repairer; (5)

(2) Automotive Electrician; (6)

(3) Blacksmith, (2)

(4) Bricklayer; (4)

(5) Carpenter and Joiner; (10)

(6) Electrician; (1)

(7) Fitter and Turner; (7)

(8) Painter and Decorator; (9)

(9) Plater/Welder, (8)

(10) Plumber; (3)

(11) Vehicle Mechanic; (11);

(b) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions set out below as Conditions of Apprenticeship in respect of the trades in the Industry and the area mentioned in paragraph (a), and

## DEPARTEMENT VAN JUSTISIE

**No. R. 1627** **12 Julie 1991**

BOEDELWET, 1965
(WET No. 66 VAN 1965)

WYSIGING VAN REGULASIES

Die Minister van Justisie het kragtens artikel 103 van die Boedelwet, 1965 (Wet No. 66 van 1965), die regulasies in die Bylae uitgevaardig.

### BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 473 van 24 Maart 1972, soos gewysig by Goewermentskennisgewings Nos R. 817 van 13 Mei 1977, R. 1209 van 13 Junie 1980, R 2542 van 20 November 1981, R 2482 van 1 November 1985, R 655 van 11 April 1986, R. 2738 van 11 Desember 1987, R. 610 van 31 Maart 1989, R 1208 van 9 Junie 1989, R 1921 van 17 Augustus 1990 en R 1602 van 1 Julie 1991

2. Regulasie 10 van die Regulasies word hierby gewysig deur paragraaf (a) van subregulasie (1) deur die volgende paragraaf te vervang:

"(a) Wanneer eie vervoer gebruik word, R1,00 per kilometer.".

## DEPARTEMENT VAN MANNEKRAG

**No. R. 1631** **12 Julie 1991**

WET OP MANNEKRAGOPLEIDING, 1981
(WET No. 56 VAN 1981)

VAKLEERLINGOPLEIDINGSRAAD VIR PLAASLIKE OWERHEDE: AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby vir die Plaaslike Owerheidsonderneming in die Republiek van Suid-Afrika die ondervermelde ambagte aan as ambagte ten opsigte waarvan die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is·

(1) Elektrisien; (6)

(2) Grofsmid; (3)

(3) Loodgieter; (10)

(4) Messelaar; (4)

(5) Motorbakhersteller; (1)

(6) Motorelektrisien; (2)

(7) Passer en draaier; (7)

(8) Plaatwerker/Sweiser; (9)

(9) Skilder en versierwerker; (8)

(10) Timmerman en skrynwerker; (5)

(11) Voertuigwerktuigkundige; (11);

(b) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes hieronder uiteengesit, voor as Leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en die gebied daarin genoem; en

(c) withdraw Government Notices Nos R 2858 of 28 December 1979 (as applied by Government Notice No R. 706 of 11 April 1980) and 2558 of 24 November 1989 with effect from the second Monday after the date of publication of this notice· Provided that clauses 2, 3, 4, 6 and 7 of Government Notices Nos R 2858 of 28 December 1979 and 2558 of 24 November 1989 remain applicable with regard to apprentices whose contracts of apprenticeship have been entered into prior to the date of the coming into operation of this notice.

For the purpose of this notice—

"employer" means a Local Authority as defined herein,

"Local Authority" means a local authority as defined in the Promotion of Local Government Affairs Act, 1983 (Act No. 91 of 1983), and also a joint services council established in terms of section 4 of the Joint Services for KwaZulu and Natal Act, 1990 (Act No. 84 of 1990); and

"Local Authority Undertaking" means the industry in which Local Authorities and their employees are associated for the purpose of the instituting, continuing and finishing of any act, scheme or activity which may be undertaken by a Local Authority.

**E. VAN DER M. LOUW,**
Minister of Manpower.

## CONDITIONS OF APPRENTICESHIP

### 1. Qualifications for commencing apprenticeship

The minimum age, educational qualifications and competencies to commence apprenticeship are—

(1) 16 years, and

(2) (a) for all the trades, excluding the trade of electrician, Standard VII or a statement of attainment issued by or on behalf of the school attended by the apprentice, in which is confirmed that he passed at the Standard VII level, or an introductory technical college certificate or the elementary technical certificate, or any other qualification deemed by the Apprentice Training Board for Local Authorities (hereinafter referred to as "the Board") to be equivalent, or

(b) for the trade electrician Standard VIII or a statement of attainment issued by or on behalf of the school attended by the apprentice, or the National Technical Certificate, Part 1 (N1), or any other qualification deemded by the Board to be equivalent; and

(3) meeting the selection criteria as determined by the Board.

### 2. Period of apprenticeship

(1) The period of apprenticeship for all the trades shall be determined by the apprentice's progress through the modules, but shall not exceed three years (156 weeks)

(c) trek hierby Goewermentskennisgewings Nos. R. 2858 van 28 Desember 1979 (soos toegepas by Goewermentskennisgewing No R 706 van 11 April 1980) en 2558 van 24 November 1989 in, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing Met dien verstande dat klousules 2, 3, 4, 6 en 7 van Goewermentskennisgewings Nos R 2858 van 28 Desember 1979 en 2558 van 24 November 1989 van toepassing bly ten opsigte van vakleerlinge wie se kontrakte van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing.

Vir die doeleindes van hierdie kennisgewing beteken—

"Plaaslike Owerheid" 'n plaaslike owerheid soos omskryf in die Wet op die Bevordering van Plaaslike Owerheidsaangeleenthede, 1983 (Wet No 91 van 1983), en ook 'n gesamentlike diensteraad ingestel kragtens artikel 4 van die Wet op Gesamentlike Dienste vir Kwazulu en Natal, 1990 (Wet No 84 van 1990),

"Plaaslike Owerheidsonderneming" die nywerheid waarin Plaaslike Owerhede en hul werknemers geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n Plaaslike Owerheid onderneem mag word; en

"werkgewer" 'n Plaaslike Owerheid soos hierin omskryf.

**E. VAN DER M. LOUW,**
Minister van Mannekrag.

## LEERVOORWAARDES

### 1. Kwalifikasies om met vakleerlingskap te begin

Die minimum ouderdom, opvoedkundige kwalifikasies en bevoegdhede om met vakleerlingskap te begin, is—

(1) 16 jaar; en

(2) (a) vir al die ambagte, uitgesonderd die ambag elektrisien, standerd VII of 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die vakleerling bygewoon is, waarin gemeld word dat hy op die standerd VII-vlak geslaag het, of 'n inleidende tegniese kollege sertifikaat of die elementêre tegniese sertifikaat, of enige ander kwalifikasie wat deur die Vakleerlingopleidingsraad vir Plaaslike Owerhede (hierna "die Raad" genoem) geag word gelykwaardig te wees; of

(b) vir die ambag elektrisien standerd VIII of 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die vakleerling bygewoon is, of die Nasionale Tegniese Sertifikaat Deel 1 (N1), of enige ander kwalifikasie wat deur die Raad geag word gelykwaardig te wees; en

(3) voldoening aan die keuringskriteria soos voorgeskryf deur die Raad.

### 2. Leertyd

(1) Die leertyd vir al die ambagte sal bepaal word deur die vakleerling se vordering deur die modules maar sal nie drie jaar (156 weke) oorskry nie

(2) (a) The maximum period of apprenticeship of three years (156 weeks) shall include normal holiday leave, sick leave of up to 30 days per annum and time spent at technical institutions and shall exclude all other absences including sick leave in excess of 30 days per annum and time spent on compulsory military or police service in terms of the Defence Act, 1957 (Act No 44 of 1957) or the Police Act, 1958 (Act No 7 of 1958).

(b) The minimum period of practical in-service experience is 52 weeks and is included in the maximum period of three years.

(3) The employer of an apprentice shall notify the Board within seven days after the commencement of any absence not included in terms of subclause (2) (a) in the maximum period of apprenticeship and shall do likewise within seven days after the return of the apprentice from such absence.

(4) The minimum period referred to in subclause (2) (b) may be reduced by the Board with periods proportionate to previous appropriate experience and/or training as evaluated and approved by the Board: Provided that the minimum period of practical experience so determined, shall not be less than 26 weeks.

(5) Where an apprentice performs sub-standard in respect of his modules or, in terms of his conditions of service, is guilty of any misconduct which may be detrimental to his performance and after disciplinary procedures have been instituted by his employer, the employer may apply to the Board for termination of the contract of apprenticeship, which may be of immediate effect as soon as the application has been approved

### 3. Wages

(1) An employer shall remunerate an apprentice monthly at the following minimum percentages of the commencing salary or wage of a qualified artisan as applicable to the employer concerned, and which is applicable to the relevant trade:

| *Year of recognised service* | *Rate per month* |
|---|---|
| First year | 50% |
| Second year | 60% |
| Third year | 70% |
| Fourth year | 80% |
| Fifth year | 85% |
| Sixth year | 90% |

(2) For the purpose of this subclause "recognised service" shall include the period of uninterrupted training or service referred to in clause 2 (2) (a), whether undergone or performed prior to or after indenturing of the apprentice.

(3) (a) (i) During training or service in terms of the Defence Act, 1957, or the Police Act, 1958, the apprentice shall receive a salary according to the rate applicable to the number of years of recognised service, as indicated in subclauses (1) and (2).

(ii) Should an apprentice prefer, for whatever reason, not to receive a salary during his period of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, subclause (3) (a) (i) shall not apply

(2) (a) Die maksimum leertyd van drie jaar (156 weke) sluit normale vakansieverlof, siekteverlof to 30 dae per jaar en tyd deurgebring aan tegniese inrigtings in en sluit alle ander afwesighede, insluitend siekteverlof wat 30 dae per jaar oorskry en tyd bestee aan verpligte militêre of polisiediens ingevolge die Verdedigingswet, 1957 (Wet No 44 van 1957), of die Polisiewet, 1958 (Wet No. 7 van 1958), uit.

(b) Die minimum tydperk van praktiese indiensondervinding is 52 weke en is ingesluit by die maksimum tydperk van drie jaar.

(3) Die werkgewer van 'n vakleerling moet die Raad binne sewe dae na die aanvang van enige afwesigheid wat nie ingevolge subklousule (2) (a) by die maksimum leertyd ingesluit is nie van sodanige afwesigheid in kennis stel en moet insgelyks handel binne sewe dae ná die vakleerling se terugkeer van sodanige afwesigheid.

(4) Die minimum tydperk bedoel in subklousule (2) (b) kan deur die Raad verkort word met tydperke eweredig aan vorige toepaslike ondervinding en/of opleiding soos deur die Raad geëvalueer en goedgekeur: Met dien verstande dat die minimum tydperk van praktiese ondervinding aldus bepaal, nie minder as 26 weke sal wees nie.

(5) Waar 'n vakleerling onder standaard presteer ten opsigte van sy modules of in terme van sy diensvoorwaardes hom aan enige wangedrag skuldig maak wat sy prestasie sou benadeel en nadat dissiplinêre prosedures deur sy werkgewer gevolg is, kan die werkgewer by die Raad aansoek doen om beeindiging van die kontrak van vakleerlingskap, wat onmiddellik in werking kan tree sodra die aansoek goedgekeur is

### 3. Lone

(1) 'n Werkgewer moet 'n vakleerling maandeliks besoldig teen minstens die volgende persentasies van die aanvangsalaris of -loon van 'n gekwalifiseerde ambagsman soos van toepassing by die betrokke werkgewer, wat op die betrokke ambag van toepassing is:

| *Jaar van erkende diens* | *Skaal per maand* |
|---|---|
| Eerste jaar | 50% |
| Tweede jaar | 60% |
| Derde jaar | 70% |
| Vierde jaar | 80% |
| Vyfde jaar | 85% |
| Sesde jaar | 90% |

(2) Vir die doeleindes van hierdie subklousule sluit "erkende diens" die tydperk van ononderbroke opleiding of diens bedoel in klousule 2 (2) (a) in, hetsy ondergaan of verrig voor of na inboeking van die vakleerling.

(3) (a) (i) Gedurende opleiding of diens ingevolge die Verdedigingswet, 1957 of Polisiewet, 1958, sal die vakleerling 'n loon ontvang volgens die skaal wat van toepassing is op die aantal jare erkende diens, soos aangedui in subklousules (1) en (2).

(ii) Indien 'n vakleerling sou verkies, vir watter rede ookal, om nie loon gedurende sy tydperk van opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, te ontvang nie, geld subklousule (3) (a) (i) nie.

(b) Prior to granting special leave for the first period of training or service in terms of the Defence Act, 1957, or section 34A (11) of the Police Act, 1958, a written agreement must be entered into. Failing such agreement, special leave without pay for the period of absence from service shall be granted for this purpose

178

**4. Technical studies**

(1) An apprentice who is not in possession of the minimum qualifications as stated in clause 6 (2) (b), shall attend the technical courses to obtain such technical qualifications, either by means of full-time study during working hours or by correspondence courses after hours, unless otherwise determined by the Board.

(2) (a) Where facilities exist for the attendance of technical classes by continuous course of study, within a radius of 20 km of the apprentice's residence, an apprentice shall attend such classes five days per week during normal working hours for the duration of the course, unless otherwise determined by the Board

(b) Where facilities as contemplated in paragraph (a) do not exist within that radius, the apprentice shall follow appropriate correspondence courses, unless the employer and the apprentice agree that technical classes are to be attended on a full-time basis.

(3) (a) Where an apprentice has complied with the requirement of clause 6 (2) (b), he is entitled to continue attending further classes, in the manner prescribed in subclause (2)

(b) Further attendance of any class, course or subject, where an apprentice has not passed his first examination in the applicable course, shall be done outside working hours and at his own cost.

(4) An apprentice may not be permitted or required to report for work for the duration of a course attended in terms of subclause (2) (a)

(5) The provisions of subclause (3) are *mutatis mutandis* applicable to an apprentice who is following a correspondence course in terms of subclause 2 (b).

(6) An apprentice who is unable to attend technical classes for the duration of a continuous course of study or at least attend half an academic year of technical classes, or to follow a correspondence course, as the case may be, as a result of absence for the purpose of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, may not be required to continue his studies during such a year.

(7) The provisions of subclause (3) are *mutatis mutandis* applicable to an apprentice who has complied with the provisions of clause 6 (2) (b) and who continues voluntarily with further studies related to the trade in which he is indentured.

(8) In the case of an apprentice who has to study by means of a correspondence course the apprentice will be required to write the examination by not later than at the end of the year.

(b) Alvorens spesiale verlof vir die eerste tydperk van opleiding of diens ingevolge die Verdedigingswet, 1957, of artikel 34A (11) van die Polisiewet, 1958, aan 'n vakleerling toegestaan word, moet 'n skriftelike onderneming aangegaan word By gebrek aan sodanige ooreenkoms, moet spesiale verlof sonder betaling van die tydperk van afwesigheid van diens vir dié doel toegestaan word.

**4. Tegniese studies**

(1) 'n Vakleerling wat nie in besit is van die minimum kwalifikasies soos gemeld in klousule 6 (2) (b) nie, moet dié tegniese kursusse bywoon ter verwerwing van sodanige tegniese kwalifikasies, hetsy deur middel van voltydse studie gedurende werkure of korrespondensie kursusse buite werkure, tensy die Raad anders besluit.

(2) (a) Waar fasiliteite vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus binne 'n straal van 20 km van die woning van 'n vakleerling bestaan, moet 'n vakleerling sodanige klasse vir die duur van die kursus vyf dae per week gedurende sy gewone werkure bywoon, tensy anders deur die Raad goedgekeur.

(b) Waar die fasiliteite bedoel in paragraaf (a) nie binne daardie straal bestaan nie, moet die vakleerling die toepaslike korrespondensiekurses volg, tensy die werkgewer en die vakleerling ooreenkom dat tegniese klasse op 'n voltydse basis bygewoon sal word.

(3) (a) Waar 'n vakleerling aan die vereiste in klousule 6 (2) (b) voldoen, is hy geregtig om voort te gaan om verdere klasse by te woon op die wyse in subklousule (2) voorgeskryf.

(b) Verdere bywoning van enige klas, kursus of vak, waarin 'n vakleerling nie tydens sy eerste eksamen in die betrokke kursus geslaag het nie, moet buite werkure en op eie koste plaasvind.

(4) Van 'n vakleerling, wat ingevolge subklousule (2) (a) klasse bywoon, mag daar nie vereis word en ook mag hy nie toegelaat word om hom vir die duur van sodanige kursus vir werk aan te meld nie.

(5) Die bepalings van subklousule (3) is *mutatis mutandis* van toepassing op 'n vakleerling wat 'n korrespondensiekursus kragtens subklousule 2 (b) volg.

(6) Van 'n vakleerling wat as gevolg van afwesigheid vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is om vir die duur van 'n aaneenlopende studiekursus tegniese klasse by te woon, of minstens die helfte van 'n akademiese jaar tegniese klasse by te woon, of 'n korrespondensiekursus te volg nie, na gelang van die geval, mag daar nie vereis word om sy studie gedurende sodanige jaar voort te sit nie.

(7) Die bepalings van subklousule (3) is *mutatis mutandis* van toepassing op 'n vakleerling wat voldoen het aan die bepalings van klousule 6 (2) (b) wat verdere studies in verband met die ambag waarin hy ingeboek is, vrywillig voortsit.

(8) In die geval waar 'n vakleerling deur middel van 'n korrespondensiekursus moet studeer, sal van die vakleerling verwag word om die eksamen nie later nie as aan die einde van die jaar af te lê

### 5. Payment of class or course fees and examination fees

Subject to the provisions of clause 4 (3) (b), an employer shall pay to the relevant technical institution the class or course fees and the examination fees for which an apprentice who is required in terms of clause 4 (1), to attend courses or do correspondence courses, is liable in respect of the first attempt to obtain the relevant certificate

### 6. Trade tests

(1) (a) Every apprentice in a designated trade must pass a trade test to qualify as an artisan.

(b) Trade tests shall be conducted at a test centre, which is accredited by the Board, on a date that is mutually determined by the Board and the test centre

(2) To be accepted as a candidate for a trade test referred to in subclause (1) (a), an apprentice shall—

(a) by means of the modular study material successfully complete his institutional as well as in-service training programme which is approved for the trade concerned by the Board;

(b) except in exceptional circumstances, as approved by the Board, have obtained at least the National Technical Certificate, Part II (N2) in four subjects, or the integrated course (N2) or an equivalent technical certificate of which, in all cases referred to above, one subject must be the appropriate trade theory, and

(c) have completed the minimum period of apprenticeship in terms of clauses 2 (2) (b) and 2 (4).

(3) Should an apprentice fail his first attempt in the trade test a further two attempts may be permitted, if approved by the Board, before his maximum period of apprenticeship expires, whereafter the contract shall be terminated

(4) The costs attached to trade tests (all attempts), as mentioned in subclause (3), shall be advanced by the employer Should an apprentice fail his trade test such costs incurred by the employer, are to be recovered from the apprentice in four equal instalments.

### 7. Log-book

A log-book, as approved by the Board, must be kept up to date by all apprentices with regard to all personal and training information It must be checked from time to time by the training controller

### 8. Training

Should an apprentice fail his first attempt in the skills test in any specific module, a further two attempts may be permitted. The maximum period for each attempt is the same After an apprentice has failed in his third skills test of any specific module or failed more than one attempt in any five modules, further action as contemplated in clause 2 (5) shall apply

### 5. Betaling van klas- of kursus- en eksamengelde

Behoudens die bepaling van klousule 4 (3) (b) moet 'n werkgewer aan die betrokke tegniese inrigting die klas- of kursusgelde en die eksamengelde betaal wat deur 'n vakleerling verskuldig is en van wie daar vereis word, kragtens klousule 4 (1) om kursusse by te woon of korrespondensiekursusse te volg ten opsigte van die eerste poging om die betrokke sertifikaat te verwerf

### 6. Ambagstoetse

(1) (a) Elke vakleerling in 'n aangewese ambag moet in 'n ambagstoets slaag om as ambagsman te kwalifiseer.

(b) Ambagstoetse moet by 'n toetssentrum, wat deur die Raad geakkrediteer is, afgeneem word op 'n datum wat deur die Raad, in samewerking met die toetssentrum, bepaal word

(2) Om as 'n kandidaat vir 'n ambagstoets, bedoel in subklousule (1) (a), aanvaar te word, moet 'n vakleerling—

(a) deur middel van die modulêre leerstof sy institusionele asook intaakopleidingsprogram, wat deur die Raad vir die betrokke ambag goedgekeur is, suksesvol voltooi,

(b) uitgesonderd in besondere omstandighede, soos deur die Raad goedgekeur, minstens die Nasionale Tegniese Sertifikaat, Deel II (N2), in vier vakke, of die geintegreerde kursus (N2) of 'n gelykwaardige tegniese sertifikaat verwerf het waarvan, in alle gevalle hierbo genoem, een vak die toepaslike ambagsteorie moet wees; en

(c) die minimum leertyd, soos ingevolge klousules 2 (2) (b) en 2 (4) vasgestel, voltooi

(3) Wanneer 'n vakleerling met sy eerste poging in die ambagstoets druip, mag 'n verdere twee pogings toegelaat word, indien deur die Raad goedgekeur, voordat sy maksimum leertyd verstryk, waarna die kontrak beeindig word

(4) Die koste verbonde aan ambagstoetse (alle pogings) soos in subklousule (3) genoem, word deur die werkgewer voorgeskiet Waar 'n vakleerling sy ambagstoets druip word dié koste, wat deur die werkgewer aangegaan is, van die vakleerling in vier gelyke paaiemente verhaal-

### 7. Logboek

'n Logboek, soos deur die Raad goedgekeur, moet deur alle vakleerlinge op datum gehou word ten opsigte van alle persoonlike en opleidingsinligting Dit moet van tyd tot tyd deur die opleidingskontroleur nagesien word.

### 8. Opleiding

Wanneer 'n vakleerling met sy eerste poging in die vaardigheidstoets van enige bepaalde module druip, mag 'n verdere twee pogings toegelaat word Elke poging se maksimum tyd is dieselfde Nadat 'n vakleerling in sy derde vaardigheidstoets van enige bepaalde module gedruip het of in enige vyf modules meer as een poging gedruip het, geld verdere optrede soos bedoel in klousule 2 (5)

178

### 9. Training courses

An employer must provide an apprentice with modular practical and institutional training or have him trained in the trade for which he is indentured, according to the training schedule and procedure as approved by the Board and issued to the employer from time to time.

**No. R 1632** **12 July 1991**

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE CIVIL ENGINEERING INDUSTRY

I, Eli van der Merwe Louw, Minister of Manpower—

(a) hereby withdraw, in terms of section 39 (6) read with section 39 (3) of the Manpower Training Act, 1981, Government Notice No. R. 2332 of 29 October 1982, as extended by Government Notices Nos. R. 2528 of 8 November 1985 and R. 2623 of 23 December 1988, as amended by Government Notice No. R. 2735 of 15 December 1989, with effect from the second Monday after the date of publication of this notice; and

(b) hereby declares, in terms of section 39 (5) of the said Act, that the provisions of the Scheme which appears in the Schedule hereto, shall be binding, with effect from the second Monday after the date of publication of this notice and for a period ending one year from the said date, upon all employers and employees engaged or employed in the Civil Engineering Industry in the Republic of South Africa.

**E. VAN DER M. LOUW,**
Minister of Manpower.

## SCHEDULE

The Training Scheme for the Civil Engineering Industry, hereinafter referred to as "the Industry", has been established by the South African Federation of Civil Engineering Contractors for the training of employees in the Industry and provides for the establishment of a Fund for the purposes of the Scheme; the payment of contributions to the Fund by employers in the Industry, and the appointment of the Civil Engineering Industry Training Board to administer the Fund, which shall be called the "Civil Engineering Industry Training and Development Fund".

### 1. NAME OF THE SCHEME

The name of the Scheme shall be the "Civil Engineering Industry Training Scheme"

### 2. SCOPE OF APPLICATION OF THE SCHEME

The provisions of the Scheme shall be observed by all employers and employees who are engaged or employed in the Civil Engineering Industry in the Republic of South Africa

### 9. Opleidingskursusse

'n Werkgewer moet 'n vakleerling modulêre, praktiese en institusionele onderrig gee of laat onderrig in die ambag waarvoor hy ingeboek is, volgens die opleidingskedule en prosedure wat deur die Raad goedgekeur en van tyd tot tyd aan die werkgewer beskikbaar gestel word.

**No. R. 1632** **12 Julie 1991**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE SIVIELE INGENIEURSNYWERHEID

Ek, Eli van der Merwe Louw, Minister van Mannekrag—

(a) trek hierby, kragtens artikel 39 (6) saamgelees met artikel 39 (3) van die Wet op Mannekragopleiding, 1981, Goewermentskennisgewing No. R 2332 van 29 Oktober 1982, soos verleng by Goewermentskennisgewings Nos. R. 2528 van 8 November 1985 en R. 2623 van 23 Desember 1988, soos gewysig by Goewermentskennisgewing No. R. 2735 van 15 Desember 1989, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, in; en

(b) verklaar hierby, kragtens artikel 39 (5) van genoemde Wet, dat die bepalings van die Skema wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat een jaar vanaf genoemde datum eindig, bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.

**E. VAN DER M. LOUW,**
Minister van Mannekrag.

## BYLAE

Die Opleidingskema vir die Siviele Ingenieursnywerheid, hierna genoem "die Nywerheid", is ingestel deur die Suid-Afrikaanse Federasie van Aannemers vir Siviele Ingenieurswerk vir die opleiding van werknemers in die Nywerheid en maak voorsiening vir die instelling van 'n Fonds vir die doeleindes van die Skema; die betaling van bydraes aan die Fonds deur werkgewers in die Nywerheid; en die aanwysing van die Siviele Ingenieursnywerheid Opleidingsraad om die Fonds, wat as die "siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds" bekend sal staan, te administreer.

### 1. NAAM VAN DIE SKEMA

Die naam van die Skema is die "Opleidingskema van die Siviele Ingenieursnywerheid".

### 2. TOEPASSINGSBESTEK VAN DIE SKEMA

Die bepalings van die Skema moet nagekom word deur alle werkgewers en werknemers in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.

Association of Personnel Service Organisations of South Africa

Conference Preview

Star 19/9/91 178

# New paper industry course

Would-be operators in the paper industry are now able to take a course in pulp and paper-making theory at technical colleges and thus be trained in the same way as artisans

Just like the fitting, electrical and instrumentation apprentices the industry encourages, they may study further to get a National Technical Certificate at Level 6.

"This adds yet another facet to the industry's training programme, which for technicians has the three-year National Technical Diploma in Pulp and Paper developed with Natal Technikon," says Sappi Personnel's John Clements

The technicians' course has three semesters of theory and three of in-plant training

At university level, each of the major companies — Sappi, Mondi, Nampak and Carlton — offers bursaries for mechanical, electrical and chemical engineering and sometimes other disciplines.

The new pulp and paper-making theory course for operators has Department of Manpower approval.

blankets and rugs other than carpeting rugs, all dyeing, printing and finishing processes directly connected with any or all of the above-mentioned manufacturing activities, and includes industrial commission dyeing, printing and finishing of fibres, yarns, threads and woven and knitted fabrics,

but excludes—

the manufacture of carpets, mats, matting and linoleum; cables, cordages, ropes and twines, and any yarn production processes directly and solely based on any or all of the above excluded processes, the manufacture of household and domestic textiles from fabrics not of own manufacture, such as purchased fabrics, the manufacture of knitted fabrics and ancillary processes solely for own production of knitted garments and hosiery, the manufacture of bags and sacks, wool scouring and combing, cotton ginning and fibre working, the manufacture of tents and tarpaulins from fabrics not of own manufacture and the manufacture of pressed felts and paddings "

**E. VAN DER MERWE LOUW,**
Minister of Manpower

ging van komberse en reisdekens; en alle kleur-, druk- en afwerkprosesse wat direk aan enige van of al die bogenoemde vervaardigingsaktiwiteite verbind is, met inbegrip van nywerheidskontrakkleuring, bedrukking en afwerking van vesels, gare, draad en geweefde en gebreide tekstielstowwe,

maar uitgesonderd—

die vervaardiging van tapyte, matte, matstof en linoleum, kabels, touwerk, lyn en koord; en enige garevervaardigingsprosesse wat direk en alleenlik op enige van of al die bogenoemde uitgeslote prosesse gebaseer is, die vervaardiging van huishoudelike en huistekstielstowwe uit stowwe wat nie self vervaardig word nie, soos aangekoopte tekstielstowwe, die vervaardiging van gebreide tekstielstowwe en aanvullende prosesse alleenlik vir eie vervaardiging van gebreide kledingstukke en kousware; die vervaardiging van sakke en sakkies, wolwassery en wolkammery, katoenafpluising en veselbewerking, die vervaardiging van tente en bokseile van stowwe wat nie self vervaardig word nie, en die vervaardiging van geperste vilt en opstopsels,"

**E. VAN DER MERWE LOUW,**
Minister van Mannekrag

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**No. R. 2269** **20 September 1991**

MANPOWER TRAINING ACT, 1981

METAL AND ENGINEERING INDUSTRIES ARTISAN TRAINING BOARD AMENDMENT OF CONDITIONS OF APPRENTICESHIP WITH REGARD TO WAGES

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend with effect from the first Monday after the date of publication of this notice, Government Notice No R. 1746 of 26 July 1991 by the substitution for clause 3 (1) of the Conditions of Apprenticeship with regard to Wages, of the following clause

"3 (1) An employer shall pay an apprentice weekly at not less than the rates specified hereunder

| *Year of apprenticeship* | *Weekly rate* |
|---|---|
| First year | R216 |
| Second year | R240 |
| Third year | R288 |
| Fourth year | R431 " |

**E. VAN DER MERWE LOUW,**
Minister of Manpower

**No. R. 2269** **20 September 1991**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR AMBAGSLUI IN DIE METAAL- EN INGENIEURSNYWERHEDE WYSIGING VAN LEERVOORWAARDES MET BETREKKING TOT LONE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No R 1746 van 26 Julie 1991, deur klousule 3 (1) van die Leervoorwaardes met betrekking tot Lone, deur die volgende klousule te vervang

"3 (1) 'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder uiteengesit

| *Jaar van vakleerlingskap* | *Weeklikse skaal* |
|---|---|
| Eerste jaar | R216 |
| Tweede jaar | R240 |
| Derde jaar | R288 |
| Vierde jaar | R431 " |

**E. VAN DER MERWE LOUW,**
Minister van Mannekrag

Enige persoon wat kommentaar oor die voorgestelde intrekking wil lewer, moet sodanige kommentaar binne 30 dae vanaf die datum van publikasie hiervan aan die Direkteur-generaal Mannekrag, Privaatsak X117, Pretoria, 0001, voorlê

**No. R. 2377** **4 Oktober 1991**

LOONWET, 1957

INTREKKING VAN LOONVASSTELLING 416: KERAMIEKNYWERHEID, SEKERE GEBIEDE

Die Minister van Mannekrag is van voorneme om kragtens artikel 16 van die Loonwet, 1957, Loonvasstelling 416 Keramieknywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing R 1248 van 12 Junie 1987, in te trek

Enige persoon wat kommentaar oor die voorgestelde intrekking wil lewer, moet sodanige kommentaar binne 30 dae vanaf die datum van publikasie hiervan aan die Direkteur-generaal Mannekrag, Privaatsak X117, Pretoria, 0001, voorlê

**No. R. 2398** **4 Oktober 1991**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE BOUNYWERHEID VERLENGING

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 39 (6) van die Wet op Mannekragopleiding, 1981, verleng hierby die tydperk vasgestel by Goewermentskennisgewing No R 1948 van 11 September 1987, soos verleng by Goewermentskennisgewing No R 1952 van 17 Augustus 1990, met 'n tydperk van een jaar wat op 31 Augustus 1992 eindig.

**E. VAN DER M. LOUW,**
Minister van Mannekrag

**No. R. 2399** **4 Oktober 1991**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR DIE DRUK-, NUUSBLAD- EN VERPAKKINGSNYWERHEID AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby in die Druk-, Nuusblad- en Verpakkingsnywerheid in die Republiek van Suid-Afrika die ondervermelde ambagte met hul gespesialiseerde afdelings aan as ambagte ten opsigte waarvan die Wet met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is.

**AMBAGTE**

1. *Vormbereiding*
   - Gespesialiseerde Afdelings
   - Fotogravure Silinderverwerking
   - Elektroniese Setwerk
   - Fotoblokmaak
   - Fotolitografie

Any person who desires to comment on the proposed cancellation should submit such comment within 30 days from the date of publication hereof to the Director-General: Manpower, Private Bag X117, Pretoria, 0001

**No. R. 2377** **4 October 1991**

WAGE ACT, 1957

CANCELLATION OF WAGE DETERMINATION 416 CERAMICS INDUSTRY, CERTAIN AREAS

The Minister of Manpower proposes, in terms of section 16 of the Wage Act, 1957, to cancel Wage Determination 416 Ceramics Industry, Certain Areas, published under Government Notice R 1248 of 12 June 1987

Any person who desires to comment on the proposed cancellation should submit such comment within 30 days from the date of publication hereof to the Director-General Manpower, Private Bag X117, Pretoria, 0001.

**No. R. 2398** **4 October 1991**

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE BUILDING INDUSTRY EXTENSION

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 39 (6) of the Manpower Training Act, 1981, hereby extend the period fixed by Government Notice No R. 1948 of 11 September 1987, as extended by Government Notice No R 1952 of 17 August 1990, by a further period of one year ending on 31 August 1992

**E. VAN DER M. LOUW,**
Minister of Manpower.

**No. R. 2399** **4 October 1991**

MANPOWER TRAINING ACT, 1981

PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES TRAINING BOARD: DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP (1718)

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate in the Printing, Newspaper and Packaging Industries in the Republic of South Africa the undermentioned trades, with their specialised divisions, as trades in respect of which the Act shall apply with effect from the first Monday after the date of publication of this notice

**TRADES**

1. *Origination*
   - Specialised Divisions
   - Photo-Gravure Cylinder Processing
   - Electronic Composition
   - Photo-Lithography
   - Process Engraving

2. *Drukpersbediening*
   — Gespesialiseerde Afdelings
   — Diepdruk
   — Fleksografie
   — Hoogdruk
   — Kettingskryfbehoeftes
   — Litografie (Papierafdeling)
   — Litografie (Metaaldrukwerk)
   — Roletiket
   — Rotasierubberdruk
3 *Drukpersbediening* (Pakgoedvervaardiging)
   — Gespesialiseerde Afdelings
   — Kardoesvervaardiging
   — Kartonvervaardiging
   — Riffelbord- en Houermasjienbediening
   — Rotasiedruk- en Oorrolwerk
4. *Afwerking*
   — Gespesialiseerde Afdelings
   — Gemeganiseerde Boekbindwerk/Snywerk
   — Hand-Boekbindwerk/Snywerk
   — Linieerwerk/Snywerk
5. *Meganikus*
   — Gespesialiseerde Afdelings
   — Drukkerswerktuigkundige
   — Skryfbehoeftes- en Koevertmasjienversteller
6. *Drukkerselektrisien*
   — Geen Gespesialiseerde Afdelings

(b) skryf hierby, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes hieronder uiteengesit, voor as Leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en die gebied hierin genoem, en

(c) trek hierby die volgende terug met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing—

Goewermentskennisgewing No R 431 van 6 Maart 1981 (soos toegepas by Goewermentskennisgewing No R 1033 van 15 Mei 1981), soos gewysig by Goewermentskennisgewings Nos R 2292 van 29 Oktober 1982, R 1219 van 22 Junie 1984, R 886 van 26 April 1985, R 1913 van 19 September 1986, R 1473 van 10 Julie 1987, R 1686 van 7 Augustus 1987, R 2423 van 30 Oktober 1987, R 2736 van 15 Desember 1989 en R 466 van 8 Maart 1991

Met dien verstande dat die klousules betreffende die Tydperk van Vakleerlingskap, Lone, Nagwerk, Tegniese Studies, Betaling van Klas- en Eksamengelde, Ambagstoetse, Opleidingskursusse en Studiekursusse in die toepaslike Leervoorwaardes in die kennisgewings hierbo bedoel van toepassing bly ten opsigte van vakleerlinge wie se kontrakte van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing

2 *Machine Minding*
   — Specialised Divisions
   — Continuous Stationery Machine Minding
   — Flexographic Machine Minding
   — Gravure Machine Minding
   — Letter Press Machine Minding
   — Lithography (Paper Section)
   — Lithography (Metal Decorating)
   — Roll Label Machine Minding
   — Rotary Offset Machine Minding
3 *Machine Minding* (Packaging)
   — Specialised Divisions
   — Bag Making
   — Carton Making
   — Corrugated Board and Container Machine Minding
   — Rotary Printing and Re-Reeling
4. *Finishing*
   — Specialised Divisions
   — Bookbinding Craft/Cutting
   — Bookbinding Mechanised/Cutting
   — Ruling/Cutting
5 *Mechanician*
   — Specialised Divisions
   — Printers' Mechanic
   — Stationery and Evelope Machine Adjuster
6. *Printers' Electrician*
   — No Specialised Divisions.

(b) prescribe, with effect from the first Monday after the date of publication of this notice, the conditions set out hereunder as Conditions of Apprenticeship in respect of the trades designated in paragraph (a) in the Industry and the area mentioned herein; and

(c) withdraw with effect from the first Monday after the date of publication of this notice—

Government Notice No R. 431 of 6 March 1981 (as applied by Government Notice No R 1033 of 15 May 1981), as amended by Government Notices Nos. R 2292 of 29 October 1982, R. 1219 of 22 June 1984, R 886 of 26 April 1985, R. 1913 of 19 September 1986, R 1473 of 10 July 1987, R 1686 of 7 August 1987, R. 2423 of 30 October 1987, R 2736 of 15 December 1989 and R 466 of 8 March 1991.

Provided that the clauses pertaining to Period of Apprenticeship, Wages, Night Work, Technical Studies, Payment of Class and Examination Fees, Qualifying Trade Test, Courses of Training and Courses of Study in the relevant Conditions of Apprenticeship referred to in the above notices shall remain applicable in respect of apprentices whose contracts were entered into prior to the date of coming into operation of this notice

Vir die doeleindes van hierdie kennisgewing beteken "Druk-, Nuusblad- en Verpakkingsnywerheid" of "Nywerheid" die nywerheid, in sy wydste betekenis, waarin werkgewers en hul werknemers met mekaar geassosieer is vir die produksie van drukwerk en/of vir verpakking van welke aard ook al, en omvat dit werk wat oor die algemeen bekend staan as subkontrakteurswerk, reproduksiehuise en dergelike.

**E. VAN DER M. LOUW,**
Minister van Mannekrag.

## LEERVOORWAARDES

**1. Kwalifikasies om met vakleerlingskap te begin**

Die minimum ouderdom en opvoedkundige kwalifikasies om met vakleerlingskap te begin is—

(1) 16 jaar, en

(2) standerd 8 ten opsigte van die volgende ambagte (gespesialiseerde afdelings).

Diepdrukpersbediening

Drukkerswerktuigkundige

Fleksografiedrukpersbediening

Fotoblokmaak.

Gemeganiseerde Boekbindwerk/Snywerk.

Hand-, Boekbindwerk/Snywerk

Hoogdrukpersbediening.

Kardoesvervaardiging.

Kartonvervaardiging.

Kettingskryfbehoeftespersbediening

Linieerwerk/Snywerk.

Litografiedrukpersbediening (Metaaldrukwerk).

Litografiedrukpersbediening (Papierafdeling)

Riffelbord- en Houermasjienbediening

Roletiketdrukpersbediening.

Rotasiedruk- en Oorrolwerk

Rotasierubberdrukpersbediening.

Skryfbehoeftes- en Koevertmasjienversteller,

(3) Standerd 10 ten opsigte van die volgende ambagte (gespesialiseerde afdelings)

Drukkerselektrisien

Fotogravure silinderverwerking

Fotolitografie,

(4) Standerd 10 met Wiskunde ten opsigte van die volgende ambag (gespesialiseerde afdeling)

Elektroniese Setwerk; en

(5) Verkryging van die voorgeskrewe gradering in die toetsreeks vir keuring van die Opleidingsraad vir die Druk-, Nuusblad- en Verpakkingsnywerheid (hierna die ODNVN genoem)

For the purposes of this notice "Printing, Newspaper and Packaging Industries", or "Industry" means the industry in its broadest sense in which employers and their employees are associated for the purpose of producing printed matter and/or for the packaging of any nature whatsoever, and includes work commonly known as subcontract work, reproduction houses and the like.

**E. VAN DER M. LOUW,**
Minister of Manpower.

## CONDITIONS OF APPRENTICESHIP

**1. Qualifications for commencing apprenticeship**

The minimum age and educational qualifications for commencing apprenticeship shall be—

(1) 16 years; and

(2) Standard 8 in respect of the trades (specialised divisions):

Bag Making.

Bookbinding Craft/Cutting

Bookbinding Mechanised/Cutting

Carton Making.

Continuous Stationery Machine Minding.

Corrugated Board and Container Machine Minding.

Flexographic Machine Minding.

Gravure Machine Minding.

Letterpress Machine Minding.

Lithography (Metal Decorating)

Lithography (Paper Section)

Printers' Mechanic.

Process Engraving.

Roll Label Machine Minding.

Rotary Offset Machine Minding

Rotary Printing and Re-Reeling.

Ruling/Cutting.

Stationery and Envelope Machine Adjuster;

(3) Standard 10 in respect of the trades (specialised divisions).

Photo-Gravure Cylinder Processing

Photo-Lithography

Printers' Electrician;

(4) Standard 10 with Mathematics in respect of the trade (specialised division)·

Electronic Composition; and

(5) Attainment of the specified grades in the selection test battery of the Printing, Newspaper and Packaging Industries Training Board (hereinafter referred to as PNPITB)

### 2. Leertyd

(1) Die minimum en die maksimum leertye vir al die ambagte is onderskeidelik twee jaar (104 weke) en vier jaar (208 weke)

(2) Ten opsigte van die minimum en maksimum leertye in (1) hierbo bedoel, moet sodanige opleiding die volgende insluit—

(a) 'n minimum van 71 weke praktiese indiensondervinding; en

(b) 'n minimum tydperk van 33 weke, bestaande uit drie gelyke tydperke van 11 weke elk per jaar, wat bestee word by tegniese inrigtings of die totale tyd bestee ter voltooiing van die tegnies teoretiese modules Dele I, II en III wat binnehuis aangebied word deur geakkrediteerde inrigtings of maatskappye

(3) Ten opsigte van die minimum en maksimum leertye in (1) hierbo bedoel, sluit sodanige opleiding die volgende uit·

(a) enige siekteverlof tydperk of die ophoping van siekteverlof tydperke wat 30 dae per jaar oorskry, en

(b) tyd bestee aan verpligte militêre of polisiediens ingevolge die Verdedigingswet, 1957 (Wet No 44 van 1957), of die Polisiewet, 1958 (Wet No 7 van 1958)

(4) Die werkgewer van 'n vakleerling moet die Uitvoerende Direkteur van die ODNVN binne sewe dae na die vakleerling se vertrek vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, in kennis stel van sodanige vertrek en moet insgelyks handel binne sewe dae na die vakleerling se terugkeer van sodanige opleiding of diens

### 3. Lone

(1) 'n Werkgewer moet 'n vakleerling weekliks besoldig ooreenkomstig die voltooide fase van die vakleerling se opleiding waarby 'n tegniese opleidingskomponent en 'n ODNVN beheerde bevoegdheidstoets ingesluit is en teen minstens die skale hieronder uiteengesit·

Fase 1 en 2—R190,00 per week

Fase 3—R220,00 per week

Fase 4—R291,00 per week.

Hierdie loonskale sal jaarliks hersien word deur die ODNVN en in die *Staatskoerant* gepubliseer word

(2) Vir die doeleindes van hierdie subklousule beteken "voltooide fase van opleiding" die bewese bekwaamheid in die vaardighede wat in die opleidingskedule vir die besondere aangewese ambag gespesifiseer word Hierdie vaardighede kan verwerf word deur bevoegdheidsgebaseerde modulêre opleiding ooreenkomstig die keuse gespesifiseer in klousule 7 (3) (a) en (b) en deur praktiese indiensondervinding, onderworpe aan toetsing deur 'n geakkrediteerde toetsowerheid.

(3) Indien 'n werkgewer en voornemende vakleerling, voordat 'n kontrak van vakleerlingskap aangegaan word, ooreenkom op 'n hoer loonskaal as die wat in subklousule (1) voorgeskryf word, moet sodanige hoer skaal in die kontrak van vakleerlingskap opgeneem word en aan die vakleerling betaal word

(4) 'n Werkgewer moet die onderstaande enkelgeldsombonusse uit die Opleiding- en Ontwikkelingsfonds van die ODNVN bekom en aan 'n vakleerling betaal wat gedurende sy leertyd die volgende sertifikate by 'n tegniese kollege of tegniese inrigting in die Republiek behaal

| | |
|---|---|
| Nasionale Tegniese Sertifikaat, Deel I (N1), of Nasionale Drukkerssertifikaat, Deel I | R400,00 |

### 2. Period of apprenticeship

(1) The minimum and maximum periods of apprenticeship for all trades shall be two years (104 weeks) and four years (208 weeks), respectively.

(2) With respect ot the minimum and maximum periods referred to in (1) above, such training shall include—

(a) a minimum of 71 weeks of practical on-the-job experience; and

(b) a minimum period of 33 weeks, consisting of three equal periods of 11 weeks per annum, which are spent at technical institutions or the total time spent on the completion of the technical theoretical modules Parts I, II and III which are offered in-house by accredited institutions or companies

(3) With respect to the minimum and maximum periods referred to in (1) above, such training shall exclude—

(a) any sick leave period or accumulated sick leave periods in excess of 30 days per annum, and

(b) time spent on compulsory military or police service in terms of the Defence Act, 1957 (Act No. 44 of 1957), or the Police Act (Act No. 7 of 1958).

(4) The employer of an apprentice shall within seven days of the departure of the apprentice for training or service in terms of the Defence Act, 1957 or the Police Act, 1958, notify the Executive Director of the PNPITB of such departure and shall do likewise within seven days after the return of the apprentice from such training or service

### 3. Wages

(1) An employer shall pay an apprentice weekly in accordance with the apprentice's completed phase of his training which is inclusive of a technical education component and a PNPITB controlled competence test, specified below.

Phase 1 and 2—R190,00 per week

Phase 3—R220,00 per week

Phase 4—R291,00 per week.

These rates of pay shall be reviewed annually by the PNPITB and published in the *Gazette*.

(2) For the purpose of this subclause, "completed phase of training" means the demonstrated competence in the skills specified in the training schedule for the particular designated trade These skills can be achieved by competency based modular training in terms of the options specified in clause 7 (3) (a) and (b) and by practical on-the-job experience, subject to the testing thereof by an accredited testing authority

(3) Should an employer and a prospective apprentice, prior to entering into a contract of apprenticeship, agree upon a higher rate of pay than that prescribed in subclause (1) such higher rate shall be incorporated in the contract of apprenticeship and shall be paid to the apprentice

(4) An employer shall obtain from the Training and Development Fund of the PNPITB and pay the following lump sum bonuses to an apprentice who, during his apprenticeship, attains the following certificates at a technical college or technical institution in the Republic of South Africa

| | |
|---|---|
| National Technical Certificate, Part I (N1) or National Printers' Certificate, Part I | R400,00 |

| | |
|---|---|
| Nasionale Tegniese Sertifikaat, Deel II (N2), of Nasionale Drukkerssertifikaat, Deel II | R500,00 |
| Nasionale Tegniese Sertifikaat, Deel III (N3) met drie vakke, of Nasionale Drukkersertifikaat, Deel III, met drie vakke | R550,00 |
| Nasionale Tegniese Sertifikaat, Deel III (N3) met vier vakke, of Nasionale Drukkersertifikaat, Deel III, met vier vakke | R600,00 |

### 4. Nagwerk

(1) Uitgesonderd in gevalle waar vrystelling deur die Minister van Mannekrag verleen is, mag geen vakleerling onder die ouderdom van 18 jaar nagdiens doen nie Vir die doeleindes van hierdie klousule beteken "nagwerk" werk wat tydens 'n gereelde skof verrig word, waarvan enige gedeelte tussen 18 00 op een dag en 06.00 op die volgende dag val.

(2) Hierdie bepaling raak nie die werking van 'n voorwaarde in die loonreelende maatreel vir die Nywerheid betreffende oortyddiens en nagwerk wat van toepassing mag wees en wat nie onbestaanbaar hiermee is nie, nog stel dit so 'n voorwaarde tersyde.

### 5. Tegniese studies

(1) Van 'n vakleerling word vereis om tegnies-teoretiese opleiding te ondergaan soos voorgeskryf in die modulêre opleidingsprogramme van elke aangewese ambag.

(2) 'n Vakleerling wat nie reeds ten opsigte van vakke wat betrekking het op die ambag waarvoor hy ingeboek is, in besit is van die sertifikate wat in subklousule (3) van hierdie klousule voorgeskryf word nie, moet met behoorlike ywer tegniese klasse bywoon wat met sodanige ambag in verband staan en wat ooreenkom met die leerplanne wat deur die ODNVN voorgeskryf word vir die Nasionale Tegniese Sertifikaat, Dele I, II en III, in die geval van 'n vakleerling wat ingeboek is, in enige van die ambagte hieronder gemeld, of vir die Nasionale Drukkerssertifikaat, Dele, I, II en III in die geval van enige ander vakleerling·

AMBAGTE

Drukkerselektrisien

Drukkerswerktuigkundige

Skryfbehoeftes- en Koevertmasjienversteller

(3) Behoudens subklousule (2), moet 'n vakleerling tegniese klasse bywoon totdat hy slaag in die eksamen vir die Nasionale Tegniese Sertifikaat, Deel III (N3), die Nasionale Drukkerssertifikaat, Deel III of die Tegniese Teoretiese Modules, Deel I, Deel II en Deel III, die laasgenoemde synde die geakkrediteerde korrespondensiekursus van die inrigting of binnehuise teoretiese onderrig gelykstaande aan die Nasionale Tegniese of Nasionale Drukkerssertifikate te wees

(a) Waar fasiliteite vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus bestaan, moet 'n vakleerling sodanige klasse vir die duur van die kursus op vyf dae per week gedurende sy gewone werkure bywoon

| | |
|---|---|
| National Technical Certificate, Part II (N2), or National Printers' Certificate, Part II | R500,00 |
| National Technical Certificate, Part III (N3) with three subjects or National Printers' Certificate, Part III, with three subjects | R550,00 |
| National Technical Certificate, Part III (N3) with four subjects or National Printers' Certificate, Part III, with four subjects | R600,00 |

(148)

### 4. Night work

(1) Except in cases where exemption has been granted by the Minister of Manpower, no apprentice who is under the age of 18 years shall be employed on night work. For the purposes of this clause "night work" means work performed on a regular shift, any portion of which falls between the hours of 18 00 on one day and 06.00 on the next

(2) This provision shall not over-ride or effect the operation of any condition in the wage regulating measure for the Industry relating to ovetime and night work which may be applicable and which is not inconsistent herewith.

### 5. Technical studies

(1) An apprentice shall undergo technical theoretical training as prescribed in the modular training programmes for each designated trade

(2) An apprentice who is not already in possession of the certificates prescribed in subclause (3), in subjects related to the trade in which he is indentured, shall with proper diligence attend technical classes relevant to such trade and in accordance with the syllabuses prescribed by the PNPITB, for the National Technical Certificate, Parts I, II and III, in the case of an apprentice indentured in any of the trades specified hereunder, or for the National Printers' Certificate Parts I, II and III, in the case of any other apprentice

TRADES

Printers' Electrician

Printers' Mechanic

Stationery and Envelope Machine Adjuster

(3) Subject to subclause (2), an apprentice shall attend technical classes until he obtains the National Technical Certificate, Part III (N3), the National Printers' Certificate, Part III or the Technical Theoretical Modules Part I, Part II and Part III, the latter being the accredited institution correspondence course or inhouse theoretical education equivalent to the National Technical or National Printers' Certificates

(a) Where facilities exist for technical class attendance by continuous course of study, an apprentice shall attend such classes on five days a week during his ordinary hours of work for the duration of the course

(b) Van 'n vakleerling wat ingevolge paragraaf (a) klasse bywoon, mag daar nie vereis word, ook mag hy nie toegelaat word, om hom vir die duur van sodanige kursus vir werk aan te meld nie.

(c) 'n Vakleerling van wie daar vereis word dat hy 'n eksamen gedurende 'n oggend of 'n namiddag aflê, mag nie deur sy werkgewer verplig word om op daardie dag te werk nie Met dien verstande dat 'n vakleerling van wie daar vereis word dat hy in 'n hostel of ander woonplek as 'n hostel inwoon, gedurende die eksamentyd nie verplig mag word om op enige dag of dae tussen eksamens te werk nie

(d) 'n Vakleerling moet sy eksamens gedurende sy gewone werkure aflê 'n Vakleerling van wie daar vereis word dat hy eksamens buite sy gewone werkure of gedurende 'n tydperk van verlof aflê, moet deur sy werkgewer of toegelaat word om van sy werk afwesig te wees vir 'n tydperk gelykstaande aan die tydperk waartydens hy sodanige eksamens afgelê het of besoldig word ten opsigte van sodanige tydperk.

(e) Van 'n vakleerling wat, as gevolg van afwesigheid vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is om tegniese klasse vir die duur van 'n aaneenlopende studiekursus by te woon nie, word daar nie vereis dat hy sy studies gedurende sodanige jaar voortsit nie.

(4) 'n Vakleerling moet tegniese klasse bywoon totdat hy slaag in die eksamen vir die Nasionale Tegniese Sertifikaat, Deel III, in die geval van 'n vakleerling wat ingeboek is in enige van die ambagte in die lys onder subklousule (2) gemeld, of in die eksamen vir die Nasionale Drukkerssertifikaat, Deel III, of die gelykwaardige, in die geval van enige ander vakleerling. Met dien verstande dat 'n vakleerling wat in die eksamen vir genoemde sertifikaat druip maar wat slaag in die ambagsteorie wat betrekking het op die ambag waarvoor hy ingeboek is en aan wie gevolglik 'n Drukkersambagsteoriesertifikaat, Deel III, toegeken word, nie verdere klasse hoef by te woon nie.

(5) Ondanks die bepalings van subklousule (2) word daar nie van 'n vakleerling wat, nadat hy een jaar lank klasse bygewoon het, nie 'n Nasionale Tegniese Sertifikaat, Deel I, verwerf het nie in die geval van 'n vakleerling wat ingeboek is in enige van die ambagte in die lys onder subklousule (2) vermeld, of in die geval van vakleerlinge in ander ambagte, nie geslaag het nie in die ambagsteorie wat betrekking het op die ambag waarvoor hy ingeboek is en aan wie gevolglik nie 'n Drukkersambagsteoriesertifikaat, Deel I, toegeken is nie, vereis dat hy enige verdere klasse bywoon nie Insgelyks word daar nie van 'n vakleerling wat na een jaar se studie op die peil van die Nasionale Tegniese of Nasionale Drukkerssertifikaat, Dele II of III, nie daarin geslaag het om die betrokke ambagsteoriesertifikaat op daardie vlak te verwerf nie, vereis dat hy verdere klasse bywoon nie, maar moet hy voldoen aan die neergelegde ODNVN vereistes vir die binnehuise tegniese teoretiese modules van elke opleidingsvlak.

(b) An apprentice who attends classes in terms of paragraph (a) shall be, for the duration of such course, neither be required nor permitted to report for work. 178

(c) An apprentice who is required to write an examination during a morning or an afternoon shall not be required by his employer to work on that day Provided that an apprentice, who is required to reside at a hostel or some other place in lieu of a hostel, shall during the examination period not be required to work on any day or days between examinations.

(d) An apprentice shall write his examinations during his ordinary working hours. An apprentice who is required to write examinations outside his ordinary working hours or while he is on leave, shall be allowed an equivalent period of time off work by his employer or shall be paid in lieu of such time

(e) An apprentice who is absent because of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, and is not able to attend technical classes for the duration of a continuous course of study shall not be required to pursue his studies during such year

(4) An apprentice shall attend technical classes until he passes the examination for the National Technical Certificate, Part III, in the case of an apprentice indentured in any of the trades listed under subclause (2), or the examination for the National Printers' Certificate, Part III, or the equivalent, in the case of any other apprentice Provided that an apprentice who fails in the examination for the said certificate but obtains a pass in the trade theory relevant to the trade in which he is indentured and is in consequence awarded a Printer's Trade Theory Certificate, Part III, shall not be required to attend further classes.

(5) Notwithstanding the provisions of subclause (2) an apprentice who, after one year's class attendance, has not obtained the National Technical Certificate, Part I, in the case of an apprentice indentured in any trade listed hereunder subclause (2) or, in the case of apprentices in other trades, a pass in the trade theory relevant to the trade in which he is indentured, and has in consequence not been awarded a Printers' Trade Theory Certificate, Part I, shall not be required to attend any further classes Similarly, an apprentice who, after one year's study at the National Technical or Printers' Certificate, Parts II or III level, has failed to obtain the appropriate trade theory certificate at that level shall not be required to attend any further classes, but must satisfy the requirements laid down by the PNPITB for an in-house technical theoretical module at each level as required.

(6) Die werkgewer van 'n vakleerling moet sorg dat die vakleerling ingeskryf word vir sy tegniese opleiding by 'n tegniese kollege of inrigting deur die ODNVN aangewys.

### 6. Betaling van klas- en eksamengelde

(1) 'n Werkgewer moet aan die betrokke tegniese kollege of inrigting die klasgelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word om klasse by te woon Indien die vakleerling nie daarin slaag om 'n sertifikaat van die tegniese kollege of inrigting te toon waarin verklaar word dat hy bevredigende punte vir ywer en vordering behaal het en, behoudens gemagtigde afwesigheid, al die moontlike aantal klasse bygewoon het nie, mag die werkgewer die gelde in paaiemente van hoogstens R10,00 per week van die vakleerling se loon aftrek.

(2) 'n Werkgewer moet aan die betrokke tegniese kollege of inrigting die eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word om vir 'n eksamen in te skryf. Indien die vakleerling enige vak in die eksamen druip, mag die werkgewer die eksamengeld ten opsigte van daardie vak in paaiemente van hoogstens R2,00 per week van die vakleerling se loon aftrek.

(3) 'n Werkgewer moet aan die betrokke tegniese kollege of inrigting die gelde vir handboeke en voorgeskrewe boeke voorskiet wat benodig word en betaalbaar is deur 'n vakleerling gedurende die tydsduur van sodanige onderrig

(4) 'n Werkgewer moet die betrokke trein- en hostelgeld voorskiet wat betaalbaar is deur 'n vakleerling van wie dit vereis word om na 'n kollege te reis en by sodanige kollege hostel tuis te gaan om sodoende die voorgeskrewe klasse by te woon en om in te skryf vir 'n eksamen Hierdie gelde kan van die Opleidings- en Ontwikkelingsfonds verhaal word.

### 7. Praktiese opleiding

(1) Alle vakleerlinge wat in enige van die aangewese ambagte ingeboek is, moet modulêre opleiding ondergaan, wat verdeel is in vier fases, waarvan elk bestaan uit opleiding in 'n aantal komplementêre modules van vaardighede gebaseer op bekwaamheid met gespesifiseerde vaardigheidsvlakke

(2) Elke vakleerling moet vaardighede in elke fase verwerf en sy bemeestering daarvan bewys deur 'n toets van praktiese bevoegdhede af te lê om sodoende die gespesifiseerde modulêre krediete te verwerf

(3) Ten einde die gespesifiseerde vaardighede te bemeester, moet 'n vakleerling modulêre opleiding ondergaan Daar is twee keuses ten opsigte van die verkryging van hierdie opleiding, naamlik—

(a) by geakkrediteerde vakopleidingsinstrukteurs, geakkrediteerde maatskappye of opleidingskole wat binnehuise opleiding voorsien by die onderneming waar die vakleerling ingeboek is; of

(b) van 'n maatskappy deur die akkrediteringskomitee van die ODNVN geakkrediteer vir die verskaffing van modulêre opleiding vir spesifieke fases of vaardighede.

(4) Die werkgewer moet die ODNVN voor die registrasie van 'n kontrak van vakleerlingskap skriftelik in kennis stel welke opleidingskeuse vir elke fase van die betrokke vakleerling se opleiding gekies is en enige verandering van keuse daarna, moet deur die ODNVN goedgekeur word Indien 'n besondere werkgewer nie akkreditering verkry om opleiding te verskaf nie, kan die ODNVN vereis dat tussen keuses (3) (a) of (3) (b) gekies word

(6) The employer must arrange for the enrolment of the apprentice for his technical studies at a technical college or institution concerned as indicated by the PNPITB (178)

### 6. Payment of class and examination fees

(1) An employer shall advance to the technical college or institution concerned the class fees payable by an apprentice who is required to attend any classes Should the apprentice fail to produce a certificate from the technical college or institution stating that he has obtained satisfactory marks for diligence and progress and, subject to authorised absences, has attend all the possible number of classes, the amount of the fees may be deducted by the employer from the wages of the apprentice in instalments of not more than R10,00 per week

(2) An employer shall advance to the technical college or institution concerned the examination fees payable by an apprentice who is required to enter for any examination Should the apprentice fail to pass the examination in any subject, the examination fees for that subject may be deducted by the employer from the wages of the apprentice in instalments of not more than R2,00 per week.

(3) An employer shall advance to the technical college or institution concerned the cost of all text books and prescribed books required by an apprentice during the course of such tuition

(4) An employer shall advance the train fare and hostel fees payable by an apprentice, who in order to attend prescribed classes or enter for any examination, is required to live at a college hostel and may recover the amount so advanced from the Training and Development Fund.

### 7. Practical training

(1) All apprentices indentured in any of the designated trades must undergo modular training, which has been divided into four phases, each consisting of a number of complementary modules of competency based skills training with specified skills levels.

(2) Each apprentice is required to achieve the skills within each phase and to prove his mastery of these in a practical competence test, thereby obtaining the specified modular credits.

(3) To achieve the mastery of these specified skills, an apprentice must undergo modular training This training can be obtained in two options, namely—

(a) by the accredited trade training instructors, accredited companies or training schools who provides the in-house training at the establishment where the apprentice is indentured; or

(b) from a company accredited by the accreditation committee of the PNPITB to provide modular training for specific phases or skills.

(4) The employer must inform the PNPITB in writing prior to the registration of a contract of apprenticeship which training option for each phase of the relevant apprentice's training has been chosen and any change of choice thereafter must be approved beforehand by the PNPITB Should a particular employer not receive accreditation to provide training, the PNPITB can insist that a choice be made between options (3) (a) or (3) (b)

### 8. Toetsing en verwerwing van kwalifikasies

(1) (a) Elke vakleerling in elke aangewese ambag moet in 'n goedgekeurde ambagstoets slaag om as 'n vakman te kwalifiseer

(b) Ambagstoetse moet afgeneem word by sentrums deur die ODNVN geakkrediteer op datums wat deur die ODNVN bepaal en gepubliseer word

(2) Om as 'n kandidaat vir 'n ambagstoets aanvaar te word soos bedoel in subklousule (1) (a), moet 'n vakleerling—

(a) die modulêre opleidingsprogram wat deur die ODNVN goedgekeur is, voltooi het en sy bekwaamheid tot en met fase vier opleiding bewys het deur die suksesvolle voltooiing van die eerste drie fasetoetse en die individuele modules wat in fase vier voorgeskryf word,

(b) die minimum leertyd vir vakleerlingskap van 104 weke soos gespesifiseer in klousule 2 (1), voltooi het, en

(c) indien dit vereis word, dokumentêre bewys voorlê dat daar aan die vereistes van paragrawe (a) en (b) voldoen is.

(3) 'n Vakleerling wat nie met die eerste poging in die ambagstoets slaag nie, moet toegelaat word om twee verdere pogings aan te wend, mits die pogings minstens ses maande uiteen is Indien die vakleerling nie in die derde ambagstoets slaag nie, word die kontrak as beeindig geag

(4) By suksesvolle voltooiing van elkeen van die fasetoetse, sal 'n sertifikaat aan die vakleerling uitgereik word waarop sy bewese vaardighede met betrekking tot die modules van daardie fase en die toepaslike vaardigheidsvlak aangegee word.

(5) Indien 'n vakleerling nie in die eerste fasetoets of die tweede poging om enige daaropvolgende fasetoets af te lê, slaag nie, en hy in oorleg met die ODNVN geag word ongeskik vir verdere opleiding te wees, kan die ODNVN sy kontrak van vakleerlingskap kanselleer en hy sal,die stelsel verlaat met die vaardigheidssertifikaat van die hoogste fase wat hy bereik het

(6) Die koste verbonde aan die eerste ambagstoets word deur die ODNVN gedra. Die koste verbonde aan enige daaropvolgende ambagstoetse sal egter deur die vakleerling gedra word.

### 9. Opleidingskursusse

Die werkgewer moet die vakleerling voorsien van praktiese opleiding in die ambag waarin hy ingeboek is ooreenkomstig die toepaslike opleidingskedules en voorskrifte wat deur die ODNVN gepubliseer is, en van tyd tot tyd aan die werkgewer uitgereik word.

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**No. R. 2400** **4 Oktober 1991**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR DIE BOU-INDUSTRIE WYSIGING VAN AMBAG EN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wysig hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No R 168 van 1 Februarie 1991 deur—

(1) in paragraaf 1 (a) van voormelde kennisgewing die ambag "5 Skrynwerker (3)" deur die ambag "5 Skrynwerker en Houtmasjineerder (3)" te vervang;

### 8. Testing and achievement of qualifications

(1) (a) Every apprentice in each designated trade shall pass an accredited trade test to qualify as an artisan.

(b) Trade tests shall be conducted at centres accredited by the PNPITB at dates arranged and published by the PNPITB

(2) To be accepted as a candidate for a trade test referred to in subclause (1) (a), an apprentice shall—

(a) have completed the modular training programme approved by the PNPITB and demonstrated his competence up to and including phase 4 training by successful completion of the first 3 phase tests and the individual modules prescribed in phase 4;

(b) have completed the minimum period of apprenticeship of 104 weeks as specified in clause 2 (1), and

(c) if required, supply documentary proof of having met the requirements in paragraphs (a) and (b).

(3) An apprentice who fails his first attempt at a trade test shall be permitted a further two additional attempts, provided these are at least six months apart The contract shall be deemed to be terminated if the apprentice fails the third test

(4) On successful completion of each of the phase tests, the apprentice will be issued with a certificate which will list his demonstrated skills as related to the modules comprising that stage and the appropriate skills level

(5) Should an apprentice fail the first phase test or the second attempt at any subsequent phase test and after consultation with the PNPITB he is deemed unsuitable for further training, the PNPITB may cancel the contract of apprenticeship and he will then leave the training system with the skills certificate of the highest phase achieved

(6) The costs of the first attempt at a trade test will be borne by the PNPITB The costs of any further trade tests will, however, be borne by the apprentice

### 9. Courses of training

The employer shall provide the apprentice with practical training in the trade in which he is indentured in accordance with the relevant training schedules and directives published by the PNPITB and issued to the employer from time to time.

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**No. R. 2400** **4 October 1991**

MANPOWER TRAINING ACT, 1981

BUILDING INDUSTRIES TRAINING BOARD AMENDMENT OF A TRADE AND CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) amend, with effect from the second Monday after the date of publication of this notice, Government Notice No R 168 of 1 February 1991—

(1) by the substitution for the trade "3 Joiner (5)" in paragraph 1 (a) of the said notice, of the trade "3 Joiner and Woodmachinist (5)",

(2) klousule 1 (b) van die Leervoorwaardes deur die volgende te vervang

"(b) standerd VII of 'n Nasionale Tegniese Sertifikaat, Deel 1 (N1), of gelykwaardige kwalifikasie, en",

(3) klousule 2 (1) deur die volgende te vervang.

"(1) Om as 'n aangewese ambagsman te kwalifiseer moet 'n vakleerling 'n goedgekeurde ambagstoets in die betrokke ambag slaag. Sodanige ambagstoets moet afgelê word by 'n toetssentrum wat deur ORBI geakkrediteer is ",

(4) klousule 2 (2) (a) deur die volgende te vervang.

"(a) 'n Nasionale Tegniese Sertifikaat, Deel 2 (N2) in die betrokke ambag behaal het, met 'n slaagsyfer in die ambagsteorie, en",

(5) klousule 2 (2) (b) (iii) deur die volgende te vervang

"(iii) 18 maande praktiese terreinondervinding by die werkgewer Met dien verstande dat die ondervinding wat volgens (ii) hierbo by 'n werkgewer opgedoen is, ook beskou sal word as terreinondervinding ",

(6) klousule 2 (4) deur die volgende te vervang

"(4) Die kontrak van vakleerlingskap eindig wanneer die vakleerling—

(a) 'n ambagstoets slaag, of

(b) 24 maande praktiese terreinondervinding opgedoen het sonder om 'n ambagstoets te slaag, waarna hy nie as 'n aangewese ambagsman beskou sal word nie.",

(7) klousule 2 (6) deur die volgende te vervang·

"(6) 'n Werkgewer moet 'n vakleerling sy gewone loon betaal vir die tydperk wanneer hy sy eerste ambagstoets aflê ",

(8) klousule 2 (7) deur die volgende te vervang·

"(7) Die tydperk van praktiese terreinondervinding sal nie enige afwesighede as gevolg van siekteverlof van meer as 10 dae per jaar insluit nie, ook nie afwesighede as gevolg van skorsing of militêre- of polisiediens nie en elke werkgewer moet, binne sewe dae na die aanvang en die beeindiging van sodanige verlengde siekteverlof of militêre- of polisiediens, die ORBI van sodanige afwesigheid in kennis stel op die wyse deur die ORBI bepaal ",

(9) klousule 6 (1) deur die volgende te vervang

"(1) Die basiese loon van 'n vakleerling sal nie minder wees as 30% van die minimum voorgeskrewe loon van 'n aangewese ambagsman soos voorgeskryf deur die Nywerheidsraadooreenkoms vir die betrokke gebied en ambag nie Met dien verstande dat 'n Nywerheidsraad 'n hoer persentasie vir die bepaling van die basiese loon mag voorskryf vir die betrokke gebied en ambag Met dien verstande voorts dat sodanige hoer persentasie gepubliseer sal word as deel van die Nywerheidsraadooreenkoms of Bylae daartoe ",

(10) In klousule 6 (2) waar die uitdrukking "vakmanloon" voorkom dit deur die uitdrukking "aangewese ambagsmanloon" te vervang,

(11) klousule 6 (3) deur die volgende te vervang

"(3) Indien daar geen loonreelende maatreel vir 'n aangewese ambagsman in 'n gebied buite die jurisdiksie van 'n Nywerheidsraad bestaan nie, moet die werkgewer en die vakleerling op 'n loon ooreekom wat geag sal word die aangewese ambagsmanloon te wees vir die bepaling van die loon ooreenkomstig subklousules (1) en (2) hierbo Hierdie loon moet jaarliks hersien word ",

(2) by the substitution for clause 1 (b) of the Conditions of Apprenticeship, of the following

"(b) standard VII or a National Technical Certificate, Part 1 (N1), or equivalent qualification, and",

(3) by the substitution for clause 2 (1) of the following·

"(1) To qualify as a designated tradesman, an apprentice must pass an approved trade test in the relevant trade. Such trade test must be taken at a test centre accredited by the BITB ",

(4) by the substitution for clause 2 (2) (a) of the following.

"(a) Have attained a National Technical Certificate, Part 2 (N2) in the relevant trade, with a pass in the trade theory, and",

(5) by the substitution for clause 2 (2) (b) (iii) of the following:

"(iii) 18 months' practical site experience with the employer: Provided that the experience gained with the employer according to (ii) above, shall also be regarded as experience gained on site ",

(6) by the substitution for clause 2 (4) of the following:

"(4) The contract of apprenticeship shall cease when the apprentice—

(a) passes a trade test; or

(b) has gained 24 months' practical site experience without passing a trade test whereafter he will not be deemed to be a designated tradesman ",

(7) by the substitution for clause 2 (6) of the following:

"(6) The employer shall pay the apprentice his normal wages for the period during which he does his first trade test.";

(8) by the substitution for clause 2 (7) of the following·

"(7) The period of practical site experience shall not include any absences as a result of sick leave in excess of 10 days per annum, nor shall it include absences due to suspensions or military or police service and the employer shall, within seven days of the commencement and termination of such extended sick leave or military or police service, inform the BITB of such absence in the form determined by the BITB ",

(9) by the substitution for clause 6 (1) of the following

"(1) The basic wage of an apprentice shall not be less than 30% of the minimum prescribed wage of a designated tradesman as prescribed in the Industrial Council Agreement for the Building Industry for the relevant region and trade Provided that an Industrial Council may determine and prescribe a higher percentage for the determination of the basic wage for the relevant region and trade· Provided further that such higher percentage shall be published as part of the Industrial Council Agreement or Addendum thereto ";

(10) by the substitution for the expression "craftsman wages" wherever it appears in clause 6 (2) with the expression 'designated tradesman wages',

(11) by the substitution for clause 6 (3) of the following.

"(3) In the absence of wage regulating measures for a designated tradesman in an area outside the jurisdiction of an Industrial Council, the employer and apprentice must agree on a wage which shall be deemed to be the wage of a designated tradesman for the purpose of calculating the wage payable in terms of subclauses (1) and (2) above and such wage shall be reviewed annually.",

(12) klousule 6 (4) deur die volgende te vervang

"(4) Vir die doeleindes van hierdie Leervoorwaardes beteken 'Aangewese Ambagsman' 'n persoon wat 'n Nasionale Tegniese Sertifikaat, Deel 2 (N2) in die betrokke ambag behaal het met 'n slaagsyfer in die ambagsteorie en wat aan al die voorgeskrewe Opleidingsprestasiekriteria en Produksieprestasiekriteria voldoen het en ook die voorgeskrewe ambagstoets in die betrokke ambag geslaag het ", en

(13) klousule 7 (1) deur die volgende te vervang

"(1) Die bepalings van die betrokke Nywerheidsraadooreenkoms wat op die res van die werkgewer se arbeidsmag van toepassing is, sal van toepassing wees op diensvoorwaardes wat nie in hierdie kennisgewing genoem word nie Met dien verstande dat, indien daar in 'n spesifieke Nywerheidsraadooreenkoms geen voorsiening gemaak word vir 'n vakansietoelaag vir vakleerlinge nie, die werkgewer aan die vakleerling sy volle loon moet betaal vir die vakansietydperk soos voorgeskryf deur die Nywerheidsraad vir die betrokke gebied.", en

(b) bepaal dat—

(1) die gewysigde Leervoorwaardes hierbo vermeld, maar met die uitsondering van paragraaf (a) (7), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, ook van toepassing sal wees op vakleerlinge wat reeds ingeboek is ingevolge die Leervoorwaardes soos gepubliseer by Goewermentskennisgewing No R 168 van 1 Februarie 1991, en

(2) ondanks die bepalings van hierdie kennisgewing, die loon betaalbaar aan 'n vakleerling wat ingeboek is voor die inwerkingtreding van hierdie kennisgewing, nie verminder mag word nie

**E. VAN DER M. LOUW,**
Minister van Mannekrag

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**No. R. 2401** **4 Oktober 1991**

WET OP MANNEKRAGOPLEIDING, 1981

SUIWELBEDRYFOPLEIDINGSKEMA: WYSIGING EN VERLENGING

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 39 (6) van die Wet op Mannekragopleiding, 1981—

(a) verleng hierby die tydperk vasgestel by Goewermentskennisgewing No 2041 van 31 Augustus 1990, met 'n tydperk van een jaar wat op 9 September 1992 eindig, en

(b) wysig hierby, met ingang van 1 Oktober 1991, die Skema gepubliseer by genoemde Goewermentskennisgewing—

(i) deur die woorde wat klousule 1 van die Skema voorafgegaan met die volgende woorde te vervang:

"Die Opleidingskema vir die Suiwelbedryf, hierna 'die Bedryf' genoem, is ingestel deur werkgewersorganisasies in die Bedryf, kragtens artikel 39 (4) van die Wet op Mannekragopleiding, 1981, vir die opleiding van werknemers in die Bedryf en maak voorsiening vir die instelling van 'n fonds vir die doeleindes van die Skema, die betaling van bydraes aan die Fonds deur werkgewers in die Bedryf en die aanwysing van die Opleidingsraad vir die Suiwelbedryf om die Fonds, wat as die 'Suiwelbedryfopleidings- en ontwikkelingsfonds' bekend sal staan, te administreer ",

(12) by the substitution for clause 6 (4) of the following

"(4) For the purposes of these Conditions of Apprenticeship 'Designated Tradesman' means a person who has attained a National Technical Certificate, Part 2 (N2) in the relevant trade, with a pass in the trade theory and has complied with all prescribed Training Performance Criterial and Production Performance Criteria and has passed the prescribed trade test for the relevant designated trade "; and

(13) by the substitution for clause 7 (1) of the following

"(1) The provisions of the relevant Industrial Council Agreement as applicable to the rest of the employer's work-force, shall apply to such conditions of service which are not mentioned in this notice Provided that if, in a specific Industrial Council Agreement, no provision is made for a holiday allowance for apprentices, an employer must pay the apprentice his full wage for the holiday period as specified by the Industrial Council for the area concerned "; and

(b) determine that—

(1) the amended Conditions of Apprenticeship as mentioned above, but with the exclusion of paragraph (a) (7), shall, with effect from the second Monday after the date of publication of this notice, also apply to apprentices who are already indentured in terms of the Conditions of Apprenticeship published under Government Notice No R. 168 of 1 February 1991; and

(2) notwithstanding the provisions of this notice, the wage payable to an apprentice indentured prior to the date of coming into operation of this notice, shall not be reduced

**E. VAN DER M. LOUW,**
Minister of Manpower.

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**No. R. 2401** **4 October 1991**

MANPOWER TRAINING ACT, 1981

DAIRY INDUSTRY TRAINING SCHEME AMENDMENT AND EXTENSION

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 39 (6) of the Manpower Training Act, 1981, hereby—

(a) extend the period fixed by Government Notice No 2041 of 31 August 1990 with a period of one year ending on 9 September 1991; and

(b) amend, with effect from 1 October 1991, the Scheme published by the said Government Notice—

(i) by the substitution for the words preceding clause 1 of the Scheme of the following words

"The Training Scheme for the Dairy Industry, hereinafter referred to as 'the Industry', has been established by employers' associations in the Industry in terms of section 39 (4) of the Manpower Training Act, 1981, for the training of employees in the Industry and provides for the establishment of a fund for the purposes of the Scheme, the payment of contributions to the Fund and the appointment of the Training Board for the Dairy Industry to administer the Fund, which shall be known as the 'Dairy Industry Training and Development Fund' ",

**No. R. 2562** **25 Oktober 1991**

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD OPLEIDINGSRAAD VIR DIE DRUK-, NUUSBLAD- EN VERPAKKINGSNYWERHEID

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Opleidingsraad vir die Druk-, Nuusblad- en Verpakkingsnywerheid, Posbus 6776, Roggebaai, 8012, kragtens artikel 12B van die Wet, op 7 Oktober 1991 geakkrediteer het ten opsigte van die Druk-, Nuusblad- en Verpakkingsnywerheid, soos omskryf in Goewermentskennisgewing No R 2339 van 4 Oktober 1991 in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het

Vakleerlinge en werkgewers van vakleerlinge in die Druk-, Nuusblad- en Verpakkingsnywerheid se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleering wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrakte binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde opleidingsraad bekend moet maak

**No. R. 2562** **25 October 1991**

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES TRAINING BOARD

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Printing, Newspaper and Packaging Industries Training Board, P O Box 6776, Roggebaai, 8012, on 7 October 1991 in respect of the Printing, Newspaper and Packaging Industry, as defined in Government Notice No R 2399 of 4 October 1991 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that industry and area on the said date

The attention of apprentices and employers of apprentices in the Printing, Newspaper and Packaging Industry is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in that industry and area in terms of a contract shall within 90 days after the said date, notify the said training board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question

**No. R. 2567** **25 Oktober 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID WYSIGING VAN MICWU-MEDIESE FONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 30 September 1991 en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is

**E. VAN DER M. LOUW,**
Minister van Mannekrag.

**BYLAE**

**DIE NASIONALE NYWERHEIDSRAAD VIR DIE MOTORNYWERHEID**

**MICWU- MEDIESE FONDSOOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

**South African Motor Industry Employers' Association**

en die

**South African Vehicle Builders' and Repairers' Association**

**No. R. 2567** **25 October 1991**

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY AMENDMENT OF MICWU MEDICAL FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 20 September 1991 and for the period ending 30 June 1992 upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union

**E. VAN DER M. LOUW,**
Minister of Manpower

**SCHEDULE**

**THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY**

**MICWU MEDICAL FUND AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

**South African Motor Industry Employers' Association**

and the

**South African Vehicle Builders' and Repairers' Association**

| *Name of unemployment benefit committee* | *Area of jurisdiction* |
|---|---|
| 7 Unemployment Benefit Committee, Germiston | The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Nigel, Oberholzer, Sasolburg, Springs, Vanderbijlpark, Vereeniging and Westonaria |
| 8 Unemployment Benefit Committee, Witbank | The Magisterial Districts of Amersfoort, Balfour, Barberton, Belfast, Bethal, Bochum, Bolobedu, Carolina, Ellisras, Ermelo, Giyani, Groblersdal, Highveld Ridge, Letaba, Lydenburg, Malamulele, Mdutjana, Messina, Middelburg (Transvaal), Mokerong, Moutse, Naphuno, Nebo, Nelspruit, Pilgrim's Rest, Phalaborwa, Piet Retief, Pietersburg, Potgietersrus, Ritavi, Sekgosese, Sekhukhuneland, Soutpansberg, Standerton, Thabamoopo, Thabazimbi, Volksrust, Wakkerstroom, Warmbaths, Waterberg, Waterval Boven, Witbank and White River |
| 9 Unemployment Benefit Committee, East London | The Magisterial Districts of Cathcart, East London, Elliot, Fort Beaufort, Indwe, King William's Town, Komga, Lady Grey, Maclear, Molteno, Queenstown, Stockenstrom, Stutterheim and Wodehouse |
| 10 Unemployment Benefit Committee, Kimberley | The Magisterial Districts of Barkly West, Bloemhof, Bothaville, Britstown, Christiana, Coligny, De Aar, Delareyville, Gordonia, Hanover, Hartswater, Hay, Herbert, Hoopstad, Hopetown, Jacobsdal, Kenhardt, Kimberley, Klerksdorp, Koffiefontein, Kuruman, Lichtenburg, Noupoort, Phillipstown, Postmasburg, Potchefstroom, Prieska, Richmond (Cape Province), Schweizer-Reneke, Ventersdorp, Vryburg, Warrenton and Wolmaransstad |

**No. R. 2707** **15 November 1991**

WET OP MANNEKRAGOPLEIDING, 1981

MINING INDUSTRY ENGINEERING TRADES TRAINING BOARD. WYSIGING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No R 1273 van 16 Junie 1989, soos gewysig by Goewermentskennisgewings Nos R 2172 van 6 Oktober 1989, R 2821 van 22 Desember 1989 en R 2411 van 12 Oktober 1990—

(a) deur in klousule 3 van die Voorwaardes subklousule (1) (a) deur die volgende subklousule te vervang:

"(1) (a) 'n Werkgewer moet 'n vakleerling maandeliks besoldig ooreenkomstig die vakleerling se jaar van erkende diens teen minstens die skale hieronder uiteengesit:

| *Jaar van erkende diens* | *Skaal per jaar* R |
|---|---|
| Eerstejaar | 864 |
| Tweedejaar | 996 |
| Derdejaar | 1 144 |
| Vierdejaar | 1 315 |
| Vyfdejaar | 1 512 |
| Sesdejaar | 1 737 |
| Sewendejaar | 1 998 " |

**E. VAN DER M. LOUW,**
Minister van Mannekrag

**No. R. 2707** **15 November 1991**

MANPOWER TRAINING ACT, 1981

MINING INDUSTRY ENGINEERING TRADES TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the first Monday after the date of publication of this notice, Government Notice No. R. 1273 of 16 June 1989, as amended by Government Notices Nos R 2172 of 6 October 1989, R 2821 of 22 December 1989 and R 2411 of 12 October 1990—

(a) by the subsitution in clause 3 of the Conditions for subclause (1) (a) of the following subclause:

"(1) (a) An employer shall pay an apprentice monthly in accordance with the apprentice's year of recognised service, at not less than the rates specified below

| *Year of recognised service* | *Rate per month* R |
|---|---|
| First year | 864 |
| Second year | 996 |
| Third year | 1 144 |
| Fourth year | 1 315 |
| Fifth year | 1 512 |
| Sixth year | 1 737 |
| Seventh year | 1 998 " |

**E. VAN DER M. LOUW,**
Minister of Manpower.

**No. R. 2708** **15 November 1991**

WET OP MANNEKRAGOPLEIDING, 1981

TEKSTIELNYWERHEID AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby in die Tekstielnywerheid in die Republiek van Suid-Afrika ondervermelde ambagte

**No. R. 2708** **15 November 1991**

MANPOWER TRAINING ACT, 1981

TEXTILE INDUSTRY. DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate in the Textile Industry in the Republic of South Africa the undermentioned trades as trades in

aan as ambagte ten opsigte waarvan die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is

**AMBAGTE**

1 Spinmasjien Meganikus (Lang vesel)

2. Weefmasjien Meganikus (Airjet)

3 Weefmasjien Meganikus (Projectile)

4 Weefmasjien Meganikus (Rapier)

5 Weefmasjien Meganikus (Shuttle), en

(b) skryf met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes hieronder uiteengesit voor as leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en die gebied daarin genoem

Vir die doeleindes van hierdie kennisgewing beteken "Tekstielnywerheid" of "Nywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om werksaamhede van die aard hieronder omskryf, met inbegrip van werk wat algemeen as subkontrakwerk bekend staan en soortgelyke werk, te verrig

Die vervaardiging van sintetiese vesels en van gare en draad van gefabriseerde en natuurlike vesels of enige mengsels daarvan, die vervaardiging van geweefde en gebreide tekstielstowwe, die vervaardiging van huishoudelike tekstielstowwe (handdoeke, bedlinne, tafellinne en kombuislinne) uit weefstowwe wat self vervaardig word, die vervaardiging van komberse en reisdekens; alle kleur-, druk- en afwerkprosesse wat direk aan enige van of al die bogenoemde vervaardigingsaktiwiteite verbind is met inbegrip van die nywerheidskontrakkleuring, bedrukking en afwerking van vesels, gare en geweefde en gebreide tekstielstowwe,

maar uitgesonderd—

die vervaardiging van tapyte, matte, matstof en linoleum, kabels, touwerk, lyn en koord, en enige gare vervaardigingsprosesse wat direk en alleenlik op enige van of al bogenoemde uitgeslote prosesse gebaseer is; die vervaardiging van huishoudelike en huistekstielstowwe uit stowwe wat nie self vervaardig word nie, soos aangekoopte tekstielstowwe, die vervaardiging van gebreide tekstielstowwe en aanvullende prosesse alleenlik vir die vervaardiging van gebreide kledingstukke, kouse, die vervaardiging van sakke en sakkies; wolwassery en wolkammery, katoen afpluising en veselbewerking, die vervaardiging van tente en bokseile van stowwe wat nie self vervaardig word nie, en die vervaardiging van geperste vilt en opstopsels

**E. VAN DER M. LOUW,**
Minister van Mannekrag

LEERVOORWAARDES

**1. Kwalifikasies om met vakleerlingskap te begin**

Die minimum leeftyd en opvoedkundige kwalifikasies om met vakleerlingskap te begin, is—

(a) 16 jaar, en

(b) (i) 'n Standerd 8 Sertifikaat met Wiskunde en Wetenskap as slaagvakke, of

respect of which the Act shall apply with effect from the second Monday after the date of publication of this notice

**TRADES**

1 Spinning Machine Mechanician (Long Staple)

2 Weaving Machine Mechanician (Airjet)

3 Weaving Machine Mechanician (Projectile)

4. Weaving Machine Mechanician (Rapier)

5 Weaving Machine Mechanician (Shuttle), and

(b) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions set out hereunder as conditions of apprenticeship in respect of the trades designated in paragraph (a) in the Industry and the area mentioned therein

For the purposes of this notice "Textile Industry" or "Industry" means the industry in which employers and their employees are associated for the purpose of carrying out operations of the hereunder defined nature, including work commonly known as subcontract work and the like:

The manufacture of synthetic fibres and of yarns and thread of man-made and natural fibres or any blends of these, the manufacture of woven and knitted fabrics; the manufacture of domestic and household textiles (towels, bed-linen, table-linen and kitchen-linen) from fabrics of own manufacture, the manufacture of blankets and rugs other than carpeting rugs, all dyeing, printing and finishing processes directly connected with any or all of the above-mentioned manufacturing activities and includes industrial commission dyeing, printing and finishing of fibres, yarns, threads and woven and knitted fabrics,

but excludes—

the manufacture of carpets, rugs, mats, matting and linoleums, cables, cordages, ropes and twines, and any yarn production processes directly and solely based on any or all of the above excluded processes, the manufacture of household and domestic textiles from fabrics not of own production of knitted garments and hosiery, the manufacture of bags and sacks, wool scouring and combing; cotton ginning and fibre working, the manufacture of tents and tarpaulins from fabrics not of own manufacture, and the manufacture of pressed felts and paddings

**E. VAN. DER M. LOUW,**
Minister of Manpower

CONDITIONS OF APPRENTICESHIP

**1. Qualifications for commencing apprenticeship**

The minimum age and educational qualifications for commencing apprenticeship shall be—

(a) 16 years; and

(b) (i) Standard 8 certificate with passes in Mathematics and Science, or

(ii) 'n Standerd 9 Sertifikaat met Wiskunde as slaagvak, of

(iii) 'n Nasionale Tegniese Sertifikaat, Deel II (N2), met 'n aanvaarbare ambagsteorie,

(iv) sodanige ander sertifikaat as wat die Tekstielnywerheidsopleidingsraad (TITB) as toepaslik en voldoende aanvaar

**2. Leertyd**

(1) Die leertyd word bepaal deur die vakleerling se vordering deur die opleidingskedules, onderworpe aan die tydsbeperkings voorgeskryf in die betrokke opleidingskedules vir elke module en onderworpe aan enige krediete wat deur die TITB toegestaan is vir vorige ondervinding en opleiding, en sluit die tyd in wat aan tegniese studies bestee is totdat die Nasionale Tegniese Sertifikaat, Deel III (N3), verwerf is en die ambagstoets geslaag is

(2) Die werkgewer van 'n vakleerling moet die TITB binne sewe dae na die vakleerling se vertrek vir opleiding of diens ingevolge die Verdedigingswet, 1957, (Wet No 44 van 1957) of die Polisiewet, 1958, (Wet No 7 van 1958) in kennis stel van sodanige vertrek en moet ingelyks handel binne sewe dae na die vakleerling se terugkeer van sodanige opleiding of diens

(3) Die werkgewer moet die TITB onverwyld verwittig van enige ander aaneenlopende tydperk van afwesigheid indien sodanige tydperk 30 dae oorskry

(4) Afwesighede bedoel in subklousules (2) en (3) moet in die logboek voorgeskryf deur die TITB, opgeteken word

**3. Lone**

(1) 'n Werkgewer moet 'n vakleerling weekliks of maandeliks ooreenkomstig die vakleerling se erkende ontwikkelingsvlak besoldig teen minstes die skale hieronder uiteengesit

Erkende ontwikkelingsvlak ooreenkomstig die opleiding skedules

| | *Per Week* | *Per Maand* |
|---|---|---|
| Eerste vlak | R180,92 | R 783,38 |
| Tweede vlak | R213,22 | R 923,24 |
| Derde vlak | R284,31 | R1 231,06 |

(2) 'n Vakleerling moet besoldig word teen die loonskaal van toepassing op die erkende ontwikkelingsvlak waarin hy val, ongeag die jaar van opleiding Hierdie loonskale moet jaarliks deur die TITB hersien en in die *Staatskoerant* gepubliseer word

(3) 'n Vakleerling wat 'n eerste tydperk van opleiding of diens ingevolge die Verdedigingswet, 1957 of artikel 34A (3) van die Polisiewet, 1958 ondergaan of verrig het, moet 'n vyf persent hoer loon betaal word as die voorgeskrewe minimum soos bepaal in subklousule (1)

**4. Tegniese Studies**

(1) 'n Vakleerling wat nie reeds in besit is van die volle sertifikaat voorgeskryf in klousule 1 (b) (iii) ten opsigte van vakke wat betrekking het op die ambag waarvoor hy ingeboek is nie, moet tegniese studies volg wat paslik is vir sodanige ambag en ooreenkom met die leerplanne voorgeskryf vir die Nasionale Tegniese Sertifikaat, Dele I, II en III (N1, N2 en N3)

(ii) Standard 9 certificate with a pass in Mathematics, or

(iii) National Technical Certificate, Part II (N2), with an acceptable trade theory,

(iv) such other certificate as the Textile Industry Training Board (TITB) may accept as appropriate and sufficient

148

**2. Period of apprenticeship**

(1) The period of apprenticeship shall be determined by the apprentice's progress through the training schedules subject to the time limits prescribed in the relevant training schedules for each module and subject to any credits granted by the TITB for previous experience and training and shall include time spent on technical studies until such time as the National Technical Certificate, Part III (N3), has been obtained and the trade test has been passed

(2) The employer of an apprentice shall within seven days of the departure of the apprentice for training or service in terms of the Defence Act, 1957, (Act No 44 of 1957) or the Police Act, 1958, (Act No 7 of 1958) notify the TITB of such departure and shall do likewise within seven days of the return of the apprentice from such training or service

(3) The employer shall forthwith advise the TITB of any other continuous period of absence if such period exceeds 30 days

(4) Absences referred to in subclauses (2) and (3) shall be recorded in the logbook prescribed by the TITB

**3. Wages**

(1) An employer shall pay an apprentice weekly or monthly in accordance with the apprentice's accredited level of development, at not less than the rates specified below:

Accredited level of development in accordance with the training schedules:

| | *Per Week* | *Per Month* |
|---|---|---|
| First Level | R180,92 | R 783,38 |
| Second Level | R213,22 | R 923,24 |
| Third Level | R284,31 | R1 231,06 |

(2) An apprentice shall be paid at the rate of remuneration applicable to the accredited level of development within which he falls, regardless of the year of training These rates of remuneration shall be reviewed annually by the TITB and published in the *Gazette*

(3) An apprentice who has undergone or rendered a first period of training or service in terms of the Defence Act, 1957 or section 34A (3) of the Police Act, 1958 shall be paid a five per cent higher wage than the prescribed minimum as provided for in subclause (1)

**4. Technical Studies**

(1) An apprentice who is not already in possession of the full certificate prescribed in clause 1 (b) (iii) in subjects relating to the trade in which he is indentured, shall follow technical studies appropriate to such trade and in accordance with the syllabi prescribed for the National Technical Certificate, Parts I, II and III (N1, N2 and N3)

(2) Afgesien van die intreekwalifikasies wat 'n vakleerling besit, soos gemeld in klousule 1 (b) (i), (ii) en (iii), moet hy tegniese studies onderneem totdat hy die Nasionale Tegniese Sertifikaat, Deel III (N3), verwerf het in die vier vakke soos gespesifiseer vir die ambag.

(3) Tegniese studies kan deur 'n korrespondensiekursesstelsel gevolg word

(4) 'n Vakleerling van wie daar vereis word om 'n korrespondensiekursus te volg, moet voorsien word van 'n paslik toegeruste area vir studiedoeleindes by sy werkplek, en die werkgewer moet sodanige vakleerling vir 'n minimum van 6 ure per week en vir die tyd vereis vir eksamens vrystel.

(5) Waar fasilitiete vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende of deeltydse studiekursus bestaan, kan 'n vakleerling deur sy werkgewer versoek word om vir die duur van die kursus sodanige klasse as wat vereis word, gedurende sy gewone werkure by te woon In sodangie gevalle is die werkgewer aanspreeklik vir die betaling van verblyf- en vervoerkoste soos vasgestel deur die TITB.

(6) Enige voortsetting van 'n korrespondensiekursus of voortgesette bywoning van tegniese klasse vir enige verdere sertifikaat nadat 'n vakleerling voldoen het aan die vereistes van subklousule (2), moet buite werkure geskied Met dien verstande dat die vakleerling, onderworpe aan die ooreenkoms met sy werkgewer, kan voortgaan om deel te neem aan sodanige kursusse of om klasse by te woon gedurende gewone werkure op die basis voorgeskryf in subklousule (7)

(7) Van 'n vakleerling wat ingevolge subklousule (5) of (6) klasse op 'n voltydse basis bywoon, mag daar vir die duur van sodanige kursus nie vereis word om hom vir werk aan te meld nie

(8) Van 'n vakleerling wat as gevolg van afwesigheid vir opleiding of diens ingevolge van Verdedigingswet, 1957 of die Polisiewet, 1958 nie in staat is om vir die duur van 'n aaneenlopende studiekursus minstens die helfte van 'n akademiese jaar 'n korrespondensiekursus te volg of tegniese klasse by te woon nie, na gelang van die geval, mag daar nie vereis word om sy studie gedurende sodanige jaar voort te sit nie

(9) Die bepalings van klousule 4 (6) is *mutatis mutandis* van toepassing op die tweede poging om enige tegniese eksamen soos voorgeskryf in subklousule (2) af te lê.

**5. Betaling van kursus- of klas- en eksamengelde vir studies aan 'n tegniese kollege**

(1) 'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursusgelde en die eskamengelde betaal wat betaalbaar is deur 'n vakleerling van wie daar ingevolge klousules 4 (1) en (2) vereis word om 'n korrespondensiekursus te volg of om klasse by te woon of om vir 'n eksamen in te skryf.

(2) Sodanige klas-, kursus- en eksamengelde vir 'n aangewese kursus met ten minste een keer deur die werkgewer betaal word

(3) As 'n vakleerling in 'n kursus of enige gedeelte daarvan druip, moet alle verdere klas-, kursus- en eksamengelde deur die vakleerling self betaal word, tensy anders ooreengekom met die werkgewer

(2) An apprentice shall, irrespective of entry qualifications held as stated in clause 1 (b) (i), (ii) and (iii), undertake technical studies until he obtains the National Technical Certificate, Part III (N3), in the four subjects as specified for the trade

(3) Technical studies may be followed through a correspondance course system

(4) An apprentice who is required to follow a correspondence course shall be provided with an appropriately equipped area for study purposes at his workplace, and the employer shall release such apprentice for a minimum of 6 hours per week and the time required for examinations.

(5) Where facilities exist for technical class attendance by continuous or part time course of study, an apprentice may be requested by his employer to attent such classes as required during his ordinary hours of work for the duration of the course In such cases the employer shall be liable for the payment of accommodation and transport costs as determined by the TITB.

(6) Any follow-up of a correspondence course or subsequent attendance of technical classes for any further certificate after an apprentice has complied with the requirements of subclause (2) shall be outside working hours Provided that the apprentice may, subject to the agreement of his employer, continue to participate in such courses or attend classes during ordinary working hours on the basis prescribed in subclause (7).

(7) An apprentice who attends classes on a full time basis in terms of subclause (5) or (6) shall, for the duration of such course, not be required to report for work

(8) An apprentice who, because of absence for training or service in terms of the Defence Act, 1957 or the Police Act, 1958 is unable to follow a correspondence course or to attend technical classes for the duration of a continuous course of study for at least half an academic year, as the case may be, shall not be required to pursue his studies during such year

(9) The provisions of clause 4 (6) shall *mutatis mutandis* apply to the second attempt at any technical examination prescribed by subclause (2).

**5. Payment of course or class and examination fees for technical college studies**

(1) An employer shall pay to the technical institution concerned the class or course fees and the examination fees payable by an apprentice who is required in terms of clauses 4 (1) and (2) to take a correspondence course or attend classes or enter for an examination

(2) Such course or class and examination fees for a designated course shall be paid by the employer at least once

(3) If an apprentice fails a course or any part thereof, all further course or class and examination fees shall be paid by the apprentice himself, unless otherwise agreed by the employer

**6. Opleidingskursusse**

(1) 'n Werkgewer moet 'n vakleerling die praktiese bevoegdheidsgebaseerde modulêre opleiding in die ambag waarvoor hy ingeboek is gee, volgens die gespesifiseerde opleidingskedules vir sodanige ambag soos deur die TITB goedgekeur en gepubliseer is en van tyd tot tyd aan die werkgewer uitgereik word

(2) 'n Vakleerling moet gedurende die gewone werkure praktiese bevoegdheidsgebaseerde modulêre kursusse volgens die opleidingskedules bywoon vir die duur van sodanige kursusse Daar word van hom vereis om in elke bevoegdheidsgebaseerde modulêre toets te slaag binne die tydsbeperking soos gespesifiseer in die opleidingskedules, voordat hy na die volgende module vorder

(3) 'n Vakleerling moet, indien hy aldus deur sy werkgewer gelas word en op die koste van die werkgewer, met die bywoning van praktiese bevoegheidsgebaseerde modulêre opleidingskursusse by 'n geakkrediteerde opleidingsinrigting begin vanaf sodanige datum en vir sodanige tydperk as wat nodig is en in die opleidingsskedules vir die ambag gespesifiseer word

(4) Die beheer van sodanige bevoegdheidsgebaseerde modulêre toetse is die verantwoordelikheid van die werkgewer

(5) Die werkgewer moet in elke geval die TITB skriftelik in kennis stel of die vakleerling in 'n bevoegdheidsgebaseerde modulêre toets soos gespesifiseer in die opleidingskedule, geslaag of gedruip het

(6) Die vakleerling moet 'n maksimum van drie pogings toegelaat word om in 'n bevoegdheidsgebaseerde modulêre toets te slaag Met dien verstande dat as die vakleerling met sy derde poging in sodanige toets druip, die TITB na oorlegpleging met en op versoek van sy werkgewer die kontrak van vakleerlingskap kan kanselleer as die vakleerling ongeskik geag word vir verdere opleiding

(7) 'n Vakleerling moet opgelei word onder die gedelegeerde toesig van die lynbestuur in die maatskappy waar hy ingeboek is

**7. Ambagstoetse**

(1) Elke vakleerling in 'n aangewese ambag moet in 'n goedgekeurde ambagstoets slaag soos bepaal word deur die TITB om as 'n ambagsman te kwalifiseer

(2) Ambagstoetse moet by 'n ambagstoetsentrum deur die TITB geakkrediteer, afgeneem word op 'n datum wat deur die TITB bepaal word

(3) Om as 'n kandidaat vir 'n ambagstoets bedoel in subklousule (1) aanvaar te word, moet 'n vakleerling—

(i) die bevoegdheidsgebaseerde modulêre intaakopleidingsprogram wat deur die TITB vir die betrokke ambag goedgekeur is, voltooi het, en

(ii) in al die gespesifiseerde praktiese bevoegdheidsgebaseerde modulêre toetse geslaag het wat deur die TITB goedgekeur is, soos gespesifiseer in die opleidingskedules vir die betrokke ambag, en

(iii) minstens die Nasionale Tegniese Sertifikaat, Deel III (N3), verwerf het in vier vakke soos vir die ambag gespesifeer, of 'n erkende ekwivalent behaal het, en

**6. Courses of training**

(1) An employer shall provide an apprentice with practical competency based modular training in the trade in which he is indentured in accordance with the specified training schedules for such trade as approved and published by the TITB and issued to the employer from time to time

(2) An apprenticeship shall attend practical competency based modular courses in accordance with the training schedules during the ordinary hours of work for the duration of such courses He shall be required to pass every competency based modular test within the time limit as specified in the training schedules before progressing to the next module

(3) An apprentice shall, if so directed by his employer and at the cost of the employer, commence attendance of practical competency based modular training courses at an accredited training institution as from such date and for such period as may be necessary and specified in the training schedules for the trade

(4) The control over such competency based modular tests shall be the responsibility of the employer

(5) The employer shall in each case notify the TITB in writing whether the apprentice has passed or failed any competency based modular test as specified within the training schedule

(6) An apprentice shall be allowed a maximum of three attempts at any competency based modular test Provided that if the apprentice fails such third attempt, the TITB may after consultation with and at the request of his employer cancel the contract of apprenticeship if the apprentice is deemed to be unfit for further training

(7) An apprentice shall be trained under the delegated supervision of line management in the company in which he is indentured.

**7. Trade Tests**

(1) Every apprentice in a designated trade shall pass an approved trade test as directed by the TITB to qualify as an artisan

(2) Trade tests shall be conducted at a trade test centre accredited by the TITB on a date determined by the TITB

(3) To be accepted as a candidate for a trade test referred to in subclause (1) an apprentice shall—

(i) have completed the competency based modular on-the-job training programme approved by the TITB for the trade concerned, and

(ii) have passed all the specified practical competency based modular tests approved by the TITB as specified within the training schedules for the relevant trade, and

(iii) have obtained at least the National Technical Certificate, Part III (N3), in four subjects as specified for the trade, or have achieved a recognised equivalent; and

(iv) indien vereis, dokumentêre bewys lewer dat daar voldoen is aan die vereistes gespesifiseer in subklousules (i) tot (iii)

(4) 'n Vakleerling wat met sy eerste poging in die ambagstoetse druip, moet twee verdere pogings toegelaat word binne sodanige verdere tydperk as wat deur die TITB goedgekeur word Indien hy nie binne die maksimum van drie pogings in sodanige toets slaag nie, sal dit die beeindiging van sy kontrak tot gevolg hê

(5) Alle koste verbonde aan die ambagstoetse gespesifiseer in subklousules (1) en (4) word deur die werkgewer gedra

(6) 'n Vakleerling wat 'n ambagstoets kragtens subklousules (1) en (4) aflê, moet ten opsigte van die tydperk wat in verband met die toets bestee is, sy gewone loon deur sy werkgewer ten opsigte van sodanige tydperk van afwesigheid van die werk betaal word

**8. Ambagstoetssertifikate**

(1) Die TITB moet, by suksesvolle voltooiing van die ambagstoets, 'n ambagstoetssertifikaat aan die vakleerling uitreik

(2) Alle sertifikate uitgereik aan vakleerlinge wat in 'n ambagstoets geslaag het, moet deur sowel die Registrateur van Mannekragopleiding en die TITB onderteken word

**9. Algemene diensvoorwaardes**

Behoudens hierdie leervoorwaardes en die bepalings van die Wet op Mannekragopleiding, 1981, is elke vakleerling onderworpe aan dieselfde diensvoorwaardes as enige vaste werknemer in diens van die werkgewer by wie hy ingeboek is

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**No. R. 2709** **15 November 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

DIE NASIONALE MOTORNYWERHEIDSRAAD

VERBETERINGSKENNISGEWING

Onderstaande verbeterings aan Goewermentskennisgewing R 2567 wat in *Staatskoerant* 13588 van 25 Oktober 1991 verskyn word hierby vir algemene inligting gepubliseer

1 In die Afrikaanse teks

(1) Vervang "30 September 1991" deur "28 Oktober 1991" in die Kennisgewing

(2) In die Bylae in Klousule 7 (c) (i), vervang "R9,20" deur "R9,10"

2 In die Engelse teks

Vervang "20 September 1991" deur "28 October 1991" in die Kennisgewing

(iv) if required, supply documentary proof of having met die requirements spesified in subclauses (i) to (iii)

(4) An apprentice who fails his first attempt at the trade test shall be permitted two additional attempts within such further period as approved by the TITB Failure to pass such trade test within the maximum of three attempts will result in the termination of his contract of apprenticeship

(5) All costs of the trade test specified in subclauses (1) and (4) shall be borne by the employer

(6) An apprentice undergoing a trade test in terms of subclauses (1) and (5) shall in respect of the period spent in connection with the test be paid his ordinary wage by his employer in respect of such period of absence from work

**8. Trade test certificates**

(1) The TITB shall on the successful completion of the trade test issue the apprentice with a trade test certificate

(2) All certificates issued to apprentices who passed a trade test shall be co-signed by the Registrar of Manpower Training and the TITB

**9. General conditions of employment**

Subject to these conditions of apprenticeship and the provisions of the Manpower Training Act, 1981, every apprentice shall be subject to the same conditions of employment as any permanent employee in the service of the employer with whom he is indentured

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**No. R. 2709** **15 November 1991**

LABOUR RELATIONS ACT, 1956

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

CORRECTION NOTICE

The following corrections to Government Notice R 2567 appearing in *Government Gazette* 13588 of 25 October 1991, are hereby published for general information

1 In the Afrikaans text

(1) Substitute "28 Oktober 1991" for "30 September 1991" in the Notice

(2) In the Schedule in Clause 7 (c) (i), substitute "R9,10" for "R9,20"

2 In the English text

Substitute "28 October 1991" for "20 September 1991" in the Notice

# Technical skills are key to jobs - expert

Sowetan 13/12/91

1 of 3

By PHANGISILE MTSHALI

**ACQUIRING technical skills was the best hope for school leavers to finding and keeping jobs, Mr David Kramer, executive director of Protec, said yesterday.**

This follows predictions that only a tenth of 1991 matriculants will get employment

Kramer said it was a cruel paradox that only 40 percent of South Africa's employable population could not find work in the formal sector while employees were "crying out for workers with technological skills".

"Of the more than 14 million people wanting to work, only eight million actually have jobs," he said.

"This means more than 40 percent of our economically active population are job-seekers, with little hope of finding employment.

"By the end of the century South Africa will have almost a million fewer skilled workers than the economy will need There is no question that a school leaver's best hope for finding and keeping work is to offer technical skills."

Kramer said South Africa's failure to produce an adequate supply of technologically competent people had had a severe impact on the country's economy same as sanctions, disinvestment and lack of confidence

"While there is little we can do for school leavers of the last five years who are not technologically handicapped, it is imperative we teach the next generation to make themselves employable by taking correct crucial decisions when they are in Standard 7 or 8," Kramer said

"We must teach them to invest in mathematics and science, as this will ensure them a competitive edge when they leave school."

To guide the youngster he suggested:

* Career counselling, visits to career centres and analysing and discussing job advertisements so that they understand what employers want

* Encouraging tertiary study in technical fields, at technikons rather than at universities.

* Encouraging pupils to take maths and science for matric, thereby ensuring their future employment prospects improve a thousand-fold.

* Encouraging pupils to enter apprenticeships, as employment prospects for artisans are as good as for university graduates.

* School leavers should seek employment in technical areas which afford further training opportunities even though initial salaries or wages may be low

* Enrolling in skills training programmes which they can afford

# Train killers: Reward offer

PRETORIA — The police are offering a R30 000 reward for information leading to the arrest and conviction of a group of men who killed seven passengers and injured 12 on a train in Soweto in October

Announcing the reward yesterday, police said a group of hostel residents in Nancefield, Soweto, attacked commuters at Nancefield station, boarded a train and fired at passengers, causing some to jump from the train — Sapa

Waterwet, 1956 (Wet No 54 van 1956), saamgelees met artikel 48 (c) van die Wet op die Oordrag van die Bevoegdhede en Pligte van die Staatspresident, 1986 (Wet No 97 van 1986), trek hierby, met ingang van die datum van publikasie hiervan, Proklamasie 218 van 28 Augustus 1964 in waarkragtens die gebied wat daarin omskryf word tot 'n Staatswaterbeheergebied verklaar is, asook Proklamasie 37 van 16 Maart 1984 waarkragtens die eersgenoemde proklamasie gewysig is

**M. A. DE M. MALAN,**
Minister van Waterwese en Bosbou

## ALGEMENE KENNISGEWINGS

### KENNISGEWING 1174 VAN 1991

### DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD OPLEIDINGSRAAD VAN DIE ELEKTROTEGNIESE AANNEMINGSNYWERHEDE

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Opleidingsraad van die Elektrotegniese Aannemingsnywerheid, Posbus 33367, Jeppestown, 2043, kragtens artikel 12B van die Wet, op 2 Desember 1991 geakkrediteer het ten opsigte van die Elektrotegniese Aannemingsnywerheid, soos omskryf in Goewermentskennisgewing No R 2796 van 22 November 1991 in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het

Vakleerlinge en werkgewers van vakleerlinge in die Elektrotegniese Aannemingsnywerhede se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrakte binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde opleidingsraad bekend moet maak

(20 Desember 1991)

### KENNISGEWING 1175 VAN 1991

### DEPARTEMENT VAN BINNELANDSE SAKE

TUSSENVERKIESING VAN 'N LID VAN DIE VOLKSRAAD IN DIE KIESAFDELING POTCHEFSTROOM BESONDERHEDE VAN NOMINASIEHOF EN KIESBEAMPTE

Ek, Petrus Jacobus Colyn, Hoofverkiesingsbeampte—

(a) bepaal hierby ingevolge artikel 34 (3) (a) van die Kieswet, 1979 (Wet No 45 van 1979), ten opsigte van die kiesafdeling Potchefstroom vir die Volksraad, Strafhof "E", Kamer G28, Landdroskantoor, Van Riebeeckstraat, Potchefstroom, as die plek waar nominasies ten opsigte van genoemde kiesafdeling ingedien moet word en die plek waar die nominasiehof sitting sal hou, en

of 1956), read with section 48 (c) of the Transfer of Powers and Duties of the State President Act, 1986 (Act No 97 of 1986), hereby, with effect from the date of publication hereof, repeal Proclamation 218 of 28 August 1964 whereby the area described therein has been declared to be a Government water control area as well as Proclamation 37 of 16 March 1984 whereby the first-mentioned proclamation has been amended

**M. A. DE M. MALAN,**
Minister of Water Affairs and Forestry

## GENERAL NOTICES

### NOTICE 1174 OF 1991 (178)

### DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD ELECTRICAL CONTRACTING INDUSTRIES TRAINING BOARD

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Electrical Contracting Industries Training Board, P O Box 33367, Jeppestown, 2043, on 2 December 1991 in respect of the Electrical Contracting Industry, as defined in Government Notice No R 2796 of 22 November 1991 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that industry and area on the said date

The attention of apprentices and employers of apprentices in the Electrical Contracting Industry is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in that industry and area in terms of a contract shall within 90 days after the said date, notify the said training board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question

(20 December 1991)

### NOTICE 1175 OF 1991

### DEPARTMENT OF HOME AFFAIRS

BY-ELECTION OF A MEMBER OF THE HOUSE OF ASSEMBLY IN THE ELECTORAL DIVISION OF POTCHEFSTROOM PARTICULARS OF NOMINATION COURT AND RETURNING OFFICER

I, Petrus Jacobus Colyn, Chief Electoral Officer—

(a) hereby fix in terms of section 34 (3) (a) of the Electoral Act, 1979 (Act No 45 of 1979), in respect of the Electoral Division of Potchefstroom for the House of Assembly, Criminal Court "E", Room G28, Magistrate's Office, Van Riebeeck Street, Potchefstroom, as the place where nominations in respect of the electoral division mentioned shall be submitted and the place at which the nomination court will sit, and

## TABEL 4 • TABLE 4

### SPESIALE HEFFING OP SAGTEVRUGTE WAT VIR VARSVERBRUIK IN DIE REPUBLIEK VERKOOP WORD
### SPECIAL LEVY ON DECIDUOUS FRUIT SOLD FOR FRESH CONSUMPTION IN THE REPUBLIC

**(Klousule • Clause 5)**

| Soort sagtevrugte<br>Kind of deciduous fruit | Eenheid of tipe houer (of ekwivalent)<br>Unit or type of container (or equivalent) | Spesiale heffing per eenheid of houer<br>Special levy per unit or container* |
|---|---|---|
| 1 Druiwe/Grapes | 5 kg kissie of karton/tray or carton | 0,6 |
| 2 Nektariens/Nectarines | 2,5 kg enkel- of meerlaagkissie of -karton/ single- or multi-layer tray or carton | 0,6 |
| 3 Perskes/Peaches | 2,5 kg enkel- of meerlaagkissie of -karton/ single- or multi-layer tray or carton | 0,6 |

* BTW ingesluit/VAT included

## DEPARTEMENT VAN MANNEKRAG

**No. R. 3077** **20 Desember 1991**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR AMBAGSLUI IN DIE METAAL EN INGENIEURSNYWERHEDE AANWYSING VAN AMBAG EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag—

(a) wys hierby, kragtens artikel 13 (1) van die Wet op Mannekragopleiding, 1981, die ambag "Vurkhyserwerktuigkundige" in die Metaalnywerheid in die Republiek van Suid-Afrika aan as 'n ambag waarop die bepalings van die Wet van toepassing is,

(b) skryf hierby, kragtens artikel 13 (2) van die Wet, die Leervoorwaardes voorgeskryf by Goewermentskennisgewing No R 1746 van 26 Julie 1991 voor as leervoorwaardes wat op die ambag "Vurkhyserwerktuigkundige" in die nywerheid en gebied in paragraaf (a) gemeld van toepassing is,

(c) wysig hierby die lys van Ambagte wat in paragraaf (b) van die genoemde Goewermentskennisgewing verskyn deur die ambag "30a Vurkhyserwerktuigkundige, (13A)" na die ambag "30 Vormgieter, (18)" in te voeg, en

(d) bepaal hierby dat die bepalings van paragrawe (a) (b) en (c) van hierdie kennisgewing op die eerste Maandag na die datum van publikasie van hierdie kennisgewing in werking sal tree en dat "Metaalnywerheid" hierin hiervoor vermeld dieselfde betekenis het as die kennisgewing in paragraaf (b) hiervan bedoel

**D. P. A. SCHUTTE,**
Adjunkminister van Mannekrag

## DEPARTMENT OF MANPOWER

**No. R. 3077** (178) **20 December 1991**

MANPOWER TRAINING ACT, 1981

METAL AND ENGINEERING INDUSTRIES ARTISAN TRAINING BOARD DESIGNATION OF TRADE AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower—

(a) hereby, in terms of section 13 (1) of the Manpower Training Act, 1981, designate the trade "Forklift Mechanic" in the Metal Industry in the Republic of South Africa, as a trade to which the provisions of the Act shall apply,

(b) hereby, in terms of section 13 (2) of the Act, prescribe the Conditions of Apprenticeship prescribed by Government Notice No R 1746 of 26 July 1991 as Conditions of Apprenticeship applicable to the trade "Forklift Mechanic" in the industry and area mentioned in paragraph (a),

(c) hereby amend the list of Trades which appears in paragraph (b) of the said Government Notice by the insertion after the trade "13 Fitter and Turner, (20) "of the trade "13A Forklift Mechanic, (30A)", and

(d) hereby determine that the provisions of paragraphs (a), (b) and (c) of this notice shall come into operation with effect from the first Monday after the date of publication of this notice and that "Metal Industry" mentioned hereinbefore shall have the same meaning as in the notice referred to in paragraph (b) hereof

**D. P. A. SCHUTTE,**
Deputy Minister of Manpower

**No. R. 3078** **20 Desember 1991**

WET OP MANNEKRAGOPLEIDING, 1981

VERLENGING VAN OPLEIDINGSKEMA VIR DIE PADVERVOERNYWERHEID

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, verleng hierby kragtens artikel 39 (6) van die Wet op Mannekragopleiding, 1981, die tydperk

**No. R. 3078** **20 December 1991**

MANPOWER TRAINING ACT, 1981

EXTENSION OF TRAINING SCHEME FOR THE ROAD TRANSPORT INDUSTRY

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, hereby, in terms of section 39 (6) of the Manpower Training Act, 1981, extend the period fixed

MANPOWER — APPRENTICES

1992 — 1995

Junie 1985, R 361 van 20 Februarie 1987, R 452 van 11 Maart 1988 en R 2414 van 14 Oktober 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig

**D. C. MOODY,**
Direkteur Arbeidsverhoudinge

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**No. R. 172** **10 Januarie 1992**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR DIE DRUK-, NUUSBLAD- EN VERPAKKINGSNYWERHEID WYSIGING VAN LEERVOORWAARDES

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No R 2399 van 4 Oktober 1991, deur klousule 3 (1) van die leervoorwaardes met betrekking tot lone, deur die volgende te vervang

"3 (1) 'n Werkgewer moet 'n vakleerling wat ingeboek is volgens die bepalings van die Bevoegdheidsgebaseerde Modulêre Opleidingstelsel, 'n weeklikse besoldiging van nie minder nie as die volgende betaal

| | |
|---|---|
| Fase 1 en 2 | R215,00, |
| Fase 3 | R241,00, |
| Fase 4 | R329,00 " |

**D. P. A. SCHUTTE,**
Adjunkminister van Mannekrag

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**No. R. 242** **10 Januarie 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, TRANSVAAL HERNUWING VAN HOOFOOREENKOMS

Ek, Donald Charles Moody, Direkteur, behoorlik daartoe gemagtig deur die Waarnemende Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing R 3149 van 24 Desember 1991 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig

**D. C. MOODY,**
Direkteur

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**No. R. 243** **10 Januarie 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, TRANSVAAL HERNUWING VAN FONDSOOREENKOMS

Ek, Donald Charles Moody, Direkteur, behoorlik daartoe gemagtig deur die Waarnemende Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing R 3150 van 24 Desember 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig

**D. C. MOODY,**
Direkteur

Government Notices R 1749 of 17 August 1984, R 1363 of 21 June 1985, R 361 of 20 February 1987, R 452 of 11 March 1988 and R 2414 of 14 October 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1992

**D. C. MOODY,**
Director Labour Relations

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**No. R. 172** **10 January 1992**

MANPOWER TRAINING ACT, 1981

PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES TRAINING BOARD AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the first Monday after publication of this notice, Government Notice No R 2399 of 4 October 1991, by the substitution of clause 3 (1) of the Conditions of Apprenticeship with regard to wages of the following clause

"3 (1) An employer shall pay an apprentice, indentured in terms of the Competency Based Modular Training System, a weekly remuneration of not less than the following:

| | |
|---|---|
| Phase 1 and 2 | R215,00; |
| Phase 3 | R241,00, |
| Phase 4 | R329,00 " |

**D. P. A. SCHUTTE,**
Deputy Minister of Manpower

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**No. R. 242** **10 January 1992**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, TRANSVAAL RENEWAL OF MAIN AGREEMENT

I, Donald Charles Moody, Director, duly authorised thereto by the Acting Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R 3149 of 24 December 1991 to be effective from the date of publication of this notice and for the period ending 30 June 1992

**D. C. MOODY,**
Director

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**No. R. 243** **10 January 1992**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, TRANSVAAL RENEWAL OF FUND AGREEMENT

I, Donald Charles Moody, Director, duly authorised thereto by the Acting Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R 3150 of 24 December 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1992

**D. C. MOODY,**
Director

Careers 6

# Numsa's Struggle for Education and Training

1178

New Nation (Learning Nation) 14/2-20/2/92

Last week we spoke about places where workers and school leavers can get training to improve their skills and chances of getting a job. This week we feature a response to the inadequate provision of education and training from the NUMSA education desk.

## Education and Training

There are so many problems with the present provision of education and training that it is hard to list the main ones, but they include

- not enough education and training - the majority of people get no education and training at all once they leave school. And 66% of South African workers are said to be illiterate because they did not attend enough school in the first place. This means that even if they do get a chance to train, they often cannot take advantage of it, as they do not have the skills to start,
- the majority of workers get on-the-job training only and, if they are retrenched then they do not have a national certificate to prove that they have learnt the skills,
- race and gender discrimination is still very common,
- the skills workers learn on the job are often not recognised or paid for and yet the employers continue to benefit from them;
- only a small group of workers - such as artisans, teachers and nurses - get nationally recognised training which gives them the chance to move about and still have their skills recognised,
- retrenched workers, young people and unemployed people in general do not get education and training that will help them to become self-sufficient or help them to get a job,
- the state is at present shifting the responsibility for training and certification onto the bosses

Initially the state had the Apprenticeship Training Board to administer national training and issue certificates. The ATB had the representation of the state, the bosses and the trade unions (although because of the past racist practices only the white unions were represented). Now the state and the bosses are setting up Industry Training Boards which are administered only by the bosses and which are specific to particular industries.

## NUMSA's Plans

NUMSA has done a lot of study of these problems and a lot of thinking about possible solutions. The heart of the solution that NUMSA is recommending is that all people - young or old, employed or unemployed, women or men - should have the right to life long education and training. And that everyone should study courses that will be recognised nationally. NUMSA also believes that all courses should fit together in one system. So that when you finish one course it clearly points the way to the next course, even though at the same time you will get a national certificate for the course you have successfully finished.

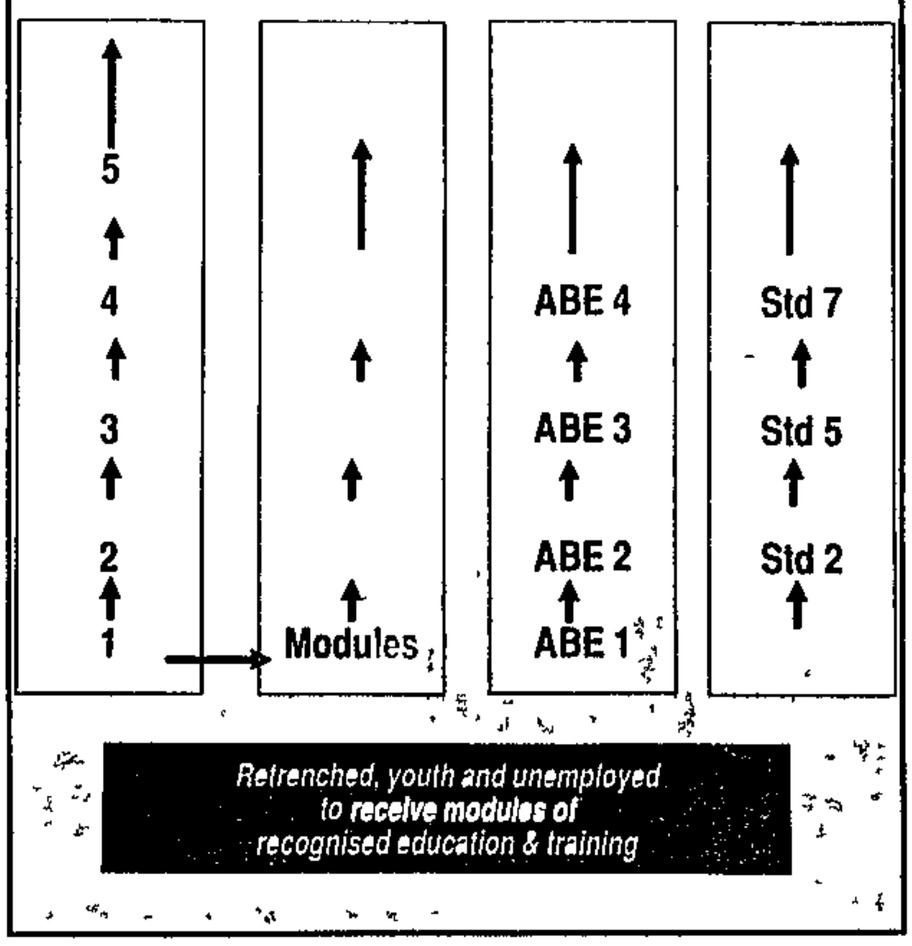
The key lies in short courses, or "modules" as they are called. NUMSA believes that there should be many courses to choose from, depending on your interest or chosen career - and depending on whether there are jobs. Each module of training must be recognised by industry and each module of training must be recognised nationally as giving credits towards national standards.

At the heart of this approach is the idea of skill. What is skill? This is not a narrow idea - it does not mean "how to press buttons on a machine". On the training side it includes things like

- the requirement to perform individual tasks,
- the requirement to manage a number of different tasks within the job - real skills, not just a lot of boring repetitive tasks,
- the requirement to respond to irregularities and breakdowns in routine,
- the requirement to deal with the responsibilities and expectations of the work environment - including health and safety and broader environmental issues.

On the education side the skills will be general skills to control and intervene in situations both at work and in the community and society more generally - not just to understand instructions and obey like a robot.

## Numsa's Ideas on Different Education & Training Systems




## Grading and Skills

NUMSA believes that the place to start is with the grading system. The first thing to do is to limit the number of grades that exist. Most grading systems today put people into boring jobs, which become like jails which they cannot escape from. The same boring job for 20 years! NUMSA is fighting to win grading systems that allow workers to develop and advance from one grade to the next by getting more education and training - by means of short courses or modules. Of course jobs will have to change too with the changes envisaged in the grading system.

To win this, NUMSA believes we must change the present grading systems from how they are at the moment - which is simply describing the boring job that a worker must repeat over and over again - to a system which describes the range of skills that a worker must have to work at a particular level. Say Level 1 could be linked to 100 skills - and each worker must have at least 25 of the skills listed. (Some would be compulsory and some optional, depending on the work). It will be easy for workers then to know what they must learn to get up to the next level.

If this system were in place, then workers who have got skills from experience of doing the job could get their skills recognised, and it would help them on their way up the ladder. For women workers, this would mean that many of their home skills could be recognised for qualification purposes!

For young workers or unemployed workers, they could do short courses which would then be recognised by employers when they go job-hunting. Of course, there are not enough jobs at the moment. So there would have to be special job creation projects for such people. But the point is that as people work, they would get education and training that would help them in the future.

If the progressive Alliance organisations succeed in winning a national Economic Policy Forum for negotiations of economic issues, then one of the first things they will have to do will be to address the high unemployment levels and look at ways of creating more and better jobs for all South Africans. Education and training will be a priority too, but linked to where the jobs are now and will be in the future so that people with qualifications are not left on the streets. And existing jobs will hopefully become more interesting and challenging too.

When this system is in place, then the farms, mines, shops and factories will become universities for the people who work in them - not the dirty, boring, dead-end places that they are today. And young people will choose to work and study together - as the experience they will gain in this way will help them throughout their lives. These workplaces will give an alternate route to people who missed out on education the first time around, or who did not have the money to study full-time. The system should allow someone to work their way up from "a sweeper to an engineer" - and if NUMSA and COSATU get their way this will all be during paid time off during working hours. And who knows what will happen when workers have the skills to run their own workplaces!

# Industry has had to adapt to radical technology change

178

BP Day 10/6/92

BUILDING industry changes during the past 57 years have been revolutionary

A gentleman's agreement is now defunct terminology and restrictive clauses are the order of the day, says one of Durban's most senior quantity surveyors, Nathan Abrahams, who celebrates his 75th birthday this month

"A minefield of contractual legalities has come into being because of the massive escalations in the building price index — a R20 000 project in 1935 would cost about R1,8m by today's standards," he says

A full-time consultant for Natal's largest firm of quantity surveyors, Walters & Simpson, Abrahams says compiling tender documentation was a laborious process. Procedure had to be followed to the letter

Today the profession is far more open to lateral thinking, and computers have oiled the wheels of progress

By the early 1950s, modernisation of building technology came into its own, and Durban's first highrise buildings began to mushroom on the city's skyline

"The accent in the construction industry was towards labour-saving procedures

## Affected

"This affected the number of skilled artisans," Abrahams says.

"Apprenticeships shortened and the ranks of highly skilled workmen thinned out alarmingly"

Spiralling costs within the building industry and the lack of skilled workmen led to more simply styled buildings

In recent years the industry has been forced to adapt to many changes, including conversion to metric measurements and the introduction of VAT

"The modern era has given rise to a host of specialists within the building industry, with airconditioning, lift technology, electrical systems, safety features and alarm systems standard features in highrise buildings," Abrahams says

More university graduates have moved across to work with building firms in project management, and there is generally a higher level of professionalism in the industry

## Graduates

Two out of every 10 university graduates join the profession

The balance join building firms and property development companies

"The good fellowship that exists within the profession has been an important constant to me in my 57 years with Walters & Simpson.

"The dog-eat-dog syndrome, so rampant in today's business world, has not become a trait of our profession"


Pam Golding

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## NEWS IN BRIEF

### Apprentice intake falls

APPRENTICE intake in the metal and engineering industries dropped by more than 37% over the past two years, according to Metal and Engineering Training Board statistics

Seifsa warned that employers who cut costs by ending their apprentice intake could suffer when the economy picked up

Business Day 26/6/92

178

**No. R. 1710** **26 Junie 1992**

WET OP MANNEKRAGOPLEIDING, 1981

MOTORNYWERHEID OPLEIDINGSRAAD. WYSIGING VAN LEERVOORWAARDES

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R. 1461 van 16 Julie 1982, soos gewysig by Goewermentskennisgewings Nos R. 252 van 11 Februarie 1983, R. 1696 van 10 Augustus 1984, R. 730 van 4 April 1985, R. 1271 van 12 Junie 1987, R. 2528 van 15 Desember 1988, R. 2520 van 17 November 1989 en R 1237 van 30 Mei 1991, deur klousule 3 van die Leervoorwaardes deur die volgende te vervang:

**"3. Lone**

(1) 'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder uiteengesit:

(a) In driejaarambagte:

| | |
|---|---|
| Eerstejaar | R203,85 |
| Tweedejaar | R252,45 |
| Derdejaar | R310,50 |

(b) In vierjaarambagte:

| | |
|---|---|
| Eerstejaar | R203,85 |
| Tweedejaar | R223,20 |
| Derdejaar | R252,45 |
| Vierdejaar | R310,50: |

Met dien verstande dat 'n vakleerling wie se leertyd ingevolge klousule 8 (2) (c) verleng is, met ingang van die dag na die datum waarop die derde of vierde jaar van sy leertyd, na gelang van die geval, verstryk het, minstens R310,50 per week betaal moet word.".

**G. M. E. CARELSE,**
Adjunkminister van Mannekrag.

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**No. R. 1711** **26 Junie 1992**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR ESKOM EN VERWANTE NYWERHEDE: WYSIGING VAN LEERVOORWAARDES

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, handelende kragtens artikel 13 (3) van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die datum van hierdie kennisgewing, Goewermentskennisgewing No. R. 2879 van 7 Desember 1990, deur klousule 5.3 van die Leervoorwaardes deur die volgende klousule te vervang:

"5.3 'n Vakleerling wat reeds sy militêre opleiding deurloop het, sal 'n salarisaanpassing van vyf (5) persent van die toepaslike bevoegdheidsvlak ontvang bo die persentasies hierbo vermeld."

**G. M. E. CARELSE,**
Adjunkminister van Mannekrag.

**No. R. 1710** **26 June 1992**

MANPOWER TRAINING ACT, 1981

MOTOR INDUSTRY TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the second Monday after the date of publication of this notice, Government Notice No. R 1461 of 16 July 1982, as amended by Government Notices Nos. R 252 of 11 February 1983, R 1696 of 10 August 1984, R. 730 of 4 April 1985, R. 1271 of 12 June 1987, R 2528 of 15 December 1988, R 2520 of 17 November 1989 and R. 1237 of 30 May 1991, by the substitution for clause 3 of the Conditions of Apprenticeship of the following:

**"3. Wages**

(1) An employer shall remunerate an apprentice weekly at not less than the rates specified below

(a) In the three-year trades:

| | |
|---|---|
| First year | R203,85 |
| Second year | R252,45 |
| Third year | R310,50 |

(b) In four-year trades:

| | |
|---|---|
| First year | R203,85 |
| Second year | R223,20 |
| Third year | R252,45 |
| Fourth year | R310,50: |

Provided that an apprentice whose period of apprenticeship has been extended in terms of clause 8 (2) (c) shall, with effect from the day following the date of termination of his third or fourth year of apprenticeship, as the case may be, be paid not less than R310,50 per week.".

**G. M. E. CARELSE,**
Deputy Minister of Manpower.

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**No. R. 1711** **26 June 1992**

MANPOWER TRAINING ACT, 1981

ESKOM AND ALLIED INDUSTRIES TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower, acting in terms of section 13 (3) of the Manpower Training Act, 1981, hereby amend, with effect from the date of publication of this notice, Government Notice No. R. 2879 of 7 December 1990, by the substitution for clause 5.3 of the conditions of apprenticeship of the following clause:

"5.3 An apprentice who has completed his military training shall receive a wage adjustment of five (5) per cent of the appropriate level of competency over and above the percentages mentioned above.".

**G. M. E. CARELSE,**
Deputy Minister of Manpower.

(2) Vervang klousule 2 (b) deur die volgende tabel

| Werkskategorie | Kolom 1 | Kolom 2 |
|---|---|---|
| | R | R |
| A | 336,73 | 23,91 |
| B | 279,27 | 19,82 |
| C | 272,25 | 19,44 |
| D | 202,76 | 14,40 |
| E | 170,00 | 14,00 |
| F | 208,26 | 14,79 |
| G1 | 137,60 | 12,51 |
| G2 | 140,80 | 11,78 |
| H1 | 463,00 | 29,07 |
| H2 | 250,73 | 17,80 |
| H3 | 524,04 | 37,21 |
| H4 | 156,60 | 12,96 |
| H5 | 186,40 | 13,76 |
| H6 | 183,60 | 13,80 |
| H7 | 196,56 | 13,96 |
| Monstermasjienwerker | 195,50 | 16,10'' |

**3. KLOUSULE 6: KORTTYD**

(1) In subklousule (1), vervang die bedrag "R1,40" deur die bedrag "R2,80"

Op hede die 7de dag van Februarie 1992 te Johannesburg onderteken

**W. ARON,**
Voorsitter

**N RATSHIDI,**
Ondervoorsitter

**L WANNENBURG,**
Sekretaris

**No. R. 1862** **3 Junie 1992**

WET OP MANNEKRAGOPLEIDING, 1981
(WET No 56 VAN 1981)

LUGRUIMNYWERHEID OPLEIDINGSRAAD AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) trek hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No R 1987 van 13 November 1970 (soos toegepas by Goewermentskennisgewing No R 307 van 5 Maart 1971), soos gewysig by Goewermentskennisgewings Nos. R 1945 van 25 Oktober 1974 (soos toegepas by Goewermentskennisgewing No R 10 van 10 Januarie 1975) en R 1141 van 24 Junie 1977 (soos toegepas by Goewermentskennisgewing No R 1810 van 9 September 1977), in Met dien verstande dat die klousules betreffende leertyd, tegniese studies, betaling van klas-, kursus- en eksamengelde, ambagstoetse en opleidingskursusse in die Leervoorwaardes voorgeskryf by genoemde Goewermentskennisgewing, van toepassing bly ten opsigte van vakleerlinge wie se kontrakte van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing,

(2) Substitute the following for the table under clause 2 (b)

| Job category | Column 1 | Column 2 |
|---|---|---|
| | R | R |
| A | 336 73 | 23,91 |
| B | 279 27 | 19,82 |
| C | 272,25 | 19,44 |
| D | 202,76 | 14,40 |
| E | 170,00 | 14,00 |
| F | 208,26 | 14,79 |
| G1 | 137.60 | 12,51 |
| G2 | 140,80 | 11,78 |
| H1 | 463,00 | 29,07 |
| H2 | 250 73 | 17,80 |
| H3 | 524,04 | 37,21 |
| H4 | 156,60 | 12,96 |
| H5 | 186,40 | 13,76 |
| H6 | 183,60 | 13,80 |
| H7 | 196,56 | 13,96 |
| Sample machinist | 195,50 | 16,10'' |

**3. CLAUSE 6: SHORT TIME**

(1) In subclause (1), substitute the figure "R2,80" for the figure "R1,40"

Signed at Johannesburg this 7th day of February 1992

**W. ARON,**
Chairman

**N. RATSHIDI,**
Vice-Chairman

**L. WANNENBURG,**
Secretary

**No. R. 1862** **3 June 1992**

MANPOWER TRAINING ACT, 1981
(ACT No 56 OF 1981)

AEROSPACE INDUSTRY TRAINING BOARD DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981—

(a) hereby withdraw, with effect from the second Monday after the date of publication of this notice, Government Notice No R 1987 of 13 November 1970 (as applied by Government Notice No R 307 of 5 March 1971), as amended by Government Notices Nos R 1945 of 25 October 1974 (as applied by Government Notice No R 10 of 10 January 1975) and R 1141 of 24 June 1977 (as applied by Government Notice No R 1810 of 9 September 1977) Provided that the clauses pertaining to period of apprenticeship, technical studies, payment of class, course and examination fees, trade tests and courses of training in the Conditions prescribed by the said Government Notice, shall remain applicable in respect of apprentices whose contract of apprenticeship was entered into prior to the date of coming into operation of this notice,

(b) wys hierby in die Lugruimnywerheid in die Republiek van Suid-Afrika die ondervermelde ambagte aan as ambagte ten opsigte waarvan die Wet, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, van toepassing is.

AMBAGTE

1 DRAAIER EN MASJINIS, (13)
2 ELEKTRISIEN, (8)
4 GEREEDSKAP- EN SETMAATVERVAARDIGER, (12)
5 PASSER EN DRAAIER, (10)
6 RADARTRISIEN, (11)
7 VLIEGTUIGAVIONIKUS, (1)
8 VLIEGTUIGELEKTRISIEN, (2)
9 VLIEGTUIGINSTRUMENTWERKTUIGKUNDIGE; (3)
10 VLIEGTUIGRADIOTRISIEN, (5)
11 VLIEGTUIGSTRUKTUURWERKER, (6)
12 VLIEGTUIGSWEISER; (7)
13 VLIEGTUIGWERKTUIGKUNDIGE (4), en

(c) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die Voorwaardes hieronder uiteengesit as Leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (b) in die Nywerheid en gebied daarin genoem

Vir die doeleindes van hierdie kennisgewing beteken—

**"lugruim"** die tegnologie van lugvaart in die aarde se atmosfeer en in die buitenste lugruim,

**"lugvaart"** die vervaardiging, bediening en instandhouding van vliegtuie en die voorsiening van hul direkte ondersteuningsdienste, en

**"Nywerheid"** of **"Lugruimnywerheid"** die nywerheid in sy wydste betekenis waarin werkgewers en werknemers met mekaar geassosieer is vir die doel om lugruimverwante handelinge van watter aard ookal uit te voer, insluitende die vervaardiging, verkoop, onderhoud, herstel, opknapping en bediening van lugruimvoertuie, hul komponente en onderdele, vir vergoeding en/of ter bevordering van 'n ander onderneming, verwante dienste en bedrywe, en werk normaalweg bekend as lugruimverwante subkontrakteurswerk en soortgelyke werk, maar uitsluitend Transnet Beperk en die Staat.

**G. M. E. CARELSE,**
Adjunkminister van Mannekrag.

**VOORWAARDES**

**1. *Kwalifikasies om met vakleerlingskap te begin***

Die minimum ouderdom en opvoedkundige kwalifikasies om met vakleerlingskap te begin, is 16 jaar en—

(a) standerd IX met Wiskunde of die Nasionale Tegniese Sertifikaat, Deel II (N2) met Wiskunde ten opsigte van die volgende ambagte

(i) Vliegtuigelektrisien;

(b) hereby designate in the Aerospace Industry in the Republic of South Africa the undermentioned trades as trades in respect of which the Act shall apply with effect from the second Monday after the date of publication of this notice

TRADES

1. AIRCRAFT AVIONICIAN, (7)
2. AIRCRAFT ELECTRICIAN, (8)
3 AIRCRAFT INSTRUMENT MECHANIC, (9)
4 AIRCRAFT MECHANIC, (13)
5 AIRCRAFT RADIOTRICIAN, (10)
6 AIRCRAFT STRUCTURES WORKER, (11)
7 AIRCRAFT WELDER, (12)
8 ELECTRICIAN, (2)
9. ELECTRONICS MECHANICIAN, (3)
10 FITTER AND TURNER; (5)
11. RADARTRICIAN, (6)
12 TOOL AND JIGMAKER, (4)
13. TURNER AND MACHINIST (1); and

(c) hereby prescribe, with effect from the second Monday after the date of publication of this notice, the Conditions set out hereunder as Conditions of Apprenticeship in respect of the trades designated in paragraph (b) in the Industry and area stated therein

For the purposes of this notice—

**"aerospace"** means the technology of aviation in the earth's atmosphere and in outer space,

**"aviation"** means the manufacture, operation and maintenance of aircraft and the provision of their direct supporting services, and

**"Industry"** or **"Aerospace Industry"** means the industry in its broadest sense in which employers and employees are associated for the purpose of carrying out aerospace-related operations of whatever nature, including the manufacture, sale, maintenance, repair, overhaul and operation of aerospace vehicles, their components and parts, for reward and/or for the furtherance of another business, associated services and operations, and work commonly known as aerospace-related subcontract work and the like, but excluding Transnet Limited and the State

**G. M. E. CARELSE,**
Deputy-minister of Manpower

178 24

**CONDITIONS**

**1. *Qualifications for commencing apprenticeship***

The minimum age and education qualifications for commencing apprenticeship shall be 16 years and—

(a) Standard IX with Mathematics or the National Technical Certificate, Part II (N2) with Mathematics in respect of the following trades

(i) Aircraft Electrician;

(ii) Vliegtuiginstrumentwerktuigkundige;

(iii) Vliegtuigradiotrisien;

(iv) Radartrisien;

(v) Elektronika Meganikus; en

(b) standerd VIII met Wiskunde of die Nasionale Tegniese Sertifikaat, Deel I (N1) met Wiskunde vir alle ander aangewese ambagte

### 2. *Opleiding*

Opleiding sal geskied ooreenkomstig 'n bevoegdheidgerigte modulêre stelsel. Die tye toegelaat vir die voltooiing van modules en die kriterium/fasetoetse wat daarmee verband hou soos voorgeskryf in die opleidingskedules vir die aangewese ambagte, sal deur die instrukteur aan die vakleerling voorsien word

### 3. *Tydperk van vakleerlingskap*

(1) Daar sal van 'n vakleerling vereis word om—

(a) ten opsigte van die ambag Vliegtuigsweiser, 'n minimum van 75 weke praktiese opleiding gedurende 'n maksimum van 156 weke vakleerlingskap te ondergaan; of

(b) ten opsigte van alle ander ambagte, 'n minimum van 95 weke praktiese opleiding gedurende 'n maksimum van 208 weke vakleerlingskap te ondergaan

(2) Indien 'n vakleerling nie die finale fasetoets binne die toepaslike maksimum opleidingstydperk genoem in subklousule (1) suksesvol voltooi nie, moet sy kontrak gekanselleer word

(3) Die werkgewer van die vakleerling moet die Sekretaris van die Lugruimnywerheid Opleidingsraad (hierna genoem die LNOR) binne sewe (7) dae nadat die vakleerling vertrek het na of terugkeer van verpligte opleiding of diens ingevolge die Verdedigingswet, 1957 (Wet No 44 van 1957) of die Polisiewet, 1958 (Wet No 7 van 1958) in kennis stel en die vakleerling se kontrak van vakleerlingskap moet opgeskort word vir sodanige tydperk van opleiding of diens

(4) Die LNOR mag erkenning verleen aan toepaslike opleiding, verkry voor kontraksluiting deur die werkgewer, in welke geval vrystelling van sekere modules toegestaan mag word en die minimum tydperk van praktiese opleiding mag verminder word tot die mate deur die LNOR bepaal.

### 4. *Vergoeding*

(1) 'n Werkgewer moet 'n vakleerling maandeliks vergoed teen nie minder nie as die skale hieronder uiteengesit.

| 1ste jaar | 2de jaar | 3de jaar | 4de jaar |
|---|---|---|---|
| R850 | R900 | R1 100 | R1 500 |

(ii) Aircraft Instrument Mechanic,

(iii) Aircraft Radiotrician,

(iv) Radartrician;

(v) Electronics Mechanician; and

(b) Standard VIII with Mathematics or the National Technical Certificate, Part I (N1) with Mathematics for all other designated trades.

### 2. *Training*

Training shall be conducted according to a competency based modular system The times allocated for the completion of modules and the criteria/phase tests attached thereto, as prescribed in the training schedules for the designated trades, will be provided to the apprentice by the instructor

### 3. *Period of apprenticeship*

(1) An apprentice shall be required to undergo—

(a) a minimum of 75 weeks practical training during a maximum of 156 weeks apprenticeship in the designated trade Aircraft Welder; and

(b) a minimum of 95 weeks practical training during a maximum of 208 weeks apprenticeship in all other designated trades

(2) If an apprentice does not successfully complete the final phase test within the applicable maximum training period mentioned in subclause (1) above, his contract shall be cancelled.

(3) The employer of the apprentice shall notify the Secretary of the Aerospace Industry Training Board (hereinafter referred to as the AITB) within seven (7) days after the apprentice has departed for or returned from compulsory training or service in terms of the Defence Act, 1957 (Act No. 44 of 1957), or the Police Act, 1958 (Act No 7 of 1958), and the apprentice's contract of apprenticeship shall be suspended for such period of training or service.

(4) Acknowledgement may be granted by the AITB for relevant training, attained prior to indentureship by the employer, in which case exemption may be granted from certain modules and the minimum period of practical training may be reduced to the extent determined by the AITB

### 4. *Remuneration*

(1) An employer shall remunerate an apprentice monthly at not less than the rates specified hereunder

| 1st year | 2nd year | 3rd year | 4th year |
|---|---|---|---|
| R850 | R900 | R1 100 | R1 500 |

(2) (a) 'n Werkgewer moet die vergoeding voorgeskryf in hierdie klousule aanvul ten opsigte van elke vakleerling wie in besit is van of die opvoedkundige kwalifikasies hieronder geskeduleer, behaal het, of gelykwaardige kwalifikasies, indien dit as toepaslik vir sy ambag deur die LNOR beskou word, met 'n bedrag nie minder nie as dié in die Bylae aangetoon·

## BYLAE

| | |
|---|---|
| Nasionale Tegniese Sertifikaat, Deel II (N2)/St 9* . .. . | R 25 |
| Nasionale Tegniese Sertifikaat, Deel III (N3)/St 10*... .... . | R 50 |
| Nasionale Tegniese Sertifikaat, Deel IV (N4/T1). .... .... . . | R 75 |
| Nasionale Tegniese Sertifikaat, Deel V (N5/T2) ... . .. . ..... . | R100 |
| Nasionale Tegniese Sertifikaat, Deel VI (N6/T3).... ..... . ..... | R125 |
| T4 . ..... . ... ..... ..... ..... . . | R150 |

* = Met Wiskunde

(b) Die bedrae voorgeskryf ingevolge paragraaf (a) hierbo sal nie kumulatief wees nie maar betaalbaar wees ten opsigte van slegs een, d i die hoogste sertifikaat of diploma verwerf.

(c) Enige bedrag waarop 'n vakleerling ingevolge paragraaf (a) geregtig is, sal, waar die betrokke sertifikaat of diploma gedurende sy vakleerlingskap behaal is, betaalbaar wees vanaf die datum van uitreiking daarvan· Met dien verstande dat as die sertifikaat of diploma nie binne ses maande na uitreiking aan die werkgewer voorgelê word nie, die betaling gemaak word vanaf die datum van voorlegging van die sertifikaat of diploma aan die werkgewer.

(3) Indien 'n werkgewer en 'n voornemende vakleerling ooreenkom, voordat 'n kontrak van vakleerlingskap gesluit is, dat vergoeding betaal sal word teen 'n skaal hoer as dié voorgeskryf in subklousule (1), sodanige hoer skaal in die kontrak gestipuleer moet word en aan die vakleerling betaal moet word.

### 5. *Reis, verblyf en veldtoelae*

(1) Die volgende vervoertoelae en/of toelae vir slaap-akkommodasie moet deur 'n werkgewer aan 'n vakleerling betaal word wat werk moet verrig weg van sy ooreengekome werkplek of woonplek.

(a) Waar die vakleerling in staat is om daagliks na sy woonplek terug te keer, maar vervoer word nie deur die werkgewer verskaf nie, 'n tweedeklas retoertreinkaartjie reisgeld of die werkgewer se bepaalde daaglikse reistoelae wat nie minder as die retoerreisgeld mag wees nie,

(2) (a) An employer shall supplement the remuneration prescribed in this clause in respect of every apprentice who is in possession of or attains the educational qualifications scheduled hereunder, or equivalent qualifications, if deemed applicable to his trade by the AITB, by an amount of not less than that indicated in the Schedule:

178

## SCHEDULE

| | |
|---|---|
| National Technical Certificate, Part II (N2)/St 9* ..... .. ..... | R 25 |
| National Technical Certificate, Part III (N3)/St 10*. ..... . .... | R 50 |
| National Technical Certificate, Part IV (N4/T1).... ..... ..... | R 75 |
| National Technical Certificate, Part V (N5/T2). ..... . ..... | R100 |
| National Technical Certificate, Part VI (N6/T3) ..... ..... | R125 |
| T4..... | R150 |

* = With Mathematics

(b) The amounts prescribed in terms of paragraph (a) shall not be cumulative but shall be payable in respect of only one, i.e. the highest certificate or diploma attained.

(c) Any amount to which an apprentice is entitled in terms of paragraph (a) hereof shall, where the relevant certificate or diploma is attained during his apprenticeship, be payable as from the date of issue thereof· Provided that if the certificate or diploma is not submitted to the employer within six months of the date of issue thereof, payment shall be made as from the date of submission of the certificate or diploma to the employer

(3) If an employer and a prospective apprentice agree, before entering into a contract of apprenticeship, that remuneration shall be paid at a rate higher than those prescribed in subclause (1), such higher rate of remuneration shall be recorded in the contract and shall be paid to the apprentice.

### 5. *Subsistence, transport and field allowances*

(1) The following transport allowance and/or allowance for sleeping accommodation shall be paid by an employer to an apprentice sent by him to work away from his contracted place of employment or residence.

(a) Where the apprentice is able to and does return to his home every day but transport is not provided by the employer, return second class railway fare or the relevant employer defined travelling allowance daily which shall not be less than such return rail fare;

(b) waar die vakleerling nie in staat is om daagliks na sy woonplek terug te keer nie—

(i) indien vervoer nie deur die werkgewer verskaf word nie, die gelyke waarde van 'n tweedeklas treinkaartjie of die werkgewer se bepaalde daaglikse reistoelae wat nie minder as die retoerreisgeld na en van die werkplek aan die begin en beeindiging van sodanige werk mag wees nie,

(ii) geskikte slaap-akkommodasie in die omgewing van die werkplek, of 'n toelae gelyk aan die tarief van 'n een-ster hotel in die omgewing van die werkplek

(2) 'n Vakleerling wat deur sy werkgewer weggestuur word, maar in staat is om naweke huis toe te gaan en terug te keer op die normale begintyd op Maandag (of Dinsdag, na 'n openbare vakansiedag, indien hierdie vakansiedae op 'n Maandag val) sal geregtig wees op die tweedeklas retoer treingeld of die bepaalde werkgewer se bepaalde daaglikse reistoelae, wat nie minder moet wees as sodanige retoer treinreisgeld nie Met dien verstande dat geen betaling in die plek van sodanige reisgeld gemaak sal word nie as die reis nie plaasvind nie.

### 6. *Verlof*

(1) 'n Vakleerling is geregtig op en moet minstens drie aaneenlopende weke verlof met volle betaling ten opsigte van elke jaar van vakleerlingskap toegestaan word Sodanige verlof moet toegestaan word binne vyf maande na voltooiing van die betrokke jaar van vakleerlingskap

(2) Indien enige openbare vakansiedag binne die verloftydperk in subklousule (1) bedoel, val, moet sodanige aantal dae tot die verloftydperk bygevoeg word as verdere verlof en die vakleerling sal sy volle vergoeding betaal word ten opsigte van sodanige dae.

(3) 'n Vakleerling wie se kontrak in die eerste of enige daaropvolgende jaar van vakleerlingskap by dieselfde werkgewer eindig voor die verloftydperk soos in subklousule (1) opgeloop of toegestaan is, moet met sodanige beeindiging, alle verlofgeld betaal word soos op die datum van sodanige beeindiging, ten opsigte van elke voltooide maand van vakleerlingskap met die werkgewer na die datum waarop hy geregtig was op verlof ingevolge subklousule (1) of in die geval van 'n vakleerling wat minder as 12 maande gewerk het, na die aanvangsdatum van sy vakleerlingskap.

### 7. *Werkure*

(1) Die gewone werkure van 'n vakleerling moet nie meer wees nie as—

(a) in die geval van 'n vakleerling wat 'n sesdagweek werk—

(i) ses-en-veertig ure in enige week vanaf Maandag tot en met Saterdag,

(b) where the apprentice is unable to return to his home daily—

(i) if transport is not provided by the employer, the equivalent of second class railway fare or the relevant employer defined travelling allowance which shall not be less than such return rail fare, to and from the place of work at the beginning and termination of such work, respectively,

(ii) suitable sleeping accommodation in proximity to the place of work, or an allowance of the equivalent of a one-star hotel tariff in the applicable are of work.

(2) An apprentice who is so sent by his employer but is able to proceed to his home at the week-end and return by the ordinary starting time on Monday (or Tuesday after a public holiday, if these holidays fall on a Monday) shall be entitled to a second class return railway fare or the relevant employer defined travelling allowance, which shall not be less than such return rail fare at weekends. Provided that no payment in lieu of such fare shall be made if the journey is not undertaken

### 6. *Leave*

(1) An apprentice shall be entitled to and be granted not less than three consecutive weeks leave on full pay in respect of each year of apprenticeship Such leave shall be granted within five months after completion of the year of apprenticeship to which it relates

(2) If any public holiday falls within the period of leave referred to in subclause (1) such number of days shall be added to the said period as a furhter period of leave and the apprentice shall be paid his full remuneration in respect of such days

(3) An apprentice whose contract of apprenticeship terminates in the first or any subsequent year of apprenticeship with the same employer before the period of leave referred to in subclause (1) has accrued or been granted, shall, upon such termination, be paid all leave as at the date of such termination, in respect of each completed month of apprenticeship with the employer after the date on which he last became entitled to leave in terms of subclause (1) or, in the case of an apprentice who has served less than 12 months, after the date of commencement of his apprenticeship.

### 7. *Hours of work*

(1) The ordinary hours of work of an apprentice shall not exceed—

(a) in the case of an apprentice who works a six day week—

(i) forty-six hours in any week from Monday to Saturday inclusive,

(ii) agt ure op enige dag, tensy die ure op een dag nie vyf ure oorskry nie, in welke geval die ure op die ander dae nie agt en 'n half ure op enige dag moet oorskry nie, indien sodanige verlenging nie meebring dat die gewone werkure meer as 46 ure in enige week is nie

(b) in die geval van 'n vakleerling wat 'n vyf-dagweek werk—

(i) ses-en-veertig ure in enige week vanaf Maandag tot en met Vrydag;

(ii) nege en 'n kwart ure per dag

(2) Daar sal nie van 'n vakleerling verwag of toegelaat word om vir 'n aaneenlopende tydperk van meer as vyf ure te werk sonder 'n ononderbroke pouse van ten minste 'n halfuur nie

(3) Behalwe soos voorgeskryf in subklousule (2) hierbo, sal alle werkrure opeenvolgend wees

(4) 'n Werkgewer mag dit nodig vind of toelaat dat 'n vakleerling oortyd werk vir 'n tydperk wat nie 10 ure per week oorskry nie Met dien verstande dat sodanige oortyd nie inmeng nie met die verpligte klasbywoning soos in klousule 8 bedoel

(5) 'n Werkgewer moet 'n vakleerling wat oortyd werk, vergoed teen 'n skaal wat nie laer is as een en een derde maal sy gewone skaal nie.

(6) As 'n vakleerling op 'n Sondag werk moet sy werkgewer hom vergoed—

(a) as hy werk vir 'n tydperk wat nie vier ure oorskry nie, teen 'n skaal wat nie minder is nie as sy gewone vergoeding betaalbaar ten opsigte van die tydperk wat gewoonlik op 'n weekdag deur hom gewerk word, of

(b) as hy so werk vir 'n tydperk wat vier ure oorskry, teen 'n skaal wat nie minder is nie as dubbel sy normale vergoeding ten opsigte van die totale tydperk gewerk op sodanige Sondag, of teen 'n skaal wat nie minder is nie as dubbel die gewone vergoeding betaalbaar ten opsigte van die tydperk gewoonweg deur hom op 'n weeksdag gewerk, wat ookal die meeste is, of

(c) as hy so werk, teen 'n skaal wat nie minder is nie as een en een derde van sy gewone skaal van vergoeding ten opsigte van die totale tydperk gewerk op sodanige Sondag en aan hom een dag vakansie toestaan binne sewe dae na sodanige Sondag en hom daarvoor vergoed teen 'n skaal wat nie minder is nie as sy gewone vergoeding asof hy op so 'n vakansiedag sy gewone werkure vir daardie dag van die week gewerk het.

(7) (a) As 'n vakleerling nie op enige openbare vakansiedag werk nie, moet sy werkgewer hom vergoed vir sodanige dag teen 'n skaal wat nie minder is as sy gewone vergoeding nie asof hy op sodanige dag sy gewone werkure vir daardie dag van die week gewerk het

(ii) eight hours on any day, unless the hours on one day do not exceed five hours, in which case the hours on the other days shall not exceed eight and a half hours on any day, if by such extension the ordinary hours of work do not exceed 46 hours in any week;

(b) in the case of an apprentice who works a five-day week—

(i) forty-six hours in any week from Monday to Friday inclusive,

(ii) nine and a quarter hours on any day

(2) No apprentice shall be required or permitted to work for a continuous period of more than five hours without an uninterrupted interval of at least half an hour

(3) Save as provided in subclause (2) above, all hours of work shall be consecutive

(4) An employer may require or permit an apprentice to work overtime for a total period not exceeding 10 hours in any one week Provided that such overtime does not interfere with compulsory class attendance in terms of clause 8

(5) An employer shall remunerate an apprentice who works overtime at a rate not less than one and one-third times his ordinary rate of remuneration.

(6) Whenever an apprentice works on a Sunday, his employer shall either remunerate such apprentice—

(a) if he so works for a period not exceeding four hours, at a rate not less than his ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day; or

(b) if he so works for a period exceeding four hours, at a rate not less than double his ordinary remuneration in respect of the total period worked on such Sunday, or at a rate which is not less than double the ordinary remuneration payable in respect of the period ordinarilly worked by him on a week-day, whichever is the greater, or

(c) if he so works at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and granted him within seven days of such Sunday one day holiday and remunerate him in respect thereof at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week

(7) (a) If an apprentice does not work on any public holiday, his employer shall remunerate him in respect of such day at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week

(b) As 'n vakleerling op enige openbare vakansiedag werk, moet sy werkgewer hom bo en behalwe sy gewone vergoeding addisioneel vergoed vir die totale tydperk gewerk teen 'n skaal wat nie minder is as die gewone skaal van vergoeding nie

### 8. *Tegniese studies*

(1) 'n Vakleerling wie nie alreeds 'n N3-sertifikaat met vakke wat verband hou met sy aangewese ambag, besit nie, moet tegniese studies by 'n geakkrediteerde tegniese instelling volg wat verband hou met sodanige ambag en in ooreenstemming met die sillabus wat deur die LNOR vir die Nasionale Tegniese Sertifikate, Dele I (NI) en II (N2) en III (N3) goedgekeur is

(2) Daar sal van 'n vakleerling vereis word om ten minste een trimester tegniese klasse per jaar tot 'n maksimum van drie keer tydens sy vakleerlingskap gedurende normale werkure by te woon, tensy sodanige fasiliteite nie binne redelike afstand bestaan nie, in welke geval van die vakleerling vereis sal word om die toepaslike korrespondensiekursus gedurende daardie jaar te volg op sodanige plek van studie en gedurende sodanige ure as wat die LNOR mag bepaal

(3) Daar sal nie deur 'n werkgewer van 'n vakleerling wat, ingevolge subklousule (2), klasse bywoon of 'n korrespondensiekursus volg, na gelang van die geval, verwag word om vir die duur van sodanige kursus of die ure van studie, na gelang van die geval, vir werk aan te meld nie Met dien verstande dat 'n vakleerling wie nie daarin slaag om die sertifikaat waarvoor hy ingeskryf het, te verwerf nie, nie toegelaat sal word om sy studies vir dieselfde sertifikaat gedurende normale werkure voort te sit nie

(4) Van 'n vakleerling wat weens afwesigheid as gevolg van militêre opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is om klasse vir die volle duur van 'n trimester studiekursus by te woon nie, of 'n korrespondensiekursus te volg vir ten minste 'n halwe akademiese jaar nie, wat ookal die geval mag wees, word nie vereis om sy studievereistes gedurende daardie akademiese jaar na te kom nie

(5) 'n Vakleerling mag, as gevolg van onbetaamlike gedrag, onnodige afwesigheid of onbevredigende toetsuitslae, deur die LNOR op aanbeveling van die tegniese kollege en na oorlegpleging met die werkgewer, onttrek word, en die vakleerling sal aanspreeklik wees vir alle klasgelde

### 9. *Betaling van klas- of kursus- en eksamengelde*

'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursusgelde en eksamengelde, wat deur 'n vakleerling van wie vereis word om klasse by te woon of korrespondensiekursusse te volg of om in te skryf vir enige eksamen, betaal en mag die bedrag wat voorgeskiet is in gelyke maandelikse paaiemente oor

(b) Whenever an apprentice works on any public holiday, his employer shall remunerate him at a rate not less than his ordinary rate of remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked

### 8. *Technical studies* (178)

(1) An apprentice who is not already in possession of an N3 certificate, in subjects related to the trade in which he is indentured, shall follow technical studies relevant to such trade and in accordance with the syllabi approved by the AITB for the National Technical Certificates, Part I (N1) and II (N2) and III (N3), at an accredited technical institution

(2) An apprentice shall be required to attend at least one trimester of technical classes per annum to a maximum of three times during his apprenticeship during normal working hours, unless such facilities do not exist within reasonable distance, in which case the apprentice shall be required to follow the applicable correspondence course during that year at such place and during such hours at the AITB may determine

(3) An apprentice who attends classes or follow a correspondence course in terms of subclause (2), as the case may be, shall, for the duration of such course or during such hours of study, as the case may be, not be required by his employer to report from work Provided that an apprentice who fails to obtain the certificate for which enrolled, shall not be allowed to continue his studies for the same certificate during normal working hours

(4) An apprentice who, because of absence on training or service in terms of the Defence Act, 1957, or the Police Act, 1958, is unable to attend classes for the full duration of a trimester study course, or to follow a correspondence course for at least half an academic year, as the case may be, shall not be required to pursue his studies during that academic year

(5) An apprentice may, because of misbehaviour, unnecessary absenteeism, or unsatisfactory test results, be withdrawn by the AITB on recommendation of the technical college after consultation with the employer and the apprentice will be liable for all class fees

### 9. *Payment of class or course and examination fees*

An employer shall advance to the technical institution concerned the class or course fees and the examination fees payable by an apprentice who is required, to attend any classes or follow correspondence courses or to enter for any examination, and may deduct the amount so advanced from the wages of the

'n 12 maande-tydperk vanaf die datum waarop die voorskot plaasgevind het, van die vakleerling se salaris verhaal word Met dien verstande dat—

(a) indien die vakleerling by wyse van 'n eksamen die sertifikaat verwerf waarvoor hy ingeskryf het, sal die volle bedrag wat ten opsigte van klas- of kursusgelde en eksamengelde vir daardie eksamen afgetrek is aan hom deur die werkgewer terugbetaal word,

(b) indien die vakleerling nie daarin slaag om die sertifikaat genoem in (a) te verwerf nie, sal terugbetalings van klas- of kursusgelde en eksamengelde slegs gemaak word ten opsigte van daardie vakke wat die vakleerling in die eksamen geslaag het

### 10. *Module/fase en ambagstoetse*

(1) 'n Vakleerling moet bevoegdheidsgebaseerde module toetse of fasetoetse (bevattende verskeie modules waar optimaal logies) onvoorwaardelik slaag soos opleiding vorder

(2) 'n Vakleerling Vliegtuigsweiser moet die teorie van die ambag op die Nasionale Tegniese Sertifikaat, Deel II (N2) vlak slaag voordat hy toegelaat sal word om sy ambagstoets te onderneem Vir alle ander ambagte, moet 'n vakleerling in die teorie van die ambag waarvoor hy ingeskryf het, op die Nasionale Tegniese Sertifikaat, Deel III (N3) vlak slaag, voordat hy toegelaat sal word om die ambagstoets aan te durf

(3) Ambagstoetse sal by 'n toetssentrum wat deur die LNOR geakkrediteer is, plaasvind

(4) 'n Vakleerling moet so spoedig moontlik na voltooiing van sy opleiding aan die voorgeskrewe ambagstoets onderwerp word Die koste van sodanige toetse, insluitende reis- en verblyfkoste, moet deur die vakleerling se werkgewer gedra word

(5) 'n Vakleerling sal nie toegelaat word om 'n module of intermediêre fasetoets meer as drie maal te herhaal nie Indien die vakleerling nie die derde poging sal slaag nie en sal die kontrak deur die Raad gekanselleer word, tensy omstandighede soos deur die LNOR ondersoek, een verdere poging regverdig

(6) 'n Vakleerling wat nie met sy tweede poging die ambagstoets slaag nie, se kontrak sal gekanselleer word tensy omstandighede soos deur die LNOR ondersoek, een verdere poging in die ambagstoets regverdig voordat sy kontrak gekanselleer word

(7) 'n Vakleerling moet suksesvol wees met die ambagstoets om as 'n ambagsman te kwalifiseer

### 11. *Opleidingskursusse*

'n Werkgewer moet praktiese opleiding aan 'n vakleerling verskaf in die ambag waarvoor hy ingeboek is, in ooreenstemming met die LNOR se goedgekeurde en gepubliseerde modulêre opleidingskedules wat van tyd tot tyd deur die LNOR aan die werkgewer uitgereik word

apprentice in equal monthly instalments during a period of 12 months from the date on which the advance was made Provided that—

(a) if, at an examination, the apprentice attains the certificate for which he had enrolled, the full amount deducted in respect of class or course fees and the examination fees for that examination shall be refunded to him by the employer

(b) if the apprentice fails to obtain the certificate mentioned in (a) the refund of class or course fees and examination fees for any examination shall be made only in respect of those subjects in which the apprentice was successful at that examination

### 10. *Module/phase and trade test (final phase test)*

(1) An apprentice must pass competency based module tests or phase tests (containing several modules, where optimally logical) unconditionally, as training proceeds

(2) An Aircraft Welder apprentice must obtain a pass, in the theory of the Aircraft Welder trade, at the National Technical Certificate, Part II (N2) level minimum before he will be allowed to attempt the trade test. For all other designated trades, an apprentice must obtain a pass in the theory of the trade in which he is indentured at the National Technical Certificate, Part III (N3) level minimum before he will be allowed to attempt the trade test

(3) Trade tests shall be conducted at a testing centre accredited by the AITB

(4) An apprentice shall be subjected to the prescribed trade test as soon as possible after completion of his training. Costs of such tests including subsistance and transport costs shall be borne by the apprentice's employer

(5) An apprentice will not be allowed to repeat a module or intermediate phase test more than three times Failure to pass the third attempt will result in contract cancellation by the Board, unless circumstances as investigated by the AITB, justifies one further attempt

(6) An apprentice who fails to pass his second attempt in the trade test will result in his contract being cancelled unless circumstances as investigated by the AITB, justifies one further trade test before his contract shall be cancelled

(7) An apprentice must be successful in the trade test to qualify as an artisan

### 11. *Courses of training*

An employer shall provide an apprentice with practical training in the trade in which he is indentured in accordance with the AITB approved and published modular training schedules issued to the employer by the AITB from time to time.

**SCHEDULE**

| Heading | Subheading | C D | Article Description | Statistical Unit | Rate of Duty | Annotations |
|---|---|---|---|---|---|---|
| 02 07 | | | By the substitution for subheading No 0207 21 of the following | | | |
| | "0207 21 | 5 | Fowls of the species *Gallus domesticus* | kg | 225c/kg" | |
| | | | By the substitution for subheading No 0207 41 90 of the following | | | |
| | " 90 | 8 | Other | kg | 313c/kg" | |

*Note* —The effect of this amendment is that the rates of duty on frozen fowls of the species *Gallus domesticus*, not cut in pieces and cuts and offal thereof (excluding livers), frozen, not boneless, are amended from 325c/kg less 100% and 440c/kg less 100% to 225c/kg and 313c/kg respectively

**BYLAE**

| Pos | Subpos | T S | Artikelbeskrywing | Statistiese Eenheid | Skaal van Reg | Annotasies |
|---|---|---|---|---|---|---|
| 02 07 | | | Deur subpos No 0207 21 deur die volgende te vervang | | | |
| | "0207 21 | 5 | Hoenders van die *Gallus domesticus*-soort | kg | 225c/kg" | |
| | | | Deur subpos No 0207 41 90 deur die volgende te vervang | | | |
| | " 90 | 8 | Ander | kg | 313c/kg" | |

*Opmerking* —Die uitwerking van hierdie wysiging is dat die skale van reg op bevrore hoenders van die *Gallus domesticus*-soort, nie in stukke gesny en snitte en afval daarvan (uitgesonderd lewers), bevrore, nie ontbeen nie, gewysig word van onderskeidelik 325c/kg min 100% en 440c/kg min 100% na 225c/kg en 313c/kg

## DEPARTMENT OF MANPOWER

**No. R. 3057** (178) **6 November 1992**

MANPOWER TRAINING ACT, 1981

TRANSNET LIMITED DESIGNATION OF A TRADE AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower—

(a) hereby in terms of section 13 (1) of the Manpower Training Act, 1981, designate the trade "Fitter and Turner" in Transnet Limited as a trade to which the provisions of the Act shall apply;

(b) hereby replace the list of trades that appears in paragraph (a) of Government Notice No R 2944 of 21 December 1990, as amended by Government Notices Nos R 215 of 8 February 1991 and 308 of 3 April 1992 by the following

*Trades*

1 Aircraft Electrician (23)
2 Aircraft Electroplater (24)
3 Aircarft Instrument Mechanic (25)
4 Aircraft Mechanic (31)
5 Aircraft Painter (28)
6 Aircraft Plastics and Fibreglass Worker (26)
7 Aircraft Radiotrician (27)
8. Aircraft Structures Worker (29)
9 Aircraft Trimmer (22)
10 Aircraft Welder (30)
11. Blacksmith (9)
12 Bricklayer (11)

## DEPARTEMENT VAN MANNEKRAG

**No. R. 3057** **6 November 1992**

WET OP MANNEKRAGOPLEIDING, 1981

TRANSNET BEPERK AANWYSING VAN 'N AMBAG EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag—

(a) wys hierby, kragtens artikel 13 (1) van die Wet op Mannekragopleiding, 1981, die ambag "Passer en Draaier" in Transnet Beperk aan as 'n ambag waarop die bepalings van die Wet van toepassing is;

(b) vervang hierby, die lys van ambagte wat verskyn in paragraaf (a) van Goewermentskennisgewing No R. 2944 van 21 Desember 1990, soos gewysig deur Goewermentskennisgewings Nos R 215 van 8 Februarie 1991 en 308 van 3 April 1992, deur die volgende

*Ambagte*

1 Dieselelektriese Passer (14)
2 Draaier en Masjinis (29)
3 Elektriese Passer (Elektriese Beweegkrag) (15)
4 Elektrisien (16)
5. Elektrisien (Ankerwikkeling) (17)
6 Elektroplateerder (18)
7 Gereedskapmaker (28)
8 Gietvormmaker (24)
9 Grofsmid (11)
10 Loodgieter (26)
11. Messelaar (12)
12 Meulmaker (21)

13. Carpenter (20)
14. Diesel Electrical Fitter (1)
15 Electrical Fitter (Electric Motive Power) (3)
16. Electrician (4)
17 Electrician (Armature Winding) (5)
18. Electroplater (6)
19. Fitter (16)
20. Fitter and turner (17)
21. Millwright (12)
22. Motor Mechanic (15)
23 Motor Vehicle Body Repairer (14)
24 Moulder (8)
25 Patternmaker (13)
26. Plumber (10)
27. Sheetmetalworker (18)
28. Toolmaker (7)
29. Turner and machinist (2)
30. Vehicle Builder (32)
31. Wagon Fitter (21)
32. Welder (19);

(c) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions of apprenticeship as set out in clauses 1 to 6 of the said Government Notice as conditions of apprenticeship in respect of the trade "Fitter and Turner".

**G. M. E. CARELSE,**
Deputy Minister of Manpower

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**No. R. 3058** **6 November 1992**

MANPOWER TRAINING ACT, 1981

MINING INDUSTRY ENGINEERING TRADES TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the first Monday after the date of publication of this notice, Government Notice No. R 1273 of 16 June 1989, as amended by Government Notices Nos. R. 2172 of 6 October 1989, R 2821 of 22 December 1989, R. 2411 of 12 October 1990 and R. 2707 of 15 November 1991, by the substitution in clause 3 of the Conditions for paragraph (a) of subclause (1) of the following paragraph.

"(a) An employer shall pay an apprentice monthly in accordance with the apprentice's year of recognised service, at not less than the rates specified below:

| *Year of recognised service* | *Rate per month* R |
|---|---|
| First year | 908 |
| Second year | 1 046 |
| Third year | 1 202 |
| Fourth year | 1 381 |
| Fifth year | 1 588 |
| Sixth year | 1 824 |
| Seventh year | 2 098 " |

**G. M. E. CARELSE,**
Deputy Minister of Manpower.

13. Modelmaker (25)
14. Motorvoertuigbakhersteller (23)
15. Motorwerktuigkundige (22)
16. Passer (19)
17. Passer en Draaier (20)
18. Plaatmetaalwerker (27)
19. Sweiser (32)
20. Timmerman (13)
21 Trokpasser (31)
22. Vliegtuigbekleer (9)
23. Vliegtuigelektriesien (1)
24 Vliegtuigelektroplateerder (2)
25. Vliegtuiginstrumentwerktuigkundige (3)
26 Vliegtuigplastiek- en glasveselwerker (6)
27 Vliegtuigradiotrisien (7)
28. Vliegtuigskilder (5)
29. Vliegtuigstruktuurwerker (8)
30 Vliegtuigsweiser (10)
31 Vliegtuigwerktuigkundige (4)
32 Voertuigbouer (30),

(c) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes soos uiteengesit in klousules 1 tot 6 van genoemde Goewermentskennisgewing voor as leervoorwaardes ten opsigte van die ambag "Passer en Draaier".

**G. M. E. CARELSE,**
Adjunkminister van Mannekrag.

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**No. R. 3058** **6 November 1992**

WET OP MANNEKRAGOPLEIDING, 1981

MINING INDUSTRY ENGINEERING TRADES TRAINING BOARD. WYSIGING VAN LEERVOORWAARDES

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannnekragopleiding, 1981, wysig hierby met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R. 1273 van 16 Junie 1989, soos gewysig by Goewermentskennisgewings Nos R 2172 van 6 Oktober 1989, R. 2821 van 22 Desember 1989, R. 2411 van 12 Oktober 1990 en R. 2707 van 15 November 1991, deur in klousule 3 van die Voorwaardes paragraaf (a) van subklousule (1) deur die volgende paragraaf te vervang·

"(a) 'n Werkgewer moet 'n vakleerling maandeliks besoldig ooreenkomstig die vakleerling se jaar van erkende diens teen minstens die skale hieronder uiteengesit

| *Jaar van erkende diens* | *Skaal per maand* R |
|---|---|
| Eerste jaar | 908 |
| Tweedejaar | 1 046 |
| Derdejaar | 1 202 |
| Vierdejaar | 1 381 |
| Vyfdejaar | 1 588 |
| Sesdejaar | 1 824 |
| Sewendejaar | 2 098 " |

**G. M. E. CARELSE,**
Adjunkminister van Mannekrag

6 Insert the following new clauses:

"31 Address of the Council

For all purposes arising out of the Main Agreement and the Annexures thereto, the address of the Council shall be altered to read The Secretary, Industrial Council for the Hairdressing Trade, 15 Edward Street, Roodepoort, 1725, and/or P O Box 1963, Roodepoort, 1725 "

Signed at East London on behalf of the parties this 28th day of July 1992

**P. BOECKX,**
Chairman of the Council

**G. CUTHILL,**
Vice-Chairman of the Council

**J. A. MARTIN,**
Secretary of the Council

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**No. R. 435** **19 March 1993**

MANPOWER TRAINING ACT, 1981

PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES TRAINING BOARD· AMENDMENT OF CONDITIONS OF APPRENTICESHIP (178)

I, Leon Wessels, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the first Monday after publication of this notice, Government Notice No R 431 of 6 March 1981 (as applied by Government Notice No R 1033 of 15 May 1981), as amended by Government Notices Nos R 2292 of 29 October 1982, R 1219 of 22 June 1984, R 886 of 26 April 1985, R 1913 of 19 September 1986, R. 1473 of 10 July 1987, R 1686 of 7 August 1987, R 2423 of 30 October 1987, R. 2736 of 15 December 1989, R 466 of 8 March 1991, R. 6 of 3 January 1992 and R 1401 of 22 May 1992, by the substitution of clause 3 (1) of the Conditions of Apprenticeship with regard to wages of the following clause:

"3. (1) An employer shall pay an apprentice a weekly remuneration of not less than the following.

First year: R237,00,
Second year· R265,00;
Third year: R293,00,
Fourth year: R362,00:

Provided that apprentices indentured after having completed their initial training or servive in terms of the Defence Act, 1957 (Act No 44 of 1957), or the Police Act, 1958 (Act No. 7 of 1958), shall be paid a weekly remuneration of not less than the following

First year: R261,00;
Second year· R290,00,
Third year: R355,00;
Fourth year. R405,00 "

**L. WESSELS,**
Minister of Manpower.

6 Voeg die volgende nuwe klousule in·

"31 Adres van die Raad

Vir alle doeleindes voortvloeiend uit die Hoofooreenkoms en die Aanhangsels daarvan word die adres van die Raad soos volg gewysig: Die Sekretaris, Nywerheidsraad vir die Haarkapperbedryf, Edwardstraat 15, Roodepoort, 1725, en/of Posbus 1963, Roodepoort, 1725 "

Namens die partye op hede die 28ste dag van Julie 1992 te Oos-Londen onderteken

**P. BOECKX,**
Voorsitter van die Raad

**G. CUTHILL,**
Ondervoorsitter van die Raad.

**J. A. MARTIN,**
Sekretaris van die Raad

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**No. R. 435** **19 Maart 1993**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR DIE DRUK-, NUUSBLAD- EN VERPAKKINGSNYWERHEID WYSIGING VAN LEERVOORWAARDES

Ek, Leon Wessels, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die eerste Maandag na publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R 431 van 6 Maart 1981 (soos toegepas by Goewermentskennisgewing No. R 1033 van 15 Mei 1981), soos gewysig by Goewermentskennisgewings Nos R. 2292 van 29 Oktober 1982, R. 1219 van 22 Junie 1984, R 886 van 26 April 1985, R. 1913 van 19 September 1986, R 1473 van 10 Julie 1987, R. 1686 van 7 Augustus 1987, R. 2423 van 30 Oktober 1987, R 2736 van 15 Desember 1989, R. 446 van 8 Maart 1991, R 6 van 3 Januarie 1992 en R 1401 van 22 Mei 1992, deur klousule 3 (1) van die leervoorwaardes met betrekking tot lone, deur die volgende te vervang·

"3. (1) 'n Werkgewer moet 'n vakleerling 'n weeklikse besoldiging van nie minder as die volgende betaal:

Eerste jaar: R237,00,
Tweede jaar: R265,00,
Derde jaar: R293,00,
Vierde jaar: R362,00·

Met dien verstande dat vakleerlinge wat ingeboek is na voltooiing van hul aanvanklike diens ingevolge die Verdedigingswet, 1957 (Wet No 44 van 1957), of die Polisiewet, 1958 (Wet No 7 van 1958), 'n weeklikse besoldiging van nie minder nie as die volgende betaal moet word.

Eerste jaar· R261,00;
Tweede jaar: R290,00;
Derde jaar: R355,00;
Vierde jaar· R405,00.".

**L. WESSELS,**
Minister van Mannekrag

JOB MARKET

# Apprentices on the way out in building

ST Times (Buss. Times) 18/4/93 (178)

ARTISAN training is dying a slow death, says the Small Builders' Association (SBA) in Cape Town

SBA, which favours deregulation, claims that the number of apprentices in the building industry fell by 86% in the past 20 years in spite of more than R20-million being spent annually on training The money came from compulsory levies on building companies

By CIARAN RYAN

Although spending on training rose, the number of apprentices declined from 6 243 in 1973 to 849 in 1992, says SBA's David Matthews

"Because there are no effective alternative methods of training artisans, there are fewer and fewer skills in the industry On-site worker-to-worker training is the only effective method, but it is largely outlawed by industrial council agreements

"Apprenticeship is a dying training medium Yet the Building Industry Training Board, a trust set up by the Building Industries Federation of SA (Bifsa), spends most of its time, effort and budget on apprentice training"

Bifsa executive director Ian Robinson defends existing training methods He says artisanship is no longer the main thrust of the training programme

"Bifsa recognised some time ago that apprenticeship training was not appropriate for all the needs of the building industry Although there is still a demand for it, particularly in the Cape, in other areas alternative training methods are required to supplement apprentice training

## Superior

He says Bifsa introduced competency based modular training (CBMT), the purpose of which is not to produce artisans but to train workers to a high level of competency in building disciplines

Bifsa's modular training has been adopted in several African countries It is superior to training methods in many developed countries, says Mr Robinson

A total of 4 481 people were registered for building training in 1992 and only 421 were apprentices More than 62 000 workers have qualified under modular training programmes, says Mr Robinson They were in addition to training for 50 000 unemployed persons



NEW WAYS TO NURTURE SKILLS Other methods for training artisans are now being used

He rejects a suggestion that on-site training is more effective A study by the Human Sciences Research Council (HSRC) and the National Training Board found this form of training to be a failure

Mr Matthews takes issue with Bifsa over the cost of its training schemes

"In 1992, the building industry training scheme (Bits) spent R21-million of builders' money training a mere 2 600 workers for only five weeks each This means that it cost roughly R8 000 to train each worker, five times as much as it does to teach a doctor at university for the equivalent time"

Mr Robinson says the comparison with university education, which is roughly 70% subsidised by the Government, is inappropriate A large part of the R21-million was used to pay workers during training

SBA, comprising more than 75 small builders, was formed when Mr Matthews received a criminal conviction for working on a Saturday

Outraged by the conviction, he got together with like-minded builders to wage war on officialdom He blames it for strangling the industry with red tape, compulsory training levies and outmoded labour codes

Mr Matthews says "The number of artisans in the building industry declined by 9% from 1985 to 1990 while the workforce as a whole fell by only 1% This suggests that the building industry is becoming less skilled, despite the expenditure of more than R100-million on training in seven years"

Mr Matthews alleges that not one of the 11 076 non-apprentice workers trained at Bifsa colleges since 1985 has qualified as an artisan

"Although they are compelled to pay for it, only a tiny percentage of all employers, including members of Bifsa, use the Building Industry Training Board That indicates that it is not working properly and that it is not regarded as cost-effective as a training system"

He says 1% or less of the building workforce of 260 000 receives any training at Bifsa colleges each year

"Since 1985, only an average of 2 598 workers has been trained annually"

Mr Robinson says there is nothing startling about this figure

"It is of more significance to record the 120 666 training weeks that have been undertaken since 1985"

# New technique replaces age-old apprenticeship training

STAR 30/4/93 178

A new training system for journeymen in the printing, newspaper and packaging industry was introduced in February this year when the Southern African Printing College opened in Honeydew, Roodepoort.

It has totally replaced the old time-based system of apprenticeship training and is running in parallel with the Competency Based Modular Training (CBMT) system which was implemented in January 1992.

During the middle of 1992 an industry-wide survey was carried out to establish the exact requirements of individual companies for the new employee intake of 1994 (after students had attended the college during 1993).

The survey was evaluated and areas and trades grouped together to find numbers of students required in a specific trade in a specific demographic area

From the survey it was ascertained that individual companies would select some 130 students who would be put forward for selection. The college was asked to select 125 students on behalf of the companies who did not have the necessary infrastructure for their own selection.

National weekly media advertising commenced in August and approximately 1 500 applications were received for the 125 vacancies, thereby ensuring that an extremely high standard for selection could be set

Criteria for application included:

- Applicants had to be below 23 years of age
- Necessary educational standards for the specific trades had to be met.
- Demographic requirements had to be met

"The end result," according to Willie Uys, executive director of the college, "was that it was possible to select prospective candidates who in almost all cases, had a matric certificate"

Two students were exceptions to the age limit, one who was already in possession of a BSc degree in chemistry and physics but who was unable to find employment He has subsequently found a suitable job so did not enrol.

With approximately 340 students, applicants were tested on their mechanical trainability and underwent the Farnsworth/Munsell colour hue test

Arising from the latter test it was interesting to note that many of the students from the Kouebokkveld region (Ceres district) were found to have exceptional eyesight

Ultimately 2 students signed contracts binding themselves to the rules and regulations of the College and to the fact that they must return to a company in the area from which they were selected

"If, however, are unable to place the student within that area, he or she will be freed from the contract obligations and may find employment in another area," Uys explains.

(3) The amount so deducted in subclause (1) and contributed in subclause (2) shall be paid over within seven days to the Secretary of the Council, P O Box 26319, Arcadia, 0007.".

Signed at Pretoria, for and on behalf of the parties, this 3rd day of December 1992

**J. WEINTRAUD,**
Chairman of the Council

**Y. VAN SCHALKWYK,**
Vice-Chairman of the Council

**J. P. FORBES,**
Secretary of the Council

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**No. R. 718** **30 April 1993**

MANPOWER TRAINING ACT, 1981

**MOTOR INDUSTRY TRAINING BOARD**

DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

**1.** I, Leon Wessels, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate in the Motor Industry in the Republic of South Africa the undermentioned trades as trades in respect of which the Act shall apply with effect from the first Monday after the date of publication of this notice:

*TRADES*

1. Automotive Body Repairer;
2. Automotive Electrician;
3. Automotive Engine Fitter;
4. Automotive Machinist;
5. Automotive Trimmer,
6. Diesel Mechanic;
7. Fitter and Turner;
8. Diesel Fuel Injection Mechanic;
9. Motor Mechanic;
10. Motorcycle and Scooter Mechanic,
11. Spray-painter;
12. Tool, Jig and Die Maker,
13. Tractor Mechanic;
14. Vehicle Body Builder;

(178)

(b) prescribe, with effect from the first Monday after the date of publication of this notice, the conditions set out hereunder as Conditions of Apprenticeship in respect of the trades designated in paragraph (a) in the industry and area mentioned herein; and

(c) withdraw Government Notices Nos. R. 1461 of 16 July 1982, R. 252 of 11 February 1983, R. 1696 of 10 August 1984, R. 730 of 4 April 1985, R. 1271 of 12 June 1987, R. 2528 of 15 December 1988, R. 2520 of 17 November 1989, R. 1237 of 30 May 1991 and R 1710 of 26 June 1992:

Provided that the Conditions of Apprenticeship referred to above shall remain applicable in respect of apprentices whose contracts were entered into prior to the date of coming into operation of this notice.

(3) Die bedrag aldus afgetrek in subklousule (1) en in subklousule (2) bygedra, moet binne 7 dae aan die Sekretaris van die Raad, Posbus 26319, Arcadia, 0007, oorbetaal word ".

Vir en namens die partye op hede die 3de dag van Desember 1992 te Pretoria onderteken

**J. WEINTRAUD,**
Voorsitter van die Raad.

**Y. VAN SCHALKWYK,**
Ondervoorsitter van die Raad

**J. P. FORBES,**
Sekretaris van die Raad

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**No. R. 718** **30 April 1993**

WET OP MANNEKRAGOPLEIDING, 1981

**MOTORNYWERHEID OPLEIDINGSRAAD**

AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

**1.** Ek, Leon Wessels, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby in die Motornywerheid in die Republiek van Suid-Afrika die ondergenoemde ambagte aan as ambagte waarop die Wet van toepassing sal wees, met ingang vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing:

*AMBAGTE*

1. Motorvoertuigbakhersteller;
2. Motorvoertuigelektrisiën;
3 Motorvoertuigenjinmonteur;
4 Motorvoertuigmasjienwerker;
5. Motorvoertuigbekleder;
6. Dieselwerktuigkundige,
7. Passer en Draaier;
8. Dieselbrandstofinspuitingpompwerktuigkundige;
9. Motorwerktuigkundige;
10. Motorfiets- en bromponiewerktuigkundige;
11. Spuitverwer;
12. Gereedskap-, Setmaat- en Stempelmaker;
13. Trekkerwerktuigkundige;
14. Voertuigbakbouer;

(b) skryf hierby voor, met ingang vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing, die voorwaardes hieronder uiteengesit as leervoorwaardes ten opsigte van die ambagte in paragraaf (a) aangewys, in die nywerheid en gebied hierin genoem; en

(c) herroep hiermee Goewermentskennisgewings Nos. R. 1461 van 16 Julie 1982, R 252 van 11 Februarie 1983, R. 1696 van 10 Augustus 1984, R. 730 van 4 April 1985, R. 1271 van 12 Junie 1987, R 2528 van 15 Desember 1988, R. 2520 van 17 November 1989, R. 1237 van 30 Mei 1991 en R. 1710 van 26 Junie 1992.

Met dien verstande dat die bogemelde Leervoorwaardes van toepassing sal bly ten opsigte van vakleerlinge wie se kontrakte aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing.

**2.** For the purpose of this notice "Industry" or "Motor Industry" means the Motor Industry as defined in the Certificate of Registration of the National Industrial Council for the Motor Industry issued in terms of the Labour Relations Act, 1956 (Act No. 28 of 1956).

**L. WESSELS,**
Minister of Manpower

## CONDITIONS OF APPRENTICESHIP

### 1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

The minimum age and educational qualifications for commencing apprenticeship shall be 16 years and—

1.1 Standard VII in respect of the designated trades.

(178)

Automotive Body Repairer, Automotive Trimmer, Spraypainter and Vehicle Body Builder.

1.2 Standard VIII in respect of all other designated trades.

### 2. PERIOD OF TRAINING

2.1 A minimum and maximum period of apprenticeship for all designated trades shall be effective: Provided that the maximum period of apprenticeship applies to levels being passed on each attempt. An apprentice shall be afforded two additional attempts, by mutual agreement, for each test: Provided further that the prescribed maximum period is not exceeded.

### 3. WAGES

3.1 An employer shall remunerate an apprentice weekly at not less than the rates specified below.

**NOTE: Based on a maximum of a 4 level apprenticeship system where every level passed, a skills achievement allowance of 13% of the current basic artisan rate is payable.**

Level one @ 52% of group 8 rate = R252,25 per week (R5,61 per hour).

Level two @ 65% of group 8 rate = R315,32 per week (R7,00 per hour).

Level three @ 78% of group 8 rate = R378,38 per week (R8,45 per hour).

Level four @ 91% of group 8 rate = R441,44 per week (R9,81 per hour).

3.2 An academic achievement allowance shall be payable on a weekly basis as specified in the Schedule below.

**2.** Vir die doeleindes van hierdie kennisgewing beteken "Nywerheid" of "Motornywerheid" die Motornywerheid soos omskryf in die Registrasiesertifikaat van die Nasionale Motornywerheidsraad, uitgereik kragtens die Wet op Arbeidsverhoudinge, 1956 (Wet No. 28 van 1956).

**L. WESSELS,**
Minister van Mannekrag.

## LEERVOORWAARDES

### 1. KWALIFIKASIES VIR AANVANG VAN VAKLEERLINGSKAP

Die minimum ouderdom en opvoedkundige kwalifikasies om met vakleerlingskap te begin is 16 jaar en—

1.1 Standerd VII in die geval van die aangewese ambagte:

Motorvoertuigbakhersteller, Motorvoertuigbekleder, Spuitverwer en Voertuigbakbouer.

1.2 Standerd VIII in die geval van alle ander aangewese ambagte.

### 2. OPLEIDINGSTYDPERK

2.1 'n Minimum- en maksimumtydperk van vakleerlingskap sal van toepassing wees vir alle aangewese ambagte: Met dien verstande dat die minimumtydperk van vakleerlingskap van toepassing sal wees op vlakke deurgekom met elke poging. 'n Vakleerling sal twee bykomende pogings gegun word, indien wedersyds aanvaarbaar, vir elke toets: Met dien verstande voorts dat die voorgeskrewe maksimumtydperk nie oorskry word nie.

### 3. LONE

3.1 'n Vakleerling sal deur sy werkgewer vergoed word teen nie minder nie as die tariewe hieronder uiteengesit:

**NOTA: Gebaseer op 'n maksimum van 'n 4-vlakvakleerlingskapstelsel, is 'n bekwaamheidswerwingsvergunning, gelykstaande aan 13% van die huidige vakmantarief, betaalbaar vir elke vlak deurgekom.**

Vlak een @ 52% van groep 8-tarief = R252,25 per week (R5,61 per uur).

Vlak twee @ 65% van groep 8-tarief = R315,32 per week (R7,00 per uur).

Vlak drie @ 78% van groep 8-tarief = R378,38 per week (R8,45 per uur).

Vlak vier @ 91% van groep 8-tarief = R441,44 per week (R9,81 per uur).

3.2 'n Akademiese verwerwingsvergunning is betaalbaar op 'n weeklikse basis, soos in die Bylae hieronder uiteengesit:

(178)

## SCHEDULE

### EDUCATIONAL QUALIFICATIONS OBTAINED PRIOR TO OR DURING APPRENTICESHIP

| GROUP | | PER WEEK |
|---|---|---|
| GROUP 1 | (i) National Technical Certificate, Part 1 (N1), with the relevant trade theory<br>(ii) Standard 10 Senior Matriculation Certificate (non-technical field of study) with mathematics<br>(iii) Standard 8 Certificate (technical field of study) | R13,00 (2,68% of minimum artisan rate) |
| GROUP 2 | (i) Standard 9 Certificate (technical field of study)<br>(ii) National Technical Certificate, Part II (N2), with the relevant trade theory<br>(iii) National Technical Certificate, Part III (N3) | R23,04 (4,75% of minimum artisan rate) |
| GROUP 3 | (i) Standard 10 Senior Matriculation Certificate (technical field of study)<br>(ii) National Technical Certificate, Part III (N3) with the relevant trade theory<br>(iii) Four subjects at T1 level | R27,89 (5,75% of minimum artisan rate) |
| GROUP 4 | (i) National Technical Certificate, Part IV (N4)<br>(ii) Four subjects at T2 level | R32,74 (6,75% of minimum artisan rate) |
| GROUP 5 | (i) National Technical Certificate, Part V (N5)<br>(ii) Four subjects at T3 level | R37,59 (7,75% of minimum artisan rate) |
| GROUP 6 | (i) National Diploma (Engineering)<br>(ii) National Technical Certificate, Part VI (N6)<br>(iii) National Certificate for Technicians | R42,44 (8,75% of minimum artisan rate) |

## BYLAE

### OPVOEDKUNDIGE KWALIFIKASIES BEHAAL VOOR OF GEDURENDE VAKLEERLINGSKAP

| GROEP | | PER WEEK |
|---|---|---|
| GROEP 1 | (i) Nasionale Tegniese Sertifikaat, Deel 1 (N1), met die betrokke ambagsteorie<br>(ii) Standerd 10-Senior Matrikulasiesertifikaat (nie-tegniese studierigting) met wiskunde<br>(iii) Standerd 8-sertifikaat (tegniese studierigting) | R13,00 (2,68% van minimum vakmantarief) |
| GROEP 2 | (i) Standerd 9-sertifikaat (tegniese studierigting)<br>(ii) Nasionale Tegniese Sertifikaat, Deel II (N2) met die betrokke ambagsteorie<br>(iii) Nasionale Tegniese Sertifikaat, Deel III (N3) | R23,04 (4,75% van minimum vakmantarief) |
| GROEP 3 | (i) Standerd 10-Senior Matrikulasiesertifikaat (tegniese studierigting)<br>(ii) Nasionale Tegniese Sertifikaat, Deel III (N3) met die betrokke ambagsteorie<br>(iii) Vier vakke op T1-peil | R27,89 (5,75% van minimum vakmanttarief) |
| GROEP 4 | (i) Nasionale Tegniese Sertifikaat, Deel IV (N4)<br>(ii) Vier vakke op T2-peil | R32,74 (6,75% van minimum vakmantarief) |
| GROEP 5 | (i) Nasionale Tegniese Sertifikaat, Deel V (N5)<br>(ii) Vier vakke op T3-peil | R37,59 (7,75% van minimum vakmantarief) |
| GROEP 6 | (i) Nasionale Diploma (Ingenieurswese)<br>(ii) Nasionale Tegniese Sertifikaat, Deel VI (N6)<br>(iii) Nasionale Sertifikaat vir Tegnici | R42,44 (8,75% van minimum vakmantarief) |

3 3 From time to time increases in the prescribed remuneration and allowance shall be published in the *Government Gazette*

178

**4. TECHNICAL STUDIES**

4 1 An apprentice shall attend technical classes by continuous course of study (i e block release classes) at a technical institution to be determined by the Motor Industry Training Board.

4.1.1 An apprentice shall attend technical classes relevant to the trade in which he is indentured in accordance with the syllabi prescribed for the National Technical Certificate, Part I and II (N1 and N2), or equivalent technical certificates, until he obtains the National Technical Certificate, Part II (N2), or equivalent technical certificate· Provided that an apprentice who fails in the examination for the said certificate but obtains a pass in the trade theory relevant to the trade in which he is indentured, shall not be required to attend further classes, as the case may be.

4 1 2 Where facilities for technical class attendance by continuous course of study exist, an apprentice shall attend such classes on five days per week during his ordinary hours of work, for the duration of one such course, and during that period he shall not be required by his employer to report for work or any other purpose If at the examination conducted at the end of the course, the apprentice obtains the full certificate for which he has entered, he shall be entitled to continue attending classes on the aforesaid basis.

An apprentice shall not be entitled to attend more than one continuous course of study in terms of this clause in any one academic year An apprentice who fails to obtain the full certificate shall not be entitled to continue attending classes on the said basis but shall be required to enrol for class attendance at the nearest technical institution to be determined by the Motor Industry Training Board Such attendance shall take place outside his ordinary hours of work.

4 1 3 Notwithstanding the provisions of subclause 4 1 2 an employer may permit an apprentice who fails to obtain the full certificate for which he has entered to again attend classes by means of a continuous course of study during ordinary working hours in lieu of class attendance at the nearest technical institution and the provisions of subclauses 6 1, 6 2 and 7 1 shall *mutatis mutandis* apply to such employer and his apprentice

3 3 Verhogings in die voorgeskrewe vergoeding en toelae sal van tyd tot tyd in die *Staatskoerant* gepubliseer word

**4. TEGNIESE STUDIES**

4.1 'n Vakleerling moet tegniese klasse bywoon by wyse van 'n aaneenlopende studiekursus (d.i. groepvrystellingsklasse) by 'n tegniese inrigting wat deur die Motornywerheid Opleidingsraad bepaal word

4.1.1 'n Vakleerling moet tegniese klasse bywoon wat in verband staan met die ambagte waarvoor hy ingeboek is, in ooreenstemming met die leerplanne wat voorgeskryf word vir die Nasionale Tegniese Sertifikaat, Dele I en II (N1 en N2), of gelykwaardige tegniese sertifikate, tot dat hy die Nasionale Tegniese Sertifikaat, Deel II (N2), of gelykwaardige tegniese sertifikaat behaal· Met dien verstande dat 'n vakleerling wat in die eksamen vir genoemde sertifikaat druip maar wel slaag in die ambagsteorie wat betrekking het op die ambag waarvoor hy ingeboek is, nie verdere klasse hoef by te woon nie, na gelang van die geval

4.1.2 Waar fasiliteite beskikbaar is vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus, moet 'n vakleerling sodanige klasse bywoon op vyf dae per week, gedurende sy gewone werkure vir die duur van een sodanige kursus, en gedurende daardie tydperk mag sy werkgewer nie van hom vereis om hom vir werk of enige ander doel aan te meld nie. Indien die vakleerling in die eksamen wat aan die einde van die kursus afgeneem word, die volle sertifikaat verwerf waarvoor hy ingeskryf het, is hy geregtig om voort te gaan om klasse op voormelde grondslag by te woon

'n Vakleerling is nie geregtig om meer as een studiekursus ingevolge hierdie klousule in 'n akademiese jaar by te woon nie. 'n Vakleerling wat nie daarin slaag om die volle sertifikaat te verwerf nie, is nie geregtig om voort te gaan om klasse op voormelde grondslag by te woon nie, maar moet vir klasbywoning inskryf by die naaste tegniese inrigting wat deur die Motornywerheid Opleidingsraad bepaal word Sodanige bywoning moet buite sy gewone werkure geskied.

4 1 3 Ondanks die bepalings van subklousule 4.1 2 kan 'n werkgewer 'n vakleerling wat nie die volle sertifikaat verwerf het waarvoor hy ingeskryf het nie, toelaat om weer klasse deur middel van 'n aaneenlopende studiekursus gedurende gewone werkure by te woon in plaas van klasbywoning by die naaste tegniese inrigting, en die bepalings van subklousules 6 1, 6 2 en 7 1 van *mutatis mutandis* op sodanige werkgewer en sy vakleerling van toepassing wees

4.1.4 Subject to the approval of the Motor Industry Training Board, apprentices, who, because of absence, are unable to attend or be withdrawn from technical classes for at least half of any block, shall not be required to pursue their studies during such block.

4.1.5 Subclause 4 1 2 shall *mutatis mutandis* apply to an apprentice who has obtained the certificate mentioned in subclause 4.1.1 or who is already in possession of a higher technical qualification and voluntarily pursues studies relevant to the trade in which he is indentured.

## 5. PRACTICAL INSTITUTIONAL TRAINING

5.1 An apprentice shall attend practical training courses as prescribed from time to time by the Motor Industry Training Board or the employer in order to comply with the contractual obligations

5.2 An apprentice shall attend practical training courses on five days per week during the ordinary hours of work for the duration of such courses and during that period he shall not be required by his employer to report for work or any other purpose.

5.3 An apprentice shall commence attendance of practical training courses at an institution as from such date and for such period as may be determined by the Motor Industry Training Board, or his employer.

5.4 The provisions of clause 6 shall *mutatis mutandis* apply in respect of apprentices who attend practical training courses in terms of this clause.

## 6. TRANSPORT ALLOWANCE AND HOSTEL FEES

6.1 The employer of an apprentice who is required to attend a continuous course of study or training at a technical institution determined by the Motor Industry Training Board shall, if the apprentice resides more than 20 km from the railway station nearest to that institution, provide the apprentice with the return railway or bus fare between the station nearest to his residence and the institution in question at least one week before the commencement of the said courses

6.2 If an apprentice referred to in subclause 6.1 is required, for the purpose of attending the continuous course of study and the practical training course to reside at such hostel as may be specified by the Motor Industry Training Board, he shall conduct himself in a seemly manner and in accordance with good discipline.

6 3 The employer of an apprentice who deserts or in expelled from any hostel referred to in subclause 6.2 shall be entitled, on behalf of the Motor Industry Training Board, to recover the hostel fees in respect of such apprentice from the wages of the latter in weekly instalments not exceeding 20% of his weekly wage

4 1.4 Onderhewig aan die goedkeuring van die Motornywerheid Opleidingsraad sal vakleerlinge wat, as gevolg van afwesigheid, nie in staat is om tegniese klasse by te woon nie of onttrek vir ten minste die helfte van enige studieblok, nie verplig word om hul studies gedurende sodanige studieblok voort te sit nie.

4.1.5 Subklousule 4.1.2 is *mutatis mutandis* van toepassing op 'n vakleerling wat die sertifikaat vermeld in subklousule 4.1.1 verwerf het of wat reeds in besit is van 'n hoër tegniese kwalifikasie en studies in verband met die ambag waarvoor hy ingeboek is, vrywillig voortsit.

## 5. PRAKTIESE INSTITUSIONELE OPLEIDING

5.1 'n Vakleerling moet praktiese opleidingskursusse bywoon soos van tyd tot tyd deur die Motornywerheid Opleidingsraad of die werkgewer voorgeskryf word ten einde die kontraktuele verpligtinge na te kom.

5.2 'n Vakleerling moet die praktiese opleidingskursusse op vyf dae per week gedurende sy gewone werkure vir die duur van sodanige kursus bywoon en sy werkgewer mag nie gedurende hierdie tydperk vereis dat hy vir werk of enige ander doel aanmeld nie.

5.3 'n Vakleerling moet praktiese opleidingskursusse aan 'n inrigting begin bywoon op 'n datum en vir 'n tydperk wat bepaal word deur die Motornywerheid Opleidingsraad of sy werkgewer.

5.4 Die bepalings van klousule 6 is *mutatis mutandis* van toepassing ten opsigte van vakleerlinge wat ingevolge hierdie klousule praktiese opleidingskursusse bywoon.

## 6. VERVOERTOELAES EN KOSHUISGELDE

6.1 Die werkgewer van 'n vakleerling wat verplig is om 'n aaneenlopende studiekursus of opleiding by 'n tegniese inrigting deur die Motornywerheid Opleidingsraad bepaal by te woon, moet, indien die vakleerling meer as 20 km van die spoorwegstasie naaste aan daardie inrigting woonagtig is, die vakleerling minstens een week voordat sodanige studiekursus begin, van die reisgeld voorsien vir 'n retoertrein- of buskaartjie tussen die stasie naaste aan sy woonplek en die betrokke inrigting.

6.2 Indien 'n vakleerling in subklousule 6.1 bedoel moet inwoon in die koshuis wat aangedui word deur die Motornywerheid Opleidingsraad, ten einde die aaneenlopende studiekursus en die praktiese opleidingskursus by te woon, moet hy homself by sodanige koshuis op 'n betaamlike wyse ooreenkomstig goeie dissipline gedra.

6.3 Die werkgewer van 'n vakleerling wat dros vanaf of geskors word uit 'n koshuis in subklousule 6.2 genoem, is geregtig om, namens die Motornywerheid Opleidingsraad, die koste van koshuisgelde ten opsigte van sodanige vakleerling te verhaal van laasgenoemde se loon, in weeklikse paaiemente van hoogstens 20% van sy weekloon

6 4 The Motor Industry Development Fund shall reimburse the employer's expenditure incurred in terms of clauses 5 and 6 and pay the hostel fees direct to the institution concerned.

(178)

**7. PAYMENT OF CLASS OR COURSE AND EXAMINATION FEES**

7.1 An employer shall advance to the technical institution concerned the class or course fees and examination fees payable by an apprentice who is required, or who in terms of subclause 4.1.5 elects to attend classes.

7.2 If, at an examination, the apprentice obtains the relevant certificate, the amount advanced to the technical institution in respect of course fees and examination fees for that examination shall not be deducted by the employer.

7.3 If the apprentice fails to obtain the relevant certificate, the deduction of class or course fees and examination fees for the examination may be made only in respect of those subjects in which the apprentice failed at the examination concerned The employer concerned may deduct the amount so advanced, from the wages of the apprentice in equal weekly (monthly) instalments during a period of 12 months from the date on which the results of the examination were published

**8. TRADE TESTS**

8.1 To be permitted to undergo a trade test, a certain standard of proficiency must be obtained Therefore an apprentice shall—

8.1.1 have completed the minimum period of practical training, as specified in subclause 2.1;

8.1.2 have passed all the necessary module and level tests approved by the Motor Industry Training Board for the relevant trade; and

8 1.3 if required, supply documentary proof of having met the requirements of subclauses 8 1.1 and 8 1.2.

8.2 An apprentice who fails a first attempt at the level test shall be permitted two additional attempts as approved by the Motor Industry Training Board. It must be noted that the contract shall be extended by the period which it took the apprentice to have additional attempts at passing his level test.

8 3 The cost of the first attempt at a level test or trade test undertaken at test centres accredited by the Motor Industry Training Board shall be borne by the employer, while the cost of subsequent attempts at the level test or trade test shall be borne by the apprentice

6.4 Die Nasionale Ontwikkelingsfonds vir die Motornywerheid sal werkgewers vergoed vir uitgawes wat ingevolge klousules 5 en 6 aangegaan is, en die koshuisgelde regstreeks aan die betrokke inrigting betaal

**7. BETALING VAN KLAS- OF KURSUS- EN EKSAMENGELDE**

7.1 'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursusgelde en die eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word, of wat ingevolge subklousule 4.1 5 verkies om klasse by te woon.

7.2 Indien die vakleerling in 'n eksamen die betrokke sertifikaat verwerf, sal die volle bedrag wat ten opsigte van klas- of kursusgelde en eksamengelde aan die tegniese inrigting voorgeskiet is vir sodanige eksamen, nie deur die werkgewer afgetrek word nie.

7.3 Indien die vakleerling nie daarin slaag om die betrokke sertifikaat te verwerf nie, mag die aftrekking van klas- of kursusgelde en eksamengelde vir die eksamen slegs gemaak word ten opsigte van vakke waarin die vakleerling in die betrokke eksamen gedruip het. Die betrokke werkgewer mag bedrae so voorgeskiet van die lone van die vakleerling in gelyke weeklikse (maandelikse) paaiemente, oor 'n tydperk van 12 maande vanaf die datum waarop die uitslae van die eksamen gepubliseer is, aftrek.

**8. AMBAGSTOETSE**

8.1 Om toegelaat te word om 'n ambagstoets af te lê moet 'n sekere bevoegdheidstandaard bereik word. Die vakleerling—

8.1.1 sal dus die minimumtydperk van praktiese opleiding, soos uiteengesit in subklousule 2.1, voltooi hê;

8.1.2 sal al die nodige module- en vlaktoetse, goedgekeur deur die Motornywerheid Opleidingsraad vir die betrokke ambag, geslaag hê; en

8.1 3 sal, indien nodig, dokumentêre bewys lewer dat hy aan die vereistes in subklousules 8.1.1 en 8.1 2 vervat, voldoen.

8.2 'n Vakleerling wat die eerste poging in 'n vlaktoets druip, sal toegelaat word om twee bykomende pogings, soos deur die Motornywerheid Opleidingsraad goedgekeur, aan te wend. Daar moet op gelet word dat die kontrak verleng sal word met die tydperk wat dit die vakleerling geneem het om die bykomende pogings aan te wend om sy vlaktoets te slaag.

8 3 Die koste van die eerste poging tot 'n vlaktoets of ambagstoets wat onderneem word by toetssentrums wat deur die Motornywerheid Opleidingsraad geakkrediteer is, sal deur die werkgewer gedra word, terwyl die koste van daaropvolgende pogings om die vlaktoets of ambagstoets te slaag, deur die vakleerling

**9. COURSES OF TRAINING**

An employer shall provide the apprentice with practical training in the trade in which he is indentured in accordance with the training schedule approved and published by the Motor Industry Training Board and issued to the employer from time to time

178

**No. R. 719** **30 April 1993**

MANPOWER TRAINING ACT, 1981

**TEXTILE INDUSTRY**

DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Leon Wessels, Minister of Manpower—

(a) hereby, in terms of section 13 (1) of the Manpower Training Act, 1981, designate the following trades in the Textile Industry in the Republic of South Africa as trades to which the provisions of the Act shall apply.

Spinning Machine Mechanician—Short Staple Rotor Spinning;

Spinning Machine Mechanician—Short Staple Winding,

Spinning Machine Mechanician—Short Staple Preparation;

Spinning Machine Mechanician—Short Staple Blowroom and Cards;

Spinning Machine Mechanician—Short Staple: Ringframe, Ringdoubling and Two-for-one Uptwister; and

Spinning Machine Mechanician—Short Staple Open End,

(b) hereby, in terms of section 13 (2) of the Act prescribe the Conditions of Apprenticeship, prescribed by Government Notice No R 2708 of 15 November 1991, as amended by Government Notices Nos. R 1943 of 10 July 1992 and R. 2780 of 2 October 1992, as conditions of apprenticeship applicable to the trades and industry and area mentioned in paragraph (a),

(c) hereby substitute the following for the list of trades that appears in paragraph (a) of the said Government Notice.

*TRADES*

1. Weaving Machine Mechanician—Rapier Loom,
2. Weaving Machine Mechanician—Airjet Loom;
3 Weaving Machine Mechanician—Shuttle Loom,
4. Weaving Machine Mechanician—Projectile Loom,
5 Spinning Machine Mechanician—Long Staple;
6 Spinning Machine Mechanician—Short Staple: Blowroom and Cards;
7 Spinning Machine Mechanician—Short Staple. Preparation,
8. Spinning Machine Mechanician—Short Staple· Ringframe, Ringdoubling and Two-for-one Uptwister;
9 Spinning Machine Mechanician—Short Staple Open End,

**9. OPLEIDINGSKURSUSSE**

'n Werkgewer moet die vakleerling voorsien van praktiese opleiding in die ambag waarvoor hy ingeboek is, in ooreenstemming met die opleidingskedule wat deur die Motornywerheid Opleidingsraad goedgekeur en gepubliseer is, en van tyd tot tyd aan die werkgewer uitgereik is.

**No. R. 719** **30 April 1993**

WET OP MANNEKRAGOPLEIDING, 1981

**TEKSTIELNYWERHEID**

AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Leon Wessels, Minister van Mannekrag—

(a) wys hierby, kragtens artikel 13 (1) van die Wet op Mannekragopleiding, 1981, die ambagte in die Tekstielnywerheid in die Republiek van Suid-Afrika aan as ambagte waarop die bepalings van die Wet van toepassing is.

Spinmasjienmeganikus—Kortveselrotorspin,

Spinmasjienmeganikus—Kortvesel. Optol;

Spinmasjienmeganikus—Kortvesel: Voorbereiding;

Spinmasjienmeganikus—Kortvesel. Wankamer en Kaarte,

Spinmasjienmeganikus—Kortvesel: Ringspin, Ringtwyning en Dubbeldraaier; en

Spinmasjienmeganikus—Kortvesel. Werwelspin,

(b) skryf hierby, kragtens artikel 13 (2) van die Wet die Leervoorwaardes, voorgeskryf by Goewermentskennisgewing No R 2708 van 15 November 1991, soos gewysig by Goewermentskennisgewings Nos. R. 1943 van 10 Julie 1992 en R 2780 van 2 Oktober 1992, voor as leervoorwaardes wat op die ambagte en die nywerheid en gebied in paragraaf (a) gemeld, van toepassing is;

(c) vervang hierby die lys van ambagte wat in paragraaf (a) van genoemde kennisgewing verskyn deur die volgende.

*AMBAGTE*

1 Weefmasjienmeganikus—Rapierweef,
2. Weefmasjienmeganikus—Lugstraalweef;
3. Weefmasjienmeganikus—Skietspoelweef;
4. Weefmasjienmeganikus—Skietgryperweef,
5 Spinmasjienmeganikus—Langvesel,
6. Spinmasjienmeganikus—Kortvesel· Wankamer en Kaarte,
7. Spinmasjienmeganikus—Kortvesel· Voorbereiding,
8. Spinmasjienmeganikus—Kortvesel· Ringspin, Ringtwyning en Dubbelstygdraaier,
9 Spinmasjienmeganikus—Kortvesel Werwelspin;

10 Spinning Machine Mechanician—Short Staple Winding,

11. Spinning Machine Mechanician—Short Staple Rotor Spinning;

12 Knitting Machine Mechanician—Weft; and

(178)

(d) hereby determine that the provisions of paragraphs (a), (b) and (c) of this notice shall come into operation with effect from the first Monday after the date of publication of this notice and that "Textile Industry" as mentioned above shall have the same meaning as in the notice referred to in paragraph (b) hereof

**L. WESSELS,**
Minister of Manpower

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**No. R. 728** **30 April 1993**

LABOUR RELATIONS ACT, 1956

BUILDING AND MONUMENTAL MASONRY INDUSTRY, BLOEMFONTEIN· RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos R 2473 of 6 November 1987, R. 1639 of 12 August 1988., R 1805 of 18 August 1989, R 1148 of 25 May 1990, R 1797 of 2 August 1991 and R. 2580 of 11 September 1992 to be effective from the date of publication of this notice and for the period ending 30 April 1994.

**D. VAN DER WALT,**
Director. Labour Relations.

10. Spinmasjienmeganikus—Kortvesel Optol;

11. Spinmasjienmeganikus—Kortvesel. Rotorspin,

12. Breimasjienmeganikus—Inslag; en

(d) bepaal hierby dat die bepalings van paragrawe (a), (b) en (c) van hierdie kennisgewing op die eerste Maandag na die datum van publikasie van hierdie kennisgewing in werking sal tree en dat "Tekstielnywerheid" soos hierbo vermeld, dieselfde betekenis het as in die kennisgewing in paragraaf (b) hiervan bedoel

**L. WESSELS,**
Minister van Mannekrag.

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**No. R. 728** **30 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

BOU- EN MONUMENTKLIPMESSELNYWERHEID, BLOEMFONTEIN· HERNUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 2473 of 6 November 1987, R 1639 van 12 Augustus 1988, R 1805 van 18 Augustus 1989, R 1148 van 25 Mei 1990, R 1797 van 2 Augustus 1991 en R 2580 van 11 September 1992 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1994 eindig.

**D. VAN DER WALT,**
Direkteur: Arbeidsverhoudinge

**No. R. 768** **7 May 1993**

MANPOWER TRAINING ACT, 1981

## AUTOMOBILE MANUFACTURING INDUSTRY EDUCATION AND TRAINING BOARD

DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Leon Wessels, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate, in the Automobile Manufacturing Industry in the Republic of South Africa, the undermentioned trades as trades in respect of which the Act shall apply with effect from the second Monday after the date of publication of this notice

*TRADES*

1. Automotive mechanician (4);
2 The model mechanician (6),
3. Electro mechanician (1),
4 Industrial mechanician (5),
5. Machine tool mechanician (3),
6. Tooling mechanician (2);

(b) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions set out hereunder as conditions of apprenticeship in respect of the trades designated in paragraph (a) in the Industry and area mentioned therein; and

(c) withdraw Government Notices Nos R 1700 of 5 August 1983 and R. 2426 of 9 November 1984 with effect from the second Monday after the date of publication of this notice Provided that clauses 2, 3, 4, 6 and 7 of the said Government Notices shall remain applicable in respect of an apprentice whose contract of apprenticeship was entered into prior to the date of the coming into operation of this notice

For the purposes of this notice, "Automobile Manufacturing Industry" means the industry in which employers and their employees are associated for the assembly of motor vehicles from new components on an assembly line, and includes the manufacture or fabrication or assembly of any motor vehicle parts or components or combinations thereof only when carried on by such employers

**L. WESSELS,**
Minister of Manpower

*CONDITIONS*

**1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP**

The minimum age and educational qualifications for commencing apprenticeship shall be—

(a) 16 years, and

(b) (i) Standard 8, or

(ii) a statement of attainment issued by or on behalf of the school attended by the prospective apprentice, reflecting a

**No. R. 768** **7 Mei 1993**

WET OP MANNEKRAGOPLEIDING, 1981

## AUTOMOBILE MANUFACTURING INDUSTRY EDUCATION AND TRAINING BOARD

AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Leon Wessels, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby in die Outomobielvervaardigingsnywerheid in die Republiek van Suid-Afrika ondervermelde ambagte aan as ambagte ten opsigte waarvan die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is

*AMBAGTE*

1. Elektromeganikus (3),
2 Gereedskapmeganikus (6),
3 Masjiengereedskapmeganikus (5),
4. Motorvoertuigmeganikus (1),
5. Nywerheidsmeganikus (4),
6 Stempelmodelmeganikus (2);

(b) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes hieronder uiteengesit, voor as leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en die gebied daarin genoem, en

(c) trek hierby met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewings Nos R 1700 van 5 Augustus 1983 en R 2426 van 9 November 1984 in Met dien verstande dat klousules 2, 3, 4, 6 en 7 van vermelde Goewermentskennisgewings van toepassing bly ten opsigte van 'n vakleerling wie se kontrak van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing

Vir die doeleindes van hierdie kennisgewing beteken "Outomobielvervaardigingsnywerheid" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die montering van motorvoertuie met nuwe onderdele op 'n monteerbaan, en omvat dit die vervaardiging of fabrisering of montering van motorvoertuigonderdele of komponente of samestellings daarvan slegs wanneer onderneem word deur sodanige werkgewers

**L. WESSELS,**
Minister van Mannekrag

*VOORWAARDES*

**1. KWALIFIKASIES OM MET VAKLEERLINGSKAP TE BEGIN**

Die minimum leeftyd en opvoedkundige kwalifikasies om met vakleerlingskap te begin, is—

(a) 16 jaar, en

(b) (i) standerd 8, of

(ii) 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die voornemende vakleerling bygewoon is,

pass at Standard 8 level in the subjects Afrikaans, English, Mathematics, and at least two other subjects; or

(iii) the National Technical Certificate, Part 1 (N1), with the appropriate trade theory

## 2. PERIOD OF APPRENTICESHIP

(1) The period of apprenticeship for all the trades shall be determined by the apprentice's progress through the modules but shall not exceed four years (208 weeks)

(2) (a) The maximum period of apprenticeship of four years shall include the time spent at technical institutions and, if necessary, the time taken for trade tests as provided for in clause 7,

(b) the minimum period of practical on-the-job experience shall be 26 weeks; and

(c) the maximum period of apprenticeship shall exclude time spent on compulsory military or police service in terms of the Defence Act, 1957 (Act No 44 of 1957), or the Police Act, 1958 (Act No 7 of 1958).

(3) The employer of an apprentice shall within seven days of the departure of the apprentice for training or service in terms of the Defence Act, 1957, or the Police Act, 1958, notify the secretary of the regional apprenticeship committee in question of such departure and shall do likewise within seven days after the return of the apprentice from such training or service.

## 3. WAGES

(1) An employer shall remunerate an apprentice weekly, fortnightly or monthly, as the case may be at not less than the following percentages of the minimum wage prescribed for a journeyman in terms of the Industrial Council Agreement or any other agreement applicable to the Automobile Manufacturing Industry

| | |
|---|---|
| LEVEL 1 . . . . . | 42% |
| LEVEL 2 . . . . . | 61% |
| LEVEL 3 . . . . . | 80% |
| LEVEL 4 . . . . . | 100% |

"Level" means the level of training according to the relevant training schedule

(2) The above rates shall be increased by 5 percent for all apprentices who have completed their first period of training or service in terms of the Defence Act, 1957, or the Police Act, 1958

(3) If the agreement referred to in subclause (1) lapses, the wage payable to an apprentice shall be calculated on the wage which was payable to a journeyman in terms of the last agreement which was binding for the trade and area concerned

waarin gemeld word dat hy op die standerd 8-vlak geslaag het in die vakke Afrikaans, Engels, Wiskunde en minstens twee ander vakke, of

(iii) die Nasionale Tegniese Sertifikaat, Deel I (N1), met die toepaslike ambagsteorie.

## 2. LEERTYD

(1) Die leertyd vir al die ambagte word bepaal deur die vakleerling se vordering deur die modules maar mag nie vier jaar (208 weke) oorskry nie.

(2) (a) Die maksimum leertyd van vier jaar sluit die tyd deurgebring aan tegniese inrigtings in en indien nodig die tyd bestee aan ambagstoetse soos by klousule 7 bepaal;

(b) die minimum tydperk van praktiese indiensondervinding is 26 weke, en

(c) die maksimum leertyd sluit tyd bestee aan verpligte militêre of polisiediens ingevolge die Verdedigingswet, 1957 (Wet No. 44 van 1957), of die Polisiewet, 1958 (Wet No. 7 van 1958), uit

(3) Die werkgewer van 'n vakleerling moet die sekretaris van die betrokke streekvakleerlingskapkomitee binne sewe dae na die vakleerling se vertrek vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, in kennis stel van sodanige vertrek en moet insgelyks handel binne sewe dae na die vakleerling se terugkeer van sodanige opleiding of diens.

## 3. LONE

(1) 'n Werkgewer moet 'n vakleerling weekliks, tweeweekliks of maandeliks, na gelang van die geval, besoldig teen minstens ondergemelde persentasies van die minimum loon voorgeskryf vir 'n vakman ingevolge die Nywerheidsraadooreenkoms of enige ander ooreenkoms wat op die Outomobielvervaardigingsnywerheid van toepassing is

| | |
|---|---|
| VLAK 1. . . . . | 42% |
| VLAK 2. . . . . | 61% |
| VLAK 3 . . . . . | 80% |
| VALK 4 . . . . . | 100% |

"Vlak" beteken die vlak van opleiding volgens die betrokke opleidingskedule.

(2) Bostaande skale moet met 5 persent verhoog word vir alle vakleerlinge wat hul eerste tydperk van opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, voltooi het.

(3) Indien die ooreenkoms bedoel in subklousule (1) verstryk, moet die loon betaalbaar aan 'n vakleerling bereken word op die loon wat aan 'n vakman betaalbaar was ingevolge die jongste ooreenkoms wat vir die betrokke ambag en gebied bindend was

(4) An employer shall increase the wage prescribed in this clause in respect of every apprentice who possesses or obtains any of the educational qualifications referred to in the Schedule below, or equivalent qualifications by a percentage that is not less than that specified in the Schedule The amounts so payable shall not be cumulative but shall be payable in respect of only one, namely the highest certificate or diploma obtained

178 Any amount to which an apprentice is entitled in terms of this subclause shall, where the certificate or diploma is obtainted during his apprenticeship, be payable as from the date obtained Provided that nothing in this subclause shall operate to reduce the amount which an employer is required to pay an apprentice in respect of educational qualifications prescribed in any previous conditions of apprenticeship in the Industry

(4) 'n Werkgewer moet die loon voorgeskryf by hierdie klousule ten opsigte van elke vakleerling wat enige van die opvoedkundige kwalifikasies bedoel in die Bylae hieronder, of gelykwaardige kwalifikasies, besit of verwerf, verhoog met minstens die persentasie in die Bylae gespesifiseer Die bedrae aldus betaalbaar, is nie kumulatief nie maar is betaalbaar ten opsigte van slegs een, te wete die hoogste, sertifikaat of diploma wat verwerf is Enige bedrag waarop 'n vakleerling ingevolge hierdie subklousule geregtig is, moet, waar die sertifikaat of diploma gedurende sy leertyd verwerf word, betaal word vanaf die datum van verwerwing daarvan Met dien verstande dat niks in hierdie subklousule vervat, die uitwerking mag hê dat die bedrag wat 'n werkgewer aan 'n vakleerling moes betaal ten opsigte van opvoedkundige kwalifikasies voorgeskryf in enige vorige leervoorwaardes in die Nywerheid, verminder word nie

## SCHEDULE

| Educational qualifications obtained prior to or during apprenticeship | Percentage of minimum wage prescribed for a journeyman in the Industrial Council Agreement or any other agreement applicable to the Automobile Manufacturing Industry |
|---|---|
| GROUP I<br>(i) Standard 8 Certificate with Trade Theory and Workshop Practice relating to his trade as subjects passed<br>(ii) Standard 9 Certificate with Mathematics as subject passed<br>(iii) Standard 10 Certificate without Mathematics<br>(iv) Four subjects of the National Technical Certificate, Part I (N1), with Trade Theory relating to his trade | 3% |
| GROUP II<br>(i) Standard 9 Certificate with Mathematics and Science or Trade Theory and Workshop Practice relating to his trade as subjects passed<br>(ii) Standard 10 Certificate with Mathematics as subject passed<br>(iii) Four subjects of the National Technical Certificate, Part II (N2), with Trade Theory relating to his trade | 6% |
| GROUP III<br>(i) Standard 10 Certificate with Mathematics and Science or Trade Theory and Workshop Practice relating to his trade as subjects passed<br>(ii) Four subjects of the National Technical Certificate, Part III (N3), with Trade Theory relating to his trade | 9% |
| GROUP IV<br>National Technical Certificate, Part IV (N4) | 10% |
| GROUP V<br>National Technical Certificate, Part V (N5) | 11% |
| GROUP VI<br>National Technical Certificate, Part VI (N6) | 12% |

178

## BYLAE

| Opvoedkundige kwalifikasies verwerf voor of gedurende leertyd | Persentasie van minimum loon voorgeskryf vir 'n vakman in die Nywerheidsraadooreenkoms of enige ander ooreenkoms wat op die Outomobielvervaardigingsnywerheid van toepassing is |
|---|---|
| GROEP I<br>(i) Standerd 8-sertifikaat met Ambagsteorie en Werkwinkelpraktyk wat met sy ambag verband hou, as geslaagde vakke<br>(ii) Standerd 9-sertifikaat met Wiskunde as geslaagde vak<br>(iii) Standerd 10-sertifikaat sonder Wiskunde<br>(iv) Vier vakke van die Nasionale Tegniese Sertifikaat, Deel I (N1), met Ambagsteorie wat met sy ambag verband hou. | 3% |
| GROEP II<br>(i) Standerd 9-sertifikaat met Wiskunder en Wetenskap of Ambagsteorie en Werkwinkelpraktyk wat met sy ambag verband hou, as geslaagde vakke<br>(ii) Standerd 10-sertifikaat met Wiskunde as geslaagde vak<br>(iii) Vier vakke van die Nasionale Tegniese Sertifikaat, Deel II (N2), met Ambagsteorie wat met sy ambag verband hou | 6% |
| GROEP III<br>(i) Standerd 10-sertifikaat met Wiskunde en Wetenskap of Ambagsteorie en Werkwinkelpraktyk wat met sy ambag verband hou, as geslaagde vakke<br>(ii) Vier vakke van die Nasionale Tegniese Sertifikaat, Deel III (N3), met Ambagsteorie wat met sy ambag verband hou | 9% |
| GROEP IV<br>Nasionale Tegniese Sertifikaat, Deel IV (N4) | 10% |
| GROEP V<br>Nasionale Tegniese Sertifikaat, Deel V (N5) | 11% |
| GROEP VI<br>Nasionale Tegniese Sertifikaat, Deel VI (N6) | 12% |

### 4. TECHNICAL STUDIES

(1) An apprentice who is not already in possession of the certificate prescribed in subclause (2) in subjects relating to the trade in which he is indentured shall attend technical classes appropriate to such trade and in accordance with the syllabi prescribed for the National Technical Certificate, Parts I and II (N1 and N2), which classes shall be attended at a technical institution or accredited training centre, Provided that where facilities for class attendance in any course or part thereof do not exist within 40 km of his place of work and class attendance is required of him during ordinary working hours he may, in lieu of attendance, take a correspondence course for the said course or part thereof

(2) An apprentice shall attend technical classes or take correspondence courses until he obtains the National Technical Certificate, Part II (N2), in four subjects, one of which must be trade-related

### 4. TEGNIESE STUDIES

(1) 'n Vakleerling wat nie reeds ten opsigte van vakke wat betrekking het op die ambag waarin hy ingeboek is in besit is nie van die sertifikaat by subklousule (2) voorgeskryf, moet tegniese klasse bywoon wat paslik is vir sodanige ambag en ooreenkom met die leerplanne voorgeskryf vir die Nasionale Tegniese Sertifikaat, Dele I en II (N1 en N2), en sodanige klasse moet bygewoon word by 'n tegniese inrigting of geakkrediteerde opleidingsentrum: Met dien verstande dat waar daar geen fasiliteite vir die bywoning van klasse in 'n kursus of 'n gedeelte daarvan beskikbaar is in binne 40 km vanaf sy werkplek en daar van hom verwag word om klasse gedurende gewone werkure by te woon, hy in plaas van klasse by te woon, 'n korrespondensiekursus vir genoemde kursus of gedeelte daarvan kan volg

(2) 'n Vakleerling moet tegniese klasse bywoon of korrespondensiekursusse volg totdat hy die Nasionale Tegniese Sertifikaat, Deel II (N2), verwerf in vier vakke, waarvan een met sy ambag verband moet hou

(3) (a) Where facilities exist for technical class attendance by continuous course of study, an apprentice shall attend such classes on five days a week during his ordinary hours of work for the duration of the course

(b) An apprentice shall not be entitled to attend more than one Block Release Course at the cost of the employer per annum.

(c) (i) Where an apprentice passes all the subjects referred to in subclause (2) with a mark of 60 percent or more, he shall be entitled to continue attending further classes during ordinary working hours on the basis prescribed in subclause (3) (a).

(ii) Attendance of classes for any course of study for any further certificate after an apprentice has complied with the requirements of subclause (2) with a mark of less than 60 percent in any of the said subjects passed shall be outside working hours Provided that he may, subject to the agreement of his employer, continue attending classes during ordinary working hours on the basis prescribed in subclause (3) (a).

(d) An apprentice who attends classes in terms of paragraph (a) or (c) shall be, for the duration of such course, neither be required nor permitted to report for work

(4) The provisions of subclause (3) shall *mutatis mutandis* apply to an apprentice taking a correspondence course in terms of subclause (1).

(5) An apprentice who, because of absence for training or service in terms of the Defence Act, 1957, or the Police Act, 1958, is unable to attend technical classes for the duration of a continuous course of study or attend technical classes or take a correspondence course for at least half an academic year, as the case may be, shall not be required to pursue his studies during such year

(6) The provisions of subclauses (3) and (4) shall *mutatis mutandis* apply to an apprentice who has complied with the provisions of subclause (2) or who is already in possession of a higher technical qualification and voluntarily pursues studies appropriate to the trade in which he is indentured

**5. TRAINING**

(1) All apprentices indentured in any of the designated trades shall undergo modular training, which has been divided into four levels, each consisting of a number of complementary modules of competency-based skills training

(3) (a) Waar fasiliteite vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus bestaan, moet 'n vakleerling sodanige klasse vir die duur van die kursus op vyf dae per week gedurende sy gewone werkure bywoon

(b) 'n Vakleerling is nie daarop geregtig om meer as een Blokvrystellingskursus op die koste van die werkgewer per jaar by te woon nie.

(c) (i) Waar 'n vakleerling in al die vakke bedoel in subklousule (2) slaag met 'n punt van 60 persent of meer, is hy daarop geregtig om voort te gaan om verdere klasse gedurende gewone werkure by te woon op die grondslag voorgeskryf by subklousule (3) (a)

(ii) Bywoning van klasse vir 'n studiekursus vir enige verdere sertifikaat nadat 'n vakleerling aan die vereistes van subklousule (2) voldoen het met 'n slaagpunt van minder as 60 persent in enige van bedoelde vakke, moet buite werkure geskied Met dien verstande dat hy, onderworpe aan die goedkeuring van sy werkgewer, kan voortgaan om klasse gedurende gewone werkure by te woon op die grondslag voorgeskryf by subklousule 3 (a).

(d) Van 'n vakleerling wat ingevolge paragraaf (a) of (c) klasse bywoon, mag daar nie vereis word, ook mag hy nie toegelaat word, om hom vir die duur van sodanige kursus vir werk aan te meld nie.

(4) Die bepalings van subklousule (3) is *mutatis mutandis* van toepassing op 'n vakleerling wat 'n korrespondensiekursus ingevolge subklousule (1) volg

(5) Van 'n vakleerling wat as gevolg van afwesigheid vir opleiding of diens ingevolge die Verdedigingswet, 1957, of the Polisiewet, 1958, nie in staat is om vir die duur van 'n aaneenlopende studiekursus tegniese klasse by te woon of minstens die helfte van 'n akademiese jaar tegniese klasse by te woon of 'n korrespondensiekursus te volg nie, na gelang van die geval, mag daar nie vereis word om sy studie gedurende sodanige jaar voort te sit nie

(6) Die bepalings van subklousules (3) en (4) is *mutatis mutandis* van toepassing op 'n vakleerling wat voldoen het aan die bepalings van subklousule (2) of reeds in besit is van 'n hoer tegniese kwalifikasie en wat studies paslik vir die ambag waarin hy ingeboek is, vrywillig voortsit

**5. OPLEIDING**

(1) Alle vakleerlinge wat in enige van die aangewese ambagte ingeboek is, moet modulêre opleiding ondergaan wat verdeel is in vier vlakke waarvan elk bestaan uit 'n aantal komplementêre modules van bevoegdheidsgebaseerde vaardigheidsopleiding

(2) Each apprentice shall be required to achieve the skills within each level and to prove his mastery of these in a practical skills test

(3) To achieve mastery of these specified skills an apprentice shall undergo modular training, which may be undertaken—

(a) at one of the accredited training centres, or

(b) at a company accredited by the accreditation committee of the Automobile Manufacturing Industry Education and Training Board to provide modular training for specific levels or modules

(4) Employers shall be required to release their apprentices for such periods as specified in the training schedule concerned

(5) An employer who intends to indenture an apprentice in possession of a National Technical Certificate, Part II (N2), or a higher qualification and/or with appropriate practical experience shall request the Automobile Manufacturing Industry Education and Training Board of evaluate that apprentice's level of competence by means of the level tests, and thereafter permit the apprentice to commence his training on the next higher level The Automobile Manufacturing Industry Education and Training Board may in such a case reduce the minimum period of experience of 26 weeks and the maximum period in which the remaining mocules must be completed, as prescribed in clause 2, by periods commensurate with the level attained Provided that if the apprentice passes all the level tests he shall be required to complete a minimum period of 13 weeks of practical experience prior to attempting the trade test· Provided further that the maximum period so determined shall not be less than the minimum period so determined plus 104 weeks

(6) On successful completion of each of the level tests, the apprentice shall be issued with a certificate which will list his demonstrated skills as related to the modules comprising that level

(7) If an apprentce fails the Level 1 test or the second attempt at any subsequent level test and in consultation with the Automobile Manufacturing Industry Education and Training Board, he is deemed as unsuitable for further training, the Automobile Manufacturing Industry Education and Training Board may rescind his contract and he shall leave the system with the skills certificate of the highest level that he achieved

## 6. PAYMENT OF CLASS OR COURSE AND EXAMINATION FEES

An employer shall advance to the technical institution concerned the class or course fees and the examination fees payable by an apprentice who is required or who, in terms of clause 4 (6),

(2) Van elke vakleerling word vereis om die vaardighede binne elke vlak te verwerf en om sy bemeestering daarvan te bewys deur 'n praktiese vaardigheidstoets af te lê

(3) Ten einde hierdie gespesifiseerde vaardighede te bemeester, moet 'n vakleerling modulêre opleiding ondergaan, wat deurloop kan word—

(a) by een van die geakkrediteerde opleidingsentrums, of

(b) by 'n maatskappy wat deur die akkrediteringskomitee van die Automobile Manufacturing Industry Education and Training Board geakkrediteer is vir die verskaffing van modulêre opleiding vir spesifieke vlakke of modules

(4) Van werkgewers word vereis om hul vakleerlinge vry te gee vir die tydperke wat in die betrokke opleidingskedule bepaal word.

(5) 'n Werkgewer wat voornemens is om 'n vakleerling in te boek wat in besit is van 'n Nasionale Tegniese Sertifikaat, Deel II (N2), of 'n hoer kwalifikasie, en/of toepaslike praktiese ondervinding het, moet die Automobile Manufacturing Industry Education and Training Board versoek om daardie vakleerling se bevoegdheidsvlak te evalueer deur middel van die vlaktoetse, en daarna die vakleerling toelaat om op die volgende hoer vlak met sy opleiding te begin The Automobile Manufacturing Industry Education and Training Board kan in so 'n geval die minimum tydperk van 26 weke ondervinding en die maksimum tydperk waarin die oorblywende modules voltooi moet word, soos voorgeskryf by klousule 2, verminder met tydperke eweredig aan die vlak wat bereik is Met dien verstande dat as die vakleerling in al die vlaktoetse slaag, van hom vereis word om 'n minimum tydperk van 13 weke praktiese ondervinding te voltooi voordat hy die ambagstoets mag aflê Met dien verstande voorts dat die maksimum tydperk wat aldus bepaal word, nie minder moet wees nie as die minimum tydperk wat aldus bepaal word, plus 104 weke

(6) By suksesvolle voltooiing van elkeen van die vlaktoetse moet 'n sertifikaat aan die vakleerling uitgereik word waarop sy bewese vaardighede met betrekking tot die modules van daardie vlak aangegee word

(7) Indien 'n vakleerling in die Vlak 1-toets of met sy tweede poging in enige daaropvolgende vlaktoets druip en hy in oorleg met die Automobile Manufacturing Industry Education and Training Board ongeskik geag word vir verdere opleiding, kan die Automobile Manufacturing Industry Education and Training Board sy kontrak ontbind en moet hy dan die stelsel verlaat met die vaardigheidsertifikaat van die hoogste vlak wat hy bereik het

## 6. BETALING VAN KLAS- OF KURSUS- EN EKSAMENGELDE

'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursusgelde en die eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word, of wat kragtens

elects to attend any courses or take correspondence courses or enter for an examination, and may deduct the amount so advanced from the wages of the apprentice in equal instalments spread over a period of 12 months from the date on which the advance was made Provided that—

(a) if, at an examination, the apprentice obtains the certificate for which he was enrolled, the full amount deducted in respect of class or course fees and the fees for such examination shall be refunded to him by the employer, and

(b) if the apprentice fails to obtain the certificate referred to in (a) the refund of class or course fees and examination fees shall be made only in respect of those subjects in which he obtained a pass in the examination concerned

**7. TRADE TESTS**

(1) Every apprentice in each designated trade shall pass an approved trade test to qualify as an artisan

(2) Trade tests shall be conducted at a testing centre, accredited by the Automobile Manufacturing Industry Education and Training Board on a date determined by the Automobile Manufacturing Industry Education and Training Board.

(3) To be accepted as a candidate for a trade test referred to in subclause (1) an apprentice shall—

(a) have completed the training programme approved by the Automobile Manufacturing Industry Education and Training Board for the trade concerned, and

(b) have passed the required modular/level tests approved by the Automobile Manufacturing Industry Education and Training Board for the trade concerned, and

(c) except in special circumstances, as determined by the Automobile Manufacturing Industry Education and Training Board, have obtained at least the National Technical Certificate, Part II (N2), in four subjects, one of which must be trade-related, and

(d) if required, supply documentary proof of having met the requirements in paragraphs (a) to (c)

(4) An apprentice who fails his first attempt at the trade test shall be permitted additional attempts as approved by the Automobile Manufacturing Industry Education and Training Board before the maximum period of his apprenticeship expires, whereafter the contract shall be terminated

(5) The costs of the trade tests mentioned above shall be borne by the employer

klousule 4 (6) verkies, om enige kursusse by te woon of korrespondensiekursusse te volg of om vir 'n eksamen in te skryf, en kan die bedrag aldus voorgeskiet van die loon van die vakleerling aftrek in gelyke paaiemente versprei oor 'n tydperk van 12 maande vanaf die datum waarop die voorskot gemaak is Met dien verstande dat—

(a) indien die vakleerling in 'n eksamen die sertifikaat verwerf waarvoor hy ingeskryf het, die volle bedrag wat ten opsigte van klas-of kursusgelde en die gelde vir daardie eksamen afgetrek is, deur die werkgewer aan die vakleerling terugbetaal moet word; en

(b) indien die vakleerling nie daarin slaag om die sertifikaat in (a) bedoel, te verwerf nie, die terugbetaling van klas-of kursusgelde en eksamengelde geskied slegs ten opsigte van die vakke waarin hy in die betrokke eksamen geslaag het.

**7. AMBAGSTOETSE**

(1) Elke vakleerling in elke aangewese ambag moet in 'n goedgekeurde ambagstoets slaag om as 'n ambagsman te kwalifiseer

(2) Ambagstoetse moet by 'n toetssentrum deur die Automobile Manufacturing Industry Education and Training Board geakkrediteer, afgeneem word op 'n datum wat deur die Automobile Manufacturing Industry Education and Training Board bepaal word

(3) Om as 'n kandidaat vir 'n ambagstoets bedoel in subklousule (1) aanvaar te word, moet 'n vakleerling—

(a) die opleidingsprogram wat deur die Automobile Manufacturing Industry Education and Training Board vir die betrokke ambag goedgekeur is, voltooi het, en

(b) in die vereiste modulêre/vlaktoetse wat deur die Automobile Manufacturing Industry Education and Training Board vir die betrokke ambag goedgekeur is, geslaag het, en

(c) uitgesonderd in besondere omstandighede, soos deur die Automobile Manufacturing Industry Education and Training Board bepaal, minstens die Nasionale Tegniese Sertifikaat, Deel II (N2), verwerf het in vier vakke waarvan een met sy ambag verband moet hou, en

(d) indien dit vereis word, dokumentêre bewys voorlê dat daar aan die vereistes van paragrawe (a) tot (c) voldoen is

(4) 'n Vakleerling wat met sy eerste poging in die ambagstoets druip, moet verdere pogings toegelaat word soos deur die Automobile Manufacturing Industry Education and Training Board goedgekeur, voordat sy maksimum leertyd verstryk, waarna die kontrak beeindig word

(5) Die koste verbonde aan die ambagstoetse hierbo genoem, word deur die werkgewer gedra

## 8. COURSES OF TRAINING

An employer shall provide an apprentice with practical training in the trade in which he is indentured in accordance with the training schedule approved and published by the Automobile Manufacturing Industry Education and Training Board and issued to the employer from time to time.

**No. R. 769** **7 May 1993**

MANPOWER TRAINING ACT, 1981

MARITIME INDUSTRY TRAINING BOARD
AMENDMENT OF CONSTITUTION

The Maritime Industry Training Board has, after the submission of a constitution, been accredited on 14 May 1991 by the Registrar of Manpower Training in terms of section 12B of the Manpower Training Act, 1981, as the training board for the relevant industry

The original definition of the industry reads as follows:

"Maritime Industry means Maritime Industry in its broadest sense, but with the specific exclusion of the deepsea trawling and inshore fishing and related industries, in which the companies, associations and organisations referred to, or which may from time to time be supplemented to Annexure 'A' hereto are associated for the purpose of carrying out operations generally regarded as work substantially connected with or associated to the operation of vessels, harbours, port services, off-shore structures or other similar operations."

The Maritime Industry Training Board requested that the definition of the relevant industry in its constitution be amended

The proposed amendment of the definition of the industry reads as follows.

"Maritime Industry means the Maritime Industry in its broadest sense (including those logistic and administrative functions associated with the movement of cargo to or from Southern African ports by land, sea and air), in which the companies, associations and organisations referred to, or which may from time to time be supplemented to annexure 'A' hereto are associated for the purpose of carrying out operations generally regarded as work substantially connected with or associated to the operation of vessels, harbours, port services, off-shore structures and the exploitation (including harvesting, processing, packing and freezing at sea), utilisation and protection of marine resources, or other similar operations "

The Registrar of Manpower Training is considering the amendment of the definition

Information concerning the relevant constitution may be obtained from the Chief Executive Officer, Maritime Industry Training Board, P O Box 6348, Roggebaai, 8012

## 8. OPLEIDINGSKURSUSSE

'n Werkgewer moet 'n vakleerling die praktiese opleiding in die ambag waarin hy ingeboek is, gee volgens die opleidingskedule wat deur die Automobile Manufacturing Industry Education and Training Board goedgekeur en gepubliseer is en van tyd tot tyd aan die werkgewer uitgereik word.

**No. R. 769** **7 Mei 1993**

WET OP MANNEKRAGOPLEIDING, 1981

MARITIME NYWERHEID-OPLEIDINGSRAAD
WYSIGING VAN KONSTITUSIE

Die Maritieme Nywerheid-Opleidingsraad is, nadat 'n konstitusie ingedien is, op 14 Mei 1991 kragtens artikel 12B van die Wet op Mannekragopleiding, 1981, deur die Registrateur van Mannekragopleiding geakkrediteer as die opleidingsraad vir die betrokke nywerheid

Die oorspronklike omskrywing van die nywerheid lui soos volg:

"Maritieme Nywerheid beteken die Maritieme Nywerheid in sy wydste sin, maar met die uitdruklike uitsluiting van die diepseetreilvissery en kusvissery en verwante nywerhede, waarin die maatskappye, verenigings en organisasies waarna in Bylae A verwys word of wat van tyd tot tyd daartoe gevoeg word, geassosieer is vir die doel om aktiwiteite te verrig wat algemeen geag word as werk wat wesentlik in verband staan met of geassosieer is met die bedryf van vaartuie, hawens, hawedienste, aflandige strukture of ander soortgelyke aktiwiteite "

Die Maritieme Nywerheid-Opleidingsraad het versoek dat die omskrywing van die betrokke nywerheid in sy konstitusie gewysig word

Die beoogde wysiging van die omskrywing van die nywerheid lui soos volg.

"Maritieme Nywerheid beteken die Maritieme Nywerheid in sy wydste sin (insluitende daardie logistieke en administratiewe funksies wat geassosieer word met die beweging van vrag na of van Suider Afrikaanse hawens oor land of see of deur die lug), waarin die maatskappye, verenigings en organisasies waarna in Bylae A verwys word of wat van tyd tot tyd daartoe gevoeg word, geassosieer is vir die doel om aktiwiteite te verrig wat algemeen geag word as werk wat wesentlik in verband staan met of geassosieer is met die bedryf van vaartuie, hawens, hawedienste, aflandige strukture en die ontginning (insluitende insameling, verwerking, verpakking en bevriesing ter see), benutting en beskerming van marine hulpbronne of ander soortgelyke aktiwiteite "

Die Registrateur van Mannekragopleiding oorweeg die wysiging van die omskrywing

Inligting in verband met die betrokke konstitusie kan van die Hoofuitvoerendebeampte, Maritieme Nywerheid-Opleidingsraad, Posbus 6348, Roggebaai, 8012, bekom word.

# Drop in apprenticeships

GERALD REILLY 178

PRETORIA — SA was training twice as many university students as technikon and technical college students and most were studying in the direction of the humanities, Manpower director-general Joel Fourie said last night.

Speaking at the Careers 2000 Exhibition in Pretoria he said that in 1991 there were 10 758 registered apprentices This dropped by 30% last year to 7 492, and there were now fewer apprentices in training than in 1988.

Fourie said there had been a fall in average GDP growth from 5,1% between 1961 and 1972, to 0,8% between 1985 and 1991 BTOAM 12/5/93.

He said a task group had been created to investigate a national training strategy for SA

(43) Components for the manufacture of switchboards for exports. (Relay Setting)

(44) Components for the manufacture of multiplugs for export. (Conpower)

(45) Components for the manufacture of water-coolers for export (Parker Plastics)

List 2/93 was published under General Notice 315 of 8 April 1993

(14 May 1993)

## NOTICE 424 OF 1993

(178)

### DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF THE MOTOR INDUSTRY TRAINING BOARD

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Motor Industry Training Board, P O Box 3770, Randburg, 2125, on 3 May 1993, in respect of the Motor Industry, as defined in Government Notice No R 718 of 30 April 1993, in the Republic of South Africa, and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that industry and area on the said date

The attention of apprentices and employers of apprentices in the Motor Industry is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in that industry and area in terms of which the parties to such a contract of apprenticeship shall within 90 days after the said date, notify the said training board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question

(14 May 1993)

## NOTICE 425 OF1993

### MINISTRY FOR PUBLIC ENTERPRISES

PROHIBITION OF ACQUISITION IN TERMS OF SECTION 14 OF THE MAINTENANCE AND PROMOTION OF COMPETITION ACT, 1979 (ACT No 96 OF 1979)

I, Dawid Jacobus de Villiers, Minister for Public Enterprises, issue this notice by virtue of the powers vested in me by section 14 of the Maintenance and Promotion of Competition Act, 1979 (Act No 96 of 1979) (the Act), and determine that it will come into operation on **28 June 1993.**

The notice follows upon the investigation conducted by the Competition Board into the proposed merger between Copalcor Manufacturing (Pty) Ltd (Copalcor) and Non-Ferrous Metal Works (SA) (Pty) Ltd (NFMW) The Board's report on the matter was published in Notice No 357 in *Government Gazette* No. 14756 of 30 April 1993 Prior to its publication in the *Gazette* I provided all interested parties with a copy of the report and invited them to comment on the Board's recommendations

(43) Komponente vir die vervaardiging van skakelborde vir uitvoer (Relay Setting)

(44) Komponente vir die vervaardiging van veelvuldige proppe vir uitvoer (Conpower)

(45) Komponente vir die vervaardiging van waterverkoelers vir uitvoer. (Parker Plastics)

Lys 2/93 is by Algemene Kennisgewing 315 van 8 April 1993 gepubliseer.

(14 Mei 1993)

## KENNISGEWING 424 VAN 1993

### DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN DIE MOTORNYWERHEID-OPLEIDINGSRAAD

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Motornywerheid Opleidingsraad, Posbus 3770, Randburg, 2125, kragtens artikel 12B van die Wet, op 3 Mei 1993 geakkrediteer het ten opsigte van die Motornywerheid, soos omskryf in Goewermentskennisgewing No R. 718 van 30 April 1993, in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in die Motornywerheid se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrak binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees aan die genoemde opleidingsraad bekend moet maak

(14 Mei 1993)

## KENNISGEWING 425 VAN 1993

### MINISTERIE VIR OPENBARE ONDERNEMINGS

VERBOD TEEN 'N VERKRYGING INGEVOLGE ARTIKEL 14 VAN DIE WET OP DIE HANDHAWING EN BEVORDERING VAN MEDEDINGING, 1979 (WET No 96 VAN 1979)

Ek, Dawid Jacobus de Villiers, Minister vir Openbare Ondernemings, reik hierdie kennisgewing uit kragtens die bevoegdhede aan my verleen deur artikel 14 van die Wet op die Handhawing en Bevordering van Mededinging, 1979 (Wet No 96 van 1979) (die Wet), en bepaal dat dit op **28 Junie 1993** in werking sal tree

Die kennisgewing volg op 'n ondersoek wat deur die Raad op Mededinging onderneem is na die beoogde samesmelting van Copalcor Manufacturing (Edms ) Bpk (Copalcor) en Non-Ferrous Metal Works (SA) (Edms ) Bpk (NFMW) Die Raad se verslag oor die aangeleentheid is in Kennisgewing No. 357 in *Staatskoerant* No 14756 op 30 April 1993 gepubliseer Voor die publikasie in die *Staatskoerant* het ek al die belanghebbende partye van 'n afskrif van die verslag voorsien en hulle die geleentheid gebied om op die Raad se aanbevelings kommentaar te lewer

| Name of owner<br>Naam van eienaar | Scheduled area<br>Ingelyste oppervlakte<br>(ha) | Number of votes<br>Getal stemme |
|---|---|---|
| Louw, G N | 32,1 | 7 |
| Lubbe, W D J | 0,5 | 1 |
| Luciana Landgoed CC | 19,3 | 4 |
| Luciana Landgoed (½) | 3 | 1 |
| Moore, R W F (½) | 3 | |
| Marais, J J T | 32,3 | 7 |
| Mining Stress Systems (Pty) Ltd | 9,1 | 2 |
| Mulder, A H | 0,6 | 1 |
| Numikos Apostolos Evanghelas | Nul | 0 |
| Pera, A | Nul | 0 |
| Pienaar, P J | 11,9 | 3 |
| Republiek van SA | Nul | 0 |
| Scheerpoort Kampterrein | Nul | 0 |
| Scrooby, G S | 16,2 | 4 |
| Scrooby, L V | Nul | 0 |
| Scheerpoort Trading Co Ltd | 4,6 | 1 |
| Small Familie Trust | Nul | 0 |
| Smit, J J H S | 12,5 | 3 |
| Spreeth, P M A | 4,8 | 1 |
| Strauss, J | Nul | 0 |
| Stroomaf Eiendom (Pty) Ltd | Nul | 0 |
| Trans Africa Inns (Pty) Ltd (846/1 000) | Nul | 0 |
| Van Breda F C (154/1 000) | Nul | |
| Van Riet, W F | Nul | 0 |
| Veenstra, J H | 10,6 | 3 |

(4 June 1993)/(4 Junie 1993)

## NOTICE 484 OF 1993

### DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF THE AUTOMOBILE MANUFACTURING INDUSTRY EDUCATION AND TRAINING BOARD

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Automobile Manufacturing Industry Education and Training Board, P O Box 40611, Arcadia, 0007, on 17 May 1993, in respect of the Automobile Manufacturing Industry, as defined in Government Notice No R 768 of 7 May 1993 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that industry and area on the said date

The attention of apprentices and employers of apprentices in the Automobile Manufacturing Industry is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in that industry and area in terms of a contract of apprenticeship, on the said date, the parties to such contract shall within 90 days after the said date, notify the said training board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question

(4 June 1993)

## KENNISGEWING 484 VAN 1993

### DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN DIE AUTOMOBILE MANUFACTURING INDUSTRY EDUCATION AND TRAINING BOARD

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Automobile Manufacturing Industry Education and Training Board, Posbus 40611, Arcadia, 0007, kragtens artikel 12 van die Wet, op 17 Mei 1993 geakkrediteer het ten opsigte van die Outomobielvervaardigingsnywerheid, soos omskryf in Goewermentskennisgewing No R 768 van 7 Mei 1993 in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in die Outomobielvervaardigingsnywerheid se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrakte binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees aan die genoemde opleidingsraad bekend moet maak.

(4 Junie 1993)

# Skills shortage looming

By Derek Tommey

After five years of recession every South African must be hoping for a speedy upturn in the economy

But signs are emerging that any major improvement could be quickly halted by a serious shortage of skilled workers

David Jacobson, executive director of technology at Altron, recently estimated that SA was short of 250 000 skilled people.

But this has not been particularly evident until now

The fact that industry is already experiencing some skills shortages, despite the recession, emerges in the latest survey of the manufacturing sector by the Bureau for Economic Research (BER) at the University of Stellenbosch.

## Constraining

Four percent of those surveyed said a shortage of skilled labour was seriously constraining their activities

Another 35 percent were feeling a slight constraint, says Pieter Laubscher, a BER economist.

But only 19 percent were experiencing a shortage of semi-skilled workers

That there should be a skilled labour shortage is quite astonishing, says Laubscher

"The implication is that as soon as the economy improves, labour bottlenecks will develop This will have serious consequences for wages and inflation"

Michael McDonald, head of Seifsa's economics department, says he is not aware of any shortage of skills. But he says he can see one developing when mega-projects such as Columbus and Alusaf get off the ground

The intake of apprentices into the iron and steel industry has been very low, especially in the past year

Moreover, firms have done little training in recent times. The need to cut costs in order to survive in the current hostile environment has come first.

Some of the need for semi-skilled and skilled workers will be filled by blacks But a problem is that few did maths and science at school and are not able to undertake technical training, he says

## Recruiting

Heather Gordon of Engineering Management Services, which is responsible for the Alusaf project, says the company has taken on about 150 skilled people and is fully staffed

There had been no problem in recruiting most of them, but there is a shortage of draughtsmen experienced in computer-assisted-design techniques.

Dave Bunn, personal director with M&R Engineering Services, which is involved in both the Columbus and Alusaf projects, says the construction industry is notoriously poor in its forward planning for mega-projects, but that the semi-skilled labour situation at the moment is not too bad

He says the huge demand for labour for the Mossgas project had affected wage rates outside the industry

South 11/2 – 15/2/94

## White man and coloured wife in a racist no-win situation

# 'You can't do a black man's job'

**By Barbara-Ann Boswell**

ALL Robert Fry wants is a job. Problem is, he doesn't have the chance to do the job he wants, because he is white

Fry, 50, wants a job as a labourer. When he gets a job as a labourer it's taken away from him because white workers complain that a white man should not be allowed to do the work of a black man The reverse applies as well — fellow black labourers call him by racist names

The discrimination is amplified when it becomes known that Hilda, his wife, is coloured.

Because of this the couple are homeless and destitute and are forced to leave their nine-year-old daughter, Chantle, with friends.

Fry worked as a labourer at a steel-tubing factory in Epping for three months until the beginning of this year

He was the only white labourer and his co-workers called him "whitey" and "boere", names which he found offensive.

He did not get much sympathy from management either. Fry is sure that the company dismissed him because he was white

"When white customers came there, they would ask management 'How can you have a white man pulling metal, it's not a white man's job.'"

He was fired. Fry would then wait outside the factory gates in Epping, hoping to be employed as a casual, but the bosses ignored him because he was white.



**DOUBLE BIND: Hilda and Robert Fry are destitute as his skin doesn't match the job description**

Robert and Hilda Fry married five years ago after knowing each other for 10 years Robert came to South Africa from England 24 years ago with no formal qualifications, but a willingness to "turn my hand to anything"

He worked for various electrical wholesalers and then as a security guard When the company he worked for went bankrupt, he found himself unemployed.

The next five years he spent hitch-hiking throughout South Africa with his wife and daughter.

"We went to Johannesburg, Upington, Welkom, Prieska, the South Coast, Durban, Stanger and even to Mafikeng in search of work, but I couldn't find anything," said Fry. (177)

"People would offer me a job, but as soon as they saw my wife and child it would be a different story."

The couple also experienced a lot of hostility on the road

"Near Bloemfontein, a man once drove past in a car and pointed a gun at us, and in Stanger, a car went straight for us and missed my wife by inches," he said.

"In Richards Bay, at my own church (the Old Apostolic Church) a pastor and deacon — both white — said I could come into their houses, but I had to leave my wife and child outside in the rain.

"The same pastor and preacher told me to divorce this woman and take a white woman

"All I want is a job and a place for my family to stay."

"I don't know what to say, what to do or who to turn to any more Sometimes I just feel like taking a gun and shooting my wife and kid and then myself."

The couple are still homeless, and are currently sleeping on someone's stoep in Stellenbosch.

# Bottlenecks as training plans crash

ARG 4/2/95

(178)

**COLIN DOUGLAS**
Business Staff

A SEVERE shortage of apprentices threatens to derail economic growth in the Western Cape — but businesses and politicians in the province are scrambling to solve the problem.

The number of apprentices in the metal industry in the Western Cape has halved from 972 in 1990 to 497 late last year, said Ewald Wessels, chairman of Cape Manufacturing Engineers and a panelist at this week's meeting of the Cape of Good Hope Bank/ Wesgro Business Development Panel

"Instead of three artisans to every technician, there is only one — there is a massive shortage,, which is causing bottlenecks in industry"

Dr Wessels called for the establishment of a regional training centre by Western Cape business and government, to be funded by a levy on all employers of artisans

Provincial Economics Minister Chris Nissen, who attended the panel's meeting, has instructed his staff to conduct a full and urgent investigation into the matter, ministry official Tonie Botha said

The problem lay with the State-regulated training system, which left apprentice training to the private sector but lumped each individual company with massive disincentives to engage recruits, Dr Wessels said.

No company was obliged to train apprentices, but those that did were required to engage them for a three or four year period, during which they were permitted to perform only about R10 000 worth of revenue-earning work.

It costs a manufacturer between R90 000 and R120 000 to train the apprentice, excluding capital costs, and only R10 000 is refunded to the firm if the trainee passes State examinations

But newly qualified artisans are regularly "poached" by companies which have no training programmes of their own

"Companies typically train for less than their own needs, and never for new entrants," Dr Wessels told the panel

"Even though there are plenty of suitable applicants, the system has created a built-in shortage of apprentices"

Atlantis Diesel Engines MD Fritz Korte, also a panel participant, warned he would be forced to close his training centre if a solution was not found

Cape Chamber of Commerce and Industry deputy director Colin Boyes said "If the economy takes off and demand for skilled labour increases, we could face a crisis because you can't just turn out artisans overnight

The industrial council system could help fund a regional training initiative by spreading the cost of apprentice training across all manufacturers, "not just a few noble companies", Mr Boyes said

■ Focussing attention on the apprentice shortage could be a first direct hit for the Business Development Panel, which aims to make Cape business leaders more active in regional economic policy formation

The Panel, composed of 16 business leaders and economists, would not be a mere talkshop, said Cape of Good Hope Bank MD Mike Thompson, who chaired this week's meeting

# Tax breaks needed back to revive local training

(179) (178)

By Audrey D'Angelo

CT(BR) 28/6/95

An "alarming" drop in the number of apprentices across a broad spectrum of industries will put a damper on future growth and push up the wages of skilled artisans, warned Colin Boyes, deputy director of the Cape Chamber of Commerce and Industries

He told Business Report yesterday that training an apprentice could cost as much as R100 000 and, following the removal of tax rebate incentives, many companies had stopped taking them on.

The number of new apprenticeship contracts registered dropped from 9 054 in 1990 to 5 000 last year The number of training contracts completed had dropped over the same period from 7 132 to 3 960

**Demand**

"The situation is potentially very serious," he said.

"In past years we were able to recruit skilled artisans from overseas in boom periods when skills were in short supply

"But now the rand is so weak against European currencies such as the Deutschemark and the pound that we shall be unable to attract them.

"That means the laws of supply and demand will push up the level of wages which skilled South African artisans will be able to demand, increasing the costs of production"

Boyes said research carried out by the chamber indicated the solution would be to reintroduce tax rebates as an incentive for training apprentices

To prevent abuse the scheme could be monitored by the training boards set up by each industry.

He said the drop in apprentice numbers had started during the recession, but the removal of incentives given in the past had made the situation worse.

Even companies now training apprentices were reconsidering this policy "and the apprentice system is the backbone of the manufacturing industry"

MANPOWER - APPRENTICESHIPS

1996.

and it will not exclude any reasonable costs likely to be incurred after this initial period There is also a cap on lost income of up to R2 500 a month, or loss of support up to R1 875 a month

Conversely, the existing cap on benefits to certain categories of passengers, which impacts most on users of public transport, is to be removed, and they will now have the same set of benefits as others

These caps must be understood in the context that they will result in a maximum limit of close to R2 m per claimant

The final area of reduction in state expenditure will be the removal of benefits claimed under the heading of "general damages" These are damages—often extremely costly—related to issues like pain and suffering—and they are essentially financial benefits for non-financial losses

The total package of proposals contained in the draft White Paper will ensure that more benefits flow directly to all victims, it will remove the current discrimination against certain passengers it will allow for more effective administration of benefits, and it will bring the fund to financial stability with its contingent liabilities covered by the year 2007

(2) Funding the new system will require an annual increase in the fuel levy of 9% This is in nominal and not real term, and assumes a starting level of 12c a litre

(3) An official statement was made on 31 May 1996 when I launched the Draft White Paper on the MMF No further statement is contemplated at this stage

**Competition Board: continued existence**

*24 Mr F P SMIT asked the Minister of Trade and Industry †

(1) Whether he or his Department has taken any decision regarding the Competitions Board, if so,

(2) Whether the Board will continue to exist, if so, why, if not,

(3) whether the Board will be replaced by another body, if not, why not, if so, what body,

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

N920E

The MINISTER OF TRADE AND INDUSTRY

(1) No Such a decision can be taken only after greater clarity has emerged on the type of institutions or bodies that will be necessary to implement and enforce the new competition policy that is currently being fashioned In the meanwhile, four additional appointments to the Competition Board will be made in the near future

(2) and (3) A decision on these matters will be governed by the objectives and imperatives of the new competition policy that is eventually adopted

(4) Yes This will be done at the appropriate time

**Building of new prisons**

*25 Rev M M PHENETHI asked the Minister of Correctional Services †

(1) Whether his Department is considering the building of new prisons, if not, why not, if so, what will be the building cost per prisoner,

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

N921E

The MINISTER OF CORRECTIONAL SERVICES

(1) Yes

(a) Falls away

(b) The building cost per prisoner is dictated by various factors such as the size of the prison complex, the category prisoner in detention, type of supportive structures that have to be erected and whether the prison is being erected on serviced or new land According to the latest figures for the new prison at Goodwood, the building costs amount up to approximately R80 843 per prisoner

(2) No



**Decrease in number of apprentices receiving training**

*26 Mr M O ROBERTSON asked the Minister of Mineral and Energy Affairs †

(1) Whether there was a decrease in the number of apprentices receiving training in 1995 compared to the number in 1994, if so, what was the decrease,

(2) whether his Department is investigating possibilities of training more apprentices, if not, why not, if so, what are the relevant details,

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

N923E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) Yes, in 1994 there were 3 161 apprentices receiving training at the Mining Industry Engineering Trades Training Board (MIETTB), and in 1995 this figure dropped to 3 072, a decline of 2,8% The MIETTB is statutorily accredited to train and test apprentices and to administer the mining industry's apprenticeship system The Chamber of Mines is responsible for the functioning of the MIETTB

(2) and (3) The training of apprentices for the mining industry is entirely industry-driven The mining industry regulates the number of apprentices it requires and it will identify the number of employees which it will have trained through the MIETTB, as well as the course that each apprentice will be learning

The Department of Mineral and Energy Affairs has never been involved in the training of any apprentices The Department of Labour administers the Manpower Training Act, 1981 (Act 56 of 1981), to which all industry training boards, including the MIETTB, are answerable

What is important is not so much the number of apprentices sent for training each year, but rather how many of them are passing exams and becoming qualified artisans In 1994 1 360 apprentices qualified as artisans and in 1995 the figure was 1 119 The pass rate for the two years in question was 74%

**Justice officials: accelerated retirement**

*27 Mr B C BESTER asked the Minister of Justice †

(1) Whether his Department intends making an offer to officials in regard to accelerated retirement, if not, why not, if so, what are the reasons for the offer;

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

N924E

The MINISTER OF JUSTICE

(1) The Department does not, nor does it intend to make an offer to officials in regard to early retirement In fact the Department is anxious to retain the services of all its personnel, especially professional personnel However, on 22 May 1996 the Department of the Public Service and Administration made an offer to serving officials (not magistrates and attorneys-general) that they could request that their services be terminated on a voluntary basis with appropriate financial packages If employees in my Department make such requests, it should not be assumed that they will be acceded to Each application will be considered on its merit In addition, the needs of the Department and the interests of the administration of justice will be taken into account and only thereafter will decisions be taken Each decision will be taken in accordance with the prescripts laid down

(2) I am not in a position to make any statement at this stage except to state that on the one hand I am mindful of the need to be fair to employees On the other hand, the efficient functioning of the Department is a priority I shall only be able to make a statement after the receipt of applications, if any

**Visas: pro-democratic groups in Nigeria**

*28 Dr B L GELDENHUYS asked the Minister of Foreign Affairs †

# Bavaria helps SA with its artisan training scheme

178

BD 9/7/96

**Melanie Sergeant**

MUNICH — Some of the first fruits of the partnering of Gauteng with Germany's state of Bavaria are apparent

In Nurmberg this week, a team of South Africans will graduate as master artisans, and the pilot stage of a new Master Artisan Training Development scheme, modelled on Germany's Meister courses is being launched in SA.

According to project manager Danie van Wyk, the courses will be run initially at the Eskom College, given that Eskom has been the major stakeholder in the project to date However the courses are being designed to qualify for accreditation by the National Training Board and for eventual international recognition

Van Wyk said: "Discussions are under way with Bavaria for a project involving the training of 40 South Africans at our college in SA.

"We hope the SA college ... can be privatised eventually and used by all SA companies for staff training"

He said the German system closed many gaps which existed in SA training For example, there was no career path planning in the SA system. With this training, people became artisans who could move on to become supervisors and managers"

"These Master courses will cover trainer development, business principles and leadership development, and theoretical and practical development"

So far, 18 South Africans have attended training in Germany

Graduate Seya Shayi said "We have learned skills in management, economics, and social studies The course has allowed us to spend a great deal of time working within companies in Germany."

# 'Police to look into Shell House 'plot'

12 (178) M+G 12-18/7/96



The police have finally said there may have been a plan behind the Shell House violence, reports **Angella Johnson**



**Aftermath The march by thousands of Zulus through the centre of Johannesburg on March 28 1994 ended in blood. A total of 54 people died in related incidents of violence**

PHOTOGRAPH HENNER FRANKENFELD

POLICE have finally accepted the argument that there may have been a conspiracy to attack the African National Congress's headquarters in Johannesburg which led to the shooting of eight Zulu marchers by ANC security personnel at the headquarters

Andrew Leask, head of the police unit carrying out special investigations for Gauteng, said his office was now prepared to look into the claims and report its findings to the Witwatersrand attorney general, who has to make a decision on possible prosecutions

He argued that documents filed with the Pretoria Supreme Court this week are the first "factual evidence" put before the police of a plot to destabilise the country by killing senior ANC members on March 28 1994

"We have had allegations slung from both sides during our two-year inquiry, but no one has brought us any proof before now," Leask explained

"This is the first solid thing we have had on the table and we will investigate it vigorously"

However, the *Mail & Guardian* has information that Transvaal Attorney General Jan D'Oliveira's office has been in possession of statements about these allegations for the past two years The information was first obtained during the debriefing of former Vlakplaas operative Andries "Brood" van Heerden by investigators of the Goldstone Commission in Denmark in early 1994

The information was passed on to D'Oliveira's special team investigating "third force" activities, established to continue investigations not completed by Judge Richard Goldstone's commission

Included in the information given by Van Heerden to investigators was that the march would be routed past the ANC's headquarters at Shell House in central Johannesburg In the expected commotion, it was planned that an armed group would enter the building pretending to seek sanctuary, then try to kill as many people as possible

The ANC is being sued for R10-million by 101 people, some of whom were injured on the day, and others who are dependents of those killed A total of 54 people died during numerous incidents of violence which erupted during the day

Inkatha Freedom Party MP Themba Khosa (already implicated in gun running to the IFP during the trial of former Vlakplaas commander Eugene de Kock) along with several of his party's Gauteng leaders — including Humphrey Ndlovu, Victor Ndlovu and James Ndlovu — have been named as co-conspirators Their police partners are said to include Van Heerden, Willie Nortje, Charlie Chait and De Kock

Although Vlakplaas had been disbanded in 1993 De Kock was still its *de facto* commander He apparently continued to work informally for the SAP, was a regular visitor to Pretoria police headquarters and could even be contacted on his police pager

According to papers before the court, the group held secret meetings at which it was decided to use the IFP's anti-election march as a cover for storming Shell House The aim was to kill senior ANC leaders including Thabo Mbeki, Walter Sisulu and Winnie Madizikela-Mandela who were holding meetings in the building at the time

ANC deputy secretary general Cheryl Carolus described the Shell House tragedy as a "desperate last stand" by people who were prepared to use innocent Zulus and IFP members as "cannon-fodder"

She said the ANC knew beforehand about the alleged plot and that was the reason Nelson Mandela, then party president, ordered security guards to defend the building

"We got information from hostel members and from our own intelligence people within the IFP That was why Madiba asked President de Klerk for extra police protection — which we were promised but never got"

On the day of the march, Carolus said people in the building became particularly worried when reports reached them that 30 people had been killed in Soweto as the marchers made their way to Johannesburg

Despite several frantic calls to senior police officers by ANC members including Winnie Madizikela-Mandela, no police reinforcements arrived The handful of officers on duty fled in the face of the marchers armed with an assortment of "traditional weapons" and chanting, "Today someone will die, you dogs"

"I was at Shell House and can tell you that I was very scared," said Carolus "Although we very much regret the loss of life, those of us within the building on the day were in no doubt what would have happened had the guards not fired when they did," she insisted

The ANC has, however, failed to convince many people and much of the media that its guards acted in self-defence and the shooting was not just a "massacre" of innocents

"We have definitely not been winning the propaganda war," said one ANC spokesman, who described the incident as a dark shadow which has loomed over the party

He recalled that the shooting came about during a backdrop of paranoia and fear as the general election approached and the country seemed poised on the brink of widespread violence

"You must remember that only two weeks earlier the Goldstone Commission had announced the existence of "third force" activities headed by senior police officers, including the then deputy commissioner Lieutenant General Basie Smith,' he added

Goldstone later looked into shooting and other public violence which took place on the day of the march Although his inquiry made no findings, it rejected a submission from the IFP and the KwaZulu government that the gathering had been on behalf of the Zulu people and was apolitical

"There can be no doubt that the purpose of the gathering was party political and for the purpose of launching its anti-election campaign," the commission said

A spokesman for the Witwatersrand attorney general said this week everyone connected with the criminal case surrounding the march was away

● Police forensic scientists are checking two AK47 rifles which former SAP sergeant Pedro Peens say were used in the 1994 Boipatong massacre Peens' lawyers have told the Truth and Reconciliation Commission the weapons were handed to him in May 1994 by a prominent businessman from Vereeniging, who wanted them "lost" in the system

He said he then handed them over to a distant police station in Emangus, in Northern KwaZulu-Natal, where they remained for six months before ending up at the police logistics department in Pretoria. The matter is now being investigated by the truth commission

# New laws will overhaul training of apprentices

(178)

ARG 1997 196 ~~180~~

**CLIVE SAWYER**
Political Correspondent

NEW laws are being planned for next year to overhaul the training system for apprentices to match the needs of new technology and ways of organising the workplace

There has been a definite decline in recent years in the number of artisans trained and tested, Labour Minister Tito Mboweni has told the senate

Between 1991 and 1994, the number of apprenticeship contracts registered dropped by more than half

Replying to questions by Org Marais (National Party), Mr Mboweni said it was difficult to estimate the extent of the shortage, and because of this it was difficult to isolate reasons for the situation

The most recent survey by the Central Statistical Service of vacancies for artisans in specific industries had been carried out in 1992

Mr Mboweni said the reasons for the decline in the training of artisans were complex They included the fact that companies tended to suspend training during economic downswings

Trade training was expensive and the former tax incentive scheme was closed down by the previous government in the early 1990s

New technology and new forms of organising work had led to certain trades being "fragmented" and being occupied by lower-skilled workers, or in some cases the jobs had required even higher levels of skill for example, at technician level

# Artisans praise Mboweni plan

(178) BD, 22/7/96

THE SA Institute of Artisans yesterday praised Labour Minister Tito Mboweni's announcement that government was in the process of drafting a white paper on training to deal with the growing shortage of artisans

Institute spokesman Ravi Moodley said indications were that SA would experience a shortfall of 220 000 artisans by 2000

Moodley said there was a national crisis because of the loss of skilled artisans through emigration, promotion and retirement Apprentice registration was low because of a poor blue-collar image.

Moodley said training methods and public perceptions should be brought to par with countries like Germany if SA was to be a successful manufacturer.

He urged the private sector to assist the government by developing training programmes.

(1) (a) How many cases of bank robbery occurred in each of the provinces during the period 1 January 1995 to 30 April 1996, (b) what was the total value of the money that was stolen in each of these robberies and (c) what (i) general *modus operandi* was and (ii) weapons were mainly used in such robberies,

(2) whether any persons were (a) killed, (b) seriously injured and/or (c) arrested during any such robberies, if so, how many in each case?

S368E

The MINISTER FOR SAFETY AND SECURITY

(1) (a) The crime code list previously used by the SAPS did not provide for a specific category of robbery related to bank robberies, but only for robbery with aggravating circumstances in general According to the Daily Crime Review, which contains cases of a more prominent nature, 137 bank robberies had been reported during 1995, with a further 44 cases being reported between 1 January 1996 and 30 April 1996

| *Provinces* | *Jan-Dec 1995* | *Jan-Apr 1996* |
|---|---|---|
| Western Cape | 2 | 1 |
| Eastern Cape | 24 | 7 |
| Northern Cape | 1 | — |
| Free State | 5 | — |
| Northern Province | — | — |
| North West | 4 | 2 |
| KwaZulu-Natal | 44 | 9 |
| Mpumalanga | 2 | 3 |
| Gauteng | 55 | 21 |
| Total | 137 | 44 |

(b) For the reasons mentioned above, as well as the fact that amounts are not reported in all cases the correct figure cannot be provided The institutions concerned are further more reluctant to divulge such information, for fear of stimulating this type of crime and harming their professional image

(c) (i) Perpetrators employ different sets of *modus operandi* The most prominent *modus operandi* associated with robberies committed between 1 January 1995 and 30 April 1996, were as follows

- The perpetrators wait for security guards to open the premises doors at the time scheduled to commence business They then usually push the guard inside the premises and order the personnel to lie down on the floor and keep quiet The assailants then jump over the counter and force the personnel to hand over all the money in the cash drawers
- The assailants pretend to be customers, stand in the queue and either hand over a threatening note or simply point a firearm at the persons behind the counter
- Bank robbers seldom wear disguises outside the banks They usually put on such disguises inside the premises
- Gangs of bank robbers usually consists of four to seven persons

(ii) Bank robbers generally make use of 9 mm firearms and AK 47 rifles A few incidents involving the use of hand grenades had even occurred

(2) (a), (b) and (c) Research has indicated that violence is more prevalant during robberies of cash in transit and that such robberies are accompanied by a higher mortality rate than bank robberies As a result of the factors mentioned in paragraph (1)(a) and (b), available figures do not portray a true reflection of the mortality rate and financial losses accompanying the above-mentioned crime The same applies to arrests made

**Shortage of artisans in trade/industry sectors**

231 Sen Dr G MARAIS asked the Minister of Labour:

(1) Whether the trade and industry sector in South Africa suffers from a shortage of artisans, if so, (a) to what extent, (b) in which discipline do shortages occur and (c) what are the reasons for such shortages,

(2) whether he or his Department has taken or intends taking any steps in this regard, if not, why not, if so, what steps?

S369E



The MINISTER OF LABOUR

(1) (a) It is difficult to estimate shortage and as a result, it is difficult to isolate reasons The Central Statistical Service is responsible for conducting Human Resource Surveys on a regular basis The report on such survey contains information on the total personnel strength and vacancies according to the major occupational groups and selected individual occupations The last survey has been undertaken during 1992 Comparative statistics on vacancies for artisans in the major industries for the undermentioned period appear in the following table

| *Industry—Trades* | *Vacancies* | | |
|---|---|---|---|
| | 1989 | 1990 | 1992 |
| Building Trades | 1 391 | 1 273 | 1 497 |
| Electrical and Electronical Trades | 2 265 | 1 879 | 1 249 |
| Metal and Engineering Trades | 4 459 | 3 452 | 734 |
| Motor Trades | 1 850 | 1 355 | 446 |

It will be noted that there is a decline in the number of vacancies This could be ascribed mainly to the fragmentation of trades and insufficient economic growth This tendency could also be an indication that there is a shortage of artisans in certain sectors

(b) According to the 1995 annual report of the Department of Labour, to be tabled shortly, there is a definite decline in the number of artisans trained and tested In order to substantiate the statement I would like to give you the following statistics

(i) *Apprenticeship contracts registered*

| 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 |
|---|---|---|---|---|---|---|---|---|
| 9 660 | 8 185 | 7 919 | 9 891 | 9 054 | 10 758 | 7 492 | 6 247 | 5 002 |

From 1991 to 1994 there has been a decline in access of 50% in the registration of apprenticeship contracts

(ii) *Trade Tests*

| | *Tested* | *Passed* | *% Passed* |
|---|---|---|---|
| 1986 | 14 757 | 7 693 | 52 |
| 1987 | 13 082 | 7 149 | 55 |
| 1988 | 10 849 | 6 286 | 58 |
| 1989 | 8 423 | 4 708 | 56 |
| 1990 | 8 052 | 4 319 | 53 |
| 1991 | 8 545 | 4 527 | 53 |
| 1992 | 9 983 | 5 588 | 56 |
| 1993 | 11 880 | 7 283 | 61 |
| 1994 | 7 013 | 4 297 | 61 |

There has been a decline in access of 50% in the number of apprentices tested during the above-mentioned period

It is difficult to give details of the disciplines in which shortages occur and the extent thereof

(c) The reasons for the decline in training of artisans are complex

- Companies only train during periods of economic growth and tend to close down their training function in economic downswings
- Trade training is expensive, the old tax incentive scheme was discontinued in the early 1990's by the previous government, which meant that a major incentive to train was taken from employers
- More and more new technology and new forms of organising work have resulted in certain trades being "fragmented" and being performed by lower skilled workers, or alternatively, they have required even higher levels of skill—at technician level for example This has squeezed the traditional trades
- New technology and forms of organising work have also required more flexible skills that the traditional trade provided—this is evidenced by the burgeoning number of new categories such as electromechanician and instrumentation mechanician Old demarcations be-

tween trades simply do not prepare people to work in the modern workplace

- The old apprenticeship system did not cover key areas in the services areas—and growth in these areas have not been reflected in trade statistics

(2) I have recognised this problem and have requested my Department and the National Training Board to prepare a new Human Resources Development Strategy following on from the National Training Strategy Initiative report prepared by the National Training in April 1994 I am planning to present a new White Paper on this matter this year and will follow it with legislation in 1997 I believe that a complete overhaul of our training system is required if we are to meet the challenges of growth and development A central component of this strategy is the proposed introduction of a new system of "leanership' which build on the strengths of the current apprenticeship system used to train artisans, but which enable us to use the opportunities provided by the National Qualification Framework to introduce a more flexible and responsive system which can meet the needs of a far wider ranger of learners and be responsive to a far wider set of economic and social objectives The re-training of artisans could also be given attention I plan to release a Green Paper in October 1996

**Daily prison population in provinces**

232 Sen R J RADUE asked the Minister of Correctional Services

What was the daily prison population in each of the provinces at the end of (a) each month in 1995 and (b) each of the first four months in 1996?

S370E

The MINISTER OF CORRECTIONAL SERVICES

(a) and (b) Please refer to the attached table

ANNEXURE A

| *Date* | *Free State* | *Mpuma langa* | *KwaZulu Natal* | *Eastern Cape* | *Western Cape* | *North West* | *Northern Cape* | *Northern Province* | *Gauteng* | *Total RSA* |
|---|---|---|---|---|---|---|---|---|---|---|
| (a) | | | | | | | | | | |
| 31-01-1995 | 11 748 | 8 358 | 17 875 | 13 391 | 22 236 | 7 823 | 3 604 | 2 626 | 29 492 | 117 153 |
| 28-02 1995 | 11 885 | 8 269 | 17 599 | 13 552 | 22 482 | 7 872 | 3 681 | 2 722 | 29 551 | 117 613 |
| 31-03-1995 | 11 902 | 8 375 | 17 646 | 13 406 | 22 766 | 7 709 | 3 712 | 2 786 | 29 903 | 118 205 |
| 30 04 1995 | 11 631 | 8 078 | 17 019 | 12 487 | 22 018 | 7 956 | 3 453 | 2 648 | 28 422 | 113 712 |
| 31 05-1995 | 10 548 | 7 452 | 15 556 | 11 756 | 20 080 | 7 018 | 3 234 | 2 358 | 27 207 | 105 209 |
| 30-06-1995 | 10 587 | 7 561 | 15 467 | 11 679 | 19 893 | 6 913 | 3 237 | 2 343 | 26 969 | 104 649 |
| 31-07-1995 | 10 647 | 7 545 | 15 724 | 11 628 | 19 964 | 7 053 | 3 212 | 2 203 | 27 569 | 105 545 |
| 31-08-1995 | 10 953 | 7 773 | 15 868 | 11 820 | 20 309 | 7 366 | 3 281 | 2 654 | 27 529 | 107 553 |
| 30-09-1995 | 10 911 | 7 942 | 16 328 | 12 026 | 20 217 | 7 662 | 3 643 | 2 663 | 28 171 | 109 563 |
| 31-10-1995 | 10 986 | 8 071 | 16 577 | 12 393 | 20 202 | 7 268 | 3 327 | 2 904 | 28 081 | 109 809 |
| 30-11-1995 | 11 085 | 8 028 | 16 582 | 12 673 | 20 325 | 7 791 | 3 441 | 2 973 | 28 910 | 111 808 |
| 31-12-1995 | 11 159 | 8 275 | 16 709 | 12 608 | 20 171 | 8 057 | 3 493 | 3 189 | 28 911 | 112 572 |
| (b) | | | | | | | | | | |
| 31-01-1996 | 11 312 | 8 239 | 16 505 | 13 041 | 20 773 | 8 090 | 3 722 | 3 144 | 29 407 | 114 233 |
| 29-02-1996 | 11 266 | 8 210 | 17 633 | 13 312 | 20 875 | 8 244 | 3 647 | 3 221 | 30 348 | 116 756 |
| 31 03-1996 | 11 338 | 8 412 | 17 772 | 13 529 | 21 058 | 8 377 | 3 693 | 3 222 | 30 679 | 118 080 |
| 30-04-1996 | 11 429 | 8 314 | 16 801 | 14 084 | 21 060 | 8 263 | 3 755 | 3 561 | 30 957 | 118 224 |



**Minister/wife: gifts received**

237 Sen J SELFE asked the Minister of Correctional Services

Whether he and/or his wife received any gifts in an official capacity during the period 1 January 1995 up to the latest specified date for which information is available, if so, in each case, (a) from whom were the gifts received, (b) what was the (i) nature and (ii) value of these gifts and (c) why were these gifts given?

S382E

The MINISTER OF CORRECTIONAL SERVICES

Yes

(a) Small gifts are usually exchanged when the Minister and his wife go on official overseas visits On local visits, when the Minister and his wife, for example, visit a prison command or officiate at the opening of a facility or in cases where he would deliver the keynote address at a function, small memorabilia are sometimes presented to the Minister and his spouse

(b) (i) Pens, books, cufflinks, pen-standers and other memorabilias

(ii) The above-mentioned gifts are usually small and insignificant in terms of monetary value and because they are more often than not memorabilia, no real financial value can be placed on them

(c) As a gesture of goodwill but also to show culture and good manners

**Advisers/consultants employed by Department**

238 Sen E K MOORCROFT asked the Minister of Agriculture

(1) Whether he or his Department employs any (a) advisers and/or (b) consultants, if so, (i) what (aa) is the name and (bb) are the qualifications of each such adviser and/or consultant, (ii) for what (aa) purpose and (bb) period was each appointed and (iii) what remuneration package and/or other fee is being paid in respect of each,

(2) whether any provision is made for (a) housing allowances, (b) business class travel, (c) home telephones, (d) overseas (i) travel and (ii) accommodation, (e) car allowances, (f) entertainment allowances and/or (g) any other specified fringe benefits for such advisers and/or consultants, if not, what is the position in this regard, if so, what are the relevant details in each case,

(3) whether any (a) organisations, (b) bodies and/or (c) persons are paying the costs of any advisers and/or consultants, if not, what is the position in this regard if so, what are their names? S383E

The MINISTER OF AGRICULTURE

(1)(a) Advisors 4

| (i)(aa) | (i)(bb) | (ii)(aa) | (ii)(bb) | (iii) |
|---|---|---|---|---|
| *Prof N C Owen* | BVSC | Utilised on a continuous basis to advise the Director Animal Health | When requested | No Remuneration package |
| *Prof N P Kriek* | BVSC M Med Vet pathology | Utilised on a continuous basis to advise the Director Animal Health | When requested | No remuneration package |
| *Prof C Steward* | BVSC Msc Parasitology | Utilised on a continuous basis to advise the Director Animal Health | When requested | No remuneration package |
| *Prof C Cornelius* | BVSCH BVSC Hon B Sc Hon | Utilised on a continuous basis to advise the Director Animal Health | When requested | No remuneration package |

MANPOWER -
APPRENTICESHIPS

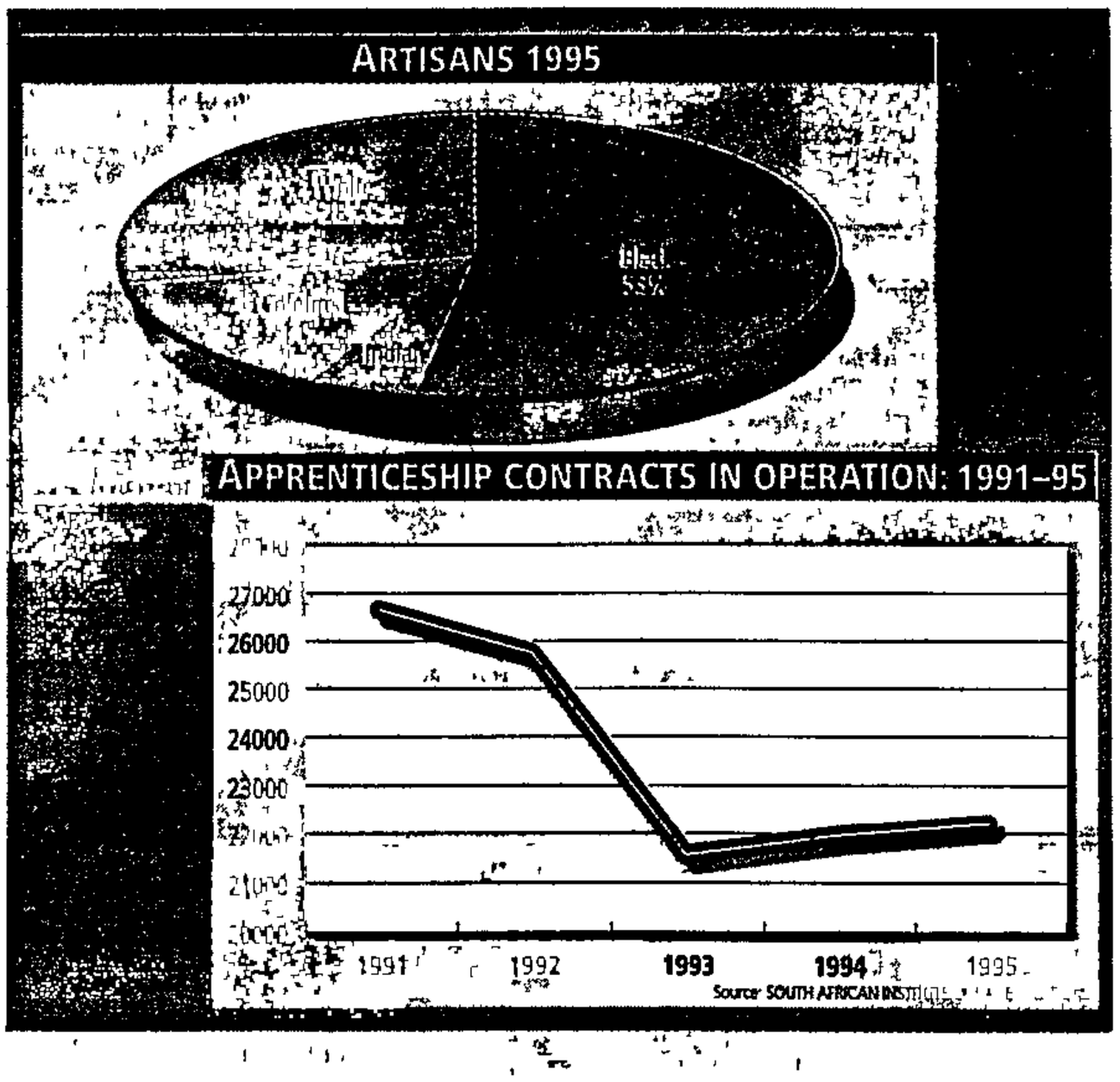
1997

# Wisdom of latest labour proposals questioned

(178)

## The government's plan to increase the number of artisans in SA is receiving strong criticism, writes SVEN LUNSCHE

ST(BT)6/7/97




NEGOTIATIONS between business, labour and government on the proposed Skills Development Act started at Nedlac this week, with Labour Minister Tito Mboweni attempting to increase the number of artisans entering the economy.

However, Mboweni's approach is seriously flawed by enforcing skills training through a payroll levy and a centralised training system, argues the SA Institute of Race Relations in a series of articles.

The Green Paper on Skills Development — the precursor to the Act — relies on three pillars

- Employers will pay a levy of 1% to 1 5% of their payroll into a central fund raising an estimated R1 5-billion to R1.9-billion a year
- A National Skills Authority will determine the funding, composition and pay levels of trainees in proposed sector Education and Training Organisations for most industrial sectors
- A standardised system of learnerships in 12 areas, to replace the current industry-run system of apprenticeships

The Green Paper estimates that SA companies are producing only about 5 000 artisans a year compared to 1-million in Germany SA companies spend about 2 7% of payroll on training but this is heavily biased towards large companies About 40% of firms do not provide any structured learning or training while the remainder offer mainly initial induction or informal training, the paper states

*'The result is that smaller firms willing to offer apprenticeships at lower pay are prevented from doing so'*

While very few analysts dispute the need to train skilled artisans in South Africa, SA Institute of Race Relations chief executive John Kane-Berman attacks the basic premise of Mboweni's proposed legislation

He says while people with skills are more likely to find jobs than those that don't, the skills revolution itself will not necessarily lead to increases in employment and economic growth "Is it wise then to introduce a complex new training system under centralised control on the basis of what seems to be a little more than a wing and a prayer? Is it wise to introduce a system when there is a risk that the payroll levy may in fact have the perverse consequence of encouraging employers, especially in labour-intensive industries, to reduce the size of their payrolls?" Kane-Berman asks

He also attacks the Labour Department for dismissing market forces as a catalyst for companies to raise their skills levels The Green Paper warns that "if we wait for market reaction, there is a danger that it will be too little too late" Kane-Berman counters that "the alacrity with which various companies have adapted to international competition and new markets in the post-sanctions era suggests otherwise"

His colleague Colin Douglas warns that the skills bottleneck is a result of too much government intervention, not too little

Douglas says even the current apprenticeship training system, "far from being a free-market phenomenon, is a creature of the Labour Relations Act's bargaining council structure. accordingly it features government intervention and statutory minimum wages."

Furthermore, the terms of the council can be extended to non-members by the decree of the Labour Minister, which has been a source of difficulty for smaller employers who cannot afford the wages of their larger competitors "A free-market solution to the skills shortage has been blocked by this system, as bargaining councils have concluded minimum wage agreements for apprentices which are way out of line with market demand," says Douglas.

He quotes the example of the metal and engineering council which enforces a minimum wage of R1 300 a month for apprentices even while they are studying full-time at technical colleges "The result is that smaller firms willing to offer apprenticeships at lower pay are prevented from doing so."

A more successful scheme is run by Iscor, which received the Labour Department's permission to bypass the statutory minimum wage. The company has introduced a trainee scheme in which school leavers are engaged for six months at R350 a month and live in hostels At the end of six months Iscor tests the trainees and has the option of offering them formal apprenticeships

Douglas says hundreds of school leavers have signed up with the Iscor scheme, which limits the wage bill for the company and provides them with a pool of proven competence

"Deregulation might have the added advantage of promoting innovation and quality, which tend to be chilled in a centrally planned system," he concludes

MANPOWER -

TRAINING

1997

# Training, skills main demand in wage talks

(179) Sowetan 20/1/97

## Numsa says improved skills will play major role in fighting unemployment

By Abdul Milazi

SKILLS AND SOCIO-ECONOMIC needs are at the core of trade union demands this year as they prepare for their annual wage negotiations, an interesting shift from traditional demands that revolved around percentages in money terms

The National Union of Metalworkers of South Africa (Numsa), arguably the most advanced affiliate within the Congress of South African Trade Unions (Cosatu), will go into wage negotiations in May to demand an improved training system in the metal industry

Numsa spokeswoman Jenny Grice told *Sowetan Business* that skills would play a major role in fighting unemployment as companies continue to retrench in a bid to meet global competition

There has been little change in the labour market, in particular the attitudes of business and labour towards human resource development and productivity

There has been insufficient economic growth to absorb the high unemployment and underemployment numbers, with only 95 000 out of 350 000 job seekers finding employment in 1995

Numsa general secretary Enoch Godongwana says "One of the central issues facing Numsa is our attitude to productivity improvement Many of our members are confronted now with employer proposals to restructure their work places, but with no clear guidelines from the unions as to how to negotiate such issues"

Numsa's emphasis on training is part of its fight for a social wage, based on the protection of formal employment, job creation and improving the living standards of people in the low-income bracket

Godongwana says the traditional South African understanding of the social wage is politically dangerous in the long term as it implicitly accepts that basic services can be "marketised" and that access is linked to the ability to pay

> **"There has been little change in attitudes of business towards human resource development and productivity"**

The National Union of Mineworkers (NUM) will be fighting for the scraping of the Patterson job grading system which it claims hinders the advancement of black people

NUM spokesman Ben Molapo says the problem with the Patterson system is that its criteria for promotion is based on decision-making and the majority of blacks are in the unskilled and semi-skilled grades

"Since they are not in any decision-making positions, that means their chances of advancing to other levels in the system are non-existent This system ensures that blacks remain in the unskilled and skilled levels forever," says Molapo

The NUM recently established a committee to look into the job grading system in the mining industry The union wants a system that would take into consideration skills, prior qualifications and hazardous conditions faced by an employee

The Chamber of Mines proposed a revised Patterson system, a proposal that was outrightly rejected by the NUM The two parties are still negotiating

# R11-m grant for rural skills training

ARG 8/2/97 (179)

**Pretoria – In an effort to boost rural job creation, the British government has granted R11-million to the development arm of the National Union of Mineworkers (NUM).**

In a statement issued in Pretoria, the British Embassy said the sum would be made available to the Mineworkers' Development Agency – the development arm of the NUM – for the establishment and operation of six rural development centres countrywide

The centres will focus on entrepreneurial and management training to existing and aspiring small business people, with particular emphasis on support services for women entrepreneurs

Practical training would be given to entrepreneurs through small scale production technologies housed in the centres

The training will include the manufacture of foodstuffs, building materials, fabricated metal products and a range of other items high in demand in rural areas

The programme is modelled on existing successful pilot schemes already initiated by the Mineworkers' Development Agency in Mpumalanga and Maseru

The scheme would run for four years and was expected to aid 3 500 entrepreneurs, leading to the creation of almost 4 000 new jobs, the statement said – Sapa

# Public service training change

David Greybe
BD 13/2/97

CAPE TOWN — MPs began work yesterday on a new public service training and education policy expected to result in a radical overhaul of past practices (179)

The present system was unlikely to generate the necessary skills for development and capacity building, the drafters of the white paper, told Parliament's public service committee

A new policy framework had to guide the implementation of new policies, procedures and legislation to transform public service training and education

The committee will hold public hearings next month The drafters said there were three policy options — a centralised system with provision in the state's hand, a decentralised system with provision by independent providers, or a hybrid system combining these two options.

# Technikons in skills training

(179) BD 25/2/97

**Shareen Singh**

A NEW training initiative to be launched today by the Ntsika Enterprise Promotion Agency could create more than 500 small to medium-sized businesses within a year, the government-funded agency said yesterday

The Technopreneur project was a collaborative effort by the departments of labour, trade and industry, public works, education and Ntsika, the agency set up to develop small and medium enterprises.

The training would combine vocational education with skills development and business management, project co-ordinator Piet Bothma said. About 840 students would be trained at 14 technikons throughout the country this year, he said.

Trainees could spend up to a maximum of 18 months on the project. This would vary according to their skills level and experience on entering the project. For instance, an experienced welder may only need training in starting and managing a business as opposed to a person with no experience who would first need to undergo technical training to learn the trade.

A project manager at each of the technikons involved in the project would select trainees, assess their skills level and place them in the project. Training would be done by existing staff at the technikons.

A budget of about R300 000 for each technikon would be required, Bothma estimated.

He said that a key component of the project involved trainees managing small business operations either in the private sector or within the technikons. "We will start small business operations in the technikons based on tender contracts. We have a relationship with the public works department and they will consider granting certain tenders to the projects".

All trainees who qualify would be accredited by the industrial training board in their specific sector, Bothma said. Trainees would be partially or fully subsidised depending on their individual needs, he said

# EU aid to train local-govt leaders

Star 18/3/97 (179)

**By Jovial Rantao**
Political Correspondent

Cape Town – Thousands of KwaZulu Natal traditional leaders and local councillors stand to benefit from a multimillion-rand pact signed yesterday by the Institute for Democracy in South Africa (Idasa) and the European Union

The EU has ploughed R9-million into a project to train local-government officials EU ambassador to South Africa, Erwan Fouere, said KwaZulu Natal had suffered a lot through conflict, and the project was an attempt to resolve conflict through human resource development and training.

The "Democracy and Good Governance at Local Level" project will include conferences, seminars and intensive leadership-training courses

Idasa executive officer Paul Graham said "Long-term solutions can only be found in building democracy and good governance, especially at the crucial local level"

A Zulu/English glossary of constitutional and democratic concepts, a newsletter and a monthly community radio programme are planned

# Green paper redefines workplace training and education

(179) Star 20/3/97

**By Jovial Rantao**
Political Correspondent

Cape Town – The Cabinet has approved a major initiative by the Ministry of Labour to completely revamp education and training in the workplace to bring it more in line with economic and societal needs

The ministry yesterday presented its green paper – "A Skills Development Strategy for Economic and Employment Growth in South Africa" – to the Cabinet, which approved its publication to elicit public comment

Estelle Randall, a spokesman for Labour Minister Tito Mboweni, said the green paper was an essential part of the Government's overall approach to human resource development

This human resource development should be seen as a complementary effort to initiatives in the basic and higher levels of the education system undertaken by Education Minister Sibusiso Bengu

"The green paper's focus is to restructure education and training as set out in the national qualification framework," Randall said

"The Ministry of Labour's five-year plan has identified the need to restructure industry training towards this end

"Detailed investigation and consultation took place with the National Economic Development and Labour Council, the National Training Board and government departments in the past 18 months The green paper is a culmination of this effort," Randall said

The paper will be launched by Mboweni in Johannesburg on Monday

sign. The Kabila-led forces have taken much of eastern Zaire.

Your new corp
Picture AP

# Skills development paper out

BD 24/3/97 (179)

by Reneé Grawitzky

THE LABOUR department will release a green paper on a skills development strategy today, amid controversy over proposed employment standards legislation

This is the fourth green paper released by the department since the 1994 elections and it complies with the ministry's five-year plan proposing a training and human resources development policy.

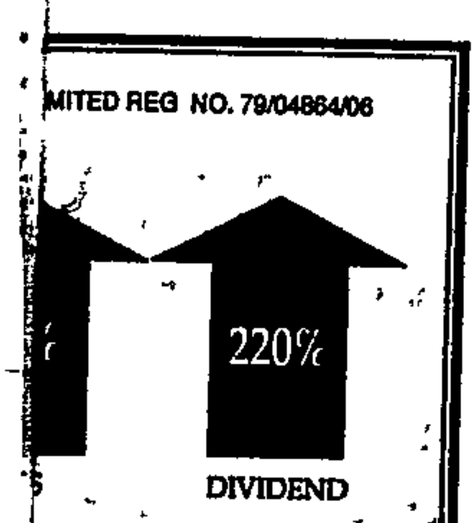
This policy would "reorient national training and human resource development policy towards the Reconstruction and Development Programme priorities and processes". The proposed green paper will form part of the human resource element of government's growth, employment and redistribution strategy.

Earlier in the year, labour department director-general Sipho Pityana said this policy was central to job creation and employment equity. A green paper on employment equity was released last year and would be the focus of discussion later this year.

Pityana said consensus had been reached on the new approach to skills generation, which would be demand driven. He said the green paper would attempt to link skills generation to market needs and to enhance opportunities for employers and employees to determine skills requirements in their sectors.

An employer source said yesterday one of the main concerns was to what extent business would have to foot the bill for this process. In a social equity and job creation document published last year, labour representatives said "a key constraint was the availability of resources to finance a massive training programme".

The document said that on average SA companies spend only 1% of the payroll on training. Labour representatives proposed a levy of 4% of the payroll, on companies with a yearly turnover of at least R500 000, to be used together with government grants to retrain workers.



# Tito gets tough on training

## *Business faces levy*

ARG 24/3/97 (179)

**ALIDE DASNOIS**
BUSINESS EDITOR

**Minister of Labour Tito Mboweni today unveils a strategy for the development of skills designed to jerk South Africa's economy into the 21st Century.**

"South Africa needs nothing short of a skills revolution if it is to become the competent country it needs to be," Mr Mboweni says in a Green Paper on a Skills Development Strategy for Economic and Employment Growth published today

Pinpointing the systematic exclusion of black South Africans from access to skills, and noting that there is no link between education and training and the needs of commerce and industry, Mr Mboweni proposes a new strategy funded by a levy on businesses.

The levy is designed to reward businesses that take training seriously and will be set as a percentage – probably between one percent and 1,5 percent – of the total wage bill It will replace all existing training levies.

At the same time, the Green Paper suggests a system of grants to businesses that comply with new training requirements. Sector education and training organisations will administer the system.

Eighty percent of the levy money is to be used for sectoral skills development funds, which will finance in-company training for employees and management and give new entrants to the labour market access to essential skills.

The other 20 percent will be used to finance a national skills fund to tackle specific skills shortages within industry identified by the government The levy will be supplemented by government funding.

A successful skills development strategy that responds to the needs of commerce and industry will help employers and workers, says the Green Paper The new sector education and training organisations will advise employers and help them identify training organisations that can meet their needs, while an improvement in the general level of skills will reduce the need to poach staff from other companies.

It says better skills training will put workers in a stronger bargaining position, open up new career paths and give them recognised qualifications that cushion the effects of retrenchment

# New plan for training, education in workplace

(179)

**By Jovial Rantao**
Political Correspondent

Star 24/3/97

Cape Town – Labour Minister Tito Mboweni will unveil a draft policy document today that seeks to overhaul education and training in the workplace as part of the Government's new approach to human-resource development

He will launch the green paper, titled "A Skills-Development Strategy for Economic and Employment Growth in South Africa", at a function at the Carlton hotel.

The draft policy document represents a fundamental shift in linking investment and skills development to the economy's growth path. Its focus is to restructure education and training as set out in the national qualification framework. It also contains a new approach to human-resource development, an approach that is demand driven and gives precedence to the needs of the labour market.

The document, which was approved by the Cabinet last week, envisages new forms of co-ordination and governance systems. It also contains a new way of getting employers, employees and the Government to determine the skills agenda for the country

However, the funding and governance of the training programmes are contentious issues

The policy document will lead to draft legislation which is expected to be tabled in Parliament late this year.

# Levy on companies mooted for training

BD 25/3/97 (179)

**Reneé Grawitzky**

EMPLOYERS should be required to pay a training levy of 1%-1,5% of their payroll to a dedicated national fund which would finance skills development of workers, potential employees and budding entrepreneurs, says a labour department green paper

This controversial, but not unexpected proposal, forms part of far-reaching recommendations in a green paper released yesterday on a skills development strategy for economic and employment growth in SA

Labour Minister Tito Mboweni said as labour, government and business agreed on the importance of skills development, "it is time for us to bite this bullet together" on who must pay

Labour and business welcomed the department's initiative, but refused to be drawn into discussions on financing training Business SA spokesman Adrian du Plessis said, however, that employers would instinctively dislike levies because it would result in cost increases, while an industry training board representative said levies on payroll could discourage the employment of more people Labour spokesman Musi Buthelezi said training was fragmented at present but could have important consequences for productivity improvements

The proposed levy falls short of labour federation Cosatu's call for a 4% levy on payroll and is almost in line with current voluntary levy payments to industry training boards ranging between 0,6% and 1,5%

The skills development strategy will form part of the human resource component of government's growth, employment and redistribution strategy (Gear) and has been hailed by Mboweni as the one possible area on which all social partners could agree Hence, his inference that investment in training and skills development could lay the basis for negotiation of an employment and growth accord as proposed in Gear and the comprehensive Labour Market Commission report

The green paper proposes introducing a national levy grant scheme to fund education and training in accordance with national and sectoral priorities The green paper is silent on whether such levies will be tax deductible but says it will be phased in "within the context of broader reform" of the tax system

Theoretically grants will be used to give incentives to employers to reach certain priority skills targets set by national and sectoral institutions, to support programmes for new labour market entrants to acquire skills and assist small enterprises in skills development However, the criteria to obtain grants has not been specified which is of some concern to employers

The strategy has a two-pronged approach it focuses on improving existing workers' skills and has a "social" dimension or job creation element.

This dimension is highlighted in the learnership scheme which replaces traditional apprenticeships Learnerships — which combine structured learning and work experience — go far beyond traditional artisan training and address the role of new entrants, unemployed, retrenched workers, youth, women, rural workers and those wishing to be self-employed

An industry training board representative said it was highly unlikely that employers grappling with the globalisation would be able to focus on

**Continued on Page 2**

## Skills (179)

**Continued from Page 1**

BD 25/3/97

this "social aspect" while trying to train up their own workers.

A restructured National Training Board, renamed the National Skills Authority, and transformed industry training boards, or Sector Education and Training Organisations, would play a more important role in determining skills needs in the country

The tripartite National Skills Authority would also be involved in collecting and disbursing levy funds.

About 80% of funds collected from employers, government and other donors will go into a sectoral skills development fund responsible for allocating resources to the Sector Education and Training Organisations. A national skills fund will get 20% of levy revenue to finance national priorities.

Labour director-general Sipho Pityana said the parties in Nedlac should complete negotiations during July to ensure legislation is tabled in Parliament during the third quarter.

**See Page 6**

*Training proposal likely to stir controversy*

# Mboweni calls for payroll levy

(179) CT(BR) 25/3/97

**FRANK NXUMALO**

Johannesburg — Tito Mboweni, the labour minister, yesterday proposed a payroll levy of between one and one-and-a-half percent on companies to fund a national training programme

Mboweni was launching the Green Paper on Training in Johannesburg.

He said that, though there was agreement on the need for an aggressive skills development campaign, there was no unanimity on who should pay

"It's time for us to bite the bullet together Unless we increase the resources we allocate to skills development, growth is likely to be hindered by a critical shortage of skills," he said

The national levy would be augmented by donations, principally from the European Union and statutory annual contributions from the fiscus

Mboweni conceded that a bitter debate was likely to ensue around the very idea of a levy

"I am sure the trade unions would say this figure was too low while employers might say that they want no levy," he said, adding that there was also the question of how a levy would fit into the tax structure.

Sam Shilowa, Cosatu's general secretary, did not attend the launch of the green paper, but Muzi Buthelezi, who represented Cosatu, was at great pains to explain that Shilowa was not snubbing the minister but could simply not attend because of other "critical meetings".

Buthelezi said the labour federation supported the training of workers

Adrian du Plessis, the business representative on the National Economic Development and Labour Council, said business did not like levies as these were seen to jeopardise growth "We are not comfortable with levies but we are supporting the process because we should not be putting the financial horse before the delivery cart," he said

Mboweni said that, although people were South Africa's most valuable asset, they needed to be endowed with the basic skills of reading, writing, communication and problem-solving if they were to make any meaningful contributions to economic and social developments

However, Mboweni said, in addition to basic skills, the rapidly changing and complex economic environment demanded that workers constantly upgrade their skills to meet income and economic growth security.

The past political dispensation had left South Africa with an extremely polarised skills profile with only a few people, basically whites, enjoying the fruits of higher training and remuneration, Mboweni said

16 Meg RAM
8 Meg RAM



# No pay for lingo experts

**PAN-SOUTH African Language Board (Pansalb) members have not been paid since their appointment nine months ago, and some academics serving on the government-appointed body may not be remunerated at all.**

**The salary issue has been bogged down by red-tape after State Expenditure told cabinet that Treasury Rules exclude executive university staff from receiving remuneration.**

**At least eight of the 13 board members, including chairwoman Prof N C P Golele, are attached to universities, an Arts and Culture department spokesman said yesterday.**

**Pansalb was established last year to address all language issues in the country.**

**A department spokesman said a meeting with the department of state expenditure had taken place last week and recommendations would probably be made within 48 hours.**
**—Sapa**

(160) CT 25/3/97

'TIME TO BITE THE BULLET TOGETHER'

# Levy could spark jobs boom

(179) CT 26/3/97

**GOVERNMENT** proposes an additional tax on business to fund a skills training plan, but business doubts it will work. Political Writer **HENRY LUDSKI** reports.

A TAX on businesses, that could net hundreds of millions annually to fund a major skills training programme to stimulate the economy and spark a possible jobs boom, has been proposed by the government

The bold plan, announced by Labour Minister Mr Tito Mboweni yesterday, forms part of an over-arching plan to better harness South Africa's human resource potential

The central thrust of the proposed initiative would be to plough funds from a pooled training levy of businesses into clearly-defined priorities sectors

Companies would be able to draw from the central reserve to satisfy some of their own training requirements

The initial Skills Development Strategy for Employment and Growth proposal, which is set for implementation next year, maps out how the fund generated by the 1%-1,5% wage levy can be put to work to promote the government's broader goals of economic, employment and social development.

The strategy is aimed at bringing South Africa's human resource and training objectives in line with the government's economic and employment growth policies, as outlined in the Reconstruction and Development Programme as well as the Growth, Employment and Redistribution (GEAR) strategy

It would entail radically redefining and restructuring existing national and industry boards and identifying national, industry and enterprise priority areas which would be specifically targeted for skills development delivery

Through a system of grants, these sectors would be provided with incentives to encourage them to meet their specific targets

The skills development programme is also seen as a way to improve employability and self-sustainability for both employed people and new entrants to the labour market, said Mboweni.

The proposal has received a lukewarm response from big business, which expressed scepticism about the levy and the impact it would have on job creation

Business South Africa's Mr Adrian du Plessis promptly slated the suggested levy, saying although businessmen recognised the problems they were instinctively uncomfortable with levies

The SA Chamber of Business said it would first have to study the strategy document before it could comment fully

Mboweni said human resources development was an integral part of economic and employment growth measures outlined in the RDP and GEAR.

"It is time for us to bite the bullet together Without skills development it is likely that growth will be hindered by critical skills shortages," Mboweni said

The suggested levy system could be phased in within the broader framework of tax reform, which was being investigated by the Katz Commission, he said

Eighty percent of the levy revenue would be channelled to sectoral skills development funds for enterprise-based training. The remaining 20% would contribute to a national fund aimed at addressing priority skill needs in areas identified by the government and a national skills authority

Mboweni said the government would also make a fiscal contribution, particularly to programmes aimed at priority skills and donors would be canvassed

The strategy was aimed at school-leavers and the unemployed, who would obtain nationally-recognised qualifications for the formal sector, or help to become self-employed

Businesses would benefit through improved competition and productivity, while workers would have improved bargaining power

● See Page 15

# State, business 'must pay for skills'

ART 25/3/97.

## *Shortage of expertise will affect growth, says Mboweni*

(179)

ALIDE DASNOIS
BUSINESS EDITOR

**Government and business will have to "bite the bullet together" to finance the development of skills, Minister of Labour Tito Mboweni said yesterday.**

Releasing a Green Paper on a Skills Development Strategy, Mr Mboweni said everyone agreed on the importance of skills development "until the debate turns to who should pay"

"It is time for us to bite this bullet together Unless we increase the resources we allocate to skills development, developing skills will remain the Cinderella of economic and employment policy.

"Without skills development it is likely that growth will be hindered by critical skills shortages," Mr Mboweni said

The Green Paper, he said, proposed a system of grants to encourage businesses to reach targets at enterprise and industry level The grants would be financed by a levy of 1 percent to 1,5 percent of company payrolls, to be phased in over time

"Companies enjoy direct benefits from investments in training So it is appropriate as well as desirable that they should contribute to financing the grant "

The Government would also make a contribution to revenue for grant payments

At the moment, according to the Green Paper, the level of industry training in South Africa is much lower than that of the country's major trading partners South African companies spend only 2,7 percent of the total wage bill on training, compared to between 4 and 7 percent in the rich countries In some sectors, such as transport and construction, businesses spend on average less than 1,5 percent of their payroll on training

Mr Mboweni said land reform and housing programmes could correct asset inequalities, "but for poor people, their labour is their major asset And their skill level is a major part of the value of their labour to the labour market "

Though there were "centres of excellence" in manufacturing, most businesses did not invest in skills development

The levy would spread the cost of training across all firms Firms which did not train their workforce would contribute to the cost of training in other firms

"And this is as it should be because these firms benefit indirectly when they recruit skilled labour from the labour market "

The decline of the apprenticeship system and the weakness of current training systems showed that the voluntary collection of levies was inadequate to meet the challenges facing the country, Mr Mboweni said

Skills alone would not create jobs but skills development was central to the Reconstruction and Development Programme and the Growth, Employment and Redistribution (Gear) strategy, the Minister said

(179) Sowetan 25/3/97

# Business will have to dig deep

## Government says formal sector has not generated new jobs in 10 years

By Abdul Milazi

BUSINESS will need to dig deeper into its pockets to redress the legacy of apartheid if Government proposals for a special levy to be imposed on companies to fund the country's new human resource developments becomes law

The one to one and a half percent levy on companies' payrolls is proposed in the Government s green paper on Skills Development Strategy and Employment Growth released in Johannesburg yesterday

In his keynote address Labour Minister Tito Mboweni claimed that the reason the Government came up with a new strategy was that the formal sector of our economy has not generated new jobs in ten years

"Growth in the informal sector has contributed to incomes, but at low levels, for millions unable to access formal employment Yet the sustainability of many of these ventures is severely constrained by a lack of skills and assets," said Mboweni

He also argued that the proposed levy should not be seen in isolation, but as part of a larger package aimed at promoting economic and employment growth and social development through focus on education, training and employment services

"The skills development strategy that is being proposed is principally based on a demand-led education and training system which is flexible and responsive to the economic and social needs of the country at the same time as it stimulated new skills demands,' said Mboweni

> **"The most revolutionary aspect of the strategy is its approach to school leavers"**

### Private sector funding

Even though the bulk of the funding for this strategy will come from the private sector, the Government will also make provision foi funding in its annual Budget

The training is also in line with the country's new education focus which over the past year has been moving more towards skills than theory

"The education system in South Africa needs to be more responsive to the needs of industry and social development in the country

"Thus, employment-linked learning must anticipate or respond to the strategic needs of enterprises, identifiable job opportunities or appropriate small-scale activities that have the prospect of generating sustainable income," said Mboweni

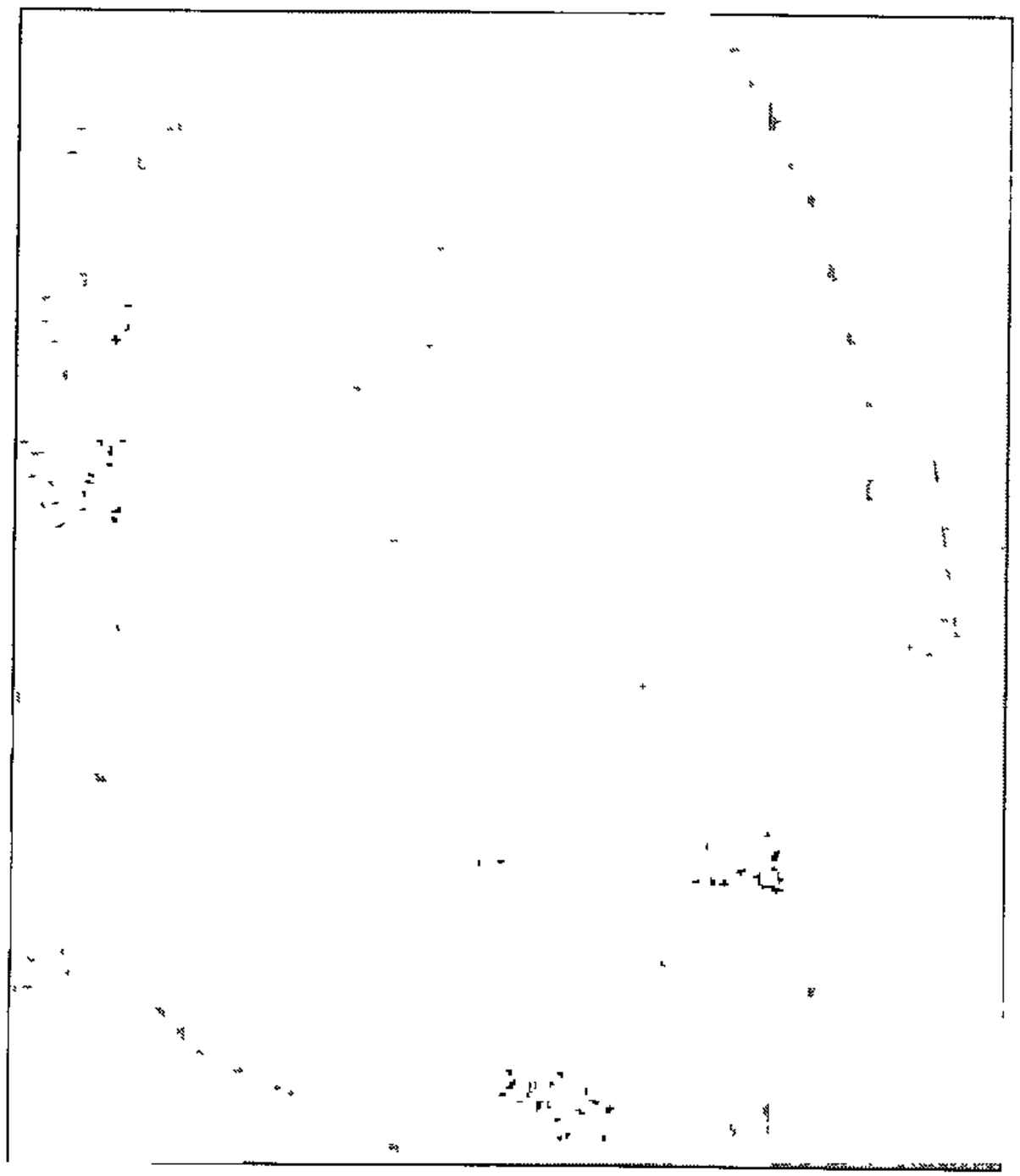
The most interesting and revolutionary aspect of the strategy is its approach to school leavers and the unemployed

The Government is proposing what it terms "learnerships"

This will involve assessing and preparing school leavers and the unemployed for employment without relying on academic qualifications.

Mboweni, however, said this would require cooperation between educational institutions, Government departments and other social partners

Spokesman for organised business Adriaan du Plessis said business was opposed to levies, but would study the green paper before making their input at the National Economic Development and Labour Council (Nedlac)



Labour Minister Tito Mboweni

# All will expect benefits from govt training

(179) BD 26/3/97

**Reneé Grawitzky** examines the potential for a 'skills revolution' as envisaged by the labour department

plan

TRAINING providers should not be lulled into a sense of security by believing government's green paper on skills development will become their latest cash cow

The labour department's green paper published this week, if not abused, could result in Labour Minister Tito Mboweni's "skills revolution" through clearly directed, relevant skills training Mboweni's five-year plan identified the need for a national training and human resource development policy as it believed insufficient and ineffective training was being conducted, hampering productivity gains and preventing effective industrial restructuring

Interested parties have until the end of April to comment, while the parties in the National Economic, Development and Labour Council (Nedlac) must conclude negotiations by July so that draft legislation can be tabled in Parliament during the third quarter

Although this timetable is tight, Mboweni says a great deal of consensus was reached in consultation prior to drafting of the green paper, and so he hopes agreement will be found quickly

Yet public debate as to whether the strategy proposed is compatible with current labour market realities could be overshadowed by dissatisfaction over government's call for a grant levy scheme to finance various forms of training The labour department is proposing that employers pay a compulsory levy of between 1% and 1,5% of total payroll

The green paper appears to be sensitive to economic realities, and does not suggest that increased training and education will "itself lead to increases in economic and employment growth" It aims to create "a new national system of skills development" by introducing incentives, a range of new institutions and training programmes to ensure education and training are compatible with government's economic and development policies.

The discussion document argues that only through this system can training be translated into productivity improvements; a labour force capable of adapting to changes as a result of organisational restructuring, and skills provision to the unemployed aimed at making them self-employed It also argues that it is flexible, decentralised, demand-led and will be responsive to "economic and social needs" and is underpinned by a partnership between government, labour, business and vulnerable groups

These partners agree that attention must be given to skills and human resource development in SA. There is concern, however, whether the strategy takes fully into account the effect on job creation, whether it allows sufficient autonomy of industry organisations and is truly decentralised

University of Cape Town economist Nicoli Nattrass says international experience has shown that government-managed training programmes have tended to be ineffectual Representatives of numerous industry training boards are opposed to what they see as centralised control of levy collection — they argue it is cumbersome and could prove costly

Although centralised levy collection is proposed, decisions on training will be made by newly established sector education and training organisations

The organisations, which replace industry training boards, will receive 80% of levies collected in the form of grants after training strategies are approved by the minister and the National Skills Authority, which replaces the National Training Board

Industry training boards are concerned that the grant system is being used as a mechanism to force them to amalgamate and to form sector training organisations covering defined industries

Mergers, some argue, could prove unwieldy because different industries in a sector have different training priorities and constraints. Demarcation of industries could prove problematic. The imposition of a payroll levy, Nattrass says, will act as a disincentive to employment by increasing the costs of labour Ideally, she argues, SA needs to encourage a high skills-high wage, highly productive segment and also a labour intensive segment to absorb the unemployed

Nattrass says firms should be encouraged to train where applicable, but a payroll levy would be biased against such initiatives.

The green paper has yet to define the manner in which small businesses will pay levies, while it is unlikely big business will be partial to subsidising them

An industry training board representative says the strategy does attempt to address unemployment However, it is unclear whether one strategy can do so at the same time as helping industry deal with its own challenges

The strategy targets the unemployed and marginalised groups by ensuring that the "skills revolution" focuses on those outside the labour market as well as on existing workers

It hopes to provide the unemployed with skills to become self-employed, or to promote the employment of those completing learnership contracts. This system will replace existing apprenticeships Itcombines learning and work experience and is intended to go beyond traditional artisan training It also targets school-leavers and unemployed

The system may reduce costs for employers, according to the green paper A trainee wage rate or a subsidy allowance for the trainee during the work experience component of learnership are some incentives proposed to encourage employer participation'

Some feel that this system is based on the notion of a growing economy, and it is unlikely that companies facing downsizing or retrenchments will consider participation unless major incentives are provided

Others argue that organised labour might oppose this system as it could have the effect of undercutting their own members

Ultimately, the skills strategy must not be used to promote the view of training for training's sake On the other hand, workers in unskilled jobs should at least have access to basic skills training such as adult basic education and training and numeracy

The implementation of the skills strategy will have to take into account that workers will buy into the process only if they see tangible results — of increased skills By the same token, employers will train only if they, too, receive something in return

Negotiations around employment standards have shown that ultimately bottom-line costs will determine the passage of negotiations, and with this legislation still in contention it will be interesting to see which priorities will prevail for all parties

# Strategy to end skills shortage

Sowetan 26/3/97 (179)

## Government's Green Paper shows way to global competitiveness

**By Abdul Milazi**

SOUTH AFRICA'S SKILLS shortage is bound to be a major obstacle in its quest for economic growth and global competitiveness

This much was admitted by Labour Minister Tito Mboweni at the launch of a Green Paper on the Government's skills development strategy in Johannesburg on Monday

He said South Africa faced major economic and social constraints "The poor skills profile in the country is one such constraint and is likely to act as a brake on growth"

He argued that Government intervention in human resources development was necessary because the formal sector had not generated new jobs in 10 years and a quarter of local companies did not have skills training programmes

The Green Paper can be described as revolutionary The proposals are both short- and long-term solutions to the problems of unemployment, a low-skilled labour force and economic growth

### Strong criticism

One proposal that will be applauded by organised labour but draw strong criticism from business is the proposal to introduce a business levy to fund the Government's strategy

The Government is proposing that a one to 1,5 percent levy be imposed on the company's payroll as part of employers' contribution to the development of workers.

Government departments will be required to do the same as employers, which some believe may hurt the taxpayer either through an increase in service charges or tax to make up for the deduction

Mboweni, however, maintains that the strategy will not affect workers as the levy is "not taxing the wages but the payroll"

He also says the funding will not only come from the private sector but will also be accommodated in the Government Budget and raised from donors

Eighty percent of the funding will be spent on industry-level training, which will be conducted by companies and industry, while 20 percent will be used for national programmes

Mboweni says companies with acceptable training programmes in place will be able to reclaim their contributions through a grant system, which will be used to reward companies' contribution to the skills strategy

"Those companies that have training programmes will be contributing to the development of skills in their industry or sector," he says

He argues that general tax incentives has been found to be too blunt an instrument for strategic resource allocation

The proposed grants will be used to provide incentives for companies to improve their level of effectiveness in human resource development and to support programmes for would-be entrants into the labour market to acquire high-quality skills



**Labour Minister Tito Mboweni says the Government's skills development strategy will result in more skilled workers and managers.**

The companies will be the direct beneficiaries of a well-skilled labour force, "so it is appropriate as well as desirable that they should contribute to financing the grant"

The most notable aspect of the strategy is that it will spread the cost of training across all companies, sectors and industries Companies that do not train their workers will still pay the levy as they will benefit from having skilled workers at their disposal

"The decline of the apprenticeship system and the relative weakness of training systems in the current environment convinced us that the voluntary collection of levies, as is now in operation, is inadequate for the challenges which our country faces regarding skills development," says Mboweni

He adds "The overall vision is integrated human resources development, which promotes economic and employment growth and social development through a focus on education, training and employment services"

Mboweni says the main aim is to create an environment conducive to increased investment in skills development.

"The principles underpinning the new strategy are that it is flexible and decentralised, demand-led and based on a partnership between the Government, employers, workers and vulnerable groups"

The Green Paper also proposes that the National Training Board be restructured to provide high-level advice and guidance to the Minister of Labour on the procedures and priorities to be adopted

It further proposes that Industry Training Boards be restructured to play a more strategic and proactive role in promoting and supporting a new skills development approach within sectors

"To allay the concerns of those who fear that Government may raid this fund to meet other obligations, it is proposed that the new Act clearly earmarks funds for training and prohibits their use for other purposes," says Mboweni

The suspicion that the proposed Sector Education and Training Organisations are "bargaining councils through the back door" are unfounded "The two institutions have been designed for different purposes"

To achieve the goals of the strategy, there was a need for a paradigm shift in the actual demand for skills within companies and industries

"Firms are required to become more proactive in consciously using skill creation as a vehicle for achieving competitive advantage," says Mboweni

"And individuals and communities equipped with information about the labour market and learning opportunities will be encouraged to build their skills to achieve employment and self-reliance"

Another interesting feature of the Government strategy is what Mboweni calls "learnerships"

### Targeting school-leavers

"Learnerships are proposed as a mechanism to facilitate the linkage between structured learning and work experience in order to obtain a National Qualifications Framework-registered qualification which signifies work-readiness"

He explains that "learnerships" will target school-leavers and the unemployed – companies and industries will identify opportunities for training and employment

Mboweni says companies that do not have a strategic plan for training will be assisted by the Sector Education and Training Organisation to which they are affiliated

"The outcome of these initiatives will be more skilled workers and managers capable of contributing to higher levels of productivity and competitiveness"

# DP warns about proposed training tax

BD 27/3/97 (179)

**Reneé Grawitzky**

THE Democratic Party (DP) welcomed the labour department's green paper on skills development but warned that its proposals should not undermine government's growth, employment and redistribution strategy by threatening existing business

DP leader Tony Leon said "no one can deny that the years of apartheid left most job seekers dismally unprepared to enter the work force", however, the proposals "flirt dangerously" close to overregulation and overtaxation which could strangle business

He said that while the long overdue plan to upgrade the skills of SA workers was welcomed, it was questionable whether the green paper was as much a job training programme for the unskilled as for a new bureaucracy

Leon queried the proposal that government collect a levy only to return 80% of it to industry, which was capable of collecting the levy itself Leon said· "We have seen how incompetent government can be when collecting taxes — what convinces the labour department that it will collect these levies any more effectively or efficiently"

He said the imposition of payroll levies of between 1% and 1,5% should not be a licence to create another "bureaucratic behemoth"

## Overtaxed

SA Institute of Artisans president Ravi Moodley said yesterday that taxing all employers to finance national training projects might be asking too much from an already overtaxed private sector

However, "this is the harsh reality stemming from the inconsistencies in training over the years, and we must be prepared to pay the price to correct this or face the consequences"

SA Clothing and Textile Workers Union general secretary Jabu Ngcobo said that although the 1,5% payroll levy was a good investment in human resources, it was not high enough to speed up the long overdue process of upgrading the skills level of workers

Moodley said although the funding provision in the green paper would go a long way towards addressing the traditional funding problems, provision should be made for small companies "whose bottom line may not have room for a training tax of even 1% of the payroll"

Leon said the levy proposal must not force businesses to close or "we will have trained workers with no one to employ them"

# 'skills revolution' binds business and labour

## Mboweni's (174) 30/3/97

TRAINING PRIORITIES

By CAROL PATON

THE "skills revolution" proposed by Labour Minister Tito Mboweni when he unveiled his Green Paper on a skills development strategy this week, is the kind of revolutionary tune to which both business and labour can sing along.

There is a strong consensus that South Africa's poor competitiveness — last out of 46 developing countries in its human resource development rating by the World Competitiveness Yearbook — should be tackled by creating a more skilled and productive workforce

According to the Green Paper, compared to its trading partners, South Africa spends only 2,7% of payroll on training compared to 4% and 7% in the OECD countries

Even within the 2,7% of payroll spent, fewer than 60% of firms provide structured training and many firms provide no training at all to lower levels of the workforce

Business agrees that the time has come for an overhaul

Nic Segal, deputy chairman of Business South Africa, says "Business recognises the critical need to upgrade skills It is a crucial element in our drive for international competitiveness South Africa has a poorly developed skills base partly because the economy itself did not demand skills This must change dramatically"

Government's strategy aims to bring about a general increase in the country's skills profile and in particular in the "intermediate" level of skilled blue-collar workers It aims to provide them with portable and high-quality skills through accrediting training via the National Qualifications Framework

For workers this will open up career pathing and greater possibilities for employment in micro enterprises or at other plants if jobs are lost

At enterprise level government aims to increase access to education and training and encourage a structured approach

*'Upgrading skills is a crucial element in South Africa's drive for international competitiveness'*

To achieve these objectives, the Green Paper proposes "expanded strategic investment" in skills development by ending the present voluntary system of industry contributions to training boards and replacing it with an obligatory payroll tax of between 1% and 1,5%

The advantage of this, Mboweni says, is that it spreads the cost of training across firms and allows government to target its priorities

But Mboweni concedes that everyone agrees on the importance of skills development, "until the debate turns to who should pay"

From a business perspective, a payroll tax will raise the costs of employment Adrian du Plessis of BSA says "Instinctively businessmen do not like levies It raises costs, growth and employment will be jeopardised But clearly we are going to have to look at the financing"

Segal believes that the levy is inevitable and it is a question of negotiating how much and how it will work so people do not pay twice for training

National and industry training boards will be completely overhauled

The national board will be replaced by a National Skills Authority which will develop strategic priorities for training, targets and policies At industry level, Sector Education and Training Organisations (Setos) will replace boards and will set training priorities, standards for qualifications and accredit training providers

An important part of Mboweni's skills revolution is to update and modernise the type and style of training offered The apprenticeship system, which has fallen into serious decline, will be scrapped and replaced by a system of "learnerships" which link structured learning and experience to obtain a qualification

The government proposes that of the funds collected centrally through the levy, 80% will be put into sectoral funds managed by Setos and used to fund training plans through grants and "learnerships" The remaining 20% will go into a National Skills Fund to fund priorities identified by government

Apart from cost there are other reservations among business over the grant levy system and the emphasis on sectors

Ray Johnston, who is likely to negotiate on behalf of BSA, says the levy mechanism does not allow for flexibility "There may be enterprises that do not want to get involved in sector training because by doing their own training they gain a competitive edge"

The levy grant system is also too simplistic to allow enterprises to respond swiftly and creatively to specific training needs, he says

Sectoral training governed by Setos could also inhibit flexibility

Segal is also dubious about the extent to which it is possible to set targets and quantify needs

"Setos are supposed to tell you what you need This can only be done at a level of generality Its unlikely that there will be any blinding insights"

NE

*Revenue service admits shortage of Customs officials hinders skills development*

# SARS in training dilemma

ET (BR) 4/4/97 (179)

**SHIRLEY JONES**
KWAZULU NATAL EDITOR

Durban — A number of countries, including the US, have approached South Africa offering to train Customs officials, but this country does not yet have sufficient people to train, sources close to customs said yesterday

They said policing of new trade policies being implemented, including quotas systems for the tyre and footwear industries and a minimum valuations system in the electronics sector, hinged on adequate training

British Customs officials, who have been helping out in South Africa since August last year, have only managed spot training in Durban, Cape Town and Johannesburg The private sector was sponsoring training by the British in Port Elizabeth and East London next week, but staff at crucial border posts like Upington, Komatipoort and Beit Bridge had received no input

Sources questioned whether the British should be providing basic training which was available in South Africa or more specialised training, such as on the provisions of the General Agreement on Tariffs and Trade (GATT) and the stipulations of the World Trade Organisation One source said this training should have taken place months ago

Lee Dutton, a spokesman for the Customs and VAT Enforcement Caucus, which represents 18 different industries, said the reason Customs had no one to train was the moratorium on employment by government departments Until the South African Revenue Service (SARS) achieved its autonomy, this problem could not be addressed, he said "What's more, we can't just throw large numbers of people at our problems We need skilled people," he said

Piet Liebenberg, the head of SARS, admitted Customs did not have sufficient employees to train He said this problem would only be solved once SARS was autonomous and could pay market related salaries

Liebenberg said studies were under way to determine exactly how many posts needed to be either filled or created This would address the country's present needs, but no provision had been made for five years' time

Liebenberg said much still needed to be concluded concerning the changeover of SARS to an autonomous body, and the training programme for the second half of the year had not yet been sorted out But he said this would probably be a combination of lectures and on-the-job training

"Our people are not unskilled If anything, this will be add-on training," he said

In response to industry criticism that insufficient training in GATT principles had been offered, Liebenberg said he was confident SARS staff at senior level knew the ropes He said he could not speak for lower ranks

# Worker training linked to industry strategy

Sowetan 4/4/97 (179)

**By Abdul Milazi**

LABOUR market policies need to be aligned with industrial and macro-economic policies for South Africa to achieve economic growth while improving its skills profile and creating jobs, Labour Minister Tito Mboweni said yesterday

Addressing the National Union of Metalworkers of South Africa's National Bargaining Conference in Johannesburg, Mboweni said there was a link between collective bargaining, skills development, employment and occupational equity

"There is also an important connection between labour market policies and industrial policy on the one hand, and macro-economic policy on the other," said Mboweni

He said the Government's Green Paper on a skills development strategy should not be seen in isolation but as part of an integrated set of measures to transform the labour market

Mboweni argued that employment and economic growth could not be achieved through labour market measures alone

He explained that aligning labour market policies, industrial and macro-economic policies was not simply a matter to be addressed by government and industries, but was also the responsibility of individual companies

"Much of the skills development strategy is about how to achieve such an alignment The principle on which the whole strategy is based emphasises the importance of identifying the economic demand or opportunity which skills development must respond to or promote," Mboweni said

He said while government strategy stressed the need for employers and workers at enterprise level to make their own decisions about skills, these decisions needed to be informed by global trends in industry

"This would suggest that industries need to become more actively involved in discussions and research about the future of their slice of the economy, and then consider the skills implications of this future," said Mboweni

He said this was not news to Numsa "which has pioneered work in this area for a number of years and has been involved in the restructuring of the auto industry as well as the telecommunications industries"

Mboweni said information and planning was an important component of the skills development strategy,

The main focus of the four-day conference is education and training for workers and as part of Numsa's strategy in its fight for a social wage

Numsa general secretary Enoch Godongwana said a social wage meant improving the lives of the poor "When we talk of a social wage we are talking about access to healthcare, education and other basic social services".

NEWS NATIONAL

# Plan to help develop skills training

Sowetan 4/4/97 (179)

By Abdul Milazi

SOUTH African companies are still unable to develop training plans for their workers which suit their overall objectives, Labour Minister Mr Tito Mboweni said yesterday

Mboweni was speaking at the National Bargaining Conference organised by the National Union of Metalworkers of South Africa in Johannesburg, to prepare for the coming annual wage negotiations in May

He argued that this was the reason behind the Government's Skills Development Strategy, which proposes the formation of Sector Education and Training Organisations (SETOs) to ensure that companies train their workers properly and in line with Government plans and vision

Mboweni said while it might be easy for bigger companies to employ consultants in skills development, small and medium sized firms were unlikely to pay large sums of money to consultants

"So we are proposing that there be intermediary institutions that support firms to realise the importance of skills and then help them to translate this realisation into tangible plans with measurable results," Mboweni said

In its Green Paper on skills development, Government also proposed a levy of one to one and a half percent on businesses to fund training for workers Companies who have approved training plans of their own would be able to reclaim their contributions in the same way as tax rebates

Mboweni said the SETOs would design and manage a new job training and qualification system which would incorporate the old apprenticeship system, as well as undertake quality assurance functions for the South African Qualification Authority, such as the accreditation of training providers and the certification of trainees

# Payroll levy not big enough to harm jobs, says Mboweni

(179)

Reneé Grawitzky

BD 4/4/97

THE proposed training payroll levy of 1%-1,5% was not so high that it would encourage employers to shift away from labour to capital-intensive production, Labour Minister Tito Mboweni said yesterday

Addressing delegates at the start of the National Union of Metalworkers of SA (Numsa) four day national bargaining conference, Mboweni explained why the green paper had not proposed 4% as demanded by the Congress of SA Trade Unions (Cosatu) "The jury is still out on this matter," he said

Numsa general secretary Enoch Godongwana said a 4% levy was justifiable in view of the low level of investment in training in SA

Mboweni said "We are worried that if we set the percentage too high then we will encourage employers not to hire workers but rather to invest in labour-saving technology"

At the outset of the conference, Godongwana said the union was confronted by conditions "not of our own choosing" such as continued job losses in manufacturing

"Where are we going to find jobs when there are going to be cuts in the public sector and no jobs are being created in manufacturing," he said "We are still hoping the growth, employment and redistribution strategy will bring them"

He urged delegates to be realistic and adopt strategic positions on training and grading, productivity, bargaining levels and work reorganisation Invariably, he said, political correctness hampered the adoption of clear policy guidelines

"Our failure to intervene constructively in areas such as work reorganisation ensured that management took the lead," he said

A clear position had to be adopted on the demarcation of industries and whether the union should push for the formation of a mega bargaining council covering metal and engineering, automobile manufacturing and components

Godongwana said he supported such a move which would bring together about 300 000 workers

# Worker training 'must be of high quality'

WILLIAM-MERVIN GUMEDE
POLITICAL STAFF

**Improvement in the education and training of South Africa's workers will have to focus on two aspects – quality and relevance – says Minister of Labour Tito Mboweni.**

A new standardised national qualification system called "learnerships" – that accredit competency in a particular occupation – would replace the old apprenticeship system, he said yesterday

A person who completed a learnership would earn a national quality framework accredited qualification which would tell the labour market he or she was competent in a particular occupational area, he told members of the National Union of Metal Workers of SA in Johannesburg

This new concept formed part of the government's new skills development strategy to increase the skills and productivity of the South African workforce

He said the contracts of learning that accompanied learnership would have to be designed and managed through restructured industry training boards

Mr Mboweni, addressing the union's national bargaining conference, said that information and strategic planning were an extremely important part of the new strategy

The old career guidance and placement bureaus needed to be converted to employment services which would have to be revamped to provide workers, employers and unemployed people with information about the labour market

Discussing the government's recently-published Green Paper on "A skills development strategy for economic and employment growth", Mr Mboweni said. "There is a clear relationship between skills development and collective bargaining"

# National lottery ready to roll by next year

## *Groundwork under way*

WILLIAM-MERVIN GUMEDE
POLITICAL STAFF

**Plans are on track to have South Africa's first national lottery in place by the second half of next year, the Department of Trade and Industry announced today.**

The department said that because of extensive preparatory work, a lengthy period was required to lay the groundwork for the lottery

"In South Africa there are a multitude of deserving causes such as the RDP, education, sport and health care that could benefit from a national lottery," the trade and industry department said

Consultants Deloitte & Touche have been appointed by the department to establish the lottery A team of local and foreign experts is in the process of finalising the project

The first step is to revise the draft Lotteries Bill to incorporate international suggestions and local responses

The Bill is expected to be promulgated not later than July and the Lotteries Board will then be formally constituted

The Lottery Operator's Licence Agreement, which will govern the operations o the eventual lottery operator, will be draft ed at the same time as the legislation t ensure consistency between the two and t avoid confusion

The department hopes the government via the Lotteries Board, will be the mai regulator of the lottery, while the commer cial running will be the responsibility o the operator.

The department said that marke research, to provide information abou public attitudes to the lottery and its poten tial turnover, will proceed in tandem wit the legal and parliamentary process

By the end of August the departmen will have drawn up a "request for propo al" for the lottery operator's contract.

Potential bidders will be informed c this request by means of press advertise ments.

Tenderers for the lottery contract wi have three months to submit their bids.

Detailed comparative evaluation of th bids will take about three months to b completed

The successful tender will b announced between March and April ne year, the department said

# Urgent re-evaluation of training needed

(179)

Rouetan 7/4/97

**By Shadrack Mashalaba**

IF South Africa is to develop a hospitality industry of a high standard, there is a need for the development of a standardised, national training system

Institute for Hospitality Studies director Peter Hallmanns says the current tertiary training syllabus does not fully address the prevailing low standards He says this is coupled with the lack of a supervisory institution to set stringent standards

He believes that the current tertiary training system should be complemented by practical, competency-based training focused on current trends and standards

IHS is a training college that offers polishing courses for the hospitality industry It offers training to trainees from the the private sector

Hallmanns says what he calls the "talk-talk" should stop and the industry should actively engage itself in committing more funds to training to reap long-term rewards

Training should not be seen as part of a consumption budget

"The labour intensive nature of the hospitality industry requires training that focuses primarily on skills development supported by academic knowledge The local hospitality industry is at an infant stage with a tremendous lack of primary education "

According to Hallmanns an urgent re-evaluation of the training needs of the industry is necessary if it is to meet the demands of the ever increasing number of tourists in South Africa

"The recent introduction of the National Qualification Framework (NQF) has laid the foundation for the development of a national syllabus for the industry

## Training goal

"Training providers and industry have to agree on common national training goals, a national standard of training methodology and a national standard of delivery of know-how," he says

The IHS plans to become actively involved in this process

"Australia is an excellent example of how hospitality industry standards have been lifted through skills-based training and how additional training avenues have been created to deal with events such as the Olympic Games "

# A skills strategy for everybody

(179)

Sowetan 10/4/97

## Forcing management to make a commitment towards training

By Abdul Milazi

IT IS common knowledge that in any given society the strivings of the working class clash with those of the bourgeoisie and that no economic system has yet managed to find a solution to this struggle

The Government's recently released Green Paper on skills development however, could at least be the answer to South Africa's diverse economic needs and societal disparities

South Africa is currently rated by the *World Productivity Report* as number 44 out of 45 developing countries in terms of human resource development and skills

National Union of Metalworkers of South Africa general secretary Enoch Godongwana says apartheid denied education opportunities to blacks

"Even skills training, which was known as artisan training, was biased in favour of whites," says Godongwana 'Blacks could not access this type of training"

Mboweni is out to change this by indirectly forcing companies to train workers through the planned levy and the establishment of Sectoral Education and Training Organisations (SETOs) for each business sector

The Government's skills development strategy proposes a one to one and a half percent business levy on companies to fund training for workers

This proposal did not go down well with organised business, which is traditionally opposed to levies Trade unions are also not happy with the size of the levy

They would have preferred at least four percent, but Labour Minister Tito Mboweni argues that four percent would discourage employers from hiring workers

Some business and labour analysts have argued that the introduction of a levy is not a good idea, while others have welcomed it as a good measure to get commitment from management towards skills training

The money collected through the levy system would be given as grants to SETOs to carry out training 'We are saying all companies should pay for training even if they decide not to provide training," says Mboweni

### Non-training companies

"In this way, they will contribute to the cost of training of other companies, which is only right when you think that non-training companies end up poaching skills from these companies"

Organised labour argues that many companies are not training workers and that some only concentrate on technical skills

Unions say this is another ploy by employers to deny black workers access to training The majority of black workers are illiterate a major handicap in their quest to access technical training

The requirements for technical training is literacy, so if employers are not prepared to offer both basic and core education and training, then they are not prepared to train workers" says Godongwana

The Government's strategy will be coordinated at both national and sectoral level by the Ministry of Labour

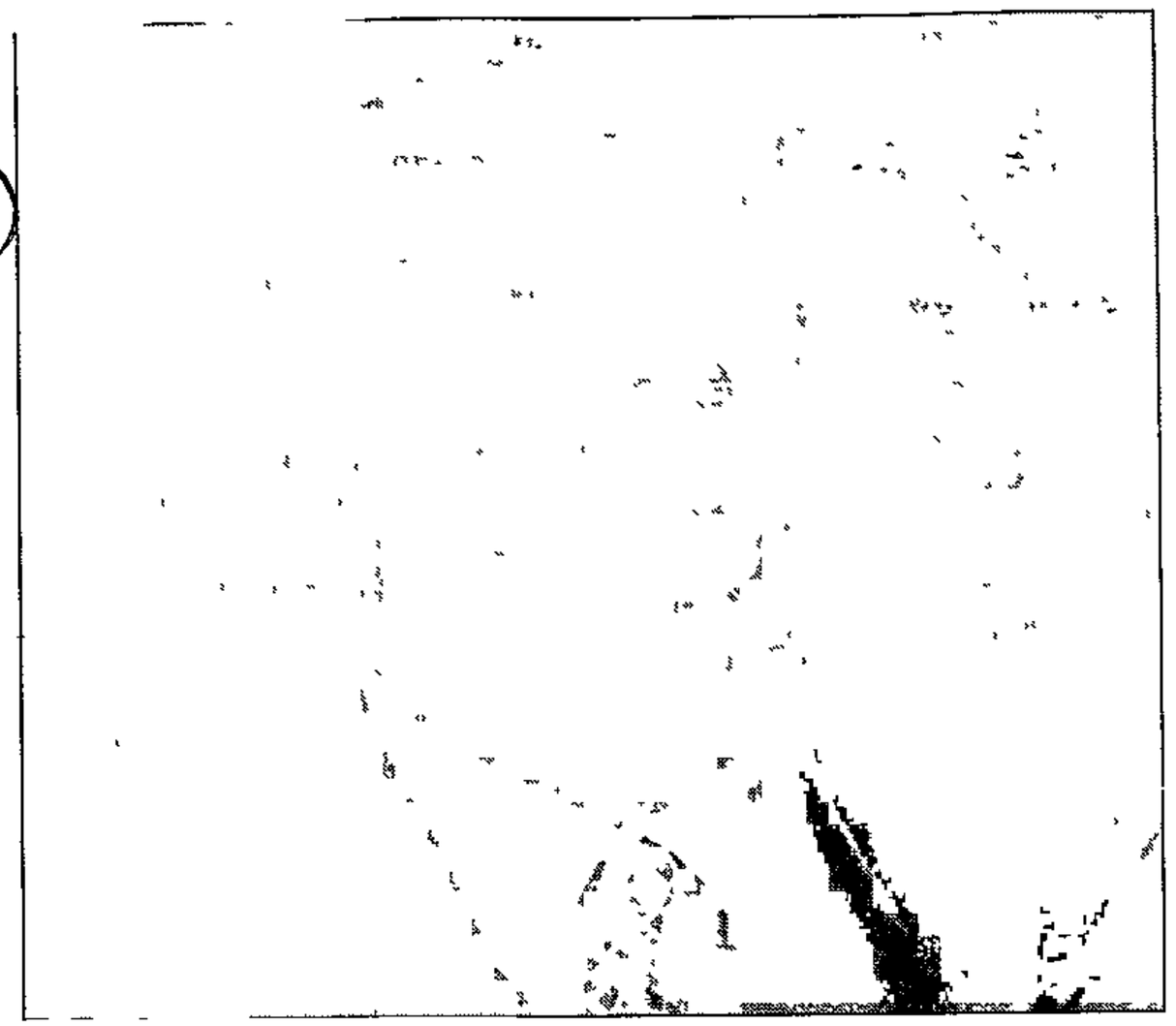
"Companies are frequently not yet in a position to develop training plans that integrate with their overall objectives and best practice They need assistance to do this well," says Mboweni "They also need help with interpreting the new world of the South African Qualifications Authority requirements"

Some people argue that companies can hire consultants to assist them with training plans Mboweni argues "This is all right for large firms who can afford consultants, but not for the hundreds of small and medium-sized firms that are currently not training at all anyway They are unlikely to pay large sums of money for a service they do not even perceive they need"

He also argues that many companies often failed to find technikons and universities which have training programmes that meet their needs

The SETOs will be structures similar to the current industry training boards, but with a wider range of functions They will be responsible for general functions like coordinating and managing training

Any employer or employee body can apply to become a SETO provided it has equal representation between employer and unions, and proves that it can perform functions outlined by the Government strategy



Labour Minister Tito Mboweni ... trying to develop skills useful to the labour market.

This approach by government will ensure that training becomes the responsibility of sectors and industries instead of a handful of companies

"SETOs should have a rational relationship with bargaining councils in order to align skills development strategies with other productivity promotion and reward measures," says Mboweni

### Change of name

The Government has also proposed that the National Training Board be changed to the National Skills Authority 'to convey a major set of new areas in which it is to operate"

It is envisaged that this body whose composition will be the same as the NTB will help the Minister of Labour to determine national priorities targets and resource allocations

It is still not certain yet whether training providers will be part of this new authority We have invited comment on this point," Mboweni explains

It seems that the Government has something for everybody – the employed are not the only ones to benefit, the unemployed and scores of school-leavers have been included

Once the SETOs have been established a new training and qualifications system – learnerships – will be introduced Learnerships incorporate the old apprenticeship system, but differ in that they combine structured learning at tertiary institutions with structured work experience

A person who completes a learnership will earn a national qualification accredited by the National Qualification Framework as proof of their readiness and competence in a particular field

The whole focus is on quality and relevance Mboweni says it is about ensuring that courses offered are useful and relevant to the skills demand in the labour market

# Concrete proposals on job training needed – Fabcos

ARG 10/4/97 (179)

BUSINESS EDITOR

**Business must bring concrete proposals on workforce training to the presidential job creation summit announced by Minister of Labour Tito Mboweni last week, says Brian Johnson, Western Cape chairman of the Foundation for African Business and Consumer Services (Fabcos).**

Fabcos welcomed the summit initiative, Mr Johnson told the Cape Argus.

"It's time we focused on job creation I don't think this has been done so far and that is why jobs are not being created."

Mr Mboweni told Parliament last week the summit, which is designed to bring business, labour and Government together in a bid to accelerate job creation, would be held before the end of the year.

Business would have to promise to plough more money back into training, Mr Johnson said

"In our situation profits are not the only goal. In the end it's not a weak rand which will make us globally competitive, it's the quality of the work done

"Business must be prepared to put more money into training to boost productivity, instead of blaming workers for not being productive enough

"Business leaders must also be prepared to pull in their belts, and not just expect the man-in-the-street to do it This is a difficult phase and it's not the time to order luxury cars or go on overseas trips."

Mr Johnson said a job creation programme should be linked to the skills creation plan mooted in the Green Paper on skills last month and to the Government's new procurement policy, designed to give blacks and women a competitive edge in tendering for R50 billion a year in Government contracts.

He welcomed the Minister of Labour's plan, laid out in the Green Paper, to introduce a training levy on businesses.

"Now we are looking forward to seeing the procurement policy work, so that small businesses can create jobs."

# Call on business to train workers

(179)

Sowetan 11/4/97

MPUMALANGA premier Mathews Phosa called on business in South Africa to plough profits and tax savings into educating their workers, or face being dominated by international companies as they entered the local market

Although South Africa's economy was a giant when compared to its African neighbours and accounted for 45 percent of all sub-Saharan economic activity, he told the Witbank Chamber of Commerce that it was "very small in European terms"

"Our economy can be compared to that of a large city such as Hong Kong, which generates the same amount of economic activity as the whole of South Africa – with less than six million people compared to South Africa's 40 million," he explained

Phosa conceded businessmen in South Africa had inherited mainly unskilled and uneducated workers because of inadequate past education systems

But he stressed, however, that the only way to address the problem successfully was to train current workers while the Government addressed the education system

"In the short term you will have to sacrifice a percentage of profits towards the training of workers, but in the end, this will bear fruit

"Higher education results in better management of personnel as well as business affairs, which in turn results in higher productivity" – *Sapa*

# Levy aims to get industry out of the starting blocks

(179)

**The Department of Labour's proposal to introduce a compulsory training levy on the salaries of workers in the formal sector was heavily criticised by our columnist Stephen Mulholland recently. Labour director-general SIPHO PITYANA responds to the criticism and outlines his department's strategy**

ST(BR)20/4/97



A SKILLED workforce and management contributes to improvements in productivity, managerial efficiency, technological diffusion, the mobility of the workforce and the employability of the working-age population

Internationally, skills formation is receiving increasing attention as countries recognise its importance Education and training systems are being restructured in countries as far afield as Australia, New Zealand, Brazil, Malaysia and the UK to increase the quantity and quality of industry-based education and training

By contrast, South Africa is still in the starting blocks While new policies have been proposed for our tertiary sector, we do not have an intermediate skills base or system to talk of Apprenticeship training has been in decline for over a decade, technical college graduates cannot find placements in industry, and the level of training outside the largest companies is low.

The Department of Labour has proposed a new system of skills development to address this situation A number of mechanisms are proposed to achieve these goals

One is the dissemination of labour-market information on employment and skills demand to support more infomed decisions by training providers, companies and individuals

It is also proposed to replace the ailing apprenticeship system with a system of learnerships Learnerships are a much more flexible, less costly and accessible form of apprenticeship They combine theoretical learning and workplace experience which leads to recognised qualifications on the National Qualifications Framework

There are proposals to establish new incentives and the restructuring of existing institutions The voluntary system of Industry Training Boards and levy schemes has failed to promote industry training. The idea that this area should be left to individual enterprises or industries will simply prolong the stagnation and flies in the face of contemporary international experience

The department has proposed that a national levy-grant scheme be introduced, requiring all enterprises to pay between 1% and 1 5% of their payroll to industry training funds Eighty percent of this revenue will be located in sector funds controlled by employers and unions Companies will be able to access their levy contributions through grants to reimburse them for the costs of in-service training Alternatively, grants will be made to learnership schemes which will address the entry-level skills requirements of firms on a sector-wide basis

The remaining 20% of the revenue will be located in a national skills fund to be used for targeted training in priority or declining sectors The government will also contribute to the national skills fund

The levy scheme provides a stable and protected source of funding for training in the context of a severe fiscal constraint, low levels of private sector training and a declining apprenticeship system This scheme is by no means unique Levy schemes for training exist in at least 35 countries around the world, including Brazil, Korea, Singapore, Malaysia, Taiwan, Nigeria, Kenya, Hungary, Poland and France

The levy scheme will support the proposed sector education and training organisations These institutions will identify skills priorities, provide special support to medium and small firms, manage and monitor training on behalf of member enterprises and implement quality assurance measures As training systems have been decentralised these kinds of institutions have become a normal part of the industry training landscape Similar structures exist in New Zealand, Australia, Chile, Mauritius, the UK and Germany

Far from being an overly bureaucratic proposal, the strategy rationalises the current administrative structure by proposing central collection of the levy scheme, removing the 21 different collection points found in the industry training board system In addition, the main structural proposals simply build on the structure of industry training boards which have been established voluntarily by employers

The strategy has all the ingredients needed to create a world-class skills development system in our country, but it will require all stakeholders to make their fair contribution.

# 'Training levy not the solution to low productivity'

## 'Follow Malaysian example'

**THABO MABASO**
BUSINESS REPORTER

**An executive of a leading multinational says the Government's plans to impose a training levy on companies to upgrade workers' skills is not the best way to tackle low productivity.**

Tony Frost, an executive director of Lonrho's management services, told a conference of the International Confederation of Temporary Work Businesses (CIETT) that South African companies had a poor record of upgrading workers' skills

"If you look at the First World, countries use 4 to 8 percent of their Gross Domestic Product for skills upgrading, developing countries use 8 to 12 percent, and South Africa spends less than one percent," Mr Frost said.

He suggested that the Government should rather follow the example of Malaysia and compel companies to pay a certain percentage of their profits towards upgrading the skills of their workers or be forced to pay the same amount to the revenue services

"We need to invest in our people and it is the way to go. If we can increase the size of our skills base, it will increase our economy," he said.

***'If we can increase the size of our skills base, it will increase our economy'***

Labour Minister Tito Mboweni released a Green Paper on a skills development strategy two months ago.

It proposed a system of grants to encourage businesses to reach targets at enterprise and industry level

The grants would be financed by a levy of 1 percent to 1,5 percent of company payrolls, to be phased in over time.

The Congress of South African Trade Unions (Cosatu) has criticised the plan saying the levy is too small

Although the South African business sector has said it was mindful that skills needed to be upgraded, it has been very critical of the levy and called for other means to address the problem.

Mr Frost said the lack of skills among South African workers was also impacting on productivity

"Our productivity has steadily been on the downslide for the past 20 years To improve it we must make sure that our people have the best skills and competency in the world. Bureaucracy which is one of the killers of productivity gains and creativity in Africa must also be done away with," he said

"Unless we join hands we will be in real trouble," Mr Frost said.

# Sacob rejects dedicated training tax

(179) BD 8/5/97

Renee Grawitzky

THE SA Chamber of Business (Sacob) yesterday rejected any form of dedicated training tax which would be government-managed and called for a voluntarist system where training funds were managed by the parties directly.

This position formed part of the chamber's submissions to the National Training Board on its response to the labour ministry's green paper on skills development, which called on employers to pay a training levy of between 1% and 1,5% of their payroll to a dedicated national fund which would finance skills development.

The green paper, released in March, called for the introduction of a national levy grant system to fund training and education in accordance with national and sectoral priorities. Employers would receive grants once training plans had been submitted to sector education and training organisations.

Such organisations would receive 80% of levies collected. This would be directed to a national skills fund.

Sacob said it supported the vision and objectives of the green paper but was doubtful whether some of the strategies proposed would meet the objectives of government's growth, employment and redistribution strategy (Gear). In this regard Sacob's criticism was linked to the imposition of an additional tax and the introduction of "severe rigidities" into the system.

Gear proposed that taxes should amount to only 25% of gross domestic product. However, the proposed levy, which the chamber saw as an additional tax, would increase this beyond the current level of 26%. The chamber said a "levy as proposed can therefore be considered only if there is a clear commitment to reduce other taxes correspondingly so that the overall tax burden at least stays the same".

Sacob also opposed an additional, centrally controlled structure to administer a levy grant scheme as, it said, a large proportion of levy income would be required simply to pay for the infrastructure.

The chamber said the funding formula was based on the concept of training plans which had to be submitted by companies and sector organisations in order to gain access to training grants.

This process would result in time lags and no company could operate on the basis of such formalised and structured training plans. A skills strategy could not be based on a "one size fits all" approach or subject to ministerial interference in the training efforts of individual private companies.

# AHI concerned about green paper on skills development

**Reneé Grawitzky** (179) BD 12/5/17

THE Afrikaanse Handelsinstituut (AHI) has called for better synchronisation between government departments dealing with education and skills development and said it was concerned that this was not happening

In its reaction to the skills development green paper, the AHI said last week that the green paper published for comment by the labour department "provided a good foundation for stakeholders input and negotiation in the National Economic Development and Labour Council"

However, the lack of synchronisation in publishing "the green papers on higher education transformation, skills development strategy and further education transformation" was of concern.

The AHI said it was noticeable that provision was made for departmental representation by the education department on the national skills authority proposed in the skills development green paper, but no representation by the labour department was proposed in the council of higher education proposed in the higher education transformation green paper

The AHI endorsed support for increased investment in demand-led skills development in SA and that a system was required to ensure that all end-users of skills make a financial contribution to skills development However, like The SA Chamber of Business it was concerned that a dedicated tax could raise the tax burden to above the target of 25% of gross domestic product as proposed in government's growth, employment and redistribution strategy

The green paper did not address whether a proposed levy would be tax deductible In addition, by imposing a levy on payrolls, the green paper provided business with incentives to lower their payroll costs, which could slow down job creation, the AHI said

# Black students prepared for careers in business

BD 15/5/97

(179)

**Nicola Jenvey**

DURBAN — A US affirmative action programme, designed to promote capable and aspirant young people, previously disadvantaged to company positions with career-growth potential, is set to be launched in SA by next January following the recent visit by the Inroads programme's CEO and president, Charles Story.

Inroads was launched in the US in 1970 and, through a dedicated relationship between individual companies, young black students and Inroads management, talented students were recruited and trained for careers previously not accessible to them.

Story said the organisation, to which companies contributed an annual $3 500 subscription for each student sponsored, facilitated the education and development of students from about the age of 17.

Recruits entered the Inroads programme between their final school year and second-year university, and were given extensive tutorial training, weekend studying, holiday work with the company and a "dedicated social responsibility". This put back into the communities some of the knowledge and experience gained through their new-found opportunities.

However, Story said that until the early 1980s, students were recruited nearly two years before finishing school to tackle the educational gaps caused by disadvantaged tutelage. This was possibly the approach required in SA during the initial years.

The timing of this month's visit by Story and Inroads vice-president and national accounts manager Michael Holmes was significant in terms of the pending employment equity legislation and its recently published research findings demonstrating that businesses were making slow progress with affirmative action.

"Inroads was established to deal with this problem. The programme prepares students for business careers, while also providing companies with a pipeline of talented and well-prepared prospective employees," Story said.

He said that since beginning, Inroads had survived and prospered due to its firm foundation built on truth, a vision and hard-working individuals.

Holmes believed an Inroads in SA would bridge the gap between the corporate sector and talented youth from previously disadvantaged communities. Companies could identify and develop students into potential future employees through Inroads's training, counselling and holiday jobs plan.

*Worker education takes a back seat*

# SA companies way behind in training spend

CT(BR) 22/5/97 (179)

ANN CROTTY
CONSUMER INDUSTRIES EDITOR

Johannesburg — South Africa's largest industrial companies continue to spend far less than their international competitors on employee training, a recent survey conducted by the Cape Town-based Labour Research Services has revealed.

Many of the country's largest companies spend only 2,5 percent of their payroll on training The international average is between 4 percent and 7 percent

The publication of the findings, which are included in the group's annual publication Bargaining Indicators, comes just after the release of this year's Global Competitiveness Report which revealed that, in terms of competitiveness, South Africa was placed 44th out of the 53 countries covered by the survey

The local survey indicated there could be cause for greater concern as the respondents tended to be large companies, and that it "is likely that small to medium-sized companies, which employ a large portion of the country's workforce, spend even less than this figure on training"

The effects of the low investment in training is compounded by the poor showing of South Africa's educational system in the competitiveness report

That report, which is published by the World Economic Forum, revealed that South Africa scored 2,8 out of a possible 6,0 on the measurement of the "vigorous training offered by the country's primary and secondary education system in language, maths and science" Most of the leading competitive countries scored between five and six.

The local survey revealed that the financial services had the highest average training spend, with 3,1 percent of the payroll invested in training The engineering sector came in second, with an average of 3 percent The consumer and media sectors were the lowest, with 1,7 percent each

The report also included a survey on the number and positioning of black managers It concluded that corporate South Africa still "has a long way to go" In the companies surveyed only 5 percent of the top positions were held by blacks

"The figures for junior management are more encouraging, where a third of these positions are filled by black managers "

The consumer sectors topped the survey, with 35,7 percent of all managers black, followed by the beverage and hotel sector with 29,8 percent. The engineering and mining sectors came last, with 15,3 percent and 7,2 percent respectively

MANAGEMENT

# Black bankers' US training pays off

BD 5/6/97 (89) (179)

**David McKay**

A PLAN to train black SA bankers, initiated six years ago by several major US banks, is producing results, according to a report recently presented to President Nelson Mandela.

The banks, which include Chase Manhattan and JP Morgan, said in the report that about 100 SA black businessmen had successfully passed through the Professional Development Programme (PDP)

The candidates, representing more than 20 companies, spent up to six months in the US, working in their respective fields in a series of cycles which spanned a six-year period.

One of the writers of the report said the candidates were among the exceptional young business men and women "who are poised to assume leadership roles in their respective companies and the society in general"

An alumni group had been formed and a broad mix of locally based projects in education, housing and business training were being explored.

"Many of the SA businesses that have participated have also agreed to consider proposals for support of specific projects," the report stated

Many of the first candidates involved in the programme had been promoted to more senior and influential positions, underpinning the declared intentions of the programme

Subbranch supervisors had become managers and general managers had been moved up to directorships following completion of the programme.

Successful graduates include Alan Mukoki and Tsoane Mphahlele. Mukoki, previously an account analyst at Standard Bank, is now head of Nedenterprises, a Nedcor division Mphahlele, formerly a Southern Life branch manager, is now a senior executive at Worldwide African Investments

The training programme involves an intense six-month work experience, a series of all-day academic sessions and informal seminars and activities that addresses topical issues

In on-the-job training, managers from participating SA firms were placed with New York City sponsoring firms. Mentors were identified at each of the firms to provide advice, counselling and support

The educational programme concentrated on three subject areas — internal business, corporate strategy and management of large enterprises.

This was conducted within the broad framework of operating in a highly competitive and technologically changing environment, helping the candidates develop capabilities of critical thinking and systematic analysis.

To complement their training and broaden their understanding of the banking environment, the participants were exposed to a wide range of views of contemporary issues during their stay in the US.

# Company focuses on improving worker skills

**Business Day Reporter**

BD 11/6/97

IN ITS bid to improve the skills of employees, Inca Concrete has opted for a competency-based training programme geared to produce workplace improvements Inca Concrete is a subsidiary of Blue Circle group member Readymix Material

A pilot programme is focusing on bolstering productivity and heightening quality awareness, which human resources manager Thato Potsane intends supplementing with team building

Charter Training Group's "progress plan" concept has been introduced to Inca at director level, and then filtered down to middle management, supervisory and junior level The entire workforce at Inca factories in Meyerton and Sasolburg has been told of the project and its goals — mainly the increase in skills levels, and thus productivity.

The company is pleased with the results so far "The people we have trained have become more independent as well as more assertive in executing their decisions," says Potsane

In an early productivity assignment, trainees identified problems and holdups and traced their causes to operators, machinery or materials

Potsane said. "They are able also to calculate mathematically their input and output, putting a rands and cents value to what they produce. These results tell me the project is working "

ST(BT)22/6/97

(179)

# Logic behind training levies questioned

LABOUR POLICY

**By MARCIA KLEIN**

PROPOSED moves to impose training levies on private employers' payrolls will penalise those companies who are already spending big money on training programmes, says the American Chamber of Commerce in SA

In its submission to the parliamentary committee on labour, Amcham said companies like Eskom, Telkom and the banking industry spent 4% of their payroll on training and similar figures could be shown for US companies.

Amcham said it could not agree with the Green Paper on skills development strategy that "the market has failed to generate competitive levels of training within SA industry"

While the Green Paper may point a finger at the failure of the apprenticeship system in SA, "it is government statutory intervention, with its bargaining councils and state regulations, that have totally undermined all market principles".

Amcham said many companies, both inside and outside of council bargaining regulations, had well-funded and high quality training programmes which met world standards It pointed out that the Labour Department had spent R32-million on training about 48 000 people for the formal sector, but only a fifth of these people had found jobs

# R4-m training plan to boost Saldanha Steel project

(179)

THABO MABASO
BUSINESS REPORTER

AAG 24/6/97

**Hundreds of West Coast residents will be trained in a R4-million venture aimed at equipping them with skills that will benefit the multi-million-rand Saldanha Steel project.**

The venture is being jointly funded by the Independent Development Corporation (IDC) and National Access Consortium Western Cape, a partnership of education providers in the province.

To be known as the West Coast Training Initiative, the venture was officially launched in Cape Town yesterday by Trade and Industry Deputy Minister Phumzile Mlambo-Ngcuka.

Mrs Mlambo-Ngcuka said this was the first time the IDC had become directly involved in such a training project

"Essentially, we see our role as one of catalyst for capacity-building in the area. At the same time we believe that a better trained workforce will serve to attract other potential investors to the region."

A factory will house the training centre, which is expected to train 3 000 people over the next 12 months. The centre will offer a series of six-week courses, each structured to meet the needs of companies and contractors in the area.

The courses will begin in mid-July and include mechanical, civil, electrical, instrumentation and hospitality skills

Mrs Mlambo-Ngcuka said the training courses would be accredited by the Department of Labour

"To ensure appropriate candidates are selected for these very expensive training programmes, their potential, aptitude, co-ordination and trainability will be closely monitored," she said

IDC manpower manager Jaap Wolfaardt said contractors involved in the Saldanha Steel project had agreed to source semi-skilled labour from graduates of the training centre



**LEARNING LESSONS** *Khaya Ngqula (left), the managing director of the Industrial Development Corporation and Phumzile Mlambo-Ngcuka, the deputy minister of trade and industry, at the launch of a multimillion rand training project on the Cape's West Coast* PHOTO SHAVONNE HILL

# Skills boost for Cape workers

CT(BR) 24/6/97 (179)

**RONELLE BURGER**

Cape Town — A multimillion rand training programme was yesterday launched in the Cape's West Coast to meet the increased demand for semi-skilled workers in the region

The programme, the West Coast Training Initiative, was launched with R4 million in seed capital from the Industrial Development Corporation (IDC) and the National Access Consortium Western Cape, a partnership of education providers in the Western Cape

Further funding is expected to flow shortly from industry operators in the area.

Announcing the project, Phumzile Mlambo-Ngcuka, the deputy minister of trade and industry, said 3 000 local residents would be trained through the initiative, which was expected to provide a major boost for economic development in the region

Courses, starting in mid-July and running for 12 months, will focus on the needs of contractors and companies in the area

The largest of these is the R6,8 billion Saldanha Steel Project, which is expected to generate R1 billion of contract work over a two-year period It has attracted many other industrial projects to the region, including the R850 million Swiss-based Duferco steel processing plant, PPC's R100 million burnt-dolomite mining and processing operation and the extension of the R1,2 billion Namakwa Sands project.

All these projects provide opportunities for semi-skilled contract work Mlambo-Ngcuka said contractors involved in the Saldanha Steel project had agreed to source semi-skilled labour from the training programme and to give further on-the-job training to candidates

Jaap Wolfaardt, the IDC's manpower manager, said that in addition to increased work opportunities, they expected the training initiative to stimulate entrepreneurship among local residents and attract investors to the region

# Skills training will give West Coast a boost

BT 24/6/97 (179)

THE Industrial Development Corporation yesterday launched a training initiative to equip about 3 000 residents in the Vredenburg, Saldanha Bay and Langebaan areas with skills needed for employment by the Saldanha Steel project and its downstream developments

Launching the project yesterday, Deputy Trade and Industry Minister Ms Phumzile Mlambo-Ngcuka said the initiative was expected to boost economic development in the region

The training programme was the first to be undertaken jointly by the government and the private sector

The initial R4 million was provided by the IDC and the National Access Consortium Western Cape, a partnership of education providers in the Western Cape

A factory building in Saldanha will house the training centre which will offer a range of courses over a 12-month period, beginning in mid-July. Courses which enhance the potential productivity of women in the area have been included.

Mlambo-Ngcuka said it was the first time the IDC had become directly involved in such a training project as, historically, training had not been considered part of the IDC's broader function

"However, the role of the IDC has been redefined and we hope that this training initiative will become the blueprint for similar training projects in other parts of the country.

"Essentially, we see our role as one of catalyst for capacity building in the area We believe that a better-trained local work force will serve to attract other investors to the region," she said.

IDC manpower manager Mr Jaap Wolfaardt said a series of courses would be structured to meet the needs of contractors and companies in the area

"The idea is to select suitable candidates and train them to a semi-skilled level "

All training courses provided by the initiative would be accredited by the Labour Department and various industry training boards, so that completed modules would form part of the future national qualifications framework.

"The contractors involved in the Saldanha Steel project have agreed to source their semi-skilled labour from among the candidates on the programme, as well as to give them further on-the-job training," Wolfaardt said — Sapa

ROADS CT (CR) 25/6/97 (179)

# First black contractors' course completed

A training course on road building for black contractors launched [illegible] graduates last week in [illegible] the Southern African Bitumen Association (Sabita) and the Civil Engineering Training Scheme (Cets). [illegible] course [illegible] Kwazulu Natal deputy director of community roads told the 11 graduates the roads industry had the capacity to generate thousands of jobs in labour enhanced contracts "It is the stated objective of KwaZulu Natal department of transport to allocate 30 percent of all contracts to emerging contractors' b[illegible]s and "R100 million has be[illegible] for constructing rural road development in the province where emerging contractors will be favoured in the awarding of contracts

The [illegible] course was developed by Sabita and accredited by Ceits with the help of the National Qualifications Forum — *Sova Magida Johannesburg*

SKILLS DEVELOPMENT (179) FM 4/7/97

# IDC to train labour for Saldanha Steel

**Driven by** the Industrial Development Corp (IDC) and private-sector partners, a new programme to train thousands of Western Cape residents will draw them into the economic life of the region The employers will be Saldanha Steel and its downstream developments

This marks a significant departure by the IDC from its traditional role as an industrial facilitator

The West Coast Training Initiative will initially be funded by the IDC and the National Access Consortium, a regional educational body, to the tune of R4m More companies will be drawn in to train over 3 000 residents in both industrial and hospitality sector skills

Various contractors involved in the Saldanha project have agreed to use semiskilled labour from the programme, and to give on-the-job training IDC manpower manager Jaap Wolfaardt says major downstream projects will also be taking on trained staff

Piet Badenhorst

# Business, labour oppose centralised collection of levy

(179) BD 9/7/97

**Reneé Grawitzky**

LABOUR and business are united in their opposition to the centralised collection of a training levy, proposed in the labour department's green paper on skills development released earlier this year.

Although labour has challenged the centralised collection of levies, it supports a levy system, which has been opposed by sections of business

The green paper proposed a training levy of between 1% and 1,5% of total payroll which would be paid into a national skills fund

Sources said labour was insistent that monies collected in a particular industry should remain in that industry

Business sources said business and the finance department were concerned that the compulsory levy would be perceived as another tax Business and the finance department proposed the retention of the current voluntary levy system, which could be strengthened by a government subsidy programme.

The labour and finance ministries have yet to begin proper discussions on the mechanism for the collection of a proposed training levy as well as the implications of imposing a compulsory levy on business

It is believed that the labour department had finalised a Skills Development Bill The bill has yet to be tabled

Labour Minister Tito Mboweni indicated at the time of the release of the green paper that the levy would form part of the overall tax system. However, government sources said if it formed part of the overall tax system then it became a budgetary issue and should form part of discussion on next years' budget

Another business source said objection to the levy within business came from those industries who in the past had budgeted for training without putting money into a common training fund or scheme. They felt that once monies were put into a dedicated fund it deprived them of the training initiative

They saw this as another form of regulation and parties were not really concerned with furthering national interests but their own, he said Many industry training boards were losing money because they did not have the power to enforce the payment of levies

Meanwhile, the American Chamber of Commerce (AmCham) has criticised the proposed levy as it would penalise those companies already spending money on training.

The chamber also believed the green paper had made a number of totally incorrect assumptions regarding the major role played by many private sector companies in skills training. As a result, "many of the Green Paper's proposed solutions are misdirected"

Although AmCham supported the need for a national skills fund, it queried the fairness of employers financing this

# Eskom and Swiss govt to assist the unemployed

**By Business Reporter** (179)

THE Swiss government, together with electricity giant, Eskom and other local and international companies, have put together a joint initiative to assist unemployed individuals with skills and knowledge to open up their own businesses

A five-week Lungisa Training Project, an initiative that will initially start with training individuals in repair and maintenance of electrical home appliance, was launched in Midrand at the weekend

Electronic company Asea Brown Boveri, Eskom, the Associazione Seniores Italia, the Swiss Ministry of Foreign Economic Affairs, Electrical Elements and Litemaster, are behind the project in partnership with communities where the project is being conducted

Trainees are equipped with the necessary skills for the repair and maintenance of electrical household appliances such as stoves, kettles and irons as well as basic business training Writing examinations at the end of training is part of the programme

According to organisers, unemployed individuals between the ages of 25-45 may apply

For more information individuals can phone Beryl Cain at (011) 2822823 or 2832800

Sowetan 22/7/97

# SA accountancy training scheme takes off

BD 7/8/97 (~~218~~) (179)

**Belinda Beresford**

THE first students to receive certified on-the-job training through the Association for the Education and Training of Accountants will receive accreditation at an awards dinner tonight

The scheme is run by the Institute of Commercial and Financial Accountants and is intended to provide accountancy training for people who missed out on full, formal education

The institute's training officer, Cheryl James, said of the 108 first-year students about 50% were black and the others women without matrics

Completing the three-year programme would make participants qualified accounting technicians, James said They could then continue with normal accounting training under the supervision of a company, eventually becoming a chartered accountant

The qualification is recognised by local and international professional accounting bodies

# Training boost for music industry

M+G (Jam) 8-14/8/97 (179)

**Glynis O'Hara**

In a bid to boost the local music industry, the Irish and South African governments have joined forces in helping the South African Roadies Association (Sara) get a three-month training course off the ground — apparently the first of its kind in the country

A report compiled by the Irish Agency for Personnel Services Overseas, Apso, last year noted an underdevelopment of facilities, an almost total absence of education and training, a dearth of technological expertise, very few indigenous music publishing companies, a very small indigenous recording industry and the squandering of export potential

It also noted that unit sales had almost doubled in value from 1992 to 1995 (from R287,7-million to R504,5-million, or from 11,8-million units to 18-million units)

Clearly, despite problems, music is a burgeoning industry

And basic to that growth is the availability of experienced technical personnel, said Keith Donald, the author of the report

Hence Apso's return with the course

Like the Music Industry Development Initiative (Midi) seminars held recently, Apso stressed that "at the decision-making level there is minimal recognition of the potential importance of the South African music industry in terms of employment, export income, national identity and cultural tourism"

Apso is working with the Department of Arts, Culture, Science and Technology on the "Live sound and stage production course"

The course is running with 30 students at Mega Music, with stage equipment company Gearhouse, under Irish teacher Terry Irwin Sound company Prosound is also helping out

# N Prov project set up to train the unemployed

**By Shadrack Mashalaba**

THE Informal Business Training Trust (IBTT) and Modjadji Teachers College will spearhead a joint small business development programme to help the unemployed in Northern Province

The business programme, which will be conducted by IBTT, will train 10 lecturers from Modjadji College who in turn will teach people to train the unemployed.

The programme will be conducted from September 5 to 11 in Duiwelskloof, near Tzaneen Candidates would learn how to draw a business plan and manage a business.

Programme facilitators will be trained to help the unemployed to start and finance their own business through the One-Up Business Training programme and the Start-Up Fund Participants will be eligible for loans from the Start-Up Fund loan scheme, ranging from R100 to R5 000, but will have to make a refundable deposit of R100 to qualify

IBTT director Cedric Buffler said the IBTT's One-Up Business Training programme has benefited about 75 000 people across the country

The programme is also open to other individuals who wish to help the unemployed

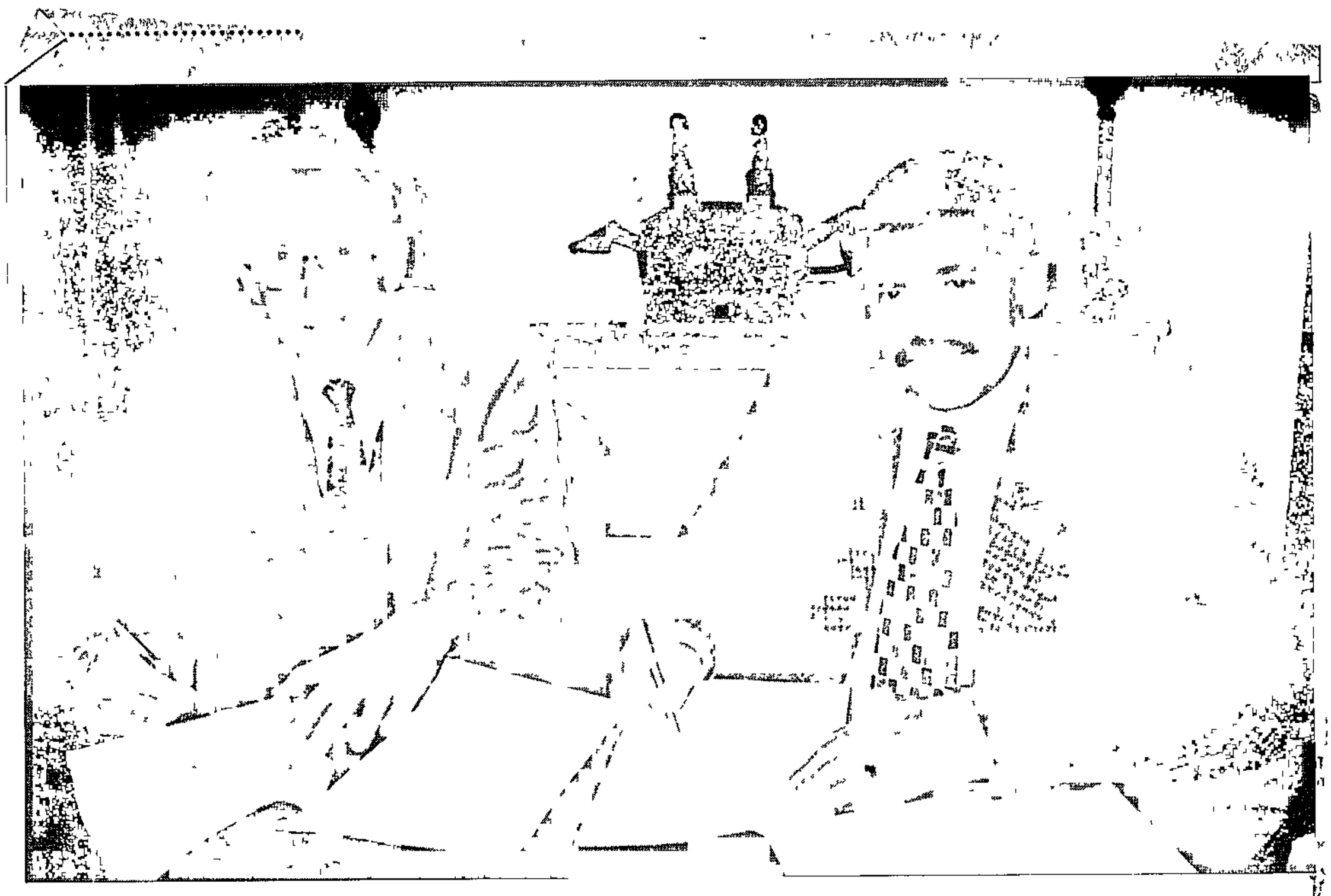
● The Centre for Business Education (CBE), a Soshanguve-based consultancy has embarked on a road show type business education programme where they take training to budding entrepreneurs.

The centre says lack of business literacy and continued failure of small businesses prompted them to embark on these road shows

CBE director Barney Lehari said his organisation conducted a research in the Soshanguve area and discovered that there was a high failure rate among small business people

Lehari said CBE has also found that there was both a lack of business education and personal commitment on how to run a business He said his organisation has developed a complete bookkeeping system to help businesses, churches and NGOs

"Recently we launched a group scheme for the unemployed, where each participant in the scheme contributes a fee and identifies a business venture they wish to establish Each participant becomes a shareholder in the venture and contributes with his skills"



**Deal:** Clotex chairman Johan Maree and Western Cape MEC for Economic Affairs Chris Nissen sign an R80 000 support contract

# Training boost for Cape clothing industry

ARG 18/8/97 (179) ~~184~~ ~~197~~

**LLEWELLYN JONES**
BUSINESS REPORTER

**The Western Cape Clothing and Textile Service Centre (Clotex) will use the R80 000 given to it by the provincial Department of Economic Affairs last week to subsidise training workshops for small cut, make and trim operations over the next nine months.**

Clotex manager Dug Miller said it would also be used to finance a mentoring system through which industry experts would give regular advice to emerging companies

The provincial department also handed R30 000 to the Atlantis Business and Information Centre (Abic) to help it in its role in developing small businesses in Atlantis

Economic affairs MEC Chris Nissen said the financial support handed to the two NGOs was in line with his department's policy of "sourcing out" business support

The department would focus on the clothing and canning industries, he said

# Rising demand hints at good year for gold

Prospects for gold are good as sales hit record levels. The World Gold Council's **George Milling-Stanley** outlines who is buying it and why

BD 22/8/97 (179)

THE second quarter of this year was a remarkable period for gold demand Demand in the markets served by the World Gold Council reached a new record for the second quarter, 11% above the same period for last year

Coming after the highest quarterly demand ever recorded during the first three months of the year, the latest figures brought a first-half gain in gold demand of 14% compared with the same period last year, and also a record

Jewellery demand was again the cornerstone of the sparkling performance in the second quarter, with a gain of 9% Also, the continued revival in investment demand played an increasingly significant role, with bars and coins rising 27%

Overall gold demand has remained strong at the start of the third quarter

The World Gold Council monitors demand in all the major consuming markets around the world, markets that account for about 80% of the global total

There was broad-based growth in gold demand across all the regions in the developing world Demand in India, Asia, the Middle East and Latin America, taken together, rose 18% to a new record for the second quarter

In India, the world's largest consumer of gold, demand rose to 36% compared with the second quarter of last year and reached a new record for any quarter, 11% ahead of the previous record set in the first quarter of this year

Demand was boosted by a combination of the lower international gold price, and a narrowing of the premium in the domestic price from an average of 20% over the international market to less than 16% by the end of June This downward adjustment was stimulated by government actions aimed at encouraging more imports into India

Official gold imports into India showed a major increase following the government's decision to double the import allowance for non-resident Indians, the primary source of supply

Overall gold demand in Asia during the second quarter was 1% higher Demand consolidated in Southeast Asia and South Korea after a good performance in the first quarter, while demand in the north Asian countries of China, Taiwan and Hong Kong, taken together, increased after a decline during the first quarter

In China itself, second-quarter demand was down 7% There was evidence of a "wait and see" approach by some consumers, who felt the falling international price might bring another downward adjustment in the officially regulated prices set by the People's Bank of China

This has in fact happened Last week the People's Bank reduced its official selling price to the equivalent of $351/oz, still almost 10% above the world market price.

Growth in demand in China is still being hampered by severe restrictions the government places on the market, including the regulation that gold can be sold legally only in state-owned stores

In Taiwan, second-quarter demand was 27% above the corresponding period of a year ago. Similarly in Hong Kong, both jewellery and investment contributed to a total gain of 35%

In Indonesia, the largest gold market in the region, demand rose 6% to a new record for the second quarter And demand in Vietnam continued to make solid progress, rising 11% to a record for the second quarter

In Saudi Arabia demand softened during the second quarter. Total demand was 15% lower than a year ago Many Saudi residents, both nationals and expatriates, took advantage of the Dubai Shopping Festival in April to buy their gold in Dubai, rather than in the domestic market. However, year-to-date demand in Saudi Arabia is running 12% ahead of the first half of last year, mainly because of strong buying earlier in the year during Eid

Elsewhere in the Middle East, demand in the Gulf States of the United Arab Emirates, Bahrain, Kuwait, Oman and Qatar set a new record for the second quarter, 30% higher than a year ago

In Turkey second-quarter demand jumped 113% to a new record for the period The increase reflected buoyant domestic and tourist demand

Demand in Brazil and Mexico rose 15% over the same period a year ago Trade reports from Brazil indicate that the domestic jewellery market is undergoing some polarisation Retailers catering to the more affluent end of the market reported increases of between 10% and 15% over a year ago, while there has been a decline of a similar magnitude at the lower end of the market

One possible explanation is the growing importance of door-to-door sales by so-called bag ladies, who may be taking market share away from retailers.

In the developed markets, aggregate demand was down 15% Jewellery demand was 8% lower than in the corresponding period last year, while investment gained 5% on growing interest in bullion coins in North America.

In Europe, overall demand during the second quarter maintained the level of a year ago Some slight softening in jewellery and investment was offset by increased dental consumption Investment demand in Europe continued to decline, in line with the long-term weakness in coin sales

In the US, demand reached a new record for the second quarter, although there were signs that the rapid pace of growth seen in recent years might at last be slowing Total demand was 1% higher than a year ago, with renewed activity in the bullion coin market combining with steady progress in dental demand to offset a consolidation in jewellery demand

Increased activity in the bullion coin market resulted from retailers being encouraged to replenish stocks at lower gold prices

In Japan, overall demand continued to contract during the second quarter Jewellery and investment were both lower, with dental demand holding steady Japanese jewellery demand was down 31% The sector remained under pressure because of competition from platinum and silver, although there were signs that the recent Japanese enthusiasm for "white" metals might be coming to an end

On balance, it is an encouraging picture for gold It has been suggested the strength of physical demand in the second quarter can be explained by the continued weakness of the gold price

However, that is not the whole story The strength of the dollar meant that the gold price did not fall anywhere near as much in many local currencies as it did in dollars It is important to remember that consumers are paying with local currency

The World Gold Council's index of local currency gold prices, weighted according to the size of each country's gold consumption, shows a very different picture from the gold price denominated in US dollars

The strength of the dollar and the perceived threat of a wave of central bank sales continued to play a dominant role in determining sentiment during the second quarter, and kept the door wide open for speculators to profit from short selling

In spite of a lot of increasingly wild speculation, only one central bank sale of any significance was confirmed during the second quarter. That was the sale by the Reserve Bank of Australia of 167 tons — equivalent to two thirds of the country's gold reserves

This sale, and especially attempts to justify it by the Australian government and reserve bank in the face of a storm of protest by the country's gold mining industry, had a much greater effect on both prices and market sentiment than any other central bank disposal in recent years

There are three main reasons for this First, Australia was not among those countries the market had previously perceived as potential sellers Second, the sale was made purely for portfolio considerations, rather than for a specific purpose such as qualification for European Monetary Union Third, Australia's position as the world's third-largest gold producing country lends a disproportionate significance to the actions and statements of the government

In the immediate aftermath of the Australian sale, the net short position of the large speculators on the Comex in New York soared to 232 tons, an all-time record

Remember that fund activity in the over-the-counter market (for which no statistics are available) is generally acknowledged to be significantly larger than on the futures exchanges, so pressure put on the gold price by speculative short selling was much greater than these figures would indicate

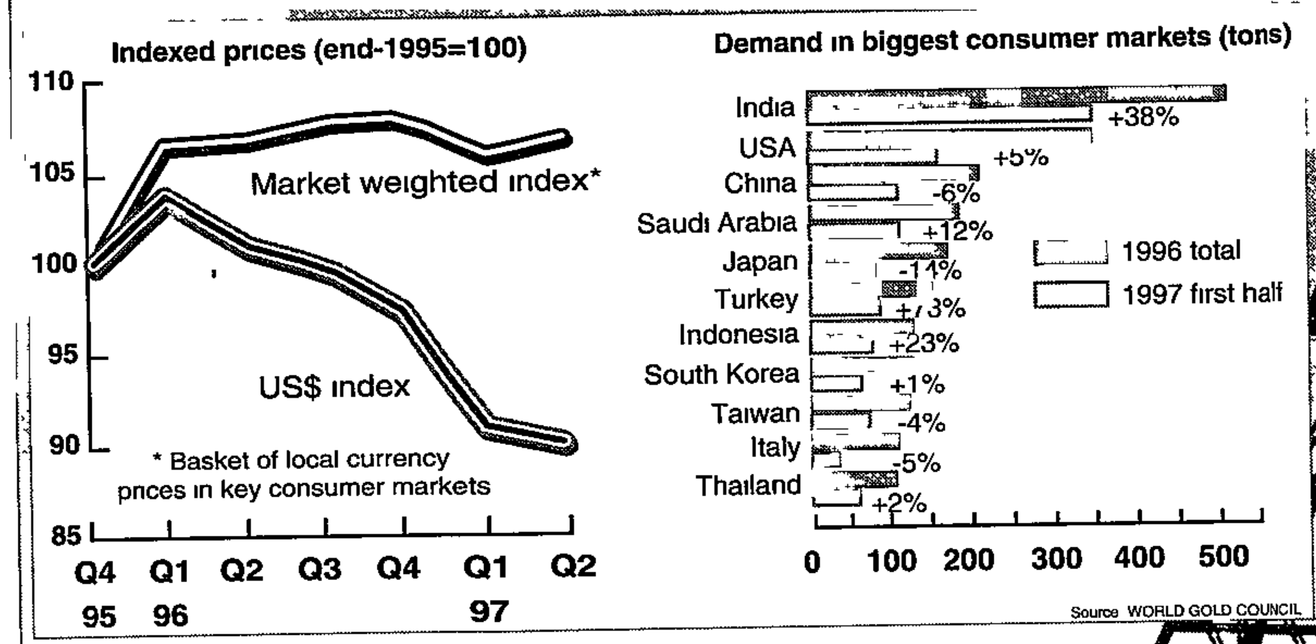
Producer forward sales are estimated at something like 2 000 tons, no-one knows the true extent of speculator short sales, but it is perfectly possible that they might be of a similar order of magnitude

Secondly producers have been building up their hedges over a period of years, thus softening their impact on the market, the speculators were as flat as recently as February, so their short positions have been acquired in a matter of months, and they have thus had a much greater effect on prices

This record-breaking performance by gold provides grounds for optimism about prospects for the year as a whole Increasing efforts to liberalise the international trade in gold, along with further growth in incomes in the key gold consuming nations, should bring another good performance for physical demand this year.

□ *Milling-Stanley is manager-market analysis of the World Gold Council. This is an edited version of his briefing on the council's second-quarter market study presented in Johannesburg yesterday.*

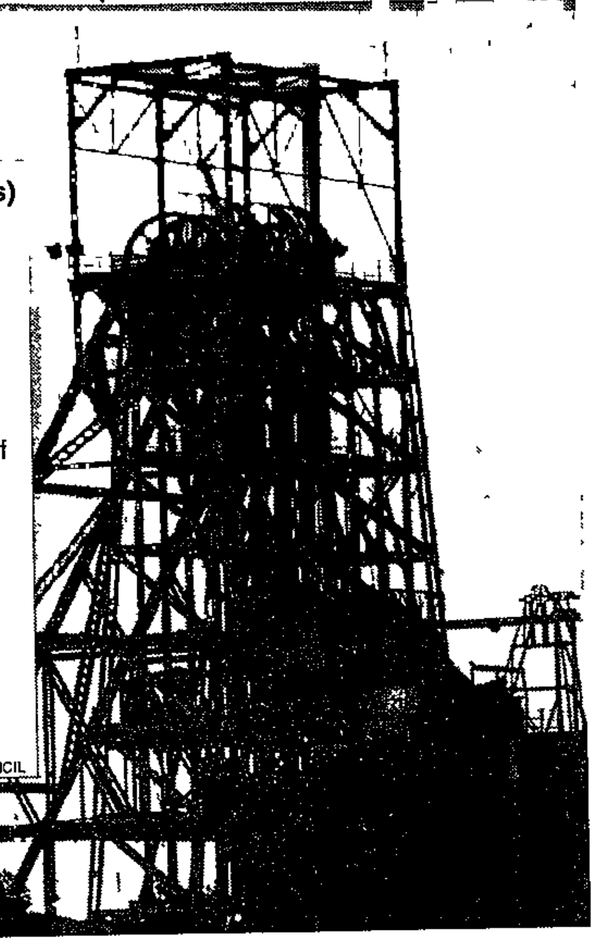
## Gold: an excellent first half







Source WORLD GOLD COUNCIL



# Controversial bill due next week

(179) ARG 3018197

BUSINESS REPORTER

**Labour Minister Tito Mboweni will unveil the controversial Skills Development Strategy Draft Bill next week .**

The publication of the green paper on the strategy earlier this year drew the fire of business, dissatisfied with suggestions of a training levy on employers of between 1% and 1,5% of wage bills

The Congress of South African Trade Unions (Cosatu) has suggested a 4% levy

An official in Mr Mboweni's office said the draft bill's content had not departed much from the green paper

**Collection of training levies** (179)

*55 Comdt A BLAAS asked the Minister of Labour †

(1) (a) How much is it anticipated will be collected annually from training levies as referred to in the draft Skills Development Bill, should it be fixed at a notch of 1% and (b) what is it anticipated the administration costs attached to the collection of this training levy will amount to,

(2) whether this training levy can be justified when taking into consideration the administration costs attached to the collection of the levy, if not, what is the position in this regard if so, what are the relevant details? N2099E

The MINISTER OF LABOUR

(1) (a) According to the Central Statistical Service, (Statistical Release P0200 of 29 April 1997), the total gross wage and salary bill for the economy, in 1996 was R210 billion The figure includes overtime earnings and bonuses The public sector wage and salary bill, including employer s contributions to personnel funds such as pension, provident medical aid, sick pay and other funds, is part of this figure

The precise formula for collecting the levy is still not worked out, but if we take this gross figure then the potential revenue to be collected from a 1% levy on payroll would be of the order of R2 1 billion

(b) According to the South African Revenue Services the total cost they would incur in order to collect the levy revenue would be between 0 7% and 1% of total revenue collected This would translate into administrative collection costs of between R14 7 million and R21 0 million An administrative cost of 1% of total revenue for the collection of a payroll levy is comparable with other international experiences where payroll levies for training have been implemented

(2) Assuming that the payroll levy for training generates R2 1 billion, the amount of money left once these costs are subtracted, for training and the development of the institutional capability to implement high quality and relevant industrial training, will still be over R2 0 billion The payroll levy for training will improve the levels and quality of training in industry especially among small and medium sized enterprises that do little or no training It will contribute to the development of our industrial capability through the strong links between rising skills levels and technological development, and reduce problems of non-training firms poaching skilled labour from those that do train, which reduces the overall incentive to train in industry It will provide the resources and incentives to revitalise apprenticeship-type training through the proposed new learnership scheme, as well as the resources to establish the infrastructure for introducing the requirements of the National Qualifications Framework in industry

Our country has an extremely poor skills base, which compares poorly with other developing and developed nations, as well as with the growing skills content of jobs across the economy The training levy is an effective instrument for improving the competence and knowledge of our present and future workforce, which is a prerequisite for increasing productivity and contributing to declining unit costs and therefore greater international competitiveness Furthermore, by encouraging firms to provide training and workplace experience for those currently outside of employment, it will improve the skills profile of this out-of-work population and their ability to compete for jobs in the labour market

The relatively small administrative costs of collecting the levy revenue are completely justifiable given these benefits from introducing the training levy

**Projects to alleviate poverty**

*56 Mrs T J MALAN asked the Minister of Finance †

(1) Whether any projects to alleviate poverty have already been initiated with the amount of R300 million voted for that purpose in the budget, if not, (a) why not and (b)(i) how and (ii) when does he or his Department envisage spending the funds, if so, (aa) what are the nature and extent of the projects, (bb) which institutions or



state departments manage these projects and (cc) how do the poor get access to these services

(2) whether he will make a statement on the matter? N1919E

The MINISTER OF FINANCE

(1) The R300 million set aside in the 1997/98 budget for poverty alleviation has not been allocated as yet A proposed allocation is to be submitted to Cabinet shortly It is envisaged that the funds available this year should be allocated to the following existing programmes or already designed projects in order to ensure that the funds are utilised effectively

A The Department of Public Works' *Community Based Programme* (CBP) was adopted in 1994 and focuses on the creation of infrastructural assets Its method of delivery is labour intensive construction especially targeting women It thereby creates temporary jobs while providing needed assets, mainly in rural areas The aim is for assets that can directly and indirectly lead to sustainable income generation and therefore sustainable poverty alleviation It concentrates on categories of assets that improve accessibility, are directly productive or labour saving, and promote social cohesion

B The Department of Water Affairs and Forestry s *Working for Water* (WFW) is another RDP-related poverty relief programme that has contributed to job creation This programme clears invading alien plants such as wattles, pines and gums in a labour-intensive way There is a strong correlation between the occurrence of alien plant invasion and the occurrence of extreme poverty Employment creation is sustained through the restoration and maintenance of cleared areas The programme has embraced many partners in both government and the private sector It has further potential for additional links to associated activities (e g rehabilitation of degraded farmland small-scale agriculture, the building of access roads, nature trails that facilitate eco-tourism and social security in terms of managing floods and fires)

C The Department of Welfare s *Income Generation Programme* (IGP) is a new proposal The beneficiaries of the strategy will be women, children and youth The following two-fold strategy has been agreed between the national Department of Welfare and its provincial counterparts

- Community based organisations and welfare organisations that work with communities living below the poverty line will receive funding for once-off expenditures The purpose is to kick-start sustainable income generation programmes Only projects with a strong skill-training component and without recurring expenditure will be considered
- Fixed or movable capital will be purchased to promote income-earning initiatives Funding will take place through existing organisations that have infrastructure and management systems in place and are currently involved with development programmes The purpose is to assist in the promotion of sustainable development through micro-enterprises The close to 2 000 NGOs currently funded by Welfare will be utilised

(2) A statement on the matter will be made once allocations have been finalised

**WHO: 47th session of Regional Committee for Africa at Sun City**

*57 Dr W A ODENDAAL asked the Minister of Health †

Whether Cabinet gave approval for the 47th session of the World Health Organisation s Regional Committee for Africa to be held at Sun City if so (a) why was the meeting held in South Africa, (b) what was the cost to the taxpayer of the (i) proceedings and (ii) gala dinner and (c) against which budget votes were the costs of these functions recovered? N2084E

# Training bill disappoints business

ET(BR) 3/9/97 (179)

CHRISTO VOLSCHENK AND REUTERS

Cape Town — Draft legislation proposing a compulsory training levy on all employers was announced by Tito Mboweni, the labour minister, yesterday

But shortly after Mboweni published the long-awaited Skills Development Bill, organised business registered its "dissatisfaction" and "disappointment"

The bill provides for the labour minister to impose a levy of between 1 percent and 1,5 percent of the employers' wage and salary costs

The draft bill does, however, give the minister the discretion to use an alternative formula to calculate the levy for specific business sectors in exceptional circumstances

Mboweni said South Africa's skills shortage was "a national crisis, and it requires a national strategic intervention"

The bill differs very little from the green paper on skills development, which was criticised by the South African Chamber of Business (Sacob) when it was published earlier this year and which provided for a payroll levy on businesses to fund training

The South African Revenue Service (SARS) is to collect the levy, which will be based on employees' total remuneration and allowances, including fringe benefits

Businesses running their own training programmes could, however, end up recouping the money they pay out

SARS would then pay 80 percent of the levies received to sectoral education and training funds and 20 percent into a national skills fund The sectoral funds would receive payouts in the same proportions as the levies were paid to SARS by the companies in each sector

The national skills fund would spend the money received on training programmes nominated by the government

According to Reserve Bank figures, a 1,5 percent levy on wages and salaries paid to employees last year (which totalled R285 billion) would provide R5,7 billion for training annually

Sacob said yesterday it was disappointed that amendments proposed to the green paper were not accommodated in the bill

Gerrie Bezuidenhout, the labour spokesman for Sacob, said business was in favour of a levy, but rejected the "authoritarian approach" proposed by the government

Business would prefer companies to get rebates for training programmes already run by them, he said

# Controversial Skills Development Bill unveiled

## *Heated debate expected on draft that calls for annual training levy*

(179) ARG 3/9/97

THABO MABASO
BUSINESS REPORTER

**The Skills Development Bill unveiled by Minister of Labour Tito Mboweni in Cape Town yesterday was likely to be fiercely debated by business and labour, the Minister has warned.**

The draft legislation contains controversial provisions that require companies to pay an annual training levy of between 1% and 1,5%.

The bill was set for a bumpy ride when it went before the National Economic Development and Labour Council (Nedlac) for negotiation, Mr Mboweni said

His experience with the Basic Conditions of Employment Bill, which has been deadlocked in Nedlac for three months, made him believe that the skills bill would be debated as hotly.

Mr Mboweni said the skills bill aimed to improve industry training and the links between the education and training systems and the labour market.

Decades of under-investment in skills development had left South Africa with a very low skills profile Only 3,7 % of South Africa's labour force were professionals compared to 7,8% in other middle income countries and 10,5% in industrialised countries

The country's skills profile was inadequate for South Africa's changing skills needs. The economy no longer needed large numbers of relatively poorly skilled labour

"In the 20 years from 1973 to 1993, the proportion of skilled jobs rose from 28,6% to 34,3%. The semi-skilled and unskilled categories declined from 61,3% to 48,4%," he said.

The proposed levy on companies, which was mooted in a green paper earlier this year, has been criticised by business and labour federations alike

Business says the levy is unnecessary, while the powerful Congress of South African Trade Unions (Cosatu) has called on Government to impose a 4% levy

Mr Mboweni said the current voluntary levy scheme for training was an insufficient basis for addressing the depth of the skills crisis.

The lack of a statutory levy meant that some companies which did not have training schemes in place were benefitting from the efforts of those that had upgraded the qualifications of their staff by simply poaching these employees

ARGUS, WEDNESDAY, SEPTEMBER 3, 1997

# Bifsa offers R1-m to train contractors

ARG 3/9/97

**Johannesburg – The Building Industries Federation of South Africa yesterday offered to contribute R1 million towards a R3-million training initiative for emerging building contractors.**

"We have for a number of years been calling for the Government to focus its attention on the dramatic lack of training and understanding that exists in the informal sector of the industry," said Bifsa's executive director Ian Robinson.

"We have decided to take the initiative to kick-start this programme in order to address this critical issue."

Mr Robinson said his organisation's offer was based on the assumption that the Department of Housing would contribute R2 million required to fund the programme.

"Further discussions will be necessary with emerging contractor associations to ensure that the draft proposal is modified, if necessary, to suit their requirements."

Bifsa proposed that the training take place at its two training colleges, in Gauteng and Cape Town. – Sapa

# Firms may pay 'training' levy

CT 3/9/97 (179)

DURBAN: All businesses will have to pay a levy of between one and one-and-a-half percent of total staff costs for skills training under the Skills Development Bill, unveiled by Labour Minister Mr Tito Mboweni yesterday

The legislation, however, must still be approved by Nedlac Mboweni said he hoped to introduce the bill during the first session of 1998

The levy will be paid to the SA Revenue Services, he hoped — this has still to be finalised — and would then be paid to companies undertaking training

Getting the bill through Nedlac may not be easy. While organised business is apparently willing to accept the one to one-and-a-half percent levy on staff costs, Cosatu wants the levy pitched at four percent

Introducing the bill, Mboweni said major structural change was under way in South Africa, and "we simply do not have the skills base to support this adjustment"

He said he remained convinced that the "current voluntary levy is an insufficient basis for addressing the depth of the skills crisis".

Companies' investment in training had not contributed significantly to the country's national skills profile and there were important sectors not covered by the present levy scheme. Many small and medium enterprises "do little or no training"

He said similar levy schemes were in operation in more than 30 developing countries, including Singapore and Malaysia, and the World Bank had actively supported the development of such schemes

Mboweni said the levy must be viewed as a temporary measure, which should build a "training culture" within industry, and create more systematic approaches to training

The bill envisages the creation of a research and strategic planning unit which will assist in carrying out the Skills Development Strategy

Employment services will be established in the Department of Labour to help employers and council employees affected by retrenchment — Own Correspondent

# 'Training levy' draft unveiled

BD 31/9/97 (179)

**Jacob Dlamini**

CAPE TOWN — Labour Minister Tito Mboweni yesterday unveiled draft legislation intended to impose a training levy of between 1% and 1,5% on companies' payrolls to finance the development of a competitive and skilled workforce

The Skills Development Bill seeks to improve the link between workplace training and economic growth and to encourage companies to train their staff

The bill aims to achieve this through the promotion of a flexible, accessible and decentralised skills development strategy based on cooperation between government and business

Mboweni said the bill would improve competency and competitiveness, offer the jobless a chance to obtain national qualifications for employment and promote learning in order to boost the skills base

The Skills Development Bill, which was approved by the cabinet last month and is based on a green paper published in March, proposes the establishment of a research and strategic planning unit within the labour department The unit will assist in skills development strategy

In terms of the bill, the department will also establish an employment service which will accredit placement agencies to to find employment for jobless workers

The levy for skills development is to be collected by the SA Revenue Service (SARS) About 80% of the levy revenue will go to funds for education and training while the rest will go to a national skills fund

Mboweni said the ability of the SARS to collect the levy would be evaulated If it was found to be inadequate, another collection system would be developed

He denied the levy was a punitive measure, saying it was an incentive designed to kickstart a skills revolution He said the current skills profile was inadequate for the economy, which no longer depended on a large number of unskilled workers.

Meanwhile, Sapa reports the Confederation of Employers in Southern Africa (Cofesa) yesterday rejected the skills development levy on companies' payrolls contained in Mboweni's legislation, saying it could be counterproductive

Cofesa director Hein van der Walt said the levy conflicted with the government's growth, employment and redistribution programme Cofesa represents about 120 000 employers in the region

"We were expecting something positive and we were totally disappointed (The legislation) is promoting the trend of mechanisation and relocation to other parts of the world," he said

All employers were concerned about training, but SA was losing about 10 000 job opportunities a month, and there were already many trained people walking the streets looking for jobs

In addition, many companies were restructuring their labour forces to operate on contract labour, which would fall outside the scope of Mboweni's proposals

"These bureaucracies and exemptions and all these complicated things don't create jobs," he said

Mboweni should have done something positive, such as rewarded small businesses carrying out training with subsidies or incentives, Van der Walt said "A levy is not an incentive It's a disincentive," he said.

# Training levy won't work – chamber

## *Business calls for tax relief to help ease skills shortage*

ARG 4/97 (179)

THABO MABASO
BUSINESS REPORTER

**Tax concessions, not training levies are the best way to deal with skill shortages, says the Cape Chamber of Commerce and Industry, which has criticised the Skills Development Bill released this week by Minister of Labour Tito Mboweni.**

Deputy director Colin Boyes told the Cape Argus that tax concessions for companies with good training records could stimulate an interest in training

"There should be some kind of relief so that employers can say, yes, if we train we will get something back," Mr Boyes said

Last year, the chamber published the results of a survey of businesses in the Western Cape, which showed that they gave low priority to training

The survey also showed that on average businesses in the commercial sector allocated only 2,5% of payroll to training and industry only 3,8%

These figures were way below those of middle income countries in Asia and Latin America, which annually allocated about 5% to training their workforce, the survey found

The skills bill requires companies to pay an annual training levy of between 1% and 1,5%

Mr Mboweni said this week that the bill was aimed at improving training and the links between education and training systems and the labour market

The Congress of South African Trade Unions (Cosatu) says the levy is too low, and is urging the Government to raise it to 4% of payroll

Mr Boyes said the chamber's survey had found that there was a serious lack of training in the Western Cape

The development of skills was necessary to make manufacturing in the region internationally competitive and export focussed

"However, we don't necessarily believe the best way to address these problems is to impose a levy as this is essentially another form of tax," Mr Boyes said

The proposals in the bill would also take too long to implement, he said

The chamber would like to see industry training boards helping to identify companies that did not train their workers, yet applied for tax concessions.

"The Government should let the training boards assume the responsibility of gatekeeper so that if companies apply for concessions they (training boards) could rule on the legitimacy or otherwise of those applications," he said

Mr Mboweni has predicted that the bill will have a bumpy ride through the National Economic, Development and Labour Council (Nedlac) when it is debated by business, labour and the government The process could last more than three months

The Basic Conditions of Employment Bill is still being hotly debated in Nedlac Cosatu has embarked on rolling mass action to persuade business to heed its demands

# Skills bill still raises concerns

Vuyo Mvoko (179) BD 4/9/97

BUSINESS SA said yesterday that although it supported most of the objectives of the Skills Development Bill, it still had "some profound concerns" about the way the objectives would have to be met

On Tuesday Labour Minister Tito Mboweni unveiled draft legislation intended to impose a training levy of between 1% and 1,5% on companies' payrolls to finance the development of a competitive and skilled workforce.

BSA spokesman Brian Angus said yesterday it was of particular concern to BSA that the bill "does not place sufficient emphasis on the wide diversity of needs which exist in the various sectors of our economy".

He contended the bill could have "the perverse effect of decreasing employment levels", arguing that a compulsory centrally-collected levy on employers amounted to a further tax on business and was adding to the costs of employment

The National Skills Fund should instead be funded from the fiscus and should compete for funding with other national needs and priorities Where funds for training were collected by industries or sectors, they should remain exclusively within that sector and be used in the best interests of its needs-based skills.

Angus said BSA was concerned that the proposed Sector Education and Training Authorities, which must be established in all sectors, were "so far removed" from the specific needs of individual enterprises that it was difficult to understand how they would add value to skills development

Angus criticised the "overprescriptive" functions of the proposed National Skills Authority, saying such a body should be advisory in nature and concentrate on providing skills development guidelines

# Firms take stand against 1,5% levy

BD 4/9/97 (179)

**Reports by Lesley Stones**

COMPANIES represented by the Information Technology Association (ITA) have announced their opposition to government's draft bill to impose a training levy on company payrolls.

While members believed that companies must contribute to basic skills training, the proposed 1,5% contribution was far too high, said association executive director Les Wood. Members feared, too, that much of the money would be swallowed up by bureaucracy, and believed industry leaders, rather than government officials, were best placed to decide how the money could be used most effectively, he said.

Labour Minister Tito Mboweni this week unveiled the draft Skills Development Bill, which proposes collecting 1% to 1,5% of a company's total payroll to fund basic training The bill says this will be achieved through a skills development strategy based on co-operation between industry and a research and strategic planning unit to be set up in the labour department.

The levy would be collected by the SA Revenue Service.

The association, which represents 250 technology companies, has lobbied for changes in the proposed legislation since a green paper published in March "Some of our concerns have not been addressed," said Wood. "Our main concern is that 1,5% of the total payroll is far too much money."

The association already levies its members to fund the ITA Training Board (ITATB) which offers basic skills training for new entrants to the industry The ITATB charges 1% of the salary paid to technical staff only, not the total payroll, and that alone raises R1,7m a year.

"If the ITATB took 1,5% of the total payroll from companies in the IT industry, that would be R25m and we would not know what to do with it," said Wood. "It has taken us years to develop effective courses, particularly for the underprivileged."

Much of the ITATB's money is spent on nine-month-long, entry-level training courses which cost R30 000 a student, said Wood. "We can do a hell of a lot with R1,7m and it would be nice to have more, but R25m would be 10 times more and we could not be 10 times more effective; we would just become more bureaucratic."

The association questioned also the wisdom of collecting the money centrally, said Wood

"This will provide more jobs in collecting the money than it will through the training courses

"I estimate collection costs will be no less than 20% of the total. And then there is more bureaucracy deciding how the money should be divided up and distributed, and that bureaucracy could soak up another 10%."

Association members suggest that the levy should be set initially at 0,25%, which should be pumped back into the variety of industry training boards which already exist Industries which did not have a training board should be encouraged to set one up, said Wood.

It was important also for the industry to be able to see how well the money was spent. "This is our money and we want a direct say in its spending. Bureaucrats have no conception how that money can be used most effectively."

The association would meet next week to discuss the legislation and would make a submission to government, said Wood.

The Confederation of Employers in Southern Africa has also rejected the bill as counterproductive

# R3m to train small contractors

**By Joshua Raboroko**

THE building industry has set aside R3 million towards the training and safety of emerging contractors following the soaring deaths in the industry in the past weeks

A further R2 million is to be contributed by the Department of Housing pending discussions with emerging contractor associations to ensure that the programme suits their requirements

Executive director of Building Industries Federation of South Africa (Bifsa) Mr Ian Robinson said yesterday that they had been calling on the Government to train the informal sector of the industry

Robinson said "We have decided to take the initiative to start this programme to address this critical issue Our offer is based on the assumption that the Housing Department will contribute the balance of R2 million required to fund the programme"

The announcement comes in the wake of several contractors who died tragically in the industry in Sandton, Rivonia and Rosebank in the past few weeks

It also comes after Labour Minister Tito Mboweni unveiled draft legislation intended to impose a training levy of between one and 1,5 percent on companies' payrolls to finance the development of a competitive and skilled workforce

Robinson said the training would take place at Bifsa's two training colleges – one in Springs, Gauteng and the other in Belhar in Cape Town – that were accredited to offer the complete spectrum of building skills training

The programme would include the building and business skills for smaller contractors working in the low-income housing market

About 80 contractors will be trained in various building skills at Bifsa The skills acquisition will also cover safety measures

Sowetan 6/9/97

# Building sector skills levy planned — official

(179)

**Lukanyo Mnyanda**

WINDHOEK— The SA public works department was considering introducing a training levy for the construction industry which it believed could raise as much as R400m a year to develop the sector's human resources, director-general Sipho Shezi said here yesterday.

He told the Building Industries' Federation SA (Bifsa) annual conference that although many stakeholders had identified a need for skills development, many had been unwilling to recognise that building industry members also had to play a role in its funding.

The proposal follows the department of labour's plans to impose a payroll levy to fund skills development, which has aroused opposition from business groups.

According to the proposed plan, construction companies would be required to pay a 1,5% levy on their annual turnover. Shezi said the industry had an annual turnover of R28bn and the levy could generate as much as R400m.

At the same conference, Business SA vice-chairman Nick Segal said government had to stop characterising the conflict over the Basic Conditions of Employment Bill as being between business and labour when it was really between the ANC and its ally, the Congress of SA Trade Unions.

He said business was comfortable with the broad objectives of economic policy as stated in government's macroeconomic policy, but was disappointed with its stance on labour flexibility.

Shezi released more details on government's asset procurement and operating partnership programme for the provision of infrastructure.

He said tendering companies would have to show 40% of their equity "was targeted" to incorporate black business and 25% of the service was to be sub-contracted to "previously disadvantaged enterprises in SA".

Business Day was awarded the Publication of the Year Award at the Bifsa conference last night

BD 9/9/97

# AHI, Nafcoc agree on joint training

**Reneé Grawitzky** (179) BD 9/9/97

THE International Labour Organisation (ILO) agreed yesterday to allocate R500 000 for a joint training initiative on dispute resolution to be undertaken by the National African Federated Chamber of Commerce (Nafcoc) and the Afrikaanse Handelsinstituut (AHI).

The countrywide training targeting rural business communities will focus on the role and functioning of the Commission for Conciliation Mediation and Arbitration (CCMA) and dispute resolution in general.

The agreement was reached between the two bodies and Tony Shepherd, a representative of the ILO-Swiss government mission in SA. The Swiss government is funding this initiative as part of its commitment to the commission's effective operation.

The training project represents the first big initiative between the two employer bodies and lays the foundation for further joint projects in the future. The parties formed a section 21 company — the SA Business Forum — which would handle all joint projects in the future.

The parties said yesterday that 34 seminars would be held countrywide in areas such as Mafikeng, Guguletu, Vaal Water and Groblersdal. "The idea originated from a need among mostly smaller and remote business people to effectively manage dispute resolution and the activities of the CCMA," they said.

The seminars, to be held in October and November, will be followed up by training of representatives of both organisations in each province, who would then be able to continue training in the regions.

# Brand name challenged

**Business Day Reporter**

CADBURY's filed papers in the Johannesburg High Court against Beacon Sweets to have the name "allsorts" — associated with Beacon's Liquorice Allsorts sweets — disclaimed.

Cadbury's have asked that the name "allsorts" be disclaimed on the grounds that it is a "descriptive" phrase which describes a particular type of sweet.

Carl van Rooyen, an attorney acting for Beacon Sweets, said if the court found that the word was descriptive, every sweet manufacturer could then use the trademark term to describe their sweets.

Beacon Sweets said Liquorice Allsorts had been a successful brand since 1952 and had generated a gross annual turnover of about R50m.

Van Rooyen said that if Cadbury's application was successful, it would cost Beacon Sweets an infinite amount in revenue loss.

# Tourism sector should lobby govt — expert

**Janet Parker** BD 9/9/97

HIGH crime rates and a lack of funds were the main factors dampening SA's tourism industry and the hotel and leisure sectors needed to lobby and form partnerships with government to grow the industry.

Addressing a Business Tourism Council presentation yesterday, Tourism Council Australia MD Bruce Baird said tourism had a significant effect on both employment and the economy in Australia.

Tourism provided one in nine jobs and bought in more export dollars than Australia's traditional export industries — wheat, wool and coal. Tourism accounted for 10,5% of gross domestic product, 12% of all wages, 13,7% of exports, 15% of imports, 14,7% of Australia's capital investments and about 10% of all taxes paid.

The government played an active role in marketing the country and for every A$1 government spent on marketing, it received A$10 in return If the private sector worked with government, the SA tourism industry could provide similar returns, he said

In order for the industry to remain competitive, government had to make sure administration was "lean and responsive to industry's needs", that overproliferation was avoided, and a reasonable tax system was in place. It should be consistent in decision-making and provide certainty by maintaining direction, policy commitments and any funding over a number of years, Baird said.

In turn, the industry should undertake all commercial activities of tourism, keep government informed of developments in the industry, keep government honest and accountable by making sure its policies assisted rather than hindered development, and undertake research to present informed views to government, industry and the community, he said.

# Training scheme will 'blacken' industry image

(179) Star 20/9/97

BY GILLIAN FARQUHAR

The advertising industry looks set to move away from its whiter than white image with the implementation of an annual training programme geared towards integrating young black talent into local agencies

While some industry players see the training programme as part of a commercially driven transformation process, others are critical They say the training project is "window dressing" for the advertising sector, which still lags behind its international counterparts

The Creative Directors Forum (CDF) and the Black Creative Collective (BCC) first mooted the scheme – called Amakhethwa (the chosen ones) – two years ago.

The first eleven candidates to "graduate" have now been seconded to agencies.

"This is the first time the industry has taken positive steps to bring in black people," says media analyst John Farquhar.

Although most in the industry agree on the need for change, there is heated debate on whether it is happening fast enough and whether it is far-reaching enough.

Saatchi & Saatchi chief executive William Leach agrees that the entire industry needs to transform and argues that "a very real commercial imperative (is) driving that"

Since government advertising tenders contain black empowerment criteria and as the Government is among the top five advertising spenders, agencies which do not comply with these criteria will find themselves struggling to get business in the future, Leach argues.

While Jupiter Drawing Room media director Alistair Duffy sees the Amakhethwa programme as an effort towards greater integration, he argues that it is an admission by the industry that it has been ineffective in reaching the black market

Duff says there has been a "massive misunderstanding" of how to communicate with black markets. Research, he says, shows that the influx of black creative talent is a move towards understanding the black consumer market better

Research also shows that the balance of spending power is moving fast to the black sector and the success of most products depends largely on how effective creatives are in reaching these markets, says Duff.

Making the industry more representative of the nation's diversity is also necessary for its growth.

Ogilvy & Mather creative director Peter Badenhorst warns that too many people in the industry still formulate creative concepts aimed at impressing Cannes awards judges rather than local consumers

Lindsay Smithers deputy chairman Makwenkwe Nkomo sees the move towards incorporation of and more reliance on black creative talent as showing "an acceptance and understanding that the creative component of the business has to be made more relevant"

From a creative perspective, the local advertising industry is in the process of re-inventing itself and is already on the way to a "South Africanisation"

It would have made commercial sense for this process to have begun long before the 1994 election, but "no meaningful changes were made at the majority of agencies" and even now change is neither fast nor far-reaching enough, says Nkomo

## ADVERTISING

While most industry players are now advocating integration and "mixed experience teams", Azaguys client services director Baker Maseko says views expressed to the BCC indicate that many black members at some of the country's leading agencies are dissatisfied

Most blacks, he says, feel that their roles are still limited to providing "a black perspective"

One black copywriter, who refused to be named, agrees There is an "insulting tendency to oversimply adverts for black consumer groups"

Maseko also says the industry is not even absorbing the few available black graduates However, the in-house training programme does offer new avenues of entry for school leavers and would-be creatives, he says.

The industry also came under fire from Dennis Mashabela, managing director of Mashabela, Leo Burnett

Mashabela criticised the industry for making only "cosmetic changes to keep clients who wanted black input".

CDF chairman Mike Ellman-Brown admits that the industry is not changing "over fast" He says the advertising sector "likes to regard itself as liberal and forward thinking, yet we have not done anyting to show this over the years"

Mashabela says there has been no fundamental change to date with very few agencies entering into joint ownership initiatives as was happening in other industry sectors

According to one industry analyst, only a few agencies are involved in black empowerment initiatives

Saatchi & Saatchi has sold off 26% of its shares to a black consortium and placed key people on is board of directors

Ogilvy & Mather has sold 10% of its shares to its black employees and Lindsay Smithers-FCB has a simliar sheme in the pipeline

Young & Rubicam has set a 40% target for the year end when it hopes its professional staff will be black.

Many players are, however, against implementing a quota system that would speed up integration of the industry They cite a lack of suitably qualified black creative talent as their reason.

There are two advertising training schools At Ogilvy & Mather's Red and Yellow School in Cape Town there are four black students out of a total of 80 students while the Association of Advertising Agencies school has about 35 black students out of 200

AAA school administrators said black applicants had often had no previous art training, which worked against them in the selection process Those who did get in could often only take up their places only if they also had an industry bursary

Nevertheless, says client services director and Azaguys partner Baker Maseko, the industry was not absorbing even the available black graduates

The new in-house training programme does offer new avenues of entrance into the industry for school leavers or would-be creatives with no training but who demonstrate an aptitude for communicating creatively.

The numbers involved may be very small, says Ellman-Brown, but this is what the CDF – which is paying half of the trainees' salaries for six months – can manage at the moment.

Sowetan 23/9/97

(179)

# Old buses to boost training

**By Isaac Moledi**

TRAINING in information technology will soon be within reach of all South Africans after the refurbishment of standard buses as fully equipped information technology laboratories

The concept, devised by Pretoria-based companies ITI and Paradigm, promises to change the face of South African information technology training – particularly in areas where this type of training is not accessed

The concept involves the refurbishment of old buses that will be used as mobile information technology training centres and laboratories

The centres, known as CompuBus and WiseBus, will target both the corporate urban market and rural training initiatives

According to co-initiator and ITI director Anton Smith, each of CompuBus and WiseBus will be a fully equipped bus comprising eight IBM pentium PCs running Microsoft Office and Lotus linked via a network

"From a corporate point of view, the CompuBus offers convenient training on one's premises and schedule according to one's needs, while the WiseBus – with all technology on board powered by a generator – can take high technology training to even the most isolated and disadvantaged corners of the country"

The first refurbished bus, according to Smith, is already in a pilot project at the Atteridgeville College for Vocational Training, where it will remain until the end of the year

During this time, nine schools in the area, including their headmasters and relevant teachers, will be taken through computer training

The second bus, which is now fully-equipped and ready for purchase or hire, is currently stationed at Paradigm's Pretoria premises Other buses are at various stages of refurbishment and installation, says Smith

Henry van Bosch of Paradigm, who together with Smith initiated the project, says a number of exciting options are currently in the pipeline

One such option, he says, could result in the establishment of a central training facility from which lecturers deliver their lessons – via a satellite link – to mobile training facilities stationed in remote areas

"While we are still toying with a number of ideas, one thing is certain – that in a country characterised by disadvantaged rural areas, the concept has the potential to revolutionise education and training in the critical field of information technology," says Van Bosch

# Globally competitive training is the goal

CT(BK) 6/10/99

An industry seeking to become internationally competitive needs to be supported by an education and training infrastructure which itself is internationally competitive. This is the philosophy that has underpinned the work of the Clothing Industry Training Board (CITB), says Peter Riches, the training director of CITB. In the past five years the CITB has worked in over 900 factories delivering 220 000 hours of training a year. It offers more than 40 different types of programmes, ranging from adult basic education and technical skills training through to management development.

Says Riches, "The training methods and techniques employed by the Board are flexible and content-driven, and depend entirely on what is being taught and the needs of the learner. All the board's programmes are outcomes-based and many of them are currently being aligned with the requirements of the National Qualifications Framework."

A significant part of the board's activities, adds Riches, is liaison with tertiary institutions in South Africa. Its links with colleges, technikons and universities that offer programmes relevant to the clothing industry include teaching assistance, curriculum design, staff development, appropriate technology assistance, student attachment, bursaries and finance, as well as research.

Links have also been established with centres of excellence overseas, says Riches. Senior training staff have been attached for three-month periods to some of them. "These attachments have been enormously beneficial," says Riches.

"The CITB has established its reputation on the quality provision of world-class education and training in South Africa, closely linked to cost-effective delivery and making best use of limited resources," he says. "All of this has been benchmarked against world best practice."

(179)

# Integrated forum welcomed by ITBs

CT(BR) 6/10/97

CT(BR)6/10/97

# Hospitality industry at the forefront of NQF system

(129)

The Hospitality Industries Training Board (HITB) has set itself a gargantuan task to judge by the endless griping about the appalling levels of service in South African restaurants and hotels

Tony Ansara, the executive director of the HITB, says the board has come a long way in just five years of existence and is at the forefront of the establishment of a National Qualifications Framework (NQF) which standardises the quality of training in the tourism and hospitality industries and provides trainees with the opportunity to earn nationally recognised qualifications

He says the HITB has developed performance standards for the first three levels of a NQ system, which stipulates what employees up to supervisory level should know and be able to do competently Currently five functional areas are covered – accommodation, front of house, food preparation and cooking, food and drink service and general service

The next levels will be developed as soon as the South African Qualifications Authority lays down relevant criteria

"The HITB has also been appointed by the Department of Labour to design, test and refine a system of learnerships for the hospitality industry in a pilot project in KwaZulu Natal," says Ansara

"The project is funded by the Danish government and will see the HITB facilitate the change from the old apprenticeship scheme to the modern learnership system in a service-orientated industry"

The HITB has also developed a programme called "Ubuntu – We Care", the South African counterpart of an international training programme on customer service and tourism awareness aimed not only at those who work directly in the hospitality industry, but also thousands of others in tourism activities

"The programme, which began as a pilot project in Mpumalanga, will train people who come into contact with tourists to make a positive impression on guests, and to instill a sense of self-pride, which in turn will create sustainable growth in the industry," says Ansara

The HITB donated R20 000 to the Eizeko Training Centre at Langa, and also supports a literacy project in the Drakensberg

# Plastics sector aims to inject more funding into training

CT (BR) 6/18/97 (179)

The Plastics Industry Training Board claims that it has made it possible for every plastics industry employee, regardless of skills level, to improve his or her own competency

Mike Bullock, its chief executive officer, says the board, which is funded by 304 levy-paying companies, has so far enrolled about 1 200 employees on a plastician learning programme developed with input from parties in the industry

Launched as "Operation Bootstrap – Intuthuko" in 1995, the learning programme is endorsed by the Department of Labour and fits the requirements of the National Qualifications Framework (NQF). It provides employees with a recognised plastician qualification which is on par with other trades

"The main feature of the programme," says Bullock, "is that it is not an apprenticeship scheme and therefore there is no barrier to entry In line with the NQF parameters, the programme is outcomes-based"

Trainees are assessed under PITB supervision and proceed through three skills levels before qualifying So far eight workers have qualified

The board's manpower pool programme – two six-month courses have been run – provides additional training for unemployed technical college graduates and gives them an opportunity to work in a manufacturing environment.

The PITB has also funded a programme to boost practical skills of plastics technology students at the Pretoria Technikon and provided the funding for the establishment of plastics technology centres at the Natal Training Centre and the Pretoria and Cape Technikons

Says Bullock "Over the past year, the PITB has paid out R2-million in grants to companies whose employees have successfully completed training. Although this is a 100 percent increase on the previous year's figure, we fell short of our R3-million target"

A plan to boost the level of grants paid out has been mooted. It aims to inject R1-million a year into the Plastics Federation of South Africa to place training on a commercial footing and to allocate R500 000 to facilitate learning in the workplace

# INDUSTRY TRAINING BOARD REVIEW

# Training in construction to merge

CT(BR)6/10/98 (179)

The ITBs in the building and civil engineering sectors are in the process of merging, and a draft constitution for a single training body will be tabled at the next round of unification talks on October 17, says Erwin Sonnendecker, the director of the Building Industries Training Board

Present will be representatives of the formal building and civil engineering sectors including the Building Industry Federation of South Africa and the South African Federation of Civil Engineering Contractors, the emergent sector in the form of the Black Construction Industry (BCI), and trade unions

The intention, says Sonnendecker, is to have the new body act as both the Sector Education and Training Authority (SETA) and Education and Training Board (ETB) for the construction industry, being tasked with research into training and human resources needs of the industry, curriculum design, standards setting, accreditation of training providers, quality assurance, assessment and certification

"We will not be involved in actual delivery of training," he says "We'll leave this to accredited training providers who are able to meet the requirements in terms of the South African Qualifications Authority Act (SAQA) and who have the necessary infrastructure"

Sonnendecker says unification makes sense as there is an enormous overlap in the two sectors in terms of skills and contractors involved

Mike Dutton, the training manager for the Civil Engineering Industry Training Board (CEITB), echoes this, saying that he believes it will result in more cost-effective operations, leading to better and more standardised training Sonnendecker says the industry faces two main challenges

- ☐ To further develop the skills base, training more people and providing further training for existing employees
- ☐ To facilitate the formalisation of the emergent sector through proper entrepreneurial training and by promoting their participation in joint ventures with established contractors It will also promote the participation and advancement of women in industry

The training needs of emerging contractors is a major challenge, agrees Richard Saxby, the chairman of the CEITB

"Emerging contractors require training embracing all aspects from skills training through to management and entrepreneurial training," he says "However it is difficult for emerging contractors and other small companies to spare key people for training while coping with the job at hand"

There is therefore a great need to develop on-site training programmes, says Saxby "Training has to be taken to them and developed to their requirements"

Saxby says it is hoped to increase efficiencies and create a higher degree of training by pooling training resources in the construction industry

CT (BR) 6/10/97

# Learnership scheme may hurt workers

(179)

There is great confusion in industry regarding the learnerships proposed in the Skills Development Bill Many ITB members believed the competency-based training shemes they were providing or planning to offer in terms of the SA Qualifications Authority Act could be easily transformed into "learnerships"

However, it has became clear that existing programmes geared to people in employment will fall under the category of "other training programmes" which may qualify for financial assistance In addition, the Bill states that an Education and Training Board (ETB) may receive funds to pay training providers for the provision of these programmes only if it has called for tenders

The learnerships, it appears, are aimed only at the unemployed

Ivor Blumenthal, the executive director of the Furniture Industry Training Board (FITB), says: "Whether ETBs receive 80 percent of the funds paid by employers to the SA Revenue Services will be contingent on those ETBs satisfying the Minister's criteria regarding 'new learnerships' The Minister will not authorise a refund to an ETB unless that ETB can show its specific industry has secured placement for unemployed and retrenched people"

He says employers are dissatisfied with the relegation of formal industry training to a category entitled "other" and with being pressurised to prioritise job creation at the expense of career development for the employed

Trade unions, on the other hand, he says, feel the system will encourage companies to retrench existing workers to make way for the unemployed so that they can meet the quota of "new learners"

Blumenthal says employers are sceptical about a proposal to introduce a special compensation category for new learners to entice firms to create these learnerships "They doubt trade unions would agree to allow employers to get away with paying lower salaries to 'new learners'."

*INING BOARD REVIEW*

**Editorial:** Zenaide Jones
**Advertising:** Catherine Starnes

*Government is attempting to fix something that isn't broken, say ITBs*

# Central collection of levy 'will be counterproductive'

CT(BR) 6/10/97 (179)

The issue that could deadlock talks on the Skills Development Bill in Nedlac is the proposal to impose a training levy on all employers of between one and 1,5 percent of their wage and salary bills

This money is to be collected by the SA Revenue Services which, theoretically, will allocate 20 percent of the funds to a Nationals Skills Fund and 80 percent to sectoral training funds

When the Bill was released last month, reaction from business to what they saw as just another tax was – as expected – swift and negative. Employer organisations said that it could be counterproductive, acting as a disincentive to employ rather than an incentive to train

Cosatu had demanded a four percent payroll levy

A view held widely among industry training boards (ITBs), many of which have operated voluntary levy-grant systems for years, is that business will be hard pressed to sustain its objections to the levy in principle or to the level at which it has been set.

"There is general acceptance of the need for a levy," says Tony Ansara, the chairman of the Association of Industry Training Board Managers "The costs of training must be spread across all employers and all sectors of the economy"

By and large, ITBs do not view the amount of the levy as a problem either, pointing out that the Department of Labour purposefully pitched it at a level already being paid in several industries because it was anxious to ensure that it did not impact negatively on employment levels

ITBs say the real issues are how the money is to be collected and disbursed

Ansara says both employers and labour are appalled by the prospect of central collection by the SA Revenue Services, which has a poor record of tax collection "It is slow, backward, over-burdened and will, no doubt, charge a hefty collection fee"



***TONY ANSARA**, the chairman of the Association of Training Board Managers*

He estimates that of the money raised with the levy, about 15 percent will go to the SA Revenue Service, 20 percent will go to the proposed National Skills Fund, another 20 percent will be eaten up by the administration costs of the new training bureaucracies, leaving only 45 percent to be applied directly to industry training

On the other hand, says Ansara, there is a cluster of ITBs that boast an excellent record of collecting levies and awarding grants "Generally ITBs operate on business principles The best proof of their effectiveness is that they exist Business wouldn't be paying voluntary levies if they didn't see the value in it"

Ansara says there may be an argument for imposing a mandatory levy on those sectors that have no collaborative training structures, such as retail, banking and insurance However, in those sectors where ITBs work well, he says, the Government should make use of them and their expertise instead of shifting the responsibility to an organisation that has neither the capacity nor the know-how to do the job properly "There is no sense in re-inventing the wheel"

This view is shared by most ITBs "The Government must concentrate on unorganised sectors," says Marie-Therese Portolan of the ITB in the hairdressing and cosmetology sectors She says her board feels that all funds collected by a sector should stay in that sector

Peter Riches, the training director of the Clothing Industry Training Board (CITB), comments "The establishment of a centrally collected training levy may well add huge costs to the delivery of training

"The CITB has prided itself in recent years on the fact that up to 85 percent of money collected for training is actually spent on training, with only 15 percent being spent on infrastructure This is an enviable record, and one which needs to be protected"

The Electrical Contracting Industries Training Board says it has no objection to the levy, provided industry becomes the direct beneficiary of the funds Bruce Jones, the secretary of the ECITB, says "We would prefer it if levies could be collected using existing levy collection structures The Department of Labour should enforce legislation to assist structures where levy collections are low and develop mechanisms to ensure collection of levies from smaller businesses"

Gayle Newby, the executive director of the Aerospace Industry Education Training Board, says her board is not opposed to the levy, just the methodology of collection "What we oppose is that it will be collected by Government and the industry will have to motivate to get it back Once money gets into the Government's hands, it is difficult to get it back There is so much bureaucracy involved We feel the money should go directly to ITBs, which will then disperse it accordingly"

Vincent Hays, of the Hospitality Industry Training Board, says neither business nor labour like the fact that the levy collected by the SA Revenue Services will go into a central fund and disbursed in an as yet undefined manner "Everybody feels that once the money goes into the central government pot, undertakings to pay out the money may not be kept Look at what happened with the levy on fuel

"What is to stop the Government dipping into the training fund when it runs short of money for other things?"

BUSINESSREPORT INDUSTRY TRA

# Training inadequate in many areas of economy

ET (BR) 6/10/97 (179)

# Union attacks skills training model

**Reneé Grawitzky** BD 8/10/97 (179)

THE skills-based training model implemented in the car manufacturing industry, at the core of the Skills Development Bill being negotiated between labour, government and business, has been attacked by the labour movement.

National Union of Metalworkers of SA national car and tyre co-ordinator Tony Kgobe said in the latest SA Labour Bulletin the skills-based grading system created a complex training regime at the top while leaving the base largely underdeveloped and confused

Kgobe said many in the union movement initially supported this model, based on the Australian system, which was dominated by the notion of career paths based on certified skills acquisition The model's relevance in SA workplaces has come under scrutiny as it was not constructed on the basis of a skills and knowledge hierarchy

There was a danger he argued, that one problematic grading system would be replaced with another which did not in fact serve workers' needs.

The greatest need, Kgobe said, was for a comprehensive literacy and numeracy programme He proposed a goal of achieving full literacy in every workplace by 2010, a move to educational entitlements with workers receiving at least one paid week for training a year, and a programme to ensure apprenticeships for black workers to become artisans.

# 'Trained workers can give SA edge'

(179) Sowetan 10/10/97

By Isaac Moledi

SKILLS development needs to be addressed if South Africa wants to be globally competitive, Canadian Metalworkers Union job grading expert Thomas Reid said at a two-day job grading workshop held by National Union of Metalworkers

"If you want a quality product and to be globally competitive, you must pay for it by developing a world-class workforce," said Reid, adding that companies should view human resource development as an investment rather than a cost

He argued that a need for workplace restructuring should be based on trust and mutual respect between unions and companies He said this would build strong companies and increase productivity, competitiveness, quality skill and flexibility

Reid's argument, National Union of Mineworkers said, are the concerns of the union

Its spokesperson Ben Molapo said NUM's working committee on job grading believed that a workforce must be fairly compensated and must enjoy work security, even outside the company

According to Reid, competitiveness does not apply only among companies producing the same product but by having a highly mobile workforce

This could be attained by having strong unions, facilitating an increased workers' participation in decision making and affirmative action that leads to a well-trained, highly skilled and productive workforce

"Competitiveness, as companies argue is a key to success, should not only focus on commodity or production, but social factors as well Competitiveness should promote upward mobility within the workforce," said Reid

Molapo said local workplace organisation was full of ironies The line of command between the top mine manager's office and production workers consisted of no less than eight layers of management

"While this is the case, the induction training for production workers is narrowly focused on the description of the task concomitant to their respective grades," said Molapo

# Public service outlines plans to train more than half its employees

BD 16/10/97 (179)

**David Greybe**

CAPE TOWN — With more than half SA's public servants in need of training, Parliament gave the go-ahead yesterday for training and education to play a much bigger role in resolving the chronic problems in the public sector.

It was disclosed that the government agency responsible for training and education in the public service, the SA Management and Development Institute, managed to train only about 15 000 public servants last year.

The public service committee adopted a white paper on public service training and education, as well as a strategy document drawn up by the public service department.

Institute head Harry Nengwengkulu told the committee that 660 000 of SA's 1,2-million public servants were in need of training. The figure, the result of a skills audit by the institute, included "pre- and post-1994" public servants and cut across all levels.

Committee chairman Salie Manie said: "The figure is startling .. as it hits at the very heart of the chronic problems in the public service."

Recent provincial audits identified serious deficiencies in skills and training, particularly in human resource and financial management issues. They depicted provincial public services as being crippled by inadequate financial, information and human resource management systems.

Nengwengkulu said the institute's limited budget had meant it was able to train only about 15 000 public servants last year, but it hoped to increase this figure to 35 000 in the next financial year. It has 37 training staff.

Manie noted that under this setup it would take "a very long time" to complete the training. The committee decided instead that the institute should put together a comprehensive five-year plan to tackle the skills shortage, after which the committee would try to secure additional funding and resources.

Nengwengkulu said training divisions in the public service were used in the past as a place to dump inefficient and underperforming officials in a bid to get them out of the way.

He said the principal aim of the white paper was a clear framework to guide new policies to transform training and education. The paper "centralised (the) setting of norms and standards, together with decentralised provision by state and nonstate providers in a competitive framework".

Existing training and education procedures and rules would be reviewed, and changes made to overcome constraints on the implementation of policies spelt out in the white paper.

# Nedlac talks hold up govt's skills development bill

(179)

Reneé Grawitzky BD 20/10/97

THE proposed skills development lBill being negotiated in the National Economic Development and Labour Council (Nedlac), will not be tabled in Parliament this year, a parliamentary spokesman said.

The spokesman said no date had been set down for the bill to be debated in Parliament as the deadline for it to enter the parliamentary process this year had expired.

Labour Minister Tito Mboweni's initial timetable had provided for negotiations in Nedlac to have been completed by Thursday, so the bill could be debated in Parliament in November. However, talks between labour, government and business negotiators are expected to continue on Wednesday when the parties will discuss a government compromise proposal on the centralised collection of the training levy.

Business has strongly opposed the bill's proposal to centralise the collection from employers of a training levy of between 1% and 1,5% on personnel costs, to be redistributed through various education and training structures.

At the same time, the Afrikaanse Handelsinstituut (AHI) submitted its formal responses on the bill to the labour department on Friday in which it criticised the department for choosing to disregard business' input — made by the AHI and Business SA — on the skills development green paper. The AHI said business' concerns had not been addressed in the bill, unveiled by Mboweni in September.

The AHI said the proposed bill had to be evaluated in terms of its effectiveness in contributing to skills development and whether it met the objectives of the growth, employment and redistribution (Gear) strategy.

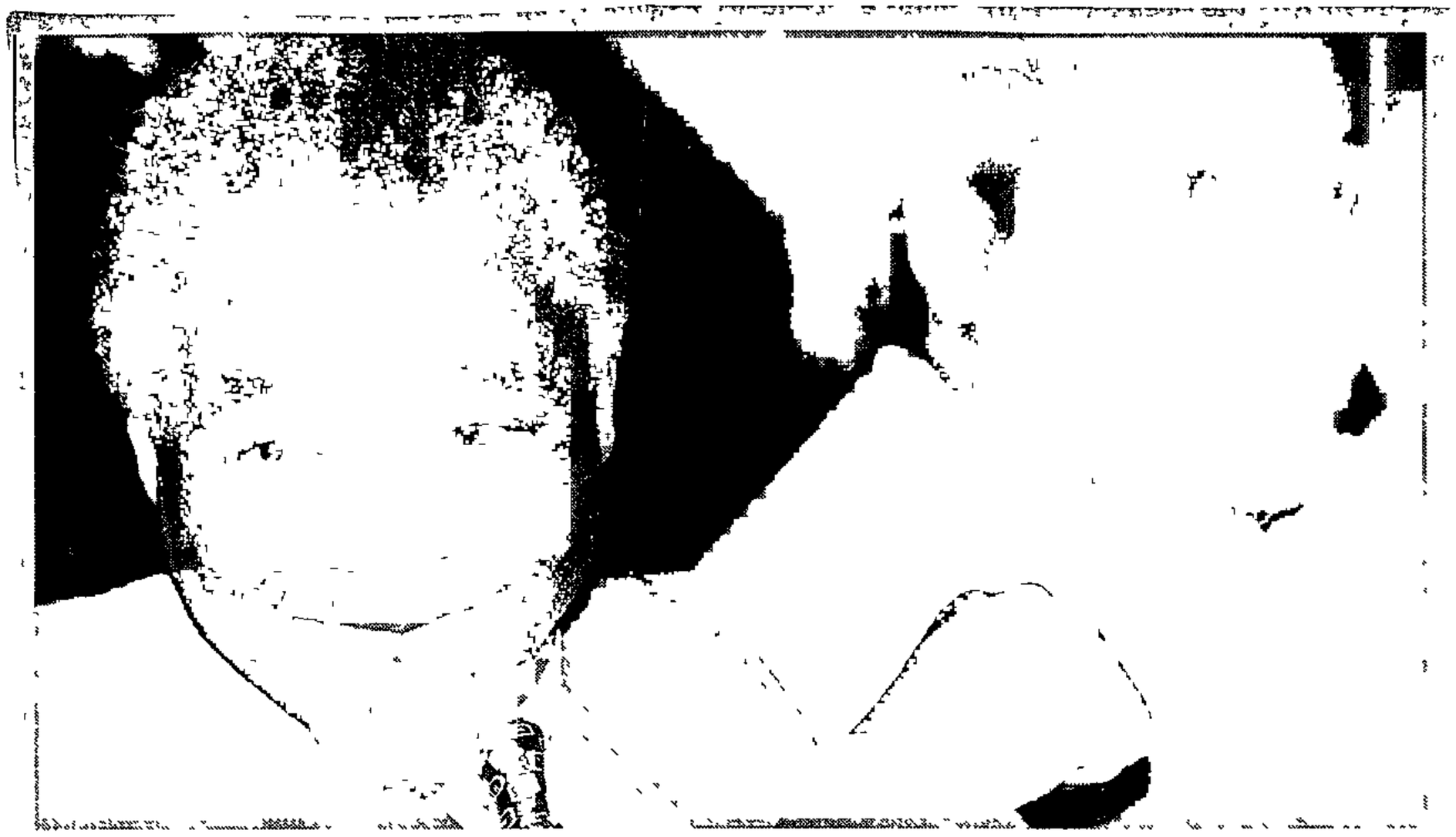
The proposed levy would jeopardise Gear's aims of a tighter fiscal policy and the maintenance of a tax to gross domestic product ratio of not more than 25%, the AHI argued In addition, no analysis of the cost implications of the skills development strategy had been conducted.

The bill, the organisation said, had been "in many ways vague or silent on how financing" of the various structures and organisations it proposed was to be achieved. The AHI believed that the introduction of several new functions to the labour department and the SA revenue service could increase overall public service costs.

Without a cost-implications analysis translated into a total resource plan, one can only speculate that the contribution of this bill to the objective of a more cost-effective public service is not likely."

The organisation was doubtful that the proposed training financing mechanism and governance framework would lead to an increase in the aggregate level of effective investment in skills development and training.

In terms of the specific details outlined in the bill, the AHI focused attention on the training levy; the failure to entrench firmly the spirit of partnership between public and private sectors; the role of business in promoting the learnership programmes; and the mechanisms for collecting levies and subsequently redistributing funds to employers



**Deputy President Thabo Mbeki and Public Enterprises Minister Stella Sigcau launch Project 2000, a programme to boost managerial skills in the public sector, in Johannesburg yesterday.** Picture TYRONE ARTHUR

# Project launched to upgrade skills

**Ingrid Salgado**

PROJECT 2000, a state-sponsored programme to upgrade the skills of public sector employees holding managerial posts, reaffirmed government's commitment to empowerment, Deputy President Thabo Mbeki said at the project's launch in Johannesburg yesterday

State-owned corporations had an important role to play in human resource development and response to the project from parastatals had been positive, Mbeki said

An initiative of the public enterprises ministry, the project aims to develop more than 2 000 managers over the next four years Eskom has already committed itself to sending 30 employees a year on integrated manager development programmes at Warwick University, with Spoornet and Alexcor following suit

The programme focuses on technology in a manner that integrates studies into students' work environment It has been implemented in countries across the globe, such as India, Malaysia and China

It follows the establishment of a human resource audit and development unit by Public Enterprises Minister Stella Sigcau, with the responsibility of collating information on the skills needs of departments under public enterprises and recommending long-term remedial actions

Sigcau said yesterday that government was in a "unique" position to use parastatals as the engine rooms for growth

She said a local joint venture operation, the Warwick/Morgan international competitiveness programme, would establish two centres at the University of Zululand in KwaZulu-Natal and the University of Transkei in the Eastern Cape to ensure that skills transference and capacity building had a multiplier effect

## AHI lashes out at skills development bill (179)

[illegible] payroll for training, now called personnel cost and including salary and all fringe benefits, proposed in the Skills Development Bill would make the effect of [illegible] anticipated, the Afrikaanse Handelsinstituut (AHI) said recently. The [illegible] personnel costs which is the total amount expended by an employer on remuneration and allowances, including fringe benefits, to persons in his or her employment,' the AHI said about the Bill. The proposed levy was considered another form of earmarked tax and was of concern, the AHI said. It lashed out at the labour [illegible] that the majority, if not all of the most important suggestions and comments on areas of concern made by Business South Africa and the AHI on [illegible] strategy for economic and employment growth had been ignored. 'The Bill is virtually a carbon copy of the green paper simply translating the department of labour's initial strategy into structures for its implementation," it said. — *Roy Cokayne, Pretoria*

ET (BR) 23/10/97

*Labour, business and state close to consensus*

# Agreement will lead to shift in labour relations

(179) CT (BR) 24/10/97

CHRISTO VOLSCHENK
ECONOMICS EDITOR

Cape Town — Just three weeks after talks on the Skills Development Bill kicked off in Nedlac, labour, business and the government are on the verge of concluding an agreement that includes several major shifts for all the parties, officials and sources said yesterday

Business was "met half-way by labour" on three important concerns it had with the bill, namely the size of the training levy, the way it would be collected and the demarcation of the sectors in the economy, a source said

The source said the parties were close to agreeing that each sector would be free to decide at what percentage of personnel cost the levy would be pitched, subject to a minimum of 1 percent This is significantly lower than the 4 percent suggested by labour

Secondly, the parties were close to discarding the idea that the levy should be collected nationally by the South African Revenue Service and then disbursed to the different sectors

Business and labour both pushed the government to opt for collection on the sectoral level, the source said

Thirdly, business and labour agreed in the labour chamber of Nedlac on how the sectors should be demarcated

The source said 28 sectors were defined

Spokesmen of Business South Africa (BSA) and Nedlac confirmed yesterday that agreement could be reached "within days"

The ease with which the bill sailed through Nedlac was all the more surprising since the department of labour included none of the amendments suggested by BSA to the green paper on a skills development strategy in the Training Skills Bill

Business, labour and the government were scheduled to meet yesterday and today to finalise the outstanding issues, including the way in which the levy should be collected, but the meetings were postponed for a few days when labour could not get a mandate in time A Nedlac spokesman said it was believed the last-minute scramble to reach agreement with the ANC on the Basic Conditions of Employment Bill kept labour from meeting yesterday's appointment with Nedlac

Commentators in business and Nedlac expressed their "pleasant surprise" yesterday at the relative ease with which the Skills Development Bill had moved through Nedlac after many people, including Tito Mboweni, the labour minister, warned earlier that negotiations on the Skills Development Bill could be drawn out and difficult

# Training and academia meet

(179)

M+G 24 - 30/10/97

*The divide between formal education and on-the-job training is about to be bridged by the education ministry, writes* **Julia Grey**



**John Ngwenyama: Has set his sights on furthering his education. PHOTOGRAPH RUTH MOTAU**

Twenty five year-old John Ngwenyama has set his sights on a better life He is furthering his education — having completed his matric in 1994 — through the Furniture Industry Training Board The furniture company he joined as a fitter and turner is sponsoring his continued training in the skills of his trade -- upholstery, cabinet making and furniture-making

Ngwenyama has embarked on what the new National Qualifications Framework would call "life-long learning" As Ivor Blumenthal, executive director of the board explains training materials have been rewritten to fit the requirements of the framework.

Under the government's framework policy, which seeks to bridge the long-standing divide between formal academic education and work training and experience, learners will earn credits for the competency they show at different levels of achievement. The certificates which learners like Ngwenyama will eventually acquire through industry boards like the furniture board are internationally recognised. (The board's certificate is, for example, underwritten by the City and Guilds qualification board of London ) But these certificates can now also serve as a stepping stone towards further education.

Through interlinking relationships with technikons and other tertiary institutions, learners like Ngwenyama will be able to take the prior experience and learning that they have gained, and earn credits towards diplomas and degrees

This is one important facet of the framework that is slowly gaining momentum linking training done in "informal ' environments, such as industry training boards, with the more traditional "formal" institutions This is the vision underlying the South African Qualifications Authority, whose key initiative is to break down courses into "unit standards" — which describe what you should know and be able to do at various levels of education — to provide a common grid where areas of learning previously acquired can be assessed, and given recognition within a national framework.

The implications for "formal" institutions of learning — universities and technikons — are significant. Dr Wynand Goosen, head of the school of human technology at the Witwatersrand Technikon, points out that the crux of the qualifications framework is to "give recognition of prior learning irrespective of origin or narrator"

It puts paid to the prior notion, perpetuated by the preceding education system that, as Goosen puts it, "thou shalt only get a degree if you get it from me" His own department is working closely with industries such as banking to come up with a unified format that makes a fluid movement for the learner between different learning environments possible Programmes run by the Institute of Bankers for example provide learners with a springboard to earn national diplomas or degrees from institutions such as Witswatersrand Technikon.

Universities and technikons are finding innovative ways to give those with prior learning and experience access to further education The University of the Western Cape, for example makes use of a legal loophole to admit those without undergraduate degrees to postgraduate degrees (the law currently dictates that only those with a matric exemption can be admitted at the undergraduate level) This approach has enabled the department of management to offer an unusual BComm Honours degree in business administration with flexible admission requirements, ranging from a matric and 10 years' experience, to a national diploma with three years experience

Philip Hirschsohn, a senior lecturer in the department, explains that the curriculum was designed with sensitivity to the fact that many learners have accumulated knowledge from workplace experience Core modules, such as "Principles of Management and Business therefore find a very real grounding in practical experience rather than mere theory

Sibusiso Mkhize is one such learner His varied working career began with a six year internship with Unilever, where he learned to do everything 'from sweeping the floor to managing projects He studied simultaneously at Mangosuthu Technikon in KwaZulu Natal for a chemical engineering diploma After a stint running his own taxi business (where he was also a driver), Mkhize joined an oil company as a trainee sales representative Although he has climbed the ranks to his current post as a sales executive, he points out that promotion to higher management depends a lot on "the credentials behind your name Mkhize believes the BComm honours he is acquiring from the University of the Western Cape will give him ' the edge" over his colleagues and hopes "to become one of the business unit managers in the future"

But achieving the ideals of the framework is a long process — perhaps taking as long as 10 years to finally get in place Universities and technikons are in the process of registering courses with the qualifications authority, which requires each course to be described in terms of the competencies and skills that the learner will have once they have passed them Once these courses — and those from other training institutions — are registered, it will be possible for many more learners to progress through a variety of learning forums towards a recognised diploma or degree

(179)

BD 27/10/97

# Plan to help train tax officials mooted

BUSINESS should help train officials from the newly autonomous SA Revenue Service.

This suggestion comes from the chairman of Sacob's taxation committee, Ernie Lai King, who says it will benefit business in two ways

Firstly it will improve tax collection the Katz committee has estimated the "tax gap" — potential revenue not collected — at R21bn a year, and inefficient collection contributes to the pressure for additional taxes

Secondly, it will give tax collectors a better understanding of how business works and the implications of some of their requests for additional information

"Some of our members receive requests to analyse their cost of sales, there is clearly no appreciation of the huge task involved"

Lai King, who is group tax consultant at Sentrachem, says the revenue service will need additional staff New employees will need training in highly technical areas such as new legislation on "source" financial derivatives and foreign exchange profits and losses

"Business can contribute by having respected tax practitioners giving two hours a week to participate in the revenue service training programme

"It is in everybody's interests to have a well trained and skilled revenue service

"If we could close the tax gap by 50% government would have an extra R10bn to solve its many pressing problems without raising tax rates"

Lai King intends taking his suggestion to the parliamentary standing committee on finance

# Survey suggests solutions to skills shortage

CT (BR) 30/10/97 (179)

**FRANK NXUMALO**
LABOUR CORRESPONDENT

Johannesburg — South Africa had one of the world's most distorted distributions of income and the fastest growing part of the country's populace fell into the unskilled labour category, consultants Business and Marketing Intelligence (BMI) said in a recent survey

The research said this meant the country was already facing, and would continue to face, a critical skills shortage The survey said this suggested the best way of solving the problem of wealth disparity could be by investing in education, training and development

The survey said steps already taken towards the goal of an integrated national skills development strategy included the National Qualifications Framework with its three structural elements the South African Qualifications Authority, National Standards Bodies and Education and Training Qualifications Authorities

However, the report said, South African companies still needed to work hard towards achieving world-class human development practices

"In order to become a world-class competitor, it becomes imperative for South Africa to be able to measure its training competencies against that of the international community," BMI said

"Notwithstanding the fact that it is difficult to simply compare South Africa with other nations, given each nation's peculiarities in terms of its economic policies, its labour force, its education, training and development, among others, comparisons with other countries can provide some useful comparative data, where they can be ascertained "

Business has slammed the 1 to 1,5 percent training levy proposed by the department of labour as a "tax on employment" that would stifle growth

However, Tony Ansara, the chairman of the Association of Industry Training Boards, said those sectors that did not yet have provisions for a training levy in place, particularly retail, banking, baking and food processing, were in for a bit of "rude awakening"

Ansara said for his organisation — the Hospitality Industry Training Board, which already had a 1 percent training levy scheme in place — the additional 0,5 percent levy would not only be painless but would be heartily welcomed, as it would provide young black trainees with a real career development path as opposed to jobs such as waiters, cooks, cleaners and other menial jobs traditionally reserved for blacks

# Company training costs drop

(179)

CT (BR) 3/11/97

FRANK NXUMALO

Johannesburg — Companies' expenditure on training as a percentage of payroll had not only decreased compared with previous years but had also fallen below the rate of inflation, according to figures released at the weekend

The latest Business Marketing Intelligence report showed that while training expenditure per employee a year had increased from R1 515 in 1996 to R1 950 this year, training expenditure as a percentage of salaries and wages had increased at a lower rate, from 3,44 percent in 1993 to 3,60 percent this year

The report showed that, when analysed against the size of an organisation, large private companies (with 1 000 or more employees) were spending the most on training, followed by parastatals at 40 percent of total training investment, while small companies (with fewer than 500 employees) spent the least.

The labour department has proposed a 1 to 1,5 percent training levy on company payrolls in its green paper on a skills development strategy, but this has been slammed by business as "tax on employment" that would stifle jobs growth The report said that while the ratio of in-house trainers to employees had gone up from one trainer for every 250 employees in 1995-96 to one trainer for every 176 employees this year, only 19 percent of trade unions were happy with companies' investment in training

The National Union of Metal Workers of South Africa was still fighting for at least 220 training hours a worker a year and recognition of prior learning

The report also warned of the effect that rising HIV-Aids figures might have on training, forcing companies to revise training budgets and to consider increased outsourcing of training

# Training strategy may curb huge unemployment problem

BD 6/11/97

Nicola Jenvey

DURBAN — Statistics released by the labour department indicated that nearly 2-million people in KwaZulu-Natal — nearly 50% of the province's economically-active population — could be unemployed by 2000 unless an appropriate training strategy was implemented.

Consequently the department had recently established training boards for the building and hospitality industries, in a project to design and implement a new apprenticeship system.

The concept of "learnerships", proposed in the department's Skills Development Bill, would provide a mechanism to facilitate the link between structured learning and work experience, in an attempt to overcome the current divide between theoretical education and skills training.

The Hospitality Industries Training Board executive director Tony Ansara said KwaZulu-Natal, where unemployment was 32%, provided "a challenging arena" for the pilot project. The province accounted for 20% of SA's labour force, yet produced only 15% of the gross domestic product.

"The learnership concept will provide skills training to the unemployed and the field research aimed to investigate the willingness of employers to participate in the scheme by providing work experience to the learners," he said.

He believed the concept had been well received by the employers and the first group of learners would start the training process in the new year. The training programme should be completed in time for the hospitality industry's peak season next summer, when employers required additional staff.

The pilot project was the forerunner to broader projects across the country and experience would be documented and used to assist other regions and industries in developing and implementing learnerships.

The International Institute for Management Development rated SA as one of the least competitive economies in the world in its 1996 World Competitiveness Yearbook.

"The learnership system will not only assist many people to find sustainable jobs or meaningful self-employment, but will also contribute towards improving SA's internat- -mpetitiveness," Ansara said.

# Training 'the key to effective local govt'

**Deborah Fine**

**THE key to building effective local authorities which could address poverty by providing equitable municipal services, was human resource development and training Botswana's Local Government Assistant Minister Joy Phumaphi said yesterday.**

**Phumaphi visited SA for three days this week at the invitation of Gauteng local government MEC Sicelo Shiceka, to promote bilateral co-operation between the province and Botswana The areas where co-operation could be encouraged include service delivery, planning, community empowerment and local economic development leading to job creation.**

**Calling Gauteng the financial, commercial and industrial centre of southern Africa, she said local authorities in her country and SA could address common problems by sharing experiences and best practises, information, technology and training**

**SA, and a number of other countries, were faced with the challenge of newly democratically-elected local authorities having to find ways to provide equitable services to vast numbers of previously disadvantaged citizens**

**Her advice to these countries was "a lot of heavy investment in human resources development and training, particularly in technology and information, because we have to deal with [illegible] introduced into technology training programmes at local level to meet this need.**

**Commenting on similarities between local authorities in Botswana and SA, she said that although municipalities in both countries had been established as independent [illegible] ies, many were still heavily reliant on central government for funding and administrative assistance, especially in rural areas.**

**Local authorities in both countries were faced with capacity-building for councils and councillors the creation of reliable municipal revenue streams, particularly in rural districts, and the problem of the indigent who were unable to pay for the services to which they were entitled.**

**She said, however, that Botswana had succeeded in making primary health care and primary school education accessible to most of the country The provision of roads, water, electricity and telecommunications was "quite established", she said**

BD 29/11/97

# R1,8-m foundation unveiled

(179) (88)

**By Shadrack Mashalaba**

NEDBANK Professional Banking and Medical Association of South Africa (Masa) officially unveiled a R1,8-million foundation yesterday which is aimed at upgrading the skills of workers in the health industry

The new Masa-Nedbank Foundation for Professional Development (FPD), which was launched in Johannesburg, will be spent over the next three years

The foundation will offer healthcare professionals a series of customised educational programmes ranging from business management and finances to continuing medical education

Speaking at the launch, FPD executive director Dr Gustaff Wolvaardt said the launch of the organisation represented an era of change

Wolvaardt said healthcare professionals needed empowerment in business and management skills in line with changing international trends

Sowetan 26/11/97

# Councillors and officials to receive training

**Deborah Fine** (262) (179)

THE Rand Water Board, Standard Corporate Merchant Bank and the National Business Initiative have set aside R2m to fund training courses for local authorities to provide them with the skills needed to set up successful public and private sector partnerships.

Rand Water legal manager and member of the board's special community-based projects division Mike Pienaar said yesterday that municipalities countrywide were under "enormous pressure" to deliver services and infrastructure to increasing numbers of people, especially in underdeveloped areas

Private and public sector partnerships were one way of speeding up the delivery process and maximising efficiency.

Many local authorities, however, needed assistance in assessing the various options open to them to fast-track delivery, and advice on delivery partnerships

In conjunction with Wits University and Technikon SA, Rand Water and the business organisations had developed a four-week certificate course offered at university level, as well as a one-week certificate course, to provide local government councillors and officials with vital information about the structuring, financing and legal aspects of such partnerships.

Pienaar said 50 councillors and senior officials had completed the four-week course in Johannesburg last week, while about 130 had completed the one-week programme in Gauteng and the Eastern Cape.

BD 26/11/97

# Firms 'lack human resources skills'

BD 27/11/97 (179)

**Reports by Lucia Mutikani**

SA COMPANIES lack the human resources skills to meet organisational challenges required to survive the next millennium, a survey conducted by human resource consultancy FSA-Contact has found.

The survey, conducted among 80 local businesses of all sizes and across the economic spectrum, asked companies to rank eight different organisational challenges in order of importance, and then assess their competence in meeting them

FSA-Contact MD Olof van Schalkwijk said the survey showed an almost directly inverse relationship between issues participants felt were most important and their ability to implement those issues.

"For example, the need to attract, develop and retain top talent within organisations was ranked as the most important challenge facing business, yet respondents rated their ability to achieve this goal at the bottom of their list of competencies," he said.

Companies rated the need to develop into customer-responsive organisations second on their list of challenges, although their proficiency in this area was ranked fifth out of eight.

Another startling finding was the relative lack of importance attached by participants to the need to implement defensible and fair human resource practices. It came bottom on the list of challenges, but businesses were confident of their ability to meet this requirement, placing their competency at the top of their lists.

"This seeming contradiction could be attributed to the fact that SA companies have devoted so much attention to the issues surrounding fair human resources practices, that they have become sufficiently proficient at it for it to no longer pose much of a challenge to them," said Van Schalkwijk.

"Interestingly, the need to effect change within the organisation is rated less important by SA businesses than their international counterparts. A survey conducted recently by FSA-Contact's international associate, Watson Wyatt Worldwide, found that 79% of 1 800 businesses in six countries felt organisational change was their number one priority."

The survey showed that organisational change was third on SA companies' priority list, and local businesses were also not too confident about their ability to implement change.

"Indeed, SA organisations are more confident about their proficiency in competing globally, implementing fair and defensible human resources practices, and aligning human resources management with business strategies than they are about change, despite the effort many have made in restructuring, downsizing and re-engineering processes," said Van Schalkwijk.

SA companies regarded becoming more effective global competitors as less important than the need to measure and reward employee performance, align human resources management with business strategies and increase staff utilisation flexibility.

"Participants probably felt that improving their global competitiveness would be a natural corollary to successfully meeting the other organisational challenges." He felt they would succeed only if they improved their proficiency in adapting to the organisational challenges they identified as being most important to their long-term goals.

sionalise the industry ... lower delays as medical practitioners ... month by people unhappy at having implement, he said.

# Skill swap not just window dressing, says Motswedi

(179) BD 27/11/97

A CAMPAIGN by US-based information technology group TRW to train 2 000 South Africans by the year 2000 is under way, with black IT workers tackling the National Crime Prevention Strategy (NCPS).

As a member of the consortium awarded the first phase of the NCPS tender, TRW is practising its commitment for one-to-one training with the staff of its SA partner, Motswedi Technology

The contract is to devise a system to share data between the police, courts and prison departments.

TRW has drawn up plans for a two-way skills transfer, with six Motswedi staff members learning new technologies and TRW staffers learning the languages, culture and politics of SA

While the skills-swap policy helped TRW win work in SA, director of business development Daryl Solomonson said this was not some newly-devised ploy. Skills-share was a common way of working in the US, where 45% to 50% of a project must be awarded to enterprises run by disadvantaged groups.

"When we team up with companies to go after a bid we have very strong ground rules. Other companies must also commit to a skills transfer," he said. That had ruled out potential partnerships with some companies in SA, which refused point blank to support black empowerment.

Motswedi chairman Joe Tsotetsi said the scheme was not window-dressing, but a genuine attempt towards black and minority group empowerment.

Through its relationship, three Motswedi staff had already been trained on projects in the US, said Tsotetsi. Others had been trained locally to TRW's international standards, including clerical workers

"I have seen a lot of improvement after this training and that has been manifested in our ability to win other projects by ourselves," he said. "We didn't realise our secretaries had to receive international training, but it has really added to our value Once our senior staff learn new skills they train the staff below them because we don't want to be dependent on any individual"

Motswedi had played a role in helping the government define new tendering and procurement policies which demanded input from small enterprises led by minority groups.

Achieving the "2000 by 2000" training target in SA was dependent on other companies involved in TRW projects making an equal commitment to empowerment, said Solomonson.

# Training is offered at board level

(179)

A NEW form of business and personal coaching for business executives opened its doors in Johannesburg yesterday. The Change Partnership aims to improve the executives' personal performance and help balance the demand-other areas of their lives.

The company is a joint venture of Britain's leading executive coaching firms — also called The Change Partnership and "A company, Hogarth Growth Consultants. It will be headed by Andy Johnson.

The British companies will hold 10% of the SA company.

"The need for coaching arises from the fact that our people have been promoted to executive positions, they are unable to go on training at that level and therefore need support on promotion," said Peter Hogarth managing partner of the UK company.

The need to help to make the transition from being a manager to being

The personal development programmes are designed to meet the needs of an individual executive at or near board level or with the potential to achieve board level appointment.

The programmes are flexible and based on confidential one-to-one meetings. They usually last for 12 months but in some cases may be shorter or more intensive.

Every programme starts with an assessment of the client's current situation — career to date, achievements, skills, experience, values, aspirations, ambitions and review of "personal pressures".

Being able to put new ideas into practice, or new ways of working into practice over a period is one of the benefits of the 12-month term," said Hogarth. "Change for the better and enhancement of learning capabilities will become a permanent feature of the individual's management style."

BD 27/11/97

BUSINESS FILE

# Plan to train 1 000 small entrepreneurs a month

(179)

ARGT 28/11/97

## *Trust seeks funds to set up new centres*

**BUSINESS EDITOR**

**The Cape Town-based Informal Business Training Trust (IBBT), which has trained 35 000 small entrepreneurs throughout the country in the last seven years, is aiming to double the number of people being trained from 500 a month to 1 000 next year.**

The IBTT is seeking funds to establish new centres in the Eastern Cape and in the Free State

The IBTT already has a centre in Port Elizabeth as well as centres in Khayelitsha and Philippi and, after merging with the AMEBA project, also boasts seven centres in Gauteng and one in Durban

Trustee Cedric Buffler said the trust was now looking for money from the corporate sector and the Government to set up a centre in East London or King William's Town Start-up costs were estimated at R170 000, he said In time the centre, like the others, would become self-supporting, funded mostly through training fees

So far 35 000 people, about 70% of them women, have completed the "township MBA" offered by the IBTT and its associated institutions The course costs R450 and takes five days

Recently the trust also introduced a shorter course aimed at people who already run small businesses and cannot afford to take much time off to study.

They pay R100 for a one-day seminar which introduces them to the basics of business and they can then apply for a small loan from the Start-Up Fund

Mr Buffler said about 45% of those trained by the IBTT were now running trading businesses, 30% were producers and 25% were providing services of one sort or another

# Skills bill to be on the books early next year

## *Payroll levy set to fund training*

(179)

ARGUS 1/12/97

BUSINESS EDITOR

**The Skills Development Bill is making good progress through the National Economic Development and Labour Council (Nedlac) and is due to be ratified by business, labour and the Government in February.**

The bill seeks to tackle the skills shortage and to impose a payroll levy on businesses to fund training

In a statement after its last meeting of the year on Friday, the Nedlac executive council said discussions on the bill had been "characterised by a real spirit of consensus-seeking"

All parties were confident that "the few outstanding issues" would be resolved quickly, Nedlac said

The final round of negotiations would take place early in February and an agreement was due to be ratified on February 6, the statement said

Progress was also made on preparations for a jobs summit next year, Nedlac said

Government, labour and business have until the end of February next year to produce draft employment strategies as a basis for discussion

This first phase is to be followed by a period of negotiation which should end with proposals to take forward to the jobs summit and also identify issues to be tackled after the summit

Nedlac had agreed on a two-track approach to the summit, with one focusing on a framework for employment and the other on specific mechanisms for job creation

# Detectives to go for further training

(251) (179) Sowetan 3/12/97

By Noxolo Kweza

POLICE detectives who are investigating organised or syndicate crimes have been directed to undergo advanced training courses at the newly-established police detective academy in Pretoria

South African Police Service National Commissioner George Fivaz said this in a statement released yesterday. The courses are expected to start soon

Fivaz said the training was aimed at preventing incidents such as the one in Durban last month Two suspects in an multi-million rand armed robbery walked free after police investigators bungled the case.

Mr Rajan Naidoo and Mr Logan Naidoo were acquitted in the Durban High Court of charges involving theft of R31 million in August last year The court ruled that illegal investigative methods were used

Fivaz said there was no substitute for objective and solid investigative work to secure a conviction

"It is completely unjustifiable for either police officials or court prosecutors to attempt to take investigative or judicial short-cuts in the hopes of a 'quick-fix' prosecution," he said

Fivaz said he was "committed to establishing a tradition of investigative excellence" within the SAPS that would be respected by both the courts and the community.

"The freeing of the two suspects on the basis of improper procedure, illegal and unconstitutional investigative methods is a blow to this goal"

# Skills training for councillors

179 Sowetan 3/12/97

By Joshua Raboroko

SOUTH African local government councillors who have a serious lack of financial management skills are under pressure to deliver services to poor communities

Councillors are unable to monitor budgets regularly and to evaluate their council's performance, to ensure that spending, both capital and operational, and revenue collection are going according to plan

To address this problem the National Business Initiative (NBI), in conjunction with an accounting firm, a bank and an American non-governmental organisation the International Republican Institute, have launched a guide to help councillors learn the budgetary process

NBI director on local government Mr André Fourie says there is a serious lack of financial management skills among councillors, which impedes their ability to evaluate and monitor council budgets for the communities

However, Fourie says NBI has noticed a "definite improvement" in the technical accounting systems of councils in the form of "more administrative coherence and consolidation"

The handbook gives guidelines on the increasing role councillors play financial management aspects such as different budgets, audits and controls of local governments

# Labour, govt and business move closer

(179) BD 11/12/97

Reneé Grawitzky

LABOUR, government and business are moving closer to agreement on the Skills Development Bill but have yet to reach consensus on core issues such as how training should be financed, the collection of funds and demarcation of training institutions.

The National Economic, Development and Labour Council (Nedlac) executive council received reports on Friday that discussions on the bill had been "characterised by a real spirit of consensus-seeking" which led all parties to believe the few outstanding issues would be resolved soon.

The executive committee agreed that the final round of negotiations on the bill would take place from February 2 to 4 next year. Nedlac's management committee has been mandated to ratify an agreement on the bill on February 6, in the event that agreement is reached during the final round of negotiations.

Business, informed sources said, had yet to respond to the proposed training levy while, it was understood, the Congress of SA Trade Unions (Cosatu) was prepared to reconsider its demand for a 4% levy.

The bill proposed a training levy on the personnel costs of each employer of between 1% and 1,5%. Business opposed the levy concept from the outset

This week Cosatu rejected the finance department's attempt to side with business in opposing a levy and called on Finance Minister Trevor Manuel to explain why there should not be a training levy. An industry training board source said there had been an in-principle agreement that the levy could take different forms.

Further discussions were still to take place on the demarcation of sector education and training authorities, and education and training boards, as business had expressed concern over the matter.

In addition, agreement had yet to be reached on the manner in which funds would be collected. The bill proposed that funds be collected centrally, possibly through the receiver of revenue, and that 80% of funds collected would be re-allocated back to the education and training boards, with the national skills fund receiving 20%.

In response to opposition from business and industry training boards, government proposed that funds be collected on a sectoral basis. Agreement has yet to be reached on this issue with business stressing that training boards which can demonstrate a successful collection and distribution system, should be allowed to continue.

It is understood that labour supported the collection of funds on a sector basis.