1975
How much change?

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

Liberal politicians in Mozambique demanding decolonization in Angola dramatic changes in Rhodesia and Namibia and Lusaka - all this signifies the pace of change on our borders.

In S.A. too, there seems to be a new mood in the air. Nationalist Press editorial criticises 'white' politicians. PEP talks of 'modernisation' the path away from Black oppression. Blacks can use the Johannesburg public library and run in the competitors.

A show of His Majesty's is currently playing to Black audiences in certain towns. Africans direct traffic in several towns. An end to open jails alongside Whites in supermarkets. Job reservations in the building industry is eased a fraction more. Black wages on the mines - still in real terms for half a century - have risen sizably in the last few years.

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

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

Since the white electorate is the font of political power, its racial attitudes are crucial.

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

Polls and surveys by South African Times and opinion leaders showed that between the 1970 and 1974 elections, there was no significant increase in Afrikaner support for the opposition parties. U.P. support remained at under 10%, while the Progs continued to attract less than 3%.

The marked increase towards the left section of the U.P. which has succeeded in achieving some enlightened policy changes.

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

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

In education, an important change has been the abandonment of the Verwoerdian precept that Afrikaners must pay for their own schooling. State spending jumped from R42m in 1969-70 to R37m in 1973-74, and there has been a sharp increase in the number of Afrikaners at school.

But as a national priority African education is still indispensably low on the list, so that the gap between per capita State spending on Whites and Africans has become wider than ever. For Whites, per capita spending now ranges from R387 in the Transvaal to R357 in Natal; for African pupils in the common area the average is a mere R29.

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

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

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

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

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

Anglo American's Denis Etheredge two years ago contrasted the ratio between (White) skilled wages and (African) unskilled wages at 8 to 1, compared to the 1.4 to 1 skilled to unskilled ratio in the US. SA's ratio reflects several factors: differing education levels, the lack of African political and economic opportunities, and the overall economic structure of the country.
economic bargaining power, job restrictions, and relatively high African unemployment — now estimated to be growing by 100,000 a year.

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

It's difficult to see how the gap will really narrow before there is a significant change in the balance of bargaining power in the labour market.

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

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

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

Comparing the 1960 with the 1970 census, it emerges that the number of Africans in professional, technical, and related jobs increased from 49,000 to 93,000. But the latter figure still represents only 1.7% of the African labour-force. In administrative and managerial jobs the number of Africans actually declined — from 4,000 to 3,400 — although this trend may well have been reversed more recently.

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

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

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

But for the 9m Africans in the common area outside the Homelands (4.4m of them urban) very little has yet been achieved. Mass population removals continue. Migratory labour remains a cornerstone of State policy. Although statistics indicate considerable improvement through aid centres, around 1,500 Africans are still prosecuted every day for pass offences. And arrests may be three times this figure.

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

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

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

- Finally, sport and the relaxation of petty apartheid. The evolution of policy towards merit selection is undoubtedly a major change for the better. So is growing public awareness of the need to completely remove humiliating social restrictions. Hopefully these developments will gnaw the further breaking down of racial prejudice.

All in all, a somewhat mixed picture. On the one hand, some concrete achievements — higher Black incomes, more money for Black education, the introduction of industrial training for Africans in urban areas, the growth of trade works and liaison committees from a mere handful two years ago to about 1,500, more acceptance by employers of the need for trade union rights for Africans, new opportunities for extracurricular sport and a lessening of the indignities of petty apartheid.

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

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

G.M.E. LEISTNER
W.J. Breytenbach

PRETORIA
1975
We must ALL work for change.

We ALL care about peace and justice.

We must plan for a shared society. What must we do?

Detente

Detente is discrimination.

All in the Central Parliament.

Provide for meaningful political representation for all people.

Wage the right to free health care.

Education and health care.

Provide equal employment opportunity for all people.

Housing and shelter for all people.

Credit and access to the economy.

Access to basic education for all people.

Access to basic housing for all people.

Access to basic health care for all people.

Access to basic employment for all people.

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How to combat absenteeism

CONTENT OUTLINE

Introduction
Definitions and measurements
Factors affecting absence
The control of absenteeism
Tactics
Summary

Introduction

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

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

Definitions and measurements

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

- How much absence is there now?
- What forms does it take?
- How many employees are involved?

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

- Wilful absence without an excuse
- Absence with permission
- Medical incapacity, certified or uncertified
- Annual holidays, army service, company-sponsored education

Units of time measured in common use are:

- Hours, sometimes calculated to the nearest minute (in which case lateness too may be included)
- Working shifts
- Calendar days

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

Most firms produce some sort of lost-time rate, but few measure absence frequency. Accountants prefer the first record since time can easily be costed. Frequency rates, however, are much more valuable references in planning absence control.

Factors affecting absence

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

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

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

ORGANISATION/DEPARTMENT INFLUENCES

Size of company

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

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

Management attitudes

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

A function of management which, although superficially not related to absenteeism, can actually affect it...
METHODS OF CALCULATING ABSENCE RATES

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

Measures of frequency

- Incidence rate (spells of absence)
  Number of episodes of absence in a year
  Average population at risk during year
- Incidence rate (persons)
  Number of persons having one or more episodes in a year
  Average population at risk
- Point prevalence rate
  Number of persons absent on a day
  Population at risk on the day

Measures of severity

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

This is usually only used for sickness absence

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

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

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

Quality of supervision

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

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

Working conditions

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

Medical service

The prompt provision of treatment for minor illnesses and injuries enables employees to remain at work or return sooner, after incapacity. However, the ready availability of such a service increases the demand and thus more employees report sick.

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

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

PERSONAL FACTORS

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

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

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

Hours and wages

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

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

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

Job satisfaction and motivation

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

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

The other personal factor of great relevance to all forms of absence is the attitude of the man towards him-
self Many with bad records will be found to have complexities and take the view that life has treated them badly

**Other factors**
The distance an employee must travel to get to work, or more relevantly the time required for the journey, can affect sickness absence. Most evidence suggests that this journey only becomes important when it takes over an hour.
The physical health of the employee is often quite irrelevant to the problem of sickness absence, except when serious disease arises. It is not generally appreciated by management that routine pre-employment medical examinations are of very little value in the prediction of subsequent sickness absence. Even chronic medical conditions which may be partially disabling do not necessarily cause absence for a great many years.

Finally, family problems and responsibilities may also affect absence.

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**The control of absenteeism**

Any comprehensive plan for absence control will contain these elements:
- a climate of interest and concern created throughout the organisation
- specific techniques used under varying circumstances and towards varying forms of absence

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

**STATISTICS MUST BE ADEQUATE AND MEANINGFUL**

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

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

**COMPANY POLICY AND JOB SATISFACTION**

The company should:
- foster an atmosphere in which serious discussion about the job and working relationships is encouraged
- carry out an investigation in areas or departments to determine where the need for change is greatest

Evidence for this may be obtained from departmental absence rates suitably corrected for age structure, status and other relevant factors

For most people, the requirements of a satisfying job, after adequate wages and conditions, can be listed as follows:
- work should offer some element of challenge
- the individual should know what his job is and how he is performing
- some area of the job must allow him to take decisions
- the work should be organised so as to allow him to get the support and assistance of colleagues when necessary
- he should have some idea of how the job fits into the overall department or company picture
- there should be desirable future prospects, either in promotion, security, stable income or increase in skills
- there should be some recognised status

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

**IDENTIFY THE PROBLEM AREAS**

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

**Tactics**

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

Two points are of the greatest importance:
- correct use of the period of trial employment
- attitudes of the employee's co-workers

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

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

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

- rewards
- punishments
- exhortations or individual advice

**REWARDS OR GOOD ATTENDANCE BONUS SCHEMES**

For any working group, there is an unwritten norm of absence. One way to lower this norm is to provide an incentive. There are two main problems to be overcome when introducing a bonus scheme:
- the definition of a justifiable absence, if this is to be allowed
- the duration of the period without absence before qualifying for a bonus

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

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

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

EXHORTATIONS OR INDIVIDUAL ADVICE

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

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

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

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

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

Summary

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

SPECIFIC CONTROL MEASURES
• Adequate and meaningful records and analyses are necessary to indicate problem areas, to identify the worst offenders, and to measure the effects of control techniques.
• Consideration should be given to the setting up of some form of incentive scheme, with or without financial rewards.
• Sanctions should be retained but extreme care taken in their use to ensure that they do not have a disincentive effect on the majority of employees.
• A rolling programme of other measures should be considered, since any one technique or 'gimmick' may only be successful for a limited time (6 to 18 months). These measures may, depending upon the inherent absence pattern of the community, be directed at a working group or at individuals.
• It may prove valuable to study the absence analysis. This can indicate how hours or conditions of work, incentives, or the degree of supervision may be improved.
Persons economically active at end of 1974

33. Mr. W. M. SHILLON (for Dr. G. I. Jacobs) asked the Minister of Statistics:

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

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

Whites 1,693,000
Coloureds 829,000
Asians 211,000
Bantu 6,476,000
Persons engaged in agriculture/in possession of agricultural land

To Dr. P. V. A. Z. SMABBERT asked the Minister of Statistics:

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

2. In respect of what year is the information given.

The Minister of Statistics:

1. (a) Whites 91,966
   Coloureds 109,935
   Asians 6,899
   Bantu 1,964,320

   (b) Not available

2. Population Census 6 May 1980, final figures, with exception of Bantu which are sample tabulation figures.
Woolworths to train Blacks for management

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

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

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

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

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

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

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

"Mr. Stern said that there were already a number of Coloured staff members in supervisory positions within the company, but that opportunities for African workers were more heavily curtailed by law."

"We have to stick within the law. But given those limits, we are definitely thinking in terms of a rapid advancement for Black staff within the next few years," Mr. Stern said.
Staggering of working hours by Department of Planning

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

[Question]

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

[Reply]

Yes

(a) Following recommendations by a subsidiary Committee of the Planning Advisory Council on 30 August 1974, a Committee on which both the private and public sector are represented, was instituted to investigate practical ways and means of implementing a system of staggered working hours for Pretoria in order to assist in the alleviation of transportation problems. In this connection discussions with the Public Service Commission, South African Railways and the City Council have been held and an opinion poll amongst various employers associations has been undertaken.

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

(c) A report on the subject will be released as soon as sufficient practical experience has been gained.
A ROSY VIEW ON BLACK EMPLOYMENT

Growth at 6.4% pa would result in a shortfall of 62,000 White workers by 1979, claims the EDP. Hence Blacks will have to take over more and more “White” jobs. As a result, African unemployment should be reduced from 5.6% (366,000) of the economically active African population in 1973 to 4.1% (314,000) in 1979.

However, at least one of the chief assumptions on which this projection is based is open to question, and in fact there is probably a great deal of concealed unemployment among Africans which does not even figure in the EDP’s calculations.

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

It has also adjusted its population figures to take account of the undercounting in the 1970 census. The extent of the undercounting is calculated at 3.29%.

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

The Office of the Economic Adviser to the Prime Minister, which drew up the EDP, told the FM that some 59% (1,46m) of the Africans in agriculture are in the Bantustans. Plainly the Bantustans do not provide a decent living for 1,6m farmers and their families.

Surprisingly, the EDP believes the total number of Africans working in all agriculture could rise even higher — from 2,67m in 1973 to 2,91m in 1979, an annual growth rate of 1.4%.

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

Despite a marked acceleration in 1973, employment of Africans during 1971-73 grew at a slower rate (2.3%) than the increase in the economically active Black population (2.9%).

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

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

The new EDP accordingly examines the implications of two alternative growth targets — 6.1% and 6.4%.

The conclusion is soon reached however, that 6.1% is too low. It would mean a further increase in Black unemployment. Black workers outnumbered vacancies by 366,000 in 1973 (the base year for the EDP), and growth of only 6.1% would mean 434,000 out of work by 1979.

The 6.4% target — which has been accepted by the Economic Advisory Council — on the other hand, if fact amounts to no more than a continuation of an average 5.5% growth rate since 1969 — the economy will thus have to grow faster over the next five years merely to make up ground lost in the past. Growth of 6.4% will mean:

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

- Bigger contributions to the national cake from secondary and service industries (up from 30.6% and 48.2% respectively in 1973 to 31.5% and 48.9% in 1979) and relatively declining contributions from agriculture and mining (down from 7.8% and 13.4% to 7.6% and 12%).

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

- Average annual growth rates in agriculture of 5.9%, mining 4.4%, secondary industry 6.9% and services 6.6%.

With the exception of mining, these rates are all higher than those projected for 1971-73.

- An average annual net capital inflow of only R235m, as against the past six years’ average of R370m. Assuming a gold price of only R85 ($120) an ounce this means that 96.5% of SA’s capital requirements would be generated from domestic savings. And with a gold price of R105 ($150), domestic savings would be “more than sufficient” to finance capital requirements.

- Imports will rise by an annual 8.6% and exports by 9.7% to give a relatively small current account deficit of R440m in 1979 assuming a gold price of only $120. Imports will be boosted by projected increases in fixed investment and the rapid rise in inventories from a relatively low level in the base year.

The slow increase in gold production for 1971-73 implies that more reliance will have to be placed on other exports. Not surprisingly, the emphasis falls on other minerals. Annual export growth targets are 36% for coal and over 12% for other mining and quarry products.
Economic Adviser Pil Phekan

The EDP concludes that "..." done by Whelen

There are certainly few countries
Shock survey on

African wages

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

The report, based on a survey by the SA Institute of Race Relations on job opportunities and wages paid to unskilled Africans in Cape Town, states that the obstacles to better employment for educated Africans are prejudice, specific barriers, such as job reservation, and the Government's imposition of a 'Coloured' labour preference in the Western Cape.

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

JOBS CURE

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

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

- JC: R19
- Matric, R26
- Matric and diploma, R30
- Degree, R46

Although the survey states that this figure is less reliable than the others as people with degrees were sometimes reluctant to supply the figures.
BONUS WORK FOR BLACKS

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

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

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

"The gradual implementation of bonus work for persons other than Whites, and the remuneration of these workers based on job-evaluation will yield advantage for all," Mr Loubser said.
Question
Write on both sides of the paper

Hansard 8 Q column 611-12
25 March 1975

Persons employed in Republic

192 Mr T ARONSON asked the Minister of Statistics

(a) How many persons in each race group were employed in the Republic at the 1st of date for which figures are available and (b) how many of these were employed in the public sector

The MINISTER OF STATISTICS

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

Whites 1,693,000
Coloureds 819,000
Asians 214,000
Bantu 6,474,000

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

Whites 458,842
Coloureds 102,322
Asians 18,840
Bantu 583,441

The public sector comprises the Central Government, provincial administrations, local authorities, divi-
sional councils, Bantu homeland governments, South African Railways, Post and Telecommunications, Council for Scientific and Industrial Research, South African Bureau of Standards and public corporations
Africans first for vacant 'White' jobs

Labour Correspondent

COLOUREDTS and Indians are being debarred from moving to vacant 'White' jobs.

Instead, Africans, who can be more easily replaced, are being taken on.

Some of the Whites-only bargaining trade unions are blocking Coloured advancement to make way for Africans to enter the trade.

One of these is the Yeberen Staal Unia, 8,000-strong, and represented in 16 industries.

DISCARDED

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

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

Bantu are not recognised as employees under the Industrial Conciliation Act.

Mr. Bornman said, "and many of our industrial agreements specifically require them to have an exemption to do certain jobs, which Coloureds and Indians don't need.

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

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

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

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

Yeberen Staal's outlook contrasts with the Boilermakers' Society, its Tussa counterpart, which has Coloureds as well as White members.

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

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

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

PROTECTS

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

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

So when Blacks take over 'White' jobs they are paid as little as half the actual White rate.
SA employs 5.75 per cent in public sector.

Political Correspondent

THE ASSEMBLY — A total of 36,92 per cent of South Africa's population of 24,220,000 in 1974 were economically active while 5.75 per cent were employed in the public sector.

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

The figures also revealed that 40.69 per cent of the Whites were economically active as were 35.51 per cent of the Coloureds, 29.76 of the Asians and 36.5 per cent of Africans.

Of the 1,163,135 people working for the public sector 39.44 per cent were Whites, 6.79 per cent Coloureds, 1.92 per cent Asians and 30.13 per cent Africans.

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

For more than 25 per cent of the economically active Whites to be employed by the State was a most unhealthy situation. Only 7.6 per cent of the economically active Blacks were employed by the Government.

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

By FLEUR DE VILLIERS

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

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

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

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

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

Diminished

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

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

The Railways was a classic example. Through agreement with the trade unions the job of shunter, had been reclassified for Blacks and given the title 'train marshall.'

"I note the difference in name," however, many Whites felt that the status of the job had been diminished. Some who had never made the grade as supervisory shunter, would not make it now and would have to be retrained for other jobs.

"Such White collar jobs no longer White jobs as despatch, tally and filing."

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

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

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

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

"This is a problem now faced in South Africa but is being experienced throughout the world."

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

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

Unpopular

"On the Railways we look after our own, but other employers often regard retraining as an uneconomic proposition."

"It was the single purpose of the artisians, in the majority of the major industrial areas, that the Government had been reluctant to face the issue, but there was now hope that something would be done.

Tackler

Even more highly skilled jobs were being made available for Blacks. Recently the General Manager of Railways, Mr. J. Loubser, had said that the job of signals technician — one of the most highly skilled and valuable jobs — would be opened to Indians, and in Cape Town this week, Mr P. J. Conradi, the Assistant General Manager, said that more than 40,000 Black railway workers had been trained for skilled jobs.

Other industries affected most dramatically by the crumbling of job reservation were the building trade which "could go completely Black" and engineering, in which there were only 40,000 Whites out of a total work force of 500,000 supported by transportation and road transport.

There had also been major changes in the service industries and in such as the building industry. The leather industry had gone "completely Black," and the number of Whites in the furniture trade could now be reckoned in hundreds.

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

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

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

One of the most interesting facts to emerge from the survey is that out of the 126 graduates who returned questionnaires, only two are practicing the career they wanted in the first place.

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

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

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

SUE GARBETT reports.

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

Mrs. Leenta van der Walt — studying the occupational experiences of Black men graduates.
Blacks do well in laboratories

Labour Reporter

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

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

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

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

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

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

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

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

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

Mr A Lightbody, personnel manager of Chloride (SA) told the symposium yesterday:

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

"Anyone who thinks the Blacks are going to be that patient should think again. We, who are the fortunate sector, must make sacrifices," he said.
Deur DR. A. J. NORKAL

WAAR die staat veronderstel is om die groot beskermers van die volkswese in sy verskillende vertakkinge te wees, is dyhulke in werklikheid 'n vermoeide dwingelande deur die wyse waarop hy in die werklike gebied sonder inaging van die gevolge van sy optrede deur dat hy minder toeneemende getal amptenare nie altyd behoorlik opgelei en toegerus is nie.

Kort na my optrede as voorstel van die Raad van Huisvesting en Nyeerderheid is dit verzoek deur die Versameling van Kanaries en Goedkope Huisvesting (Groot) jarelang verslag van toemoe te verbybringe by die gevolglikheid en te skakel op 'n uiters gecartonneerde ontwikkeling in die staat saam met kantoorvanse van ekonomiese betekenis.

Inhoudlik is die suksesvolle ontwikkeling van die ekonomiese sektor van die land aan sedert 'n toestand van aanstoot, belemmering en vertragings tot 'n toestand van ondernemings en ontwikkeling.

Verhoog

Sodanig hy die smutsen be- sluit, sonder die minste in- aangang van die maal daarvan in die sodanigte, is dan hom op te staan by die uitkansgebiede en pos- toegene is jy as die smuts on- houdend en besluit.

Daardeur is 'n katalisator en net so alles wat in die gehele staat verander.

Daardie gebeurtenis het almal in alle- geen die omgevende ekonomie van dié verandering wat nie alleen nie was dat die verandering van die maatstaf van die gehele staat verander.

Die persoonlike inbreuk op die publike betrokkenheid - een van die slimme "ekonomiese" kantoor van die vergelykende groepseprodukte en persoonsgroepstakings - is nie.
Bank chief warns on cash crisis

By RALPH HELLER

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

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

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

"It is estimated that by the turn of the century, there will be 11.6-million workers in South Africa — 2.5 times the 4.3-million who were active in 1970."

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

"South Africa, he feels, has almost everything going for it — a stable government and under-exploited human and natural resources. The only limiting factor is capital which will have to be raised internally and internationally, in highly inflationary times."

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

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

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

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

Continued on Back Page

Bank warning

Continued from Page 1

in the West and other countries."

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

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

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

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

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

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

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

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

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

Annual report

Finansbank yesterday published its annual report, which shows that taxed profit for the year which ended March was R800 000 — a 20 per cent increase over fiscal 1974. This rise in earnings per share from R10 to 25 is rather academic as it comes after transfers to secret reserves.

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

Total assets have gone up by a quarter to R51.5-million and capital and reserves amount each, as do members of the Finansbank management team, Johannes Hamman and Dr Leon Porter. Laurie Korsten, formerly with Finansbank, also holds about 8 per cent.

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

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

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

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

Mr Korsten has been joined by Donald Woods, currently personal assistant of Charles Fiddian-Green, executive chairman of the Rennies group and Gordon Maddock, a former manager at Finansbank.
in 50 years

5,000 Graduates
A disturbing exposure of South Africa's White school dropout rate with its weakening effect on the country's manpower is due for release by the Human Sciences Research Council this month.

'Project Talent' survey, conducted by the Council between 1963 and 1966, shows South Africa rapidly losing White manpower potential because pupils do not complete their school careers successfully.

Some early school-leavers could have matriculated if they remained at school. The Council has also revealed that many pupils who reach standard 10 have not, in their opinion, mastered basic education skills such as spelling and arithmetic.

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

"Of the 68,900 standard six pupils originally tested in 1965, 26,690 or 39.1 percent progressed in the minimum period, from standard six to standard 10." Almost two thirds of the pupils under survey failed to complete their school careers successfully.

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

A preview of the Council's findings explains that "loss of manpower potential" implies that some of the pupils who failed "cannot, the labour force a year or more later.

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

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

These variables cannot be isolated in their effect on loss of potential. Pupils were asked personally which of problems were detrimental to their schoolwork.

Among standard 10 pupils, 20 percent indicated study problems, 15 percent personal problems, 15 percent residence problems, 10 percent family problems, and 10 percent school problems.

From these figures, the Council has deduced that more than half the standard 10 pupils in these problems, which are of such a nature that they could be detrimental to their schoolwork.

The extent of personal and study problems as a whole, it is a matter of which school personnel and parents should take cognisance.

The Council recommends a survey of the number of pupils who reach standard 10 but having mastered basic skills in, for instance, language, reading and arithmetic.

It appears that the knowledge of spelling, grammar, and punctuation, and/or mathematical computations of 32.9 percent and 38.6 percent of standard 10 pupils respectively is such that it has a detrimental effect on their schoolwork.

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

The question may well be asked: To what extent this inadequate knowledge may influence their further study and occupational careers.
Deur WILLIE VAN BREA

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

VERSUKING

Daar was ook 'n duidelike verskuwing in die poste waarin Bantoes benut word. Swart werkers het die vin-

ligst toegeneem in die hoër vlakke van geskoolde, klerklike, toegesiggaande, halfgeskoolde en vakkundi-
ge poste. Dit het geskied ten koste van ongeskoolde poste waarin nog steeds 69,2 p.s van hulle werkzaam is.

As hierdie tendens moet voortdure, wat in alle waarskynlikheid die geval sal wees, sal swart werkers nie alleen die verantwoordelijkheid hé om hulle te boksaam vir die hoërla-

vlakwerk nie, maar ook aanpassings moet maak in hulle benadering tot werk. Die belangrikste aanpassings sal egter deur werkgewers gemaak moet word in hulle bestuursbenadering tot die benutting van swart arbeid.

Prof. Langenhoven se voorts dat om die tekorte aan hoërvlak-mannekrag die hoof te bed, die swart werker in staat te stel om sy posisie te verbeter en die hoër loon wat nu î in elke geval aan hom betaal moet word te verdien, sal die

swart werker in toename die mate in hoërvlak-werk gebruik moet word en Swart wer-

kers wat oor die potensiaal beskik, behoorlik gekëier, opgelei en by die organisasies ingestel moet word.

PARLEMENT

Die skrywer wys voorts daarop dat personeelbe-

stuurasigluitinge tans nog in 'n groot mate dieel kler-

klike persone verrig word. Slegs 16 b.p.s van die blankes wat hierdie spesialistlike funk-

tie vervul, is gegradeer. Op hierdie terrein is groot ruimte vir verbetering.

Hierdie ondersoek vorm deel van 'n reeks onder-

soeke wat die Afdeling Personeelnavorsing van die Uni-

versiteit van die Oranje-

Vrystaat tans onderneem om verskeie aspekte van die benutting van swart arbeid. Hierdie ondersoek is vooraf-

gegaan deur 'n ondersoek op die funksionering van skakel- en werkgeesie in Suid-Afrika, 'n ondersoek wat wye publisiteit geniet het en ook in die Parlement weerklink gevind het.

Die Afdeling Personeel-

navorsing stel beide hierdie verslae aan belangstellende beskikbaar teen 'n be-

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

"The Minister of Labour, giving recent statistics in Parliament, quoted, the economically active portion of the current African population as at December, 1974, as being 6.5 million."

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

**Jobless**

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

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

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

**Problem**

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

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

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

Labour Reporter

One of South Africa’s largest employers, the Anglo American Corporation, has re-organised its labour relations structure to counter future labour tension. Announcing the establishment of a “manpower resources division” in his chairman’s statement today, Mr Harry Oppenheimer said South Africa faced a period of change in its industrial structure. In South Africa, the matter was complicated by race, colour and political attitudes.

“It would be wrong to expect that we can do this without tension, friction and some disturbance, but it would be an even greater mistake not to try.” Mr Oppenheimer said. The new manpower resources division — serving all associated mining and industrial companies — will provide a comprehensive personnel service, wages and working conditions, communication, job evaluation, training, Black advancement and the elimination of race discrimination, among other things.

Refferring to the wage gap, Mr Oppenheimer said “This is of particular concern in these times of almost violent inflation.” It was important to remember that an increase of, say, 50 percent in Black wages and 10 percent in White wages still meant that in absolute terms the gap was actually widening. Mr Oppenheimer said.

1. Manpower
2. Wages
3. Industrial relations
4. Race relations
Seven Black specialists quit

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

The seven, all men with bachelor or honours degrees, left the industrial ethnology division of Personnel Research because so many jobs in this field had been created in industry, according to the latest report of the Council for Scientific and Industrial Research (CSIR).

Their work entailed interviewing Black subjects in studies of attitude and morale, absenteeism, labour turnover and motivation. The staff had stayed in the same jobs for many years, but with the recent changes in commerce and industry, there were now many openings for Blacks in the personnel management field, said the CSIR.
Keep Portuguese, urges Seifisa chief

He said that last week Seifisa and the Department of the Interior had held a final discussion on clarifying the manner in which Portuguese labour may be employed in South Africa.

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

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

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

Spokesmen for several industries affiliated to Seifisa yesterday confirmed they had written to Mr. Drummond both on behalf of Portuguese employees on temporary residence permits and of those queuing up in Lourenco Marques for permission to cross the border.

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

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

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

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

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

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

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

The solution is to upgrade Black productivity, skills, and wages.

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

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

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

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

De Villiers points out that many critics usually stress statutory job reservation to the exclusion of job reservation imposed by the trade unions. Clearly, the most effective method of job reservation is that enforced by workers closing their ranks.

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

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

Written, as it is, by a top mining man with wide practical experience, the book contains many useful insights, though some of De Villiers' preconceptions may be difficult to accept.

What, for instance, is a "multinational economy"?

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

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

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

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

(Author's italics)

But when one takes into account the complexities, migrant labour, the compound system, pass laws, restrictions on apprenticeship, the denial of trade union rights, and meaningful political rights, who can expect him to conclude anything else?
Women must come out of the kitchen, says Mr van Niekerk

South Africa has the capacity to reduce its rate of infant mortality, if it can increase the productivity of its population — why the call now is to "come out and save the cradle" — instead of enjoinder to stay at home.

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

Speaking at the bi-annual conference of the Housewives League held in Bedfordview last week, Mr van Niekerk said women had made a significant contribution to making the economy, and society could only benefit from women's involvement.

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

Doubled

Mr van Niekerk said women were going to have a prominent role in the future of agriculture.

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

At present, women constituted only 20.7 percent of the total labour force.

Yet, the 1976 national census showed that of 4.4 million matriculants who passed in the first chance exam, 80 percent were girls.

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

In further analysis, the National Institute of Development Planning suggested that the current school structures were not producing enough trained manpower.

Revised figures indicated that only 28 percent of the higher education places in the country were taken by women.

The report noted as of 1977, 33 percent of school leavers only passed the National Senior Certificate and were not likely to gain employment.

Balance

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

"The current structure of education places an emphasis on 'productive' women."

A change in the outlook was noted as there was a positive correlation between the educational levels and infant mortality rate.

"The number of working women doubled during the last 10 years. In 20 years, South Africa will have a large reserve of married women.

"If we change the position of women in society, we can create a large labour market which offers a wide variety of skilled and semi-skilled work, but which no longer require physical strength but depend on manual dexterity and speed abilities at which women excel."

Women should be given more opportunities and be able to make more effective contributions to the economic life of the country.

Changed

Mr van Niekerk said that in modern industrial society the family functioned as an economic unit. The traditional roles of members of the family have changed as the post mothers' dual roles. All members of the family who shared in the family's proceeds now had to do their share of the work in the upkeep of the household. Thus, giving them the opportunity to fulfill an economic role.

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

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

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

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

Influence

Mr Van Niekerk urged women to take up the responsibility concerning the future of their families. He said, "must offer themselves as candidates at all levels of public office to exert any real influence on the national scene."

"They should not only
'Abandon labour apartheid'

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

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

Dr Reyners said a constant reappraisal was needed of social and legislative restrictions which impinged on the more productive two thirds of the total labour force.

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

The preservation of Blacks for greater participation in the economy was the first requirement for adequate future growth. This demanded the progressive abrogation of job discrimination and more flexible supply of influx control.

The position of the Black man, Dr Reyners said, had to be better understood. The Black was not a brainless, lazy, thieving leper, but a hard-working family man and had to be treated as such.

On the part of the Black man, it was necessary to show that he would work harder, and that grade four was not the limit of his educational capacity.

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

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

This was the warning given by Mr. Israel Abraham, former deputy chairman of Nedbank and Chief UAL officer, who addressed the change orientation and planning seminar of the Stellenbosch Graduate School of Business in Durbarm. "Stop talking about something like blacks, just do it," he said.

As a matter of priority, he said, "get skilled" and rather think in terms of training unskilled labour.

He said that in the past many businesses had sheltered behind the policies of the government which they could have been training unskilled labour. But Mr. Abraham added that, while industry had its part to play, "the problem is so enormous that industry cannot do it alone."

We need new thinking on our whole education and infrastructure and we have to start now," he warned.

He said that "we need to turn our attention to the redistribution of the middle class - the root of capitalism was taking place and that the world is changing systems."

Mr. Abraham was the third speaker at the seminar to warn that South Africa could expect another period of high inflation. Two bankers had warned that a "fashion boom" in which the world is being psychologically caught will probably cause an inflation rate in South Africa of about 25% in 1978.

Mr. Abraham said that the "restoration" processes will be difficult and that the 1978 inflation rate will be very destabilizing.

In reply to a question, Mr. Abraham said that, paraphrasing Mr. Ndebele, that the inflation in the sense in which it had traditionally been used, was "not a question of something new that had happened, the world over, short-term money had gone into property and the bubble was in danger of bursting."

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

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

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

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

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

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

Coloured, Indian and Black could also be used to overcome labour shortages.

Professor Cloete suggested that small local authorities should amalgamate to pool their resources to improve their labour position.
Whites/Coloureds/Asians/Bantu economically active

346 Mr G H WADDELL asked the Minister of Statistics

(1) How many (a) White, (b) Coloured, (c) Asian and (d) Bantu persons in the economically active age group had Std VI, Std VIII, Std X, diploma and degree qualifications, respectively, in the latest year for which statistics are available?

(2) In respect of what year is this information given.

The MINISTER OF STATISTICS

(1) (a) Whites between the ages 20-64 with Std VI, 514,248, Std VIII, 629,240, Std X, 479,362, diploma, 186,886, degree, 47,942.

(b) Coloureds between the ages 20-64 with Std VI, 176,192, Std VIII, 48,297, Std X, 10,777, diploma, 13,969, degree, 1,044.

(c) Asians between the ages 20-64 with Std VI, 73,643, Std VIII, 27,811, Std X, 12,157, diploma, 4,963, degree, 2,377.

(d) Bantu between the ages 20-64 with Std VI, 838,131, Std VIII, 243,363, Std X, 28,539, diploma, 38,421, degree, 1,373.

(2) These figures are in respect of 1970. Std VI includes Std VII and Std VIII includes Std IX. White, Coloured and Asian 15-19 years of age not available.
Bantu workers in agriculture recruited for other Labour

Q 1185

17 June 1975

Mrs H SUZMAN asked the Minister of Bantu Administration and Development:

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

(2) whether he will make a statement on the matter.

The DEPUTY MINISTER OF BANTU AFFAIRS

(1) (a) and (b) Mines and other sectors of the economy are not permitted to recruit Bantu workers in agriculture directly. Unemployed Bantu may under certain circumstances be recruited in collaboration with the labour bureau system.

(2) No
SOUTH Africa's most crucial labour problem lies with the "enormous growth rate" of the Black population, says a study on the Black Worker of South Africa released by the African Institute recently.

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

It is also, however, curiously untechnical of Government policy and legislation and on the White attitudes that shaped labour laws and practices. Thus flaws have significantly diminished the objectivity of this study by Dr. G. M. E. Leitner and Dr. W. J. Breitenbach."

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

**DUALISM**

The dualism in South Africa has been artificially perpetuated by law and law-sanctioned local attitudes.

Dualism, it has been said, exists because of a deliberate policy of non-recognition of the Black population. Discussing the evolution of the labour pattern, the authors contend that the operation of market forces came, in one measure, to be displaced by the convention that a White man's wage was usually five to ten times the wage of a black man. This study then states how Africans and their historical struggle have been addressed in the field of education and training to expedite occupational change is a moot point.

Quite apart from the fact that the authors seem to contradict this conclusion later, they make no mention of the philosophy behind Bantu Education as enunciated by Dr. Verwoerd in the 1950s.

The Minister of Native Affairs, Dr. Verwoerd, said Africans could have been done in the field of education and training to expedite occupational change is a moot point.

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

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

Other academics believe that the disparity in earnings does have a racial factor, and it was pointed out recently that in Europe and the United States, the unskilled White-to-skilled wage ratio was about 1:1. This book quotes figures of 3:1 to 4:1 for Whites and Blacks who are both unskilled.

In effect, this study is saying that because the average White earns 3 times more than an African, he is 5 times more skilled. These are hosts of reasons for not having skills, and the authors acknowledge that most Whites are overpaid.

**EDUCATION**

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

He noted that in a survey of Durban among 100 large firms, it was shown that where Blacks replaced Whites, 25 percent of the firms had increases in productivity and efficiency comparable with a mere ten percent that had decreases.

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

They do not, for instance, show that the average amount spent educating Whites is about R160 a year while that for each African is about R57. While it enumerates the trade and technical schools available for Africans, they do not show that the times smaller population has also eight times more technical and trade schools.

Finally, the African Institute's review of the book's jacket only makes the "simplistic" view of the situation taken by journalists is the study has no place in Press reference and suggestions.
White jobs assurance

Cape Times Correspondent

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

Mr Viljoen was addressing a National Party meeting in the Geel water constituency — to be the centre of a by-election tomorrow.

"The fact of the matter is that we do not have enough White workers to do all the work and must make ever greater use of the Bantu," said Mr Viljoen.

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

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

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

Warnings from Durban

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

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

His attitude was poles apart from that of Nedset's group economic services manager, Merion Dagut. He sees the problem of raising the poor's living standards as urgent, if not immediate.

Required changes, he said, would be helped by government's intensified efforts to make economic decentralisation work, as would steps taken to give Black political evolution credibility. But trends suggest increases in the real incomes of Blacks are likely to be at the expense of private sector, not only industrial, but also commercial investment. And because they were more likely to be spent than saved or taxed away, they would diminish the proportional pool of savings available to finance investment.

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

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

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

Thorne sees a prime need as giving a true rate for the job in the more skilled areas. If an African, for instance, doing half a White artisan's job he ought to get half the White's pay — not just a minimum wage.

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

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

Is my cheque enough to buy food for the month?
Homeland investments to be protected—Adendorff

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

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

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

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

He added that the establishment of industries was being encouraged in 20 growth points in border areas as well as the homelands, but the establishment of industries at other was also encouraged on condition they did not require provision of expensive infrastructure.

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

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

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

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

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

The corporations was limited functions, initial would be established later this year.

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

"This step will ensure a direct involvement by the various homeland authorities and will lead to greater understanding and a further increase in development tempo," Dr Adendorff said that although his corporation felt economic development in the homelands must be accomplished by the blacks themselves, with the aid of the corporation, "it has been found that the blacks are generally unable or unwilling to tackle new undertakings of large format."

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

The fall of the moderating influence of the Rainy Season will be noticed in the weather, which will be generally dry. The grass will be green, and the country will be fertile.

If we compare the past 10 years, we find that the population has increased by 25%. This is due to the fact that the land is more fertile, and the rainfall has been more reliable.

The government has decided to implement an extensive program to improve the infrastructure in the rural areas. This will include the construction of new roads and bridges, as well as the provision of basic services such as electricity and water.

The rural areas are expected to benefit significantly from this program. The improved infrastructure will attract more investment, leading to increased economic growth.

Some areas are already experiencing a boom due to this program. The government has set aside a large amount of money to fund the project. The private sector is alsoexpected to contribute significantly.

The program is expected to create many jobs, particularly in the construction sector. This will have a positive impact on the local economy.

In conclusion, the government's decision to improve the infrastructure in the rural areas is expected to have a significant positive impact on the economy. With the increased population and improved infrastructure, we can expect to see a significant increase in economic growth in the coming years.
R1.6 billion on homelands

Phatudi

Stabiliy

In preparing the text of a new constitutional paper, the government has been
more than R1.6 billion invested in the homelands by com-
mentary incentives such as
low-interest loans, tender
privileges, liberal tax holiday promises.

"Our political stability and enviable, our labour
peace unbelievable and uncompetitive opportunities are
continuing.

Stability

It is safe to say that your managerial skills together with our raw mater-
ial potential, adequate resources and a surface, re-
source would combine to the optimum type of
industrial undertaking so much sought by shareholders.

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

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

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

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

But he added: “Employees are expected to pay a fair wage for a fair day’s work.”

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

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

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

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

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

The Bantu Investment Corporation calculated that it would be able to provide 10,000 industrial jobs a year from its own funds (R60m.)

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

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

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

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

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

He said that he was convinced that barring unforeseen circumstances, the stability of capital invested in South Africa would be “much greater.”
Recruiting in Europe—why isn't it easier?

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

You fly into London's Heathrow Airport, more often than not, from the east, passing over Westminster itself. You fly out again, more often than not, toward the west, banking for a course south around Windsor Castle.

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

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

The sprawl is called Slough.

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

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

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

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

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

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

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

So what are the problems?

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

It is not an objection to be dismissed lightly, though. In recruiting a man, you are probably asking him
The competition is fierce Sometimes it is cut-throat. In English newspapers in recent weeks professional men and industrial executives have been wooed with huge and almost irresistible carrots dangled by countries desperate for the brains and experience which they have had no time to develop for themselves.

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

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

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

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

And How and Where and Who.

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

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

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

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

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

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

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

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

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

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

For, if you can't, you see, you have no way of telling how well he is likely to fare with your company in South Africa. Neither will you be able to make full use of his circumstances in Italy as an aid to "selling" him on South Africa — by comparing his situation where he is now with what he can anticipate working for you.

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

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

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

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

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

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

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

About 300 White managers are expected to attend the symposium, which has been organized by the Personnel Management School's association of past students.

A panel of experts—Mr. David Jackson, executive director of the Institute of Personnel Management; Mr..Cor van Heerden, Personnel Manager; Tiger Oosthuizen, National Milling Company's head of personnel; and Mr. Willy Batsa, Personnel Relations officer at Robbert Construction Ltd.—will discuss the 'white-collar explosion of Black South Africa and new opportunities for Black aspirations while meeting the manpower needs of commerce and industry.'

Serious

"This is a serious attempt to gain a better understanding of how the Black executive sees his future and how he can contribute to White progress," says Mr. van Heerden.

Glass, head of Damalulela Management School, says, "We called in Mr. Mphahlele because it seemed quite illogical to use a White chairman for a symposium that closely involved Black thinking and aspirations," he added.

Mr. Mphahlele, a sociology graduate of Cape Town, currently in an advertising agency, carries the charge of consumer product advertising in the 'African market at Lintas.'
Black jobs progress 'key to our survival'

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

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

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

Speaking to the symposium was Mr Gert van Heerden, group personnel manager for a large mining concern. His audience consisted of more than 300 businessmen and executives.

The symposium was organised by the Danellin Management School and profits went to the TEMCH. Fund.

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

Climate

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

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

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

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

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

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

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

"These are the Whites who feel most threatened by Black advancement. Their job is to disenfranchise and they are told they can never be a Black worker," Mr van Heerden explained.

Competent

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

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

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

"They think the Black has to be cared for because of his incompatibility attitude towards accepting more senior positions. The Black will not emerge from this position of sympathy unless he is appointed, after the necessary training to do skilled work.

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

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

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

"The sharing of the country's economic needs can only succeed if a common goal is appreciated. More than mere recognition of economic needs is required if the Black man is to be satisfied, said Mr Wally Bever, senior industrial relations officer for a large construction firm.

"When you tell me there is a better job opportunity for me I will in the face of possible strike threat," Mr van Heerden asked.

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

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

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

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

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

"Faith and wisdom teach us we must accept and even work for change. As surely as the sun rises tomorrow, life, survival and progress depends on the effective merits of all our peoples."
Do not write in this margin

Makower are reported as to have been taken shock at the fact that the Act now seems to provide for the payment of "assured whatever" for Whites and Indians. It must be registered with the South African Labour Act, and any laborers who fail to file a labor book must be penalized. The Act as presently in operation does not provide for a private registry office for laborers. The Industrial Registrar, de Villiers, says that the Act is not to be regarded as a private registry office, and that the Act must be properly understood.

THE LAW SAYS...

Industrial Registrar, de Villiers, gives the following conditions which must be complied with if a business is to be regarded as a private registry office:

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

been continuing consultation on the matter with our attorneys and senior counsel. Furthermore, when we started up in 1967 we had the Labour Department help us in the set up. We work strictly within their parameters.

Makower, MacKay, and Kelly Co., reports much the same. Indeed, he has shown the MacKay letter from the Labour Department dated back to 1969 stating that his company is not a private registry office in terms of the Act.

De Villiers, however, maintains his standpoint and the situation remains. We will read, he says, if a public case is brought to our notice. The company will then have the choice of responding or not.

And who is entitled to lodge a complaint? "Any member of the public can bring a case to our notice," he says.
Some of apartheid’s costs can be measured, others cannot. But there is little doubt that they far outweigh the alleged benefits.

Costs and benefits

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

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

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

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

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

Colour bar

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

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

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

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

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

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

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

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

But one wonders if the message from the military has got through to the Cabinet. In the current fiscal year the increase in military spending (R256m) is much more than the total to be spent on Bantu Education (R15bn) for a long way towards winning hearts and minds, it would lay the foundations for a better African labour force. A major cause of low productivity in SA is the failure over the years to provide proper education for the bulk of our workers. The drop-out rate for African school-children is still appallingly high: only a tenth of those starting school reach the secondary standards. A Rand “saved” by penny-pinching the African education budget 10 years ago is probably R10 in lost productivity now.

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

- Prisons and pass laws. It’s also worth taking a look at prisons. The 1973-76 Budget voted on Revenue Account is R66m, with an expected daily prison population of 99,000, costing taxpayers R83c per prisoner per day. On Loan Account R12bn has been voted for the extension and improvement of existing and the construction of new prisons, with a staggering amount of R149m “to be provided later”.

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

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

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

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

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

In short, if SA is to apartheid itself, it needs a cost-benefit analysis. SA has some tolerable liberated towns. They see the prospect of a rule coming to Rhodesia, and the prospect of a settlement in South-West Africa.

None of these events will be untouched. Nor are Transkei, Bophuthatswana, the desegregation of the Malan Theatre, the opening of hotels to favoured Blacks, or Botha's promises to the UN going to come about — or, as P W Botha stated, "there are hearts and minds."

The battle is really a social one — and therefore a political one — and the most obvious. White Africans must know in their hearts that this battle can only be won by the abandonment of apartheid forms.
Rapid development for industrial peace

Financial Reporter

The increased demand for industrial development was discussed by the Deputy Chairman of the Department of Industrial Development, Mr Settor, in his recent address to the Industrial Liaison Committee. He emphasized the importance of industrial development for national security and economic growth.

"The increased demand for industrial development is critical," he said. "We must move forward quickly to meet the needs of our growing population and to ensure industrial peace." He highlighted the need for industrial development to be coupled with agricultural development to ensure food security.

Mr Settor also discussed the importance of foreign exchange, which he said must be managed carefully. "Foreign exchange is crucial," he said. "We must use it wisely to support our industrial development." He emphasized the need for prudent management of foreign exchange reserves.

Mr Settor concluded his address by stressing the importance of political stability for industrial peace. "Political stability is essential," he said. "We must work towards creating an environment that is conducive to industrial development and peace." He encouraged all stakeholders to work together to achieve this goal.

Roy Settor
utilises labour
[Content of the image is not legible or is not relevant to the query.]
At the moment about 120 operate in Johannesburg alone, and occupy 50 Yellow Pages between employers' organisations and manpower services, personnel consultants - the titles vary according to function, which can be all encompassing or extremely specialised. Just about all are in the business of providing clients with labour - for a fee.

Which can be steep. The fee structure of one large consultant, for example, shows the cost of providing an employer with a permanent staff member varies from 6% - 8% of the employee's annual salary. A top secretary earning R5,000 a year will cost R42, and the higher the salary the higher the fee. Other consultants have similar fee structures.

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

But as Dave Jackson, executive director of the Institute of Personnel Management, points out, 'the calibre and acceptability of the service varies enormously. In some cases it's well worth it, but you can end up with a bad secretary for far more than R42.'

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

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

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

If, however, the consultants kept some form of record of applicants for a specific job after that job had been filled, this would constitute a network of work seekers and the company, it is feared, could be regarded as a private registry office, hence unenactable. The situation appears to vary from one company to another which is odd.

Another concern all consultants that is a feature of the IPM and Kelly Girl is the number of employees who are allowed to contract-out staff. This, they say, is a practice, which should be controlled and made subject to a code of conduct.

Neville Mackay, however, does not consider that, in most cases, this is a problem. "What we do is provide the service they want. What we do is provide the service they want. What we do is provide the service they want. What we do is provide the service they want. What we do is provide the service they want. What we do is provide the service they want."
Greater use made of black labour

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

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

In the five years between March, 1970 and March this year, the number of workers employed in the mining and quarrying industry in manufacturing, in construction, electricity, transport and communications, increased by 253,208, according to the Department's figures.

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

The number of additional African workers employed during the five years was 250,500, Coloureds 44,355 and Asians 10,935 — a total of 250,500.

The total employed in the six categories in March this year was 2,723,937, including 588,395 whites and 2,135,602 blacks.

African workers made up almost two-thirds of the total work force — 1,730,431 — Coloureds totalled 308,604, and Asians 90,567.

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

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

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

Trade unions spoke of the dangers of industrial unrest if black workers were fragmented and were deprived of the right of collective bargaining and all the other worker rights embodied in the industrial conciliation legislation.

— DDC
‘Upgrade Blacks or else’ warning

INDUSTRIAL Reporter NAPALACREY 1/1978

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

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

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

To increase the local proportion to 6.5 percent by 1986 would require the employment of 700,000 "upper echelon persons." Even if 30,000 immigrants entered a year, the workers would be about 40 percent of the population and there would not be enough skilled persons.

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

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

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

"An urgent offensive to train and raise the skills of all South Africa is needed." Dealing with capital requirements for future growth, Mr. Abrahamse said the economy would destroy itself with inflation and 'bottle necks unless priorities were established: The country had never saved sufficient to supply its own needs and it would be necessary to look to foreign lenders for funds. South Africa was not over borrowed abroad."
Minister's pledge on Black labour

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

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

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

Referring to the need for training to improve productivity, Mr Viljoen said one of the most important facets of training was learning to communicate at all levels. Workers should know exactly what was expected of them.

Good communications reduced tension and made better productivity possible.

A recent survey by the University of the Orange Free State had shown that communications systems could be improved in 97.4 percent of South African firms.

It was the Government's aim that all workers, regardless of race, should enjoy rising standards of living. Increased labour costs, without corresponding increases in productivity, however, were causing much of the wage-push inflation plaguing many Western countries.

The convention continues until Wednesday.
Make better use of Blacks, says Viljoen

CAPE TOWN. — The Government was anxious that Black labour should be used more productively, the Minister of Labour, Mr Marais Viljoen, said yesterday.

Opening the 1975 National convention of the Institute for Personnel Management, the Minister said there had been cases of impressive progress in this respect.

Having provided the statutory framework for negotiation between employers and employees, the Government wished to keep itself out of the actual bargaining as far as possible.

It tried to improve the productive use of labour mainly through providing training facilities and supporting training facilities provided by the private sector.

SECURITY

This meant, the Government was not prepared to force workers in White areas to make concessions for traditional work patterns if they felt this would undermine their job security.

It also meant the Government did not stand in the way of Blacks moving into more skilled jobs in which they could earn higher wages, provided these changes came about in an orderly way and with the agreement of the trade unions.

But the Government realised it was of little use if new and more opportunities were to be created for Black workers if they were not able to take advantage of the opportunities through lack of training, the Minister said.

For this reason the Government had recently appointed an inter-departmental committee under the chairmanship of the Secretary for Bantu Education whose recommendations had led to facilities to train Black workers in certain work categories in White metropolitan areas.

AIDS

As an example of the more effective use of Black labour, the Minister mentioned agreements between the mining industry and trade unions involved concerning the employment of miners' aids and artisans' aids.

Within the framework of its policy, the Government strongly favoured job advancement for less skilled workers that resulted in better use of labour resources.

This must reduce inflation and benefit economic growth, he said — Sapa.
SOUTH AFRICA's 1959 — and even in the years after — has always been a key factor in its political development.

Equally job reservations on the basis of race and restricted trade union membership have long troubled its economic growth and contributed to the unacceptably high levels of unemployment in the black community.

The stabilization of the industrial labour force, by the year 2000, will require the Government to take a much firmer stand against the exploitation of workers, despite the fact that it is not always easy to do so.

Key elements in the policy are:

- The greater participation of women in the economic life of the country.
- The extension of the formal sector to absorb women workers.
- The coordination of the policies and practices at present ad
dministered by the Government departments — Bantu Administration, Labour, Health, and Mines.

The need for a policy — with its associated economic policies — is evident from the fact that in 1959, the unemployment rate was estimated to be 25%.

SOUTH AFRICA'S economic growth and prosperity depend on the stability of its labour force.

The question of unemployment and underemployment is a problem that has to be faced by the Government and the employers' organizations.

Stable industrial relations were vital to South Africa's economic growth and prosperity, as he said. It was essential to plan for the orderly development of future labour policy.

Training

Essential components should be the planned development of the economy to provide work opportunities at the rate which would meet rising expectations and raise living standards. The development of training and management practices to increase productivity, and the optimum geographic distribution of wealth.

A final essential element is the "meaningful participation of all workers to underline the future of industrial peace".

In the light of this, few would doubt that the policy package which his chamber is considering is — as he says — "of central importance to all sections of the community'.

One of the key elements in the recommendations is the rapid improvement of Black skills, including a more larger Government contribution to pre-employment training programmes, basic education, and training for all race groups, while more attention and resources should be given to training to afford workers the opportunity to change careers, acquire new skills and return to work after a break in services.

The greatest need for technicians, supervisors, and operators in the textile industry is evident from the fact that nearly half a million more than 70 job seekers will be employed in the next year. This is a substantial proportion of whom a substantial portion will have to be employed outside the factories.

Black unemployed constitutes 22% per cent of the total labour force, by the year 2000, that figure too, will rise to a total demand for trained labour will be severely strained. From the White Commonwealth countries it has been estimated that this will be a matter of responsibility for the development policy which the Chamber is considering submitting to both the Government and the employers' organizations.

On the question of geographical mobility, the policy does not call for the "unqualified removal of influx control", but for the "streamlining of procedures to eliminate friction and delays".

Suggestions here include the practical application of the Bantu Administration Board system, in theory, permits a greater mobility of Black labour, improved working of labour bureaux and the physical separation of offices administering influx control.

In its present form, the migratory labour system is not conducive to optimum labour practices and sound labour relations and should be modified. Suggestions include the improvement of committees to allow the workers to visit their family on a weekly or monthly basis. Where this is not possible, the committee recommends that workers — with a history of employment in industry and certain minimum educational status — be allowed to reside in White areas on a family basis, although not allowing them to work. Industry should be allowed to acquire workers on a term basis, the one-year contract system should be amended and the migrant worker system as it exists at present gradually phased out.

Clear need

Explaining the policy on industrial relations, Mr. Reynolds says that it is incumbent on employers to make full use of the work and union committees systems, but that to the extent that the aspirations of Black workers are not met through the system there is a need for an authority, in the course of legal recognition of those aspirations.

This should be where, it is clear, the attitudes and objectives of Black we are not to be, in the national interest.

The real growing belief sections of South Africa can industry that involvement in trade union activity is inevitable. It is not an option, and the Government must ensure that the place be included in any "manner," while future recognition not be given to trade unions, or any obstacle not be placed in that way.

Re-entry

On the question of wages, he said while these were determined by factors of demand, supply, price, and the ability of players to pay, incumbent on the Government to fix minimum levels "at least in line with the necessities of" to recognize the through rising at the standard of the day. A further recommendation was that the Government determine the differential index for regions to players in order to.

One of the major effect policies is to put the balance in industry. The threat of inflation in its own national interest...
Manpower 'the key to race question'

It is increasingly apparent that an equitable solution to South Africa's manpower problems would go a long way towards solving the race relations question as well.

That is how Mr Robert Kraft, economist and assistant general secretary of the National Union of South Africa, sees the framework of a far-reaching national development policy being drafted by organised industry.

The phasing out of the migrant labour system is one of the key elements of this framework, disclosed at the weekend by Dr H. J. J. Reynders, director of the Federated Chamber of Industries.

Dr. Reynders stressed today that his policy outlines which aim to promote change within South Africa's existing political framework, had yet to be completed.

"But I believe it is compatible with recent statements from Government quarters," he added.

Changes being sought in the chamber's draft proposals in order to promote economic growth include:

- **Job reservation**
  - Greater geographical and occupational mobility of workers;
  - The improvement of skills in the total labour force;
  - The relaxation of statutory and traditional job reservation;
  - The preparation of Black workers for more meaningful involvement in the collective bargaining process;
  - The fixing of minimum wage levels in accordance with the basic necessities of life;
  - The extension of the total labour force of adequate unemployment, pension and sickness benefit schemes;
  - The abolition of discrimination against women in the labour market; and
  - The coordination of the labour policies and practices at present administered by the Government departments, Bantu Administration, Labour, Health and Mines.
Inflation through Black job ceiling

Labour Reporter

Unnecessary ceilings to Black advancement deny South Africa the full use of her most effective weapon against inflation, says a leading economist.

"South Africa cannot attain her economic objectives without an accelerated change in attitudes to Black job advancement," says Dr G. Jan Hupkes.

"Another expert, Professor C H Wyedham of Witwatersrand University, says White displacement by Blacks in skilled work is out of the question. The skills gap is too large.

Arguments

The detailed arguments of both men, and of other experts on the state of

"Even the conservatives begin to realise that their own livelihood depends on Blacks advancement rather than being threatened by it," Mr Kraft added.
The company, which is on the cutting edge of technology, is to be sold to a foreign company. The executive chairman of the company told his Business Associates that the sale was expected to provide a new source of capital. He emphasized that while increased capital investment was vital for the continued growth of the company, the number of skilled workers was limited. The company was facing an extreme shortage of skilled workers.

This was confirmed by the number of registered unemployed Whites, Coloured people, and Asians stood at under 11,000 — about 0.5 percent of the labour force in these groups.

The comparable number in America was 20 million, or eight percent.

"An urgent offensive to train and raise the skills of all in South Africa is needed," he said. "The number of registered unemployed Whites, Coloured people, and Asians stood at under 11,000 — about 0.5 percent of the labour force in these groups."

"Only 5 percent of the economically active population of South Africa holds professional, technical, and upper management jobs against 12 percent in Britain, 17 percent in Australia and 22 percent in America."

To raise the South African proportion to only 6.5 percent by 1980 would require employing 700,000 upper echelon people.

This could be done only if more Black, Coloured, and Asian people were educated and upskilled, he said. Mr. Abrahamse called out the country would remain mired in the mud in 1968, 1969, 1970, and 1971 if the pace of this training is not properly continued. He said: "The pace of this training and development is not being maintained. It has not been fast enough and must be accelerated."
Strong Govt backing for unskilled

John Patten, Political Correspondent

A Cabinet Minister today described the improved use of Black and Brown labour as "one of the major challenges facing South Africa during the rest of the century."

Affairs, Mr S P Botha, dismissed immigration, as "far more than a partial solution," to the "scarcity of high-level manpower, the foremost limiting factor on South Africa's development potential."

The main solution would have to come from inside in the form of improved use of the large numbers of Black and Brown unskilled and semi-skilled workers "by means of training and the reclassification of work."

PRIORITY

Mr. Botha's speech in Johannesburg today to the Executive Association of South Africa split out in stronger terms than has been the case from the Government, before that labour-training has a priority position in the planning of the economy.

The Minister claimed that scarcity of investment capital was sometimes mentioned as a possible obstacle to a high growth rate. But he was confident that this could be "removed if problems of balance, of payments and shortage of skilled labour could be overcome."

"South Africa can confidently look forward to maintaining a rate of growth of the real gross domestic product of more than 5 percent a year on average for the rest of this century," he added. Sir Botha.
Race laws must change

—Reyners

DR H J REYNERS, executive director of the Federated Chamber of Industries, said in Cape Town yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both Whites and Blacks would have to make radical adjustments in their traditional attitudes.

He said it had to be accepted that the urban populations of South Africa were here to stay and "once we accept this fact our planning for the future must take cognisance of it".

The inevitable changes would mean better training and vocational instruction for the Blacks for higher occupations and induce White workers to accept Blacks as their equals.

He said that four-fifths of the Blacks in South Africa had the characteristics of a stable population, and as far as industry was concerned stability was essential.

"REFUGNANT"

Dealing with the problem of wage discrimination, Dr Reyners said that discrimination between people of different races who perform identical work was "repugnant today".

But certain economic realities had to be considered. Regardless of race or colour the price of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognised that every person required the basic necessities of life.

The most obvious approach to bridging the wage gap was equal pay for equal work regardless of race. But tied up with the problem was job reservation and the fact that most Black and Coloured workers were still unskilled.

"MAJORITY"

This meant that the majority of Black workers would not benefit from the equal pay for equal work approach.

Change had to come but it had to be gradual.

Mr Dave Tromp, personnel manager of the Stellenbosch Farmers' Winery, told the seminar that a single salary and
Million more Africans in SA

Staff Reporter

SOUTH AFRICA'S total population, including homelands, increased by nearly 2.5-million between the 1970 census and the end of last year, according to a population survey by the Bureau of Market Research of the University of South Africa.

At the end of 1974 the total population stood at 24,936,000.

During the five years the increase in the Black population was nearly four times greater than the increase in the White population.

The White growth rate was the lowest of the four population groups at 2.94. The Coloured rate was 2.95; Asian 2.86 and the African rate 2.72.

The White population increase in the period was 350,000, Coloureds 233,000, Asians 88,600 and Africans 1,807,000.

The White population was estimated at 4,156,000 or 16.68 per cent of the total; Coloureds 2,707,000 or 9.25 per cent; Asians 710,000 or 2.85 per cent and Africans 17,761,000 or 71.22 per cent.

These figures show a shrinking of the White population on a percentage basis and an increase in the Coloured and African populations.

A spokesman for the bureau said the new figures were intended to meet the need in commerce and industry for estimates of population distribution and growth in the various economic regions.

The survey shows that of the White areas, Johannesburg and the biggest population and the biggest White population.

The White population exceeded 100,000 in only 10 economic regions. Six of these were in the Pretoria, Witwatersrand, Vereeniging complex. The other four are in Durban, Pietermaritzburg, Port Elizabeth, East London, the Cape Peninsula and the Boland.

The survey says the two most important growth points in South Africa are Newcastle and Richards Bay, where the White population increased respectively by 7.33 per cent and 7.92 per cent a year from 1970 to 1974.

The survey shows that the Whites' percentage share of the total income of all race groups is steadily diminishing.

The total income for Whites, Coloured, Asians and Africans in 1969-70 was R5,928-million. Of this the White share was 69.2 per cent, Coloureds 6.2 per cent, Asians 2.3 per cent and Africans 22.2 per cent.

In 1974-75, the total is estimated at R18,685-million — Whites 64.9, Coloureds 7.2 per cent, Asians 2.6 per cent and Africans 25.3 per cent.

The projected total income for 1978-80 is R31,542 — Whites 60.1 per cent, Coloureds 6.2 per cent, Asians 2.8 per cent and Africans 23.9 per cent.
Where are all the workers?

Why are so many qualified South African women not working? VIVIAN ALLEN takes a look at the latest census report.

Women are qualifying in an ever-widening range of professions from nursery school teachers to mine managers, yet many of them are not working. WHY?

This is the question that arises on studying the latest Department of Statistics publication. This is based on an analysis of the 1970 population census according to the education people had received.

It tabulates all the professions and qualifications and lists how many men and women in each category were "economically active" — in plain English, working — or not.

To return to those mine managers (mine engineers come in the same group) there were 25 of them in 1970, but a further 19 who were qualified were not employed. There were 41 women working with specialized qualifications in mining such as a blasting certificate, and again 28 more who were not working.

At the other end of the scale there were 1,560 qualified nursery school teachers who were working but a staggering 1,600 more were not.

Similar figures apply to the category of social welfare and personnel work: 1,360 working and 1,200 not. Altogether there were half a million economically active women while one and a half million were living at someone else's expense.

Leaving aside the obvious explanations there would on the face of it appear to be a substantial number of women who are prepared to use a husband as a meal ticket for life.

Others could be physically unfit for work, over retiring age, caring for elderly parents or living in remote areas where there was no paid work available, but that still leaves a large number unaccounted for.

The unfair taxation of married women who work has been cited as a reason for qualified women staying at home, but there are factors which contradict this.

Some of the highest-paid women are doctors, yet they have the highest proportion economically active: in 1970 984 women doctors were in paid work while only 321 were not.

When it comes to women with B Scs in Mining Engineering, however, 14 were working while 16 stayed at home. 285 women lawyers were in practice but 237 had given up.

Out of 55,000 women teachers — one of the largest groups of qualified women — a massive 28,000 chose not to work.

Looking at it another way, of the 47 computer programmers not employed, 33 were between 20 and 34. At the same time, of the 92 who were working, 63 were in the same age group. Perhaps baby-minding is not such a factor after all.

So what makes a woman work hard for a qualification and then opt out of the working world?

It is time we knew.
State to back staggered hours working system

PRETORIA — A staggered working hours system — including flexitime — for all major cities in South Africa is going to be officially backed by the Government.

An announcement concerning the system — expected to be introduced first here — will be made by the Department of Planning this week.

An intensive survey into the introduction of the system, which was done by the Department of Planning, was conducted here where both the public and private sector will be encouraged to formulate plans to introduce either a staggered or a flexitime system of a non-compulsory basis.

If the Pretoria experiment proves successful, similar surveys based on the Department of Planning's survey will be undertaken.

One of the keys to the Pretoria plan is the civil service, the largest employers of labour in the city. It is understood that the civil service's commission, and the Department of Planning are working closely to ascertain if changes can be made to the already staggered hours worked in various government departments, including the possible introduction of a flexitime system in some departments.

The system will form part of the overall pattern of changes to reduce peak-hour traffic flow envisaged in the Dry's Report. Initially it aims at reducing the peak-hour motor car flow into the city centres (and later) when the 'Driessen' Commission's recommendations to halve the number of cars entering the cities becomes effective, to ensure a more even flow of commuters on the transport service.

In this connection the needs of both black and white workers will form an important part of the surveys.

By spreading the load on the public transport system, which is expected to become heavier when the recommendations in the Driessen Report are put into effect, a drastic reduction in the number of buses required over the peak hour period and hence a big saving in costs is expected.

The flexitime system, which the department sees as more effective in general, involves being at work at certain times of the day — but there is flexibility on the time of arrival or leaving work, although the same number of hours of work are expected over a given period as under the normal system.
Use of Coloured labour urged

The Deputy Minister of Bantu Development, Mr Raubenheimer, gave a hint last night that stricter regulations may be applied in the Western Cape to force employers to use Coloured instead of Black labour.

Many people, including Nationalists, complained that Coloured workers were no good," he said, "I say that approach must be pushed into the background. Stricter regulations should be made. People must stop themselves to help us in this whole process," Mr Raubenheimer added.

People were still asking for more concessions for Black labour on the excuse that Coloured labour was bad, he said. But the time had come for Coloured labourers to be better trained, and better paid once he was trained.

SYSTEM "EVIL"

Mr Raubenheimer said the migratory labour system was regarded as evil and should be removed. He appealed to farmers to train Coloureds and not to allow Blacks in the Western Cape.

Dealing earlier with bottlenecks in the resettlement of Blacks in the homelands, Mr Raubenheimer said the department's great problem was to get funds. Black spots were being removed first because conditions were not controllable there. Blacks would be resettled in towns where hospitals, schools, business and other facilities would be provided.

AN IMPACT

Sasa and Imbas, which had made an impact on the world because it was said people were forced to go there, now had more people than had been provided for. There was a tremendous shortage of housing and the department was not getting enough money to catch up with the backlog.

People claimed that Blacks did not want to go to the homelands, but Mr Raubenheimer said he could give the assurance that if houses were provided (even without other facilities) Blacks would trek there in their hundreds of thousands.
IT'S OVERTIME... ALL THE TIME

A SURVEY sponsored by the United Nations Educational, Scientific and Cultural Organisation (Unesco) and carried out in 12 countries said that if the wife decides to go out to work — whether full or part-time — she will work nearly 10 hours a week more than her husband.

Almost half the married women in the Western industrialised countries and in Eastern Europe now go out to work, but the survey reported that a sizeable minority of them end up with no free time at all on weekdays, or regard light household tasks like knitting as their relaxation.

Domestic appliances and packaged foods have done little to help, the survey added. In the United States, for example, working mothers spent four and a half hours a day on housework in the late 1960s almost an hour more than in 1952.

"Popular demands on the quality and quantity of household services have risen, together with the development of household technologies and general living standards," the paper said.

"It is true that men's shirts can be much more quickly laundered by washing machine than by hand. However, in the past when all laundry was done by hand the working man may have been satisfied with changing his shirt once or twice a week. Today, he may want to have a fresh shirt every day."

Even convenience foods use up time. The housewife of half a century ago cooked up a big pot which provided several consecutive dinners. Today she has to think up something fresh for every meal.

Shopping takes longer because of the disappearance of the corner grocery store, and rising standards of living have introduced do-it-yourself, which takes up more of women's time.

The survey concluded that labour-saving devices hold out no hope for the emancipation of women.

"The gap between the small share men tend to take in household tasks and the burden women have to bear is far too great," he said.

"Much could be contributed to a satisfactory solution if men changed their attitudes," he added.

"At the moment if the wife goes out to work, it is she rather than the husband who carries the burden of running the home."

The survey found that the higher the educational level of the wife, the more her husband will help her with the housework. This applies, too, to income levels: the better paid the husband, the more he helps, but when he reaches the very top in his profession, he tends to abandon household chores.

Based on the meticulous clocking of many thousands of families as they go about their daily lives, the paper said, that married women lead a duller, more housebound life than their husbands, they work harder and have less free time for their own interests.

From the point of view that it is not discriminatory laws, but what is called the sexual division of labour, the survey condemns women to a humbler life.

In most urban societies, the majority of women get married. Almost all become either full-time housewives or working mothers, and it is here, according to the survey, that sexual repression starts.
Gloomy economists say:
pay rises down, but prices up

By ROLAND STANBRIDGE

END-OF-YEAR salary and wag increases will be kept to a min mum, a SUNDAY TRIBUN survey showed this week.

While the Minister of Econom: Affairs, Mr Chris Heunis, this weeken studied an urgent six-point plan to-fit inflation, economists predict that:
- Prices will continue to go up — despite the Prime Minister's plea
- The Government may then have to take drastic action by forcing traders to freeze prices.
- This could lead to economic chaos by pulling South Africa from inflation into recession.
- The six-point programme now being considered by Mr Heunis could contain the final dea blow to job reservation.

Economists and businessmen throughout the country were buzzing with speculation this week about opening moves in the nationwide campaign against inflation.

But the news for the average salary and wage earner is gloomy.

Among the big employers that yesterday told the Sunday Tribune that their next pay rises would be less than the 14 percent inflation rate were such giants as the Anglo American Corporation, the Chamber Mines, Barclays Bank, Unilever SA and Dunlop SA.

"We'll heed the call"

An Anglo American spokesman said "The corpora tion is well aware of the importance of the fig against inflation and in its annual salary review makes no unquestionably pay proper regard to the Prime Min ister's call for wage restraint."

Unilever stated: "Unilever SA, being a responsible member of the community, will certainly heed the call by the Prime Minister for wage and price restraint."

A spokesman added: "When the PM says inflation is threatening the country's stability and he calls for restraint, you've just got to listen. And you can be sure this is the way everybody is going to react."

Announced the Chamber of Mines: "We welcome the Prime Minister's initiative, and regard it as action to take the heat out of the inflation increas e as a matter of urgency. We shall certainly take this appeal into full account in any consideration we give to wage and salary increases."

And as other employers throughout the country were taking similar policy decisions about pay, Mr Heunis and his special Cabinet Committee on Inflation were preparing to announce their six-point plan.

This includes:
- Slashing Government spending and revising monetary policies.
- Stepping up the training and education of Blacks in White areas.
- Scrutinising and revising all legislation that has a cost increasing effect.
- A plan to increase short-term productivity at the utilisation of labour.
- Slowing down price increases and a virtual pause in the rate to make credit much more expensive.

And they speculated that the legislation revision might contain a move to wipe out job reservation.

And one economist said: "Job reservation is inoperable in many spheres, but where it is applied it creates artificially inflated wages and salaries"
Rise in bank rate?

"It effectively prevents competition for jobs between Blacks and Whites and certainly has a cost increasing effect in terms of the wage bill paid by industries. The economy will benefit if it is scrapped."

Professor Jan Sadie of Stellenbosh University predicted that the Government would take several steps to make credit more expensive and less available.

"They will probably increase the amount of liquid assets that have to be kept by banks so that they have less potential for granting credit to firms and individuals."

"The Central Bank will raise the bank rate and the private banks will follow the example by putting up overdraft rates."

"The Government would also like people to save money and might use increased interest rates as an inducement. They might use the bait of tax-free interest on certain deposits."

Dr John Cloete, chief economist of Barclays National Bank, had a sharp warning for the Government: If it tries to curb inflation too quickly, it could push the country into a depression.

"With real growth already so low, if the Government cuts back too fast on the money supply or too much on its expenditures, it will bring real growth to an end in the economy," he said.

"A fight against inflation has to be approached slowly. As it is there is definitely going to be a deepening of the recession, because wages are going to be cut but prices will continue rising for some time. Only at a later stage, towards the end of the process, will prices start coming down. That will be when producers and retailers find they can't sell their goods."

"But if we want to beat inflation we've got to make these sacrifices."

"We have got to accept a deepening of the recession. I only hope the Government does not overkill it."

"It must not try to stop inflation in one go. It should set a target, try to get it down to about 10 percent by the end of the year, and down to a lower level next year."

Businessmen expect Mr Heunis to announce the full six-point plan within a fortnight.
Employee's taken for a ride
Labour Reporter SIEG HANNIG looks at employment agencies.

"Yes," said Mr Dave Jackson, executive director of the Institute of Personnel Management.

"We know of a great deal of unethical conduct. But it would be a great mistake to tar everybody with the same brush. We would like to promote better use of really worthwhile consultants while eliminating the fly-by-nights."

With this in mind, the IPM has appointed a vice-president in charge of "professionalizing" the personnel consulting field.

The register is to classify three categories of practitioners — personnel consultants, selection consultants, and placement agencies — in line with the different services provided.

Those listed in the...
Jobs for 800 men from homelands

EAST LONDON — There will be job opportunities for about 800 men from the homelands on the construction of a R96 million Caltex oil refinery expansion programme in Cape Town.

This was made clear in Cape Town by the refinery project manager, Mr Bert Hyne, who said the total manpower used on the site, including artisans, would be about 1 500 persons.

About 800 men would be recruited by contractors from the homelands, he said, and the first stage, to improve yields of refined products, is scheduled to be completed by March 1977. The anticipated completion date for the second stage, to increase capacity, is July 1978.

Mr Hyne said Caltex Oil will also need 700 skilled artisans and 55 graduate engineers to work on the site. As there are not that many artisans in the fields needed, it is expected that many will be recruited from overseas.

"Mostly highly qualified coded welders and pipe fitters are needed," he said. "It involves work on miles of high pressure piping, and because of safety factors, tradesmen have to conform to high levels of quality control and rigid standards of performance."

The extensions will double the size of the refinery and increase capacity from 61 000 barrels a day (5 million tons a year) to 105 000 barrels a day (5 million tons a year). The expansion is expected to result in a foreign exchange saving of about R30 million a year.

— BUSINESS EDITOR.
EAST LONDON — Are the physically disabled incapable of work?

No, says Mrs M. Buchalter a social worker who is also the employment officer for the East London and Border Society for the Care of cripples.

"There are a large number of potentially employable people in East London and surrounding areas who are without jobs because employers feel that they will prove unreliable because of their physical disabilities," she said.

This unwillingness to employ disabled people combined with the shortage of suitable jobs is proving to be a serious hindrance to the society's rehabilitation programme.

"There are some firms however which have been particularly co-operative in providing employment for disabled people."

"The finding of suitable employment virtually completes our rehabilitation programme and though we have made appeals to businessmen and employers to notify us if they have suitable vacancies, we have received a limited response," said Mrs Buchalter.

Commenting on a complaint by the Chamber of Commerce to the city council about the number of beggars sitting outside city shops, Mrs Buchalter said "surely the situation would be alleviated if the Chamber of Commerce made some openings for disabled people."

"There's no sheltered employment for disabled coloured or African people in East London and many beggars are not willing to accept offers of employment when made," she said.

She plans to hold a week-long publicity drive called "Hire the Handicapped Week" in which she hopes to make the public aware of the need to employ handicapped people.

"There is a publicity drive of this nature annually in America," she said.

The president of the Cripple Care Society, Mrs M. S. Fuller said physically handicapped people tended to be more reliable as employees than the unhandicapped. "They are aware how difficult it is for someone in their position to get a job and are therefore highly motivated to succeed at their work," she said.

Mrs Buchalter said the society had recently been asked to provide 12 handicapped people for employment at a local firm and that all of them were proving satisfactory as the factory was 'quite accessible to them."

"The other side of the coin is the recent case of a man who lost his job because of his inability to get into office buildings when sent out as a messenger," she said — DDR.
Traffic course for Transkei men

Ten Africans from the Transkei this week started a full-length course at the Divisional Council's training centre for traffic officers at Ottery.

Enthusiastic and proud, these men will form the nucleus of the Transkei's own traffic control force when the homeland becomes independent next year.

They have joined a large class with a number of Coloured traffic officers and three other Africans from Kimberley, and when they have finished their 5 months of intensive instruction will write the same passing-out examination as White traffic officers.

It is an extremely difficult examination and to qualify for their diplomas they will have to achieve a pass with an average of 50 percent in all subjects except criminal law for which 45 percent is required.

In charge of the course are Mr V I C Rhodos of the Divisional Council's Traffic Department and Mr E B Bopshin of the Provincial Traffic Department.

Among the subjects the men have to master are the traffic ordinance regulations, traffic control, criminal law, the Transportation Act, and public relations.

The senior traffic from the Transkei, Mr Phineas Kalifa said the trainees were proud to have been chosen for the course.
Call on support for labour training

Franz Albrecht

In the endeavour to widen the field of training of White and Black workers in the civil engineering industry, the chairman of Grinaker Holdings, Mr Ola W Grinaker, seeks the support of consulting engineers as well as engineers in state, provincial and municipal departments.

He says in the annual report that they can make their contribution by producing more workable specifications, practicable tolerances, structural designs requiring less intricate formwork and by recognising that design should provide for greater use of plant and less labour.

The group's own training programme consists of several permanent schools properly staffed and equipped and trains all racial groups in a full spectrum of activities.

Mr Grinaker says that with the exception of a few activities, the day of the hand craftsmen has been supplanted by production methods using more mechanised techniques.

Just as those in the field are making changes to their construction methods and techniques to accommodate the newly trained semi-skilled Black worker so, too, must the people who are responsible for the design and specifications, he says.

Unless this can be achieved, work will take longer to complete and must inevitably be more costly to the client and the country.

In time South Africa's civil engineering industry will have trained an efficient and productive work force that will sustain the expansion of this sector of the economy for as long as we care to look ahead, he says.

On the prospects for the group he says that it may be difficult to accept the idea of a long-term slow-down, but if this is the case, the group must be in a strong position at the end of it to take advantage of the upturn.

Given the right environment the group will go from strength to strength, he says.

In the year ended June the group's taxed profit was R4 208 000 (1974 R3 698 000), with earnings a share of 89,8c (77,3c), and a dividend total of 27c (23c) a share.
Pretoria—The number of Blacks in the six major labour categories in the past 10 years has increased at a rate six times greater than the White worker increase, according to figures supplied by the Department of Statistics here yesterday.

According to the April 1975, figures the total employed in the manufacturing, construction, and electricity industries, in mining and in the Post by 648,896 against a White worker increase of Blacks is employed in the manufacturing industry—1,049,100 against 294,400 Whites.

Ten years ago in April, 1965, the total employed was 1,957,513. The number of Blacks was 1,504,584 and Whites 453,927.

This means that Black workers have increased by 648,896 against a White worker increase of 105,085.

The largest number of Blacks is employed in the manufacturing industry—1,049,100 against 294,400 Whites.

This is a ratio of about six Blacks to one White and roughly the same ratio applies to the construction industry—269,200 Blacks and 46,600 Whites.

The figures, according to the vice-president of the Trade Union Council of S.A., Mr. Steve Scheepers, indicate an economy leaning progressively more heavily on Black labour. They also indicate the fast growing Black populations in the major industrial areas and the urgent need to improve their social and economic positions.

Mr. Scheepers pointed out that the dangers of an economy growing in great dependence on a Black worker force a large percentage of which was living below, or near to the poverty datum line.
A course to train Blacks to service much of South Africa’s business equipment will be featured at Systems 75.

The Business Equipment Association, whose members employ more than 15,000 people, is to run the course.

Mr V Andries, president of the BEA, said the Government-approved course is designed to give trainees the basic skills, which, after further in-company training, will enable them to service equipment marketed by association members.

He added that the scheme would provide Blacks with ‘meaningful training and career opportunities’ and would create a pool from which the industry could draw trained manpower.

Most of the industry’s service staff operate on customers’ premises, so the BEA is planning a series of tests to select suitably educated trainees.

Since the scheme falls under the Government’s provision for private industrial training, approved training costs, such as the trainees’ pay, will be tax deductible.

The 15-week programme includes courses in mechanics, electronics, technical drawing and the development of manual skills.

Permanent training premises sponsored by Government are being built at Chamdor in Krugersdorp.

The courses will be held in Soweto until the new college is completed.
Black-white labour ratio sextupled in ten years

PRETORIA — The number of blacks in the six major labour categories in the past ten years has increased at a rate six times greater than the white worker increase, according to figures supplied by the Department of Statistics here.

According to the April, 1975, figures, the total employed in the manufacturing, construction and electricity industries, mining, and in the Post Office and SA Railways, was 2,740,442, of which 1,751,778 were black and 588,664 white.

Ten years ago, in April, 1965, the total employed was 1,687,513. The number of blacks was 1,564,536, and whites 483,977.

This means that black workers have increased by 948,136 against a white worker increase of 106,063.

The largest number of blacks is employed in the manufacturing industry — 1,048,100 against 264,400.

This is a rate of about six blacks to one white, and roughly the same rate applies to the construction industry — 333,200 blacks and 56,600 whites.

The figures, according to the vice-president of the trade Union Council of SA Blf Strata, indicate an economy leaning progressively more heavily on black labour.

They indicated, too, the fast rising black populations in the major industrial areas, and the urgent need to improve their social and economic positions.

The figures also make nonsense of the Government's aim of 24 Africans to one white worker in the so-called white areas.

DDC
TOESPRAAK DEUR SY EDELE MARAIS VILJOEN, L.V., MINISTER VAN ARBEID, BY GELEENTHEID VAN DIE AMPTELIKE OPENING VAN DIE KOÖRDINERENDE RAAD VAN SUID-AFRIKAANSE VAKVERENIGINGS SE TWEEJAARLIKE KONGRES OM 09H00 OP DONDERDAG, 18 SEPTEMBER 1975 TE FONTEINE-KIOSK, PRETORIA.

Allereers 'n hartlike woord van dank vir die uitnodiging aan my om vanoggend saam met u te verkeer.

Dit is nou die derde maal wat die eer my te beurt val om u Kongres te open en die vertroue wat u in my stel, waarder ek baie.

Ek is verheug om te weet – en te sien – dat organisasies wat die belange van ons land se werkers op die hart dra gereeld vergader, hulle kragte saamsnoer en op 'n georde wyse beraadslaag om sake van onderlinge belang uit te pluis.

Vanjaar se Kongres vind plaas op 'n tydstit dat woelinge en spanninge op haas elke terrein aan die orde van die dag is. In die buiteland duur wantroue en onenigheid tussen wêreldleiers en magsblokke onverpoosd voort. Oorkant ons landsgrens is daar toenameende onrust, en onsekerheid oor die toekoms van sommige van ons buurstate.

Binnelands is daar die probleme van steeds stygende pryse, inflasie en vraagstukke wat daaruit voortspruit.

Op die arbeidsfront is daar ook knelpunte waarmee u as verteenwoordigers van georganiseerde arbeid vertrou is en waaroor u sekerlik by hierdie Kongres ernstig sal besin.

Wanneer ons besin oor ons arbeidskwessies is dit van deurslaggewende belang dat ons in gedagte sal hou dat ons in Suid-Afrika te doen met verskillende rasse in verskillende stadia van ontwikkeling – met uiteenlopende ideale, strewes en lewenswyses – en dat al hierdie mense in een ekoomsie saamgesnoer is en geroep is om saam 'n sukses daarvan te maak.
Die heterogene arbeidsmag waaroor Suid-Afrika beskik, moet hom dus voortdurend op velerlei fronte aanpas by die besondere omstandighede wat daar in ons besonderse arbeidsituasie heers.

Nou, meer as ooit tevore, behoort elke werker, afgesien van ras of kleur, te besef dat ons mekaar se hande moet sterk in 'n eerlike poging om slegs die beste vir Suid-Afrika voort te bring.

Nog nooit tevore was gesonde menseverhoudings juis so noodsaklik soos nou nie.

En as dit nie op die arbeidsvlak gehandhaaf kan word nie, sal dit moeilik op ander terreine verwesenlik kan word.

Die Blanke, wat sedert die volksplanting die leidende rol in die ontwikkeling en groei van Suid-Afrika gespeel het, sal op hierdie gebied eweneens die toon moet aangee.

En wanneer ek dit sê bedoel ek nie alleen die Blanke werkgever nie, maar ook die Blanke werker, want dit is per slot van rekening die Blanke werker wat in sy hoedanigheid as bestuurder, toesighouer, voorman of vakman, van dag tot dag in 'n noue aanraking met werkers van die ander rasse kom.

En hierdie belangrike menseverhoudingstaak word eintlik moeiliker gemaak as gevolg van die grootste enkele vraagstuk waarmee ons land op die arbeidsterrein te kampe het, nl. dié van 'n tekort aan opgeleide werkeenhede.

Dit is so dat die probleem dikwels oorbeklemtoon word en ongelukkig soms ook gebruik word om politieke munt daaruit te slaan. Dat ons land met 'n werkerstekort, veral op geskoolde vlak, te doen het, is egter nie weg te redeneer nie.
Dit kan eweneens nie betwis word nie dat hierdie mannekragtekort 'n uiterst belangrike vraagstuk is omdat dit te make het met 'n sleutelfaktor in ons landsekonome, naamlik arbeid.

Met die aanslae wat 'n vyandige wêreld steeds teen ons loods is dit noodsaalik dat ons land ekonomies sterk moet staan. Dit behoef geen betoog nie dat om ekonomies sterk te wees ons 'n bepaalde peil in ons groeiokers moet bereik en handhaaf. En omdat mannekrag 'n sleutelfaktor in die ekonomiese ontwikkeling van enige land is, is dit vanselfsprekend dat die ideaal van 'n bepaalde groeitempo nie sonder die werkers se samewerking bereik kan word nie.

Ons moet 'n hoë groeiokers handhaaf omdat dit ons in staat stel om die lewenspeil van die laerbesoldigdes te verhoog en 'n beter lewenstandaard vir al die landsbewoners te verseker. Dit is ook die beste waarborg vir die werksekuriteit van die Blanke; trouens, dit bring mee dat die vraag na Blanke werkers toeneem. Maar namate dié vraag toeneem en die tekort aan Blanke werkers groter word, ontwikkel daar 'n oorwig van Nie-Blanke werkslui in ons ekonomie.

Die groeiokers moet dus hoog wees, maar ook nie so hoog dat ons ekonomie oorbeset word deur Nie-Blanke arbeid wat vir ons op sy beurt weer maatskaplike probleme kan besorg nie.

Gedurende die tydperk 1963-1973 het ons 'n gemiddelde jaarlike groeiokers van 5,5 persent in die reële bruto binnelandse produk bereik en volgens die Departement van Arbeid se tweejaarlike mannekragopnames het die tekort aan Blanke werkers teen April 1973 tot bykans 60 000 aangegroei.

Die ekonomiese ontwikkelingsprogram vir die tydperk 1974-1979 stel 'n taakstellingsgroeiokers van 6,4 persent per jaar in die vooruitsig wat in weerswil van 'n mate van afplatting vanjaar, na verwagting nogtans teen 1979 bereik sal word.
Dit is nie 'n te hoë groeiokoers nie en nogtans sal die vraag na Blankes steeds vinniger as die aanbod styg en sal die tekort aan Blanke werkers in 1979 op sowat 90 000 te staan kom.

Dit beteken dat die getal Nie-Blankes wat in die ekonomie opgeneem sal moet word in vakante poste wat deur die tekort aan Blanke arbeid veroorsaak word, met gemiddeld 5 000 per jaar sal vermeerder.

En tog is daar diegene wat betoog dat ons 'n groeiokoers van minstens 10% moet nastreef.

Hierdie mense stel natuurlik ekonomiese oorwegings as eerste prioriteit en bekommere hulle nie oor die maatskaplike en ander implikasies van hul benadering op ons breëre landsbeleid nie.

Die mikpunt is dus om 'n ewewigtige groeiokoers te kan handhaaf.

Want word 'n demper op die ekonomiese groeiokoers geplaas, sal die skepping van werkgeleentheid vir ons steeds stygende ekonomies aktiewe bevolking ooreenstemmend afneem en sal werkloosheid in die een of ander graad onder die bestaande werkerskorps ook nie uitbly nie.

Die groeiokoers in ons ekonomie sal vanjaar na verwagting in die omgewing van 3 tot 4 persent wees en reeds is daar tekens van werkloosheid in sekere sektore.

Ons is dus verplig om 'n bestendige groeiokoers te probeer handhaaf en om die werkerstekort te verlig deur middel van immigrasie, die opleiding en, waar nodig - heropleiding van werkers op alle vlakke

en die herindeling van werk om die hoogs moontlike produktiwiteit te verseker.
Afgesien van die bestaande masjinerie en fasilitatee voor die opleiding van Blanke, Geleerde en Swart werkers en die aanmoediging wat van owerheidsweë deur middel van aansienlike belastingtoegewings en andersins aan werkgewers verleen word om hulle te aktiveer om hul werkers doeltreffend op te lei, het die Regering, soos u weet, onlangs 'n spesiale komitee aangestel om ondersoek in te stel na en verslag te doen oor die instelling van meer opleidingskemas soortgelyk aan die een by Westlake in die Kaap, waar werkers nie alleen in geskoolde ambagte nie maar ook in hoër halfgeskoolde en operatorswerksoorte opgelei of heropgelei kan word. Die komitee het reeds met sy werksaamhede begin.

Soos u weet, geskied opleiding in geskoolde ambagte tans ingevolge die Wet op Vakleerlinge, die Wet op Opleiding van Ambagsmenne en skemas soos die Boubedryf se opleidingsinrigting te Baragwanath en die Metaalnywerheid se skema vir die erkenning van vakmanne.

Die persone wat langs dié weg opgelei word is of uitsluitlik of oorwegend Blankes en soos u weet is die opleiding wat aldus aangebied word in die jongste tyd aansienlik opgeknap en verbeter.

Tegniese opleiding is hersien, praktiese opleidingsprogramme is gewysig om met tegnologiese ontwikkeling tred te hou en in die behoeftes van die bepaalde nywerhede te voorsien.

Opleidingstydperke is ook aansienlik verkort.

So is die Metaalnywerheid se skema vir die erkenning van vakmanne gewysig om leerlinge in staat te stel om twee jaar vroeër vakoorskap te verwerf en is die leertydperke van vakteerlinge in die meeste bedrywe met soveel as 'n jaar verkort en kan hulle selfs nog vroeër as vakmanne kwalifiseer indien hulle 'n vaktoets met sukses aandurf.
Die opleiding van Blankes kragtens die Wet op Opleiding van Ambagsmanne is geïntensifiseer en gemoderniseer om die gehalte van opleiding nog verder te verbeter, en die toelaes wat aan kweekelinge betaal word, is aansienlik verhoog in 'n poging om meer kandidate vir opleiding te werf.

Ek wil dus beklemtoon dat die doeltreffende opleiding van Blankes voortdurend die Regering se aandag sal bly geniet.

Wat van besonderes belang is, is dat ons nooit uit die oog moet verloor nie dat in ons moderne samelewing met sy besondere ingewikkelder ekonomiese struktuur, die mens self - die werker - steeds die belangrikste skakel is en moet bly in die strewe na 'n oplossing van ons mannekrag probleem.

Immers, die menslike samelewing kan slegs gedy as dit gegrond is op die arbeidsaardheid van elke individu, In die volste sin van die woord kan die mens nie werklik mens wees sonder arbeid nie.

Arbeid bied die enigste geleentheid om bevrediging te vind vir fundamentele behoeftes naamlik om aktief en selfverwoord te word

Die vraag opper hemself dus...

Moet ons nie allereers by hierdie ingebore menslike behoeftes aanlering probeer vind wanneer ons soek na 'n oplossing van ons arbeidsvraagstukke nie?

Wanneer hulle mens van ons arbeidsvraagstukke dink, spesifiek vir sover dit ons Branke gebiede betref, dan is dit sekerlik vanzelfsprekend dat voor ons na alternatiewe oplossings sal soek, ons eerst alles in die werk sal stel om in die eerste plek te seker te maak dat elke Branka werkster en volle benut sal word;
dat elke werker tot sy volle potensiaal opgelei en aangespoor sal word om nie net in eie belang nie maar ook in landsbelang sy beste te lewer;

en dat die geskoolde en opgeleide werker wat met veel opoffering en teen hoë koste sy geskooldheid verwerf het, nie sy tyd sal verspil op sleurtake wat ewe goed deur minder geskoolde werkers verrig kan word nie.

Die georganiseerde nywerheid en arbeid wat ook in u Raad verteenwoordig is – het reeds in hierdie verband 'n navolgingswaardige voorbeeld gestel.

Oor die afgelope aantal jare het nywerheidsrade vir verskillende nywerhede, met die ingenieurs-, bou- en motornywerheid aan die spits, verskeie werkverrigtings wat voorheen as die werk van vakmanne geklassifiseer is en tradisioneel veral deur Blankes verrig is, heringedeel as gevolg waarvan die minder geskoolde aspekte deur werkers in die laer kategorie verrig kan word.

Ook die mynbedryf, die Spoorweë en die Poskantoor het in dié opsig belangrike veranderinges aangebring wat beide hul Blanke en Nie-Blanke werkers bevoordeel het.

Die beperkte geskoolde werkerskorps word nou meer produktief benut op daardie werkverrigtings wat werklik die kennis en bedreweenheid van geskoolde werkers verg en langs dié weg is 'n positiewe bydrae gelewer om die druk op ons geskoolde werkers te verlig.

Ons woon en werk in 'n veelvolkige land en as ons in gedagte hou dat die Blankes, wat minder as 'n vyfde van die totale bevolking uitmaak, grootliks in die basiese behoeftes van al die volke van Suid-Afrika moet voorsien, behoort dit vir elkeen duidelik te wees dat die huidige posisie nie onbepaald sal kan voortduur nie.

Daarom is die optimum benutting van ons arbeid, ook dié van die groot getalle Nie-Blanke werkers, so belangrik en kan daar met vrug op die voorbeeld van die pas genoemde
instansies met betrekking tot die herindeling van werkverrigtings, voortgebou word.

Die stelsel wat deur hulle ingevoer is, het die voordeel dat die herindeling van werkverrigtings onder behoorlike beheer geskied, dat dit met die samewerking van die geskoolde werkers en hul vakbonde tot stand gekom het en gevolglik nie ontevredenheid of wrywing in die hand kan werk nie.

Daar kan egter nog veel gedoen word om die land se beskikbare opgeleide mannekrag beter te benut.

U het waarskynlik verneem van die ondersoek wat die Nasionale Produktiviteitsinstituut onlangs na die Motorherstelbedryf ingestel het. Een van die Instituut se bevindinge, na 'n steekproef by 'n aantal werkswinkels oor die hele land, was dat slegs sowat 50% van die werktyd van werktygkundiges, leerlinge en werkinkelassistentes aan produktiewe werk bestee word. In samewerking met die Instituut doen die Bedryf nou stappe om die posisie te verbeter.

'n Mens wonder egter in hoeveel ander nywerhede mannekrag ook so verkwis word. My raad aan die nywerheidssektor is om sonder versuim 'n voorraadopname te maak en, waar nodig, die hulp van die Instituut in te roep om die gebruik van arbeid op alle vlakke sodanig te organiseer dat elke werker tot sy volle potensiaal en kapasiteit benut word.

Die Regering wil graag sien dat elke werker in hierdie land - ongeag sy ras of kleur - 'n leefbare loon verdien.

In hierdie tyd van vinnig-stygende kostestructure is dit van die uiterste belang, maar nou is dit ook 'n ekonomiese feit dat as lone styg sonder dat daar ook hoër produktiviteit is, stygende verbruikersprysse onafwendbaar word en dan kan ons net nie daarin slaag om inflasie onder die knie te kry nie.
En soos ons weet maak stygende inflasie dit veral vir die laerbesoldigdes al hoe moeiliker om 'n menswaardige bestaan te voer - 'n toestand wat vir 'n veelvolkige land soos Suid-Afrika waarin rassevrede so 'n noodsaaklikheid is, van die uiterste belang is.

Dit omdat inflasie soveel gevare vir ons land inhou dat ons Eerste Minister nou onlangs namens die Regering so 'n ernstige beroep op werkers gedoen het om selfbeheersing ten opsigte van eise vir hoër lone en salarisse aan die dag te lê. Die oproep is nie net gerig aan werkers in die handel- en nywerheidswee nie, maar aan almal in diens van die Staat en openbare sektore.

Die Regering vra ons werkerskorps dus om te help deur salarisverhogings tydelik agterwag te hou.

Die Regering besef terdeë dat deur aan sy oproep gehoor te gee die land se werklië ongerief en opofferings sal moet verduur, maar glo ook dat deur hierin te help hulle uiteindelik self die vrugte daarvan sal pluk.

Ek moet dit egter duidelik stel dat die Regering nie verwag dat slegs die werknemers opofferings moet maak om die inflasieprobleem te bowe te kom nie. Ook die werkgewers sal hul deel moet bydra en daarom is hulle versoek om prysverhogings in toom te hou.

Soos u verlede week gehoor het, het ek in my hoedanigheid as Minister van Posterye die Regering se besluit aangekondig dat briefpos vanaf volgende April met 1c per lugposbrief verlaag gaan word.

Dit bevestig net die besef dat eendragtige optrede deur almal - werknemers, werkgewers en die owerheid noodsaaklik is om die ewel van inflasie te bestry.

Maar saam met sulke pogings sal ons almal die verhoging van produktiwiteit moet bly sien as een van die magtigste middele om inflasie te bestry.
Daar is vele maniere waarop 'n werker se produktiwiteit verhoog kan word.

Dit is nie my voorneme om hulle almal hier te behandel nie. Seker een van die mees effektiewe metodes is om die werker tot hoër produksie aan te spoor.

Sorg dat hy gelukkig is in sy werk, gee vir hom telkens groter verantwoordelikheid binne sy verstandelike en liggaamlike vermoeëns, en kyk hoe ontwikkel en verbeter hy as mens en as werker. Dieselfde resultaat word behaal of die werker nou 'n Blanke, 'n Gekleurde of 'n Swarte is.

Ek is vol vertroue dat die toekenning van meer gevorderde werk aan die Nie-Blanke nie alleen sy produktiwiteit sal verbeter nie maar dat die gepaardgaande verhoging van sy lewensstandaard van hom 'n meer tevrede mens sal maak, wat tot 'n beter verhouding tussen Blank en Nie-Blank sal lei en wedersydse vertroue in die hand sal werk.

Afgesien van die voordele wat so 'n beleid binnelands op ons volkereverhoudinge sal hé, moet daar nie uit die oog verloor word nie dat armoede, ondervoeding en dergelike omstandighede die aanleidende oorsake tot misdaad, onsedelikheid en onrus is, en dikwels ook 'n vrugbare arbeidseveld vir ondermynende elemente skep.

Maar die skepping en handhawing van gesonde verhoudings tussen Blanke en Nie-Blanke werkers beteken nie dat toegewings, toenadering en opoffering net van een kant moet kom nie.

Die Swart werker sal ook sy deel moet doen.

Hy sal net soos elke Blanke en Gekleurde werker dit as mikpunt moet stel om hoër produksie te lewer, om dienstrots aan te kweek, om nie agterdog teen anderrassiges te koester nie en om arbeidsvrede en goeie verhoudings met medewerkers en sy werkgewer na te streef.
En laastens, maar nie die minste nie, sal hy daarteen moet waak om hom nie deur politieke agitators op sleeptou te laat neem en daardeur gesonde arbeidsverhoudinge af te takel nie.

Hy beskik oor die masjinerie wat hom in staat stel om met sy werkgewer in verband met diensvoorwaardes en ander arbeidsaangeleenthede te onderhandel en daar is geen rede waarom hy vir die geringste bakatel moet staak nie.

Die betrokke wetgewing is in 1973 aansienlik opgeknap en verbeter en die sukses wat sedertdien daarmee behaal is, is beslis bemoedigend. Daar is nogtans enkele tekortkominge wat uit die weg geruim sal moet word om die wetgewing ten volle in sy doel te laat slaag.

Die belangrikste tekortkominge, volgens volgehewe waarneming oor die laaste twee jaar, is eerstens dat ooreenkoms wat kragtens die Wet tussen werkgewers en hul Swart werkers aangegaan is, geen wetakrag geniet nie;

 tweedens, dat daar geen voorsiening bestaan waarkragtens werkgewers en Swart werkers in 'n bepaalde nywerheid en gebied 'n ooreenkoms kan aangaan wat vir alle werkgewers en werkers in daardie nywerheid en gebied bindend is nie;

 en derdens dat die Swart man se stem nie altyd duidelik genoeg gehoor word by onderhandelinge oor diensvoorwaardes wat hom raak nie.

Ten einde hierdie leemtes uit die weg te ruim, beoog ek om by die eerskomende Parlementsitting wetgewing in te dien wat daartoe sal hydra om die Swart man 'n groter en sinnoller aandeel in die bepaling van sy eie diensvoorwaardes te verseker.

Ek het in gedagte die daarstelling van nywerheidskomitees wat met gesag oor die besondere nywerhede waarvoor hulle ingestel is, sal kan praat.
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Sodanige komitees sal tot stand kan kom in nywerhede en gebiede waarin die werke- en skakelkomitees verteenwoordigend van die swart werkers is.

Die feit dat die komitees voldoende verteenwoordigend van Swart werkers sal moet wees, is geen vreemde beginsel nie want elke vakvereniging of werkgewersorgani-

sasie moet tans ingevolge ons nywerheidswetgewing bewys lewer dat hy verteenwoordigend is alvorens hy met reg namens al die werknemers of werkgewers kan optree. Dit is dus nie minder as reg nie dat dieselfde vereistes ook vir die nywerheidskomitees moet geld.

Die Sentrale Bantoe-arbeidsraad sal geken word aleer ek my goedkeuring aan die stigting van so 'n komitee heg.

Die nywerheidskomitees sal bestaan uit Swart verteenwoordigers wat uit die geledere van werke- en skakelkomitees gekies is.

Vir sover dit die ongeorganiseerde nywerheid betref, sal die nywerheidskomitee, in oorleg met die Sentrale Bantoe-arbeidsraad, direk met werkgewers kan onderhandel en ooreenkoms kan aangaan. Die ooreenkoms sal via die Sentrale Bantoe-arbeidsraad aan my voorgele word en goedkeuring daarvan, gevolg deur publikasie in die Staatskoerant, sal aan hulle die nodige wetskrag verleen.

Die ooreenkoms sal ook vir alle ander werk-
gewers en werknemers in die besondere nywerheid en gebied bindend verklaar kan word ten einde te verseker dat werkge-
wers wat partye daartoe is, nie benadeel word deur onbillike mededinging van die kant van hul konkurrente nie.

Die werkgewers wat die ooreenkoms aangegaan het, sal egter eers bewys moet lewer dat hulle verteenwoordigend van al die betrokke werkgewers is alvorens ooreenkoms aldus uitgebrei kan word.
My Departement sal verantwoordelik wees vir die
toepassing van sulke ooreenkomste.

'n Belangrike aspek van die beoogde wysigings=
wetgewing is dié wat van toepassing sal wees op nywerhede
waarvoor nywerheidsraad bestaan.

Nywerheidskomitees sal tot stand kan kom net soos
in die geval van die ongeorganiseerde nywerheid, maar daar
sal geen onderhandelinge buite die nywerheidsraad kan
wees nie aangesien die raad die enigste liggaam is wat
regsbevoeg is om ooreenkomste binne sy gesagsfeer aan te
gaan.

Die wetgewing sal derhalwe bepaal dat Swart
verteenwoordigers wat deur die nywerheidskomitee self
gleek is, in oorleg met die Sentrale Bantoe-arbeidsraad
of Bantoe-arbeidsamptenare en streekkomitees vir Bantoe-
arbeid, hul voorstelle rakende diensvoorwaardes vir Swart
werkers sal formuleer en dit ter oorweging aan die
nywerheidsraad sal voorlê.

Die Sentrale Bantoe-arbeidsraad sal direk betrek
word by onderhandelinge in nywerhede waarvoor nywerheidsraade
op 'n landswye grondslag geregistreer is, terwyl Bantoe-
arbeidsamptenare, in opdrag van die Sentrale Bantoe-
arbeidsraad, sal optree waar 'n nywerheidsraad vir kleiner
streke geregistreer is.

Sodoende kan die voorstelle van die nywerheids-
komitee in 'n nywerheidsraadooreenkoms beliggaam word wat
die bestaande leemte in verband met wetskrag uit die weg
sal ruim.

Ek glo dat met hierdie uitbouing van die Werke-
en Skakelkomiteestelsel ons vir die swart werkers 'n stelsel
bied wat vir hulle in alle opsigte bevredigend sal wees.
Terselfdertyd wil ek beklemtoon dat die Regering se beleid in verband met die erkenning van Swart vakbonde onveranderd bly.

Ofskoon die bestaan van Swart vakbonde nie verbied word nie, sal hulle ook nie erken word nie omdat ons glo dat die belange van Swart werkers ten beste deur die bepaling van die Wet op die Reëling van Bantoe-arbeidsverhoudinge gediend kan word.

Om nou terug te keer tot die sleutelrol van die Blanke werker, wil ek graag net by herhaling stel dat die Regering die beskerming van die Blanke werker steeds as van dié allergrootste belang beskou.

Die beroepsverdroging vir die Swart werkers sal nie onbeheer en sonder inagtemong van die posisie van die Blanke werker kan geskied nie.

Daarom dat dit die Regering se beleid is om die gebruik van Swart werkers op aspekte van geskiede werk slegs in samewerking met die Blanke werkers en hul vakbonde te laat geskied.

Die Regering se bel of dat die onverhoudvanrede kan wees as die Blanke se werkpleklike en gevaar gestel word nie en dat soe arbeidsverhoudinge nie in enkele omstandighede kan voortbestaan nie.

En omdat werkreservering in noodleeslike middel bly om arbeidsverhoudinge gesond te hou sal dit behoue bly.

Vir die handhaving van arbeidsverhoudingse is werkreservering onmisbaar want sonder arbeidsverhoudingse kan daar nie onbelemmerde ekonomiese ontwikkeling wees nie.

Ons kan dus nie toelaat dat die goeie betrekkinge tussen werkgevers en werknemers wees... - gesond is, en waarop ons trite -... wees.
E: wil u ook die versekering gee dat die Regering, hoe belangrik die kwessie van mannekragte kort ookal mag wees, nie dwang op die vakbonde sal uitoefen om tradisionele werksterreine aan Swart werkers prys te gee nie.

As toegewings sonder inagneming van alle moontlike konsekwensies gedoen sou word, kan die nadele uiteindelik die voordele van die stelsel oortref en die leeflog van die Blanke benadeel.

Die Regering is bewus hiervan. Daarom wil ek 'n beroep op u Raad en sy ledevakbonde doen om hul samewerking in hierdie belangrike saak.

Waar vakbonde 'n aandeel het in die herindeling van werk, word daar nóg 'n van owerheidsweë oor die belange van die Blanke werker gewaak.

Ook op ander terreine word daar voortdurend oor die belange van die land se werkers, Blank en Nie-Blank, gewaak. Neem maar byvoorbeeld die omvattende wetgewing wat daar ten opsigte van Ongevalversekerings bestaan.

Vanweë die mannekragte kort moet die werkers van ons land hul pligte onder groot druk uitoefen en daarom word daar daadwerklike stappe gedoen om ons werklui teen werkbeserings en nywerheidssiektes te beskerm.

My Departement alleen dra jaarliks ongeveer een miljoen rand by tot die voorkoming van werksongelukke en navorsing in verband met bedryfsiektes.

Ten einde u 'n idee te gee van die omvang van die ongevalversekerings wat kragtens die Ongevallewet voorsien word, wil ek graag noem dat daar gedurende 1974 nie minder nie as 360 000 ongelukke aan die Ongevallekommissaris gerapporteer is.

Om aan al die slagoffers van werksongelukke in hul nood finansiële bystand te verleen, word jaarliks naasteby R22,5 miljoen aan skadeloosstelling en mediese onkoste deur die Staatsbeheerde Ongevallefonds betaal.
Ander assuransiedraers onder die Wet se uitgawes in dié verband is omtrent R10 miljoen per jaar.

Om ernstig beseerde werksmense weer so gou doenlik vir diens geskik te kry, is - soos u weet - twee rehabilitasiesentrums - een in Johannesburg en een in Durban - daargestel.

Gedurende die afgelope jaar is 5 200 beseerdes by hierdie goed toegeruste sentrums behandel.

Werkers wat ernstige beserings opdoen behoort sover moontlik van hierdie fasilitiete, wat vir hulle gratis voorsien word, gebruik te maak.

Voordele betaalbaar ingevolge die Ongevallewet word gereeld by wyse van wetswysigings verbeter.

Oor die afgelope 10 jaar, byvoorbeeld, het die maksimum vergoeding betaalbaar meer as verdubbel.

Die jongste verbeterings het verlede jaar in werking getree en dit is die voorneme om in die nabye toekoms voorsiening te maak vir verdere toegewings van aansienlike omvang.

Werkers behoort ingestel te wees op veilige werkverrigting.

Volgens statistiek vind 'n groot persentasie van die werksongelukke as gevolg van werkers se onveilige optrede plaas. Werkers kan dus grootliks daartoe bydra om werksongelukke te voorkom en sodoende die probleem van 'n tekort aan geskoolde mannekrag teen te werk.

Waar 'n werksman 'n ongeval opdoen wat deur die nalatigheid van sy werkgewer veroorsaak is, kan hy om verhoogde skadeloosstellings aanvraag doen.
Die prosedure wat gevolg moet word, is relatief eenvoudig. Dit is nie met tegniese formaliteite oorlaai nie en is betreklik goedkoop in vergelyking met 'n gewone siviele geding. Die bedrag wat toegestaan kan word, word nogtans op dieselfde basis as in die geval van 'n eis om skadevergoeding bereken, behalwe dat newelagtige skade soos pyn en lyding nie in aanmerking geneem word nie.

Al is 'n werksman onbewus van sy regte betreffende verhoogde skadeloosstelling, word 'n wakende oog in hierdie opsig oor sy belange gehou as dit op enige wyse tot die Ongevallekommissaris se kennis kom dat hy deur nalatigheid van sy werkgewer beesteer is sodat hierdie voordeel, waarvoor in die Ongevallewet voorsiening gemaak word, aan hom toegeken kan word.

Sonder hierdie wetgewing sou 'n werker deur middel van duur en soms omslagtige regsgedinge skadevergoeding moes probeer bekom.

Wat soms as 'n leemte in die wetsbepalings in verband met verhoogde skadeloosstelling bestempel word, is die feit dat 'n werksman nie kan slaag nie as sy eie nalatigheid deel van die direkte oorsaak van die ongeval was.

Dit is egter belangrik om daarop te let dat die Ongevallewet skadeloosstelling vir verliese van werksvermoë in die ope arbeidsmark ten deel het in teenstelling met skadevergoeding soos byvoorbeeld in derdeparty eise.

Dit is dan ook deur ons howe beslis dat die Wet op Verdeling van Skadevergoeding nie op eise onder die Ongevallewet van toepassing is nie.

Indien verdeling van toepassing gemaak sou word, sou dit die doelstellings en gees eie aan ongevallewet-regening verydel en 'n haas ondraaglike finansiële las op werkgewers plaas.
Ek wil graag bekleemtoon dat hierdie sosiale wetgewing ten bate van die werker daargestel is sonder dat van hom verwag word om enige geldelike bydrae te lever.

Benewens ongevalledekking geniet werkers in die Republiek ook versekering van ’n redelik omvattende aard teen die ontberings wat met werkloosheid gepaard gaan.

Sedert die eerste Werkloosheidversekeringswet in 1937 die lig gesien het is daar baie aan die betrokke wetsbepalings geskaaf en toevoegings gemaak om ons stelsel van werkloosheidsversekering op te knap en by hedendaagse omstandighede te laat aanpas.

Onder die jongste aanpassings is die opskuiwing van die maksimum verdienstegrens van bydraers van R5 460 per jaar na R6 760 per jaar.

Vertoë is ’n tyd gelede tot my gerig in verband met die moontlikheid om die maksimum verdienstegroep administratief in hersiening te neem vanweë die vertraging wat noodwendig ontstaan wanneer wysigings aan die Parlement vir oorweging voorgelê moet word.

Hierdie aangeleenthed geniet die aandag van ’n spesiale onderkomitee van die Werkloosheidversekeringsraad.

Benewens dié taak is die komitee ook gemoeid met die hersiening van die Wet in sy geheel. Dit is ’n taak van groot omvang wat deeglike oorweging en wye raadpleging vereis en enige aanbevelings van die Raad in dié verband sal eers in ’n latere stadium aan my voorgelê kan word.

Afgesien van die verwikkelinge waarvan ek reeds melding gemaak het, word daar ook onderzoek ingestel na ’n nuwe basis van berekening van bydraes tot die Fonds deur werknemers en werkgewers en die verhoging van voordele betaalbaar aan bydraers.
Werkers wat nog nooit werkloos was en nog nie nodig gehad het om gebruik te maak van die bystand wat die Fonds aan werkloses bied nie, sal miskien nie mooi besef wat die waarde van werkloosheidsversekerings is nie. Daar is egter mense vir wie sodanige versekerings 'n ware uitkoms is.

Ek weet daar is mense wat onder die indruk verkeer dat bystand ingevolge die Wet hoofsaaklik betaal word aan werkers wat werk sku is en maar te bly is as hulle sonder werk is en op die Fonds kan teer.

Niks is verder van die waarheid nie.

Ek sal nie ontken dat diesulkes wel by tye voordele uit die Fonds ontvang nie, dog hul getalle is gewis onbeduidend. Daar bestaan voldoende voorsiening in die Wet om hulle kort te vat en my Departement maak wel deeglik van daardie bepalingse gebruik.

Gedurende 1973 is net meer as R20 miljoen bystand uit die Fonds betaal. Hiervan was nagenoeg R14 miljoen uitbetaal ten opsigte van siekte toeelaes, kraamvoordele en betalings aan die afhanklikes van afgestorwe bydraers.

Net minder as R6 miljoen is betaal aan bydraers wat werkloos was en geskik vir werk was.

Met hierdie verwysings na wat die Staat vir die werkers doen, wil ek graag volstaan en wel in die vertroue dat u hierin sal sien die besef van die Regering dat ons werkers 'n besonder waardevolle plek in ons land vervul en dat ons as Regering steeds ons waarderende en beskermende hand oor ons werkers uitgestrek wil hou.

Terselfdertyd waardeer die Regering die begrip wat 'n behoudende vakbondorganisasie soos u vir die Regering se arbeidsbeleid openbaar.
-20-

U begrip en steun sterk ook ons hande om ons landsontwikkeling so te laat geskied dat dit nie ons volkskarakter en ons lewenspatroon sal aftakel nie.

En waar u by uitenemendheid die pleitbesorger en waghond vir die Blanke werker se belange is, wil ek u alle sukses toewens met u Kongresbesprekings.

Mag u besprekings en besluite dien tot voordeel van u lede en van ons land.

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L.W.: VIR VRYSTELLING NA LEEERING OM 09H00
OP DONDERDAGGEGEND, 18 SEPTEMBER 1975.

UITGEBEIK DEUR DIE DEPARTEMENT VAN INLICTING OP VERSOEK
 VAN DIE MINISTERIE VAN ARBEID.

PLEK
PRETORIA

DATUM
18 SEPTEMBER 1975
Personal income statistics

JOHANNESBURG — Personal income statistics from the 1970 census released this week show that nearly 900,000 whites had incomes of R2,000 or more (R168 a month); nearly 16,000 Asians (8.7 per cent) and 23,700 Coloureds (3.6 per cent).

Those earning R5,000 or more (R416 a month) included 195,000 whites (12.9 per cent); 2,053 Asians (1.12 per cent); and 861 Coloureds (0.12 per cent).

In the R10,000 or more a year bracket (R833 a month) there were 56,000 whites, 21, Coloureds and 339 Indians.

The economically active population (excluding Africans) consisted of 1,809,000 whites, 716,000 Coloureds, and 132,000 Asians.

Of these, eight per cent of male whites and four per cent of females had professional or technical occupations; one per cent of Coloured males and 1.6 per cent of females; 2.2 per cent of Asian males and one per cent of females.

Four per cent of white males were detailed as being administrative or in managerial occupations, while less than one per cent of Coloured and Asian males were in this occupation bracket.

—DDC.
TRADE POLICY

Wrong emphasis?

One of the more provocative papers prepared for the Economics Society's conference in Johannesburg this week was Professor Trevor Bell's analysis of SA's foreign trade and productivity policies.

Bell, a development economist from the University of Natal, Maritzburg, contends it was a mistake for SA to switch from import substitution to export promotion. He fully recognises that "continued import substitution involves intermediate and capital goods, which is a more difficult task (than import substitution in the consumer goods sector) because the market is smaller relative to optimum capacity, and because a higher quality of labour, technological know-how and management is required."

Even so, he argues, failure to press ahead "will leave the economy with an unduly small capital goods sector from the point of view of efficient resource allocation, and it will also tend to increase the external vulnerability of the economy."

He also suggests the Commission on Export Promotion, which was chaired by Dr Henne Reinders, was wrong to express anxiety over SA's relatively slow growth in labour productivity. A rate of growth in productivity slower than that in many industrial countries may, in fact, be exactly what SA, with its burgeoning population, needs.

"The positive side of (SA's) relatively slow rate of increase in labour productivity is a relatively rapid rate of growth of employment." And a comparison of growth rates in SA and the key industrial countries "suggests that SA has been outstandingly successful in increasing the volume of employment, and that a very high ratio of additional employment to additional output, the reciprocal of low productivity growth, is a striking feature of the SA economy."

Asked to comment, Reinders pointed out that what he and his fellow commissioners had advocated was not the abandonment of the policy of import substitution but simply greater emphasis on export performance, an area of policy that had previously been neglected.

He referred to page 630 of the Commission's report where it said, "As regards long-run objectives, the Commission is in favour of pursuing both export promotion and import substitution," it says.

One cannot help feeling, however, that Bell has raised some crucial issues which have far-reaching implications for many of SA's economic imperatives. More the pity, therefore, that his case for continued import substitution rests more on circumstantial evidence than on direct evidence drawn from local industrial experience.
SA must rely less on Black labour

The Argus correspondent

DURBAN - The National Party, MP for Port Natal, Senator Pierre Cronje, said last night that White South Africans would have to learn to rely less on the services of Black labour in future.

Answering a question from the floor at the end of a report-back meeting of the Durban club, Senator Cronje agreed there was a tendency for Blacks to fall to match increased wages with increased productivity.

One means of overcoming this was to intensify training of grammars, he said.

But he added: We will have to learn to make do with fewer Black labourers in future.

He knew of one case during the 1973 strikes in Durban where a firm had laid off 1,000 Black workers and yet had been able to maintain its production rate.

In his main address, Senator Cronje said the Prime Minister, Mr B J. Verster, was unmatched in the world for his finely tuned grasp of political intuition, and that he deserved the Nobel Peace Prize for his detente initiatives.

The detente programme had been made easier, he said, because economic factors were forcing Black states to look to South Africa for aid.
Coloureds’ standards ‘strangled’

THREE Coloured leaders yesterday hit out at the low wages and scarcity of employment opportunities facing Coloureds in Durban.

Chairman of the Durban Coloured Local Affairs Committee, Mr. E G. Rooks, said it was a "disgrace that job discrimination is still being practised by a large number of firms against Coloured South Africans who were eager to participate in the labour market."

He added: "As long as Coloureds are looked upon as cheap labour, their standards will never go up because they are being strangled from earning decent living salaries to better their lives.

"Aside from the unscrupulous firms which pay Coloureds starvation wages, the Durban City Council is not doing any better with regard to jobs and salaries offered to Coloureds."

He said Coloureds were reluctant to take jobs with the City Council and firms which paid "measly" salaries, with the result that Indians filled these positions, and by doing so, kept wages low.

A spokesman for the Council said Mr. Rooks's claims were not true.
Accent on Black skill call

It was imperative that South Africa should draw increasingly from its Black population to fill higher level skilled jobs.

This was said in Johannesburg today by Dr S Brand, deputy economic adviser to the Prime Minister. He was speaking at a conference on "Resources of Southern Africa Today and Tomorrow," organised by the Associated Scientific and Technical Societies of South Africa.

Blacks would have to fill more skilled jobs for South Africa to reach its economic growth potential.

Scarce resource

"We should give a great deal of attention to the education and training of Black workers," he said.

The country's growth potential would also depend on the successful utilisation of minerals and greater emphasis on exports.

The next speaker, Professor E W N Mallows, former professor of Town and Regional Planning, Witswatersrand University, said land use was a scarce resource to the extent that it was essentially a constraint which should discipline development.

"If properly managed it could be used as a tool to encourage quality rather than quantity as a basic objective of civilised urban living."

"We should learn to treat the surface of the earth like old lace and use the maximum economy in the way we place our settlements and web of infrastructure upon it, to obtain the optimum effect with the least resource use and still ensure that quality and amenity remain over-riding objectives."
Creating Jobs is Priority No. 1

ECONOMIC POLICY

South African Financial Gazette

September 26, 1976
High growth will not ease surplus

From page 3

are those in the EDP — 366,000 in 1973.

Professor Jan Lange, the prominent Free State econ-

omist, estimates that Black unemploy-

ment is increasing at a rate of 100,000 a year.

However, he has no idea of what the cumulative figure

is.

Professor Lange says if it is assumed that about 1 per

cent of the Black population enters the labour market

annually, 69,000 jobs have to be found in the homelands

and 75,000 outside.

However, only about 40,000 news jobs are created in the

White private sector each year, while fewer than 80,000

industrial jobs have been created in the homelands in

the entire period since 1960.

On the basis of the above figures, it would seem that

the overall situation is most unhealthy. However, this is

a misleading assumption.

Consider these factors:

Firstly, every Black adult male South African in sound

health has the right to work on our mines (he has a

priority right to a job over any foreigner).

Demand for Black labour on our mines at present is

450,000, yet the actual complement is only 76 per cent

of this. Moreover, workers from within the country's

borders now account for only 30 per cent of the total mine

labour force.

Many local Black unemployed (and those not economi-

cally active) are in this situation not by circum-

stances, but by choice. Simply — they do not need to work

or do not want to work. Also, many South African Blacks

have traditionally regarded mining as a most unattractive

form of work, almost de-

grading.

Secondly, there are considerable work opportunities

in the homelands for under-

employed. Black peasants.

Mr. Bram Raubenheimer, the

Deputy Minister of Bantu

Administration, says that

there is too great a tendency

for healthy adult males there

to leave agricultural produc-

tion to women and children.

Thirdly, there should be

only negligible unemploy-

ment in the White metropoli-

tan areas, as in terms of

flux control regulations, if a

Black cannot find employ-

ment in a given White area,

he is obliged to return to his

homeland.

And fourthly, Blacks are

rapidly entering areas of

employment that were previ-

ously the preserve of Whites.

Conditions today are geared
to encourage, not discourage, this.

Having said all this, it

could be argued that the

authorities should scale down

general growth targets (to

make them less inflationary)

and instead concentrate on

carefully defined areas of

action. Here are four leads:

Mr. Jacobs says that it's not the present

unemployment situation that is potentially explosive, but

the future situation. And we
can't pursue a high growth

rate for all time to keep up

with a high population

growth. The present South

African annual popula-

tion growth rate of 2.7 per cent is

35 per cent higher than the

world average.

Dr. Cloete maintains that

the mines must continue to

improve their wages and working

conditions (which they can

well afford to do), this will have a positive effect.

He says that in the past, the

mines were not competitive

enough on the labour market
to be a strong drawcard for

local Blacks.

He also feels that an agrarian revolution in the

homelands must be fostered

as soon as possible, and more

attention must be given to

agricultural investment than

to manufacturing investment.

He argues that the majority

of unemployed and under-

employed are still on the

land, and agricultural develop-

ment does not involve

large-scale and costly
demographic change. Moreover,

agriculture is less capital-

intensive than manufacture

and there is a cash market

for agricultural commodities

anywhere in the world. Manu-

factured goods generally face

stiff competition.

Professor Lange disagrees

with Dr. Cloete's line of em-

phasis. He maintains that

greater attention should be

given to the development of

manufacture in the decentral-

ized areas.

However, at this stage such

differences of opinion are

really insignificant. What is

important is the consensus

that development must be

stepped up at all costs in the

backward areas.

In a nutshell, Pretoria

would be well advised seri-

ously to rethink its economic

priorities.
Use of more Black labour called for

THE CRIME rate, lack of educational facilities for Blacks, and sexual discrimination in the payment of social benefits, were among topics discussed in a busy morning of debate at yesterday's closing session of the Trade Union Council of South Africa (Tucsa) conference.

The National Union of Commercial and Allied Workers had unanimous support for their call to the Minister of Police for more police stations and increased policing in townships and at bus terminals.

They felt the problem was largely one of lack of manpower and asked for the employment of more women of all races in police force, clerical, capacities to release able-bodied men for patrol work.

The conference asked for an amendment to the Unemployment Insurance Act, to allow payment of benefit on the death of a woman contributor to her next of kin or any beneficiary named.
FORT ELIZABETH—The recent devaluation, which dramatizes the structural problems associated with the country's history of payment for imports, was also the inevitable consequence of the unsustainable pressure of the country, Mr. Dan Benade, prime minister, said yesterday.

It highlights, for instance, the whole question of the balance of industrial production. The economic reality is that South African industry and the relative size of domestic resources are not what they used to be. It is only good business to use borrowed capital for investment in productive assets to permit the demand for the production of government goods to be maintained that many businesses have gone bankrupt and the country is growing to maintain economic equilibrium.

Referring to the battle plans, being made, to eradicate the fear of inflation, Mr. Benade added, to point out cold water on suggestions that the disciplines of unemployment should be allowed to settle excessive demands of wages and prices. He said international experience has shown unemployment has failed to reignite the "iron law" of markets.

Here we in Southern Africa play the supply and demand game, with our workers, to which the president of Rhodesia's Association of Industrialists has alluded. Mr. Benade warned of the dangers of over-expenditure and the need to maintain the momentum of growth.

"But I do not see sufficient evidence of the sort of co-ordinated planning needed to implement these measures. Now is the time when a co-ordinated strategy must be made explicit."

"It behoves all of us, therefore, to study the mathematics of our economy and to take time and concerted action to protect our very survival."

Mr. Benade said the circumstances did not permit us to hold the view that "things will have to become worse before they get better."
Cadet's body found in ceiling

CAMP DEATH OUTCRY

WEEKEND ACUS, OCTOBER 4, 1975
We will have to adapt

It’s been estimated that by 2001 SA will have a total labour force of 16m, 36% of them skilled. Even if every White worker then — and there will be 3m — can be classified as skilled, 3.5m Blacks will need to be trained to advanced levels over the next 25 years.

As Stephan Viljoen, chairman of the Bantu Investment Corporation, points out: “If our economy is to expand satisfactorily we are going to have to fundamentally adapt our schooling and training facilities for Blacks. And I’m not only talking about turning out more artisans, but Black technicians, Black town planners, highly-skilled people.

“Job reservation, like so many political issues in SA, is already an antiquated problem. Those who are capable must be trained.”

Recalentrant Whites are simply going to have to accept that “quantitatively and qualitatively the participation of Blacks in all spheres is going to increase. It’s interesting to reflect that until the Great Depression Afrikaners were almost exclusively farmers, now they are a thrusting element in every sector of the economy. The same will happen with Blacks.”

Coming from a leading policymaker of the separate development-orientated controversy-lashed BIC, this kind of thinking shows a welcome pragmatism. Yet Viljoen — who trained as an economist at the Sorbonne and LSE and has had spells as chairman of the Wage Board and the Board of Trade and Industries — has never allowed himself to be beguiled from hard facts into accepting the Verwoerd myth of total separation.

In 1958, when the Tomlinson Commission was set up, he wrote a report for a parallel commission of inquiry into the border areas and ended up recommending decentralisation of industry not merely to these areas but into the Homelands themselves.

That took time to happen, and then only on the so-called agency basis with the BIC as middleman. Without this even the current minimal rate of job creation in the Bantustans would have been precluded by their role of stagnating reservoirs of labour for the cities.

Viljoen knows that “SA will always be a multiracial society”. However the Homelands do develop, possibly as part of an evolving federation of political and economic interests, Viljoen thinks that he would like to see Whites — particularly farmers — contribute to their development, on a fraternal and not paternal basis. “It would be economic suicide to cut our market up into separate entities.

Black participation in development projects of the BIC is gradually increasing, and this month Bophuthatswana gets its own development corporation. To begin with, says Viljoen, Blacks will have 50-50 representation on such corporations “but ultimately theHomeland governments themselves will decide on their entire constitution”.

Viljoen . . . open the jobs

The BIC will become more of a coordinating and financing body than in the past, increasingly, it would seem, seeking finance abroad as austerity becomes the norm at home. “Our population,” warns Viljoen, “is exploding at one of the highest rates in the world. Skilled work has to be found for the emerging generation, and the BIC must continue to play its part.”

Decentralisation is an intractable problem for many countries, and it would be doubly so for SA industrialists if they were merely urged to do so to serve apartheid dogma.

Observes Viljoen, “steadily increasing concessions had to be given over the years to persuade industrialists to spread economic activity more evenly over the country. But this is a matter not merely of economics but of urgent social and political concern.”
The road to Hell

Unfortunately most of the good intentions in Tuesday's Speech! Contract are irrelevant to the rate of inflation. And if they deflect attention away from its real cause, which is unsound government finance, they could be downright dangerous.

No doubt the anti-inflation Manifesto is a politician's delight. Its 70-odd proposals will provide plenty of scapegoats for those who seek to shift the blame for inflation away from the real villains — the Cabinet and Reserve Bank — and onto the shoulders of businessmen and their employees.

But as far as effectively fighting inflation is concerned, its 28 pages of vague promises, evasive commitments and lack of new ideas may well prove to be not worth the paper they are written on.

Certainly it is no mean achievement for the heads of 25 diverse private and public sector organisations to agree on any wide-ranging wage-price-policy package. All credit to them for that. But in the final analysis, its success will be judged not by the degree of consensus achieved on Tuesday but by the rate of inflation next year.

What with devaluation and the government's explosive borrowing requirements, that will almost certainly remain up in the stratosphere of double digits.

The cornerstone of the programme are firstly, the commitment by some upper and middle income workers to limit wage demands for the next six months (see box on next page), and secondly, the promise by some firms earning more than 15% of total capital before tax and interest (whatever that may mean) to pass on only 70% of "unavoidable" cost increases (what then is an avoidable cost and how much of that may be passed on? 100% or 0%?) in the form of higher prices.

Since simple arithmetic shows that these constraints are not likely to have much of a direct effect on the rate at which costs and prices are rising, presumably it is hoped that the main impact will be psychological, i.e. there will be a dampening of inflationary expectations. But since inflationary expectations are likely to be as high as ever in six months' time, the programme may well have merely bought time at the cost of distorting the whole fabric of private business.

- Cost-raising factors already in the economy are going to send prices soaring sooner or later. A petrol price shock is around the corner and the overall inflationary effects of devaluation have still to take their toll. Hefty jumps in rail tariffs are also on the cards.
- Voluntary restraint (or a compulsory wage and price freeze for that matter) is not in itself a change in expectations. It is merely acquiescence in the postponement of those expectations.

Though the Manifesto lays down that neither workers nor firms may recoup their sacrifices after the end of the six-month restraint period, how on earth will anyone be able to determine the motives behind each fraction of a price increase or wage demand after next March? Or is the government's intention to extend the programme after that?

- Many companies are already seriously under-capitalised. Long-term loans at reasonable rates are difficult to come by and Holland Street is in the doldrums. Quite rightly the anti-inflation plan recognises that companies will have to finance more and more of their capital requirements from profits - government even undertakes to investigate tax incentives to help firms plough back more.

Yet incredibly, the same plan provides that 30% of almost all cost increases will have to be absorbed by profits, while no business (with a few exceptions) will be

DEAR BOSS,

I am most discouraged, therefore, that the State should think to penalise me, by suggesting that you limit what salary increase you intend for me this year as a reward for my labours, as part of a more-than-somewhat belated exercise to combat inflation.

I see no signs of the State having fulfilled its obligations to its citizens. It certainly has not lived within its means, its spending has been profligate, its debts unchecked. Where have been its efforts to increase productivity? I still cannot telephone a government department after 1600 nor can I pay my electricity account or telephone account after 1530 (the offices are closed).

That we have grave inflation and that it must be controlled I don't deny. But must I and thousands like me be made scapegoats?

Your faithful employee

In the past year, I have continued to make my contribution to this company and to the State. In the first instance I have worked hard and conscientiously, improving, at least to some degree, my productivity as my responsibilities have widened.

At the same time I have always responded to calls by management to cut down on costs when necessary. And it is with some pride that I look back on yet another year in which the company has, through good management and good sense, achieved its profit goal.

As to my contribution to the State, I have continued to pay my taxes, on income and on goods bought, I have even managed to save a little, have incurred no credit obligations — in short, though not without a struggle, have managed to live within my means.
desperately in need of decent wage hikes but also exempt from ceilings on their demands.

Is it wise, for example, to suppress Incor’s efforts to restore its viability for yet another six months? Indeed, the restrictions on company profits could lead to a thousand-rate of inflation, but in their case without the prospect of unlimited amounts of taxpayers’ money to keep them in business.

Private enterprise and wage earners are being called on to make specific and hurtful sacrifices. Yet the real villain of the inflation price—government—is hedging its commitments with any number of ifs, ands, and buts. It will prune its spending “wherever possible,” and then only spending “which bears no relation to productive capacity and infrastructure.” (If Defence then is a candidate for major cuts? I doubt it.)

It will ensure that the money supply does not rise “excessively” in relation to GDP (even though it is helping it so to rise right now.) It agrees merely “to give consideration” to the removal of infrastructure bottlenecks and the establishment of capital spending priorities.

What does all this mean in terms of hard cash? Not much, judging by Pretoria’s past record of permissive finance and its refusal to commit itself to specifics now.

Another disappointment is the total lack of any meaningful or explicit commitment to better use of the country’s labour resources. There is no sign in the programme that Pretoria has agreed to a sufficiently fast Black advancement in semi-skilled and skilled jobs. Indeed, a large number of the proposals dealing with labour are merely designed to communicate more effectively to businessmen existing government policies on immigration, Black training and productivity.

And do we really need yet another seminar on productivity? If so, the NICL is just the place.

Admittedly there are still moments when we feel it touched on (e.g., the 1982) Government cannotloit procedures for the removal of black labour. It can increase the ability of extending the system to cover for minor offences and will not seek to use policy on road transportation permits for private business.

Laudable as they are measures such as these will have no effect at all on the wage/prize spiral so long as inflation is not tackled at its roots. What the plan fails to recognize is that the basis of inflation in this country is not excessive profits, exorbitant wage demands, shortage of immigrants and coaches, or wrong-headed architects.

**VOLUNTARY?**

*Wednesday’s Star* quotes Dr Laurence McCrystal, chairman of the anti-inflation sub-committee dealing with publicity, as saying that “price increases will not be permitted merely to enable firms to raise their level of return above what previously prevailed.”

What does he mean by “permitted”? We thought this was a voluntary programme.

Our inflation is the result of misguided fiscal, monetary and exchange rate policies which have encouraged the nation to live beyond its means to try to accomplish too many things at the same time and without facing up to harsh economic realities.

We simply cannot afford a government borrowing requirement which is not R1 000m up last year, and we cannot go for rapid growth and at the same time successfully protect the balance of payments, shore up the price of gold and fight inflation; we certainly cannot go for huge increases in defence spending without paying the price in higher wages; and most certainly we cannot have a massive devaluation without both aggravating inflation and accepting cuts in living standards.

Inflation will not be cured by price and wage curbs, nor by well-intended vague promises in a manifesto. Besides a tight money policy to shore up the balance of payments, and pave the way for sounder growth in 1977, we need now are immediate tax hikes to finance the yawning government deficit in a non-inflationary way, coupled with specific cuts in public spending and above all, an honest and realistic admission by our politicians that a drop in living standards over the next few months is both necessary and inevitable.

who's allowed what

Workers are asked to build into wage demands, based on cost of living increases and negotiated after October 1, only 70% of the rise in the consumer price index from October 1-March 31 next year. Demands for increased pay based on productivity, supply and demand, etc., are unaffected.

All rises in the rate of inflation outside these six months can be claimed in full.

In practice, says Tuscan General Secretary Arthur Grobbelaar, the curbs will work like this. Assume a wage agreement comes up for annual renegotiation on January 1 next year and that the rise in the CPI is 10% from January to September and 4% from October to December 1975. The union will be entitled to claim the full 10% for the first nine months of the year and 2.8% for the last three months. In other words, instead of asking for a 14% increase, the union will be entitled to claim only 12.8% as CoL compensation.

In addition, when the next wage settlement comes up in December, 1976, workers can put in for only 70% of the CoL increase between January and March, and the full increase from March to December.

All workers below a still-to-be-determined Minimum Living Level are exempt from the curbs. The programme also makes no provision for those whose wage and salary increases are based on productivity, promotion, job classification, automatic annual reviews or blackmail. Nor are reductions placed on improved fringe benefits.

Financial Mail October [date]
Sex discrimination is as entrenched in SA's wage structure as race discrimination. African women are the most under paid of all.

It is well known that the proportion of Africans in the work force is on the increase. Between 1951 and 1970 economically active Whites grew by just over 50% but the African work force grew by no less than 80%.

Less well known is the extent to which African women are being drawn into employment. Yet as Erich Leistert and Willem Breynethen point out in a recent booklet *The Black Worker in South Africa*, this is one of the most striking phenomena of recent years.

Between 1951 and 1970 South African women workers grew by 230%, against 46% in the case of men. Even if agricultural employment is excluded (since there are problems in comparing census data) women increased by 160%. Leistert and Breynethen point out that whereas only 24% of African women of working age were economically active in 1951, the proportion is now 46%. This is higher than the figure for White women (36%) and on a par with that for coloured women.

In 1960, one in five African workers was a woman, but in 1970 the ratio was one in three.

As the table shows, the great majority of African women work in agriculture or domestic service. What is particularly interesting is the increase in African women in manufacturing and commerce and in manufacturing from a mere 7 000 in 1951 to 70 000 in 1970, in commerce from only 2 000 to 50 000.

This immediately raises the issue of sex discrimination in pay. Ray Altman, general secretary of the (White) National Union of Distributive Workers (NUDW) and of the (Coloured) National Union of Commercial and Allied Workers, tells the FI that "sex discrimination is a bigger bugbear for us than race. The employers are in favour of eliminating the sex differential as they are getting women at cheap labour."

Sex discrimination, of course, affects women of all races. It is of particular concern in the case of Africans, since the great majority of men still can be below the poverty datum line.

Bringing in women at lower rates of pay has already become a problem for trade unions in the laundering and dry cleaning industry. Last year the African Laundry and Dry-cleaning Workers' Association decided that men should forego part of an interim wage increase in order to narrow the male-female differential. The Wage Board, however, retained the differential.

The Johannesburg branch of the (Coloured) National Union of Laundry, Cleaning, and Dying Workers has now asked the Board to fix a minimum starting wage of R28 a week for men and women. Secretary Eric Macleay says: "If this is not possible we would at least like to see the usual 20% 25% differential reduced."

Wage Board chairman Irak Classens tells the FI that the Board's approach is to reduce the sex differential in each job at where a 'muscle power' is involved but that in unskilled jobs minimum wages for women are fixed at 80% of those for men.

Women of all races are affected by discrimination in these job categories, and Altman tells the FI that the unions have been pushing for a closing of the sex gap, but without much success. In unskilled jobs, such as general assistant and general worker, the women's proposed minimum wage is 80% of that of men. In some areas, that will mean a new minimum wage for them of a merely R35 a month.

Confirms Tuana's assistant general secretary Robert Kharf: "There is no doubt about it - women are being used as cheap labour in this country. Discrimination against women is the rule, not the exception.

Classens says that in rural areas African men sometimes insist, for status reasons, that women be paid less. But he adds: "When there is convincing evidence that the greater majority of workers want a revision of the sex differential, the Board would consider this and refer it to the Minister of Labour."

NUDW vice president Morris Kagan suggests that the Wage Board should ask government to carry out a scientific investigation into factors cited by employers as justifying sex discrimination. Among these are the sex of men are more stable, less prone to absenteeism and physically stronger. Instead, Classens says there is no evidence that women are more prone to absenteeism.

In fact they are 'frequently more responsible, than men'. And Ilaha Mashum, secretary of the (African) Commercial Catering and Allied Workers' Union of SA, asserts: "What men can do we can also do and some times do better."

Eric McMaster, assistant vice president (personnel) of Checkers and Alan Faing the OK's personnel director, tell the FI that although actual pay rates for both men and women are usually above the minimum laid down in Wage Determinations, they nevertheless reflect the pattern of sex differentials in Determinations. They both make the point that to bring women up to men's pay rates would be "very costly."

A set of recommendations by the Wage Board for the commercial distributive trade in the larger towns submitted to the Labour Minister for his approval and gazetted two weeks ago does not contain a sex differential for the job 'shop assistant', but there is a wider differential in certain other categories.

Thus, in the case of qualified clerks and sales assistants the proposed new minimum wage for women is only 68% of that for men.

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...
'200 000 Blacks to move in on jobs'

By CLIVE EMDON
Labour Correspondent

According to projections of the Economic Development Programme, more than 200 000 Blacks will be moving into the labour market in the six years to 1976, reflecting substantial changes in the role of Black labour.

This was stated yesterday by Dr Simon Brand, the deputy economic advisor to the Prime Minister's office who addressed a seminar on Black labour at the University of Pretoria's post graduate management school.

Dr Brand said a comparison between Black-White labour ratios in the 1963-69 EDP with those projected for 1974-79 showed a 0.74 percentage growth per annum in the number of Blacks.

The White-Black labour ratios in the major sectors showed that in 1973 for every one White employed there were 28.54 Blacks in agriculture, 10.42 in mining, 3.77 in industry and 2.14 in services.

The most dramatic rises in Black employment in the next six years will be in agriculture and industry, Dr Brand said.

"In the early sixties there was a basic assumption that the use of non-White labour was limited to unskilled occupations. This has changed substantially.

The change, he said, was demonstrated by the increase in the ratio of Blacks to Whites and that Blacks were moving more and more into skilled jobs."
BODY SET UP TO PROBE WORK LACK

A COMMITTEE to investigate job discrimination and lack of employment opportunities for young Coloureds in Durban was set up yesterday at a meeting in Sparks Estate in which a number of civic leaders met to discuss the problem of growing Coloured unemployment.

Councillor Carl Haupt, chairman of the newly formed Sub-rateռ y Policy and Planning Committee, said the committee's job would be to determine which agencies should be responsible for the problem of unemployment, and whether or not it was true that the authorities had been neglecting the Coloureds.

Both White and Indian officials had been invited to attend, and it was hoped that both races would become targets of investigation.

The committee, which was formed in response to the Press and the Durban Labour Outlook Committee, would be made up of representatives from the Coloured Employment Vigilance Committee, the Coloured Local Affairs Committee (CLOACO), the Coloured Local Board (CLB), and the Coloured Local Board of Trade.

The committee's first task would be to investigate the problem of discrimination, and it was hoped that the committee would be able to make recommendations to the authorities on how the problem could be solved.

After a number of meetings, the committee would be able to make a report to the authorities, and it was hoped that the report would be able to help the Coloureds.

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SEVENTY PERCENT of the more than 6,000 Colourful enlisted men who have passed through the Coloured Training Centre at Paarden Eiland since its inception in 1939 have qualified into permanent military service and are serving in the Forces.

Coloureds, who are mainly Natal-born, are among the first to be trained. The majority of the men who pass through the centre are Natal-born. The training centre has been in operation since 1939, with a capacity of about 1,000 men at a time.

The centre is responsible for training men for all branches of the Forces, including the infantry, artillery, and engineering. The training is rigorous and lasts for several months. After completing their training, the men are posted to various units across the country.
BETTER DEAL FOR AFRICAN LABOUR URGED

PORT ELIZABETH. — Although the African in South Africa was generally willing and capable of earning more he was not allowed to do so, the president of the Midlands Bantu Affairs Administration Board, Mr Boet Erasmus, said here last night.

No matter how hard he worked his earnings barely kept pace with the cost of living, he said.

Speaking at the annual banquet of the Motor Industries Federation, he called for job reservation to be relaxed and a drastic reclassification of jobs to give Africans a better deal.

'A Bantu offering his services today is no longer illiterate and we must ensure that while schooling them in hundreds of thousands we are not going to deny them further advancement,' he said.

It seemed strange that employers were lukewarm towards training. Although it was a popular sport to blame the Government, industry should ensure that it was not also guilty of fostering inflation by perpetuating a chronic shortage of skilled workers.

VALUES

'And when we do have a flow of skilled Bantu we must recognise and remunerate them as such. Then and only then will they be able to develop a new appreciation of values and discipline,' he said.

He said it would not be a painless process although the politically powerful whites would needlessly fear that his job was threatened. The unfair employer would resist any efforts to curb his profitable use of black workers on jobs violating the Industrial Reconciliation Act and other employers would have difficulty in adapting themselves to works and liaison committees.

By 1989 South Africa would need 3.5 million skilled workers to cater for normal economic growth he said.
TO: Constituent Organisations
   Members of the Labour Affairs Committee

Sirs

A LABOUR POLICY FOR THE 1970's

Members will recall that Exco agreed that, following incorporations of certain amendments to the draft document, it be circularised to Chambers for comment and final approval.

The amendments received have now been incorporated in paragraphs 3, 8, 25.1, 26, 28, 46, 61 and 62.2.

Since it was agreed that finalisation of the policy document receive priority treatment, comment should reach the Secretariat not later than November 21, 1975 after which the document will be prepared in final form.

Yours faithfully,

T POOLMAN
SECRETARY : LABOUR AFFAIRS COMMITTEE
CONFIDENTIAL - NOT FOR PUBLICATION
SOUTH AFRICAN FEDERATED CHAMBER OF INDUSTRIES

A LABOUR POLICY FOR THE 1970's:
THE NEED FOR A CO-ORDINATED NATIONAL MANPOWER DEVELOPMENT POLICY

1. In its White Paper: "A Programme for Sustained Industrial Expansion in Southern Africa", published in March 1972, the Chamber commented on labour policy in South Africa in so far as this concerned the manufacturing industry. It emphasised the need for the Government to actively facilitate and encourage the better utilisation of South Africa's manpower, inter alia through accelerated programmes for the training of particularly Black labour, and a categorisation and reclassification of jobs to permit the optimum utilisation of labour while maintaining the stability of industrial relations.

2. Much of South Africa's present prosperity and future economic potential is attributable to its history of stable industrial relations, based on enlightened industrial legislation. Nevertheless it is the Chamber's view that the Republic has entered into a period of accelerated change, particularly on the labour front, and that in order to maintain the benefits to be derived from the nation's economic potential it will be necessary to plan the orderly development of future labour policy in the Republic. The current EDP has specifically targeted a high sustainable growth rate on the assumption of the better utilisation of South Africa's manpower. It appears necessary, therefore, that an integrated policy be formulated to permit this to occur in an orderly manner.

3. The Chamber believes that in designing a broad framework for the most efficient utilisation of the total labour force, the following points must be recognised:

- the benefit to the economy to be derived from the more effective use of its human resources;
- the increased importance attached to the satisfaction of the aspirations of individuals through employment in jobs where they are most productive;
- the importance of providing work opportunities for an increasing population; the crucial role of manufacturing industry in this regard at the same time recognising that unless such growth is tempered by family planning, such work opportunities will not keep pace with the demand;
- the desire for increased standards of living for all the peoples of South Africa and the concomitant need for housing and residential areas;
- the importance of the maintenance of industrial peace;
- the economic, social and political forces at work in South Africa as well as the continuous process of change;
- the influence of these forces on economic growth and working conditions generally.

4. In the light of the above, the Chamber recommends the formulation and active promotion of a positive National Manpower Development Policy for all the economic sectors of the Republic, including agriculture. This should consist of four components, namely

- the planned development of the South African economy to expand work opportunities for the country's increasing population at a rate designed to meet rising expectations, and to raise levels of living;
- the further development of training and management practices in order to bring about the necessary increase in productivity from the entire labour force;
- the optimum geographic distribution of wealth, and
- a development towards the meaningful contribution of all
workers in order to ensure the future of industrial peace in South Africa.

PREAMBLE

5. The objectives of a fully developed manpower policy for South Africa (including the Homelands) may be stated in the following terms:

(a) to anticipate the manpower requirements at all levels and plan for their fulfillment;
(b) to develop and increase the qualitative and quantitative adequacy and adaptability of the total labour force;
(c) to develop employment opportunities;
(d) to provide the labour market facilities essential to bringing labour supply and demand together in a way which promotes the economic strength and growth of all the Republic's peoples, as well as the maximum self-realisation in work for the peoples; and to ensure due integration of such a policy in the formulation and implementation of the general economic policy of the country.

6. A labour policy for South African industry, operating as it does within a framework of private entrepreneurship and the given socio-political conditions, must take into account industry's need to be assured of an adequate supply of suitable labour, so as to create a stable pool of industrialised workers. At the same time, industry's role in the employment, training and adequate remuneration of that labour in relation to the total national growth process must be clearly recognised and accepted by Government and industry alike.

7. Industry is aware that it is in the direct interest of the country as a whole to have, and maintain, a satisfied and efficient work force. Moreover, in the interests of the maintenance of industrial peace, it is essential to maintain stable industrial relations operating within a framework of adequate negotiating procedures for the prevention and settlement of industrial disputes. In this regard, and in the light of the heterogeneity of the industrial work force, it is incumbent upon industry to take into account the cultural differences between its workers and to approach industrial relations in the light of these differences.

A NATIONAL MANPOWER POLICY

I. Providing employment opportunities for an increasing population

8. Various forecasts of the population growth and the number of economically active persons in South Africa, indicate that new entrants into the labour market may be as high as 330 000 annually by the year 1980 and close on 500 000 in the year 2000. It is expected that more than 70 per cent of these new entrants will be Black and a substantial proportion of this addition to the Black labour force will have to find employment outside the Homelands. Economic policy will, therefore, have to concentrate on the creation of a sufficient number of employment opportunities to absorb this annual increase. To this end the maintenance of the highest possible growth rate, compatible
with the growth potential of the South African economy as determined by such factors as the availability of capital, entrepreneurial talents, skilled labour and the balance of payments position, is imperative. Moreover, it implies the economic development of lagging regions, with the emphasis on the provision of employment opportunities in relation to the relative needs of the different regions. Similarly, it implies the restructuring of jobs to allow for the employment of non-whites, and particularly Blacks, in higher job categories.

II. Productivity

9. The Chamber must stress the vital role that productivity improvement must play if industry’s viability is to be ensured, industrial exports increased and import replacement opportunities exploited. It is also vital if industrial employment opportunities are to be extended at the same time as the remuneration of labour is to be increased. This is a basic requirement and involves such matters as the skill content of the labour force, occupational and geographical mobility, remuneration, social benefits, and like employment conditions. These matters should be given continuous attention and all efforts made to improve the productivity of the individual in his workplace.

III. Improvement and adjustment of the skill content of the labour force.

10. Due to a number of factors such as technological advance, increased wages and urbanisation, both the volume of employment and the type of skills (required for the achievement of overall national economic goals) can be expected to change in South Africa. Thus official statistics and long-term projections undertaken by the Chamber indicate that long-term structural changes are occurring and must occur in the racial composition of the industrial labour force. The Chamber estimates, for example, that while Blacks at the present time comprise about 55 per cent of the industrial labour force, this figure will increase to more than 70 per cent by the year 2000.

11. Moreover, because of technological advance, shifts in demand, increased mechanisation and automation, job reclassification, and other factors, the demand for trained labour will increase at a fast rate in future. Various observers expect, as confirmed by projections by the Chamber, that the White, Coloured and Asiatic population will not meet the demand for skilled and other trained labour in the years to come as it was able to in the past. It is therefore imperative that the skilled content of the total labour force, including the fullest use of older persons, any impediments in their employment such as debarring their engagement because they are too old to join a pension plan, should be eliminated, and particularly that of Black skill, be improved rapidly in order to meet the changing demands of industry. This involves an accelerated programme of education and training for all race groups.

12. In South Africa, the view has always been held that industrial training is a function which properly belongs to employers and that Government should concentrate on encouraging and assisting employers to provide training. However, experience in many developed countries suggests that there is room for a much larger contribution by Government to complement training by employers.

13. Mainly two types of training can be distinguished, namely, in-plant and pre-employment training. The Chamber accepts that in-plant training
is the responsibility of employers, comprising as it does the training of individual employees to meet their own particular needs.

14. Pre-employment training is concerned with preparing individuals for entry into the labour market. As such it involves, firstly, basic education, and secondly, training to meet national and specific industrial needs, as well as training and retraining of individuals whose skills are deficient or whose skills have become obsolete. In regard to Government-sponsored basic education the Chamber believes that the existing programmes and their planned expansion, followed through with vigour, should meet requirements. There are, however, many non-White workers deficient in basic arithmetic, literacy and urban skills e.g. basic hygiene and traffic rules, and in this area a programme of Government-subsidised adult education is urgently required.

15. As far as the other types of training are concerned, it is believed that the basic questions are: (a) what to train; (b) where to train; (c) how to train; (d) the financing of the training. It is the Chamber's view that in so far as industrial training is concerned there will be a great need for technicians, supervisors, artisans and operators, and great emphasis must therefore be placed on meeting industries' training requirements in these fields in accordance with the needs of different industries. There can be no doubt that the greatest demand for trained labour will continue to arise from the established industrial centres in White Areas, followed by the Border Areas and the Homelands. Training should consequently be provided in all three areas in accordance with the needs of each.

16. The Chamber is appreciative of the steps taken by the authorities in recent years to improve industrial training facilities of particularly the Blacks in the above-mentioned three area categories. It believes that the present incentives and facilities, which may be augmented as circumstances dictate, can and should be fully utilised by industry in its own interest. However, the Chamber wishes to draw attention to the anomaly which exists in so far as the incentives enjoyed in respect of the training of Black workers are not extended to industrial workers of other racial groups. The Chamber specifically asks that these incentives be extended in respect of other racial groups. In particular the Chamber would also commend the closer co-operation between manufacturing companies through Industrial Associations and Regional Chambers of Industry in the interests of pooling information, resources and of adequately extending in-company and extramural training in order to promote the necessary degree of productivity advancement within the sector.

17. The Chamber would, moreover, recommend accelerated programmes in the area of artisan and technical skills, particularly as far as non-Whites are concerned. It must also be remembered that economic development and technological advancement both create the need for facilities which will afford individuals the opportunity to change careers, to acquire skills which they failed to do when they left school, or to return to work after a break in service. As yet provision for retraining in South Africa has been of a marginal nature and more attention should be given thereto in the interests of underwriting the job security of the nation's entire labour force.

18. It is also believed that there will be a continued need for immigration to augment local skills and adequate steps by the private and public sectors alike are of the utmost importance. Government policy recognises this need but government administrative procedures should be simplified and streamlined to meet this need more fully.
19. In sum, the improvement and adjustment of the skill content of the labour force, must be concerned with basic education, pre-employment and other forms of training as well as on-the-job training, retraining and immigration, all of which will have to be accelerated at an unprecedented pace if growth and employment targets are to be achieved.

IV. Geographical mobility

20. The Chamber accepts that in the interest of maintaining wage levels and a peaceful industrial, sociological and political co-existence of the various population groups, influx control measures are required whereby the geographical movement of Black workers between the Homelands and the RSA is regulated. With the establishment of Bantu Affairs Administration Boards in the White Areas of the Republic the way has been paved for a freeing of the horizontal movement of Black labour within much larger geographical areas, and thereby the more effective utilisation of the Black urban labour force which is, or is to become available within each Board’s area of administration. However, the practical application of this principle requires much more attention. The Chamber contends that this process will require an improvement of the employment facilitation services which are provided for Blacks by each particular Board and the co-operation of employers in reporting vacancies, and also in the making use of such services by Black workers. With this in mind, and without advocating an unqualified removal of influx control, the Chamber would recommend a streamlining of the procedures for the procurement of labour when and where necessary, to eliminate unnecessary friction and delay.

21. The Chamber has ascertained that most of the developed countries of the world have come to realise that the equivalent of the labour bureaux system in South Africa is the single most important tool in ensuring the efficient functioning of geographic labour markets, and that it has a vital role to play in regard to such matters as the mobility of labour, economic growth, stability, full employment and equity. There can be little doubt that a thorough review of the employment services in South Africa would contribute a great deal towards the better utilisation of South Africa’s labour force. Aspects which the Chamber believes should receive attention include the separation of the function of influx control (a negative factor) and job placement (a positive factor); the relocation of employment offices away from other Government offices and in modern premises which are easily accessible to workers, work-seekers and employers at convenient hours; the speedy and effective notification of vacancies between different employment offices; and in general, the improvement of the image of the Labour Bureaux Systems for all races.

22. In the Homelands a parallel system of labour recruitment should be made available:

- through direct recruitment by employers as currently practised;

and

- indirect recruitment by employers through the Bantu Administration Boards when labour is not allocated to an employer but to the Board from whom the required category of labour is to be obtainable.

23. The Chamber has reviewed and is cognisant of criticisms which are levelled against the migrant worker system. It believes that there is evidence that in its present form it is not conducive to optimum industrial
productivity and sound industrial relations. Existing legal provisions and certain social conditions through which locally resident labour becomes unemployed has forced industry to employ migrant labour on a one year contract basis. To the extent that the migrant labour system obstructs the better utilisation of the national industrial labour force, it is the Chamber's belief that this system should be modified.

24. Great regional differences exist in the pattern of the migrant worker system, depending on the degree to which the contract worker is able to commute between his legal domicile and his place of work. In certain regions, notably in Natal, in the central and north western Transvaal and in the north eastern Cape, the Chamber believes that the disadvantages of the migrant worker system can be largely eliminated by the improvement of commuter services between the white industrial areas and the Homelands. Given the opportunity to visit his home weekly or monthly, many of the social problems related to the migrant worker will be minimised.

25. With regard to the areas from which the regular commuting of Black contract workers cannot constitute a solution to such problems as may arise through the migrant worker system, the Chamber believes that attention should be given to the elimination of various irritants and distortions, which are disruptive of optimum manpower utilisation. In other words, the Chamber proposes a streamlining of the migrant labour system as it presently exists. It urges that serious consideration be given to:

25.1 An improvement in the accommodation of the contract worker living on a single basis and particularly the segregation of such accommodation from normal married accommodation in the townships, and that certain migrant workers be allowed to take up residence in White areas on a family basis where accommodation is available or can be made available which, to conform with present Government policy, would require an arrangement that this would not entitle them to qualify under Section 10(l)(a), (b) or (c) of the Bantu (Urban Areas) Consolidation Act, 1945. This facility should be granted only to Blacks with a history of employment in industry, with certain minimum educational status, or having received industrial training approved by the Department of Bantu Administration and Development.

Whilst conceding that regional geographical differences exist, it is pointed out that as far as Natal is concerned the overwhelming majority of Blacks live within commuting distance of a Homeland and such persons can make their own arrangements relative to accommodation. In respect of such persons as reside outside the Homelands, it is the view in Natal that better accommodation than that which has traditionally been regarded as acceptable, is now called for.

25.2 That the system of labour contracts be amended so as to permit the proper acquisition by industry of Black workers for employment in White industrial areas on a longer term basis, subject to normal annual leave arrangements, but without the worker attaining permanent residential qualifications in White Areas; that the present elaborate and time-consuming paper work be replaced by linking the contract system to the computerised controls already envisaged by the Department of Bantu Administration and Development; and that the Labour Bureaux system be streamlined.

The Chamber is aware that some of these matters are already receiving the attention of the Department of Bantu Administration and Development.

26. In acknowledging that the call-in card system provides a measure of permanence and that the procedures require streamlining to create as little discomfort to employers and employees, it is also of significance to note that a stable pool of industrialised labour cannot become available through the present migrant labour system and to that extent industry is at a dis-
advantage in fully utilising the labour potential by means of appropriate personnel management practices, including selection, induction, training, social care, etc.

27. It is accepted Government policy, endorsed by the Chamber, that subject to certain safeguards the employment creation targets for the economy can best be met by inter alia a maximum rate of employment generation in decentralised and Homeland areas. To these the Chamber would add established areas adjacent to concentrations of non-Whites, whether designated as growth points or not. Nevertheless, in view of the desirability of establishing an adequate supply of industrial labour in controlled areas, and in the light of the existing inability of Homeland areas to absorb their economically active populations, it is advocated that the migrant worker system as it presently exists be gradually replaced by a system providing industry with a more stable migrant workforce. In particular it is essential that the one year contract system be amended to permit of longer contracts so as to justify the time and money spent on induction and training.

28. Other matters concerning Black workers which are worthy of specific attention, in the view of the Chamber include compulsory medical examinations, accommodation for temporary, short service contracts; the transport of workers to and from Homelands; an orderly wage remittance programme in consultation with the Homeland Governments; and the necessity of providing adequate housing and other amenities.

V. Occupational mobility

29. In the interests of meeting the aspirations of the various peoples of South Africa and to underwrite job security, while at the same time providing the occupational framework in which economic growth can take place, it is imperative that the occupational mobility of labour (i.e. the opportunity to perform work requiring greater skills) be improved thereby to facilitate the adjustment of supply and demand in the different occupational and regional labour markets.

30. In South Africa, as in many developed countries with an active manpower and manpower adjustment programme, there should be a greater awareness and appreciation of the great economic potential to be derived from the achievement of greater occupational mobility. This presupposes education and training as well as the improvement of labour market facilities as discussed above.

31. The underlying conditions for such an improvement in occupational mobility imply the relaxation of statutory and traditional work reservations. The Chamber believes that an orderly repeal of statutory work reservation is in the interests of the nation, not only because of its immediate effects on occupational mobility, but also because of the psychological effect that such a step would have on traditional and other forms of work reservation.

32. Traditional work reservation results from social attitudes among employers and employees as to the types of work which ought to be performed by workers of different population groups. It affects a much larger percentage of the labour force than statutory work reservation. The effects of this constraint on labour mobility can only be removed by a change in attitudes, particularly among White employers and employees. Although attitudes normally change slowly, much could, however, be done by trade unions and employers to effect a more rapid and orderly change in this regard. The Chamber recommends that urgent attention be given thereto.

33. The Chamber furthermore holds that one of the surest ways in which the limiting effects of both types of work reservation could be overcome and
occupational mobility improved, is by the reclassification of artisans' work in order that a segment of less skilled operations might be performed by semi-skilled Black workers. There is a general belief that there is great scope for this to be done and that employers could introduce reclassification more rapidly without endangering labour relations.

34. The RSA Government, in its "White Paper on the Report by the Inter-Departmental Committee on the Decentralisation of Industries", has accepted the principle of greater occupational mobility of labour, in a process of gradual and orderly change in co-operation with trade unions. The Chamber believes that since the acceptance of this principle the process of relaxation has proved to be too slow, and it is of the opinion that Government could, and indeed should take, a more active lead. As large employers, the authorities have themselves the freedom to influence employment patterns in this regard.

VI. Industrial relations

35. The Chamber is convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa. However, it is equally convinced that employee relations at plant level will substantially determine the success or failure of any system of industrial representation machinery.

36. The Chamber believes that the basic industrial legislation relating to the regulation of working conditions, wage and service conditions, and the settlement of industrial disputes has up to now contributed materially to the remarkable history of industrial peace which this country has enjoyed. However, at the same time, it recognises that in the areas of the settlement of disputes, and in the negotiation of employment conditions, present legislation does not allow sufficient meaningful direct participation and representation by Black employees. This deficiency has become a cause of discontent amongst Black workers and in the interests of maintaining industrial peace (as well as a satisfied, well-motivated and productive Black labour force) warrants serious attention.

37. While the Bantu Labour Relations Regulation Amendment Act of 1973 created new opportunities for Blacks by providing important new channels of communication between Black employees and their employers, the present system is inadequate in that the majority of the negotiations conducted in terms thereof are not afforded statutory recognition, neither does it place at the disposal of Black workers collective bargaining machinery in the broadly accepted sense of the term. The Chamber is constrained to record that it senses that these shortcomings require the early and urgent attention of the authorities.

38. The Chamber is mindful of the fact that Black workers are manifesting an increasing interest in organising themselves into trade unions, but believes that it is neither in the interests of Industry to give Black trade unions premature recognition nor to place obstacles in the way of their development, provided that the leaders and members of the unions concerned manifest attitudes and objectives not inimical to the national interest of the Republic. The Chamber feels that with the growing demand by the Black for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition thereto, if necessary, by legislative action. Any steps taken in this direction should, however, take account of the ability of Black workers to organise themselves within a framework
of the responsibilities inherent in such representation in the negotiation process.

39. In this spirit, the Chamber recommends that, in the interests of preserving good industrial relations, industrial employers should themselves take due cognisance of these desires of their Black workers.

40. The Chamber, without losing sight of the sense of urgency which it detects needs to be directed to the fundamental aspects raised above, supports the Government's appeal to all industrialists to take advantage of the opportunities provided for the establishment of liaison and works committees in the sincere belief that it is in the national interest to develop the collective self-awareness of the Black worker in industry. However, it must be emphasised that in the establishment and conduct of these committees, the proceedings should be conducted in full consultation with the affected Black workers and with total involvement by top management. It is believed that the successful operation of these committees will contribute materially to the preparation of the Black for his future more meaningful involvement in the collective bargaining process and will assist in the obligations of labour relations.

41. The Chamber is convinced that some employers and many employees are not at present properly motivated or informed regarding the effective operation of the above-mentioned committees and that this lies at the root of much of their alleged ineffectiveness. It therefore recommends that an intensive and positive programme of education in these matters for employers (including all levels of supervisors) and their Black employees be introduced, with a full commitment from and closer co-operation between Government and the private sector.

42. The Chamber believes that satisfactory industrial relations can only be achieved on the foundation of satisfactory employee relations at plant level, aimed at developing the potential of employees within the existing economic, social and political structure to provide for them the greatest degree of satisfaction from their work and in motivating them to give their best efforts to the organisation. The personnel management function is vital in South Africa with its labour force composed of peoples of different cultures, beliefs and customs and at differing stages of development.

43. Evidence exists that in the past not all employers have adequately expanded personnel management to Black employees. Nevertheless there has been an increasing awareness in recent years that more has to be done regarding the management of Black workers with regard to such matters as social benefits, wage administration, supervision, inter-personal relationships, communication and transport. The Chamber believes that more attention has to be directed towards tailoring personnel management to the requirements of Black employees and of introducing the necessary level of sophistication and frequency of application of personnel techniques to this class of worker.

44. There is a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable and it is therefore incumbent on organised industry and the Government alike to ensure that this development takes place in an orderly manner.
VII. Remuneration

45. There can be little doubt that one of the main labour issues in South Africa for the years to come will centre around the question of remuneration and more particularly the so-called wage-gap between skilled and unskilled workers and between Whites and non-Whites. At the same time it should be noted that in general parlance the "wage gap" is related to the situation in which White and Black labour receives different wages for the same job.

46. The Chamber accepts that regardless of race, the price paid for the various categories of labour is largely determined by the underlying conditions of demand and supply, productivity and the ability of employers to pay. At the same time it believes that it is incumbent on employers to adopt minimum wage levels at least in accordance with the basic necessities of life, however difficult this is to measure exactly; and to recognise the erosion of the standard of living by the increasing price levels. However, in an inflationary climate, wage restraints are necessary as part of an overall campaign against inflation. Such restraints should impact themselves more readily on the high wage earner than the lowly paid.

47. The Chamber accepts the principles of job evaluation, minimum job rates and payment according to performance and believes that as the programme for reclassification of jobs progresses it will have a favourable wage effect which would significantly spread to the non-White group in the long term. The Chamber is therefore of the opinion that although the application of these principles is desirable, there will be a period of transition and that in especially those geographical areas where unemployment exists, some wage differential is inevitable and may even be desirable.

48. In the light of these considerations and in order to provide realistic wage levels, the Chamber would recommend that:

(a) in industries organised in terms of the Industrial Conciliation Act, wages continue to be determined by collective bargaining between employer and employee organisations;

(b) Works and Liaison Committees be actively encouraged to play a more effective role in the determination of wages of Black employees through the machinery provided for in the Bantu Labour Relations Regulation Act, 1953; but that ways and means be considered for granting statutory recognition to certain wages negotiated under this Act;

(c) where workers are unorganised in terms of the Industrial Conciliation Act, the Wage Board continues its function to recommend minimum wage levels, but that the Wage Board be enlarged and re-organised in order to expedite its activities and including in addition representatives of all races;

(d) the question of occupational and geographical mobility of labour receive attention as discussed above; and

(e) Government determine a differential consumer price index for the lower, medium and higher wage groups and for the main geographical areas which will enable employers to be guided in interim adjustments in wage rates and in the negotiation of wage levels.
VIII. Social benefits and industrial safety

49. The Chamber is aware that a policy of adequate social benefits and industrial health and safety is receiving increased emphasis in the Western World by a shift from basic wage demands to job security and fringe benefits in various forms. It accepts that the maintenance of good personnel and industrial relations is influenced by employment conditions over and above wages. The Chamber believes that industry has a responsibility in its own and in the national interest to improve social security benefits to its labour force of all races where this is possible. However, the industrial work force is heterogeneous and when providing these various fringe benefits employers should take this into account.

IX. The elimination of structural unemployment

50. Structural unemployment, emanating as it does from changing technology and other related factors, is common in most developed countries and could increase in South Africa for a number of reasons. As already indicated, the Chamber believes that Government should make adequate provision for retraining facilities for workers whose skills are deficient or whose skills have become redundant. The provision of improved employment services as noted above would also assist in meeting the needs of the structurally unemployed.

X. Employment of females

51. Females can make a considerable contribution to the economic growth of the country. This is not generally realised by many employers. More particularly, it believes that there is a substantial reserve labour force in married women who could re-enter the labour market and it is convinced that many employers still do not appreciate the contribution that married women can make to the alleviation of skilled and semi-skilled labour shortages, and, therefore, fail to employ, train and consider married women for promotion.

52. The labour market for women is in many respects different from that for men. Married women particularly are relatively immobile and can only be employed within a limited geographic area surrounding their homes. Moreover, many women re-enter the labour market after a lengthy period of absence with no specific training, little or inaccurate knowledge of changed job opportunities and with important family responsibilities.

53. The Chamber believes that increased attention should be given to the factors affecting women's entry and particularly re-entry into the labour market, which would include such aspects as vocational guidance, training and re-training, hours of work suited to family responsibilities, and the establishment of creches, day nurseries and other amenities.

54. If the best use is to be made of this valuable additional source of labour it is essential that traditional attitudes change, and that the separate sub-markets for men and women be integrated into a single market in which recruitment takes place according to merit, regardless of race, sex or marital status.

XI. The harmonisation and rationalisation of labour policies and legislation

55. The Chamber believes that with the development of the Homelands there...
is a distinct possibility that the labour policies and legislation of the Homeland Governments could differ substantially from that of the RSA. It appears therefore imperative that steps be taken for the negotiation and introduction of a series of bilateral labour agreements between the Government of the RSA and each of the Homelands covering such matters as the recruitment of Homeland citizens and their conditions of employment in the RSA.

56. Within the RSA there is a great need for a much greater degree of co-ordination followed by the various departments of state in respect of labour matters (e.g. the Departments of Labour, Bantu Administration and Development, Planning and the Environment, Health and Mines). In many respects the Department of Labour does not fulfill a central co-ordinating role. If this were to be properly co-ordinated, it would eliminate many of the country's labour problems.

XII. Sectional Taxation

57. Industry is prepared to shoulder its full share of the total burden of the advancement of the people of South Africa and specifically to undertake the specialised industrial training of its workers in accordance with its ability to do so. The costs of the gradual elimination of social, cultural and educational backlogs must be borne by the community as a whole.

AN INTEGRATED MANPOWER AND DEVELOPMENT POLICY

58. In the light of this document, the Chamber advocates the acceptance by the authorities in the RSA and the Homelands of dynamic manpower policies (with detailed programmes of action) and other related policies integrated with the general economic, monetary and fiscal policies of the Republic in order to attain for the country and its peoples economic growth, stability and equity. This is necessary because of the present fragmented and ad hoc approach which is diffused through a variety of Government Departments and statutory bodies. The implementation of such policies and programmes should be centrally co-ordinated and organised. Moreover, they require a continuous re-assessment of social and legislative restrictions which hamper the more productive use of the total labour force.

59. The Chamber therefore recommends the establishment of a central co-ordinating agency to co-ordinate labour policy as it exists between various Government Departments to eliminate the overlapping of activities and to bring about a uniform approach to central manpower policy planning. The Chamber does not propose the establishment of a new Government Department to fulfill these responsibilities. Instead it proposes the inclusion of all these functions under a central department or committee. The functions of this agency might be centralised in one or other government department such as the Department of Labour or conferred on a committee such as the existing Lindeque Committee, sub-committee of the Prime Minister's Economic Advisory Council, or thirdly, may best find accommodation in an entirely new body.

60. A manpower policy for the Republic and Homelands must take as its basic point of departure economic growth (per capita income) and economic development (structural change) to provide employment opportunities and increased standards of living for a growing population and the satisfaction of the aspirations of all its peoples. This involves two aspects which at times may conflict, viz. the optimum utilisation of labour resources and increased remuneration which could lead to inflation if not matched by productivity increases.
61. Most of the labour issues are particularly acute for the Blacks. In this regard the country has seen some change over time which has gathered momentum in recent years. The politico-economic pressure generated by a dynamic society have inevitably come to bear upon traditional attitudes and historical patterns of employment and further adjustments are called for. It needs some emphasis that a radical approach to these matters could involve setting a pace for change which may adversely affect the very objective it wishes to achieve, not only by the social and political unrest which it could create, but also by overstraining the economy. An approach involving a more gradual and orderly change could, on the other hand, be too slow and overtake us in the sense that incomes may not rise fast enough and manpower requirements may not be met adequately. This may likewise lead to social and political unrest and at the same time to an under-utilisation of resources thus impeding much-needed growth.

62. In the interests of introducing a dynamic integrated national manpower policy for the country, and in order to achieve the objectives stated in para. 5, the Chamber, while recognising current efforts in the various areas, recommends:

62.1 a job creating programme, i.e. the provision of employment opportunities at specific times and in specific regions where these may or are likely to be required;

62.2 an accelerated programme of full primary and secondary education for those groups which do not yet enjoy these facilities;

62.3 a massive training and retraining programme, i.e. the provision of pre-employment, in-plant and retraining facilities;

62.4 a systematic and continuous review of the occupational and geographical mobility of labour;

62.5 a programme for industrial peace;

62.6 an adequate remuneration programme;

62.7 an adequate socio-economic benefits programme, i.e. health, safety and social benefits;

62.8 a programme of harmonisation and rationalisation of labour policies and legislation and a collaboration and co-ordination programme, i.e. collaboration and co-ordination between the various Government departments concerned with labour and economic policy in general and between the various governments (RSA and Homelands) concerned;

62.9 a labour market organisation programme, i.e. the provision of labour market facilities and services;

62.10 a research and information programme directed at enlightening both employers and employees, i.e. the provision of adequate, useful and timely information on all labour matters, and in regard to employees early notice of increases in costs relative to matters such as transport, accommodation, etc., seems merited;

62.11 a forecasting programme, i.e. the anticipation of imbalances in the labour market and corrective action.

62.12 an adequate housing and residential area development programme for all races.

63. Finally, it needs emphasis that such a manpower policy should be centrally organised, co-ordinated and implemented.
Racial criteria in industry a danger

Anglo American chief

THE DEPUTY CHAIRMAN of the Anglo American Corporation, Mr W D Wilson, has warned that the widespread use of racial criteria in industry is a danger to economic growth and sound industrial relations.

Writing in the latest issue of the magazine Optimis, Mr Wilson says that in spite of advances in several spheres, it cannot yet be claimed that major inroads have been made on the most crucial issue facing South Africa. He was referring to the widespread use of racial criteria to determine opportunity and reward.

The racially stratified structure of South African society, writes Mr Wilson, is wholly inappropriate to the rapid and sustained rate of growth which the country requires.

The country's economic future depended on developing people's potential to the maximum. South Africa was in a position of severe disadvantage because of the limited educational facilities that had been available to Blacks in the past and which, in spite of recent improvements, remained inadequate for modern needs.

Likewise, sound industrial relations can never be established as long as race determines conditions of service and progress or at least till vigorous and visible programmes are in operation to remove race as the decisive factor in these areas.

POLICY DECISIONS

The article points out that even if policy decisions to eliminate discrimination were taken at once, the objective could not be achieved for many years. The task would have to start at the primary school level and the home environment.

"As we all know, participation in an industrial society exacts a price. It demands adjustments, disciplines and sacrifices which not all people are prepared to or indeed are able to make."
Scrap Black labour policy

mining chief

JOHANNESBURG. — Mining magnate Sir Albert Robinson yesterday urged the Government to scrap restrictions against the use of Black labour and said the resultant gains in improved Black skills and incomes could be a major factor in the country's fight against inflation.

And at the same time he warned that unless the Government won the battle against inflation, South Africa could face its biggest ever social, political and economic race problems.

Sir Albert, in his chairman's review of Johannesburg Consolidated Investment Co. Ltd. (JCI) said South Africa must adopt strong and sustained anti-inflationary policies and he welcomed the Government's announced intention to combat that major part of inflation which was manifestly of the country's own making.

"It must not falter in its determination, because inflation is still the most serious single issue confronting the South African economy." SERIOUS ISSUE

There remained an urgent need, he said, for the Government and other organised bodies to make better use of all available human resources.

"The most effective means of doing this would be to eliminate restrictive employment barriers," he said.

"There can be little doubt that a great blow would be struck against inflation were it possible to eliminate the many restrictions that still hamper the efficient use of Black labour.

"Not only would there be enormous gains from the development of skills and increases in motivation, but the resultant growth in Black incomes would so expand our domestic markets as to magnify the scope for applying greater economies of scale in our manufacturing industry," Sir Alfred said.

GREATEST BENEFIT

"However," the greatest benefit would also be the most immediate, "Easing restrictions would result in an improvement of the technological skills of Blacks as well as Whites. This would be the key to a dramatic increase in productivity in the foreseeable future." It is most important to bear in mind that high rates of inflation made a..."
Govt's aim may be sabotaged

Own Correspondent

PRETORIA. — The country's entire trade union movement would have to meet soon to discuss the implementation of the Government's liberalized labour policy, the general secretary of the Trade Union Council of South Africa, Mr. Arthur Grobbelaar, said yesterday.

There were small but stubborn and troublesome pockets of extreme right wing elements in the trade union movement who could be expected to attempt to sabotage the Government's aim of making a fuller use of Black workers' talents.

"If these elements ever got their way the whole concept of filling the large and growing gap in our skilled and semi-skilled labour needs with Black workers will come to naught."

PROPOSALS

Mr. Grobbelaar said the Department of National Education had made certain proposals about the training and retraining of White and Black workers: "It is essential that the trade union movement agree on these measures and we hope to organize a meeting before the end of the year."

Mr. Grobbelaar stressed it was essential if a large scale training and retraining programme was launched that there would be no trade union resistance to Blacks doing the jobs they had been retrained and trained for.

"Getting agreement in this will not be easy. There will be great difficulty in reaching a consensus. But unless we do there can be no joint in spending hundreds of thousands of rands on training centres."

It was necessary to ensure that there was work for skilled and semi-skilled Blacks because "if there is not because of race prejudice, we face a more potentially dangerous situation than the one we are living with now," Mr. Grobbelaar added. This would probably entail legislative changes including the scrapping of job reservation laws.
Managements trim staffs

Financial Editor

THE RECESSION is causing South African management to trim their staff complement. If employees resign or are placed on pension they are not replaced.

Miss Helen Gjerde, assistant vice-president of Manpower, a company which provides temporary workers, says that she has noticed this trend in local business.

Miss Gjerde, who is based in Milwaukee, U.S.A., is touring South Africa’s main centres.

“Management is taking a hard look at their employees to see where savings can be made.”

In Johannesburg, the permanent workforce was being reduced and not replaced.

Miss Gjerde said this was an opportunity for her organisation, which could provide a wide range of temporary people.

They could move in to deal with the “null peaks” in businesses such as stocktaking.

TEMPORARIES

Also, “temporaries” were available for computer work, market research and handling the requirements of trade missions. This was in addition to providing clerks, typists and other trained persons.

Miss Gjerde said that she had been impressed by the aggressive and hard-working attitude of the South African business community.

An aim of her South African tour was to bring the local branches of Manpower up-to-date with the latest U.S. ideas on organizing a service of temporary employees.
More jobs for Indians urged

Mercury Reporter

MR. J. N. REDDY, executive chairman of the South African Indian Council, yesterday called on the Government to make more jobs available to Indians.

Speaking on inflation at the SAIMO's session in Durban yesterday, he said that optimum use of all manpower should be made to overcome the problem.

He said that for a start Indians should be given more posts in the Railways Administration in Durban.

Jobs in the motor industry, which were previously reserved for Whites, were now open to Indians. "But I would like to see more Indians becoming mechanics in view of the shortage of White mechanics."

He said that discrimination in pay and working conditions would not, however, be tolerated. Indians should be given due recognition for the work they are doing, he said.

Mr. S. Abraham-Mayet, a Benoni member of the Council, said: that the country was going through a period of severe economic strain and the Government should take part of the blame for this.

He called on the Council to persuade the Government to abolish job reservation and insist on workers being paid the right for the job.
Coloured worker role outlined

The opening of more high-level job opportunities for Coloured people in management and related fields was discussed with White executives from a wide range of business and industries in Cape Town yesterday.

They were also advised on the elimination of mistaken conceptions about the abilities and attitudes of Coloured workers.

The executives attended a one-day course in "The Coloured Employee" arranged by the Cape Western region of the National Development and Management Foundation of South Africa.

The course leader, Mr. Tony Kedzierski, personnel and training manager of the Coloured Development Corporation, told the employers to treat Coloured employees as individuals rather than as coloured persons.

BACKGROUND

At the end of the discussions, Mr. Kedzierski said many people were awaiting with great expectations the Erika Thorpe Commission's report on the Coloured people.

"We are dealing with a very important society which is moving and which is not very different from us in its cultural and language background," he said.

He rejected the theories that Coloured employees were more prone to unscrupulous, uncaring and absenteeism, than other race groups. Similar problems, he said, were encountered on a larger scale among White workers in some countries of Europe.

"This is not a Coloured problem, but a labour problem," Mr. Kedzierski said.

FRUSTRATED

Like other employees, Coloured people who were not properly paid, motivated and used in their fields of employment became frustrated and tended to leave their employers.
Emphasis is on labour

Labour Reporter

South Africa is facing an economic crisis which can be solved only through more productive use of labour at all levels, personnel managers have been told.

At a national convention on inflation in Johannesburg yesterday, the management called on to take the initiative in implementing a detailed plan of action to improve productivity.

"The demand is for broad-based company and industry-wide manpower planning," said Mr Dave Jackson, executive director of the Institute of Personnel Management.

Any attempt to improve productivity had to begin with the measurement and analysis of existing productivity, Mr Jackson said.

DECISIONS

Using the data thus obtained, decisions had to be made regarding the fields which were most likely to yield results in productivity improvement. Then followed an analysis of problem areas.

When these had been identified relevant strategies had to be adopted to provide solutions.

"Commitment of top management was vital for the implementation of a productivity programme," Mr Jackson said.

A productivity programme also called for a task force working alongside supervisors and workers to improve productivity.

"Unless the whole management style of the business rewards productivity, it will not be achieved," Mr Jackson added.
Racial harmony depends on jobs

Financial Reporter
A WARNING that unless the economy can generate enough new jobs "we cannot hope to ensure that reasonable harmonious social relations continue to exist" was given yesterday by Mr Frank Dolling, managing director of Barclays National Bank.

He was opening the annual congress in Piet Retief of the South African Wattle Growers Union.

Mr Dolling said "Personal savings are without question the most important source of the nation's capital resources. If our economy is to grow at a satisfactory rate, if we are to create additional jobs for the large number of new workers that enter the labour market each year, if we are to develop that most important of all our resources — human resources — then a great deal of new investment will be required."

"I think, too, that unless we can create these new employment opportunities we cannot hope to ensure that reasonable harmonious social relations will continue to exist."

RESOURCES

Mr Dolling said "When one looks at the South African economic scene, one realises that the tremendous resources of the country have so far barely been touched and where they have all too often "has been for the greater benefit of others rather than ourselves I speak particularly of our wealth of mineral resources which even today are largely exported in their raw condition to be processed and used for the benefit of others."

"The processing of raw materials, ores into metals, basic chemicals into fertilizers and additives together with numerous other examples are all concepts which require a great deal of capital investment and technical know-how. I am sure that if we can find the capital we can generate the know-how."

DECISION

"I think we can begin to see the beginning of this trend and over the past few years I am pleased that my bank has been associated with projects such as an electrolytic manganese smelting plant at Nelspruit, a silicon smelter at Pietersburg, the wood chipping plant at Cato Ridge and a number of other projects, all of which have required a great deal of money but all of which have been a matter of the greater processing of our own raw materials."

"Not only does this improve our export earnings but it also provides more job opportunities and gives us greater control over our own economic destiny."

"But, of course, I would not suggest that the burden of decision should fall entirely on the shoulders of the financial institutions. Nor would it be realistic to suggest that all lending can be directed in the manner I indicated."

"Is it wrong or immoral for a man to borrow, say by way of HIP, to buy the family motor car even if it is required mainly for pleasure, or must we wait until he has saved the last rand before he can buy the new suite of furniture that his wife so badly wants? No — credit of this nature is in my view wholly justifiable provided repayment is within the means of the borrower."

"Our country would be a dull place indeed if we were to take away all the pleasurable things from life and devote all our resources, including financial resources, to only the mundane. The trouble starts when too great a part of our resources is devoted to consumer goods and more particularly the finance thereof, leading to an upsurge in demand, an increase of wasteful imports and the inevitable impact on our balance of payments."

"What I would suggest is the establishment of a clear set of priorities in the context of the economic growth we hope and need to achieve in our country and that we should expect and require our financial institutions to play their proper part in the achievement of these goals."

"I have suggested elsewhere that our need for capital and borrowing from overseas over the next 10 years might be as high as Rs 600-million a year if we are to attain an acceptable level of growth in our economy."

"Whether or not this figure is under or overstated nobody will deny that our need for capital from overseas will be very great indeed. It is therefore imperative that we marshal our own internal resources first to the very best advantage so as to minimise our dependence upon others and it is for this reason that I suggest that our financial institutions must accept their true burden of responsibility. It is not their resources they are deploying but those of the nation as a whole," said Mr Dolling.
Give us some light

Government policy on Black movement up the jobs ladder is more flexible nowadays. But there are still murky areas where clarification is needed.

Vorster... these changes must be orderly

Exactly where does government stand on the admission of Africans to skilled jobs in the so-called White areas?

It is now four and a half years since publication of the White Paper on the Report by the Inter-departmental Committee on the Decentralisation of Industries.

In this well-known document government "associated itself" with the principle of "reclassification, in conjunction with trade unions, of artisans' work in order that the less skilled operations of the work may be undertaken by semi-skilled workers".

It also said that Africans should be trained in the Bantustans — and presumably only in the Bantustans — for jobs both there and in border areas. On the question of apprentices, the White Paper specified that in border areas "no Bantu apprentices will be trained — such training will take place, as at present, within the Homelands"

Financial assistance

Since the White Paper government has accepted that Africans should now be trained in the common area. Indeed, it has gone even further and provided financial and other facilities to assist with this form of training (FW November 28).

What is not clear, however, is whether there is a ceiling on the types of jobs for which Africans may be trained. A press statement issued on November 21 by the Secretary for Bantu Education said, in announcing the new Bantu Employees' In-Service Training Bill, that "in accordance with government policy, training to be regulated under the proposed legislation will be in permissible work categories only."

The big question is: What is now permissible?

Answering it involves going back to the Prime Minister's oft-quoted speech to the Motor Industries Federation in Cape Town on October 3 1973. John Vorster stated that having provided the statutory framework — the Industrial Conciliation Act — for negotiation between employers and employees, "government wishes to keep itself out of the actual bargaining as far as possible."

"Government", he went on, "is not prepared to force workers in the White parts of the country to make concessions in respect of traditional work patterns if they feel that this would undermine their job security."

Sitting in the back seat

"On the other hand, government does not stand in the way of changes in traditional work patterns which allow non-Whites to move up into job categories for which they will require higher skills and in which they can earn higher wages than previously, provided these changes come about in an orderly fashion and with the concurrence of the trade unions."

Vorster continued: "In terms of government policy there is nothing to prevent employers, with the co-operation of the trade unions, taking the necessary steps to bring about improvements in the productive utilisation of non-White labour."

Government, in other words, was going to sit in the back seat. It would not try to force the hand of trade unions resisting Black movement up the jobs ladder. But it would give its blessing to whatever deals management and unions could agree on.

Robert Kraft, assistant general secretary of Tucsa, is of the opinion that one important implication of Vorster's speech was that government "would no longer give way to small pockets of White resistance when the majority — through their trade unions — had negotiated something with employers."

Sabotage

"In the past," says Kraft, "people thought government was opposed to the entry of Africans to skilled jobs. It was perceived as sabotage of government policy. But now Vorster was saying it was not sabotage of government policy."

Dudley Horner, research officer of the SA Labour and Development Rese... Unit at the University of Cape Town, is sceptical of Kraft's "very free interpretation". He cites statements by Labour Minister Marais Vygoot that government will not permit industrialists to train Africans for skilled jobs in the common area.

Government's recent anti-inflation manifesto has done little to clear the confusion. In one respect it prepares the ground for an important change: government will no longer merely take a back seat.

Instead, "in cases where trade unions and employers are unwilling to take steps with regard to the reclassification of work government undertakes to mediate continuously, in a positive manner, employers and employees to reach agreement" on reclassification.

How far this "motivation" will go and what form it will take remains to be seen. It is a tricky area, of course, for a government dependent on White workers' votes. But it is a welcome undertaking.

The confusion arises from "reclassification". What, precisely, does this word mean? What does government mean when it also says in the manifesto that it undertakes to "continue with its..."
policy relating to the rationalisation of artisans' work”

Kraft believes that “reclassification” and “rationalisation” include the movement of Africans into skilled — ie. artisan — jobs.

Walde Grobler, general secretary of the Artisan Staff Association on the railways and secretary of the Confederation of Labour (who signed the anti-inflation manifesto along with Tusek) interprets these words differently.

"There is a feeling among some employers that they now have an open sesame to open up artisan jobs to Blacks. But this was never our intention. There is a vigorous onslaught on artisan status, but there is great resistance among the predominantly White craft unions to infiltration of Blacks into these jobs. There is a very real fear of wage undercutting.

"Grobler adds that the manifesto is referring to fragmentation — "that dirty word" — rather than to Blacks becoming apprentices.

Whether or not government will counteract the training of Africans for artisan work and their employment in artisan jobs in the common area is still not clear.

As the FM pointed out (November 21) it is not law but convention which keeps Africans — and, in a great many industries, Coloureds and Asians as well — from being indentured. Is government now going to "motivate" the various apprenticeship committees to allow Blacks to become apprentices?

If Kraft is correct, and the manifesto does indeed mean that Africans can now become apprentices and artisans, government must spell this out unequivocally. Black workers have a right to know whether restrictions are being lifted and opportunities opened for them. White workers have a right to know, and employers have a right to know.

By hook and by crook

There is no point in their trying by hook or by crook to persuade apprenticeship committees to agree to the indenturing of Blacks only to find that government will eventually veto it.

Moreover, a vicious circle needs to be broken. Apprentices are required to attend technical college lectures on the "block release" system as part of their training. Africans are not admitted to the technical colleges in the common area, nor are there separate colleges for them.

Some unions use this as a pretext for denying Black admission to apprenticeship. Yet there would be no point in government's building colleges unless it was also prepared to "motivate" the unions to allow in African apprentices.

The most obvious — and cheapest — solution would simply be to admit Africans — and Coloureds and Asians — to existing technical colleges.

There is another issue which must be resolved. African trade union rights! Touch wood, government's attitude to the slowly growing African union movement is less kragdagig nowadays. Although it still denies them recognition, it evidently acknowledges their right to exist while probably hoping that the intricate committee system will cut the ground from under their feet.

But one of the fears of White — and also Coloured and Asian — artisans is that if ununmised Africans are allowed into artisan jobs, the registered unions will lose control of those jobs as more and more Africans move into them. The saner sanon closed shop will therefore be undermined.

The most obvious way round this difficulty — and to prevent wage undercutting — is to allow Africans into the registered trade union movement. And that can be done at the stroke of a Parliamentary pen: simply change the definition of "employee" in the Industrial Conciliation Act to include Africans.

What could be more simple — and
Let central department handle labour policies urges FCI

JOHANNESBURG — The Federated Chamber of Industries has appealed to the Government to place its labour and manpower management and policy-making on a co-ordinated basis under the control of a single central department or committee.

It submitted detailed proposals and recommendations on the way in which this task should be tackled to the Minister of Labour, Mr Nareli Viljoen, last week.

Copies of the document sent to the minister have been released to the press.

In it, the FCI recommends that the authorities should, in attempting to formulate a "dynamic industrial policy for the country" seek to exploit "sufficient job opportunities for an increasing population, which is expected to provide at least 330,000 new entrants to the labour market annually by 1988, 70 per cent of which will be black.

The FCI says this implies the boosting of the economic development of those regions, like the homelands, where the creation of job opportunities is lagging. It also implies the restructurings of jobs to allow the employment of blacks in higher job categories.

Improve the geographical and occupational mobility of the black labour force.

The FCI believes this will require a relaxation of influx control measures allowing the black labour force free, "horizontal movement" within much larger geographical areas, which will lead to the greater utilisation of the black urban labour force.

It says that the present migrant labour system is not conducive to optimum industrial productivity and sound industrial relations and suggested that it be modified, by improving the commuter services between the white industrial areas and the homelands by an improvement of the accommodation of the contract worker living on a single basis in the townships.

The FCI also calls for the system of labour contracts to be amended to allow blacks to work for longer periods in white areas than the existing one-year contract basis.

In terms of occupational mobility, the FCI says any improvement in this regard would imply a relaxation of statutory and traditional work reservation.

Encourage an orderly development towards "meaningful participation by all workers in all aspects of industrial relations, which would contribute significantly to the continuity of industrial peace in South Africa."

The FCI believes that basic industrial legislation relating to the settlement of disputes and in the negotiation of employment conditions does not "allow sufficient meaningful direct participation and representation by black employees."

And it holds that the works committees allowed for by the Bantu Labour Relations Regulation Amendment Act are not proving to be an adequate channel of communication between black employees and their employers.

The FCI records that such shortcomings "require the early and urgent attention of the authorities."

Harmonise and rationalise labour policies and legislation in this regard the FCI says that with the development of the homelands there is a distinct possibility that the labour policies and legislation of the homeland governments could differ substantially from that of South Africa.

It appears imperative therefore that steps be taken for the negotiation and introduction of a series of bilateral labour agreements between the South African Government and each of the homelands covering the recruitment of homeland citizens and their conditions of employment in the Republic — DDC
The Star
Tuesday Dec 9 1975

Blueprint for Productivity
Africans rush to work the R04/2/2/75 computers

Labour Correspondent

THE Johannesburg Stock Exchange received 1,094 applications after placing six newspaper advertisements offering African male clerks training as computer punch operators.

The Stock Exchange hired 33 men after turning down half the number of applicants for not fulfilling the advertised requirements. The other applications were whittled down after a series of tests and selections.

The advertisements placed in daily newspapers called on clerks with two to four years' experience to be trained as IBM punch operators. The applicants had to be under the age of 35, have a minimum education of JC, live in Soweto and be permitted to work in Johannesburg.

An article in the latest edition of Systems, the bulletin of the Computer Society of South Africa, says JSE decided to hire African male staff because of the high turnover of White women staff.

The men were brought in on the same salary grades as the women.
Firms called on to help job-seekers

A senior Government official has called on commerce and industry to set up an organisation to help Black school leavers find suitable jobs.

"At present I know of no Black youth employment agencies yet they are a service desperately needed by the thousands who leave school each year and start looking for a promising job," said Sir K B Hartshorne, director of education planning in the Department of Bantu Education.

"What we need is some organisation or body from the side of commerce and industry which will channel these job-seekers in the right direction where vacancies exist.

At present the only venue open to young Blacks who cannot find work is the labour bureaux in each city which are not suitable for placing large numbers of educated job-seekers.

"What I have in mind is a centre where a youngster could go and say: 'These are my qualifications, what is available," Mr Hartshorne added.

The Bantu Education Department gave vocational guidance at both primary and school level but the biggest need was when the pupil left school, he said.

"If those who wrongly attack the department for not giving vocational guidance in schools were to somehow set up proper employment agencies for Black school-leavers they would be making an enormous contribution," he added.

In its policy paper on labour in the 1970s the Federated Chamber of Industries called for a thorough review of employment services in South Africa.

The Chamber suggested that job placement offices should be separated from influx control in the urban areas and situated in modern premises easily accessible to work-seekers.
Coloureds, Indians get 'top jobs'

Coloured and Indian staff are gaining ground in commerce and industry and many top positions such as assistants-to-the-manager, according to a Johannesburg personnel agency.

Mrs P B Reeves, of the agency, said the positions were filled mainly in offices, wholesale businesses and in stores. She said many of the traditional employment barriers had been broken in the accountancy field where Coloureds and Indians held senior positions under senior accountants in large and public companies.

Formerly Indian youths interested in a career in accounting served their articles with established Indian bookkeepers at low salaries.

Presently White companies accepted Indians and Coloureds as articled clerks who eventually filled senior positions in accounting departments.

Mr Ayob Mohammed, of another personnel agency, said that an Indian youngster, streamed by his agency for accounting company, obtained the post of a production manager after serving as an junior for six months.

He now earns an annual salary of R6 000.

A spokesman for yet another personnel agency said Coloureds and Indians could get right into the top as heads of stores.

He said such posts paid a salary in the region of R400 a month.
Better openings for Indians soon

By NAGOOR BISSETTY

YOUNG Indians should equip themselves to fill more and more top jobs that are bound to come their way through the continuing White manpower shortage, says Mr. J. N. Reddy, the South African Indian Council’s executive chairman.

"The expanding South African economy and the shortage of White manpower has resulted in non-Whites being called on to do work which hitherto was the preserve of the Whites.

"This pattern will continue at a faster pace in the year ahead and, therefore, our young people must take the fullest advantage of the educational facilities placed at their disposal and equip themselves for the challenge ahead," he said in a special year-end message.

Mr. Reddy said that there were large numbers of suitably qualified and experienced non-Whites capable of holding responsible positions in various fields, and it was heartening that some employers had recognised this potential and had provided promotion posts for them.

IMMIGRANTS

"But unfortunately there are some White employers who still continue to employ people, mostly immigrants, who cannot match local non-White labour.

"The new arrivals command better jobs and positions while the non-Whites, who are capable of holding the jobs, have little or no opportunity for advancement, even though they can execute their work far better than the foreigners, who are brought in to fill the vacancies.

"I trust that this position will change in 1976," he said.

In the New Year, he said, the Indian Council would be engaged in creating the machinery for the proposed Indian Representative Council, which would have legislative and administrative powers.

"The Prime Minister’s proposed inter-cabinet consultative committee is expected to hold its first meeting in the New Year, and Indians were looking forward to a positive response from the Government in respect of several matters.

TRADERS

These include the creation of areas for Indian traders under Section 19 of the Group Areas Act, provision for Indians in the Richards Bay, Empangeni complex, and the creation of an Indian development corporation.

He said: "In accordance with discussions held with the Prime Minister, Mr. Vorster, in Cape Town, we are looking forward to a beginning being made in the nomination of Indians to serve on statutory boards and commissions.

EDUCATION

"In this connection, I am pleased to report that an Indian has been already nominated and is serving on the Prime Minister’s Economic Advisory Council, and I have no doubt that further appointments will be made during 1976.

"Early in the New Year, the Minister of Indian Affairs, Mr. Steyn, proposed to gazette regulations in terms of which he will delegate to the executive committee of the Indian Council certain powers on education at present vested in him.

"I believe that this move represents the initial step towards the complete takeover of Indian education by the SAIC when it becomes an elected body with legislative and administrative powers.”

Mr. Reddy said that as 1976 drew to a close, South Africa faced grave problems through terrorist activity near its borders resulting in the loss of lives.

"We wish to make it known that the problems in South Africa will have to be resolved by the people of this country, if we are to find peaceful solutions. Therefore, the territorial integrity of our land must be defended at all costs by all the people of South Africa.

"As we enter the New Year, it is the duty of every South African, irrespective of his colour, to promote racial harmony and good will between the various race groups.

"The problems and the challenges that face the country will have to be resolved by all the people of South Africa and therefore it is important that channels of communication between the various race groups must be created to promote understanding," he said.
Six to get top jobs in Board

Mercury Reporter

AFRICANS are to fill new senior supervisory positions at the Port Natal Bantu Affairs Administration Board for the first time next year.

Six senior posts — the highest held by Africans within the entire Board — have been created to fill needs within the Board's Department of Business Undertakings, according to its director, Mr. Pierre Neethling.

"My department's aim is to improve customer relations while offering increased responsibility and economic advancement to our own employees," he said.

The six men, who have been with the board for between 13 and 20 years and have a thorough knowledge of the sorghum beer and liquor markets, are Messrs. M. Hlanti, A. Leshaba, B. J. Mhlongo, C. Mkhize, W. C. Ndlovu and L. Nhlonza.

Mr. Neethling said they would conduct market surveys when necessary, supervise staff, recommend the appointment of agents and "generally be the eyes and ears of our marketing division in the market place."
1976
Attitudes and desires of black workers

EAST LONDON — The National Occupational Safety Association, although concerned mainly with safety, takes its interests further into the realms of labour, and believes, quite rightly, that a contented worker is also a safer worker.

To this end it was concerned with a convention entitled PIE '76 (Programme for Improved Efficiency 1976), where delegates listened to the views of a number of distinguished speakers, one of the most interesting and informative of whom was Mr G Grey Mbau, director of training and personnel management consultant for Vocational and Personnel Services (Pty) Ltd.

Among the points he made were:
1. That 70.4 per cent of all productive human resources are blacks, and this percentage represented a massive non-material investment in South Africa which should not be ignored in the consideration of efficiency measures.
2. The black work force flowing into the productive arena was changing in a significant way. To be able to utilise its members fully towards productive efficiency required the understanding of some of its characteristics.
3. Poor communication resulted in lowered productivity, low quality standards, high wastage, wilful lateness, wilful absenteeism, high labour turnover, poor motivation and increased accident rates.
4. While money was a major motivator, job satisfaction and prospects of advancement were also essential to the black worker just as to the white.

Dealing with the characteristics of the modern black work force, Mr Mbau said: "The new and young black work force comes from a black city, with its own throbbing culture, ethos, values and life rhythm very different from those of the white city.

"They have some education and sophistication, are articulate, alert, brisk and quick in understanding, and will ask questions in order to understand more.

"Like young whites, they are becoming particular about the kind of jobs they want. They aspire to more meaningful and challenging jobs because they feel they have the abilities.

"Most young blacks will work harder, like most young whites, if they can see where they are going by way of promotion. They will look you in the eye if they are satisfied, and happy with you, and avoid your eyes if they are not.

"They recognise that a good job carries reputation and status, as well as satisfaction. Above all, they want a job they can tell their wives, children and friends about, and feel proud of the fact.

"Because some of them may not have completed their schooling does not make them drop-outs. A variety of circumstances beyond their control — school fees, death of a father — might have caused them to leave prematurely.

"Their high job aspirations are related to the new conscious feeling of being black and being proud of it. The rediscovered desire for national identity is a positive thing in a people it is being spurred on by the emergence of a homeland sovereignty.

"Referring to communications, Mr Mbau said: "In 90 per cent of the cases communication with blacks is done by the foreman who is usually white. He was, therefore, the interface of communications king pin."

"The remedy may lie in the laying on of a short training session for white, middle management or, understanding of blacks, and the training of suitable blacks to supervisory positions, thus minimising both the cultural and communication problems."

He said that with the induction of new employees
It was advisable that the communicator be a trained black, and that spaced information was an advisable approach in a calm atmosphere.

On the job training of new and old employees was the supervisor's function, and that communication could take the form of job induction, job training, performance feedback, motivation for higher productivity, and participative commitment.

Mr Mbau said the primary objective of liaison or works committee was the building up of mutual understanding between the black work force and management. "If the committee succeeds in its objective, then the company is a long way along the road to efficiency based on understanding."

Money was a great motivator, said Mr Mbau, to whites as well as to blacks, and he listed recommendations regarding incentives.

1. An individual incentive is more effective than a group incentive. Thus individual piece rate should provide a high incentive. If an individual receives pay according to his own effort, he knows he can influence his pay packet and will work harder. In a group incentive system, the individual effort is diluted. Some members of the group will relax. This causes strain and dissatisfaction.

2. The incentive is more effective if reward follows immediately after effort. Incentives paid in the distant future — a month or more — lose much of their appeal because the individual loses sight of the relationship.

3. The greater the pay added output, the greater will be the effort. "Money can make a man avoid the pain of poverty. One can buy most of the desirable material things. To blacks, to have enough money is to have individual economic independence — a value highly prized."

Economic independence goes along with social influence. Enough money may place one on a higher status level. At times, enough money with low education is rated higher than enough education with poor means.

"To these blacks, organisations which pay well are seen to be good. One may work for them for very long periods of time. Progressive organisations, or organisations with overseas connections, are expected to pay well. If they do not, they are said to have been 'poisoned' by the South African way of life."

"The Herzberg's hygiene factors enable a black man to avoid unpleasantness, pain and unhappiness at work. The pain avoidance factors, to my mind, come second after money as motivators."

"They involve the following major areas: company policy and administration — That company is bad, it is unreasonable to people; supervision — 'He treats us as if we were not human beings with feelings I don't like him'; pay — 'The pay is no good. I can't buy a thing with it. I'm on the look-out for something better'; working conditions — 'The place is only can work there. Whites have no compassion for blacks."

"Thus, for this category of worker, money and a pleasant working environment are the key factors in their motivation."

In the main, said Mr Mbau, the needs which motivate those from semi-skilled to higher level black workers are the same as for whites. Although still important, money as a primary motivating force receded, and other things began to be important, such as:

status needs — the need to secure a position in the township community as a result of a status job permitted the individual to have respect for himself.

Herzberg's motivators — in particular work itself, responsibility, advancement, recognition.

— BUSINESS EDITOR
Computer jobs draw 210 Blacks

More than 210 Black men have applied for three posts in Johannesburg as trainee computer programmers and operators—at a time when Rand companies are desperately short of skilled computer staff.

An advertisement for trainees was placed by a city firm of personnel consultants on behalf of a leading computer company.

"Good matriculation" was the minimum requirement, but several applicants had degrees or were studying for degrees.

"We were very impressed with the high calibre of applicants," said Mr. C. Fenechie, promotions executive for the consultants. "Indian and Coloured graduates also applied, but the training posts were for Black men only."

The total of 210 applicants would be shaved down to a short list of 30 names. All the applicants had clerical jobs and many were studying for degrees part-time.

Mr. John Raymond, director of a Johannesburg company specialising in computer staff selection, said several large companies were employing Black computer operators and data entry staff.

"If you place an advertisement for Black computer staff you can get killed in the rush of applications," he said, "Blacks are trying to get into white-collar jobs."

In the past six years, as a consultant, he had been asked only once to place a Black programmer.

A survey conducted by his company late last year showed that major Rand companies were short of 360 programmers, 250 operators, 180 system analysts and 150 systems analysts.

There was a greater demand for all levels of computer staff now than at the same time last year, indicating that companies were expanding.

Economically active persons

Mr G H WADDELL asked the
Minister of Statistics:

(1) How many persons in each race
group in the Republic were econom-
ically active at the end of 1975.

(2) how many of these persons, in each
race group were employed by the
(a) Central Government, (b) provin-
cial administrations, (c) Bantu home-
land governments, (d) South African
Railways and Harbours and (e) De-
partment of Posts and Telecommuni-
cations,

(3) what was the total amount paid in
salaries and wages to each race
group in each of these categories
during 1975.

The MINISTER OF STATISTICS

(1) Economically active population as at
30 June 1975 (estimated)

<table>
<thead>
<tr>
<th>Race Group</th>
<th>Population</th>
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<tbody>
<tr>
<td>Whites</td>
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<tr>
<td>Coloureds</td>
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<tr>
<td>Asians</td>
<td>221,000</td>
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<td>Bantu</td>
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(2) Employment at 30 June 1975

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<th>Earnings for year ended on 30 June 1975</th>
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<tbody>
<tr>
<td>Whites</td>
<td>R1,000</td>
</tr>
<tr>
<td>Coloureds</td>
<td>528,480</td>
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<tr>
<td>Asians</td>
<td>12,744</td>
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<tr>
<td>Bantu</td>
<td>126,631</td>
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(3) Earnings for year ended on 30 June 1975

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<tr>
<th>Race Group</th>
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<tr>
<td>Whites</td>
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<td>Coloureds</td>
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<td>Coloureds</td>
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<td>Asians</td>
<td>838</td>
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<tr>
<td>Bantu</td>
<td>18,236</td>
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Data at the end of 1975 not available.
First black SAR police officer for EL?

EAST LONDON — The South African Railway Police's first black commissioned officer may be stationed in East London.

Addressing black members of the force here yesterday, Brig. J. L. Lombard, deputy commissioner, had recommended a black non-commissioned officer be promoted to lieutenant and stationed in East London to command the force in the Transkei and Border areas.

"We will have to train a man to take this responsible job, and we cannot select someone in a hurry though there are plenty of suitable candidates."

"The man chosen will have to write an examination similar to that written in qualifying for the non-commissioned officer ranks," Brig. Lombard said.

Thorne said there are no black commissioned officers in the Railway Police, but he was permitted to attain commissioned status.

Brig. Lombard, who retired in three months, returned yesterday from a visit to the Transkei to ascertain the position of the force there when the homeland gains independence in October. He returns to Johannesburg today.

"If the Transkei government agrees, the Railway Police operating in the Transkei will remain part of the South African force after independence," Brig. Lombard said.

"You will have many frustrations as a police officer, but at least listen sympathetically to the problems of a black man," he said. "I have learnt you cannot do everything with harshness. There are times when you have to soften your voice to get the best results." He said the Transkei police force should give blacks the initiative and be motivated to lead them to prosperity.

"Whatever your feelings, realise we have them with us for the rest of our lives — it is better if they are friends and not enemies," he said — DDR.
Plea for a Manpower Minister

Labour Reporter

The spokesman of about 80 000 organised railway workers today suggested the replacement of the Minister of Labour with a Minister of Manpower Planning.

"I would like to see a movement away from obsolete ideas such as a Minister of Labour," said Mr S C "Nels" Botha in his presidential address at the annual meeting of the Federal Consultative Council of Railway Staff Associations in Johannesburg.

"When do we get a Minister of Manpower Planning," he asked.

Mr Botha complained about the lack of Government guidelines on cardinal priorities in a year widely regarded as decisive for South Africa.

Price increases were accepted too easily, while distrust rose and the sanctity of the anti-inflation effort suffered.

He made these points:

- Management training often fell short
- Low productivity should be countered by ensuring that jobs were evaluated and workers properly selected and trained

Referring to the issue of prime concern at the council's three-day meeting — wage increases for railway staff — he said:

"We have now reached the end of the line and developments in this regard within the next few weeks are being critically watched."
Economically active persons

<table>
<thead>
<tr>
<th>Race Group</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whites</td>
<td>1,757,000</td>
</tr>
<tr>
<td>Coloureds</td>
<td>807,000</td>
</tr>
<tr>
<td>Asians</td>
<td>221,000</td>
</tr>
<tr>
<td>Bantu</td>
<td>6,986,000</td>
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*Data at end of 1975 not available*
Blacks face lean times, says expert

Labour Reporter

Black unemployment is likely to increase beyond all expectations during the next year or two, warns an economist and labour expert.

"It is essential to face the facts and adopt strategies to meet all contingencies," Professor P.J. van der Merwe says in an interview published on Page 54 of The Star today.

But he makes it clear that various factors will stave off a crisis provided the economic recovery expected next year is not delayed and not too gradual.

ACTION SOUGHT

His warning is based on the likelihood of South Africa achieving the high economic growth target of 6.4 percent annually for the period 1974 to 1979. He believes the situation calls for:

1. Timely and reliable statistics regarding the nature and extent of Black unemployment.
2. Measures to ensure that official employment figures for Black workers are not understated.
3. Education and training for the uneducated and unskilled Black masses—"the proving ground regardless of economic conditions."
4. Plans to meet on anti-inflation measures to reduce the rate of inflation to at least 8 to 9 percent by the end of this year.
5. "Given the necessary precautions, plus a moderate economic revival ahead next year, South Africa will be better equipped economically than it would have been without the current recession." Professor van der Merwe said.
Job swappers cost SA R1 350 m pa

Pretoria Bureau

Job swappers are costing South Africa R1.35 billion a year, the Director of the National Productivity Institute, Dr P H Visser, says.

He pinpointed this drag on the economy in an article on productivity — of labour, money and machines — released by the Anti-Inflation Publicity Committee yesterday.

Apart from working less efficiently, which did not necessarily mean harder, he said, employees could make a direct and immediate contribution to improving productivity by reducing their absenteeism and job changing.

The weekly R1.35 billion employees in South Africa, Dr Visser said, was a conservative estimate of labour turnover in this country, was the estimated annual cost of the R1.35 billion.

It cost about R1 to replace an employee, so that with 350 million such changes, South Africa was spending about R1.35 billion a year, Unproductive.

Mr Visser also said a detrimental effect on productivity was the feeling of the employees — who were getting 28 percent of the country's income — that they were not worth it, so they worked half a day.

Abnormal salary rates applied by companies increased the perception of employees that they were not valued, so they worked less hard.

Mr Visser said he should not be confused with an expert on productivity and had been a guard at the Randvoorbraak.

A chief could however reduce his productivity by working an average 10 minutes a day less than normal, since it was possible to increase the output per worker by 50 or 100 percent, without necessarily working overtime or for longer hours.
Careers boost for Blacks

By CLIVE EMDON
Labour Correspondent

TWO career projects, each with funding of R66 000 a year, are being planned with the aim of providing for Blacks to move into top jobs in industry, commerce, the universities and the professions.

The projects are:

1. The Careers Development Project being planned by Ussalep (United States South Africa Leadership Exchange Programme) which will provide career guidance and create opportunities for Blacks to move into jobs in South African companies or professional firms where they can gain the initial experience for specific careers.

2. A training programme for academics from the five Black universities to do advanced studies (MA and PhD level) at universities in the United States and in Europe. The Ford Foundation of New York has provided R132 000 for the first two years of a five-year programme. The money will be administered by the SA Institute of Race Relations.

Yesterday Mr Harry Goldberg chairman of the Ussalep committee planning the Careers Development Project said funding for the project was coming in from US companies and from South African groups.

The intention of the project was to try and place up to go men and women a year in jobs where they would have the opportunity to gain experience and get going in a career, he said.

The project would subsidise those of the applicants that needed assistance. A few might be sent to the United States for job opportunities or skilled training not available in South Africa.

Though the emphasis of the programme would be on opening up opportunities for Blacks in the professions it could also include training for supervisors, foremen and artisans.

The director of the SA Institute of Race Relations, Mr Fred van Wyk yesterday announced the Ford Foundation project for academic training. He said it was hoped to send five to eight top graduates to US and European universities in the initial phase of the programme.

The rectors of the five Black universities are cooperating in the programme and a selection committee of Black representatives from each university has been appointed.

(1) 170
(2) Education - Technical Voc.
(3) Education - University
Train blacks to offset the labour drain urges Mayor

EAST LONDON — Knowledge and not sweat results in higher productivity, the Mayor of East London, Councillor J. Yazbek, told members of the East London Chamber of Commerce here yesterday.

Guest speaker at the luncheon which followed the Chamber's annual meeting, Mr. Yazbek said to alleviate the manpower shortage which has existed, and which has been aggravated by the call-up of men for military training, the training of black and Coloured employees in skilled work should be given top priority by industry and commerce.

"It is generally agreed that to avoid unemployment and social unrest in the Republic over the next 25 years, a growth rate of 8.5 per cent is needed. And to maintain this growth rate, at least two million skilled workers will be required from the black and Coloured population by 1980."

"My message to everyone is that, never before in the history of South Africa has the labour situation been as sensitive as it is today. It would be naive to expect the present call-up and labour drain in the Angola months being experienced in East London to be a once-only, temporary arrangement."

"In all sincerity, one must expect activities to intensify, and call-ups for three months could be extended to six months in any event, someone will have to keep relieving units at the border."

"I feel the problem is with us to stay, for a number of years at least, and we will have to stand up and be counted during these absences."

Earlier Mr. Yazbek had referred to the problems which had arisen through the sudden departure on military training in January of 500 men from the city.

Temporary replacements were difficult to find and some small firms had been badly affected. Those where small firms had also suffered more when they answered the appeal of the Minister of Defence to pay their employees during their 12 weeks' absence.

He suggested a short-term solution would be the employment of active pensioners and married women, but in the latter case the provision of temporary creche facilities at the various businesses, especially in the bigger firms, would have to be considered.

Nevertheless, "the present labour position of the country has been described as an economic catastrophe, and in 1973 it was estimated there were 65 000 unmanned skilled jobs."

Because of this, and future requirements, it was essential, said Mr. Yazbek, that full training in skilled occupations should be given to the black and Coloured people.
Too many Blacks: 10 trials soon

Labour Reporter

Yesterday's conviction of a Boksburg businessman for employing Black workers in excess of his 1968 quota was the first of a series of 11 prosecutions.

This was said today by a Department of Planning spokesman who added: "We shall continue prosecuting until contraventions cease."

Mr H W C M Tiemens, a Boksburg businessman, was fined R100 yesterday. He was permitted to employ 15 Black men while his records showed that up to 46 had been employed.

Ten more trials — six of them involving Johannesburg clothing and textiles concerns — are to be heard by the middle of next month.

The charges will be under Section 3 of the Environmental Planning Act which provides that no factory can be established or extended without approval from the Minister of Planning.

AMENDMENT

"An extension means the employment of more Black workers than were employed on January 18, 1968, by the particular firm," said the spokesman.

He explained that technical problems had hampered prosecutions until these were eliminated by an amendment of the Act last year.

Only one staff member of the department had been assigned so far to investigations leading to prosecutions.

"I can use any number of my staff, but I hope the prosecutions will serve as a warning," the spokesman said.

The companies due to be tried for allegedly contravening the Act are Venus Knitting Mills, C'est Fema Fashions, Ivy's Textiles, National Clothing, Myro Modes, USA Clothing, and Prudence, all of Johannesburg; Pretoria Underwear of Pretoria; Points of Sales Displays of Germiston; and Abrasion Resisting Castings of Boksburg."
The men from the Ministry
the legal aid bureau.

The case of the Jackal.

Having a feeling for the legal aid bureau.

The case of the Jackal.

The case of the Jackal.

Fees illegal.

Black Employment Bureaus.
Job-seekers Want Refund

 CLAIM

Can you please get

Money refunded?

My money back?

Job-seekers

want refund
Jobless Blacks fear

Labour Reporter

South Africa must gear itself for action to counter the dangers of Black unemployment through public works programmes and unemployment assistance, a labour economist warned today.

"There is an increasing tendency to cut back on the services of domestic servants and black gardeners," Professor P.J. van der Merwe of the University of Pretoria said.

He commented on the announcement by the Prime Minister, Mr. Vorster, that total Black employment increased by only 1.3 percent from September 1974 to September 1975.

Mr Vorster pointed out that Black unemployment would have reached worse proportions if it had not been for large-scale switching from foreign to local Black labour on the mines.

LITTLE COMFORT

The number of foreign Blacks working in South Africa dropped from about 485,000 in mid-1974 to about 414,000 a year later.

Professor van der Merwe saw little comfort in the fact that the figures announced by the Prime Minister included "agricultural" and "domestic" services.

He pointed out that the mines were back on full employment and were not likely to "absorb much more local labour.

He also pointed out that Mr Vorster's figures did not reflect the impact of devaluation and "the anti-inflation manifesto."
Job reservations end in sight — Reynders

PORT ELIZABETH — In a searching look at the long-term prospects for the South African economy, the executive director of the Federated Chamber of Industries forecast here that the gross domestic product in South Africa would continue to rise by five per cent a year.

Speaking at the Economic Outlook Safari, organised by the Uitenhage Chamber of Industries, Dr H.J. Reynders emphasised that short-term difficulties should not obscure overall prospects.

Among the economic predictions he made were:

1 — By the turn of the century, South Africa's population will total 47 million — 74 per cent of them Africans;
2 — Between 16 and 18 million people will, by then, be economically active;
3 — In the 1980s blacks will enter the economy in skilled jobs in increasing numbers;
4 — In the long term, job reservation will fade out of the picture.

On long term economic growth, Dr Reynders said in the present decade the gross domestic product (GDP) would grow at six per cent on average, and at five per cent in the 20 years from 1980. For manufacturing alone, the FCI believed growth would be at a higher rate, possibly up to 6.5 per cent.

Productivity increases, however, had lagged far behind other countries (25 per cent in South Africa compared with 60 per cent in West Germany and 74 per cent in France over similar periods).

Demographically, all race groups except the Africans had passed the peak of their expansion. But among the Africans, the proportion of people under the age 14 to 15 was increasing, and they were just about to enter the explosive phase of their growth.

One result would be that by the year 2000 whites would decline from 20 to 14 per cent of the population, and Africans increase from 70 to 74 per cent (using 1946 figures as a base).

This effect would be even more marked in the economically active segment of the population, where, in 1970, whites were 27 and Africans 50 per cent of the total. In 2000 whites would halve their share of this area to 13 per cent, and Africans increase it to 74 per cent.

Three-quarters of the entire workforce would, therefore, be African, said Dr Reynders. At the same time, the ratio of supervisors for black workers would decline to nearer the level for whites, and the increase in skilled categories in the economy would be much more rapid than for labourers or artisans.

The African share of these skilled categories would increase, he said — 40%. 

Favourable reaction to FCI plan for labour

Own Correspondent

JOHANNESBURG. — Preliminary soundings suggest that the Federated Chamber of Industry's request to the Government to formulate a coordinated manpower development policy managed by a single central department will receive a positive reaction from the authorities.

The FCI submitted its proposals late last year which included recommendations, that influx control and job reservation be relaxed, and that collective bargaining machinery be made available to Blacks.

Acceptance of some of the recommendations will necessitate change in legislation that will allow, according to the FCI, 'a more efficient use of the total labour force.'

There has been no official reaction yet from the Department of Labour to which the FCI proposals were submitted, and the chamber has desisted from pressing for a reply.

CHANGE

This is mainly due to the change of ministers.

The previous Minister of Labour, Mr Marais Viljoen, apparently reacted favourably to the idea of a coordinated manpower policy.

It remains to be seen what stance his successor, Mr S P Botha, takes.

Dr Hennie Reynders, director of the FCI, says he and his colleagues are giving Mr Botha sufficient time to settle into his new job before tackling him on the subject.

But behind the scenes lobbying indicates that the authorities favour many of the proposals.

I am told that Mr M C Botha, Minister of Bantu Administration and Development, has indicated his support and members of his department have expressed enthusiasm. This could mean a great deal in relaxing influx control.

CONTROL

This is a big area of irritation to industrialists who complain of the difficulties they face through the ad hoc approach of
Women in Israel

The phenomenon of women in different roles in the technology industry in Israel is a significant one. Women are not only working in tech companies but are also founding their own tech startups. This is not just happening in Tel Aviv, but in other cities as well. Women are not just participating in the tech industry but are also leading it. In the past few years, we have seen a rise in the number of women entrepreneurs in the tech industry. This is an encouraging trend that is expected to continue in the future.
Economics
‘defeating apartheid’

The Star Bureau

WASHINGTON — An American study of the labour market in South Africa has found signs that economic progress is working against ‘white’ apartheid.

The most significant effects of economic growth, according to a 90-page report by the Investor Responsibility Research Centre, Inc., are increased demand for labour which can only be met by hiring Blacks, an overall increase in Black wages, and hence in the size of the market for South African products, and a growing number of more liberal, commercially minded Afrikaner businessmen.

The report, designed to answer questions among corporations and shareholders about the moral implications of investing in South Africa, notes that American investments there earn an extraordinary rate of profit, most of the profit, however, is remitted.

It also says that despite the recent recession, the heads of many US subsidiaries in South Africa expect growth in the future to be as rapid as in the recent past, with wages climbing by 10 to 15 percent a year or even more.

One manager reported a five-fold growth in sales in two years and predicted growth to continue at 25 to 30 percent a year.

FUTURE GROWTH

Discussing the effects on future growth, the report says South Africa is plagued by shortages of semi-skilled, skilled and management-level workers.

An important aspect of these shortages is that they will be alleviated mainly by the use of Africans: because white labour is almost totally utilized.

The high demand for scarce white workers and the simultaneous failure to draw effectively from the Black labour pool have created shortages which, in turn, have contributed to South Africa’s high rate of inflation.

‘Per capita productivity of workers is declining, wages for white artisans are inflated, skilled white workers are becoming hard to attract and then hold’.

The report is unflattering about white workers in South Africa, saying they ‘virtually hold management to ransom because of their scarcity.'
APARTHEID HIT
BY SA GROWTH,
SAYS REPORT

The Argus Bureau

WASHINGTON. — An American study of the labour market in South Africa has found signs that economic progress is working against strict apartheid.

The most significant effects of economic growth, according to a 90-page report by the Investor Responsibility Research Centre, Inc, are increased demand for labour which can only be met by hiring Blacks, an overall increase in Black wages and hence in the size of the market for South African products, and a growing number of more liberal, commercially minded Afrikaner businessmen.

The report, designed to answer questions among corporations and shareholders about the moral implications of investing in South Africa, notes that American investments there earn an extraordinary rate of profit. Most of the profit, however, is reinvested.

It also says that, in spite of the recent recession, the heads of many US subsidiaries in South Africa expect growth in the future to be as rapid as in the recent past, with sales climbing by 10 to 15 percent a year or even more.

One manager reported a five-fold growth in sales in two years and predicted growth to continue at 25 to 30 percent a year.

Discussing the effects on future growth, the report says that South Africa is plagued by shortages of semi-skilled, skilled and management-level workers.

'An important aspect of these shortages is that they will be alleviated mainly by the use of Africans, because White labour is almost totally utilised.

'The high demand for scarce White workers and the simultaneous failure to draw effectively from the Black labour pool have created shortages which, in turn, have contributed to South Africa's high rate of inflation.'

'Per capita productivity of workers is declining, wages for White artisans are inflated, skilled White workers are becoming hard to attract and then hold.'

The report is bleakly unflattering about White workers in South Africa, saying they virtually hold management to ransom because of their scarcity.

Turnover is high, as is absenteeism, and the workers are fiercely protective of their privileged status.

As a result, the substitution of Black labour for White has already begun, particularly at the lower end of the scale of employment.

The number of Africans active in the money economy grew from less than four million in 1960 to 5.5 million in 1970.

This was a rise of 44 percent, compared with the African population growth of only 37 percent in the same period.

In manufacturing the increase of African workers was greater, and the pace was accelerating in the early seventies.

In the automotive industry, General Motor reports, the number of Blacks has gone up 75 percent since 1950. At GM itself the number of Black employed increased 40 percent between 1960 and 1975, against a 37 percent increase for Whites, the report says.
the venue for your presentation been decided? so:

1. you be playing at home or away, and is the meeting room familiar to you?

Note

it suitable as a meeting place for your audience and as backdrop for your subject?

it the right size for the audience expected?

everyone be able to see? here a dais or platform? enough room for the proper positioning of one or more projection screens?

(e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:
MAN POWER

GENER

AL

173

8. 2 - 78

8. 12 - 79

X
Mr H H SCHWARZ asked the Minister of Statistics

(a) What progress has been made in the collection and processing of statistics in respect of Black employment in the Republic and (b) when is it anticipated that such statistics will be made public?

The DEPUTY MINISTER OF STATISTICS

(a) Preliminary information for October 1977 has been compiled

(b) The data were published in a Statistical News Release on 31 January 1978
1,8m working whites in SA

Political Staff

HOUSE OF ASSEMBLY. — Nearly two thirds of South Africa's economically active population will become foreigners in terms of government policy according to figures released yesterday by the Minister of Statistics, Dr Schalk van der Merwe.

In reply to a question from Dr. Zac de Beer (FFP Parktown) the minister disclosed that the estimated number of economically active blacks in October, 1977 was 5,1m. This excludes 1,8m citizens of Bophuthatswana, and the total population of Transkei.

According to the statistics, there were 1,831,000 economically active whites, 822,000 coloured, and 227,000 Asans.

Commenting last night Dr De Beer said the figures demonstrated clearly the foolhardiness of the government's declared intention to strip all black South Africans of their nationality.

Thus had been made clear by Dr. C. P. Mulder who said that in terms of Nationalist policy there would be no black South Africans when the policy of separate development was fully realised.
376,000 new jobs yearly until 2,000 must be created

This means the manufacturing industry alone will have to grow at a rate of 6.5/7.5 percent a year as it is the largest single contributor to the gross national income and the second largest employer.

Do you do jobs with workers on this or on other? Have you ever thought of joining together to get something changed?

To occasional and contract workers only

Will you try to come back to this farm?

Why/Why not?
WEDNESDAY, 29 MARCH 1978

For written reply

Persons employed in Republic

347 Mr T ARONSON asked the Minister

9 MARCH 1978

of Statistics

(a) How many persons in each group were employed in the Republic at 31 December 1977 and (b) how many of these were employed in the public service?

The MINISTER OF STATISTICS: (a)

The information as requested is available. The number of persons in the economically active population is given below:

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<thead>
<tr>
<th>Group</th>
<th>Whites</th>
<th>Coloured</th>
<th>Asians</th>
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<tr>
<td>Economically active population</td>
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<td>241 000</td>
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<tr>
<td>Public Sector</td>
<td></td>
<td></td>
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<tr>
<td>Central Government</td>
<td>122 931</td>
<td>52 460</td>
<td>9 744</td>
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<tr>
<td>Provincial Administrations</td>
<td>116 600</td>
<td>21 500</td>
<td>3 609</td>
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<tr>
<td>Local Authorities</td>
<td>58 000</td>
<td>23 900</td>
<td>5 700</td>
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<tr>
<td>Bantu Homeland Authorities</td>
<td>114 668</td>
<td>23 876</td>
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<td>S.A. Railways and Harbours</td>
<td>43 515</td>
<td>6 430</td>
<td>1 043</td>
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<tr>
<td>Post and Telecommunications</td>
<td>1 395</td>
<td>244</td>
<td>2</td>
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<td>Control Boards</td>
<td>65 000</td>
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<td>Public Corporations</td>
<td>12 450</td>
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31 December 1977

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<td>Coloured</td>
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<td>154 000</td>
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<tr>
<td>Asians</td>
<td>7 850</td>
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</tr>
<tr>
<td>Whites</td>
<td>13 545</td>
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<td>4 055</td>
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<tr>
<td>Coloured</td>
<td>1 965</td>
<td></td>
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<tr>
<td>Asians</td>
<td>66 000</td>
<td></td>
<td>90 000</td>
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<tr>
<td>Total</td>
<td>6 231 000</td>
<td></td>
<td>2 955 000</td>
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Error in the table: Should be '830 000', not '830 000'.
Assocom proposes unions for all races

JOHANNESBURG — Trade union rights for all South African workers and the scrapping of all race discrimination in labour laws are among the recommendations made to the Wicherh Commission of Inquiry into labour legislation by the Association of Chambers of Commerce of S.A. (Assocom).

Assocom, one of the most influential employer-groups in the country, represents 101 affiliated chambers of commerce which in turn represent 15 000 member firms employing more than 1 000 000 people of all races.

Its submissions to the commission were released at a Press conference here yesterday.

Among its other recommendations are:

A two-tier system of industrial relationships with industry-wide trade unions on a national level and enterprise committees on a domestic level;

A system of industrial courts to handle disagreements and disputes; and

The full training and use of Blacks, Coloured and Indian manpower to bridge the skills-shortage.

Assocom gives the following reasons for including Blacks in the existing structure for registered trade unions:

Trade unions for Blacks are not illegal and should be brought under the Industrial Conciliation Act where they would be subject to some control.

It would enable employers to deal, with one employee-body—industry-wide—and

It would be necessary for a two-tier system of industrial relations.

On its proposed two-tier system Assocom says industry-wide employers' bodies and trade unions should regulate all issues relating to wages and conditions of employment to serve as a minimum common base for the whole industry.

On a domestic level, enterprise committees should deal with issues which relate only to their particular enterprise.

The State should provide a single legal framework to make agreements at both levels legally binding, and should also provide machinery for conciliation and arbitration in cases of disagreements or disputes.
Same level

More than half the 164 companies surveyed reported that they had white and non-white workers at the same level. Many companies have races other than white, including office workers and canecutters, with the same or similar objections from white staff. About two-thirds reported an integrated pay scale for all races and said they paid equal pay, mainly based on a system of job evaluation.

Minimum wage

The average reported minimum wage was R3.13 per month, excluding fringe benefits. The calculated rate of pay for the more exceptions being made to medical and housing, and the fact that many staff belonged to a trade union. They did not appear to be against the idea of armed labour since more than 10 percent said they had established liaison or works committees.

Executives

More than 50 percent of the senior executives in the participating firms said they were prepared to have someone other than white as a superior. An important finding is the objections expected from whites to mixing with workers of other races. When this actually happens, the survey was conducted on a confidential basis. More than half the firms, owned by South Africans, had 25 percent or more of their stock with British and 10 percent with the United States. The warning was that.
REITIREMENT


In an age in which retirement is not uncommon at 60, quite normal at 63, and in most cases mandatory at 65, it is refreshing to note that, just this past week, two gentlemen of retirement age have been honoured by elevation to highly important offices.

Indeed, the new Pope, as a mere stippling of 65, was considered by many as perhaps too young for the job. And the Shah’s choice for the job of his Prime Minister—certainly no nonsense—was a 68-year-old. So perhaps it is high time that there was a general re-thinking of the wisdom—and the waste—of fixed retirement ages. As the average age of society increases, it is important that the working young should not be expected to carry an ever-larger burden of non-working "geriatrics". (It is amusing to note that in a recent radio programme on this topic, the speakers all seemed to regard the cut-off age for geriatrics as 60.)

That the economy—both of SA and of the world—needs the developed skills and the mature experience of its senior citizens is, or should be, self-evident. Given a shortage of executive manpower, particularly in this country, throwing people on to the scrapheap merely because they have reached a certain age is ridiculous.

This relatively simple issue is clouded by the seemingly related one of unemployment. With unemployment high almost all over the world—and appearing to be an intractable problem at that—one facile solution is to encourage early retirement, thus theoretically creating jobs to replace those who have retired.

Of course, this is not necessarily the case. The retirement of a 60-year-old executive certainly does not create a job for a school-leaver; it could even have the opposite effect if the enforced retirement of an able entrepreneur meant that expansion did not take place and so jobs were not created.

One of the most glaring anomalies of our times lies in the contrasting attitudes of commerce and industry, on the one hand, and of politics, on the other, to the issue of age. There’s no fixed retirement age for politicians the world over; Kenyatta has just died in harness at a reputed 89; Churchill was 81 before he could be persuaded to step down. Yet captains of industry are expected to put themselves out to pasture at 65 or even 60, and are frequently criticised if they cling to office beyond retirement age.

Clearly, there’s no logic in this. If there were any intrinsic merit in having youth at the helm, as many would try to persuade us there is in the business area, surely things are the wrong way round? If experience, and the wisdom that comes only with age, are the prerequisites of top-level politics, is the same not true of business?

First signs of a major rethink of the age problem have come this past year or so from the US. There, in the home of anti-discrimination, where it’s long been illegal to discriminate on grounds of race and sex, the aged are now coming into their own.

The movement against discrimination on grounds of age built up rapidly in the past year or so. The House of Representatives took the lead, but both the Senate and President Carter’s administration soon climbed on the bandwagon. The result was the April 1978 amendments to the Age Discrimination in Employment Act (ADEA), which defer the mandatory retirement age for most employees from 65 to 70, and prohibit discrimination in employment on account of age in hiring, job retention, compensation, conditions, and privileges of employment.

The Department of Labour has authority to investigate possible violations of the Act and bring actions in court to enforce it. Individuals may institute proceedings and employers can be required to change their practices and could even be liable to criminal penalties.

Stay out your day

It all sounds quite drastic, but this new law is regarded in the US as only the first step on the path towards the elimination of mandatory retirement.

One is not advocating that SA should follow in the footsteps of ADEA. This is an area in which communism, rather than legislation, should rule. And there are people, in all walks of life, who should retire, or be retired, early. Many in the 50-plus group are beginning to lose their drive, and their companies could benefit from their early retirement.

Equally, however, many are active and competent at 60-plus and could continue to give valuable service rather than sit on the beach and twiddle their thumbs. What is needed is a middle way. Let those who want to, or who should, retire when their usefulness begins to decline, be this at 55 or 60. And if a man, or woman, is still providing a valuable contribution in the job, then keep him or her on, even if the calendar, viewed conventionally, says he is past it.

Possibly the most cogent argument for a rethink on the whole retirement question is the effect that later retirement could have on the vexed question of the cost of company-funded pension funds. At a time when many companies are having to make lump-sum payments to their funds to make good actuarial losses caused mainly by the effects of inflation on salary scales, one of the very few options available to decrease the costs is to extend the retirement age. Even pushing it back from 63 to 65 could affect a major cost saving.

Or the funds released could be used to improve early retirement benefits so that we could, in fact, tread that middle path.
JOHANNESBURG — Two leading industrialists warned yesterday that South Africa was facing unprecedented economic challenges and that it would have to rely mainly on its own manpower resources to meet them.

"Dr Wim de Villiers, chairman of General Mining, told a convention here yesterday South Africa was entering a totally new phase in its history."

There were about 300,000 new entrants to the job market each year and the economy would have to grow at some 6 per cent to create enough jobs.

It was estimated that without capital growth the economy would grow only at some 3 per cent.

"But for me, capital growth is not the greatest problem. A much bigger problem is the ability and distribution of nobility among our people," he said.

Dr De Villiers warned against pushing wage structures up to a level where it would contribute to unemployment.

Dr C.-van der Pol, director of Hallets Aluminium, told the convention South Africa would have to meet the challenge to provide enough jobs with no further support from the outside world, either in terms of capital or white skills. DDC
Change, But in SA way

Minister

Pretoria Bureau

The Minister of Labour, Mr. Fanie Botha, has encouraged South African employers to resist foreign demands for changes in their labour relations that will jeopardise the economic security and stability of workers.

Addressing the annual banquet of the Steel and Engineering Industries Federation of South Africa in Johannesburg, Mr. Botha said: "We will find South African solutions for South African problems."

Orderly and evolutionary change in labour was a high priority but a good deal of the pressure exerted on employers came from well-meaning people and organisations who did not comprehend the country's situation and circumstances.

South Africa would make the necessary adjustments in its system subject to conditions that the economic security of all the country's workers was not endangered, that South Africa was satisfied the need for adjustments was proven, and that labour peace was maintained.

Mr. Botha said attention must be given to the utilisation, training and retraining of manpower for South Africa's future needs.

10,000 SHORT

Although there were about 277,000 trained artisans of both sexes and all race groups working in 320 trades, the shortage of artisans and apprentices in these trades was about 10,000 at present.

"Most of this shortage is felt in the metal and engineering industries," he said. "If the upswing in our economy gains momentum this shortage will increase rapidly and could, if not properly handled, seriously hamper our economic development."

Mr. Botha appealed to the country's institutions for advanced learning to introduce or develop further courses in manpower development and management.

"What is needed at this time is a co-ordinated and rationalised move towards the introduction of a bachelor's degree or higher diploma course with subjects in manpower selection, control and utilisation, industrial relations, labour market analysis, labour law and many other related aspects."
Pressures on manpower

THOUSANDS OF EDUCATED WHITES FACE NO JOB PROSPECTS

1981, the same Prozent, STEELFED HNNING, reported on the
interdictition on manpower.


1981, the same Prozent, STEELFED HNNING, reported on the
interdictition on manpower.
The Minister of Statistics

117 Mr T ARONSON asked the Minister of Statistics

(a) How many persons in each race group were employed in the Republic as at 31 December 1978 and (b) how many of those were employed in the public sector

Information only available as at 30 September 1978.

<table>
<thead>
<tr>
<th>Race Group</th>
<th>Total Population</th>
<th>Whites</th>
<th>Coloureds</th>
<th>Asians</th>
<th>Blacks</th>
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<tr>
<td>(a) Economically active population</td>
<td>8,74,000</td>
<td>842,000</td>
<td>247,000</td>
<td>6,477,000</td>
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<td>(b) Public sector</td>
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<td>Central Government</td>
<td>125,023</td>
<td>54,000</td>
<td>10,351</td>
<td>112,658</td>
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<td>Provincial Administrations</td>
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<td>89,918</td>
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<td>Local Authorities</td>
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<td>24,100</td>
<td>5,600</td>
<td>138,700</td>
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<td>Black states</td>
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<td></td>
<td>87,000</td>
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<td>S.A. Railways and Harbours</td>
<td>414,895</td>
<td>24,119</td>
<td>1,868</td>
<td>125,483</td>
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<td>75</td>
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<td>4,000</td>
<td>500</td>
<td>82,000</td>
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<td>1,831</td>
<td>317</td>
<td>26</td>
<td>654</td>
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</tbody>
</table>
BENUT DIE VROU IN BESTUUR

MET die oplewing wat die land se ekonomie op die oomblik ondervind gaan daar kort voor lank weer 'n tekort aan werkkrags ontstaan en dit is noodsaaklik dat alle bestuurstalent in die Suid-Afrika ontwikkel word — ook die van die vrou.

Só gesels mev. Truida Smit, lector aan die Skool vir Bedryfseleiding van Unisa, en voeg by dat maatskappye hulle eerlank weer in 'n posisie kan bevind waar hulle op middelbestuurvlak maar net sal moet wat hulle kan kry.

Sy doen 'n beroep op maatskappye om 'n aang te kyk na die vroue wat al jar lank by die maatskappye is en in posisies is wat eintlik niks anders as doodloopstrate is nie.

Hierdie vroue ken die maatskappye beter as enige ander buitestander en dit gebeur dikwels dat die bestuur nie die werklike vermoe van daardie vroue besef of probeer besef nie.

En of maatskappye dit nou wil weet of nie, die lang terzyn is daar net nie genoeg mans om al die poste te vul nie, wat wel deeglik deur die syfers bewys word.

Toename

In 1959 was daar in die land 72 891 mans in bestuursposte en 5 277 vroue, wat 6,58 persent van die totaal uitgemaakt het. In 1977 was daar 122 853 mans in bestuursposte en 13 535 vroue, wat toe byna 11 persent van die totaal was.

Dit is uit hierdie syfers ook duidelik dat die toename in die getal mans in bestuursposte steeds sterk toegenoom het en dit is nie 'n geval van vroue wat die man se plek inneem nie.

Maar dit is ook duidelik dat die vrou in al hoe groter mate in bestuursposte aanvaar word en hier is daar vir maatskappe 'n waardevolle foutlik onbenutte bron van middelbestuur.

Dit is dan ook met die oog hierop dat die SBL verlede jaar sy Bestuursontwikkelingsprogram (BOP) ook op vroue uitgebreidel het en is die inhoud van die program 90 persent diezelfde as vir mans.

Hierdie program is basies op nie-gegradueerder persone en al die vereiste om daarvoor in te skryf, is Matriek en drie jaar ondervind in 'n pos wat na middelbestuur kan lei.

Die kursus begin vanjaar in Julie en duur 'n jaar. Die kursusganger bly die hele tyd in haar werk en die opleiding is deeltyd. Die program is ook so ontwerp dat werkopdragte na die kursusganger se werksituasie virry. Die vroue word ook die hele tyd saam met mans opgelei, behalwe vir 'n klein deel waar daar probeer word om die vrou meer,loopbaanariger in te stel.

Terselfdentyd word die vrou ook geheelp om haarself te staal teen sekere vooroordede wat sy later in 'n bestuursposisie gaan kry en sy word voorberei om dit te kan aanvaar.

Die kursus is tamelijk duur, dit kos R1 200, omdat dit nie deur die staat gesubsidieer word nie. Maar mev. Smit meen dat maatskappye wat hul vroulike werknemers borg, hierdie uitleg baie gou kan terugkry. Terselfdentyd lei dit ook tot groter produktiwiteit en ontolie om ander vroue in die maatskappye omdat hulle tot die besef sal kom dat daar voordele ongeleenthede is.
Unified labour
strategy
wanted

FAR-REACHING measures of great importance to the country's future are proposed in a top priority report from the National Productivity Institute.

It is expected that the Wibnehahn Commission's first recommendations to be put before Parliament soon will support the proposals in the new report.

The NPI wants a new deal in South Africa's labour development policies, including the formation of a national productivity authority to co-ordinate, promote and help implement a unified strategy for labour utilisation and the expansion and upgrading of training.

The report is based on a detailed comparison of manpower legislation and practice in South Africa, Australia, Britain, West Germany, Sweden, France and Eire.

It shows Pretoria needs to lift spending on industrial training by as much as 500 per cent — or some R200-million a year — just to equal the direct outlays by central governments which are leaders in the field overseas.

Compared with an average of R16 per economically active person spent by the central governments of the six other countries investigated, South Africa is spending only a little more than R2 a head.

NPI Director Dr Jan Vugter points out that only some 30 per cent of South Africa's economic growth is contributed by improvements in productivity, compared with some 65 per cent in the US and much of Western Europe.

"Most important, it has been shown that some 40 per cent of growth in the advanced countries comes from improvements in productivity related to labour.

Manpower

By contrast, a study on the source of economic growth in this country, suggests the contribution here was at best, labour 20 per cent.

"Our studies show clearly that the sort of growth we need can only be achieved with higher

Training methods need urgent rethink

BY STEPHEN ORPIEN

South Africa is fragmented, with various organisations controlling training for various race groups and for various industries.

- All the countries in the sample have well-developed procedures for asssessing training needs. In South Africa, there are no such procedures, except in a very limited form in some individual companies.
- "In five of the six countries in the sample, Australia is the exception — industry either has a levy imposed on it, or it is required to spend a percentage of its total emoluments on training. In South Africa, there is no compulsion to train, and a very small number of industries have a self-imposed levy."

The NPI says that for South Africa to match standards in Western Europe and Australia, it must:

- Establish one training body to oversee all training, of whites and non-whites;
- Introduce proper assessment procedures for appraising training needs;
- Exert pressure from industry;
- Multiply the direct government effort by a factor be-
Concerned and competent manpower development... (between 5 and 10%)

"In Europe and the US only 5% of economic growth is contributed by greater inputs of resources. The rest comes from productivity improvements.

"In this country the position is reversed. So, theoretically, we should have about twice the potential for improving our growth rate through the better utilisation and development of manpower.

"But we are going to need dramatic changes in the development of our human resources to achieve the potential.

Industry leaders told me this week they agreed entirely with the main thrust of the NPI's proposals, which represented the thinking of a broad cross-section of organised industry, commerce, labour and also of government planners.

In its international comparisons the NPI report stresses a number of points which reveal the shortcomings of the South African situation. The report notes, for instance, that six (overseas) countries have devoted "considerable efforts during the past few years to consolidating all training under one body which is constituted so as to maximise the impact of training on the economy. In all the countries it is the only national body involved in training and it oversaw the complete spectrum of training in that country.

"In contrast, training in... (22/4/79)

Grants

All registered companies should be required to submit to the ITA within nine months of its establishment, and thereafter biennially, an assessment of their training needs, and outline plans for meeting these.

There should be grants for the training of training officers on approved courses and subsidies to cover the employment of group training officers within approved group training schemes.

Mr Usser will not comment on reports that the institute is currently assessing with productivity programmes for some of the largest public utilities in the US. But the American Productivity Centre is known to have adopted a system of productivity measurement developed by NPI and described in America as a "breakthrough."

The system, known as the DPA model, allows management to gauge the impact on profitability of any changes in productivity and pricing, recovery through specific input elements, whether labour, materials, capital or energy..."
Call for equal trading rights for all races

Argus Correspondent

JOHANNESBURG.—A leading academic has called for equal trading and labour rights for all races—the development, 'acceptance and integration of members of all population groups on all levels in our economy.'

Commerce and industry should take the leading role because it would provide most if the political situation ended in chaos, warned Professor H P Muller, director of the Graduate School of Business of Stellenbosch University.

Speaking to the Johannesburg Chamber of Commerce, he called for all races to be given 'a fair opportunity to prove themselves as supervisors, members of the middle management team and ultimately respected members of our boards.'

The professor said the critical role of the Government in this context included:

- Providing a legal system to support the implementation of a fair enterprise system as possible

- Allowing in-company development of all races, making discrimination illegal, if necessary, and thus to force all employers to pay the rate for the job and to close the wage gap in the shortest possible time.

- Developing schools for the training of technicians everywhere in industry and supporting management education on a coordinated basis.

But he emphasized that business could act faster than the Government.

Huge task

A strong economy could not be built where the 'have-nots' outnumbered the 'haves' by five to one.

It was a frightening and gigantic responsibility to provide 200,000 jobs annually for the next 20 years and to nearly double the number of blacks in industry alone by 1989.

'This required a well-planned effort to rapidly develop people for more responsible, positions -- not window dressing.'

'Not dirty'

'Giving people a share in the company does not mean a dirty little shop in a ghetto or a poor little country town with all sorts of restrictions,' Professor Muller said.

'The majority of people supporting the private enterprise system did not own a single share in the business they worked for.

'They support a system because they can earn themselves decent income and a higher standard of living and education,'

With predictions that the white population would be outnumbered by six to one at the turn of the century, 'there can be no doubt about our interdependence politically and economically as a nation of nations,' Professor Muller said.
10 000 more servicemen for the job market

Pretoria Bureau

A FURTHER 10,000 national servicemen will be looking for jobs from the beginning of July after completing their two year service period.

But, according to Brigadier Cyrus Smith of the Directorate of Orientation Services, problems would be minimal if the adjustment system worked as successfully as it did at the beginning of the year. He could not, however, forecast categorically that there would be no placement problems.

Brigadier Smith said that the number of vacancies was not as plentiful as it had been at the beginning of the year and that the Department of Labour, those of the 12,000 who wanted work, had found jobs.

On the Witswatersrand alone, employers had reported 24,000 vacancies to the Labour Bureaux. However, only 6,000 of the servicemen had found work in the six weeks.
Theory as Dogma

Classical theory is acceptable to the manager because it provides him with a dogma, with articles of faith which tell him that if he adheres to them he will be successful. It offers the manager support and provides him with "a 'myth' which enforces and imposes on him and simultaneously trains him to offer to the managed this myth as the first draft of a contract, negotiable in parts and at the margins. He is given a sense of purpose by the myth but also prepared to some extent to face reality. He is psychologically armed in much the same way the entrepreneur was (according to Max Weber) by the Protestant ethic. It has already been pointed out that the classical theory is unsophisticated, containing contradictions, but criticism on these grounds does not deter the adherent for whom the theory has a significance far beyond its intellectual content. The development of the myth and its function for management has created a barrier between managers and the social scientist and this is partly due to the fact that once people live with it, 'they can no longer be analytical about it and become reluctant to accept it, can be analysed. People living an ideology think and feel about it in terms and values which reflect but do not explain the forces that really control their social behaviour. Its beliefs are not truths or untruths in any absolute sense. There is usually enough truth in them to keep them intact.'

From this a number of points emerge. First, if the principles are shown not to work, then the social scientist will find himself confronted with a system of beliefs which make it difficult for those who hold them to change their position and which tend to obscure reality happening. We must not the theory not the theory.

Blacks registered as work-seekers

610 Dr. A. L. BORKMNE 
Minister of Plural Relations and Development
asked the House of Commons, on the 7th of January, 1979, how many Black males and females respectively were registered as work-seekers in the White areas of the Republic at the end of 1977.

(1) How many Black males and females respectively were registered as work-seekers in the White areas of the Republic at the end of 1977.

The MINISTRY OF PLURAL RELATIONS AND DEVELOPMENT

(1) Males

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<tr>
<th>Month</th>
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<td>January</td>
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Females

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Underlying this as a unitary system which can suggest that basically direct adherent of the shortcomings of the industrial organization are the people who operate them.

(1) The failure of human beings must be claimed with some justification in understanding the reality of the situation in such a way, that the adherents of the classical theory, confident correctly, that they are much more often suggests that the reality hides behind the principles. This and the social scientist and makes it accepted as he emerges as a threat.

2 in 3 will be jobless in Africa, says Fanie Botha

HOUSE OF ASSEMBLY
The continent of Africa was steering such a dangerous course of unemployment that South Africa should strategically divorce herself from that situation, the Minister of Labour, Mr Fanie Botha, said yesterday.

All the foreign capital being rushed to Africa’s aid was not going to come in time to save it from a situation in which two out of three willing workers would be denied a job, he said.

Speaking on the Labour Vote during the Budget Debate, he said this trend was going to develop within the next 20 years and South Africa could not afford to be dragged into it.

The continent could not give its people work nor produce the food it needed.

South Africa would have to create structures to serve the requirements ahead as far as the manpower situation was concerned.

The task would be to ensure firstly that work was generated in South Africa and they would be black.

The training of these workers had to be done timeously.

"They also have to enter into a labour structure where they will not undercut and rob each other of jobs," Mr Botha said.

South Africa could not afford to let a dangerous unemployment situation develop because in the particular racial circumstances of the labour market here, such a situation could develop into a black-white conflict.

The future planning of labour structures had already been referred to by the Prime Minister, Mr P W Botha.

The Witsahm Commission had also been instructed to look at the dynamics relating to future needs and if recommendations were made in this regard, the Government would see it as its duty to carry those out, Mr Botha said.

Dr Alex Boraine (PPP Plenet) said yesterday the unemployment situation could develop into a class struggle between those who were employed and those who were not.

The overwhelming majority of those who were not employed were black, he said.

Apart from stimulating the economic growth, Dr Boraine believed there should be greater concentration on, and tax concessions for, the expansion of the labour intensive sector of the economy.

A contributing factor to the labour situation was that many employers opted for greater capital, intensive investment for tax purposes and because of the red tape, the repeated and continued need for applications in respect of black workers, had become too troublesome.

Another solution to the problem of unemployment was intensive education aimed at dropping the population growth and the encouragement of cottage industries.

"The cry of those who say we aren’t yet a job is becoming louder, increasing in volume and stridency. We ignore it at our peril," Dr Boraine said.
Black, white job prospects best for 3 years—survey

By Sieg Hannig, Labour Reporter

The best employment prospects in more than three years have been recorded for blacks and whites in the latest three-monthly survey by Manpower, a personnel consultancy.

The upswing reflects the economic optimism generated by Senator Owen Horwood's Budget, but it may be premature because it fails to take full account of the latest fuel price rises.

As the survey was being carried out among 1,200 South African companies, the increases were announced and executives had not quite assessed their effect.

Out of the 30 industries listed in the survey, the clearing and forwarding industry was the only one where employers intended to decrease rather than increase their staff during the next three months.

Countrywide, 14.1 percent of employers wanted to take on whites while only 3.9 percent intended to retrench whites during this quarter.

Increases in black staff were planned by 13.4 percent of the employers questioned, while 6.1 percent planned to decrease their black staff.

Manpower warns that the demand for skilled workers is likely to outstrip the supply in these improved conditions.
Look into black wages — Koornhof

By AMEEN AKHALWAYA
Political Reporter

The Minister of Co-operation and Development, Dr Piet Koornhof, yesterday urged employers to study black workers' wages in a bid to improve black conditions and place the country on a soundly economic footing.

Addressing more than 50 people at a luncheon meeting of the Associated Scientific and Technical Societies of South Africa in Johannesburg, Dr Koornhof also called on commerce and industry to:

- Find out the needs of their black employees;
- Look at in-job training schemes available from the Department of Education and Training;
- Look into the transport problems of employees.

Dr Koornhof also said the Government was on the point of making important adaptations "in order to fight to live" in this part of the world. Referring to all the races, he said: "We fight to live - we don't fight to die.

The Minister said he had tremendous sympathy for the residents of Soweto and other townships and realised their problems. They could rely on him as a friend to help as much as he could in solving problems, but he could not do it alone.

He invited Soweto's 'different constituencies' to help create a happy and prosperous life for all in the country.

Addressing himself to commercial and industrial employers Dr Koornhof said he had always believed salary increases went hand in hand with increases in productivity. "Take a hard look at the wages of your employees and see whether you can step up productivity - maybe through improvement in wages."

He also asked them to look at the circumstances and the needs, like housing, of their workers. A happy work force could also lead to increased productivity.

While he did not ask employers to provide housing, Dr Koornhof urged them to "take a hard look" at the 98-year leasehold scheme, and the availability of funds from building societies.

Dr Koornhof said the country needed a 5% annual growth rate, but this would require the number of highly-skilled personnel to increase by 5% annually. This would mean that "between 50 000 to 40 000 non-white workers per annum must be added to a highly-skilled labour force."

With the immigration of highly-skilled European workers dropping off, highly-trained employees would have to come from the black groups.

Dr Koornhof also said rents in Soweto would not be increased at this stage. "I am waiting for the recommendations of the council of Soweto and the people of Soweto in this respect," he said.

That the Prime Minister, Mr P W Botha, and the Minister of Finance, Senator Owen Horwood, would be among those visiting Soweto on Friday showed the Government was serious in finding ways and means of building an infrastructure that will make Soweto self-sufficient in generating capital so residents could pay for services with a minimum of taxation.

The official visit to Soweto was the sign of friendship and co-operation, Dr Koornhof said, and he hoped the tour would become a watershed for the betterment of all the people.

"I appeal to my black friends in Soweto - receive him (the Prime Minister) and you will never be sorry," he said.

Judgment today on Croukamp
Call for more skilled blacks

A leading Austrian political scientist told the conference that South Africa was a member of the 'third world' countries and should become more African in her foreign policy approach to the West.

ROY DEVENISH
Professor Werner Pfefferberg, director of the Austrian Institute for Political Training, told a conference at the University of Munster that third world countries included Taiwan, Chile, Israel, Rhodesia and South Africa.

They were countries who, for political reasons, found it difficult to join the other world groups.

South Africa's problem lay not in winning acceptance, but in gaining respect.

He said that until the beginning of the 1970s South African governments had failed to realise fully or misinterpreted the changes on the African continent.

The director of the African Institute, Dr G. E. Lever, told the conference that South Africa's survival would depend on its ability to play an indispensable and constructive role in Africa.

Such a role included more than economic, technical and other aid to black Africans, he said.

South Africa could not, like Europe and America, regard aid to Africa merely as a method to achieve short-term political advantages and commercial profit.
new jobs
for
a year for
R600-million
a STRATEGIC
by Donald Avery
The price of accommodating work-seekers

in a Corporate world

takes a toll on the individual and the community.

A friend or relative?

social mobility

In the new world,

people are moved and

new opportunities are

created.

The task of accommodation

is a complex one.

New job opportunities

for the new year.

R600-million

The Sunday Times Business Times, October 4, 1998
Black jobs: Govt is considering home industries

JOHANNESBURG. — South Africa was entering a new era which would see the rise of a new class of black entrepreneurs and management and a large stable black middle-class, the Deputy Secretary of Co-operation and Development, Mr Frans Cronje, said here yesterday.

He delivered an address on behalf of the Minister of Co-operation and Development, Dr Poet Kornblut, at the Merica bank Premarket Foundation conference on black entrepreneurs and political change.

A major question confronting South Africa was how to create the needed jobs and raise the necessary capital.

It was unlikely that adequate jobs of a capital-intensive nature could be created in the short term and the development of manpower skills and training took time, he said.

"One proposal to which we are giving serious consideration is the development of the informal sector or home industries, as well as light industry in the black areas," Mr Cronje said.

The advantages would be the creation of jobs with little or no capital in the short to medium term and that untrained people could receive training on the job and an entrepreneurial class could develop.

There were often problems of a technical nature as found with the implementation of the rural household system.

White fears

"Mutations can easily be made if there is too much haste," he said.

The government was fully aware that in the process of change there would be fear among some whites that black advancement would take place at their expense. There were also whites who would be concerned that unless there was direct intervention of affirmative action in their favour their interests, especially in the business area, be at a competitive disadvantage with whites.

"I can assure you that we are paying full attention to the needs of all the people. The beauty of a prosperous free economy is that benefits derived by one individual or group are not at the expense of others," he said.

As a major step towards developing urban black residential areas, profit-sharing arrangements between whites and blacks on a specific house were being considered, Mr Cronje said.
Orlando Shelters Workers

Some of the people who attended the exhibition were surprised when they entered. The director of the workshop, Miss Whine, had arranged a box of footwear to attract visitors.

The exhibit was sponsored by the National Council of Women's Organizations and was designed to educate the public about the problems of the unemployed. The director hoped that the display would encourage more people to support the unemployed.

The exhibit was open from 9 am to 5 pm and was located in the backyard of the workshop. The director, Miss Whine, explained that the exhibit was intended to show the people of Orlando the steps that can be taken to help the unemployed.

100 displaced people were employed for the more than 100 people who attended the exhibition.

In 1978, an exhibition was opened in Las Vegas to show the people of Orlando the steps that can be taken to help the unemployed.
A worker taking a rest after a hectic period making nets

Visitors admiring a fruit basket made by the disabled at the Orlando Sheltered Workshop.

A worker in the sewing department.

A worker weaving a table cloth.
Working in the factory assembling division:

Miss Kommy Mogola putting the finishing touches to the aluminum investment gate to save it.

Mr. Harry Huxley giving instructions to a worker who had just completed knitting a Jersey.
DATE: 

SUBJECT: 

Please provide the following information for our records:

- Your current Social Security Number.
- Your driver's license number.
- Your birthdate.
- Your current mailing address.
- Your current telephone number.

Please also indicate if you are required to work on weekends.

We are currently seeking individuals for the following positions:

- Sales representative
- Customer service representative
- Administrative assistant

Salary ranges vary depending on experience.

Please submit your application to the address below:

[Address]

Thank you for your interest in our company.

Sincerely,

[Your Name]
The cafeteria for hourly-paid workers at Johnson and Johnson.

Progress is acceptable.

Code believes Johnson and Johnson's
Beyond the grade five level is your senior management level, middle management and your professional grades," he said.

"What we are doing to upgrade the people currently in our employ is bringing them through training programmes in terms of literacy training, 10 Number of blacks undergoing basic supervisory training, 5 and advanced supervisory training, 14.

"And what we have is a system of trainees — we bring in a man into the business and he would be given accelerated training, put through the sausage machine at a far greater pace. It would be for him to come out as a fully equipped person.

"I believe that the key to success in this area is having competent people in responsible positions. Where we have done that the success has been.

Mr Munro said that there are now three trainees on this programme, two in administration and the other work study. He said that there are not graded yet, but when they are through with their training, they will be moving into the higher grades.

He stressed that the 12 blacks in grade 5, as against 162 whites, were at foreman level.

Arthur D Little, the American consultant on the Sullivan Principles, has just rated the company as "making acceptable progress." It was found not to be moving blacks up fast enough.

"We are working hard to improve, but we have difficulty finding the people with potential or with the necessary skills," Mr Munro said.

Johnson and Johnson pay a minimum of R43 a week, which works out to R186.19 a month.

Mr Munro said this is 42.3 percent above the Minimum Living Level for a family of five in East London.

"Since 1972 we have inflated the Supplemented Living Level by 10 percent and planned to pay this as our minimum. Each year, we have exceeded 10 percent."

He told us that the SLL for a family of five in East London is R170.84.

There are 42 labourers and gardeners on this minimum.

"In addition to this minimum, the company has an annual bonus depending on length of service, individual performance and the company's performance. Company products are also available at subsidised prices."

The company's contribution to the pension fund and medical aid, compulsory for all workers, is not included in the minimum.

The company has a liaison committee and Mr Munro is chairman. The managing director, the operations director, and the manufacturing manager are members of the committee.

"We have top management in the committee so that if there is a policy change, we can do it quickly," Mr Munro said.

He said the company has regularly indicated to the workers that it is not against trade unions. "We have been saying this for years. People know your attitude."

But the company has not been approached by any trade union — "we think it is partly due to the fact that our employees are happy here."

Mr Munro said that the facilities in the company are integrated. The only differentiation is between salaried and hourly-paid staff.

"We have a canteen for salaried staff, and 20 percent of these are black. There is another for hourly-paid workers, while shift workers eat their meal in the canteen."

There are no hourly-paid whites in the company.

The company also has integrated sports and social facilities.

Mr Munro would not give figures, but said the company donates to educational and welfare organisations. The company has also donated to Project Pace, the commercial high school being built in Soweto by American companies.

"We also have bursaries for students at Fort Hare University and for those studying medicine and pharmacy."

Women at work at the J and J factory.
Utilisation. Indeed, areas such as the pass laws and the labour bureau system administered by the township administration boards will be specifically examined. A sub-committee to examine SA's labour market has been established and it will be chaired, significantly, by a senior official of the East Rand Administration Board.

Commission chairman Henrie Reynders says the NMC will not necessarily regard aspects of the Wiehahn and Rekort reports as immediate priorities. But some thorny issues raised by the Wiehahn white paper will be dealt with early on.

An industrial relations sub-committee under Unisa's Professor Blackie Swart has been established and Reynders says it will give priority to the issue of "trade union autonomy". Issues such as the closed shop, mixed unions and deduction of union dues by employers should receive priority, he adds.

The commission's chief priority at the moment is the issue of employment creation and Reynders says work on this will begin "immediately". The Board of Trade's Basie Kieu will head a sub-committee to examine this and some of the work of Kieu's industrial strategy committee, which has also been examining this issue, will presumably be brought over to the NMC.

**Apprentice problem**

Another thorny issue which could well receive early attention is the effect of military service on apprenticeships. While trade unions are unhappy about agreeing to the indenturing of African apprentices, it is not clear how the effect of military service and blacks are not, white apprentices are at a disadvantage, they say. A Defence Force man serves on the NMC's executive and the SADF is apparently devoting attention to this issue.

Addressing the commission at last week's meeting, Manpower Utilisation Minister Fanne Botha said it would work within current government policy but would be called upon to suggest changes.

Is the commission worried about criticism of its composition? Reynders says he has come across little criticism - although some people have argued that we should have had a representative of one of the multinationals - others feel we should have a labour lawyer. The commission has decided to co-opt outsiders to its sub-committees and these problems will be rectified soon, he says.

In response to suggestions that trade union representation is small and that public sector representation is disproportionately low, Reynders replies that the commission has 15 public sector and 26 private sector representatives. This latter group is divided into eight employer association men, eight unionists and 10 "others" he says.

Unionists complain, however, that many of the 10 "others" have employer, rather than labour, links.

**Financial Mail November 23 1979**
Gloomy outlook for unskilled job-seekers

By Deneé Rink

Unskilled school-leavers and national servicemen who have finished their two year stint have little cause for optimism when they set about finding jobs next year.

Mr Ralph Parrott, head of the Ralph Parrott Organisation, said people without skilled training or with "nebular" skills would find opportunities not very good.

He said he did not foresee the creation of many new jobs but stressed that this was a subjective opinion.

His organisation's survey in September had not shown great cause for optimism for 1980, although the survey for the end of the year could show otherwise, Mr Parr said.

School-leavers with no training would find it difficult to find jobs although people with practical training would find little difficulty in being absorbed.

Mr Parrott said unskilled people should "get into a practical training situation" where they would have something specific to contribute.

He said there was an increasing need to absorb blacks into all levels of industry, and he felt the responsibility for training employees, especially blacks, rested increasingly with the employer.

He said blacks had tremendous problems, such as the time taken up by travelling to and from work, and they could not be expected to further their education and skills by attending night courses.

Mr Colin Katz of Colin Katz Associates said there would be difficulty in finding trained staff next year.

National servicemen who had completed their two-year period usually had no difficulty in finding jobs but school-leavers who were 'to go to the army, in July were not favoured.

He said companies did not like to have to train someone for a certain job and then have to lose him to the army.

Mr J Dawkins, marketing manager of the Kelly Group of Personnel companies, said he foresaw more jobs becoming available next year for people with practical training.

He said army-leavers could easily find employment as salesmen because of the current upswing in the economy.

Companies were prepared to train them rather than employ an experienced salesman who "knew all the tricks of the trade" at a higher salary.

He said there was also great scope in hotels and catering as a result of the expansion of some hotel groups.
SOUTH Africa's long-term economic prospects very much depended on the sort of policies the Government adopted, the Executive Director of the Federated Chamber of Industries, Dr J C van Zyl, said.

Addressing the annual meeting of the Federated Chamber of Industries he said if the economy was permitted to move towards a more market-oriented structure with less Government interference, but more Government instruments, the picture was relatively satisfactory, especially compared with the more slowly growing world economy.

But he warned: "The name of the game is ruthless efficiency. Our growth potential depends on the ability of our economy to maintain its competitiveness."

For this we need the discipline of the free market economy to distribute resources to best effect and to discipline the ineffective." Dr van Zyl said.

"Turning to unemployment, he said that in South Africa as a whole the economically active population was increasing at an annual rate exceeding 8.5 per cent.

That implied that more than 500,000 jobs had to be created every year, more than 70 per cent of which had to be for blacks.

"At the same time it is the unskilled nature of the bulk of these additional workers which makes these people difficult to employ.

"The paradox is that South Africa has to resolve is that, at one and the same time, it must increase the number of persons employed and the output of those in employment.

"Dr van Zyl said the South African economy would still grow along the relatively inefficient path followed in the 1960s.

"In those years the country grew by using more resources rather than by using resources more efficiently.

"We have thus arrived at a situation where the economic growth in South Africa is being held back by a lack of the necessary skills," he said.

Sapa.
BLACK WORKERS GAINING POWER IN BOTHA'S SA

Under the leadership of the Prime Minister, Mr P W Botha, the white worker is losing out, says the widely respected stellenbosch University historian, Dr Hermann Giliomee. In the first of a three-part interview, he explains how white wealth is steadily being transferred to a rising black middle class.

By Hugh Robertson

White workers in South Africa are losing their power and wealth to a rising black middle class and the trend will accelerate in future — with the government's encouragement — says the noted Stellenbosch University historian, Dr Hermann Giliomee.

He believes that this will follow from the new policy direction of the Prime Minister, Mr P W Botha, and says the process could be stopped only at the risk of great trouble and violence.

Dr Giliomee, co-author of the widely acclaimed study, The Rise and Crisis of African Power, gave his views during an extensive interview on the background to Mr Botha's new policies and what they will mean for South Africa in the next decade.

'It is no longer a plinth in the politics of the white community to acquire a special position of power and privilege to the white worker. Five years ago, the Government was still in cahoots with the white traders, defiantly declaring that it would look after the white workers.

'Now, quite simply, the white workers have had it. The Government is indifferent to their demands,' Dr Giliomee said.

What has led to this situation, so strikingly different from the day may have been the 'perverse white' doctrine of not long ago? to provide it with a stable and contented labour force.

'The rise in the white worker class and its inflated wage structure.

'The changes proposed by the Wiese Committee go to the black worker not only increased bargaining rights, heavily qualified though these might be, but if genuine black unions were to enter the industrial councils they would substantially reduce the bargaining power of the African workers.

'White workers could previously set wages for themselves and get black unions — but now they have to deal with the black unions in a unified system of industrial relations. It is very likely that in the black unions make any wage advances, it will be at the expense of the workers rather than at the expense of employers,' Dr Giliomee said.

'We believe that there will not be a redistribution of income within the industrial ecosystem workers to black workers. If that happens, the Government is unlikely to interfere. It has committed itself to the Wiese principles of maximum decentralisation of negotiation and minimum State intervention.'

He added: 'To the white workers, the Government quite clearly spells bourgeois prosperity and bourgeois poverty instead of white prosperity and white supremacy as was the case until very recently.'

Dr Giliomee says the African workers, by way of a backlash for the Riebeck Communique is to build up a black labour aristocracy in the urban areas, not only to meet the needs of industrial workers but also to assist the growth of the blacks in the ownership of the home land.

The Riebeck Communique's proposals, he added, spelled out an inter-relationship of inflow control and the division between developed and underdeveloped parts of the country. It aims at improving the position of urban blacks while fencing off the cities from the large number of unemployed.

The steady economic advance of the African workers (cause for the transformation of the African worker) was likely to become a permanent feature of the African political scene, except in the face of an external threat,' he said.
Tax refunds on training will save millions

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

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

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

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

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

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

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

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

The In-service Training Board will set up procedures for the approval of training schemes which qualify for concessions, and the board chairman,

Mr Mike van Noordwyk, Deputy Secretary for Manpower Utilisation,

so far only 28 employers have applied for the approval of training schemes of their own accord, he says.

Meanwhile, the State-run scheme which has trained more than 2,800 white artisans since it was introduced in 1953 may be extended, with training centres being established for other population groups.

Consideration was being given to establishing such centres, the secretary for Manpower Utilisation, Mr E A Cilliers, said this week when he announced that the next course for whites would start in May next year.

The trades in which training is offered are carpentry and joinery, electrician, electrical wireman, electronics mechanic, fitter and turner, motor and diesel mechanic, panel beater and spray painter, plumber and boilermaker, and plumber.

The training period is three years, with the first 12 months of intensive training at the Trade Training Centre for Adults at Westlake, Cape Town.

During the period trainees are paid a weekly allowance, which varies from R20 to R30 according to the number of his dependants.
DEPARTMENT OF STATISTICS

No R. 2760 7 December 1979

REGULATIONS IN TERMS OF SECTION 17 OF
THE STATISTICS ACT, 1976 (ACT 66 OF 1976)

COLLECTION OF STATISTICS RELATING TO
EMPLOYMENT, REMUNERATION AND HOURS
OF WORK

The Minister of Statistics has, under section 17 of
the Statistics Act, 1976 (Act 66 of 1976), read with
Government Notice R 139 of 4 February 1977 and,
in so far as they are applicable in the Territory of
South West Africa, with the consent of the Adminis-
trator-General for the Territory of South West Africa,
made the following regulations in connection with sta-
tistics regarding employment, remuneration and hours
of work.

1. Every employer in the Republic of South Africa
and in the Territory of South West Africa shall, after
having been requested by the Secretary for Statistics,
 Pretoria, so to do, furnish the Secretary or an officer
authorised by him in writing with returns in respect
of such period as directed by the Secretary, sworn
and certified to be correct in accordance with the instruc-
tions contained in the questionnaire and containing the
information prescribed in regulation 2, regarding every
employee employed by such an employer during the
period stated.

2. The following are the subjects on which informa-
tion is required in the return or returns:

(a) Employment
   (i) Number of persons employed
   (ii) Number of employees who were engaged and
        who were discharged or who resigned
   (iii) Number of employees required to fill vacancies
(b) Remuneration
   (i) Remuneration for ordinary hours worked
   (ii) Remuneration for overtime hours worked
   (iii) Bonuses
   (iv) Contributions to staff funds.
(c) Hours of work
   (i) Number of ordinary hours worked
   (ii) Number of overtime hours worked
   (iii) Number of working days

3. The information in regulation 2 may be required
for each employee, or for groups of employees com-
bined, according to sex, population group and occu-
pation and shall be furnished for the period or the date
stated in the questionnaire.

4. The information required in terms of regulation
2 shall be submitted to the Department of Statistics
within the required period as stated in the questionnaire
by any employer who, without reasonable cause,
fails to comply with these regulations shall be guilty
of an offence and liable on conviction to a fine not
exceeding R 200 or, in the case of continuing failure
to comply therewith, to a fine not exceeding R 10 for
every day during which such failure continues.

5. These regulations are also applicable in the Ter-
ritory of South West Africa.

DEPARTEMEN VAN STATISTIEK

No R 2760 7 December 1979

REGULATIES KRAGTENS ARTIKEL 17 VAN
DE WET OP STATISTIEKE, 1976 (WET 66 VAN
1976)

VERSAMELING VAN STATISTIEKE BETREFF-
ENDE WERKGELEENHEIT, BESOLDIGING EN
DIENSURE

Die Minister van Statistiek het krags artikel 17
van die Wet op Statistieke, 1976 (Wet 66 van 1976),
gelees met Goewermentskennisgewing R 139 van 4
Februarie 1977, en vir soever in die gebied Suidwes-
Afrika van toepassing is, met die toestemming van die
Administrauteur-generaal vir die gebied Suidwes-Afrika,
die volgende regulasies met betrekking tot statistieke
aangaande werkgeleentheid, besoldiging en diensure uit-
gevaardig.

1 Elke werkgewer in die Republiek van Suid-Afrika
en in die gebied Suidwes-Afrika moet, nadat by deur
die Sekretaris van Statistiek, Pretoria, daartoe versoe-
k is, by die Sekretaris of 'n beampte wat skriflik deur
hom aangewys is, ten opsigte van sodanige tydperk as
wat deur die Sekretaris aangedui word, opgawes wat
gelyke en deur die werkgewer in ooreenstemming met
die instruksies in die vrae eas kritiek geskryf en beoor-
drig, indien, waarin die inligting van werkgeleenthed in
regulase 2, ten opsigte van alle persone wat by sodanige
werkgewer gedurende die bepaalde tydperk in diens
was, verstrek word.

2 Die volgende is die onderwerpe waaroor inligting
in die opgawe of opgawes verlang word.

(a) Werkgeleentheid
   (i) Getal werknemers in diens
   (ii) Getal werknemers wat in diens geneem is en wat
        afgedank is of bedank het
   (iii) Getal werknemers benodig om vakatures te vul
(b) Besoldiging
   (i) Besoldiging vir gewone ure werkwerk
   (ii) Besoldiging vir oortydige werkwerk
   (iii) Bonusse
   (iv) Bydrae tot personefondse
(c) Dienure:
   (i) Getal gewone ure werkwerk
   (ii) Getal oortydige werkwerk
   (iii) Getal werkdie

3 Die inligting in regulase 2 kan verlang word vir
elke werknemer of vir groepe werknemers gekombineer
volgens geslag, bevolkingsgroep en beroep en moet ver-
strek word vir die tydperk van die datum aangedui in
die vraeys.

4 Die gegevens ingevolge regulase 2 verlang, moet
bonne die tyd wat op die vraeys aangedui word, by
die Departement van Statistiek ingediend word.

5 Enige werkgewer wat sonder redelike oorsaak
versuim om aan hierdie regulasies te voldoen, begin
met 'n dely in misdery en is by skuldig bevinding
straafspraak met 'n boete van hoogsteens R 200 of, in
de geval van voort-
werpende versuim om daaraan te voldoen, met 'n boete
van hoogsteens R 10 vir elke dag waarop sodanige
versuim voortduur.

6 Hierdie regulasies is ook in die gebied Suidwes-
Afrika van toepassing.
Labour shortage slashed

Is South Africa's skilled manpower shortage abating? Or has the recession had so severe an impact on the economy that demand for skilled men and women has dropped dramatically?

The Department of Labour has just published *Manpower Survey No 11*, which shows that the skilled labour shortage was much less acute last year than it has been for some time.

The survey, conducted on a sample basis, lists the shortages in jobs on April 25 1975 with the exception of agriculture and domestic service.

Comparing the 1975 survey with the previous two (for 1973 and 1971), it appears that the overall shortage of White personnel (men and women) has dropped from 75 000 in 1971 to 58 000 in 1973 to 47 000 last year. The shortage of Coloured personnel has dropped from 21 000 to 11 000 to 6 000.

For the first time Africans have been included in the survey. The shortage last year was 14 000.

The decline in the number of vacancies for artisans and apprentices has been particularly dramatic. The shortage of White artisans and apprentices dropped from 23 300 in 1971 to 16 500 in 1973 to 8 700 last year.

In the building trades, the shortage of White artisans and apprentices has dropped spectacularly, from 8 000 in 1971 to 4 000 in 1973 to 700 in 1975.

And in the metal and engineering trades from 7 200 to 6 400 to 4 000.

Exactly what these figures mean is difficult to say. Factors contributing to the drop in the demand for artisans and apprentices would include the downturn in the economy, increases in immigration, job fragmentation, the introduction of Black "artisan aides" and the like, and the movement of Blacks into jobs hitherto reserved for Whites.

The problem is knowing how much weight to assign to each of these factors.

Dr Errol Drummond, director of Sefsa, "There is no doubt that the downturn in the economy has led to a drop in the demand for skilled workers. However the shortage has also been alleviated by very good immigration figures, and by training and re-training programmes such as our Journeymen's Recognition Scheme."

"Another factor is the increased admission of Coloured and Asian apprentices." Drummond stressed, however, that the decline in the shortage was merely a temporary breather. The survey reflected the situation when the data were collected but with the development of strategic infrastructure the demand for skilled labour in the steel and engineering industry is going to throw the shortage figure way up.

"This year it will probably go back to at least 6 000, and it could later escalate to 12 000. However, quite large numbers of immigrants as well as foreign workers under contract are being brought in."

The survey gives some indication of the movement of Coloureds and Asians into skilled jobs. In 1971 there were 33 500 Coloured artisans and apprentices, but by 1975 the figure had risen to 42 800. The number of Asian artisans and apprentices rose from 6 200 to 7 300.

Since earlier surveys did not include Africans (except those registered under the Bantu Building Workers Act), comparison cannot be made in their case. The 1975 survey, however, lists 6 500 Africans as artisans and apprentices in addition to those registered under the Bantu Building Workers Act (4 575).

Financial Mail January 9 1976
Forecast of big changes in labour

Labour Reporter

The personnel research division of Free State University has called for manpower research and planning in every industry and firm to meet future labour changes.

"...The public and workers accept certain manifestations which were not tolerated in the past," says a manual on Black labour based on research by the university.

"To try to block this process of change itself is just about impossible and organisations will therefore have to study these phenomena and plan their strategy in advance."

The manual, by Mr Willem van Breda, is based on a study of 134 organisations employing 252 596 workers of whom 70 percent are Black.

DROPPED

Although 67 percent of the Blacks in 134 of the organisations were still in unskilled jobs, the relative percentage of unskilled Blacks dropped by 42 percent in the past five years, Mr van Breda found.

He expects significant changes in the Black labour market in the next few years including:

- More skilled Blacks becoming available and insisting on better opportunities to move up the job ladder.
- Unwillingness among Blacks to perform manual work.
- Demands for higher wages and improved working conditions.

Mr van Breda's survey shows that personnel management is ill-equipped for the challenge.

Of the 133 firms, 71 did not have an autonomous personnel office and, of these 71, 40 percent employed more than 300 people, which would justify such a department.
How the military exemption boards work

on determinants

BACKGROUND TO THE NEWS
Guidance on Coloured labour urged

The Argus Political Staff

THE Government was called on today to provide guidelines to employers of Coloured labour for implementing recommendations of the Erika Theron Commission.

Mr J. Drake, a past president of the Cape Town Chamber of Commerce, said in a paper to a symposium on the commission's report that concern by employers about infringing the law even where no law existed, had inhibited the usual development and management of Coloured employees.

Earlier in his address, Mr. Drake referred to a seemingly formidable array of legislative deterrents facing employers in connection with their Coloured employees.

ELECTORATE

He said politicians argued that they could not move too far ahead of the view of the electorate. Clearly it would assist the Government or Parliament if some of the impetus for change came from the community itself.

Mr Drake suggested that representations be made to the Government about the Theron Commission report.

A clear statement of Government policy and guidelines for employers —with a revision of legislation to follow—would be of great assistance to employers.

WEST CAPE

One thought to bear in mind was the degree that any changes in laws would need to reflect the views of the South African electorate as opposed to the Western Cape electorate where the majority of Coloured people lived.

The Theron Commission's report has been received as nothing particular starting in Cape Town, but no doubt seems like a first cousin to Mac's little Red Book to other parts of the country, Mr Drake said.

He noted that certain specific recommendations of the commission did not require any changes in legislation.

Important study and should not be allowed to 'gather dust' while employers sat back and criticised the Government. Much of the initiative had to come from the employer himself.
Professor W. H. Thomas

THE REPORT POTENTIAL HIGHLIGHTED

examine

Coloured Wage Gap

THE cost of discrimination

Mr. A. J. Kedestan

NOT WELCOME

WHEN I spoke from London last week, I spoke of the payment of formal, declared, and visible discrimination. I spoke of the necessity for the recognition of the importance of the coloured wage gap. I spoke of the need for the recognition of the importance of the coloured wage gap.

THE report produced by the Department of Employment and Productivity, which was submitted to the Department of Employment and Productivity, which was submitted to the Department of Employment and Productivity, which was submitted to

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<td>2018</td>
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The report produced by the Department of Employment and Productivity, which was submitted to the Department of Employment and Productivity, which was submitted to the Department of Employment and Productivity, which was submitted to...
Top jobs to be open to Coloured?

THE Director of Development of the University of the Western Cape, Mr D. Adonis, today listed top jobs that could now be opened to Coloured people in the light of the Theron Commission's recommendations.

His list included posts for television and radio announcers, magistrates, and senior Government administrative officials of various departments.

Speaking at the symposium on the Theron Commission's report and Coloured labour management this afternoon, Mr Adonis said: 'A fully integrated White-Coloured labour market could be regarded as the underlying assumption of the commission's majority report.'

He suggested that categories of jobs into which Coloured job seekers could enter on a significant scale also include:

- Accountants, controllers, supervisors, sales managers, personnel officers and computer attendants;
- Technical supervisors, maintenance supervisors, technical departmental superintendents;
- Architects, urban and regional planners, lawyers (magistrates), senior Government officials;
- TV and radio personnel, stewards and pilots.

According to one interpretation of the report, Mr Adonis said, all these types of occupations should now be 'open' to Coloured people without any particular racial proviso attached to their entrance.

The crucial question now shifts from 'may they' to 'are they' in fact entering these occupational categories in any significant number and are they making sufficient progress,' Mr Adonis said.
Theron report ‘aimed at all S Africans’

Political Staff

CAPE TOWN — The Erik Theron Commission’s report on the Coloured people was definitely not intended only for the Government or employers, but for every member of South African society, a member of the Commission, Professor W B Vosloo, said in Cape Town.

Summing up his impressions at the end of an all-day symposium yesterday on the commission’s report and Coloured labour management, he said if society recognised its task there would be movement in regard to improving the life of the Coloured people.

An important aspect of the commission’s findings was that many Coloureds were chronically poor.

Another dimension of the problem concerned the structure of the labour market.

What should be done about this problem? The answer was more opportunities for jobs and for advancement should be created.

During a discussion it was suggested that some of the commission’s recommendations on Coloured employment might place a burden on Black labour.

Professor Vosloo said Black employment was one of the matters the Government would eventually have to look at.

Mr P F Harris, a member of the symposium panel, said it was because of the attitude of White businessmen that many talented Coloureds had left South Africa.

"Besides making more job opportunities available, we must cut out the social prejudices we have among ourselves," Mr Harris said.
Theron symposium:
Call to employers

Political Correspondent

EMPLOYERS can do much to initiate many of the recommendations of the Theron Report, without waiting for the Government to act first.

This was the message from yesterday’s symposium in Cape Town on the Theron Report and the management of Coloured labour, organized by the Institute of Personnel Management.

A number of speakers emphasized that the implementation of many of the report’s recommendations depended as much on changes in the attitude of White employers and others in the community as on changes in official policy and legislation.

Summing up the day-long discussions, a member of the Theron Commission, Professor W.B. Vosloo, said the report was intended not only for the Government and for employers, but for every member of the community.

Opportunities

He made it clear that more work opportunities and better working conditions had to be created for the Coloured people, but that the onus for this should not be placed entirely on the shoulders of the Government.

The Government, he said, had an important role to play in removing certain legislation which restricted Coloured advancement. But a wide- scope for improve-

ment lay in the hands of the White employers.

Earlier, Mr John Drake, past president of the Cape Town Chamber of Commerce, told the symposium that irrespective of any change in Government policy, employers should re-evaluate their personnel policies to check whether racial discrimination was legally necessary.

Inhibiting

There was no doubt, he said, that a concern by employers about “infringing the law”, even where no law existed, had inhibited the normal development and management of Coloured employees.

Mr Drake pointed out that there were no laws to stop the implementation of the Theron recommendations dealing with eliminating differences in salaries and conditions of service or ensuring that the incomes of households were above the minimum living level.

“The Theron Commission Report is an important study and must not be allowed to gather dust while employers sit back and wait for action from the Government. Much of the initiative for action can come from the employer himself,”

Professor W.H. Thomas, director of the Institute for Social Development at the University of the Western Cape, said the message of the report should be clear to every entrepreneur. A vast field for action was open to individual employers, to professional and employers’ organizations, and to organized labour although the Government had not reacted to the recommendations on labour policy.

A point made by Mr A.J. Kedzierski, financial manager of the Spec Bass Bank, was that the direct or indirect return on implementing the recommendations had to be proved to be worth the expenditure in financial terms.

“The challenge is the balance between the betterment of the individual and the community with its advantages and disadvantages on the one hand, and the contribution to the individual concern on the other hand,” he said.

Mr D. Adonis, of the Institute for Social Development at UWC, said the challenges emanating from the recommendations obviously had to be worked out in detail and would need much patience, goodwill and hard work. “Yes, as it is clear from the report, we dare not evade the challenge.”

Other points made during panel discussions included:

- That inflow control of Blacks into the Western Cape should be returned but that the system should be reviewed.
- That more attention could perhaps be given to the advancement of Coloured people in the socioeconomic field than in the political field.
- That the rate for the job should be paid regardless of race.
- That a national contributory pension scheme should be introduced.
Developing Programs will come up with some answers.
Give non-Whites a new deal — Mining chief

JOHANNESBURG. — The chairman of Gold Fields of South Africa, Mr Adriam Louw, yesterday called on the Government to initiate a new deal for non-Whites and urged it to ignore objections from its right wing in bringing about internal change.

Mr Louw, in his chairman's review of the year to June 30, said controlled economic expansion at a rate in excess of population growth remained the essential catalyst to an evolutionary solution of South Africa's social problems.

Progress towards this goal, on the basis of internal resources, had been retarded temporarily by the decline in the gold price and the escalation of defence requirements following Soviet intervention in Southern Africa.

Discrimination

"Clearly, we remain dependent on continuing foreign investment on a large scale, and must recognize that overseas investors will become increasingly discouraged unless rapid progress is made in eliminating petty and unnecessary discrimination on grounds of race."

It was not enough for equality of opportunity to be available in the homelands only, he said. Political institutions must be developed to permit Asun, Coloured and Black urban communities to play a full and responsible role in society.

"I therefore urge the immediate implementation of initiatives directed towards the early provision of equal opportunities in employment, training and education, in that order, for all the peoples of the Republic."

Majority rule

At the same time, said Mr Louw, he was convinced that implementation of the populist cry for majority rule on a unitary basis, whether in Rhodesia, South West Africa or the Republic, was no more likely to benefit the majority than it had in any "liberated" country where racial, religious and colour differences were divisive factors.

He was encouraged by Government's determined pursuit of its policy of conciliation with neighbouring states, exemplified by the rapid progress made towards the grant of independence to South West Africa.

"But I suspect that the rate of orderly change internally is being retarded by unwarranted deference to the right-wing views of a relatively small sector of the electorate."

'Duress'

"If this be the case, then the Government will find that compromises wrung from it under duress can only lead to escalating demands."

"By contrast, concessions freely granted can still achieve a dominating alliance of moderation."

He added: An upturn in the gold price cannot be indefinitely deferred and we have the human and material resources to achieve our economic goals.

"Provided equitable solutions to our social problems can be introduced timely, South Africa can look forward to a new era of growth and prosperity." — Sapa
New hours for State employees

Pretoria:—The 50,000-plus public servants in Pretoria will take part tomorrow in a unique working-hours experiment which the State hopes to extend throughout the Republic and to encourage private enterprise to introduce as well.

From today State officials will start work earlier and a staggered working hours pattern—known as "flexitime"—will be introduced in a number of firms as well.

Introduction of the system, on an experimental basis, has been under planning by the Department of Planning and the Public Service Commission for the past three years.

"Flexitime" is a system in which starting and finishing hours are staggered for different employer bodies. It is being tried in preference to an alternative system considered.

This is one in which workers are required to work the same number of hours a week in whatever pattern they like.

The Public Service Commission is in favour of the staggering system because of the number of State departments dealing with the public, and because it can be more easily controlled.

According to the Secretary for Planning and the Environment, Mr. J. P. Oloko, the general intention of the experiment is to get public servants who at present start work at 9 a.m. to start at 7:30 a.m.

Other starting times will be staggered, with a follow-up staggering of knock-off times.

One of the aims of the plan, according to officials who have worked

Mercury Correspondent
THINK OF A NUMBER — DOUBLE IT

F. M. 1/10/76

Colour blindness seems to be the only way of saving industry from stagnation, if labour figures predictions are near the mark. Delegates at the SA Institute for Production Engineering (SAIPE) seminar at Johannesburg’s Carlton Hotel will be told that, by 1980, industry will be facing a 2m worker short-fall in an estimated 4m skilled labour force.

Organiser Adrian van Zyl promises more economic food for thought from 20 speakers trying to sort out the country’s short- and long-term manpower problems during the two-day meeting “Labour is an asset that will have to be used better whatever its colour.”

While Wits’ Professor Chris Orpen advocates advancing non-Whites, closing wage gaps, and mixed trade unions, SAB group personnel consultant Denis Keenan-Smith will urge “the concept of total manpower resource and implementation of a truly colour blind personnel policy.”

Van Zyl reckons SA has four years to put its manpower house in order. After that the problem of filling skilled places will multiply so rapidly that virtually no amount of immigration can close the gap.

The October 20-21 seminar is open to anyone who can take blunt talk (in English and Afrikaans) and accepts that “the wealth of a nation is dependent on the application and skills of its people”.

Financial Mail October 1 1976
Renewed call on Black education

MORE money needs to be allocated to Black education and training in South Africa and the racially structured labour force must go, says labour consultant, Mr David Jackson.

Mr Jackson is a labour and productivity consultant with the Steel and Engineering Industries Federation (Selfas) and a former director of the Institute of Personnel Management.

In an article in the September issue of Management Mr Jackson pays tribute to the Bantu Education Department for improving and expanding educational facilities for Blacks within the framework of its limited resources.

The article, which claims to be the first meaningful study of the relationship between output and demand in the field of trained Black labour, quotes from the Economic Development Plan (EDP) for South Africa (1974–79) drawn up by the Prime Minister’s Economic Advisory Council.

Mr Jackson criticises the present over-emphasis on the development of rural and homeland areas and calls for a better balance between economic and social priorities.

The establishment of industries and rural and homeland areas reduced the flow of migrant workers and increased the economically active population of the homelands.

NO SENSE

However, when this development became the overriding emphasis in South Africa’s economic development the economic advantages outweighed the social disadvantages.

'It just does not make sense to site a factory far from the infrastructure and market demands of the major growth centres.'

Dealing with discriminatory practices in job opportunities the writer says that these put a greater strain on the already overstretched White labour force and required the creation of even more semi-skilled and operator positions for Blacks.

They increased the frustration of Blacks and postponed the day when 'our deeds begin to match our statements about moving away from patterns of discrimination.'

'Ve need to eradicate from our thinking the view that the place of the Black man in our economy is the place that we can no longer find a White man to fill. Economic imperatives, let alone Black aspirations, make this vital.'
Distrust 'a bar to black motivation'

Mutual distrust between Blacks and Whites made it almost impossible to motivate Black workers without a radical change in the political system, a Wits professor told a manpower conference in Johannesburg today.

Professor Christopher Orpen, associate professor of industrial psychology at Wits, said political factors entered almost every aspect of work relationships between Blacks and Whites.

The only way of eliminating suspicion, he said, would be for members of different races to meet on an equal footing both on and off the job. But apartheid made this impossible.

White fears hampered the advancement of Black workers into responsible jobs.

For this and other reasons, Blacks had little incentive to work hard. They did not see a relationship between the quality of their work and the rewards they received.

Blacks placed in supervisory jobs faced conflicting demands, Professor Orpen told the conference, organised by the South African Institute for Production Engineering.

If they faithfully carried out orders from their White superiors they were seen as "stooges" by their Black colleagues.

If, on the other hand, they articulated Black demands, they were regarded as militants by their employers, and faced dismissal.

Many White employers tended to appoint "yes men" as supervisors. These people seldom passed on unfavourable information to their White bosses, even when it was vital that they do so.

True consultation between management and work committees was only possible if there was some measure of trust between the two sides.
LOWER SA WORKER OUTPUT — ECONOMIST

JOHANNESBURG — South Africa might have to accept lower worker productivity to continue creating enough jobs for Blacks, a top Government economist told a manpower conference here yesterday.

Dr S's Brand, deputy economic adviser to the Prime Minister, said South Africa was faced with a "formidable problem" in creating enough jobs.

The tendency toward capital-intensive production meant less money was available to increase productive capacity.

It might be necessary to accept lower worker output, in spite of the current belief in the importance of increasing productivity, he said.

Even at a low growth rate, he said, "shortages of skilled personnel are bound to form almost a chronic bottleneck in South Africa."

It could be confidently expected that the economy would absorb Black, Coloured and Asian workers in skilled jobs as fast as they could be trained.

But he added, "We must not lose sight of the quantitatively much larger problem of providing adequate employment opportunities for the rapidly increasing mass of Black workers, albeit at lower skill levels."

SAPA
JOB PLACEMENT

Legal queries 29/1076

Can job placement agencies and consultancies find jobs for Africans? Until recently it appeared that they couldn’t without breaking the law. Now some believe that the legislation is by no means clear and finding jobs for Africans may after all be legal.

The law appears expressly to forbid agencies and consultancies from placing Africans in jobs. Section 46 (sept) of the Bantu Urban Areas Consolidation Act 1945 states clearly that no one may place an African in employment for financial gain. There are, however, cross-references to other Acts and at least one of the placement agencies believes the legal position is by no means cut and dried.

Confusion is compounded by the fact that at least two firms do actually place Africans in jobs. Both say they have had no legal come-back. "We have been doing this for some time," says Denis Ross of Atlas Personnel Services. "The law is obviously a lot more flexible than some people imagine."

However, the agencies are unlikely to regard African job placement as a priority in the near future, says Ross. "There’s very little money in it and we have actually been placing Africans at a slight loss," he says. "In fact, we feel that we should be subsidised for providing this service."

One other large agency — which does not wish to be named — also finds jobs for Africans. "There’s only really a demand for Africans with special skills," says its managing director, "but we still find jobs when asked."

No other large agency finds jobs for Africans, though some smaller ones do. They have always considered it illegal, and some say that difficulties with Africans’ pass books make it “not worth the effort” to offer a service.

There may be some movement on the legal front. An executive of one firm tells the FM that his company is consulting its legal advisers because it believes the law is “not as clear cut as we previously thought.” The cross-referencing of the 1945 Act may mean that there are circumstances in which placing Africans would be legal.

Some agencies, however, fear that drawing attention to the issue would be counter-productive. “Those of us who are able to offer this service would probably come up against government harassment if too much was said about the issue,” says one.

There is a possibility, however, that Aprosa, the national organisation which represents agencies and consultancies, will be asked to take the matter up and secure a definitive legal opinion. Aprosa’s agm is due on December 4.

Financial Mail October 29 1976
Manpower's projections show that a critical shortage of men for top jobs — professional, technical, administrative and managerial — will badly hamper expansion. Without these top men less qualified substitutes will use labour and resources far below efficient levels.

"Even if the GDP grows at only 5% annually there will be 1.8m office jobs for Whites by 1990 and only 1.3m Whites able to fill them. That leaves 560,000 White jobs alone in one occupational group that will have to be filled by other races," he says.

Manpower's private study (he is senior research officer at the Chamber of Mines Human Resources Laboratory) also advocates rapid advancement of non-Whites in every skilled occupation if SA is to even match its industrial potential.

He repeats the warning he gave to Johannesburg's recent SA Institute of Production Engineering seminar: "What we are suffering is not so much a shortage of skills as a shortage of imagination about the use of manpower."

Apathy about our future manpower needs brings a warning of retarded economic growth over the next 15 years. The consequence of lagging behind can only be imagined but, if manpower researcher John Parsons is only vaguely right about the industrial and commercial run up to 1990, they include inflation, stagnation, labour unrest and just about every other economic blight in the book.

Parsons predicts that within 15 years at least 500,000 White "white-collar" jobs alone will go begging unless other races are trained to fill work gaps vital to national industrial expansion. His estimates for the skilled and semi-skilled occupational categories are just as gloomy as he sees SA closely following the US job structure pattern in which the proportion of people in skilled work increases rapidly with industrialisation.

Yet he remains optimistic — with an annual GDP of 5% and birthrate of 2.8% that full employment for all population groups can be attained provided there are imaginative (and early) switches in labour and education priorities.

Most provocative of these is to postpone universal primary education so that much more money can be given to tertiary students as, in the short term, their ability to fill higher professional work gaps will be a deciding factor in the country's economic course.
No mad rush for jobs but

There is no mad scramble for jobs among white school leavers so far, in spite of the deteriorating employment situation.

But school-leavers will have to have "something to offer" and many will have to lower their sights.

That is the opinion of Mr R S Parrott, managing director of Manpower, an employment organisation which has paid particular attention to the unemployment problem.

His assessment is borne out by many spokesmen for large industries or employers.

They say:

● There is no deluge of job hunters among school-leavers, though more applications are being received than in the past.

● Employers are able to be really selective in choosing applicants, none for the first time in many years.

● Artisans are still in demand, though many large employers take on no more than their usual quota of apprentices, and the building industry is cutting down on those too.

The situation for black school-leavers is more difficult to assess because most industrial leaders concentrate on the skilled and semi-skilled labour sector from which blacks are barred by tradition or lack of education.

LITTLE CHANCE

In view of the estimated 500,000 blacks unemployed, black school-leavers have little chance of finding employment.

The steel and engineering industry, employing close to 500,000 workers, is still seeking to expand its skilled labour although it has retrenched 10,000 to 12,000 workers during the past six months.

"By and large it looks as if we are taking on at least the same number of apprentices as last year about 3,300 (white, coloured and Asian) throughout the country," said Dr Errol Drummond, director of the Steel Engineering and Iron Federation of South Africa.

An added incentive this year was that the bulk of trades had reduced their apprenticeship periods from four years to three, he said. Would be apprentices can call Seiba's placement service at 834-8827.

The building industry is already about 26 percent underutilised — is likely to have a marked reduction in recruitment this year, including apprentices, according to Mr G H D Groen, director of the Building Industries Federation.

He disclosed that the crash course for trainee artisans has been shelved after difficulties in placing the last group of trainees.

Sasol, now gearing up for the Sasol 2 construction effort, has taken on 125 apprentices this year, twice the number of last year. It also hopes to get up to 300 trainee artisans over 21 years old during the year.

CONTRACTORS

Mr J L J Benendenbough, deputy general manager of Sasol, estimated that the construction of Sasol 2 would require about 7,000 workers by the end of this year and would build up to 14,000 men by the end of 1978.

"But much of the work would be done by contractors who would have been employed elsewhere and therefore did not imply job creation," he said.

Sasol itself already had 900 of the 1,300 whites required by next December and 770 of the 1,770 blacks. Mr Benendenbough said.

The railways have vacancies for about 6,000 men in essential jobs — about 90 percent of them for school leavers, who do not necessarily have to be matriculants.

The usual number of about 2,000 apprentices are being employed in spite of the Railways' difficult financial position.
The MINISTER OF STATISTICS

(a) Estimated economically active population as at 31 December 1976

<table>
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<tr>
<th></th>
<th>Whites</th>
<th>Coloureds</th>
<th>Asians</th>
<th>Bantu</th>
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<td>1 168 676</td>
<td>49 539</td>
<td>9 193</td>
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(b) Public sector as requested is not available. However, the following figures for September 1976 are furnished.
### Employment

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<td>June 1976</td>
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<td>597 530</td>
<td>7 473</td>
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<td>Sept. 1976</td>
<td>65 993</td>
<td>594 471</td>
<td>7 725</td>
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<td>Dec. 1976</td>
<td>66 561</td>
<td>541 155</td>
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### Output and Productivity Growth Rates

#### Table IX.

**Output and productivity growth rates (173)**

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<th>Persons employed/unemployed in mining/</th>
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<th>(c)</th>
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<td>549 217</td>
<td>7 226</td>
<td>595</td>
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<td>568 100</td>
<td>7 484</td>
<td>640</td>
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<td>561 476</td>
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<td>63 071</td>
<td>535 245</td>
<td>6 785</td>
<td>607</td>
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</table>

### Employment

- **March 1975**: 64 316
- **June 1975**: 65 652
- **Sept. 1976**: 65 993
- **Dec. 1976**: 66 561

- **March 1975**: 60 500
- **June 1975**: 61 200
- **Sept. 1976**: 60 700
- **Dec. 1975**: 60 600
- **March 1976**: 60 300
- **June 1976**: 60 500
- **Sept. 1976**: 59 600
- **Dec. 1976**: 58 100

### Output and Productivity Growth Rates

- **March 1975**: 238 300
- **June 1975**: 238 300
- **Sept. 1975**: 239 600
- **Dec. 1975**: 239 300
- **March 1976**: 244 600
- **June 1976**: 243 100
- **Sept. 1976**: 242 700
- **Dec. 1976**: 241 600

### Persons employed/unemployed in mining/
construction/manufacturing/motor industry/retail trade

- **March 1975**: 31 500
- **June 1975**: 32 100
- **Sept. 1975**: 32 200
- **Dec. 1975**: 32 000
- **March 1976**: 32 500
- **June 1976**: 32 400
- **Sept. 1976**: 32 100
- **Dec. 1976**: 31 800

### Unemployment

- **March 1975**: 5 426
- **June 1975**: 5 972
- **Sept. 1976**: 6 759
- **Dec. 1976**: 7 798

**Note**

1. Statistics for March 1977 are not yet available.
2. The employment data shown for mining are averages for relevant months.
3. Employment in the motor industry is not available separately from the rest of transport equipment manufacturing.
4. Unemployment statistics relate to the number of registered work-seekers and are not available on an industry basis.

**Persons employed/unemployed in mining/
construction/manufacturing/motor industry/retail trade**

779 Mr. H. E. J. VAN RENSBURG asked the Minister of Statistics

What was the number of (a) White, (b) African, (c) Coloured and (d) Indian persons employed and unemployed, respectively, as at 31 March, 30 June, 30 September and 31 December of 1975 and 1976, respectively, and as at 31 March 1977 in the work categories (i) mining, (ii) construction, (iii) manufacturing, excluding the motor industry, (iv) the motor industry and (v) retail trade.

The MINISTER OF STATISTICS

<table>
<thead>
<tr>
<th>Employment</th>
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<th>(b)</th>
<th>(c)</th>
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<td>June 1975</td>
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<td>4 218</td>
<td>1 890</td>
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<td>Sept. 1975</td>
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<td>4 535</td>
<td>1 718</td>
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<td>Dec. 1975</td>
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<td>March 1976</td>
<td>5 356</td>
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</table>
Putting the nation to work

SA's growth is too capital intensive. Priorities must be reshaped to build more jobs.

From the latest import and export figures it is clear there has been further improvement in SA's trade with the rest of the world. The current account for the first four months can only have been marginally in deficit, if at all. It is equally clear that the balance of capital transactions is still in the red, with whatever minimal inflows we are getting more than cancelled out by outflows. Overall however, our international receipts and payments are moving towards balance, which is a great relief.

While the PM's economic advisers will no doubt feel it is too early to say so publicly, the real message of last Monday's EAC meeting, then, may well be that the foreign reserves crisis is almost over, and that priority should now be given to employment instead of the balance of payments.

Creating jobs is a far greater challenge. If SA could continue to attract foreign capital, the task would be far more palatable. Without foreign capital (and any realistic post-Vienna political analysis must surely lead to the conclusion that foreign funds are going to remain scarce, possibly for years to come) it is well-nigh impossible. Only a drastic reshaping of our consumption and investment patterns will suffice.

The implications for fiscal policy, (some of which we deal with below), for industrial strategy, for the exchange rate and for a whole range of other "facts of life" (matters which we intend returning to at a later date) are extremely far reaching.

If SA sticks to the old patterns, then simply to absorb each year's rise in the labour supply without re-employed those now jobless, it needs 6% annual growth. But as is apparently recognised in the as-yet unpublished Economic Development Programme for 1975-1981, this rate will not be achieved.

Structural problems require structural solutions. Calls from bodies like the EAC, the FCI, and the Handelsinstitut for the utilisation of more labour-intensive technology are therefore welcome. The implications of such a step are enormous, however. What strategies could be adopted to move the SA economy away from its present course of ever-increasing mechanisation?

First and foremost, a major psychological barrier must be overcome: "Recognition," in Simon Brand's words, "that SA is not a member of the industrialised first world, but part of the less developed third world." Businessmen and bureaucrats will have to recognise that "progress" does not necessarily incorporating the most advanced and most mechanised foreign technologies into new investment in SA.

More importantly, tax concessions intended merely to encourage investment but which serve also to hasten mechanisation need to be modified. Currently, 30% of the cost of plant or machinery is deductible from taxable company profits. This concession is based solely on the cost of capital equipment, so lowering its price relative to labour.

Some investment incentive is appropriate, of course. But the existing bias towards capital should be eliminated. The deductible amount for capital equipment should be reduced to, say, 15%-20% of its cost, while concessions should be offered for employing additional labour. Some 30%-40%, say, of added labour costs flowing from new investment should be deductible from taxable income for a specified number of years.

Other existing tax concessions lowering capital costs are the initial and depreciation allowances. However, since they compensate for "wear and tear" rather than act as investment incentives, they need not be changed.

These tax concessions for industry do not apply to mining. Instead, gold mines are permitted a capital redemption allowance, in terms of which the entire cost of new equipment is tax deductible. New gold mines get additional concessions.

Certainly these allowances cheapen capital Nedbank's Morton Dugut, however, argues that the choice of mining techniques is made largely on engineering considerations and would thus not be much affected by changed prices of capital and labour. Moreover, it is also argued that mining mechanisation is necessary to reduce the industry's dependence on foreign migrants.

But it should also be borne in mind that to stop employing foreign migrants would have serious implications for SA's already strained political relations with her neighbours, and do nothing to right the structural imbalances in the interdependent sub-continent. It would simply...
mean exporting black unemployment
At any rate, the number of SA blacks working on the mines has doubled in just
two years — no doubt largely because of
wage increases — and this trend should
continue. So perhaps, like the industrial
investment allowances, mining invest-
ment concessions could be modified to
reduce the value of those based on capital
cost, and at the same time introduce new
concessions for the employment of addi-
tional labour.
Problems of structural unemployment
cannot be resolved merely by tinkering
with taxes, however. Before any strategy
can be effective, the fundamental contra-
diction between job-oriented policy and
the ideology of geographical apartheid
must be recognised.
Section 3 of the Environment Planning
Act, which restricts the employment of
African workers in certain metropolitan
areas, is intended to hasten industrial
decentralisation. This stuck, along with
the carrot of special tax and other con-
cessions geared to inducing industrialists
to use labour-intensive technologies in
decentralised areas, has seduced some
people into dreaming of vast numbers
working in such industries in these areas.
But the dream is patently an illusion
Industrialists still prefer to locate in
the metropolitan areas. By March
1975 decentralisation had created
only 25 000 new indus-
trial jobs within
the Bantustans.
Apart from the cost
to the economy of the
direct concessions, the infra-
cstructural costs of these jobs are enor-
mos.
Industry can only substantially
help mop up unem-
ployment if it can employ more
workers where it chooses to locate.
Section 3 must
therefore go and
the authorities must
recognise that
"white" SA simply
cannot be made whiter. Most of our
productive economic activity in indus-
try, mining and farming is based in
"white" areas. And these sectors will
have to provide the bulk of jobs. Bantu-
stans alone simply cannot absorb the
total labour surplus.
Restrictions on labour mobility will
also have to go — both pass laws
(hindering the flow of unskilled labour),
and job reservation (preventing Africans
performing skilled work). They serve
to make labour more costly, thereby havin-
g mechanismisation in industry.
Of course, entrepreneurial decisions in
the last few years to raise real black
wages have also made labour more
expensive, and the result has often been a
cutting back on workers rather than
meeting additional costs out of profits.
Higher wages? Fewer jobs? Lower
profits? No one can delight in having to
make this unpleasant choice.
Removing subsidies on energy usage
would somewhat offset the capital-inten-
sive bias of wage increases. Electricity
rates are lower for industry and mining
than for the private consumer. Agricul-
tural and industrial users are exempt
from tax on diesel fuel. These subsidies
lower the cost of capital utilisation, bias-
ning production in a capital-intensive
direction. They too could be reconsid-
ered.
A new development strategy must be
reflected in new spending priorities as
well. Firstly, more resources must be
devoted to population planning. A policy
aimed at increasing aggregate labour
demand will be ineffective in eliminating
unemployment as long as the population
continues growing at 2.6% annually.
Secondly, substantially more resources
(e.g. subsidies on seed and fertiliser,
development of marketing infrastructure)
must be devoted to developing small-
scale labour-intensive African farming.
The prevailing wisdom is that the attempt
has already been made and has failed,
though the investment in this sector so
far has been minimal.
Brand notes, in fact, that "small-scale
farming is often more efficient than
large scale". Even the hard nosed World
Bank argues that "with well-designed
programmes, third world rural develop-
ment can be much more rapid than is
sometimes believed...providing there is
a strong commitment to rural develop-
ment at the national level."
Finally, for a labour-intensive strategy
to be viable, a relatively efficient,
labour-intensive technology must exist.
"In principle," Brand suggests, "if
resources used to develop mechanised
processes were applied to uncover
labour-intensive techniques, an efficient
technology could be developed."
Research and development (R&D)
projects to foster appropriate technolo-
gies are vital. But SA R&D is firmly
linked to the first world. "Most major inno-
vations resulting from our R&D pro-
grammes have been capital-intensive,"
asserts Niko Stutterheim, scientist and
chairman of Noristan. Moreover, he
argues that too many resources are
devoted to pure research, and too few to
development and practical application of
the research.
However, Stutterheim is by no means
certain that if R&D resources were
redirected to accord with SA's needs they
would yield an abundant harvest of the
desired fruits: "I'm pessimistic. The
nature of scientific and technological pro-
gress may be such that it cannot
favour a more mechanised growth path,"
he concludes.
If Stutterheim is wrong the shift to
an employment-oriented strategy
would be relatively painless and would
be a kind of measures set out above would
substantially ease unemployment. In
fact, in spreading the national produc-
tion, and employing more widespread
employment-oriented development
may hasten growth as the now-employed poor
buy goods produced in SA —
boosting local industry — instead of the rich import-
ing luxuries.
But if he is right the choices facing
SA are grim indeed.
A strategy to elim-
inate structural unemployment would
then necessitate a deliberate choice of
less cost-effective but more labour-
tensive technology. The authorities
would have to force businessmen not to mecha-
nise, tariff barriers would have to be
erected, and growth would fall off.
SA would have to accept a smaller
national cake, but one more widely
shared. Alternatively, the country could
remain on the existing capital-intensive
growth path, a path leading to ever-increasing structural unemployment.
A plan in search of a purpose

The 1976-81 Economic Development Programme is of little use to businessmen. But it does pinpoint the acute problems facing economic planners.

Plunging living standards, spiralling unemployment and puny foreign capital inflows are some of the grim prospects spelled out in the 1976-81 Economic Development Programme. Yet, judging by some of its assumptions, even the EDP's sombre scenario is optimistic.

The programme's compilers candidly admit that the SA economy will not be able, within the programming period, to make up the shortfall which has developed in comparison with the growth potential indicated in the previous EDP and that it is necessary to think anew about the whole question of SA's growth potential.

Dwindling foreign capital inflows in particular have forced the planners to plump for a potential real GDP growth rate of 5% pa, compared with 6.4% projected in the 1974-79 EDP.

But even 5% is optimistic and indeed government has refused to recognise it as a target. Actual growth over the programming period will be much lower, "probably not more than 3%-4%", according to the PM's Economic Adviser, Piet Riepert.

The EDP makes no bones about the tight corner into which the economy has been driven. Domestic capital creation is inadequate; foreign capital is scarce; burgeoning defence spending is here to stay; Meanwhile, increasingly capital-intensive production techniques are contributing to soaring unemployment and excessive imports.

WHAT NEXT?

The EDP contains no planning targets or economic forecasts but merely gives an indication of the rate of growth which should be possible if all the country's resources are fully utilised.

Not surprisingly, Minister of Economic Affairs Chris Heunis reveals in his preface to the programme that the PM's Economic Advisory Council has proposed that investigations should be made into a new approach to economic planning in SA.

The idea is that the EDP should also be a plan, to be used by government and business as a yardstick for the success of their policies.

The feasibility of a "target" approach and various alternative methods are presently being studied by the Office of the PM's Economic Adviser. It's hoped to submit a report to the August meeting of the Economic Advisory Council and to get the go-ahead for a "new look" 1978-83 EDP.

The well-worn remedies of export promotion, import substitution, labour training and the setting of spending priorities are clearly not enough to deal with these structural imbalances.

The EDP notes that "both private and government consumption expenditure will have to increase at a lower rate than in the recent past." The price will be high.

For instance, the EDP provides for a mere 1.5% real annual increase in government spending on education (6.9% in the 1974-79 Programme), a 2.3% rise in community services and a real fall of 2.2% in spending on roads. And it could be worse since some of the EDP's basic assumptions could be way out of hne.

Take exports. To sustain a 5% growth rate, the annual rise in exports must average 9.3%. Projections in the increase in world trade to 1981 point to a mere 7.1% annual rise in SA's exports, while private sector advisers consider an 8.3% growth rate "a realistic potential".

Then there's the question of encouraging labour-intensive production methods. Greater use of labour is rightly seen as a high priority for economic policy, and the EDP suggests interest rates should be allowed to find their true market levels in order to discourage capital-intensive projects.

Worthy as these aims are, is it realistic to expect a pronounced shift in labour intensity over the next four years?

Another dubious assumption is that SA will attract a net 30 000 white immigrants each year. Recent experience shows that the lack of foreign confidence reflected in the fall-off in capital inflows is also manifesting itself in lower immigration and soaring emigration. In March, for the first time in many years, those leaving the country exceeded those coming in.

Turning to the effects of a 5% growth...
Demand for black graduates outstrips supply

By DIAGO SEGOLA

MANY more black graduates are needed to meet the growing demand, the Human Sciences Research Council has found in a survey. It says these are only enough to fill existing jobs in the Transvaal alone.

The survey was restricted to the Transvaal, including the homelands of Bophuthatswana, Lebowa, Venda and Gazankulu. It found that 133 enterprises employ or intend employing black graduates.

The 121 private concerns among them employ 136. They have 84 vacancies and envisage taking on another 293 in the next three years.

Of these 515 job opportunities, 80% are for men, almost 10% for men or women and less than 1% for women only.

Most of the job opportunities are for personnel officers, chemists and training officers. The survey found that demand for computer staff and engineers is limited at present but will increase.

In the central, local and semi-government bodies in the white areas, 133 black graduates are employed, with 86 vacancies. Twenty-nine additional posts are envisaged in the next three years.

Most of the job opportunities here are for social workers and librarians — about half for women.

The survey also found that:

- The homelands provide 504 job opportunities — 241 existing jobs and 263 vacancies. A further 118 posts are envisaged in the next three years.
- The posts and vacancies are mainly for educational planners, lawyers, social workers and doctors.
- Posts now filled by whites are regarded as vacancies for blacks.
- In white areas and homelands combined, 485 teaching posts are filled by black graduates, with 3,054 vacancies. This means that for every graduate teacher now employed another five are needed.
- In the homelands alone another 1,253 black graduate teachers will be needed in the next three years.
- In all sectors, including education, 1,665 posts are filled by black graduates while 3,487 are vacant. Another 1,685 jobs will be created in the next three years.

Figures issued yesterday show that South Africa’s three black universities — Fort Hare, Turffontein and Ngure — awarded 800 degrees and 238 diplomas last year, compared with 441 degrees and 244 diplomas in 1975.
ACT

To repeal the Liquor Licences Ordinance, 1922, and the Liquor Licences Amendment Ordinance, 1928, of the province of the Cape of Good Hope; to amend the provisions of the Bantu Trust and Land Act, 1936, relating to the moneys to be paid into the South African Bantu Trust Fund; to amend the provisions of the Bantu (Urban Areas) Consolidation Act, 1945, in order to increase the penalties for certain offences; and to further regulate the appropriation of moneys in the Bantu beer account; to amend the provisions of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, in order to provide for the issue of identity documents to foreign Bantu; and to enable the Minister of Bantu Administration and Development to make regulations; to amend the provisions of the Bantu Labour Act, 1964, in order to provide for the making of regulations relating to the compulsory provision of goods and services by employers to their Bantu employees; to amend the provisions of the Bantu Authorities’ Service Pension Act, 1971, relating to the interest to be added to certain amounts; and to provide for the transfer! of certain assets and liabilities of the Authorities’ Service Pension Fund and the Authorities’ Service Superannuation Fund to certain other provident funds; and to amend the provisions of the Bantu Affairs Administration Act, 1971, relating to pension matters of employees of Bantu Affairs Administration Boards; and to apply the Limitation of Legal Proceedings (Provincial and Local Authorities) Act, 1970, to all Bantu Affairs Administration Boards.

(Afrikaans text signed by the State President)
(Assented to 11 July 1977)

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows:

1. The Liquor Licences Ordinance, 1922 (Ordinance No. 7 of 1922), and the Liquor Licences Amendment Ordinance, 1928 (Ordinance No. 3 of 1928), of the province of the Cape of Good Hope, are hereby repealed.

2. Section 8 of the Bantu Trust and Land Act, 1936, is hereby amended by the insertion after paragraph (f) of the following paragraph:

"(fA) the amount of the value or the amount of the proceeds of the sale by the State—

(1) of land of which the Trust was the registered owner or which vested in the Trust and which became State-owned land in terms of section 2 or 3."
Act No. 119, 1977

BANTU LAWS AMENDMENT ACT, 1977

3. Section 10 of the Bantu (Urban Areas) Consolidation Act 1945, is hereby amended by the substitution for subsection (4) of the following subsection:

"(4) Any person who contravenes any provision of this section, or who remains in any area for a purpose other than that for which permission so to remain has been granted to him, shall be guilty of an offence and liable on conviction to a fine not exceeding one hundred rand or in default of payment to imprisonment for a period not exceeding three months or to both such fine and such imprisonment or to such imprisonment without the option of a fine."

4. Section 10bis of the Bantu (Urban Areas) Consolidation Act, 1945, is hereby amended by the substitution for subsection (2) of the following subsection:

"(2) Any person who contravenes any provision of subsection (1), shall be guilty of an offence and liable on first conviction to a fine not exceeding one hundred rand or in default of payment to imprisonment for a period not exceeding three months and on a second or subsequent conviction for a like offence in the same prescribed area within a period of two years, to a fine of not less than one hundred rand or in default of payment to imprisonment for a period of not less than three months or to both such fine and such imprisonment or to such imprisonment without the option of a fine."

5. Section 19 of the Bantu (Urban Areas) Consolidation Act, 1945, is hereby amended by the deletion of paragraph (c) of subsection (3):

6. Section 43sept of the Bantu (Urban Areas) Consolidation Act, 1945, is hereby amended by the substitution for paragraph (a) of subsection (2) of the following paragraph:

"(a) Any person who contravenes any provision of subsection (1), shall be guilty of an offence and liable on conviction to a fine not exceeding five hundred rand or to imprisonment for a period not exceeding six months, and in addition a sum of money equal to the sum of money proved to have been paid to such person in contravention of the said subsection shall be declared by the court convicting such person to be forfeited to the State."
7. Section 3 of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, is hereby amended by the deletion of paragraph (c) of subsection (1) as follows:

“...(1) The Minister may make regulations as to...”

(2) Any regulation made before the commencement of this Act under the provisions of section 12 of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, shall be deemed to have been made under the provisions of the said section 12 as amended by subsection (1)

8. (1) Section 12 of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, is hereby amended by the substitution in subsection (1) for the words preceding paragraph (a) of the following words:

“(1) The Minister may make regulations as to—”

(2) Any regulation made before the commencement of this Act under the provisions of section 12 of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, shall be deemed to have been made under the provisions of the said section 12 as amended by subsection (1)

9. Section 28 of the Bantu Labour Act, 1964, is hereby amended by the insertion after paragraph (h) of subsection (1) of the following paragraph:

“(hA) the compulsory provision of any goods or service by employers to their Bantu employees, and the recovery of the cost of such goods or service by way of deduction from the wages of such employees”

10. Section 3 of the Bantu Authorities’ Service Pension Act, 1971, is hereby amended by the substitution for paragraph (c) of subsection (7) of the following paragraph:

“(c) interest at the rate of five and one-half per cent per annum, compounded annually on the thirty-first day of March and calculated from the date on which such person becomes liable to contribute to the pension fund or the superannuation fund, as the case may be, up to the date of payment of such amount, shall be added to an amount payable in terms of paragraph (b)”

11. The following section is hereby inserted in the Bantu Authorities’ Service Pension Act, 1971, after section 4 A:

“4A. Notwithstanding anything to the contrary contained in any law the Minister may, in consultation with the Minister of Finance, direct that such portion as he may determine of the assets and liabilities of the pension fund and the superannuation fund be transferred, as from a date fixed by him, to any pension, superannuation or other provident funds of which members of the pension fund or superannuation fund are to become members as from a fixed date”

12. (1) Section 10 of the Bantu Affairs Administration Act, 1971, is hereby amended—

(a) by the substitution in subsection (4) for the words preceding paragraph (a) of the following words:

“Notwithstanding anything to the contrary contained in any law or in the rules governing any municipal pension fund, but subject to the provisions of subsection (18)...

(b) by the substitution for paragraphs (c), (cA) and (d) of subsection (4) of the following paragraphs:

“(c) there shall, in respect of any person so deemed so to have elected, be paid to the pension fund so established, out of the said municipal pension fund,
an amount equal to the interest of the person concerned in the assets of the said municipal pension fund as calculated by the actuary of the said municipal pension fund in consultation with any other actuary designated for the purposes of this paragraph by the Minister of Social Welfare and Pensions or by any officer in the Department of Social Welfare and Pensions designated by the said Minister,

(cA) if the amount of the interest calculated in terms of paragraph (c) is less than the amount which, in terms of the regulations in force under the said Act, is payable to the pension fund so established in respect of the pensionable service of such person referred to in paragraph (b), the deficit shall be paid to that pension fund out of the State Revenue Fund,

(cB) there shall be added to any amount payable in terms of paragraph (c) or (cA) interest at the rate of five per cent per annum, compounded annually on 31 March and calculated from the date on which, in accordance with paragraph (a) or in accordance with subsection (8) (a), as the case may be, the person concerned becomes a member of and contributes to the pension fund so established, up to the date on which the said amount is paid to such fund in terms of paragraph (c) or (cA). Provided that if the total amount payable in terms of paragraph (c) is not paid in one sum, the rate at which interest is payable on such portion of the said total amount as may be determined by the Minister of Social Welfare and Pensions or by an officer in the Department of Social Welfare and Pensions designated by the said Minister for such purpose, shall be six per cent per annum,

(d) there shall, in the case of any person to whom paragraph (b) applies and who is subsequently directly appointed in the service of any local authority, be added to the aggregate of the amounts which may in terms of the regulations under the said Act be paid in respect of such appointment—

(i) an amount equal to the interest calculated in terms of paragraph (c); and

(ii) interest at the rate of five per cent per annum, compounded annually on 31 March, on the amount referred to in subparagraph (i), and calculated in respect of the period from the date on which such person, in accordance with paragraph (a) or in accordance with subsection (8) (a), as the case may be, became a member of and contributed to the pension fund so established, up to the date on which the said amount is paid to the municipal pension fund in question.

Provided that such aggregate shall be calculated in respect of the period from the date on which such person so became a member of and contributed to the pension fund so established, up to the date of such direct appointment;”

"(c) by the addition of the following subsection:

"(18) The provisions of subsection (4) (b), (c), (cA), (d) and (e) shall not apply in respect of any person appointed under subsection (1) as from any date after 31 December 1977."

(2) Subsection (1) shall be deemed to have come into operation on 27 June 1973.
13. The following section is hereby inserted in the Bantu Affairs Administration Act, 1971, after section 24:

"Application of Act 94 of 1970 to boards of local authorities. For the purposes of the Limitation of Legal Proceedings (Provincial and Local Authorities) Act, 1970 (Act No. 94 of 1970), a board shall be deemed to be a 'local authority' as defined in section 1 of the said Act."

14. This Act shall be called the Bantu Laws Amendment Act, 1977.
WHITHER BLACK GRADUATES?

Despite the formidable problems encountered by Africans wanting to go to university, the number of degrees awarded to them has soared by 47% in the last three years. Recent figures from the Institute of Statistical Research of the Human Sciences Research Council (HSRC) show that African graduates totalled 5,019 in June 1976 as against 51 in 1960 and 2,000 in 1970.

The HSRC has just published research findings on job opportunities in the Transvaal and the Bophutha Tswana, Lebowa, Venda and Gazankulu Bantustans. A spokesman claims that "the demand for black graduates is such that the total number in SA is hardly enough to fill existing job opportunities in the Transvaal alone" (4,482, on the HSRC's reckoning) Apart from posts for black graduate teachers in "white" areas and Bantustans (in excess of 3,600 now) another 1,695 graduate job opportunities will be created in SA over the next three years in all sectors.

The study shows, however, that there is a great lack of financial incentives for black graduates in the public service. A black man with a bachelor's degree starts on a salary of a meagre R1,500 while a white starts on R2,376. The HSRC private business supplying information to the HSRC indicated that salaries for black graduates varied between R3,000 and R5,000.

In the private sector the big demand is for personnel and training officers and chemists. Outside the Department of Bantu Education, job opportunities in the public sector focus on social workers and librarians. But one educationist points out that even if the present low salaries of black teachers were to improve dramatically, it would be unlikely that graduates would swing to teaching. "Student unrest has made teaching an at-risk profession."

Job opportunities in the four Bantustans (excluding graduate teachers) focus on education planners and inspectors, the legal professions, doctors and social workers. Over the next three years the demand will be for social workers, doctors, dentists and those with legal qualifications. Doctors' starting salaries in these areas are R3,100, while the other professions start around R4,740.

Whether graduates will want to go and work in the Bantustans is entirely another matter, of course.
Tinker, tailor, soldier, sailor?

Naturally, the choice of career depends on what you’re after. If it’s long-term job security, we suggest you plump for engineering.

Choosing the right career is a chance exercise at the best of times. Today, it is fraught with uncertainty. More than ever, imponderables like the political future have a bearing on which jobs will bring satisfaction and rewards and which won’t.

Indeed, what is needed today, say some, is a career which allows for flexibility, adaptability and (for those with fundamental doubts about SA’s future) international application.

The current building and construction slump illustrates how changing economic conditions can play havoc with careers. 41% of SA’s estimated 1 500 architects have left the profession over the past two years. Wits reports a 10% drop in student intake in the allied faculties of architecture, quantity surveying, building science and town and regional planning.

One life, three careers?

In Britain, it’s expected that by next spring one third of the country’s 22 000 practising architects will have quit the profession.

A National Institute for Personnel Research careers counsellor notes: “It’s nootropic to expect that the career for which you studied at 18 can be guaranteed for your working life.”

It’s likely, he adds, that a man may have two or three careers during his working life, not necessarily even in the same job category.

Thus, in SA at least, there are guidelines which can help. One is the certain knowledge that the country has, and will continue to have, a chronically shallow pool of technical skills. There is little demand for graduates with general degrees. But opportunities abound for engineers, doctors, dentists, computer scientists, metallurgists, agriculturalists, teachers for the science disciplines, B.Coms and MBAs.

Dr Philip Lloyd, immediate past president of the Federation of the Societies mining, metallurgical, chemical and agricultural engineering.

The growth of engineering graduates has averaged only 2% annually over the past decade. Yet 15% pa is needed “just to catch up and satisfy present and future needs”, he says. The Human Sciences Research Council forecast of 1980 manpower needs (based on an annual 6.4% annual GNP growth) indicates a need for 20 800 metallurgists and engineers, a 25% increase over present figures.

In an overstatement, perhaps, but a pointer.

Wits university reports a 15% hike in student intake in the engineering and metallurgy faculties over the last two years.

There’s a particularly strong need for mining engineers and metallurgists to maintain the growth of the minerals industry, which is rapidly expanding.

Prof Bob Plewman, Dean of the Wits Engineering Faculty reports: “We’re importing two-thirds of the men we need. We need 150 new graduates a year. We’re getting only 40.”

Medics and dentists

Because of the ongoing expansion of medical and dental services, there is a strong demand for medics and dentists. However, a spokesman for the SA Medical Association points out the shortage of doctors in geographical areas is generally well supplied.

In the computer industry, a glamour career since the Sixties, a still offshore supply, by 20%, says John Raymond, MD of Computer Personnel, which conducts an annual survey of computer job opportunities. “The shortage expected to decrease over the next 10 years.

Says Raymond “ICL reports 25% growth this year. IBM is reported to have reached its 1977 target by the end of June. The industry is growing at a frightening rate.”

There’s an equally strong demand for chartered accountants. Willem Kruger, executive director of The National Council of Chartered Accountants, reports that the annual 4% trickle into the profession falls far short of what’s needed.

“Ther’s a least a 33% shortage. The demand, depending on economic growth, will increase steadily,” he claims.

MBAs can be expected to remain in demand too. However, when all aspects surrounding a career choice are considered the dead cert for anybody starting off now would seem to be engineering, particularly mining engineering.
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MANPOWER - General

1-1-80 - 31-12-80
Persons employed 24/3/80

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The MINISTER OF STATISTICS:
Tax inducement to housewife?

Measures to attract more married women back into jobs may be included in the 1980 Budget package to be unwrapped by the Minister of Finance, Senator Horwood, on March 26, according to a leading bank.

Inducements to persuade housewives to return to offices and factories were forecast by Volkskans today in an economic analysis of the options open to Senator Horwood.

Volkskans sees the move — likely to be centred on bigger tax-free allowances — as at least a partial counter to the shortage of skilled workers which is spreading in business.

The bank also predicts that more government funds will be allocated for training and re-training of workers as a whole to fill the growing vacuum in skilled jobs as the economy gathers speed.

The study says the Budget can be expected to "hold a little bit of everything" for the public because of higher revenues flowing into Government coffers, especially in taxes from the gold mines as profits increase in the gold boom.

Among the possible concessions listed by the bank are:

- Lower taxes on individuals.
- Abolition of the loan levy or another early repayment of previous levies like the one made in November.
- Higher subsidies on bread.
- Higher pensions and salaries for public servants to compensate for inflation.
- Export concessions which will encourage overseas markets to bring in more foreign exchange.

But the bank warns the concessions will not flow at full flood.

"In view of the serious inflation question and certain labour bottlenecks which are starting to emerge," says the Minister can hardly consider more than mild supporting measures for the growth process.

"South Africa cannot afford, if its unemployment question is to be further worsened — and this is just what will stare us in the face if inflation is not properly curbed.”

Page 29 — Business outlook brighter.

Country that is densely populated by villages and covered with villages. All pieces of native gold found in the mines of the empire belong to the sovereign, although he lets the public mine the gold dust that everybody knows about: without this provision, gold would become so abundant as practically to lose its value.

Note. The mitgal was a measure of gold weighing between 4.24 and 4.725 grams. The dinar was a gold coin equivalent to one mitgal.

Ghurra possibly lay in the country later known as Bambak between the rivers Senegal and Falame.

1. Divinites

They exalt their king and worship him instead of God. They imagine that he does not eat...if and when kings meet the monarchs, they carry his food secretly to the palace, upon which he is constantly killed by the officers of his court, who receive the heads of their kings. For they believe that they will live and die happy and healthy.

2. Analysis Anthropology

Then come the people of Kanem, a very large population among whom Islam predominates...Their rule extends over the countries of the desert as far as the Fezzan.

Since the founding of the Hafsids dynasty, they have enjoyed friendly relations with it. In the year 655 A.H. (A.D.1257) the Sultan al-Nustansir received a royal present sent to him by the negroes, the sovereign of Kanem. Among the gifts which this negro delegation presented to the ruler of Ghirza, an animal whose external characteristics are most diverse. The inhabitants of Tunis ran in a crowd to see it.

From H. Khayat, (A.D.1946)
History of the Berbers

Then come the people of Fezzan, Senegalese, in the central Sahara between the Red Sea and Lake Chad. The Hafsids dynasty came to power in Tunis in the thirteenth century.

Please complete and return the accurate registration form.

3/96...
the radio is still turned off

After sitting tight for three years, SA’s white workers are on the move again – a sure indicator of returning confidence. Firms are expanding to meet increasing demand in the company and are eagerly looking for staff to fill new positions.

Mr. P. J. N. a consulting firm consultant says: "Every one is talking about the boom. There is tremendous movement on the employment market with firms looking staff and as with any boom situation employees are more confident.

Colin Katz, head of personnel consultants, confirms this view. Katz Consulting confirms this view. Katz Companies are hard pushed to find the right staff as there is a desperate shortage of skilled and experienced people. It is an employers’ market.

Staff are no longer scared to move as in the past. They are going for the better jobs and salaries. Placement figures for January are up on last year’s.

He estimates that demand has pushed up salaries of skilled personnel by at least 10%. "We’ve seen nothing yet. Salaries will really soar this year as demand is far in excess of supply."

To illustrate the change in conditions in the job market, Katz cites the example of a client who is offering R1,000 for a position that was worth R800 two years ago. However, the client is not too worried about filling the position despite the hike in salary.

This increase in job availability is borne out by advertisements related to appointments. The Sunday Times achieved a record number of advertisements in its January 14 edition. It put out 35 full pages of appointments advertising 2,000 positions, an increase of nearly 50% on a 1974 record figure.

The Star reports similar increases in appointments advertising, claiming a 50% increase on last year’s figures.

Advertisers point out that, while January is usually a good month this time the figures far outstrip previous comparable
THE MINISTER OF TRANSPORT

AFFAIRS ON 21 DECEMBER, 1927

1. The subject of the report is the investigation of the accident that occurred on the 18th of December, 1927, at the junction of the A and B lines. The report is based on the evidence gathered at the scene of the accident and on the testimony of eyewitnesses.

2. The accident occurred when a train from line A approached the junction and collided with a train from line B. The report states that the driver of the A line train was negligent in not observing the signals and yielding to the train from line B.

3. The report recommends that greater attention be paid to signal systems and that regular training be conducted for train drivers to ensure safety at junctions. It also suggests that a review of the train schedules be conducted to prevent such accidents in the future.

4. The report concludes that the accident was avoidable and that measures must be taken to prevent similar occurrences in the future.
The demand for qualified engineers has risen and the volume of engineers who have been trained is predicted to grow. The growth in industrial activity has led to an increase in the demand for skilled labor.

### Table I

<table>
<thead>
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<th>Year</th>
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<th>Female</th>
</tr>
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<td>2002</td>
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<td>COLOURED</td>
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<tr>
<td>ASIAN</td>
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<td>20</td>
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<tr>
<td>WHITE</td>
<td>30</td>
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</table>

### Procedures

- **Cerebrovascular Diseases (430-438)**
- **Ischemic Heart Diseases (410-414)**
- **Hypertensive Diseases (400-404)**
- **Renal Diseases (580-599)**

### Notes

- And this position is less than the expected outcome.
- And the outcome is less than the expected outcome.
Persons employed in Republic

160 Mr T ARONSON asked the Minister of Statistics:—

(a) How many persons in each race were employed in the Republic as at 31 December 1979 and (b) how many of these were employed in the public sector?

The MINISTER OF STATISTICS

Information as at 31 December 1979 is not yet available.

Data as at 30 September 1979 are—

<table>
<thead>
<tr>
<th>Economic Sector</th>
<th>Whites</th>
<th>Coloured</th>
<th>Asians</th>
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<tr>
<td>(a) Economically active population</td>
<td>1 895 000</td>
<td>846 000</td>
<td>252 000</td>
<td>6 614 000</td>
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<tr>
<td>(b) Central Government</td>
<td>130 074</td>
<td>56 705</td>
<td>11 646</td>
<td>116 124</td>
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<td>Provincial Administrators</td>
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<td>23 965</td>
<td>4 029</td>
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<td>57 100</td>
<td>26 200</td>
<td>5 600</td>
<td>134 000</td>
</tr>
<tr>
<td>Black states</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>83 100</td>
</tr>
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<td>S.A. Railways and Harbours</td>
<td>112 857</td>
<td>24 412</td>
<td>1 834</td>
<td>126 169</td>
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<td>Post and Telecommunications</td>
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<td>7 783</td>
<td>1 186</td>
<td>22 051</td>
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<td>500</td>
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<td>Centres Boards</td>
<td>1 842</td>
<td>268</td>
<td>33</td>
<td>698</td>
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</table>
Govt eyes 2,000 labour export

By HELEN ZILZE
Political Correspondent
CAPE TOWN — The Government yesterday took another major step in forging an alliance with the private sector by establishing a joint committee to prepare South Africa for the country's labour requirements by the year 2000.

The committee is planning another top-level Carlton-style conference in Johannesburg on March 31 to launch the programme called Manpower 2,000.

Black industrialists and trade union representatives were also present at yesterday's meeting in Stellenbosch, indicating the Government's design to draw this sector into planning its labour programme.

Mr Fanie Botha, the Minister of Labour, is chairman of the steering committee, with Mr Francis le Riche, deputy chairman of Sentracem and chairman of Atlas Aircraft Corporation.

Mr Botha said yesterday Manpower 2,000 would be a promotions project to make the private sector fully aware of the advances required to meet the labour demands of the next century.

The project would include black businessmen and trade unions. Mr Botha said the main objectives were:

- Promoting labour peace in South Africa,
- Creating new job opportunities,
- Promoting training and in-service training,
- Increasing productivity.
Critical shortage of draughtsmen

By HAROLD FRIDJHON

The shortage of draughtsmen and technicians in South Africa has risen to the point that it is inhibiting growth in vital sectors of the economy.

This is the opinion of a Sefa-organised conference which was representative of more than 90% of employers of the 10,000 draughtsmen and the 50,000 engineering technicians working in South Africa. These employers included the Chamber of Mines, Escom, Railways, consulting engineers and all the major employers' organisations.

The conference asked Sefa to bring the problem to the Government's attention as a matter of urgency.

It also recommended that a national plan be devised to commit all employers, groups and organisations and the educational authorities to recruitment and training programmes to overcome the shortage of technical staff and skilled labour by 1984 or earlier.

The findings of the Goode report (the report of the committee of inquiry into the training, use and status of engineering technicians) was supported.

The Goode report found that the problem of the recruitment of school leavers for careers in draughtsmanship and technicians/technologists partly had its roots in the unimaginative and sometimes poor quality of the teaching of mathematics and physical science at secondary school level.

Dr E.P Drummond, director of Sefa, said yesterday that two committees had been appointed to examine the crucial areas.

Immigration was not necessarily the answer. In some cases people could be upgraded. With the necessary training, learners could be promoted, and there were other categories which could help to find an answer to the problem.
Striking changes in black society

by Patrick Laurence

Survey

1. The strike of 1976 was not the first

2. The strike of 1976 was the first

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37. The strike of 1976 was the first

38. The strike of 1976 was the first

39. The strike of 1976 was the first

40. The strike of 1976 was the first
High cost of changing staff

By Charlene Beltramo
This year about 50,000 manufacturing arts- 
ans will change their 
job, a staff turnover 
that will cost employ- 
ered $40-million. This 
will reflect a turn- 
over of 30 to 35 percent, which is average for blue collar workers, according to 
to labour experts.
Mr Jon Cole, manager of the salary survey unit of P-E Consulting — man- 
agement consultants — said that each active job 
changer costs the company 
about the employee.

The rapid turnover of these people is mainly attri- 
tutable to the scarcity of skilled artisans — part- 
ly due to job reservation — which gives these em- 
ployees greater bargaining 
power.
Tool makers have, as an 
example, jumped in earn- 
ings from about $8 an 
hour to $10 an hour in 
the last six months, Mr 
Cole said.
A shortage of qualified 
private secretaries (short- 
hand typists) has led to a situa- 
tion where some em- 
ployers were recruiting these women from over-
seas.

A private secretary with 
as little as two years’ 
experience can, at 
present, command a salary of 
between R$500 and 
R$750.

In their surveys, P-E 
analyse for the reason for termi- 
nation. One of the prime 
turnover factors for 
people earning less than 
R$500 a month is salar- 
ey. People earning more than 
that generally leave to 
unemployment.

An important part of turnover studies is the 
impact on the com- 
pany in productivity.

A basic 
unskilled 
worker will cost a com- 
pany about R$50 to 
perform the job.

A skilled 
specialist will cost the 
company about R$2,000, just to 
induct him.

These figures include the 
cost of recruiting and 
training, plus time 
lost in reduced productiv-
ity.

CONSERVATIVE

To replace a middle ma-
agement man or woman costs a firm not less than 
about R$10,000.

The major expense is 
incurred in the "wind-
up" month after the 
original employee results, 
when he or her productiv-
ity dips.

The next six months to 
18 months after the new 
employee starts work, are 
are usually fairly low in 
productivity as he learns 
the ropes of the job. Time 
management skills are 
then often expanded by an-
other employee sharing 
the new employee’s work.

The employer, particu-
larly if looking for
field, will, in addition, 
try to get an attraction 
premium of about 20 
percent on top of the 
previous employees’ sala-
ries.

P-E Consulting works 
their replacement 
employee with cost 
calculations, and 
in their reports commend a salary of 
between R$500 and 
R$750.

In summary, a company 
with 15 white artisans and 3 black 
employees approached Mr Cole asking 
them to source over-
come their recruitment 
problem.

"One of the factors that 
came through strongest in 
high turnover organiza-

tions was the way compa-
nies administered pay," 
Professor van der 
Merwe said.

"A company that admin-
isters pay in a slipshod 
way, does not appraise 
workers or reward merit, 
will have a high turnover. 
One of the strongest 
and most immediate ways to 
reduce rapid turnover is 
to pay well." Mr 
Cole and Ms Sue Parson of 
P-E Consulting pointed out that some big 
companies could get away 
without paying less than 
their competitors.

"But if they have a 
good training function 
and there are definite 
career paths, enabling the 
worker to see his future 
mapped out in the com-
pany, turnover is min-
imal," Ms Parson said.

She also stressed that 
human relations and com-
munication were vital. "A 
good salesman doesn’t 
necessarily have to be a 
manager. It may be that 
he has no training in how to 
deal with people at all," Mr Parson said.

Figures supplied by P-E Consulting (Pty) Ltd.
The graph clearly shows discriminatory wage and salary patterns and how turnover drops as these patterns subside.

---

**SUMMARY OF STAFF TURNOVER — JANUARY TO MARCH 1979**

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>Annual staff turnover percentage</th>
<th>Median length of service of leavers in months</th>
<th>Percentage of terminations recorded as</th>
<th>Average number of employees during the quarter</th>
<th>SIZE OF SAMPLE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Voluntary</td>
<td>Dismissed</td>
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<td>WHITES</td>
<td></td>
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</tr>
<tr>
<td>Male, Artisan</td>
<td>28.3</td>
<td>30.9</td>
<td>9.6</td>
<td>20.2</td>
<td>23.4</td>
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<tr>
<td>Male, salary up to R$600 pm</td>
<td>17.7</td>
<td>19</td>
<td>21</td>
<td>16</td>
<td>18.3</td>
</tr>
<tr>
<td>Male, salary over R$600 pm</td>
<td>6.7</td>
<td>6.5</td>
<td>5.7</td>
<td>9.2</td>
<td>6.1</td>
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<tr>
<td>Male, hourly/weekly paid</td>
<td>11.7</td>
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<td>20.2</td>
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<td>11.7</td>
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<tr>
<td>Female, salary up to R$400 pm</td>
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<td>17.8</td>
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<tr>
<td>Female salary &gt; R$400 pm</td>
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<td>7.6</td>
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<td>Male, hourly/weekly paid</td>
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<td>Male, up to R30</td>
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<td>Male, over R30</td>
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<td>34.7</td>
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<td>13.5</td>
<td>11.1</td>
<td>13.6</td>
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<tr>
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<tr>
<td>Female, salaried</td>
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<td>11.9</td>
<td>11.4</td>
<td>9.7</td>
<td>10.7</td>
</tr>
</tbody>
</table>

Total: 46,666 employees
NEGLECTED

Mr Cole and Mr Parson reiterated the fact that most companies neglected to conduct termination interviews.

"There is a complete lack of company investigation into what is causing the turnover. If there are a lot of dismissals, for example, they must investigate their selectivity process; something must be wrong with that," Mr Cole said.

Ms Parson added that high turnover and dismissals from one department could indicate a boss who demanded more of his staff than they were skilled to do.

Professor van der Merwe said turnover rates for clerical white collar workers were approximately 18 percent a year.

Professional people have the lowest turnover of all groups at 10 percent a year.

Professor van der Merwe said his studies had shown that racial differentiation in turnover had become much smaller.

"As soon as blacks become clerical workers, they follow the same mobility patterns as their white colleagues," he said.

However, P.W. found that black hourly-paid women fall into the highest turnover category.

"They tend to be dismissed more often and many desert their positions — it's difficult to be loyal to a company paying a low salary (and black women tend to be the lowest paid workers)," Ms Parson said.

In an attempt to break
Mr Oppenheimer warns on labour

Financial Editor

MR HARRY Oppenheimer warns that shortages of skilled manpower remain a major cause for concern and could well prove to be the main threat to South African economic growth.

He says "The acceptance in principle by the Government of the recommendations of the Wehahn and Steenkamp commissions in regard to labour legislation and utilisation respectively, must be seen as a major step forward.

"But," Mr Oppenheimer says, in his chairman's review in the AECI annual report, "the need to implement these recommendations at the earliest possible date cannot be stressed too strongly."

He says AECI is setting aside 1% of profits before tax and interest to education and training.

Mr Oppenheimer says South Africa is favourably placed than most western nations in having more than 70% of its total energy requirements met by coal but still remains vulnerable in the area of liquid fuels.

It is believed that methanol could have an important role as a fuel, particularly in its 190° form, for use in custom-built spark ignition engines at higher efficiencies than petrol.

"Although there are still problems associated with the use of methanol in diesel engines and also its commercial distillation these are by no means insurmountable."

"Over the past 10 years the group has increasingly based its new activities upon coal wherever possible.

"Thus, it is now operating the largest coal-based ammonia plant in the world at Modderfontein and also the only world scale coal-based PVC complex" (Complex)
More jobs the top priority
— Wassenaar

Financial Reporter
SOUTH Africa’s top economic priority must be the creation of more jobs, according to Dr A D Wassenaar, the chairman of Sanlam.

He told the annual meeting in Cape Town yesterday “Unless we have speedy and imaginative action huge socio-political problems could await us.”

Dr Wassenaar suggested that investment allowances should be related not only to the amount of money spent but to the number of extra jobs made available. The economy was healthy and the prospects of sound growth were the best in years.

It was important, however, that soaring gold earnings should be seen “purely as a windfall to be utilised for the long-term benefit of South Africa.”

This included “meaningful consolidation and development of homelands and further energy projects to make us as independent as possible from imported fuel.”

Dr Wassenaar welcomed Government action to make the economy freer and to offer the largest possible scope to private initiative.

“This shift of emphasis on growth in the private rather than public sector is one of the most significant economic developments in many years.”

“In conjunction with this I welcome the great value Government attaches to the extension of opportunities for in-depth and sustained consultations on matters of policy between the authorities and the private sector.”

The new economic development programme approach was an important advance. It focused attention on the “most important impediments of our economy”.

“The problem of unemployment, particularly among the black population, causes grave concern.”

The recommended trends towards a more important role for the private sector, lower direct taxes, better use of manpower and an intensified export effort must be pursued.

“I welcome the implementation of the recommendations of the Witsahl and Reekert commissions aimed, inter alia, at raising the level of training of employees and to achieve increased mobility of workers between sectors, professions and regions.”

“In this way we shall be able to utilise our manpower as a production factor and, in doing so, promote the competitiveness of capital-intensive production methods.”

“Making available capital at a cost which better reflects the real position of supply of and demand for capital will certainly help to improve the cost ratio of labour in relation to that of capital.”

“In view of this the further recommendations of the De Kock Commission are being awaited with great expectations I hope particularly that they will lead to steps for establishing a broader and active capital market in South Africa.”

“The utilisation of labour too, should be promoted by suitable fiscal measures. In this regard I propose that the tax benefit should depend not merely on the absolute size of the capital investment but should be related also to the number of employment opportunities created.”

“Further, I believe that by stimulating enterprise a very important contribution can be made towards creating more employment opportunities.”

“It was imperative that impediments and administrative red tape should be removed and that small enterprise should come to its own.”

More should also be done towards black family planning and by developing the homelands more rapidly.

“It is further vitally important to exploit the agricultural potential of the homelands as the basis of economic growth in these regions. In this way the maximum employment opportunities can be created with the limited capital available,” Dr Wassenaar said.

Sanlam’s total assets have passed R2 000-million. The R1 000-million level was reached in 1976.
<table>
<thead>
<tr>
<th>STUDNO</th>
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**SOCIOLOGY I**
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**CUMMERICAL LAW I**
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**GENERAL HISTORY (HALF CSE) I**
- F (4) 1 156419N

**PHYSICS I**
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Married With Two Children

To Live Together

To Marry On To
The Manpower Crisis

Dick Sutton

of Skilled Staff
Ignore Training
for Those Who
Shocks in Store

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Arrest is Point in the Problem
At least 200 workers who are employed with the company, which has been operating for several years, have not received proper training.

There have been several instances of workers not being aware of important procedures and methods used in the company. This has led to accidents and errors in production.

The management is aware of this problem and is taking steps to address it. They have promised to provide proper training to all workers in the near future.

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Hiding Jobs

Jobs are hidden from workers who are employed at the company. This is done to avoid giving them a sense of security. Workers are not informed about their job responsibilities or the company's expectations.

The management is aware of this problem and is taking steps to address it. They have promised to provide proper training to all workers in the near future.

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The Budget

The budget for the next year will not be affected by the current economic situation. The finance minister has announced that the government will continue to support the economy.

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The importance of manpower is highlighted in this article. It is crucial for companies to invest in training programs to ensure that their workers are prepared for the challenges they may face in the future.

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The importance of manpower is highlighted in this article. It is crucial for companies to invest in training programs to ensure that their workers are prepared for the challenges they may face in the future.
Mr Sutton says, "Look at all the matric girls walking around offices delivering pieces of paper. They should be doing better. People with much less education.

There is no point in sending a black, instructing him and relying on his efforts only to find their efforts have been in vain.

There is also a feeling that Government-approved schemes are hidebound by civil servant attitudes that tend to frustrate a company's training efforts and that turning tax incentives into hard cash is a long and debilitating process.

**Widespread**

A lot of this criticism comes, for sure, from employers who have never sent employees to retraining centres. The feeling, however, is widespread.

Anglo American deputy chairman, Gavin Kelly, puts the manpower problem in a nutshell with figures showing that the effort to advance the country on a wide front, just do not match up.

At the last reckoning only R54 was spent annually on each black child's education compared with R551 for a white pupil.

Coloured boys and girls came out at R30 and Asian children at R310. He adds that in 1976, 69% of graduates were white with only 2.2% black.

Senator Horwood warns that a dearth of skills will be the main damper on increasing growth. Even his annual 5% target is seen as too low to soak up the unemployment pool and 7% is being mentioned as more realistic.

Immigration, with the vast numbers of trained men now needed, is no longer a handy stop-gap.

There will have to be a rapid change in policy and attitude in all sectors if the impetus of the economic lift-off is to be maintained.

Mr Van der Merwe says, "A lot of people don't do anything when faced with a shortage except squeal."

Huge hunt on 1/4/80 for black and white SA staff

By Steg Hoffg

The number of companies planning to increase black and white staff is at its highest point in four years, according to an employment survey.

Across the country, every fifth company plans to increase its staff in the three months up to the middle of this year (18.9 percent white staff and 20.1 percent black staff) according to Manpower.

For the first time since 1970, black employment prospects are approaching those of whites, says Manpower's Mr. Ralph Parrott.

The survey was conducted before the Budget which is sure to stop up the job boom even more. Major problems against unemployment are now in sight — providing training takes off," Mr. Parrott said.

"We need training methods in advance of our times if we do not possess them then 'we must invent them.'"

Mr. Parrott stressed that the training of the unemployed and low-skilled could no longer be left to the voluntary efforts of a few conscientious industrialists.

"Those employers who don't train must be made to pay for it," he said, referring to the possibility of a levy being imposed.

Responsible employers were training workers only to have them poached by their competitors, past experience had shown.

JOHANNESBURG

The biggest labor demand shown up in the Manpower survey is in the housing sector where 44.7 percent of employers plan to take on white staff in the next three months.

Increases of black staff are planned by 39.5 percent of employers in this sector.

The construction, civil engineering, electronics and metal industries also show tremendous demand for workers of all races.

Once again, Johannesburg is the area which shows the biggest demand of any region in the country with 39.9 percent of employers planning to increase white staff and 31.5 percent planning black staff increases.
Women overlook the men... Worn, men draw back...
MARGARET LESSING —  
"... Men just never think of women."

been created for free enterprise it was particularly essential for small enterprises to be included, "and women can certainly play a big role here."

MARGARET LESSING,  
"I don't think it was there intention to leave us out, but men just never think of women."

"This is very shortsighted. By the year 2000 (for which Manpower 2000 is working), nearly half the workforce will be women!"

LUCY MVueelo —  
"Women in black society are usually the workers anyway."

PROFESSOR SANDRA VAN DER MERWE, "It is so obvious to me that yet again they didn't leave women out on purpose, they just didn't think of us. That is what I find so frightening, we don't enter into their considerations."

Professor van der Merwe said she was concerned at the omission of women, "because it would have been a unique opportunity to show women they are being included in the overall manpower plan for the future."

LUCY MVueelo, "Why are women always overlooked? Women in black society are usually the workers anyway."

"I can think of business women like Sally Molana and Marina Maponya for a start, who should be on that committee."
DEPARTMENT OF MANPOWER UTILISATION

No. 680 3 April 1980

APPOINTMENT OF ACTING DIRECTOR-GENERAL — MANPOWER UTILISATION

It is hereby notified for general information that
Mr Johan Gert Hendrik Botha has been appointed
Acting Director-General Manpower Utilisation, during
the absence on official service of the Director-General
Manpower Utilisation, Mr Elias Albertus Cilliers, from
4 April 1980 to 13 April 1980

DEPARTEMENT VAN MANNEKRAG-BENUTTING

No 680 GG 6927 3 April 1980

AANSTELLING VAN WAARNEMENDE DIRECTEUR-Generaal — MANNEKRAG-BENUTTING

Vir algemene inligting word hierby bekendgemaak dat mnr Johan Gert Hendrik Botha aangestel is as
Waarnemende Direkteur-generaal Mannekragbenutting, vir die duur van die afwesigheid op amptelike
diens van die Direkteur-generaal Mannekragbenutting, mnr Elias Albertus Cilliers, vanaf 4 April 1980 tot 13
April 1980.
Healthy boom in company staff plans

A SURVEY of national employment prospects by Manpower Temporary Services shows that the number of companies now planning to increase staffing is at its highest point for four years. The survey shows that the national average of companies planning increases is 19.9% for White workers and 51.1% for Blacks.

Lecture 09: Since the inception of the survey in 1996 that the Black increase factor has surpassed the White.

Lecture 10: But, notes Manpower, the national average for the second quarter of the year does not show as large an increase in staffing as the previous quarter — with the White sector, in particular, leveling off.

NOTE A: 50c per set. Geographically, the most favourable employment prospects for all races remain Johannesburg, the OFS and the Eastern Cape.

The economy — which lurched behind the beginning of the economic upturn — now shows an increase in employment prospects for Blacks from 19.7% to 51.1%.

Most optimistic employment sectors are civil engineering, electronics, pharmaceuticals and vehicle retailing.

Although sectors are currently planning to decrease their labour forces, those who are still cutting down include brick, pottery and cement (8.9% down) hotels, tourism and catering (down 5.5% for Whites and 14.3% for Blacks), and leisure products (12.5% down for Whites).

Manpower notes that in the building (housing) sector, despite the fact that there is a rise in the number of companies planning to increase their White staffs, employment prospects for Blacks are not as favourable.

This emphasizes the increasing shortfall of skilled workers in this and many other categories.

Ralph Parrott, Manpower chairman, bangs the drum for an urgent approach to instant training.

"We shall have to be realistic in organizing our training so that available manpower resources can be trained for early utilization."

"We cannot plan for the long term, "We have to do it now — grasp the nettle and build our business and our investments around our ability to staff them".

Thus, says Parrott, "we demand training methods in advance of our times."

The situation demands an action programme of training on the job, of rationalisation, of organisation and of the division of labour, the development of a systematic approach to labour management."

CINÉMA-VI

Some peap version of a hand-held born out concept coed to

Étude and techniques with lectures in

France, application advocate

by Commercial or Industrial Sector

Banking & Insurance

Bakery, Baking & Confectionery

Building — Construction

Building — Housing

Chemical & Paint Manufacture

Civil Engineering

Clothing & Allied Trades

Clothing & Textiles

Computers

Domestic Appliance & Metal Goods

Electronics, Office & Print Eng

Farming & Agriculture

Fishing & Shipping

Food & Drink Manufacture

Footwear, Shoe, Hat & Leather Eng

Government — Central

Government — Provincial

Government — Local

Hotel, Tourism & Catering

Leisure Product

Mining — Petro & Metals

Mining — B 70

Mining — C

Paper, Pulp, Printing

Pharmaceuticals

Retailing

Textile Manufacture

Tobacco & Liquor

Vehicle Manufacture

Vehicle Retailing

NATIONAL AVERAGE
Unemployment can be beaten, says Horwood

By Hugh Leggatt, Political Correspondent

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

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

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

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

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

EMPHASIS

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

The Department of Education and Training planned to spend more than R330 million this year on training and educational facilities for blacks.

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

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

Can choose a 'bundle' of goods. A commodity B, say food, it will bring maximum income Y. is given 2 commodities and choose any combination of good that it is said to be indifferent. But the old sacrifices for good A, the less one moves on to good A for one indifference curve.

A household may have any number of indifference curves.

Now let us get idea. Say the household has and costs R2 a unit and clothing costs R4 a unit.

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

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

THE Department of Sociology at the University of Stellenbosch has called on the Government to scrap its policy that coloured job seekers should enjoy preference over blacks in the Western Cape.

A lengthy report compiled by Professor S.P. Critch and Professor S.B. Bokhorst after a two-year investigation, said the policy did not hold advantages for the coloured people as was originally intended.

THE REQUEST

The report was compiled at the request of the Department of Co-operation and Development in 1978 to investigate the labour situation of blacks in the Western Cape, and particularly in the Peninsula.

According to the report, the policy could hamper the economic progress of the Peninsula and cause increasing frustration among trained black job seekers in the area.

RESTRICT FLOW

There was no reason to believe that open competition with skilled blacks would be detrimental to coloured people.

The report said the Government started applying the policy in 1962. The object of this was systematically to restrict the flow of blacks to the Western Cape and to replace black workers with coloured.

However, the vast majority of employers in Cape Town agreed that a restriction on black workers would hamper economic progress.
**Surprise up the manpower report’s sleeve**

DR H REYNERS
First report

The number of registered unemployed in all four population groups increased in the period 1974-1978, but this trend was reversed in the beginning of 1979 in the case of whites, coloureds and Asians and later in the year in the case of blacks.

The total number of registered unemployed persons was 190,511 in September, 1979, as against 171.195 in December of the same year.

Dr Reyners also said that the educational level of the economically active population is improving.

This process, says the report, will be accelerated by the great number of lower primary and higher primary pupils — particularly coloured and blacks — owing to the work of the Department of Education and Training.

**FOOTNOTE:** Temporary legislation would be introduced this year, after the second part of the Weilhain Commission report was tabled in Parliament during the next two weeks. The Minister of Manpower Utilisation, Mr P. Botha, announced yesterday.

Speaking in committee on his vote Mr Botha said he would have liked to introduce more comprehensive legislation but this would have to wait until the remainder of the commission’s reports were handed to him next year.

He had already received the second part of the report, but it still had to be translated. The report will be accompanied by a White Paper.
NDMF project for developing people

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

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

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

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

Parliamentary Staff

A PLEA was made to the Minister of Manpower Utilisation, Mr S P Botha, from the Government side in the Assembly yesterday to ensure that no white worker would be forced to accept racial integration.

Mr J G Swart (NP Uitenhage) said white workers had serious misgivings about certain aspects of the Wijnhain Commission's recommendations.

The Minister, Mr S P Botha, said every effort would be made to ensure that labour peace was maintained.
This policy should have been scrapped long ago

A LENGTHY report compiled over a period of two years by Professor S P Colliers and Professor Simon Beekers calls for the scrapping of the coloured Labour Preference Policy in the Western Cape (The Argus, April 16).

We find it even more encouraging that this research was undertaken because of a request by the Department of Co-operation and Development.

We can only urge the Government to heed this advice and that of so many other organisations and community leaders including Professor E Theron.

This coloured labour preference policy has been a basic evil responsible over the last quarter of a century for much extra hardship experienced by Africans in the Western Cape. Because of the development of new houses were not built for people regarded as 'temporary squatters', and the scarce homeownership scheme available elsewhere was withheld from Africans here in spite of the costly improve-ments made at their own expense by many, because of this preferential policy new schools in the area were refused and boarding schools in far off places were ironically the only alternative for people in the lowest of income groups.

This is the policy that over the years has given additional momentum to the ongoing and massive anti-apartheid campaign and that denied an amenity for 'illegal' workers here when it was granted elsewhere. For example, last year, and this is the policy that has so substantially added to the frustrations of well-qualified Africans born and bred in the area, in their pursuit of worthwhile employment.

Now there is an in depth report flowing from two years research by two eminent sociologists calling for the repeal of this restrictive and crippling policy. May the Government at last be forced to take this most important step.

D WILSON
Chairman Cape Western Region,
SA Institute of Race Relations
Mowbray
Jobs for 900 soon?

JOBS for 900 people will be created if Irvine and Johnson (I & J) go ahead with their plan to build their fish meal factory in Mossel Bay.

The venture depends on the South African Railways because the old jetty has to be demolished and a low level quay for fishing vessels built in its place.

A spokesman for the company said that they were negotiating for land in the harbour that had previously been used as a turning base as well as a loco yard.

The problem at the moment was mooring space for trawlers in the harbour. This problem almost forced the company to open a factory in Port Elizabeth instead.
Training facilities not used — Reynders

Dr H J J Reynders, chairman of the National Manpower Commission, this week questioned whether the shortage of skilled labour was as acute as was made out.

He told the annual congress of the Afrikaanse Handelsinstituut in Port Elizabeth that he often wondered about this because of the private sector's grave neglect of the black labour crisis.

Topics discussed at the congress seemed to be dominated by concern over the shortage of skilled labour.

Yet the private sector had not even made a start in using the extensive training facilities that were available.

Dr Reynders said it was this lack of response from the business community that made him wonder whether the shortage of skilled labour was as acute as he was told.

Mr J Knoetze, public relations manager of the Rembrandt group, told the sectoral meeting and industrial seminar that South Africa must have been mistaken in the past to have its economy to form on the capital-intensive model of highly developed Western countries.

The nations of the East had shown over the past two decades what economic power lay hidden in the proper use of labour in a climate which favoured growth.

With its human and raw material resources, South Africa offered unequalled opportunities for entrepreneurs in the 1980s, he said.

1000 A DAY

Professor J J Ilumma said labour opportunities must be increased by about 1000 jobs a day to bring unemployment down to an acceptable level.

More employment opportunities should be created immediately as businessmen were showing good profits and prospects were that these would increase even further.

Mr Bernie Bredenkamp was one of the delegates who called for increased Government spending on training for specialized industrial skills.

ONE MORE

Mr F H le Rohe appealed to businessmen to make better use of the labour force in South Africa and said each business could afford to employ at least one more worker.

1000 A DAY

Professor J J Ilumma said labour opportunities must be increased by about 1000 jobs a day to bring unemployment down to an acceptable level.
Shortage of skills

Argus Correspondent

PRETORIA — There were vacancies for more than 114,000 skilled and trained in South Africa in April last year, says the Department of Manpower Utilisation.

The results of the department's latest manpower survey, released yesterday, show that at April 27 last year there were vacancies for 60,156 whites, 7,081 coloured workers, 1,620 Asians and 45,797 blacks.

Mr A van der Meet, statistician of the department, said there was a 5.46 percent shortage of professional and semiprofessional white and a 6.71 percent shortage of blacks in the same category.

There was a 1.13 percent shortage of whites and a 4.58 percent shortage of blacks for managerial and administrative positions and a 0.9 percent shortage of whites and a 0.59 percent shortage of blacks for sales positions.

There was a 5.23 percent shortage of white artisans and a 5.79 percent shortage of black artisans; a 2.83 percent shortage of white apprentices and a 1.10 percent shortage of black apprentices.

Mr van der Meet, speaking at a Press conference held to launch the survey results, said his department was working on an official unemployment figure.

Two years ago the number of unemployed whites, coloured people and Asians who were registered with the department totalled about 14,000 to 15,000.

This total increased to about 34,000 last year.

AT WORK

The manpower survey showed 5,286,448 were employed on April 27, 1979 — about 1.0 million white, about 2.9 million black, 600,727 coloured and 208,942 Asian.

These figures reflect a decrease in the number of blacks and Asians employed compared with two years before.

The department's previous survey, reflecting the manpower position as at April 29, 1977, recorded a total of 5,286,415 people employed. Of these, just over 3 million were blacks (3,068,162) and 228,000 were Asians.

These surveys did not include domestic servants in private service and workers in agriculture and farming.

The latest survey also excluded the Transkei and Bophuthatswana.
THE drive by black workers for a better economic deal would become part of the wider and far more difficult process of political change, Dr. Zac de Beer, executive director of the Anglo American Corporation, and yesterday.

Dr De Beer was addressing a conference of the National Development and Management Foundation of South Africa in Johannesburg.

He said it had been generally accepted that far-reaching change would come about in the Republic and, while there were differences of opinion on what South Africa's future society would be, most people believed that it must and would involve a better deal for the blacks.

"It is generally accepted that, given our problems of growing population and high unemployment, we must go for rapid sustained growth," he said.

There were economic problems involved in achieving that, but what was important was that "rapid growth means the certainty that black people will be progressively drawn upwards into the economic structure, into more and more skilled and managerial jobs."

Dr De Beer said he believed this "greatest involvement and better deal for black people is entirely desirable from every point of view. But our delight at the prospect should not blind us to the problems that will attend it."

"First, there will be resistance from whites who feel themselves threatened by black advancement. We should certainly not allow advancement to be held back by this resistance. But we ought to do all we can to reassure these anxious white workers.

"There is no reason why any white worker who is doing his job properly should become unemployed as a result of black advancement, and we should give assurances along these lines."

Dr De Beer said he was confident that managers of South African industry could handle the situation, as they were already doing.

From the black side, there would be impatience, impatience, and no doubt a good deal of unrest.

"Blacks will be suspicious that racism rather than management considerations is holding them back, and management will have to be approachable, sympathetic, clear-minded, fair and firm.

"Even more troublesome for management will be the undeniable fact that the drive of black workers for a better economic deal will become part of the wider and far more difficult process of political change."

"As was clearly shown during the recent troubles at Ford in Port Elizabeth, black workers with aspirations on the shop floor go home at night to become black citizens demanding political rights."

From management's point of view, it was "highly desirable" to keep these aspirations down, said Dr. De Beer. — Sapa
CLOTHING PLANT BEATS SHORTAGE OF WORKERS

ELLEN ARTHUR, manufacturer of women's clothing for Woolworths, is overcoming the critical shortage of skilled labour by training its own staff and offering them better facilities.

The firm opened its new £450,000 factory in Edin Road Offley, yesterday and has turned its old premises in Welton into a pleating plant.

Mr David Boers, managing director, told Business Areas: "We wanted to update our production methods and offer the staff better facilities."

"To get and retain the best workers we have to train our own staff and look after them."

He attributes the success of the firm to the combined efforts of a motivated management team and workers.

Mr Boers, who started work in the clothing industry as a trainee manager after his army service bought Ellen Arthur five years ago when he was 27.

Since then the firm has more than doubled its staff from 110 to 250. Turnover has risen from £190,000 to £1.5 million.

The firm has begun to export to England under the Saint Gethan label."
Urban users of black staff face squeeze

By STEVEN FRIEDMAN
Labour Reporter

INDUSTRIALISTS who employ large numbers of black workers in the urban areas may face heavier taxes and new levies in an attempt to discourage them from doing so.

The move would be designed to encourage employers in major factories to the black homelands and border areas.

At the same time the Government has withdrawn a Bill which would have removed much-criticised controls on the number of black workers industrialists can employ in the "white areas."

The Rand Daily Mail under the chairmanship of Prime Minister's economic adviser Dr Simon Brand, believes indirect disincentives should be imposed on urban factories which employ large numbers of workers.

This is likely to mean that employers who want to employ workers in large numbers in the cities will have to pay more for their labour according to an informed source.

Although the measure would be formally non-racial, its effect would be felt chiefly by employers of black labour because blacks form the largest section of the factory workforce.

At the same time, the panel is examining increasing benefits to companies who decentralise to the black homelands.

These proposals are designed to take the place of Section 1 of the Environment Planning Act, which has drawn black labour quotas which industrialists in the "white areas" may not exceed without permission.

The Government recently introduced the Physical Planning Amendment Bill which would have scrapped Section 1, but said the change would not come into force until the Government had completed a report examining new controls.

Thus legislation has now been withdrawn and Section 1 will remain in force at least until the next parliamentary session. But the Rand Committee is continuing its search for alternative controls.

Thus industrialists could be subjected to a higher tax if they employ more black workers, but this time it could be increased to the extent of levies on the employment of black labour.

Section 3 has been widely criticised by industrialists and some trade unions, who argue that it has restricted economic growth and has denied black workers jobs at a time of high unemployment.
Black doctor shortage critical.
Call for job plan for handicapped

By John Murray

A "dynamic" government programme "starting with at least R5-million, that could bring 60 percent of South Africa's unemployed handicapped back on to the job market" has been called for by the National Council for the Care of Cripples.

Mr H S C Parker of the Council has said there were many serious gaps in the total rehabilitation programme, some of which needed immediate attention.

"The most urgent is a comprehensive plan for vocational training of adolescents and retraining of adults and the provision of employment facilities for the most severely handicapped," said Mr Parker, who is editor of the Council's journal, Cripple Care News.

"R5-million could coordinate the necessary programme and convert a large number of those living on charity at the moment into taxpayers."

He said the programme should include a multidisciplinary team of professionals who could assess handicaps.

Mr Parker called for the creation of a research centre "unheard of in this country" where job tasks could be scientifically analysed and personnel tested for physical ability.

He said a large proportion of the country's handicapped were merely medically rehabilitated, but were not trained to perform jobs useful to themselves or to the economy of the country.

Welfare organisations must "hammer for a pound-for-pound subsidy system."
Govt to go colour blind on labour

The Government today committed itself to a colour blind development and use of South Africa's labour resources.

A Government White Paper embodying acceptance of most of the recommendations of the second Wielahn Report reviewing labour legislation says "The Government's general goal in respect of manpower is that the country's labour — regardless of race, colour or sex — must be developed, used and conserved to the optimum extent."

The Government has accepted key proposals of the Wielahn Commission. They are aimed at better training and sharing of facilities by apprentices of all races.

It also accepted the establishment of a new national training board in the place of the apprenticeship board to oversee and regulate apprenticeship training for all races.

But it suggested the Department of Manpower Utilisation first investigate the matter and consult the bodies concerned before legislation is introduced next year.

The proposals accepted by the Government as set out in the White Paper today include:

- That blacks be allowed training at other institutions in cases where those provided under the black workers' Service Training Act were insufficient or inconvenient, provided this is arranged to the satisfaction of all parties and in consultation with the State.
- In cases where facilities for theoretical training of certain apprentices are not available, they should be allowed to use

Call-up effect on training reviewed

CAPE TOWN — The White Paper tabled in Parliament today says attention is being given to the effect of military service on the training of apprentices.

The Wielahn Commission recommended serious consideration should be given to the deferment of compulsory military training for apprentices in key trades.

Deferment was justified in view of the shortage of skilled artisans, the commission found.

It said a precedent existed in the case of university students who were exempted from military service until after their studies.

Deferment would serve as an incentive to draw youths into apprenticeships and it would affect the intake of military trainees only in the initial years.
Govt colour blind (173)
on labour

From page 1

...rané, today welcomed the second report of the Wiebahn Commission and called for its urgent implementation.

But Dr Boraine was strongly critical of the four-month delay in the publication of the report after its completion.

Dr Boraine said that in view of the importance of the report, the delay was incredible.

"Of particular importance is the frank acceptance that apprenticeship training must be opened to all races as well as the provision of sharing of training facilities."

Stringent black workers regulations streamlined

By Arnold Kirkby
Pretoria Bureau

PRETORIA — Time-consuming regulations and Black Labour Bureau red tape have been curtailed and streamlined in conjunction with the recommendations in the Rieckert Commission Report.

Black labour matters will be transferred from the Department of Community Development to the Department of Man Power Utilisation, it was announced in today’s Government Gazette.

This will be done during next year’s Parliamentary sitting when the Department of Man Power Utilisation, it was amendments to incorporate the present Black Labour Act of 1964.

But the Department of Community Development will still control the influx regulations.

The white paper to being laid before Parliament covers some of the following regulations amendments suggested by the Rieckert Commission.

- The decentralisation of labour offices in black residential areas and labour assembly areas on the borders of black states.
- Labour bureaux will not only note employment opportunities, but will also check the availability of housing for employees.
- Enable employers to obtain registration of workers through writing and not having to queue up at labour offices.
- Established employees who fall under Section 10 (Influx Control Regulations) will only need register once and not every time they change jobs.
- Allow established workers to obtain employment in other areas provided they satisfy the Labour Bureau in the area that they have accommodation or are willing to commute back and forth.
- Administration boards in the black residential areas will still deal with the administration of the Labour bureaux for the Department of Man Power Utilisation.
- Scholars and students who comply with Section 10 and who have a certificate from their parents and heads of their educational institutions, stating that they have no objection to their employment after school or at weekends will be able to take jobs.
- Registered workers who already have registered employment may now take up part-time employment when not on duty, provided the registered employer has no objections.

The Rieckert Commission also recommended that no employers be held responsible for the registration of workers on termination of their contracts.

The existing regulations prescribe that certain categories of workers are exempt from Labour Bureau requirements.

These categories are extended to include all officials in the State service, provincial and statutory boards.

The existing limitations on advances or credits by employees falls away, This means that blacks will be able to get housing loans.

Five jobs per applicant soon—prof

Pretoria Bureau

By December South Africa will have such a shortage of skilled workers that there will be five jobs for every applicant, in certain fields, according to a manpower expert predicted last night.

There would be industrial chaos, predicted Professor Martin Nasser, of the University of South Africa School of Business Leadership, who was delivering his inaugural lecture.

He said the fields with the worst shortages were in computers, engineering and certain artisan trades.

Professor Nasser deplored the fact that in spite of the critical skilled manpower shortage, only "peanuts" was being spent on training and development.

An average of R79 was spent yearly on training whites and R31 on blacks.

He warned companies not to be satisfied with implementing codes of employment such as the Sullivan and EEC codes, as a form of "window dressing," while the vital issue of training and development was "relegated to the basement."

"This is a very short-sighted approach and at best can only lead to industrial chaos and diminished returns on investment," he said.

Unisa research had shown that the demand for skilled blacks in the Pretoria-Witwatersrand-Vaal region area would rise from 7.5 percent of the qualified work force at present, to 60 percent by 1984.

There was only a slim chance that the country could keep pace with the training needed, and he urged companies to conduct black advancement programmes.

Professor Nasser said the second Wiemann report, published this week, opened further avenues for businesses to integrate blacks in their systems in a meaningful way.
Serious implications of the salary explosion

Construction workers are among those included in the payroll.

Production capacity ceilings not far off.

By Frank Jeans

SOUTH African manufacturers will soon have shortages of skilled labour and of raw materials, and they will also start to run up against production capacity ceilings.

"Indeed," says Barclays National Bank chief economist, Dr Johan Cloete, "the latest figures published by the Department of Statistics for a capacity use in manufacturing had already risen to 87.1 percent, not far short of the figure of 88.8 percent in November 1974, at the peak of the previous business cycle upswing.

"And with capacity utilisation having almost certainly increased further since last November, it is clear that manufacturers cannot have too much spare capacity left."

He says it is doubtful if the manufacturing industry will be able to operate at a level of capacity utilisation much above 90 percent without running into shortages of skilled labour and raw materials.

Salaries for workers in key infrastructure industries exploded during April, with serious implications for corporate profitability and the inflation rate.

That's the finding of a countrywide salary survey covering 10,000 employees in 200 major national and multinational companies.

The survey is the first monthly analysis of key sectors by the Personal and Executive Placements group (PEP), the Johannesburg-based manpower planning consultants.

It covered three main categories, artisans, engineers, and technicians in the construction, mining, engineering and electronics industries.

The results are:

Finance Reporter

Starting in essence, they show that, compared with January, the supply and demand gap for personnel widened during April, salaries leapt an average 10 percent and staff turnover climbed 17 percent.

PEP executive director Paul Langerman blames the economic upturn for the situation. He adds, however, that public sector salary increases have been an additional catalyst, creating a "ripple effect" through the categories surveyed.

The major contributing factor, however, is the extent of job hopping now taking place, coupled with the shortage of personnel. "Bargaining and bartering for high salaries is the name of the game."

And frankly, the salary levels being asked and paid, are out of all proportion to the value of the manpower.

Typically, a 30-year-old engineer with 5-8 years of experience now receives from R16,000 to R19,000 on the basis of the April salary.

PEP executive director Paul Langerman says the economic upturn for the situation. He adds, however, that public sector salary increases have been an additional catalyst, creating a "ripple effect" through the categories surveyed.

The major contributing factor, however, is the extent of job hopping now taking place, coupled with the shortage of personnel. "Bargaining and bartering for high salaries is the name of the game."

And frankly, the salary levels being asked and paid, are out of all proportion to the value of the manpower.
R2500-million a year needed to provide jobs for blacks

South Africa will need R2.5-billion annually to create job opportunities for its growing black population in the next 20 years, Dr J Adendorff, managing director of the Economic Development Corporation, said yesterday.

He told a meeting of the Junior Afrikaanse Sake-kamer in Johannesburg that the black population growth of 1.2 percent annually would mean that 230,000 job seekers will enter the market this year. In accordance with an estimated population growth of 3 percent annually by 1985, South Africa will have to provide jobs for 380,000 people annually by the end of this century.

With an estimated total of 4.5-million jobs to be created in the next 20 years at an average cost of R8,000 each, about R2.5-billion annually will be needed, in the next 20 years.

Doubts

He doubted whether South Africa could provide its own capital to provide the jobs. Not only foreign capital, but also a more positive approach to homeland development, was needed from the private sector in South Africa.

"Improvement of incentives for investment in the homelands is at the moment under consideration," he said.

Dr Adendorff said:

- Investments by the EDC and all the different National Development Corporations at the moment are in excess of R105-million. In total, the corporations have helped to create about 30,000 jobs.
- The EDC budget for the current financial year amounts to R105-million.
- The EDC provides services to cover 380-million passenger trips annually. The number of buses has grown from 60 in 1973 to about 2,000 today.

Emphasizing the importance of passenger services for the economic development of the homelands, he said that the number of 380,000 people who daily travel in and from work ranks about a total of about R2.5-billion annually.

Opportunities

- The EDC has helped to create about 30,000 job opportunities in trade and service sectors. Since 1969, the National Development Corporations, who have taken over this function, have created another 10,000 jobs.
- Since 1969, the EDC has helped to establish 394 industries in the homelands, providing more than 100,000 jobs. Of these industries, the private sector helped to establish 245. Of the total capital expenditure of R370-million, R250-million has been contributed by the private sector.
No joy for black labour market

BY SHAUN HOLICK

COLOURED and Asians have benefited the most in the labour market as the upswing has gathered momentum, says a Velshas economist.

But the black labour market, it seems, is still in the doldrums.

The economist told Business Mail that, although black employment was increasing, it was not keeping pace with the increase in black population.

The upswing was drawing more workers into the economy, but trained manpower was still appallingly scarce.

The attitude of employers to training "continues to be disappointing."

He believed that by far the greatest job shortages still lay in the professions followed by the artisan and the semi-skilled fields.

The greater the training requirements of an occupation, the greater are the relative shortages, according to the latest statistics of the Department of Manpower Utilisation.

Manufacturers claim that training has intensified.

But they add that the time lag between training and the effective utilisation of skilled workers is forcing industry to find immediate solutions.

Importing skilled people was the first resort, but it was not a cheap answer.

One manufacturer estimated that the cost of recruiting artisans or professionals from overseas was "well over" R3 000 a head.

Another short-term "solution" was for companies to poach from their competitors.

This was causing an inflationary wage cost spiral.

Salaries were constantly being lifted and perks such as cars, housing loans were being thrown in to draw workers from other firms.

Annual % change in labour force employed for population groups

Frogs boost exports

NEW DELHI — India earned $10 900 000 in foreign exchange by exporting nearly four tons of frog legs last year, says the head of India's Frog Culture Research Centre. Many of the frogs were sent to France, West, Germany, Netherlands, Belgium, Britain and Italy. Some African nations also imported frogs from India, which competes primarily with China, Japan, Cuba and Mexico.
assets (land, house, car, fixed assets, productive assets (machines, tools, materials, agricultural capital - livestock, plants, and trees, fertilizer, pesticides, etc.), personal belongings (other moveable assets and goods))

(c) Group financial capital (cash, shares, bonds, etc.) owned by the community rather than by individuals in the community and debts owed to them

(d) Other groups assets, owned by groups in the community rather than individuals (moveable assets (buildings, fences, structures, rural and urban infrastructure - drains, sewers, street lighting, etc., dams, harbours, airports, roads, earthworks, and so on), productive assets (factories, tools, machines, etc.), goods in process, in storage, and in use)

(iv) Borrowing power: The ability of the group to obtain loans or borrow or hire assets from other groups ('creditworthiness'), and availability of such loans. Once the loan has actually been raised, it is an available asset (listed in (iv) above). Together with (iii) above, this gives the total (actual and potential) asset pool available to the group (of course, when the loan has been raised, it has to be accounted for in this total asset pool - as in the case of energy, where some potential energy can be realised as kinetic energy, but the total energy potential is constant - and interest has to be paid to maintain this asset, via the level of living level).

(v) Goodwill: Established commercial relations and patronage, transferrable to other groups who take over a business, e.g., as in the medical, legal professions and in many services and shops.

4) Technological resources: Because of their significance in causing a rise in levels of prosperity, we specifically include provision for listing of resources which depend on technical and technological skills and attainments. They require in general, special equipment and specially skilled personnel for their production and maintenance and sometimes for their use.

(i) Energy resources: These are really 'production' resources, as in that case, it is appropriate to measure the resource by the flow of energy it produces or handles (the energy itself is listed under 'natural resources').

Energy ('generation', conversion, storage, and distribution facilities (e.g., electrical generators, transformers, transmission wires, batteries, etc.).

(a) These facilities owned by the community or members of the community.

(b) Such public facilities available to the community.

(A) Does the proposed concept contain features that should be included in the concept 'quality of life'?

We have explicitly excluded from the scheme attempts to evaluate the 'ideological' or 'goals' aspects of the system, correspondingly, we do not advocate attempts at detailed evaluation of the group's 'psychological' or 'spiritual' state, as part of the evaluation of the 'state of welfare' (the zero level). The primary resulting concern is that we have therefore constructed a concept which may be 'too materialistic', particularly because it necessarily refers to a higher side of life within which the living is contained. The response it does not seem possible to attempt to evaluate it. Supposing we could obtain the data necessary, without adopting very particular and precise what we are trying to say on topics. A measure of society containing divergent opinion which implies a very particular concern for particular subgroups of society use for their own evaluation schemes, or are able to consider the development of psychological and spiritual satisfaction, availability of peace and quiet for with others of similar persuasions, availability of resources which can be given away to the poor, an from presence or absence of such wa
Argus Correspondent

PRETORIA — The deputy chairman of the National Manpower Commission, Professor Piet van der Merwe, predicted yesterday that industrial unrest would increase during the 1980s.

And he advised South Africans that they should learn to live with strikes.

Addressing the congress of the International Association of Economics and Management Students being held in Pretoria, Professor Van der Merwe said the decade of the '80s had already been marked by substantial labour unrest. And it would increase for various reasons.

Professor Van der Merwe said strikes were a normal feature of the free enterprise system in most countries of the world. The incidence of strikes was much larger than in South Africa.

Strikes could be a very good investment in the future stability of a particular industry, he said. They led to better understanding between management and workers.

NOT ANSWER

The avoidance of strikes would mean the arrest and imprisonment of those workers who instigated them, he said, and this was not the answer.

South Africans should learn to live with strikes in an orderly and meaningful way.

FIND WAYS

Industrial peace would be threatened by the insecurity felt by some groups of workers, by external involvement in internal labour affairs and by the attitude of certain groups of workers.

South Africa would have to find ways of dealing with labour unrest, he said. South Africans had become so used to industrial peace that the little experience in dealing with unrest Professor Van der Merwe said a more objective view should be taken of strikes. He was not in favour of them, he said, but to try to avoid strikes could be more costly than enduring them.

EXAGGERATED

He said the economic costs of strikes tended to be exaggerated. He warned that actions in South Africa which interfered in the resolution of strikes by the parties concerned themselves should be avoided.
Johannesburg. — Two days of negotiations between Pull on management and an action committee representing drivers have resulted in the declaration of a dispute.

Pull on operations' resident Mr Colin Baker said the matter had been referred to the Department of Manpower Utilisation. Representatives of the department would attend a meeting of drivers and management today.

During yesterday's talks, major points at issue were:

1. Wages
2. Whether the company would accept in principle a trade union
3. Whether employees who had been dismissed during the recent bus strike would be reinstated.

Mr Baker said the company had agreed to accept a trade union in principle and to reinstate all employees.
SA manpower needs under the spotlight

Own Correspondent

The system of permits by ministerial consent at universities and technikons has become one of the greatest stumbling blocks to national development of top-level manpower.

Dr Derek Henderson, Vice-Chancellor of Rhodes University, said this yesterday at the National Institute for Personnel Research symposium at Rand Afrikaans University.

Dr Henderson said that apart from its arbitrariness and huge expense, the system's assault on human dignity and the consequent bitterness and frustration which it engendered made it one of the most expendable and obsolete relics of a bygone and undemocratic era.

If artificial obstacles were removed, universities would be free to make a much larger contribution to trained manpower needs.

Dr Henderson said that the needs of commerce and industry had become so pressing that he foresaw a greatly increased level of bursary and loan support to selected students to alleviate the needs.

A much greater difficulty arises as a result of the gross inadequacies of the schooling system for blacks, a factor of which we hardly need reminding in these times of virtually daily boicots and arrest arising from precisely this cause.

Dr Henderson said that to obviate serious failure rates, universities had to consider remedial education to make good some of the deficiencies caused by shortcomings in secondary educational systems.

Furthermore, all impediments to blacks entering previously all-white schools willing to accept them should be removed.

Dr Henderson said that when commerce and industry put pressure on universities to produce people who are immediately useful upon entry, they were being very shortsighted. This temptation was likely to become more acute in developing communities.

If universities succumbed to this type of pressure, they could not fulfill their task of providing trained and flexible intellects who could see problems in broader perspective and thus provide intelligent and enlightened leadership.

"Critical shortages of skilled manpower manifest themselves in practically every field of endeavour, and these shortages can only be relieved by substantial recruitment from the black population groups," Dr Henderson said.
Drive to register Ciskei job-seekers

KING WILLIAM'S TOWN — A massive campaign is on to register all work-seekers in the Ciskei.

This follows the establishment at Mdantsane of a manpower development centre, which is designed to classify and categorise the labour force to facilitate its marketing outside the homeland.

The Minister of Justice, Chief H. Z. Njokweni, under whose department the centre operates, said in a statement yesterday: "The centre has already undertaken the initial registration of work-seekers in the Mdantsane District." He said the next stage would be the registration of work-seekers at magistrates' and tribal officer's throughout the Ciskei.

He added, though, it must be pointed out to all work-seekers that the registration does not automatically guarantee the work-seekers a job, but merely places them in line for selection for a job.

He said work-seekers were advised to register to ensure they were entered in the manpower register.

— DDR
Help the workers - Dr Piet

PRIVATE enterprise had to make a bigger contribution towards black housing, said Dr Piet Koornhof, Minister of Co-operation and Development, when he opened the Interhu 80 conference in Johannesburg yesterday.

Referring to the conference theme of re-development, remodelling, recycling, he said he was a great believer in these aims.

"It would be irresponsible to assume that one has no further duty than to provide work and the barest facilities. The black man should also benefit by the material and social progress of our country.

Let us therefore implement the Government's plan to provide all the housing needs of blacks, and for that reason the Government decided to involve the employer and the private sector in the provision of such housing.

"I would appeal to the private sector to make a more substantial contribution," Dr Koornhof said.

"Someone said, 'an empty stomach breeds revolution', but then he places the responsibility to provide the market square on the shoulders of the Government, forgetting that it takes the combined efforts of Government and private enterprise to create a well-fed and contented population."

It was important that whatever we do or plan we ensure the black man is fully involved all along the line.

"You can give the black man every possible material thing in life such as money, a good job or a house to live in, but if you don't give him understanding, respect and honest friendship, you have given him nothing to improve his quality of life, because he prizes the latter most of all.

"Without it, the rest will be considered as merely paying your debts to him and nothing more."
One more time — last chance to escape 'the road to hell'

"Give us this day our daily bread..."

Former Prime Minister John Vorster addressing an American audience in the early 1970s.

The greatest challenge in the country is to produce tangible results and maintain credibility in labour matters.

Professor J. van der Merwe, member of the Employment and Income Compensation, told the Wits University of International Affairs' week lecture.

Every South African should read what the professor had to say, he wrote. He knew the importance of the economy in being able to bring about improvements in the country. It will come through piecemeal; the way to do it is by promoting industrial relations.

He pointed out that whether or not Cabinet members were well off, they must realize that workers' needs were necessary to liberate the labour and industrial relations areas. They realized they also had to establish a system of industrial relations based on the principle of flexibility for purposes of accommodation at all levels and the implementation of ILO conditions.

He concluded in impressive detail what conditions should be met by way of new recommendations. He called for a power commission and other bodies. He recommended legislative machinery and new enabling legislation.

He recognized, above all, the pressing need for laws, while further articulating the political decision and the transmission of political responsibility from the processes of bureaucratic and legislative procedure for reform.

He was brave enough to confront how the central executive of black trade unions — the ANC — did not adopt.

Not least, he was crystal clear about the three main challenges facing the labour order of the eighties. He listed them as:

1. The problem of efficient employment opportunities.
2. The problem of inefficient employment opportunities.
3. The problem of unsatisfactory employment opportunities.

He wrote:

"In the context of the National Party's Economic Development and the Social Development campaigns, it is clear that the government must bring about improvements in the economy in order to maintain the credibility in labour matters."

He has been calling the whole country to act faster so that the economy can be put together and stop being a drag in everything.

The problem of education must be used to explain the composition of black workers and the shortcomings of the Industrial Council.

The economic situation must be explained with the help of education in schools and in adult education.

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Restrictions on women at work to go

PRETORIA, South Africa

The Minister of Manpower Utilisation, Mr. Isaac Motsoaledi, today hinted that restrictions on women in the labour market might fall away.

"Opening a seminar on "Women in the Labour Market", he said that while the Commission would be reviewing the situation, it would be looking particularly on the question of working women, including legislation which affects them.

BLACK TRADITION

There was a world tendency to modify laws and eliminate restrictive measures applying only to women, he said.

It should be left to the employer and employee to sort out an agreement.

The question of equal pay for equal work was another delicate point. As a result of greater awareness about women's abilities and labour in the home, large numbers of employers were financing on grounds of sex.

The government's wage policy would ensure that discrimination in respect of sex, qualification and skilled work would end.

The women's situation was worse in the past, the minister said. But the black woman could not accept that her wife or daughter should not be treated as she was in the home.

FREE TESTS

The Wage Board was about to move the wage gap to a fair discrimination between the sexes was a concept, but it could not be done all at once. The result of closing the wage gap suddenly would be determined in terms of unemployment figures.

"We believe that the black woman can work in the same conditions as the white man is working. The problem is one of training and employment rates, the minister said.

The government was planning to send the black woman to different places where she would be taught skills and be able to earn a living.

Candidates should be taught at an early age that they have a role to play in the labour force of the country.

The government should also be warned not to take courses at colleges which would not allow them full scope in their training.

Notes, pieces of paper, and any aids are so instructed.

1. Candidates are not to comm. with any other candidate.
2. No part of the answer book is to be written on.
3. All answer books must be handed over to an invigilator before motion.

Any dishonesty will render the candidate liable to disqualification and possible disqualification.
Women have failed, says Mrs Lessing

By Molly Harding

It is 10 years since the first manpower conference was held in South Africa to pinpoint the economic contribution women could make, said Margaret Lessing, consultant and manager (businesswoman).

"If the growth of women in the workplace had been appreciated, we probably wouldn't be here today," Mrs Lessing was saying at the morning session of a day-long manpower conference entitled "Womenpower 2000" at the Carlton Hotel.

"Instead, she suggested, women had fallen behind, and that economic necessity was forcing women into the labour market.

"We have failed in the forward planning by some of the SA Federation of Business and Professional Women to stimulate growth. Nevertheless, women have increased in numbers in the workforce from about 20 percent in the early 1970s to about 40 percent, she said. It would be closer to 50 percent after the 1980 census, she added.

Speaking on Womenpower As Seen By The Employer, Miss Lessing said there was often a need for an understanding of married women's problems, which male employers tend not to show.

"It is an experience that women who employ women tend to see women's problems, which men tend not to see," she said.

Quoting from a study on women in SA business, Mrs Lessing said there was less difference on all levels, between men and women. Women had less access to management training and development and received little more than equal pay.

"Employee benefits and fringe benefits also differed.

"Employers still provide women with child care or nursery care, instead of permitting women to take parental leave, which they could and would experiment with," she said.

"There is still psychological resistance to women managers at the lower levels in South Africa because the male-male syndrome is very strong here."

"We have a lot of very competent women, but they have no desire to be promoted. I can't say I've seen this once you start putting women on the top of the list of people to be promoted in the boardroom, things happen."

A study by Dr. Dina Wessels showed many employers preferred maturing married women to young girls because of their greater stability, greater sense of responsibility and their experience and skills.

"Single women however, tended to be more committed to careers."

"We can't wait for another 10 years to go by," Mrs Lessing said. "It is today that the need is great for Womenpower and we should be making immediate progress, using and adapting every skill with employers and employees working together as a team, in the special time in our history."
JOHANNESBURG — The better use of female labour was urgent and essential, the Minister of Manpower Utilization, Mr Fanie Botha, said here yesterday.

Speaking at a seminar on women, Mr Botha said traditional misconceptions and prejudices against female labour would have to disappear.

Women should be judged on their capabilities and characteristics and not seen as a threat to, or competitor of, the male worker, Mr Botha said.

Prejudice against equal pay for female and male workers was still particularly strong, among the black population.

Wage determination in terms of the Wage Act made no discrimination in minimum wages of workers in the advanced job categories, but he had to admit.

Mr Botha said, there was still discrimination concerning clerical and unskilled work categories.

"The reason for this flows mainly from tradition. Among black workers, who are employed in large numbers in unskilled categories of work, equal pay for men and women has not yet been realized. Because many male black workers are not yet prepared to accept that their wives or daughters should earn wages equal to theirs as head of the family."

The Wage Board was phasing out the gap between the sexes. But it was not possible to close it with one stroke. This could lead to the closing down of enterprises employing large numbers of black women, increasing unemployment.

The advantage which the male worker enjoyed in labour was still great, but since World War II considerable progress had been made in increased employment of women.

The demand for women in the labour market during the "boom" period 1965-75 had increased from 29 percent of the total white labour force in 1965 to 32.5 percent in 1975.

"It is estimated that this demand will increase to 37 percent in 1981."

There had also been a sharp increase in the number of white women in some of the professional occupations, especially medicine and paramedicine, and it was estimated that in 1981 just over 73 percent of the clerical jobs would be for women.

"Over the same period in 1965 to 1975, the share of coloured women increased from 30.2 percent to 35.3 percent, six ratios in the Asian labour force changed dramatically, with an increase in nearly all occupation groups, whilst the ratio of black women in most of the occupational groups nearly doubled."

Problems facing women in the labour market included the traditional duties of women as mothers and absence from work during pregnancy.

However, it was clear that because of changes in the economy, and especially the shortages in skilled workers, the woman's labour position would inevitably have to be improved, Mr Botha said.

Many workers and a large section of society had already realized that the woman was no longer merely an "incidental" factor in the higher work categories but had become a hard reality.

The importance of the female as worker is an established fact and there is, in my view, no reason why women could not be employed at managerial level on an increased scale, provided they have the required qualifications and capabilities," — Sapa.
increases, as the particle penetrates deeper into the medium. The density of energy deposited \((-dE/dx)\) is therefore highest at the end of the range (fig. 25).

Relatively heavy particles such as the p or e are not significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy lost per collision is only a tiny fraction of the p or an energy. These heavy particles therefore retain their original directions throughout the slowing down process and their ranges are well defined - do not vary much from one particle to another of the same energy (fig. 24(a)). Incident electrons, however, can scatter through large angles in their collisions with atomic electrons (of similar mass) and can lose a large fraction of their energy in a single collision, therefore their detailed trajectories vary a great deal from one electron to another and their ranges are not well defined (fig 24(b)).

Some range data are listed below:

<table>
<thead>
<tr>
<th>Energy (MeV)</th>
<th>Range (in mm)</th>
<th>Energy (MeV)</th>
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<tbody>
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<td>20,000</td>
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(a) Electrons interact only with the nuclei in atoms and their interaction is a statistical process. If we place a slab of matter of thickness \(x\) at right angles to beam of \(No\) neutrons per second (as in fig. 25).

single elastic collision with nuclear recoil energy \(E_{\text{nuclear}}\) of neutrons (of mass \(m_n\) and is given by

\[
E_{\text{max}} = 4m_nE_f/(E_f - E_n)
\]

Thus \(E_{\text{max}}/E_f\) is much smaller

(c) Gamma rays

The three most important effects with gamma are the premises (c.1), the Compton e pair production (section 2.1), and the interaction of gamma with matter as described in (a). The interaction of gammas \(\gamma\) and is governed by an exponent given by eq.(33) but with a coefficient.

\[
\alpha_{\gamma} = \alpha_{\text{eg}} + \beta_{\gamma} + \alpha_{\text{pp}}
\]

The absorption coefficients elements (e.g. lead) and a.

\[
\alpha_{\text{eg}} = \alpha_{\text{eg}} + \beta_{\gamma} + \alpha_{\text{pp}}
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The absorption of gammas in different media (in mm).

<table>
<thead>
<tr>
<th>Energy (MeV)</th>
<th>Range of 1 MeV protons in aluminium (in mm)</th>
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The Compton e pair production is the process of absorption of gamma-rays in which the gamma-ray is absorbed and an electron and a Compton electron are produced. The energy of the gamma-ray is divided between the electron and the Compton electron.

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The Ralph Protocol.
The Government's much-vaunted decentralization policy has proved to be a pup, with only 60,000 jobs having been created during the nearly 20 years it has been in force.

It is the conclusion drawn by almost all economists and experts. At the same time, the real benefit of the decentralization policy is questionable. There are serious concerns about the impact of this policy on employment and the economy.

The Economic Advisory Council has been studying the problem of unemployment in various industries. The Council's latest report suggests that the policy is not having the desired effect.

Economists are divided on the issue. Some argue that the policy has failed to create the jobs it promised, while others believe that it has had a positive impact. However, the overall conclusion is that the policy has not lived up to its promises.

In conclusion, the policy of decentralization is facing significant challenges. The government needs to re-evaluate its approach and consider alternative strategies to create jobs and improve the economy.
BOOM BRINGS
SURGE IN NEW
JOBS, WAGES

Financial Editor

THE economic boom has created tens of thousands of new jobs in industry. It has also resulted in a big increase in salaries and wages paid.

Figures issued by the Department of Salaries show that in the 12 months ended June, the number of people working in mining, construction, manufacturing, power generation and communications rose by 118,974 — an increase of 64 percent — to 2,044,920.

In the same period salaries and wages paid to workers in open sectors increased by 25 percent from KR00,611.00 to KR1,030.00 a month.

The number of people employed in mining rose by 18,770 or 28 percent to 72,979, while the sector's wage bill increased by 35.1 percent from KR133,463,000 a month in June last year to KR185,757,000 in June this year.

MANUFACTURING

In the manufacturing industry, the labour force rose by 140,600 or 12 percent to 1,141,500, while the monthly salary and wage bill rose 29.1 percent from KR449,563,000 to KR573,463,000.

The construction industry took in 13,500 additional workers increasing its labour force by 27 percent to 473,500. Its monthly wage bill rose by 21.9 percent from KR36,630,000 to KR45,120,000.

There were 42,600 people employed in the electricity generating industry in June this year, 2,700 or 6.3 percent more than a year ago. Salaries and wages paid rose by 28.8 percent from KR158,500 to KR209,000 a month.

RAILWAYS

The Railways and Harbours increased its labour force by only 807 in this period to 248,955. However, its wage bill rose by KR60,597,000 or 28.7 percent to KR210,667,000.

The Post Office enlarged its work force by 2,038 or 27 percent to 78,195, while its wage bill rose by 29,1,000,000 or 29.1 percent to KR353,463,000 a month.

The increase in the number of whites employed in all these sectors was 59,025 which brought the total at work to 619,063.

Coloured employment in this period rose by 31,897 to 348,965 and black employment by 27,846 to 1,066,993.

GOVERNMENT

These figures do not include those working for the Government, the retail, wholesale, financial and other service sectors, and those in agriculture.

Also excluded are those working in the "informal" sector which is becoming quite extensive in the black townships.

The controversial unemployment survey conducted by the Department of Statistics put the increase in coloured employment in the 11 months ended June at 28,000 and the increase in the number of blacks at 170,000.

The survey results are based on statistical sampling methods used to measure the rate of unemployment in the Union.
Think tank on jobs

BY CHRIS FREIMOND

Southern Africa Bureau

DURBAN — A top-level conference examining the problem of creating jobs for the future opens at University of Natal in Durban today.

Entitled "Work for the Future", the two-day conference will examine employment possibilities and problems in commerce, industry and agriculture.

Among the speakers will be the Chief Minister of KwaZulu, Chief Gatsha Buthelezi, and the Prime Minister's Economic Advisor, Dr Simon Brand, who will officially open the conference tonight.

Those delivering papers at the conference include KwaZulu's Minister of Agriculture, Chief L.G Dlamini and Professor Gavin Maasdorp, one of the country's top academic economists.
SA pays R100m a year for technology

By Jean Moon

South Africa is a huge net importer of technology. Last year it paid out about R100m for royalties to foreign countries, while the amount it received was probably less than R10m.

John Stomer, president of Licensing Executives' Society, visited South Africa last week and spoke at a symposium in the South African context.

LEG Chapters can be found in 27 countries around the world and there are nearly 4,000 members in total. The South African chapter was set up last year and so far has 40 members.

Members have been drawn from all types of organisations who are concerned with licensing and other forms of technology transfer.

The organisation has affiliated national bodies in the major Western countries and also in Australia, Japan, Korea, India, Mexico and Argentina.

It aims to increase the R2,5m order for ADS Anker Data System knowledge and awareness of the communities in which it functions of the value of technology transfers as a means of promoting industrial development, and to provide a forum for the exchange of views and information about all aspects of technology transfer.

It is an advisor to several international and government bodies and publishes in-depth studies on legal and other topics in its field.

Its international meetings are major attractions to businessmen, lawyers, administrators and teachers with interests in licensing.

After nine months of thorough investigations into the cash register market, OK Hanaa has decided to place its next two year cash register requirements again with ADS Anker Data System.

The order calls for 7,000 MA 1404 and MA 1408 electronic cash registers plus thousand manufactured "power packs" and is reported to be worth about R2,5m.
sors are unwilling to allow staff to be taken off the job for training.

Parrott argues that many school-leavers are "inadequately educated to enable them to be trained by commerce and industry," and that as matters stand over 80% of training is being done by 20% of employers. Furthermore, "at best (immigration) can only provide short-term relief."

The Wishah proposals to create a National Training Board, and the imposition of a general levy on employers for training, will create "understandable problems," but cannot be "brushed aside when no other solution has yet been found."

Until such longer-term measures take effect, there remains the social and economic cost of "frighteningly large numbers of unskilled coming on to the job market every day."

**EMPLOYMENT**

**Bottlenecked**

Expansion in South African commercial and industrial sectors is being bedevilled by pressures on skilled and semi-skilled labour — and there seems no easy way of overcoming the problem. This emerges from Manpower's quarterly Survey of Employment Prospects for October-December 1989.

Of the 1 200 companies surveyed, 20.6% planned to increase their white staffing in the current quarter, and 21.2% their black complement (compared with 19.3% and 19.1% in the last quarter). The major indicated growth sectors were construction (a planned 43.2% increase of white staff, 38.6% black), base metals mining (33.3% white, and black), and electronics and electronic engineering (32%, and 28%).

As Ralph Parrott, Manpower Transvaal and Cape chairman, notes, greater prospects exist for employment in all geographical regions (except the OPS). But these prospects, in a "burgeoning economy" are subject to continuing pressures on "limited resources of skilled and semi-skilled labour."

So while such predictions have hitherto been hailed as indicating improved economic conditions and a return to prosperity, many employers now see them "as signalling further problems for management already caught up in a never-ending spiral of costs on all fronts and, even worse, lost economic opportunities if they fail to find a solution to their manpower shortages."

The shortages are not of skilled managers (one observer puts this shortfall as low as 4%), but mainly of skilled artisans (20%-30%). Many factors indicate a continuing crunch at this level. Parrott notes the following:

- Ruthless poaching of staff is seen as easier than training.
- Personnel are not only changing employers in search of higher wages (at the same, or lower, level of productivity) but are switching comparatively freely from industry to commerce, and
- The current boom means that supervi-
Labour turnover is now alarming, says Minister

By David Brozer, Pretoria Bureau

Labour turnover in South Africa has reached alarming proportions causing unbridled manpower losses, the Minister of Manpower Utilisation, Mr SP Botha, said in Pretoria today.

Mr Botha was addressing a ceremony for black students who qualified for the Personnel Management Diploma of the University of South Africa's School of Business Leadership.

Mr Botha said that turnover, especially in the lower technical operations specifically among operators, was often about 70 percent.

"What is more, these workers usually change jobs after being partially or fully trained and must then be retrained at tremendous cost when employed by other firms," he said.

Mr Botha added that new personnel officers to pay special attention to the health of labour relations.

"It is inevitable that members of different population groups will in the future increasingly have to do the same work and it is essential that this should occur in an atmosphere of harmony," he said.

He told the new personnel officers they had a duty to help ensure that channels of communication between white, and black workers, employers' organisations, trade unions and the State remained open.

"Suspicion and distrust must make room for security, happiness and human dignity for all workers," he said.

Mr Botha also said that special emphasis must be placed on increased productivity and training.
PM gives boost to freeing of jobs

By Sieg Haiba
Labour Editor

Hopes for repeal of the Environment Planning Acts' racial restrictions have received a boost from the Prime Minister's office.

The opinion that such a repeal "should not be put off any longer" was expressed at the latest meeting of the Prime Minister's Economic Advisory Council.

This was disclosed by the Prime Minister, Mr Botha, in a statement issued in Pretoria yesterday.

Mr Botha said the council agreed that everything possible should be done to ease or eliminate physical limitations on economic growth.

The call for the repeal of Section 3 of the Environment Planning Act was made "particularly in view of the high utilisation of existing production capacity and the necessity for the private sector to increase production capacity."

"This step (the repeal) could also help to ease the continuing high unemployment figure in the cities," the Prime Minister said.

But he added that the council took note of "certain presentations which have to be met before the section can be repealed."

On the immigration controversy, the Prime Minister pointed out that immigration could still help to ease bottlenecks resulting from the shortage of trained workers.

The Prime Minister also disclosed that the council singled out areas such as education and training, housing, and community development as directions of preference in the event of increased Government expenditure.
The Rekert proposals on influx control — pegging Section 10 rights to the availability of work and housing — could only overcome the ideological constraints of the past if land will be available and administrative obstruction will be absent for the provision of housing by those who want to provide it at their own expense whether for employees or for themselves.

This gives added significance to experiments in mass low-cost housing (there is a pilot project underway in Natal).

Nattrass spoke on the problem of SA’s reliance — in part because of the local operations of multinationals seeking global economies of scale — on imported technology. Any reduction of this reliance would depend on “the deliberate development of a South African oriented technology” certain to yield very high returns in the form of an increase in the future rate of job creation.” This would require an increased incentive to research, the creation of research and development institutions which would largely finance the public funds “would be available to investigate the particular problems of the private sector” and the possible introduction of a tax on imported capital equipment.

Both Nattrass and O’dowd coupled arguments for decreased or re-emphasised State intervention in the market with calls for an increased planning role for the private sector. O’dowd, in fact, added a rider to the effect that small business could do far more than big conglomerates to reduce unemployment, “and that therefore becomes important to search out and remove those institutions which inhibit the development of small business.

Government restrictions on black entrepreneurs should therefore fall away, and it was logical to have “two companies acts” for companies who could quote on the Stock Exchange with all the provisions to protect shareholders and the other containing only the minimum provisions necessary to protect creditors in the presence of limited liability.”

As much as O’dowd was for the deregulation and re-structure of business and labour legislation, Nattrass was for decentralisation and consultation with the private sector. “Public policy decisions taken in consultation with the private sector are more likely to be based on accurate information and less likely to result in negative government action”.

Future shortage?

Nonetheless, certain projections hold that by 1977 the labour force will be growing at 1.8% a year against a historical rate of labour absorption of 3.25% O’dowd said that if so, these investors acting as if they faced a proper or labour scarcity were probably right.

To back this, he noted that the rate of labour absorption of coloureds and Asians between 1975-1979 was substantially greater than that for Africans and “these people had access to training for most skilled jobs and also a better level of education than the average African”.

The unemployment problem, therefore, really came down to “education and training bottlenecks” and since “capital intensive operations normally have a higher skill content and skilled labour requirement than labour intensive operations factors in the economy which are leading to a more capital intensive form of development is an necessary are also contributing to making the shortage of skilled labour worse”.

A large share of the blame lay with Verwoerd-style apartheid, which if fully implemented would have meant not a situation of between 0.6m-2m unemployed, but between 5m-10m unemployed “depending on definitions” Government adherence to the myth of the reversal of the black influx to urban areas explained why “it is not by accident that the tax system rewards capital investment and penalises employment.”
Reyners blames Govt for jobless

Own Correspondent
Government policy has caused too many workers to be replaced by machines and this trend must be reversed, a labour expert says.

The chairman of the National Labour Commission, Dr H J J Reyners, said that the alarming growth in unemployment in the past decade and simultaneous overcapitalisation were due largely to government measures that had artificially made labour more expensive and scarce and capital too easy to obtain.

Dr Reyners told the department of management studies at the University of Pretoria that South Africa's economic development in the 70s had failed to reduce unemployment and the present problem would remain at least until the end of this decade.

If nothing were done the problem would worsen even with a growth rate of 5 percent in the real Gross National Product the 10.6 percent unemployment of 1977 would rise to 11.3 percent by 1987. More than 80 percent of these unemployed would be black, Dr Reyners said.

Dr Reyners suggested the following remedies:
1. Permitting interest, wages and salaries to level off at a greater extent than at present.
2. Further reductions in job reservation.
3. Adjustment of influx control to the availability of work and housing.
4. Improved employment bureau services.
5. Support for small businesses, which tend to employ more labour than capital.
6. Non-interference in informal businesses such as street vendors, small crafts and shebeens.
7. Public works.
Outcry over 'insults' to blacks

Own Correspondent

WILDERNESS — Tension flared at the US/ALEP symposium at the Wilderness last night with Professor J L Sadie of the University of Stellenbosch accused of insulting blacks.

Prof Sadie, who addressed the international symposium on the sensitive issue of minimum wage levels, was criticised for attributing certain "characteristics to blacks."

His sources were challenged, his analysis of black culture repudiated and his conclusions dismissed as insulting.

"It was not only black South African delegates to the symposium — organised by the US/ALEP Exchange Programme — who joined in the strong reaction to Professor Sadie's speech.

One American delegate, Mr Desau Myers, dismissed some of Prof Sadie's assertions on "social inertia" and said the problem lay not with blacks but with government policy.

In this he was supported by white South African delegates.

At the end of the debate last night Prof Sadie was still arguing with Prof A L Vilakazi of the University of Zululand who said Prof Sadie had insulted blacks in his speech.

Prof Sadie was the second speaker in the evening session devoted to "mobilising human resources."

South Africa's position as an underdeveloped nation was nowhere better illustrated, argued Prof Sadie, than in the composition of its labour force.

Only some 6.6 percent could be classed as executives, 13 percent as skilled and highly skilled, 47 percent as less skilled and 37 percent as unskilled, he said.

While the growth rate of the unskilled work force was 3.1 percent, that of the executive class was only 0.9 percent, and South Africa's problem was how to increase this growth rate, he said.

Education would help a great deal, but "I have been told by many of the chief ministers of black states that they find it impossible to penetrate the veil of the tribal system and overcome the brain drain inherent in the system."

Professor Sadie quoted an unnamed source which alleged that migrant labourers overwhelmingly voted in favour of migrant labour because they said it kept them from their wives.

Mr Willy Buqwa, industrial relations consultant, said: "Some very hurtful things are being said here. You are accusing us of things that are so foreign to our culture, so 'un-black'."
Teachers, police pay rise call

Johannesburg — South Africa would be on its knees within three years unless the salaries of teachers, police and other civil servants were doubled, the deputy chairman of the Manpower 2000 Commission, Mr. Francois Le Riche, warned yesterday.

Addressing a seminar at the Chamber in-service training centre outside Krugersdorp, Mr. Le Riche said the private sector would have to face the prospect of extra taxation if this was to be achieved. But we must not be prepared to pay — the future of our children is at stake. We cannot go on paying graduates the same wages we paid our army assistants.

The minister of Manpower, Mr. Fanie Botha, who attended the seminar with some Witwatersrand MPs said the government now realised it could not solve man-power and training problems without the aid of the private sector.

He said South Africa was in the middle of a training revolution thanks to the new spirit in business and industry.

During a tour of the Chamber Centre, Mr. Botha said that the Centre may be opened to all races and private students in a bid to help ease the Labour shortage.
Fanie Botha to speak in EL on Wednesday

EAST LONDON — The Minister of Manpower Utilisation, Mr S. P. Botha, will visit East London for a few hours on Wednesday. He will arrive in a charter flight at 5 pm on Wednesday evening and return at about 8 pm.

While here, he will attend a cocktail reception and lead a discussion on Manpower 2000 — a project aimed at making leading businessmen and others aware of the manpower situation in South Africa and what the picture will look like in the year 2000.

At the function a regional committee is to be appointed to advance the aims of Manpower 2000 in East London. Similar committees have already been established in other cities around the country.

Mr Botha is chairman of the Manpower 2000 project. He will be accompanied by the vice-chairman, Mr F. le Riche.

A spokesman for the Manpower 2000 office in Johannesburg said yesterday between 200 and 300 people had been invited to attend the function. So far, between 50 and 60 had accepted. Representatives from Transkei and Ciskei, East London businessmen and industrialists, city councillors, educationists, government officials, and trade union leaders were on the guest list, the spokesman said. — DDR

SA imports know-how: 

loth to export?

While South Africa pays vast sums every year for overseas technology, it seems disinclined to create two-way traffic in expertise.

As a young, fast-growing country, South Africa has made substantial developments in recent years, which could be licensed in other industrial countries. At the beginning of the year, Merites Africa, the local partner of Nightingale and Associates of the US, offered private and public bodies engaged in research and development, assistance in spotting overseas organizations or individuals interested in licence or joint venture agreement, but the response was negative.

Executive director of Merites, a company specializing in technology identification, evaluation development and transfer, therefore concluded that leading industrial organizations were not interested in entering into licence agreements overseas.

Upon further investigation, Merites found that there was not a central register on patents available for licensing or joint ventures, nor found cooperation from Government bodies or industrial associates.

Merites points out that any institution or company engaged in the developmentproduction and marketing of a new product needs to know what other parties in other countries have done in the same area of development and production. Much time and money can be wasted in the development of a process or apparatus which is already in existence.

Merites has access to more than 250 computer data bases which can provide on-line data identifying literature and patents which are then analyzed by a team of scientists and engineers to select technologies with potential value in meeting clients' needs.

— Jean Moon
Manpower 2000 in EL

EAST LONDON — Manpower 2000 was launched in East London this week by the Minister of Manpower and chairman of the Manpower 2000 project, Mr Fanie Botha.

Mr Leo Borman, managing director of CDA and immediate past president of the Federated Chamber of Industries, will be the convenor of a Manpower 2000 committee in East London to promote the project in the Ciskei, Transkei and Border.

Speaking to a distinguished audience of leading businessmen, industrialists, educationists and others, Mr Botha said it was not necessary to make a long speech to sell a good product, adding, "and the idea I want to sell to you will benefit all the people of South Africa."

Any country that wanted to progress was dependent on manpower and in just 20 years South Africa could move from being the 16th most important producing country in the world to 10th in the world — if the necessary manpower was trained.

"And all the people of South Africa have a role to play," he said.

It was most important that the private sector and the government sector joined hands in developing all of South Africa's peoples.

"If we can do that we can treble the GDP of our fatherland," he said.

At present there were 5.5 million people working in industry in South Africa. That would grow to 11 million by the end of the century and the right manpower training was essential to meet that need.

The government was prepared to play its part, but could not do it alone. It needed the help of the private sector.

"We need leaders to build a better future for all and when we talk about leaders we are talking about all leaders irrespective of colour.

"We have got to work together for a better South Africa."

"I would like to place on record that I regard Manpower 2000 as the most important movement in South Africa in my lifetime," Mr Botha said.

A short audio-visual presentation outlined four major labour problem areas — the shortage of skilled labour, high unemployment, the need for education and training, and increased productivity to achieve an annualised five per cent growth rate.

Adult education was key to solving these problems and it would be necessary to rationalise and promote vocational guidance and training.

Manpower would have to be developed, utilised and preserved and the ideal was: "For every man job, for every job a man..."

Opening the meeting here, the vice-chairman of Manpower 2000, Mr Francis Le Riche, deputy chairman of Sentrachem, said: "South Africa was beset by many problems and "if we don't wake up we will never achieve the heights we are capable of achieving."

He also announced that Mr Botha is to convene a con
Commerce pledges support

Several hundred business leaders gathered in Johannesburg yesterday to pledge their support for a commercial organisation designed to help meet the manpower crisis.

The Manpower Foundation of Southern Africa will succeed the State-financed Manpower 2000 campaign, due to wind up next year.

The initiative is being taken in response to a call by the Prime Minister — made at a meeting with business leaders last November — for greater commercial involvement in the State’s “total strategy.”

Outlining the aims of the foundation, the chairman of the Anglo American Corporation’s gold- and-radium division, Mr. Dennis Etheridge, said it would not be another training organisation. Instead, it would be a “data bank” co-ordinating commercial initiatives in the manpower field.

“Mr. Etheridge has been a prime mover in the foundation, together with deputy chairman of Manpower 2000 Mr. Francis de Roche and president of the Institute of Personnel Development Mr. Dick Sutton.

The foundation would mobilise commerce to meet its training responsibilities at the lowest cost, and would seek the backing of businessmen of all races,” Mr. Etheridge said.

The meeting unanimously resolved that a feasibility study — carried out by “a small working party of businessmen and women of all races” — be undertaken.
Viljoen: new teaching techniques needed

EAST LONDON - If South Africa were to develop the education of all sections of the community, the manpower needs of the country could be met in the long term, the Minister of National Education, Dr. Gerrit Viljoen said here last night.

Dr. Viljoen was interviewed after addressing a Department of Education dinner here.

He referred to a speech made by the Prime Minister at the 17th Annual Parliamentary Luncheon, Dr. van der Riet, who said that he was sorry that the country was not making the progress he would like to see.

"This is the ideal," he said, "but there are many things, such as training of teachers, needed in the education of black children that are not possible at the present time to plan enough teachers to meet the growth in numbers."

"We are far short of this, and we need to provide education techniques to extend the teaching power of teachers," he said.

In the question of making parents pay for education, including books, he said this would mean a great many more poor children.

"The argument is not that every child must be educated," he said. "But the condition that all children should have complete freedom to choose their future, and that there should be equality among them.

The need was to introduce compulsory education in some black schools, he said. And the one effective way of doing it was to impose compulsory education on all blacks.
10,000

Troopies on job parade this week

By Arnold Kirkby, Pretoria Bureau

More than 10,000 Troopies will be joining the rank and file of civvy street this week and many will be job seeking following their two years of National Service.

Most of the men are already counting the hours and minutes they will have to spend in uniform, before heading home for a dose of mum's cooking and a holiday.

Then the arduous task of job-hunting begins.

There are several alternatives open to the former soldier. A number of associations and publications has been set up to help him choose the best career course.

Throughout the country, there are more than 280 organisations which help returning national servicemen 'to re-adapt to civilian life' - at the cultural, religious and career level.

PROBLEMS

'It has been found that two of the major problems which face demobilised men are readjustment to civilian life and job seeking.'

'In nearly every town and city throughout the country there are association committees. These are run under the wing of the town clerk who, in conjunction with local industry, helps young men find employment.'

'The chairman of the Johannesburg committee for the Reinstatement of National Servicemen, Mr. Henry Holstein, has said, 'there are more job vacancies than men to fill them.'

'This was because of the present boom in the economy.'

'The Department of Manpower Utilisation has set up offices throughout the country to give 'career guidance.' The Johannesburg office is manned by Mr. Posthumus at telephone 23-2171.'

'From January 5, the offices for the Committee for the Reinstatement of National Servicemen will also come into operation. It can be reached at telephone 388-5672.'
Education

About 47 percent of national servicemen have a Junior Certificate of a lower standard of education and we are concerned that the situation where jobs are freely available in the lower income groups cannot last.

All these jobs will ultimately be filled by blacks. It's already happening.

Interviews conducted by a member of the committee with national servicemen revealed that many were interested in furthering their education while undergoing training.

Mr Holley disclosed for the first time that the Defence Force had expressed interest in a proposal initiated by his committee.

The proposal is for an educational facility sponsored by commerce and industry. They are keen because improved education is in everyone's interest.

Correspondence colleges had indicated that they were prepared to offer courses at reduced rates.
Troopies came marching home on Friday.
Ill-educated whites on way out

Argus Correspondent

PRETORIA - Major changes in employment patterns leading to unemployment for poorly educated whites, have been forecast.

The forecast is made in a survey on job advancement published by the South Africa Foundation. It predicts black advancement in lower-level jobs and says this may force many whites into virtual unemployment, especially during cycles of low growth.

Current trends of 'Africanisation' in certain job categories, including farm and forestry workers, fishermen and hunters, transport, production and labouring showed drops in the percentage of white workers from 1951 to 1970.

OTHER SECTORS

The trend is expected to continue into other sectors including building and the lower clerical, sales and service levels.

It is believed that whites squeezed out by the growing Africanisation will be adequately compensated by their employers - but the jobs will be permanently closed to whites.

Wages levels are expected to drop when black compete.

The survey predicts that true job integration will probably never be achieved.

Black unemployment would remain fairly high, and the socio-economic and possibly political ill-effects caused by unemployment would remain for a long time to come.

Unemployment was second highest after the homelands and lowest on farms and in the Orange Free State.

YOUTHFUL.

Far more than half the unemployed were younger than 30.

The report said this did not augur well for stability in urban areas.

Coloured and Asian people were steadily climbing in the public sectors.

Wage gaps were narrower in central Government and slowest in local government jobs and Railways and Harbours.
**Bumper year for wages and bonuses**

By Elizabeth Rouse

SOUTH Africa's workers have never had it so good. Not only will they get a record year-end bonus and pay packet totalling around R1 500 million, but on average their take-home pay will command 20% more next year. South Africa's wage bill is set to climb to R3 500 million next year, up from an estimated R3 800 million plus this year, which constitutes a rise of 20% on 1979's actual remuneration of R2 472 million.

This means that an additional estimated R500 million a month will be pumped into an already overheated economy from salary and wage bills alone, which appear to be heading for the R3 600 million-a-month level in 1981.

Total disposable income, which includes income from property and other assets, is running at R5 547 million for 1980, up from an actual R5 472 million in 1979. A similar rise of 14% can be expected in 1981, if not more, as income from assets is on the upswing.

Top employers agencies expect that the merry-go-round of job-changes will reach a hectic pace early next year as employees take their bonuses cheques and depart for higher salaries and more perks elsewhere.

Some banks paid half-year bonuses to keep staff this year, but few have already approved a 20% across-the-board increase for its staff.

Top executives can name their own price as corporations expand to satisfy the leap in consumer demand amid the most serious labour shortage South Africa has seen.

Middle management executives now take perks such as cars, a 13th cheque and other fringe benefits for granted.

A corporate business manager can command a salary of between R2 100 000 and R2 300 000 a year plus benefits. An engineering marketing manager is being offered anything from R2 100 000 upwards with a car and other fringe benefits, including overseas trips.

A service manager can be hired away for R2 000 000, a share in profits and a car. A site foreman is being offered R2 000 000 and, probably, accommodation.

Engineers and other university-qualified men are chasing diamonds in sparse soil. Industry is trying to alleviate the shortage of technologists by recruiting overseas, offering luxury family housing in addition to high salaries in South Africa.

General staff such as secretaries, computer programmers and artisans, whose salaries have been lagging behind the rise in the consumer price index, can expect to catch up next year, say employment consultants.

An executive-type secretary can earn well above R1 000 a month and skilled artisans are making as much as R2 000 a month.

14.5.4 Costs Associated with Labour

Before filling a vacancy which has a considerable impact on an organisation for one reason or another, every manager needs to weigh up the consequences on the economy.

(i) Do we re-employ? The answer is yes, but will it be for 'job area', and by examining the cost of doing so?

(ii) Who do we employ? Assuming the answer is in the affirmative, the second question is who to employ. And of course at what cost. Is the person employed to fill the vacancy required to be given the level of education and experience needed to perform the task?
Whites are losing privileged jobs protection

BY DOUG KUZMIK

POORLY educated whites can no longer expect to hold onto their jobs because of the colour of their skin.

Uneducated and unskilled whites and blacks have become similar labour forces as far as employers are concerned.

These are the findings of a study on South African job advancement recently compiled by the South Africa Foundation.

The study has found that employers are taking advantage of new attitudes towards black advancement. Africanisation has begun in several job areas and even skilled artisan positions are not being exempt from the process.

"The privileged position of 'white' jobs caused by the denial of competition from other racial groups has caused an adverse effect on white job standards."

"The quality of their work has declined through complacency and job turnover has increased to alarming proportions."

The study said the pressures for change had come from both the state and private industrialists. The trend was towards removal of statutory job reservation and the advancement of black workers.

Mr. Robert Jones, of the University of the Witwatersrand's department of business economics, said in the study that the potential future for Africanisation of jobs was in areas traditionally held by poorly educated whites.

"This includes the whole of the production, transport and labouring work as well as the lower classes of white workers including clerical, sales, or service workers. This involves about 500,000 jobs," Mr. Jones said.

Jobs which were Africanised during the upswing were rarely de-Africanised later.

The argument that whites possessed "natural know-how and skill" which would permanently safeguard their employment was a "complacent, dangerous generalisation."
UNDER 30s

WORST HIT BY

LACK OF JOBS

UNEMPLOYMENT in the non-white population has severely hit workers in the younger age groups. About 59 percent of unemployed coloured people and 62 percent of unemployed blacks are under 30.

A survey compiled by Sanlam's economic research department shows that although employment in the non-agricultural sectors of the economy has increased considerably, there are serious underlying problems in labour.

Department of Statistics figures show that 6.5 percent of economically active blacks were unemployed in August this year, compared with 11.4 percent in November 1977.

A similar decline was evident in the figures for economically active coloured people, with unemployment down from 11.9 percent in July 1978 to 6.6 percent in August this year.

IMBALANCE

In spite of these favourable trends, the structural imbalance in employment of men and women and the 'serious socio-political' implications of the age distribution of the unemployed could lead to deteriorating conditions in the future, the survey says.

Unemployment figures for non-white women more than twice as high as those for men.

Black unemployment showed regional differences.

The highest percentage of unemployed were in the urban areas of the Cape, where 17.4 percent of the labour force were unemployed.

In Natal, the urban area, the figure was 16.3 percent and in the Transvaal, it was 10.2 percent.

Total unemployment throughout the country was 8.7 percent.
MANPOWER - GENERAL.

5/1/81 - 31/12/81
Good job prospects for blacks in Peninsula

Financial Editor

EMPLOYMENT prospects in the Cape Peninsula are brighter for blacks than for whites, a survey conducted by one of the country's biggest private labour bureaux shows.

Manpower Temporary Services reports that while only 14.1 percent of Peninsula firms taking part in the survey planned to hire more white staff, 21.0 percent planned to hire more blacks.

The number of firms in this area planning to take on more whites is far lower than elsewhere in the country.

Of the Natal firms surveyed, 27 percent said they were planning to take on more whites. In the Eastern Cape the number was the same while in Johannesburg it reached 32 percent.

On the other hand only in Johannesburg were more firms — 32 percent — planning to take on blacks than in the Peninsula.

The people who compiled the survey tend to frown on these figures for the Peninsula. They tend to believe the small number of firms looking for additional white staff is an indication that this area is not sharing in the economy boom to the same extent as other areas.

However, those compilers would appear to have overlooked the fact that many skilled coloured people now are employed in jobs in the Peninsula which elsewhere in the country are still exclusively filled by whites.

As a result many employers in the Peninsula employ far fewer whites than is the case elsewhere in the country.

FIELDS

The survey found the greatest number of firms seeking additional white staff were in the fields of banking and insurance (44.1 percent), construction (37.8 percent), civil engineering (34 percent), computers (36.3 percent), electronics (34 percent), the Provinces (31.3 percent), precious metal mining (33.3 percent), base metal mining (90 percent) and vehicle manufacturing (48.6 percent).

Biggest demand for blacks was from companies in the brick pottery and cement field (32.6 percent), construction (40.0 percent), civil engineering (38.6 percent), base metal mining (33.3 percent) and vehicle manufacture (48.2 percent).
W Cape 'missing out on boom'  

Industrial Reports  
Pears that the Western Cape was missing out on the economic boom have so far proved well founded according to the chairman of an employment agency, Mr Ralph Parrott.  
Writing in the latest manpower survey of employment prospects for the first quarter, Mr Parrott said: "With certain distinguished exceptions (mainly individual companies rather than industry sectors) it has so far actually done so." referring to the "considerable concern" that the region might miss the boom altogether.  
The survey, however, showed that almost for the first time, the Cape Province was now trying to join in the demand for more and better-trained people throughout South Africa.  
Mr Parrott did not believe anything that happened last year would make any material difference to the supply of labour this year.  

Immigration  

Voluntary immigration was running at a trickle while recruitment of staff overseas was an expensive, long-term and limited solution.  
Government dispensations continued to clear the way for the more sensible use of black labour but for the most part they could only be expected to resolve some of the difficulties at the lower levels.  
With no immediate solution to the skilled shortage in sight, it was difficult to see how results for 1981 could fail to plateau in most sectors.
30000 new jobs expected from investment spending

By Michael Chester, Financial Editor

More than 30,000 new jobs will be opened to work seekers this year in the wake of an investment spending spree to expand and modernise South African steel mills and factories.

The Steel and Engineering Industries Federation revealed today that new capital investment is expected to soar to R2.0bn-billion by 1986 — bringing the number of new jobs in the pipeline to 165,000.

Dr Errol Drummond, executive director, said the labour force of the companies inside SEIFSA had already been increased by 6.3 percent to R10,000 in the economic boom last year.

But now the industries were poised to boost capital spending as much as one-third to a new record of R3.89-billion in 1981 and still higher peaks over the next four years.

Most engineering sectors were expected to increase production by five percent this year — rising as high as seven to eight percent in factories turning out components for the booming motor industry.

SEIFSA forecast that although the pace of growth in 1981 may not match the eight percent achieved last year at the peak of the boom, consumer demand was expected to remain buoyant and high growth rates were likely to extend well into the 1980s.

Mines and energy-related sectors would enjoy substantial growth, providing more stimulus for the general and heavy engineering sectors.

Dr Drummond said that even if the upswing levelled off during the year, any downswing towards the end of 1981 would be relatively mild and brief.

A final review estimated that the metal and engineering industries increased their combined production by over 11 percent to around R10,000 last year — the best on record.

"The built momentum now achieved will continue throughout 1981, but with some easing in the tempo," said Mr Drummond.
252 Dr A L BORAINT asked the Minister of Co-operation and Development

1 by 4 5 2

How many Black males and females respectively were registered as work-seeking in the White areas of the Republic in each month of 1980?

The MINISTER OF CO-OPERATION
AND DEVELOPMENT

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FEBRUARY 1981

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Note: The above figures represent the actual number of registered work-seekers at the end of each month and are arrived at by bringing forward the figures for registered work-seekers from previous months plus the total of those registered during the month minus the total of those placed in employment during the month.
...
One in four changed jobs last year.

The survey shows that the total cost of hiring, training, and maintaining a workforce in the average manufacturing plant is about $3,000 per employee. This cost is reflected in the higher wages paid to workers in order to attract and retain skilled labor.

In addition, manufacturers report that the cost of labor has increased significantly in recent years. This has led to a decrease in profitability, which in turn has contributed to the political pressure to reduce labor costs. As a result, many American workers are facing economic pressures due to the rise in the cost of living.

The survey also reveals that many workers are concerned about the future of their jobs. This is especially true for those in industries that have been hit hard by globalization and automation. Workers in industries such as manufacturing, agriculture, and construction are particularly vulnerable to these changes.

Despite these challenges, many American workers remain optimistic about the future. They believe that they can adapt to the changing economy and find new opportunities. The survey findings suggest that workers are willing to work hard in order to succeed and improve their lives.
management of companies. The great number of pharmaceutical companies would probably mean that each civil servant in this line of duty would have to serve on several boards, preventing a detailed insight into the company from being gained.

Nastionalisation does not therefore seem to be a useful way of dealing with the problems in the drug industry. (5)

(9.2) Direct Controls on the Private Market:

The view of the proponents of this form of action is that if price and promotion are key problem areas, then these areas must be controlled directly so as to set parameters within which the industry can operate effectively. Other minor areas would also be given attention. (6)

The issue of price control must first be considered. It is suggested that by setting prices not only will the price to the patient be kept low, but by a process of cost-queezing, firms will be forced to reduce unnecessary costs, namely those of promotion. (6)

But this is a very simplistic view. To begin with, a firm that is forced to reduce costs will cut back on those costs with the lowest private return. Because the marginal returns on all types of outlay by firms is presently more or less equal, driven to reduce costs will involve the firm in cutting all types of expenditure, both those seen as "necessary" and "unnecessary" from the social point of view. There can be no presumption that only promotion will be reduced. Innovation and research will also be curtailed.

Inflation is also a major problem as far as drug prices are concerned and therefore attempts to peg the rate of increase of prices are not really needed. The existence of the Voluntary Price Control agreement of 1973 in South Africa has been adhered to because it is not costly for firms to conform to it.

The real problem is to set the price level and in this case just how a single drug should be priced, bearing in mind the relatively high pre- and post-manufacturing costs, is not able to be dictated by arbitrary action.

The attempt to lower prices will result in decreased innovation and supply in the industry.

The excesses of promotion would, according to the type of proposal under discussion, also be controlled directly. (6)

A combination of voluntary codes and policing by a body such as the Medical Council of South Africa, as the Medical Ethics Committee, would be a possibility. A similar body has already been set up in the United States.

But this may not be explicable, as the voluntary of sales force.

The internal committee has been put into place, but is not yet working.

In addition, ability of drug pricing is definitely difficult under the system.

But even if the disseminate is particularly more informed, doctors are not better informed, particularly about the prices and the qualitative comparability of drugs, the market will not be improved markedly by the proposed system.

The real problem is that "market transparency" is not facilitated by the actual nature of the drug industry. And arbitrary controls which affect firms differently are usually clumsy and cannot define for the market what constitutes a "necessary" expenditure. The use of direct market interference cannot overcome the problems in the market.
Once objectives are expressed in terms of measurable indicators programs can be ranked according to their impact on mortality/morbidity parameters and those achieving the largest reductions in those measures are selected. Again, the effect of using indicators systematically to select health interventions and from the purely scientific to epidemiological lines of inquiry, and from collection of data on health outcomes to the design and evaluation of resource allocation programs, can be determined by an analysis of the cost-effectiveness of these indicators.

In the case of a disease or a health hazard, the cost of medical treatment for the disease can be estimated at approximately the decision analyst's level. The medical intervention, mediated by the physician, is one of many decisions that will affect the outcomes of the disease. The decision analyst's role is to reduce the uncertainty that attends this decision to one of many possible outcomes or to the decision maker's level of confidence that the decision is the best choice for the patient.
Companies losing millions through staff turnover

YEiT SOME TOP SECRETARIES

EARN R1 200

FINANCE REPORTER

companies reported that their turnover of white employees was greater than that of Blacks.

Asastic employees were again pinpointed by the survey as the group least likely to change jobs.

The plight of the financial institutions which granted large increases to staff during the past year was also highlighted. Turnover of White salaried staff was one more than 70%; while in one four Black employees in financial institutions changed jobs.

Most companies lost their greatest number of employees in the under-R500 income bracket, and the majority of losses invariably involved employees who had been with companies for less than a year.

This factor tends to illustrate a disturbing shortfall in most companies' selection processes. Millions of runs a year could be saved if, at the outset, the right man or woman for the job is selected.

One major personnel consultancy, Churchill Personnel, says that while the executive placement market is continuing to boom, it is certain to slow down again within the next three months.

Announcing the establishment of a new executive recruitment division, Churchill's MD Colin Christie says there are an extraordinary number of senior personnel -- above R50 000 pa -- "on the move.

"Senior executives are becoming much more assertive in their package demands with a fresh insistence on 'real' money remuneration in anticipation of taxaton of perks," he said.

"Employer companies are forced to meet these demands because of shortages. But we see the reactance, the new employer doesn't.

"Unfortunately, these employees are the people who will be the first to go when, and if, the economy slows down. We are happier placing individuals who are looking for long-term career benefits and security of tenure."

"Chairman's salary guidelines research has spotted mind-boggling increases in super-secretaries' pay. Some senior executive secretaries in the Transvaal are earning R1 200 a month, a salary in line with other female categories such as senior buyers, sales supervisors and even personnel managers.

But this elite group earn at least R500 a month more than their coastal cousins."

New shredding service for secret documents

"Our guidelines are based on up-to-date analysis of 6 000 job offers and job specifications," says Christie.

"We're not saying what people should or should not earn, we're simply reacting to the average of what employers are currently offering and what employees are asking for."

The first guideline, covering women personnel in clerical, personnel, administrative, financial, accounting, sales, marketing, secretarial and machine operator categories, was released on April 11.

During the remainder of 1981, the company will distribute guidelines on categories relating to male personnel and at the end of the year a resume of salaries plus a forecast for 1982, which will act as an aid for New Year increment assessments.

Christie points out that some companies may find their salaries scales vary widely from those of the guideline.

"Having established the degree of variance, however, they will be able to keep peace with the market by regular comparison."

The current Churchill Guideline for female personnel shows an average 42% higher salary in the FWV than coastal areas.

The report notes that an important feature of the current recruitment climate is the shortage of job applicants at all levels and on a large scale.

"Experience in a particular field is now frequently considered acceptable wherever previously only those job applicants with formal qualifications would qualify as candidates."

A UNIQUE shredding centre for the disposal of confidential or secret documents has been established by Waste Paper Collections, one of the companies in the Nampak Group.

The shredding centre is sealed off from the remainder of the Waste Paper Collection's premises and staff are locked into this area when secret documents are being shredded.

Representatives of the companies concerned may observe the shredding and they will.

The shredder, which was borrowed from the UK, for over R7 500, shreds at the rate of "five tons of documents per day."

In this way, much valuable paper has been obtained for recycling by the mills of the Nampak Group.

The service is provided free, including the use of lock-up service and the issue of certificates of destruction to clients using the service.
The demand for money is a result of liquidity being momentary. The demand for money is not an end in itself, but the medium for transactions. 

**MANPOWER REPORT**

**Getting into gear**

"South Africa will not be able to reach its development potential and offer all its people an acceptable standard of living if the country persists in trying to restrict its high-level manpower from the white population group. It is not only the government which endorsed this statement in the National Manpower Commission (NMC) report on high-level manpower, but it also agrees with the commission that the country's economy will deteriorate if this practice continues.

The government, however, does not agree with the commission's recommendations in its White Paper. It believes that high priority should be given to increasing the number of blacks, Indians, and coloureds in high-level jobs. In addition, women should be encouraged to enter the high-level job market.

For this reason there is disappointment among those who have not yet seen an improvement in the job market. The government has reiterated its commitment to a policy of separate facilities for the different race groups, but has indicated a willingness to have a closer look at the existing arrangements. It says the tax question will be considered by the government and the demand for money will need to be kept in balance.

The demand for money is a result of liquidity being momentary. The demand for money is not an end in itself, but the medium for transactions. The government did not simply write these recommendations down; it took a wide range of recommendations aimed at promoting high-level manpower development through better planning, tax concessions, close grants, better educational facilities, and various measures aimed at making the best use of the skills of man.
New job prospects are easing says manpower survey

By SUSAN DALI

As companies cut back on new staff to match reduced number of new employees, an increasing number are planning to cut back on the number of new staff they will employ in the quarter from July to September this year.

This trend is found by Manpower Employment Services' latest quarterly survey of employment prospects.

It indicates some downturn in the rate at which new jobs will be created in the forthcoming three months, although the majority of companies surveyed recorded no intended change in staffing levels.

On a national average, the number remaining the same was a few percentage points higher than last quarter. However, the slow-down in new jobs where it will occur, is to be greatest where black employees are concerned.

The number of companies who will cut down on black staff-intake is up from 34% last quarter to 55% this quarter.

Employment of new white staff will be decreased by 37% of companies compared with only 25% last quarter.

Real levels of employment — which according to recent Volkskas economic review has at least kept pace with population growth — will continue to increase.

Speaking for all population groups, the number of companies planning to increase staff-intake has dropped from over 20% last quarter to 19% this quarter.

This is still greater than the number planning to decrease staff-intake although this has risen from between 2% for whites and 3% for blacks, to 3% for whites and 3% for blacks.

Increases in job opportunities are forecast to be highest in the Transvaal, where the number of companies increasing white staff is higher than the national average at 20.5%, and for blacks is 17%.

The Cape appears set to remain stable but with a higher rate of increase in black job opportunities and a lower rate of increase in white job opportunities.

An analysis of job-growth by commercial and industrial sectors shows that the building (housing) industry will have one of the lowest rates of increase, with 12.5% of companies planning to decrease black-sector employment and 17.5% decreasing black-sector employment.

Taking the same trend, foundries, steel mills, and mechanical engineering, 10.5% companies will cut back on whites, 14.5% on blacks, timber — 3.5% on whites and 4% on blacks, building (construction) — 4.7% on whites, 9% on blacks,

In each of these cases, the percentage cut-back is higher than it was last quarter.

Only two sectors intend a higher rate of employment than last quarter — the paper and publishing, and pharmaceutical sectors.

According to the Volkskas survey, levels of unemployment have been lowered in the past decade among Asians, whites and coloureds, but unemployment among blacks has increased significantly.

This was partly due to a higher rate of population growth among blacks than in other population groups, and partly due to a lower level of education and training for blacks.
Ratio of people in production rising

By Ann Crotty

The economically active sector will make up an over-growing part of the total population and during the next 10 years should be at least 40 percent of the total population, says a recent "Quantplan Perspective" of Pretoria.

During the 1950s, the population increased at an average rate of 2.6 percent; in the 1970s it went up at a rate of 3.1 percent, the newsletter said. From 1980 to 2000 the expected growth rate is put at 2.54 percent.

Only the white population group had already reached the phase of "slow or no growth."

GROWTH

An increase in the total population did not necessarily imply an increase in labour, the newsletter said.

In the 1950s the economically active — those in the production sector — grew at about the same rate as the population. In the 1960s the economically active rose by 3.6 percent, well above the population growth rate. During this period, the sector as a percentage of population increased from 36.2 percent in 1961 to 37.2 percent in 1970. The newsletter said the tendency for the economically active sector to increase faster and to grow in terms of population would continue in the long term.

Various Government programmes and directives are expected to stimulate a better and more suitably trained labour force.

Although labour is an important input in the productive process, growth can only be ensured over the long run if labour and capital expand.

In order to ensure unhampered growth and avoid production bottlenecks, both labour and the capacity to accommodate it should increase.

With a growing total and economically active population the demand for goods and services would not prove deficient.

The newsletter asks, however, if the economy can produce, or find the necessary funds to finance, the investment needed.

A developed economy is often defined in terms of its ability to finance its own savings as the main source of investment funds.

In 1945, gross domestic savings in South Africa was 13 percent of the gross domestic product. It has since increased steadily to 32 percent by 1980. The major part of gross domestic savings stems from the private business sector but personal savings also contribute.

FUNDING

Quantplan expects an ever-increasing flow of savings from these sources.

Since 1945, net foreign capital inflow has played a minor role in the total financing of domestic investment. In 1975 it reached a peak of 6.8 percent of GDP.
Vote of support for new manpower body

By STEVEN FRIEDMAN

A MEETING of about 70 business leaders, homeland government representatives and academics voted in Johannesburg yesterday to back a new business-initiated Manpower Foundation which will seek to co-ordinate efforts to tackle the country's mounting manpower crisis.

The meeting, attended by heads of several major corporations as well as representatives of two trade union bodies, T饺za and Cissu, heard the new foundation's chairman, Mr. Delfin Etheredge of Anglo American Corporation, warn of a growing skilled manpower crisis. He said, "We have got through the last year only by poaching skilled workers from each other or by importing immigrants. These are costly solutions, which can only work in the short-term." He appealed to businessmen to support the foundation which, he said, had the blessing of the Government and would take over from the Government's Manpower 2,000 project.

It's main task would be to co-ordinate training efforts and to boost them without competing with existing organisations. Forty-one participants voted to back the foundation, while another 16 said they would have to consult their organisations before making a decision.

However, Mr. Peter Searle, head of the giant motor company, Volkswagen said he had reservations about the foundation. He had become "disillusioned about co-operation with the Government since the 1979 Carlton conference with the Prime Minister". "I fear this foundation will skirt the real problems. The real problem is white myopia," he said.

The main drawback facing employers was that "our society is unequal".

4/13
SA's growing manpower crisis, has been launched with the support of business leaders, homeland governments and academics.

Anglo American executive director Dennis Etheredge, the foundation's chairman, warned the conference at which the foundation was launched that a looming manpower crunch in SA will be a real constraint on growth. At present, businessmen are meeting their manpower needs through poaching skilled workers from each other and by recruiting immigrants. These are costly solutions which can work only in the short term, he said.

Etheredge emphasised that the foundation will not usurp the role of sectoral or regional bodies. Neither will it involve itself directly in training and other manpower activities. It will rather help in the co-ordination and extension of present activities, identify gaps and stimulate others to fill those gaps. Objectives for the foundation have been drawn up by a pilot committee. They include:

**Skills shortage**

- The co-ordination and stimulation of private sector manpower activities, with particular reference to the skills shortage.
- Ensuring that public sector policies and activities meet the needs of the private sector and to this end working to mutual benefit with state departments, the National Manpower Commission and the proposed National Training Board.
- Working towards peaceful relationships between management and labour.
- Ensuring that the process of manpower development is not confined to urban centres, but is spread across southern Africa, including rural areas, homelands and independent homelands.
- Initiating and supporting programmes of job creation, and
- Supporting the improvement of social conditions which affect worker attitudes and productivity.

Regional committees which have been created in the Manpower 2000 movement will become involved in regional action programmes within the objectives envisaged by the Manpower Foundation.
Failing education system slated

THE South African education system is failing to produce the skilled manpower the country needs for the 80s — creating a situation serious for both whites and blacks.

Spelling this out in an address to the Institute of Personnel Management’s "Second Industrial Revolution" conference in Pretoria yesterday, the head of the Mahopane Technikon, Mr. M J Wynjaab, warned that the state of education was imposing an unacceptable strain on the economy.

Education for blacks had two functions, he said: to raise them from a Third to a First World culture, and then to bring them to the same educational standard as whites.

Prof hits out over clogged varsities

SOUTH African universities were "clogged" with students who should not be there, Professor W L Ruebenbach, of the department of nuclear and applied physics at the University of Stellenbosch, said yesterday.

He was speaking at the "Second Industrial Revolution" conference in Pretoria.

He attacked the country's education system, with its emphasis on research, and its aim of rushing pupils through into universities.

It cost R16 000 for a three-year university course — "and when it begins to cost more to train an electrician or technician than it is something basically wrong with the system," he said.

"The educational system does not meet the needs of a developing country — and that's what South Africa is.

The country was spending about R800 000 a year, while there was a need for 23 000 blacks with the same outdated technical courses.

For instance, at the Omega Bushman base in northern South Africa, Bushman children had a school curriculum the same as that used in the Cape

ECONOMIC stagnation in South Africa is unavoidable if the productive capacities of the black population fail to advance.

This warning was given by Dr. Jan Lombard in Pretoria yesterday in his keynote address to the Institute of Personnel Management conference on "The Second Industrial Revolution."

Dr. Lombard said all evidence pointed overwhelmingly to the need for a revolutionary acceleration in the quality of labour and enterprise among the domestic, mostly black, population.

Economists agreed that in this respect South Africa could become another economic wonder, following the course of West Germany and Japan, he said.

But society was becoming such a major part of its urban and rural economy that the rate of socio-economic advance of that population would be the dominant factor of the overall advance of the system.

Thus, he said, was the central feature of the "Second Industrial Revolution.

A necessary condition for a successful transition to stable growth was the emergence of certain institutional expectations.

These presented no threat to economic, social or political status. However, people's expectations in present day social and economic affairs had become very extremely politicised — "I would say almost despairingly," he said.

"One thing about this is certain. These Third World urban communities in South Africa can no longer be treated as immediate objects of First World public administration," he said.

Black society was increasingly insistent on speaking for itself in the field of economics, as much in social and political affairs.

Rushing to the cities

PRETORIA, Bureau

AT LEAST 85% of South Africa's population will be urbanised by the end of the century, a leading economist Dr. Jan Lombard said in Pretoria yesterday.

Addressing the Institute of Personnel Management conference, Dr. Lombard said the South African population was expected to increase from 28 600 000 in 1980 to at least 43 600 000 in the year 2 000.

The urbanisation trend in the 1970s might have been generated by the path of rural poverty rather than the pulling power of urban prosperity.
'Accept the inevitable'

Government cannot escape the need for a revised policy towards black urbanisation by concentrating on rural development. This warning was voiced by Jill Natrass, Associate Professor of Economics at the University of Natal, when she addressed the Economic Society of South Africa last week.

Future planning, she said, must be based on the assumption that black urbanisation rates will increase significantly over the rest of this century, and that the major relocation of this urbanisation will be around the existing economic centres. She pointed out that:

- While regional development is crucial to the eventual elimination of poverty, it will take time before any significant payoff is obtained from these policies. The main thrust of arguments by Bantu economists of studies published last year is that job creation both in the rural areas and within the homelands has been expensive and totally inadequate when measured against either the growth of the number of poor blacks or any improvements in average living standards within the homelands.

Between 1972 and 1975 the annual increase in the number of job seekers was a choice between working as a migrant or remaining unemployed, averaged 10 per cent. The contribution in quantity terms that the migrant labour system makes to the supply of the modern sector of the economy is significant. Although there are few reliable statistics, it is estimated that the total number of migrant labourers absent from the black rural areas during the 1972 census was between 1,500,000 and 1,600,000 people, and that this figure had been growing by about 5 per cent a year.

This estimate placed the number of migrant men at 63 per cent of economically active African men in 1970. A recent study of the legal African workforce in Durban revealed a similar percentage.

It should be expected that the development of fixed rural propertiesrights in black townships will increase the migrant flow as legal migrants will only be the long-term solution.

A number of studies have shown that the lack of rents has been a major factor in relocating the urbanisation process leading blacks to return to their traditional areas of rural settlement.

Compared with other population groups, there has been a relatively low percentage of urbanisation among blacks in the past for a number of reasons; some economic, some cultural and some political. For the period from 1911 to 1929, the percentage of blacks living in towns only rose from 12.7 to 12.8 per cent.

Urban attraction

Natrass points to studies which show that the proportion of urban centres have for people living in rural areas. The recent increase in illegal rural-urban migration by SA blacks is made quite evident to the need for policymakers to develop a more realistic approach to urbanisation.

- Policies that are designed to improve blacks' lifestyles will only succeed if they significantly improve their access to the labour market.

The need to improve black mobility is not only crucial to the advancement of blacks, but as a result of the growing importance of blacks in the overall labour force is rapidly becoming a pre-requisite for continued economic growth in SA.

The concentration of economic activity in certain areas and policies which have resulted in changes to these regions have resulted in significant differences between their living standards and those of the other race groups.

Natrass says government should accept the increasing levels of black urbanisation that are heading up in and around the existing economic centres as an inevitable component of economic development. In addition, the government should amend its overall strategy for the development of the black areas to make the urbanisation process as painless as possible, while at the same time continuing with development efforts that are being made within the areas supplying the migrants.

She points to research conducted by Charles Simpkins of the SA Labour and Development Research Unit at the University of Cape Town, who argues that the most promising line of attack on black unemployment involves the abolition of labour and residence controls on blacks.

Government accepted the Benso findings and in the past year there have been an increasing number of statements from government spokesmen relating to a change in the direction of government policy away from the economic segmentation of the homelands towards one of regional development across national boundaries.

But Natrass points out that at this stage it is still virtually impossible to assess even the eventual direction the new policy is likely to take.

There is a great deal of merit in Natrass' arguments in favour of revised policy towards black urbanisation. Indeed there is a growing body of evidence which suggests that there is much more room for black urbanisation than government presently believes. However, her arguments in favour of curbing white immigration to SA are debatable.

She pointed to the rising number of white immigrants and conceded that it is possible to make out a short-term case for such immigration on the basis of the need to maintain economic growth. However, they said the time has come for government to accept that continued white immigration militates against black advancement. This should raise a more long-term view of an immigration policy which would be essential if the black city is to be the location of major research and development work in the country.
A gradual downturn in the demand for white employment throughout 1973 is reported in the latest survey of employment prospects by Manpower Employment Services.

It would seem that the freeze in the employment market which took place in 1971 and 1972 in the absence of balance may be returning," says the survey, which finds that companies are now beginning to question and re-assess their recruitment needs. They will have to continue to recruit, they will have to continue to pay high salaries, but the emphasis will be on quality.

The market in which there appeared to be no ceiling for salaries is stabilising. "Where someone has priced himself out of the market, he is now, in many cases, really likely to stay out, at least for some while."

The survey's compilers say that, in theory, the next step for both the public and private sectors should be increased recruitment of black personnel. In practice, however, it is doubtful whether this will happen with any degree of success. "To give access to the black workforce is by no means to stimulate its use because the trained black worker is practically non-existent."

Companies are therefore likely to avoid committing themselves to training for as long as possible if they can find trained white workers, says the survey, which stresses the need for on-the-job training.
Right of appeal and power to order employers to reinstate sacked workers proposed

Industriual Court in draft Bill

Key changes to

The Mail Mercury, Saturday, October 1981

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More jobs the top priority—Horwood

SOUND economic growth remained one of South Africa's highest priorities, the Minister of Finance, Mr. Owen Horwood, said in Cape Town yesterday.

It was estimated that South Africa's population could total about 40 million over the next two decades, said Mr. Horwood, who was opening the SA Championship Wine Show at Goodwood in the Cape.

At the same time the present economically active population of about 10 million would probably increase to 18 million.

Strategy

"By then our economy must have grown to such an extent that it can provide about 400,000 new job opportunities annually. Another estimate is that our average real economic growth rate must be about 5% a year to meet this requirement," Mr. Horwood said.

South Africa would have to follow a strategy which recognized the importance of creating job opportunities.

Although the wine industry was experiencing a surplus of production, the longer term prospects were more favourable, Mr. Horwood said.

With improved production, marketing and packaging methods, the improved quality of the wines and the growing market among blacks, surpluses might become a thing of the past.—SAPA
Bringing the poor into the cities

AN estimated 310 000 job seekers of all races enter the market each year.

In the next 20 years, 7.2 million jobs will have to be created, or 1 400 jobs each working day.

There is a large and growing backlog in housing, insecurity is rife and crime on the increase.

It is against this backdrop that the University of Cape Town Urban Problems Research Unit is looking for a viable approach to the country’s urban problems, encompassing housing, employment, financial organisation and community life.

This crisis has been aggravated by Government policy and has resulted in untold misery for many of South Africa’s people. It will ultimately retard the process of economic growth and development, says Upuru’s Mr Paul Andrew.

‘However, it is no use beating breasts and crying that the policy has failed. The challenge which will be around in the foreseeable future can be met and once South Africans, both black and white, realise the implications of the situation, they will realise it’s a challenge that must be met.

The economic implications are starkly spelled out by Professor David Dewar and Miss Vanessa Watson in a study on unemployment and the informal sector.

It shows that South Africa suffers not only from cyclical unemployment but from structural unemployment which means that unemployment will rise, even in the most favourable economic climate.

Industries are becoming more and more capital intensive partly because firms are dissatisfied with the productivity of their African workers.

This is not surprising when it is considered that more than half the economically active African males had no formal education and a further 36 percent received only primary education.

The effect of this is an increasing substitution of labour by capital. It also limits the introduction of more advanced techniques which require higher levels of skills for their operation. Thus is economic growth lowered and poverty increased.

The cycle of poverty and unemployment has implications for South Africa’s performance on the international market.

Technology

To promote economic self-reliance South Africa has embarked on a process of substituting imported goods by locally produced goods. While this has been successful with consumer goods, imports of intermediate and capital goods have been increasing.

The imports consist primarily of machines and other forms of technology essential for continued growth.

The most important reason for this high level of importation is the inability of local firms to reach sufficient economies of scale to reduce unit costs and enable South African goods to compete with the overseas product.

One reason why firms cannot reach the required scale is because of the low level of local demand, which in turn is a function largely of poverty and inequality of income.

This raises questions as to the strength of the South African export market and its ability to generate foreign exchange.

Inhibited

While local firms’ growth is inhibited by a lack of spending power among the unemployed there is a chronic shortage of labour in some sectors of the economy.

This is the result of restrictions in access to jobs and training on the grounds of race. A 1978 forecast by the Stellenbosch University Unit for Futures Research was that by 1990 the gap between supply and demand for skilled workers (Standard 9 education or better) would be 1 330 000.

‘It is apparent that even if the utmost priority were placed now on education and training the possibility of meeting the country’s demands for skilled manpower is remote at least for the foreseeable future’. 

The continued existence of poverty hinders the salving of unemployment since the poorest areas have the greatest population growth and there is less money to spend on education and more people to employ.

The answer, according to Professor Dewar, is to bring more of the poorest people into the cities where they have the best chance of economic survival and all that goes with it, while at the same time pushing comprehensive rural development strategies.

Having reached this conclusion Upuru has tackled the attendant difficulties of housing a vast influx of people and coping with problems of basic economic survival.
We are wasting human resources, Boraine warns SA

SOUTH Africa had been wasteful of its human resources and its future would depend on how this "invaluable asset" was developed, Dr Alex Boraine, MP for Pinelands, said yesterday.

Addressing the Institute of Cost and Management Accountants at the Wanderers Club, Johannesburg, he said South Africa had to urgently review the priorities black education and training demanded.

"If we total all South Africa's manpower at 10,000,000, then 30% are to be regarded as having no education at all, 36% have primary schooling only, secondary schooling accounts for 31% and diplomas and degrees for 3%.

"Bearing in mind that nearly all skilled occupations require a minimum of Standard 8 education and that professional and managerial posts usually demand matriculation and often diplomas and degrees, we have no more than 20% of our manpower educationally qualified for this work, but many will not have had the training to perform such jobs.

"To make a realistic assessment of the need for quality education for blacks in relation to the country's manpower requirements, changed in the structure of the South African population had to be considered.

"In 1851 the white population was 20.6% of the country's total, but in the year 2000 it will only be 11.2%.

"In contrast, blacks who made up 67.5% of the total population in 1851, will be 78.5% by the year 2000.

"Other factors to take into account were the demand for skills by industry, the demand for work, and the growing inability of rural agricultural areas to support the growing population.

Instability

"It follows that the increased demand for education for blacks, and the rising expectations which will accompany this, will lead to socio-political instability unless such education is available and is accompanied by job opportunities."

Dr Boraine said, new initiatives and methods would have to be explored to meet this growing demand by blacks for education.

A far greater percentage of the gross domestic product would have to be allocated to education, especially black education.

There would have to be a movement away from separate facilities for separate race groups, a rationalisation of exclusive white facilities and a new understanding of formal schooling — Saps.
Cape Province hit by coloured labour drain to the Transvaal

By GORDON KLING

A CONTINUOUS, pronounced drain to the north of one of the Cape Province's most valuable resources, its coloured people, and particularly its coloured people, is quantified in an as yet unpublished sub-committee report of the controversial De Lange investigation into the country's education and manpower needs.

The demography sub-committee report of the Human Sciences Research Council study headed by Professor J F de Lange of the Rand Afrikaans University found the Cape's percentage of South Africa's total population had dropped from 38.7 percent in 1966 to only 23.5 percent last year.

South Africa's migration pattern, according to the sub-committee report, is dominated by two characteristics: "Namely a move to the north and north-east and greater concentrations of especially whites in the large metropolitan areas."

The study found that 97 districts out of 128 in the Cape Province had lost population to the north.

"In terms of absolute numbers, the coloured people decreased in 40 districts of the Cape Province, especially the Karoo and the north-west Cape. It is noticeable that 88 districts in the Transvaal, 38 in the Orange Free State and 36 in Natal experienced absolute increases of coloureds. "It is clear that the coloured population is very mobile and therefore accurate demographic analyses must be made before facilities are provided, especially in the rural parts of the Cape Province. The decrease in the birth rate must also be taken into consideration."

The director of the Cape Chamber of Industries, Mr Jack Ross, described the findings as "very sad. "We appear to be exporting our best resources. I would like to see our human resources become the magnet for development base rather than the material sources in the Transvaal becoming the magnet for drawing them away."

"It is very important that the labour resources we have should be available for our own development. They are generally superior to the rest of the country from an industrial point of view and it would be to our advantage to keep them but obviously one cannot deny people the freedom to move."

Professor Richard van der Ross, rector of the University of the Western Cape and a member of the De Lange Commission, said the migration could be considered a gradual drift to the north rather than a new great trek.

A spokesman for the HSRC said the sub-committee report was expected to be released towards the end of next month.
Industry plea for black housing and education

By PAT SIDLEY
PM told: More black jobs needed

Own Correspondent
DURBAN — Eight top business leaders have sent a letter to the Prime Minister, Mr P W Botha, emphasizing the need for creation of more job opportunities for blacks.

The leaders, who include Mr Chris Saunders, chairman of the giant Tongaat group, and Mr Sam Motsonenyane, president of the National African Chamber of Commerce, have agreed to support the initiative for job creation which resulted from the "Work for the Future" conference held in Durban in September last year.

The leaders have also written to the Minister of Manpower Utilization, Mr Fanie Botha, the chairman of the Manpower Commission, Dr Hannah Reinders, and the Minister of Finance, Mr Owen Horwood.

Threat
The businessmen say in the letter that the continuing high levels of unemployment and under-employment among the black population groups in South Africa, including the independent black states, pose a serious threat to the fabric of South African society.

The long-term survival of the private-enterprise system is also placed in jeopardy, they maintain, since people who are continuously excluded from enjoying the fruits of the system are likely to turn to ideologies that seek to overthrow it.

"We believe that every effort should be made to incorporate as many as possible of those presently excluded into the private-enterprise system," the businessmen write, "the majority will have to seek higher living standards through the medium of wage labour."

Only route
"Job creation offers the only route to success and it is crucially important that the rate of expansion in the economy is as high as is feasible and is accompanied by the rapid expansion of employment opportunities."

The leaders recommend to the government that it appoint a panel of experts to establish the feasibility and effectiveness of the suggestions put forward at the conference.

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