MANPOWER TRAINING

1975

1976
IS U 'n JA-BROER?

Hoeveel werkgewers maak hulle skuldig aan 'n "JA-BROER" beleid ten opsigte van opleiding oor die algemeen en in besonder die opleiding van hul swart werkers?

Kom ons kyk wat sê die leiers en toonaangewende kenners op die gebied van opleiding:

Die (destydse) Minister van Arbeid: (tydens sy openingstoespraak by die Nasionale Konvensie van die Instituut van Personeelbestuur in Augustus 1975.)

SY EDELE MNR. MARAIS VILJOEN:

To defeat inflation and ensure a materially happier life for all, productivity would not only have to match wage levels. It would have to beat them. Increased efficiency in the use of our resources is therefore a matter of the highest priority. It is generally accepted that increased efficiency can be achieved by ... (among other things) - the more efficient training of labour at all levels.

Prof. J.J.N. Cloete (in sy boek Personeeladministrasie 1974 op bladsy 136):

Doelgerigte opleiding is beter vir die moreel en die verkryging van die lojaliteit van die personeellede as om hulle aan huisel oor te laat om met probeer en fouteer hulle weg te probeer vind. - Opleiding - hoe gebrekkelig ookal - sal tog ondergaan word en dit is beter om die opleiding op order as om dit ordeloos te laat verloop.

Dr. D.W. de Beer (Personeelbestuurder: Opleiding en Ontwikkeling van Federale Mynbou):

South Africa cannot at the present stage of its development afford to have so large a proportion of its Non White population working as unskilled workers.
Prof. H.P. Langenhoven en ander skrywers in hul verslag "Die benutting van Nie-blanke arbeid in Suid-Afrika" - 'n Verkenningstudie 1974:

Verder moet baie meer in die bedryf self gedoen word in verband met die opleiding en ontwikkeling van Nie-blanke vir meer gevorderde werk - Sekere opleiding, soos die opleiding van toesighouers om hulle ondergeskiktes te kan oplei en hulle beste samewerkings te verkry, kan egter beter sentraal gedoen word ......

Dit is ons oorwoë mening dat geen regdenkende mens met hierdie kennis sal verskil oor die noodsaaklikheid van opleiding nie, maar —

DAAR IS EGTER HONDERDE WERKGEWERS WAT NIKS DAAR-AAN DOE NI!!

TOG VERWAG HULLE GOEIE WERK, HOË PRODUKTIWITEIT EN ARBEIDSVREDE ——

HULLE NEEM OOK WERKERS TEEN ROOFLONE IN DIENS WAT REEDS OPGELEI IS DEUR ANDER WERKGEWERS.

Dit is die verantwoordelikheid van elke werkgewer, ongeag die grootte van sy organisasie, om toe te sien dat sy werkers ten volle benut word —

DIT IS IN SY EIE BELANG WANT —
DIT IS IN SY WERKER SE BELANG EN
DIT IS IN DIE REPUBLIEK VAN SUID-AFRIKA SE BELANG

Boithusong het reeds bykans 600 swart werkers meer vaardig gemaak vir die werk wat hulle moet doen, maar dit is slegs 'n druppel in die emmer van die miljoene wat nog nie formele opleiding ontvang het nie.

Ons nooi u uit om met ons in verbinding te tree in verband met u opleidingsbehoeftes. Ons sal spesiale aandag aan u versoekte gee en u help om u eie opleidingsbehoeftes te bepaal.

BOITHUSONG verskaf reeds kursusse in:

MESSELWERK  VERKOPE  SKRYNWERK
LOODGIETERSWERK  BEVOORRADING  SKAKELBORDWERK
KOOKKUNS  PLEISTERWERK  SEKRETARIËLEWERK
TOESIHOUDING  MOTORWERKONDERKUNDE  STORE ADMINISTRASIE
ELEKTRIESEWERK  HUISBEDIENDES

Verdere navrae kan gereg word aan:
(Voltooi net die aangehegte kaartjie)

DIE PRINSIPAAL
POSBUS 349
BLOEMFONTEIN
9300
Of skakel Tel. 78466/7
MARK THE SUBJECTS YOU WANT INFORMATION ON: —
MERK DIE VAKKE WAARVOOR BESONDERHEDE VERLANG: —

☐ Bricklaying/Messel
☐ Woodwork/Houtwerk
☐ Plastering/Pleisterwerk
☐ Plumbing/Loodgieterswerk
☐ Motor repair assistant/Moterherstel assistent
☐ Welding/Sweiswerk
☐ Tractor maintenance/Instandhouding van trekkers
☐ Cookery (Chef)/Kookkuns (Sjef)
☐ Supervisors/Toesighouers
☐ Merchandising & Storekeeping/Uitstalling & bevoeging
☐ Salesmanship/Verkoopkuns
☐ Switchboardwork/Skakelbordwerk

1 — 13 weke
1 — 13 weke
1 — 13 weke
1 — 13 weke
4 weke
3 weke
3 weke
6 weke
2 weke
3 dae
8 dae
2 weke

NAME
NAAM
ADDRESS
ADRES
THE BLACK WORKER OF SOUTH AFRICA

G.M.E. LEISTNER
W.J. BREYTTENBACH

PRETORIA
1975
Putco pay up 100 pc in three years

By JULIAN KRAFT

PUTCO, the transport company which operates bus services on the Reef and in Durban for Africans is setting up a formal training scheme mainly geared to training African technical staff.

From next month it is also raising the wages of its 2,684 African employees by 4.50 of them drivers — by an average of 5 per cent.

Since mid-1972, when Putco's drivers on the Reef went on strike over pay, the wages of the company's African labour force has risen by an average of 100 per cent.

Ian Archibald, staff development manager of the company, said a training centre had been set up at its Wynberg workshops plant. Africans will be trained there in mechanical maintenance work.

Training at the centre will begin in about six weeks.

"We are also putting the training of our supervisors, inspectors and clerical staff on a more structured basic and will introduce formal training to supplement the existing on-the-job training," Mr Archibald said.

Putco, which has had a training school for African bus drivers for many years, intends to apply before the middle of this year to have its training courses registered with the Department of Bantu Education, under the new Government industrial training programme.

Employers who run training schemes approved by the department are entitled to tax rebates through which they recoup most of their costs.

Mr Archibald said the company is using a battery of tests for selecting suitable candidates from among its employees for the technical training school. It hopes to have about 40 trainees when the training starts and to increase it to about 50 this year.

African training officers are also being trained.

On wages, Mr Archibald said that since last year the company had introduced twice-yearly wage reviews to ensure that wages were not overtaken by the cost of living.
The greatest danger for SA’s future — and also the greatest challenge — is the fact that it contains poverty in the midst of advanced industrial development. The great majority of the Black population is in a situation similar to that of the typical working-class of Marx, Lenin, Proudhon and Engels.

Dr Wim de Villiers believes this is the only conclusion to be drawn from SA’s pattern of income distribution. In his inaugural lecture last week as an honorary professor at Rand Afrikans University, De Villiers pointed out that though Whites constitute only 17.3% of SA’s population, they receive 70%-76% of the country’s total income.

“The richest 10% of SA’s population, probably without exception White, receives an estimated 58% of total income — compared with the 27% which the richest 10% in the US gets.”

De Villiers says SA’s leadership group has therefore to do four things:

- The wage gap must be narrowed to help remove friction-points in the socio-economic structure.
- The starting point is the acceptance that Black workers must be paid reasonable wages and that the demand and supply argument generally used in connection with Black wages to find moral justification for exploitation does not apply in SA in its absolute sense.”
- It had to be accepted that the fruits of productivity gains must be divided between shareholders and employees, and that the rectifying of the present low level of Black wages must partially come from a lowering of the profitability of the undertaking.
- Special priority must be given, on a national scale, to the training and development of Blacks.

The most important task, says De Villiers, is to train large numbers of Black workers to perform semi-skilled work.

- Opportunities for the advancement of suitably qualified Blacks have to be created “without disturbing sensitive aspects of our socio-political order”.

De Villiers stresses here that the role of Whites as leaders must first be strengthened by ensuring training and development, and Whites have to be got out of unskilled and semi-skilled jobs as far as possible.

“At the same time, Blacks must, as far as possible, be used in traditional spheres of employment.”

He is careful to add, however, that the movement of Blacks into jobs hitherto seen as the prerogative of Whites must not be interpreted as disturbing the existing order: “On the contrary, it represents the alternative to drastic and radical change, and is in reality a reformist process which leaves existing values intact.”

- Opportunities for collective bargaining by Black workers must be created.

Escewing the “socialist” model of a trade union movement, De Villiers says the right option is the recognition by professional management of workers’ basic rights to organisation, negotiation, and — where necessary — to strike.

However, he adds that all three rights must be expressed through workers at plant level and not through an outside organisation such as a trade union.

De Villiers tells the F.M he is opposed to trade unionism “because the trade union movement is used by far-Left socialists as a political tool, and not to improve the worker”.

Collective bargaining rights for workers in individual and separate enterprises would obviate the danger of an “outside body like a trade union” using workers for political purposes.

The sort of changes De Villiers advocates are obviously highly desirable. But whether they can be achieved in the low key way he wants is open to question.

General Mining’s De Villiers . . . reform, not revolution
Boitasepane Trade School

258. Mr. W. H. D. DEACON asked the Minister of Bantu Education:

(a) How many Bantu students are taking a course for trade instructors at the Boitasepane Trade School near Mafeking, (b) what is the duration of this course and (c) how many students qualified as trade instructors at the end of 1971.

The MINISTER OF BANTU EDUCATION:

(a) 17.
(b) 2 years.
(c) 7.
The Sky's The Limit

Government's new skilled training schemes for African workers provide challenging opportunities. It's up to employers to make full use of them.

African Industrial training takes a step forward next week in Bloemfontein. On Monday the Minister of Bantu Administration and Development, Michiel Botha, officially opens the first private in-service skilled training centre for African workers in a "White" area.

Built and equipped at a cost of R250,000 provided by the State on land donated by the Bloemfontein City Council, the centre, called Boithusong ("the place where you can get help") arises out of the proposals of the Van Zyl Interdepartmental committee established in 1972. Until the appointment of the committee government's official standpoint was that it would only provide formal industrial training for Africans in the Bantustans (FM April 19, 1973).

With the reversal of this policy and the introduction (with effect from April 1 last year) of tax allowances for employers who want to train their workers, productivity of African workers is set to make big advances — provided the private sector makes full use of the new opportunities, and provided the registered unions cooperate by opening up more skilled jobs to Africans.

Former Finance Minister Nico Diederichs estimated in his 1974 Budget speech that the tax allowances could mean an annual loss of revenue to the State of R20m once the training schemes really get off the ground.

Three kinds of skilled training for Africans in the common area are now available.

- Private in-service training centres. Boithusong is the first of these, and the second is being built in Sebokeng, the township in the Vanderbijlpark-Vereeniging area. Five more will be built.
Jaap Strydom . . . It's now over to employers

Departmental training centres in African townships. These will offer pre-service manual training to African schoolchildren in subjects like woodwork, mechanical practice, welding, metalwork, plastics, punch-card and computer operating, building and electrical practice.

The subjects will be offered as part of the normal school syllabus from Standard 5 upwards, and may be taken for the Junior Certificate examination. Strydom says the idea is to give the pupils a background in manual dexterity.

He adds that the facilities in these centres (which are attached to ordinary schools) will also be available to employers in the afternoons and evenings for additional subjects. “For example, we can run classes for typists if there is a demand either from an individual company or from a group of employers. From June I we will be lending one of the two Soweto centres to the Business Equipment Association, who will run its own courses,” Strydom adds that a big problem is the “non-existence” of Black instructors.

“Some firms have been doing in-plant training of Black workers for years, but many are only now waking up, because of the tax concessions.”

Firms undertaking in-plant training can claim generous tax allowances (82c in the rand) in respect of the costs thereof. Inland Revenue officials have been addressing meetings in some of the larger cities explaining how the concessions work, and the details were recently published by the National Development and Management Foundation.

The tax concessions are available only once a training scheme has received a certificate of approval from Strydom’s department.

“When a firm submits an application to us, we require full details of what each man will be able to do after training. It’s no use training a man for 10 operations if he is only going to do one.

“We want to make sure that each training scheme achieves what it sets out to achieve. This involves proper job description. In the past training has very often been too vague to be really useful, because some firms never did proper job description. Now they are caught with their pants down.

“We also want to know how firms evaluate their training, and we insist on a certificate being granted to the worker on completion of each training module.”

The procedure which firms must follow is to submit to Strydom’s team of inspectors a detailed training programme. “If we are satisfied with the written details, we carry out an inspection in the factory. We do not register training schemes until we have seen them in operation.”

So far Strydom and his four-man team of inspectors have received about 160 formal applications for registration. Over 100 have been inspected all over the country — in all the main centres,
and as far afield as Palabora, Nelspruit, Richards Bay, Hammarsdale, and Saldahna. More than 50 have been approved and registered.

Strydom points out that in industries like textiles, canning, and chemicals the eight in-service training centres will not provide all the expensive machinery on which the workers must be trained. So the tax-concession scheme is the one which these and other industries with heavy equipment should use.

"The sky's the limit," says Strydom. Of course, the big problem of the jobs colour bar remains, and it's up to the private sector to negotiate agreements on Black job advancement with the registered trade unions.
College set up for Black technicians

By comparison with 32,000 Blacks the South African Railways have trained so far, the Post Office has trained a rather paltry 131 to do skilled jobs.

Before any unwarranted conclusions are arrived at, when comparing these two figures, it must be pointed out that all the Black people trained so far by the Post Office are now-highly skilled men — telephone electricians — while the Railways includes in its 32,000 people, those who have been trained as lift-truck operators and similar.

What cannot be denied, however, is that the Railways faced up to the situation that only the use of Black skilled labour could overcome its manpower problems very much earlier than the Post Office did.

This fault cannot be attributed to the public servants who run the Post Office. It is now history that when Ben Schoeman, the former Minister of Railways, first made it quite clear that he was training Blacks to do skilled jobs, Dr Albert Herszog could see no reason why he should follow suit.

Replying to a question in the House of Assembly during March, Marius Viljoen, the present Minister of Posts and Telephones, said that at the end of 1973 there was a backlog of 84,249 telephones, and this grew to a backlog of 88,696 at the end of last year.

Reasons for this were, he said, "an unprecedented demand for telephones generated by the country's growth rate; a continuous increase in the standard of living in South Africa; which made possible for more people to be able to afford telephones; an abnormally high incidence of telephone transfers; insufficient capital in earlier years to enlarge the telephone network adequately; and an acute shortage of trained technical staff."

In spite of the shortage of staff, he told the House, in the seven years that ended on March 31, this year, R88.3 million had been spent on improving the country's telecommunication network, and that during this financial year — ending on March 31, 1976 — the Post Office will spend another R183 million on the improvement of the network.

This is a rate of nearly R500,000 a day, including Sundays.

To spend money at that rate advantageously on something as complex as a telecommunication network the Post Office needs a large number of highly trained technical people.

When he delivered his Post Office Appropriation Bill in the House of Assembly in March, the Minister said that "at the moment, there is a shortage of 2,600 trained units on the technical and semi-technical levels. This represents approximately 21 per cent of the total requirement."

In other words, instead of having something like 12,600 technicians of varying standards, the Post Office has about 10,400.

What is being done to make up this shortfall? The answer is that a start has been made with training sufficient technicians, and that the Post Office is still recruiting technicians and people willing to be trained as technicians from overseas.

It now has a total of 830 immigrants working as technicians. Of them, 213 were recruited last year.

It is also trying to recruit Africans with sufficiently high school-leaving standards to train as telephone electricians and telephone technicians.

"But the bigger subject is that they must have passed Matric with a high enough standard in mathematics and science to be trained as telephone technicians which, incidentally, is the top of the tree," Chris Gouws, Deputy Postmaster-General Telecommunications, told us.

"We started training Blacks for advanced duties in 1971, and so far 131 have completed their training, and are in service with us as telephone electricians."

"We started training Blacks as telephone technicians only last year, and so far 44 have successfully completed their first-year course. We hope to recruit at least 50 this year, but they must have — mathematics and science in their Matric papers."

To overcome its shortage of technically qualified people the Post Office has also built, and is now operating, one of the most advanced technical colleges in the Southern Hemisphere, at Olifantsfontein.

In theory, the production of this college, and other training facilities run by the Post Office, should make up the shortage in a few years.

According to figures published in the last annual report of the Postmaster-General, there were 1,574 telephone technicians and 2,870 telephone electricians in training, but there was also an erosion factor --- 142 technicians, 425 telephone electricians, and 490 partly trained people resigned from the service.

Many of them, Mr Gouws said, were enticed away by "the short-term benefits offered by the country's emerging television industry."

"1977"
Training for non-White professional engineers

269. Mr. H. E. J. VAN Rensburg asked the Minister of National Education:

At which universities and colleges for Whites can Coloured, Indians and Africans receive training as professional engineers.

The MINISTER OF NATIONAL EDUCATION:

At universities offering such training and which are prepared to enrol them and on condition that they comply with the provisions of sections 31 and 32 of the Extension of University Education Act 1959 (Act 45 of 1959) Colleges do not provide such training.
New Black training centre open

Labour Reporter
A massive Government drive to ensure prosperity and security for South Africa reached a milestone today with the opening of the first private industrial training centre in Bloemfontein.

The centre has been launched by White initiatives, with heavy Government backing, in the realization that:

- South Africa cannot maintain a healthy economic growth rate without relying on skilled Black labour.
- Black wages must continue to rise substantially and cannot do so indefinitely without improving Black productivity.

CONCESSIONS
The first phase of the crash programme to train Black workers involves the Government's commitment to:

- Grant tax concessions amounting to an 82 percent subsidy of basic training costs entered into by private employers.
- Put down R100,000 to build and R50,000 to equip each of eight private training centres of which Beith's is the first to come into operation.

LEVI
- Build and equip eight "departmental" training centres at which Black children received industrial training as part of their school education. Three of these centres are now in operation.

Organized commerce and industry bears the running costs of private centres such as Beith's.

The required sum — perhaps R60,000 for the first year of full operation at one centre — is expected to be raised by way of a levy imposed by legislation (still being formulated) on employers availing themselves of the centres.

Mr. Fransie van Kruysenburg, chairman of the board controlling the Bloemfontein centre, announced today that training in welding and plumbing at the centre began two weeks ago.

Within three weeks courses are to be introduced for the training of waiters, cooks and semi-skilled workers in the motor industry.

After the opening for the engineering, woodworking and building industry are to undergo training.
The Minister of Labour:

In the building industry in South Africa, many Black workers have completed apprenticeships and qualified as artisans. How many Black workers have completed apprenticeships and qualified as artisans in the building industry in South Africa? 333

Mr. G. S. Patiello asked the

Minister of Labour:

In 1975, 80 apprentices in the building industry in South Africa.

24 April 1975

H. M. D. A. D.
RETRAINING OF WHITE WORKERS

The Prime Minister’s Economic Advisory Council has established an interdepartmental committee to investigate the training and retraining of semi-skilled Whites, Coloureds and Asians. This is a necessary step because of possible replacement of workers of these race groups by Black workers. Furthermore, the training of Black workers for different levels of skills has during the last three years been given a boost as a result of recommendations from a similar committee set up three years ago. The recommendations of that committee resulted in the building of training centres in Black areas and tax concessions to companies who incurred training costs for their Black employers.

Mr. Arthur Grobbelaar, General Secretary of the Trade Union Council of S.A. (TUCSA), welcomed these plans. He said, “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.” He said that if some Whites could not be retrained then they should be retired at an early age and given some form of compensation.

Mr. Wally Grobbelaar, General Secretary of the Confederation of Labour and of the Artisan Staff Association, said that on the Railways this problem was being attended to. However, in other employment sectors it was neglected. He pointed out that it was the operator who had learned only one job who was most seriously threatened. He suggested that another 8 training centres, one for each industrial area, be established.
By TRISH BARRY

VOLUNTARY training schemes at Vaal Reefs are receiving enthusiastic support from Black miners, according to the personnel officer in charge of training.

The scheme, which enables those miners who are not selected for further training, to learn new mining skills, has been operating for about three or four months.

While selected miners are trained during company time, the voluntary trainees are trained after they come off shifts. Of about 600 miners receiving further training at one of the centres, 300 are volunteers.

Clearly the scheme has a great deal of merit, as miners who have initiative but cannot be accommodated during the normal training hours, have the opportunity to advance.

It would seem that the scheme has far-reaching implications, as education and training of the unskilled workers in this country is vital for real economic growth.

Certainly, training in mining techniques means that the workers' usefulness tends to be limited to the sector of industry, but the mines do another important job in teaching people to communicate.

With people from all over Southern Africa, speaking several different dialects, the mines' first task is to teach them all the lingua franca of the mine's lanaka. This is sufficient for the mines' needs, but they have introduced classes, again voluntary, in English, Afrikaans and arithmetic up to Standard Six.

This would seem to be the sort of educational programme that has tremendous value for South Africa. Firstly because of the numbers of people that the mines can reach and, secondly, because of the potential labour force that is created for industry.

Obviously, the miners' intention is not to train recruits for industry, but once a man can communicate, he can enter the industrial labour market if he wishes.

Mining, of course, becomes a more attractive proposition with increases in the minimum wage levels, and Vaal Reefs has a return rate of about 75 per cent among its contract workers.

But wages are not the most important feature in improving the conditions of miners.

In a report in Optima on the policies and objectives of Anglo American, at the time when wages were undergoing a major revision, Mr Harry Oppenheimer said:

"Correctly, minimum wages received first attention. It is important to appreciate, however, that better minimum wages are far from being the only, or perhaps even the most important, aspect of advancement. In the short term the scope for improving real standards of living through increased minimum wages is strictly limited."

Real advances will only be achieved as the economy progresses to a capital-intensive economy. He points out that this cannot be achieved immediately, but "requires a massive investment in education and training of all kinds."
many operatives were trained during 1974;
(2) (a) at which centres have schools
been established to offer general pre-
employment training for industrial
workers to be employed in bantustan
areas and/or for growth points in the
hOMELANDs, (b) what courses of
training are available and (c) how
many workers were trained in 1974;
(3) at which urban centres are (a) de-
partmental and (b) private industrial
manual training centres now in
operation.

The MINISTER OF BANTU EDUCA-
TION:

(1) (a) and (b)

Place
Babelegi
Isithebe
Umtshini
Mlanzane
Ezikhethi

Government ad hoc—Industrial Schools
Courses jointly offered
Manual Arc and Oxy-Acetylene
Gas Welding
General Woodwork and Machining
Bricklaying
Metalwork and Plumbing

Factory ad hoc Border Industrial Schools

Industry

place

Vega Ltd.
Huleks Aluminium
Mooi River Textile Ltd.
Xhosa Border Industry
G. H. Smethale (S. A.) (Pty.) Ltd.
Berkley Ind. (S. A.) Ltd.
Bunyip Semi-conductors Flooring
Keksa Textiles Ltd.
Scottish Cables (S. A.) Ltd.
H. J. Bemboesberg (Pty.) Ltd.
Sprungbok Clothing Manuf. (Pty.) Ltd.
Donalp (S. A.) Ltd.
Nodchomec
Johnson and Johnson (Pty.) Ltd.
Wilson Ross Street (Pty.) Ltd.
Lycett Ltd.
Pan Textured Yarns

Where sited
Newcastle
Pietermaritzburg
Mooi River
East London
East London
East London
East London
Hammersdale
Hammersdale
Babelegi

Courses in respect of
Clothing
Aluminium
Textile
Clothing
Batteries
Stockings
Floor tiles
Spinning, weaving and winding
Electrical cables
Clothing

(c) Government ad hoc Industrial
Schools: 1146.
Factory ad hoc Border Indus-
trial Schools: 2996.

(2) (b) Mabopane.
Soshangwe.
Mlanzane (not in operation
yet).

(b) Orientation courses in Manual
Arc and Oxy-Acetylene Gas
Welding, Woodwork and Ma-
chining, Bricklaying, and Met-
work and Plumbing.

ci 183.

(3) (a) Orlando.
Molapo.
Soshangwe.

(b) Bloemfontein.
WEDNESDAY, 30 APRIL 1975

† Indicates translated version.

For written reply:

Expenditure per White pupil in special/industrial/reform schools

280. Dr. F. VAN Z. SLABBERT asked the Minister of National Education:

(1) What was the expenditure per White pupil in (a) special schools, (b) schools of industries and (c) reform schools under his Department in the year ended 31 March 1974?

(2) What was the total enrolment of pupils in (a) special schools, (b) schools of industries and (c) reform schools in 1974.

The MINISTER OF NATIONAL EDUCATION:

(1) (a), (b) and (c) My reply to question No. 8 dated 29 September 1974 contains this information.

(2) (a) 3 899.

(b) 2 141.

(c) 168.
Training to achieve planned growth rate

JOHANNESBURG — Scores of thousands of men and women, white and black, will have to be trained or retrained before 1980 if South Africa’s planned growth rate is to be achieved, according to analyses made by the Institute of Personnel Management.

"We see this as the greatest challenge facing the South African economy — more important than inflation or liquidity strains," the Institute’s director, Mr Dave Jackson, said here.

To provide some of the answers to the problem, the Institute has invited Dr Robert F. Mager, who is acknowledged as one of the world’s leading exponents of training methods to lead the Institute’s national convention in August under the general theme, the training challenge.

Dr Mager was responsible for establishing behavioural research laboratories for two large American corporations, conducting research in learning and the development of individualized instructional systems.

Subsequently he was responsible for finding solutions to training problems in six European countries.

He is now a consultant, and is associated with the Aerospace Education Foundation, Washington, and the American Institute for Research, California.

"One example of his technique," said Mr Jackson, "led to the training period for one particular skill being reduced from an original two weeks to seven minutes."

The training challenge convention is arranged so that all delegates will attend general sessions, but will attend one of four sub-programmes of selective interest — organisation and management development, supervision training, skill training in commerce, or skill training in industry. — DDC.
RAIL COLLEGE FOR BLACKS

A training college for Black railwaymen, comparable to the large training complex at Eselen Park, south of Pretoria, for White railwaymen, is planned by South African Railways.

The men will be trained as artisan's assistants, carriage and wagon assistants, train marshalls, trackmen, coalmen, ticket collectors, barrier attendants, and office clerks. Training will also be given to tallymen and sorters for railway duty at South African ports.

Train marshalls have been trained at the Eselen Park centre since 1970. The spokesman said that 3,784 Blacks had undergone training, and were posted to 60 shunting yards. A further 107 men are being trained at the centre.

A decision on the site of the college for Black railwaymen had not yet been taken.
Pietermaritzburg area/Edendale: Training of Bantu electrical technicians/apprentices

*11. Mr. G. W. MILLS asked the Minister of Bantu Education:

(1) Whether facilities for the training of Bantu electrical technicians or electrical apprentices existed in (a) the Pietermaritzburg area and (b) Edendale; if so,

(2) whether these facilities are still being provided; if not, why not.

The DEPUTY MINISTER OF BANTU AFFAIRS:

(1) (a) No, except for the course offered at Edendale. Edendale is situated near Pietermaritzburg.

(b) Yes, an Electrician's and Wiremen's Course.

(2) Yes.
284. Mr. L. E. WOOD asked the Minister of Bantu Education:

(a) How many (a) Departmental and (b) private industrial training centres (b) have been established and (ii) are planned?

(b) Where are the existing training centres situated and (ii) how many students can be accommodated at each?

(a) When will the planned centres be operational, (b) where will they be situated and (ii) how many students will be accommodated at them?

What courses (a) are and (b) will be offered at these centres.

The MINISTER OF BANTU EDUCATION:

(a) 1

(b) 3 1

(c) 5 7

(a) Departmental Industrial Training Centres
Orlando—Johannesburg
Molapo—Soweto, Johannesburg
Sebokeng—Vereniging.

Private Industrial Training Centres
Bloomfontein.

These four centres are already functioning.

(b) When in full operation approximately 3,000 persons per year can be trained at each centre.

(c) (a) Departmental Centres
It is expected that the centre at Kaeleheong (Natal) will be operational by August 1975 and the other four during 1976.

(b) Private Centres
It is expected that three will be operational by August 1975 and the other four during 1976.

(b) Departmental Centres

Private Centres
Vereniging, Krugersdorp, Benoni, Pretoria, Port Elizabeth, Pinetown, Potchefstroom.

(c) Up to 3,000 persons per centre per year.

Private Centres

Courses may be offered inter alia in

Motor and Machine Maintenance and Service
Fork Lift Operating
Machine Dismantling
Sewing Machine Operating
Basic Mechanical Practice
Woodwork and Machining
Saw Painting and Polishing
Basic Electrical Work
Laboratory Work
Punch Card and Computer Work

Also other courses to be determined mainly by the interested industrialists themselves.

Industrial courses are offered in

Woodwork
Welding
Brickwork
Mechanical Practice
Electrical Work
Plan to boost growth and beat inflation

Panle Kruger
Industrial Editor

As two-pronged and comprehensive plan to foster economic growth and counter inflation through an all-out training and productivity drive, has been put to the Government by the National Development and Management Foundation.

Final touches to the proposals were recently put by the 60-member board of trustees of the NDMF, which is representative of the top echelons of the economic and administrative life of the country.

Some of the proposals have already been accepted, including the thinking behind the move, the president of the foundation, the recent findings of the Stellenbosch Bureau of Economic Research on growth expectations is "disquieting."

He stressed that inadequate growth will result in unemployment or underemployment of the vast labour force.

"Fiscal" and monetary measures must play their part in curbing inflation but in the present environment, these tools will merely bear on the effects of inflation, and so would price and wage curbs.

Fresh approaches are needed.

UNIQUE

In the light of this, the NDMF trustees have taken a more fundamental approach aimed at overall increases of labour productivity and the use of plant, transport and other production facilities.

"South Africa is in a unique position to fight inflation in view of some considerable under-utilization of resources," Mr. Beck said. Better use of labour requires systematic and planned advancement, adequate training and meaningful motivation and communication.

"By the nature of its activities the NDMF is advising on and providing the management tools for these objectives," he said.

"Business organisations that have systematically applied available techniques and approaches have in many cases achieved startling results, leading to improved remuneration and job satisfaction for workers of all race groups, and a reduction of costs."

Such approaches and measures must be applied over the entire spectrum in the economy. Just as in wartime, everyone must contribute to more effective work performance.

Everybody must be involved in the fight against inflation — housewives, businessmen, workers, farmers, and officials, and the way to do this is to have a co-ordinated campaign operating at all levels. In this effective labour use, productivity, anti-waste action and intelligent spending all play a part.

"The objective," says Mr. Beck, "is peaceful progress, not only in our own country but in Southern Africa."

Mr. W. F. de la H. Beck, president of the NDMF: "... the country must have a co-ordinated anti-inflation and productivity campaign at all levels."

Mr. W. F. de la H. Beck said the foundation is committed to two related matters— the systematic uplifting of workers of all races—under the programme "Operation Progress," and the promotion of effective measures against inflation.

The proposals submitted to the authorities are the result of intensive research.

Mr. Beck, who is also chairman of the Mobil group of companies, said, "It is imperative and urgent that all stops be pulled out to ensure adequate growth while keeping inflation in check."

Mr. Beck said adding that
Training centre opens for Coloureds

ABOUT 350 of the Rand’s top industrialists will be among the guests at the opening of the technical training centre at St. Anthony’s in Belgravia tomorrow afternoon.

The main speakers will be Mr. Harry Oppenheimer, Mr. Sonny Levy, chairman of the Coloured People’s Representative Council, and Mr. Peter Loven, managing director of Standard Telephones and Cables.

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

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

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

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

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

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

Kempton Park

CITY COUNCIL

Kempton Park appears unlikely not happy about the way the Department of Transport refers to Jan Smuts Airport.

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

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

A recent decision taken by the council states in part: “that the council does not regard it as desirable for overseas visitors to be confronted on their arrival in South Africa by collection boxes.”
Learning is the keystone

East Rand Bureau

Mr. Harry Oppenheimer yesterday unveiled the plaque of a technical educational block at St. Anthony's Cultural Centre at Reiger Park Coloured Township, Boksburg.

Training at the centre will be aimed to meet the specific needs of local industry.

Opening the centre Mr. Oppenheimer said this project could become a polytechnic on the East Rand.

He said South Africa could not develop by sing masses of unskilled labour, but that the vast natural potential of the country lay in its unused human resources.

IMPORTANT

"Unused because it has not been able to get the right training," said Mr. Oppenheimer.

St. Anthony's was tackling the most important problem facing South Africa at the moment by providing the training necessary.

Mr. Oppenheimer's ideas were enlarged upon by Mr. Sonny Leon, chairman of the Coloured Representative Council, who said, "Education is the keystone for upgrading the social and economic standing of the Coloured people in the country."

Mr. Leon said education would affect the quality of the Coloured labour force entering the market and lead to less waste of manpower.

However, he said, the extension of education would put the traditional colour bar under more and more pressure. He said the social and labour problems of Coloureds were related to their socio-economic position.

Mr. Leon saw the solution in compulsory education and the training and discipline of post-school youth.
Textile men gear up for training

Labour Reporter

The South African textile industry — still fighting the "dumping" crisis which put 10,000 out of work — is gearing itself for a big training programme.

So far there has been no training to speak of in this industry which represents an investment of R500 million and employs 100,000 people.

Now it has become clear that, unless something is done, the industry's competitiveness and the quality of its output will suffer, says Mr S Shlagman, vice president of the Federated Chamber of Industries.

EXPERTS

He was one of several experts who acquainted the Press with the background and aims of a textile training conference to be held in Johannesburg on June 5 and 6.

Mr Shlagman described it as a unique "bootstraps" operation arranged by the industry to help itself.

The industry had a great growth potential, and since nine out of every 10 textile workers were Blacks, Coloureds or Indians, these were the people likely to benefit.

In addition, training would eliminate the lack of skill which held back pay.

Mr Shlagman believed training programmes could take advantage of the tax concessions instituted for Black industrial training. He also foresaw the feasibility of textile training at colleges for advanced technical education.

Mr Adam Klein, Transvaal branch secretary of the National Industrial Textile Workers' Union, welcomed the initiative taken by the Council for Scientific and Industrial Research in organising the conference.

"The Transvaal clothing college, equally financed by employers and workers, shows the workers' concern for training," Mr Klein said.
PO pins hopes on skilled Blacks

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

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

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

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

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

"Why must we train for the private sector? Why should they be allowed to lure staff away - staff trained at the taxpayers' expense - and make use of a basic national service?"

Mr. Rive asked.

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

The first of the two African industrial training colleges planned for the Reef will open its doors within the next two months.

The college, Chamdor Training Centre near Roodepoort, will initially concentrate on providing training for African workers in the motor industry. Initial organisation and preliminary financing of the centre is being supplied largely by the Motor Industry Employers Association.

The centre's principal will be Mr George Tabor, who for the last 20 years has headed the Soweto Vocational Training Centre which earlier this year was renamed after him.

**REPAIR**

In an interview yesterday Mr Tabor said the centre would train African repair shop assistants and body shop assistants — artisan sides in the garage and panel-beating trades respectively — and business machine maintenance operators.

Training would diversify as employers in other spheres became interested, he said.

The centre has been set up in terms of the Van Zyl Commission recommendations, which provide for the Government to contribute up to R250,000 to provide buildings and equipment for each of eight training centres in White areas throughout the Republic, and allow an 82c in the rand tax deduction for industrialists participating in the training schemes.

The only one of the eight centres to have opened so far is that in Bloemfontein. The Reef's second proposed school, at Benoni, has been delayed by siting hitches.

The Benoni centre is being promoted mainly by the civil engineering industry, and will concentrate on training engineering workmen — such as steel fixers, carpenters and fitters — and on providing instructor training for employees from other industries to apply within their own factories.

In all of the new training centres, courses will be offered under the scope of job reservation legislation and industrial agreements.

The policy of the Benoni centre, says Mr Reg Skiasnos, chairman of the governing body, will be broadly to provide training as requested by employers.

It would be impossible for the centre itself to know of every job reservation in every industry; so industrialists will be expected to establish the type of jobs which will and their relationships with the White trade unions will permit to be extended to Africans.

In the civil engineering industry, few jobs are barred to Africans.

In the motor industry a strictly defined agreement between employers and unions recently permitted African advancement to artisan side level.

Sources close to the industry expect further advances will soon become possible as a result of the still desperate shortage of White artisans.
GO-AHEAD SOON FOR BLACK LABOUR TRAINING

LEGISLATION due to be tabled in Parliament within the next few weeks will put the bomb under the training of Black labour in White areas or buffer zones regions — to help solve the growing manpower shortage in industry.

Primarily, the new law will give the go-ahead to Black labour training centres and at least three are expected to be in full operation by the end of September — 18 months after the Government first announced it would subsidise the training of Blacks to higher skilled jobs and undertake the training in White industrial areas.

In Natal, the first training centre is to be established at Pietermaritzburg and with the completion of basic site work, the builders of the classrooms and workshops are ready to move in.

Schools

But, so far, a date for the actual start of operations has not been set.

Front runner in the race to give better industrial education to Black workers is the Witwatersrand, Pretoria, Vaal-Triangle complex, where four schools are to be established. The first, at Krugersdorp, to serve Johannesburg and the West Rand, is due to open on August 4 and the second, at Sebokeng near Vereeniging — Vanderbijlpark is due to come on stream in September.

The pioneer training centre at Bloemfontein is in full operation, but has run into problems because its syllabus does not comply with all the provisions of the new draft legislation.

And therein lies the rub of Black training. What to teach to serve as wide a field of industry as possible? What may, be taught without infringing trade union demands? How great a role should commercial training play in the syllabi?

The co-ordinating committee on Black training, which represents both manufacturing industry and commerce, has drafted basic rules, but in terms of the legislation each area has the right to determine what is required and, therefore, what lessons should be applied.

At Sebokeng, the emphasis is on welding, both gas and arc. At Krugersdorp it is to be an automobile body shop repair work and service of office machinery. All other areas in the Transvaal and Free State require a conglomerate syllabus.

In the first year of operation, the Pietermaritzburg and Port Elizabeth training centres will put the emphasis on civil engineering and construction jobs, since these organisations are putting up the bulk of the money needed to cover running expenses.

Most of the existing confusion surrounding proposed training centres is likely to be cleared up by the new legislation, but all are set to run into money problems because, though, the law provides for a levy on each branch of industry and commerce, the payment is voluntary.

And some employers fail to realise the cost of maintaining a training centre is tax deductible, so that an investment of 10c in the training of a skilled Black worker actually costs only 1c.

Top industrialists want the training schemes to be pushed ahead as fast as possible. So does the Government. But those charged with getting the scheme off the ground find that communication is behind demand.
'Whites must make way for Blacks'

Labour Report

The 189 000 member White Confederation of Labour has 'accepted the principle that some Whites must make way for Blacks on the labour front in the face of economic realities." Mr Grobler welcomed the news that the Government was considering the establishment of an artisan training centre, such as that at Wellington, Cape Town, which provides crack courses for miners.

Mr Grobler said the Government had promised facilities for the training and retraining of unskilled or semiskilled White workers who are displaced by Blacks. The White Grobler, the confederation's secretary and first president, was speaking after the confederation's quarterly executive.

Blacks threatening White jobs, says union leader

Staff Reporter

THE POWERFUL Right wing SA Confederation of Labour fears growing unemployment among unskilled Whites because of the number of Blacks being employed in industry. Mr A. J. Nieuwoudt, warned yesterday, that if Black advancement resulted in White unemployment it could constitute a "political powderkeg".

He said there was already unemployment among unskilled Whites and indications were that it would become more serious. It appeared one of two things was happening, "There could be a recession causing slack in the private sector — this is apparently so in the building industry — or employers are replacing White workers with Blacks."

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

This would be a scandal and against Government policy. If the object was purely to decrease costs, Mr Nieuwoudt said it was necessary to train Black workers, and for good race relations their economic fortunes should be improved.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said Mr Nieuwoudt's fear of substantial White unemployment seemed groundless. At present there was no significant unemployment among Whites. There were, however, a small number of unemployed Whites.

"In all economies there is a small percentage of people who, because of physical or mental disabilities, cannot be usefully employed."

Mr Grobbelaar said the advance of Black workers would obviously necessitate adjustments.
A COURSE in industrial relations is to be included in the syllabus of the Black labour training school to be operated by the Natal Chamber of Industries at Pinetown, it was decided this week.

The course is aimed at Black workers who are elected to liaison and works committees and is designed to teach them their rights, duties and responsibilities to streamline the system of negotiations with management.

Too often, say industrialists, liaison committee meetings fail to achieve anything, because the Black members do not really understand their roles and use the liaison committee as a venue for airing trivia, such as requests for a different type of lock on the washroom door.
Training for factory men

The furniture industry has announced a comprehensive training programme for its 30,000 workers, most of whom are African, Indian and Coloured people.

"The intention is to set up training schemes to cover all employees — from the learner right up to the manager," Mr Sise Odendaal, the Furniture Training Board’s director, said in Johannesburg.

"In doing so, the industry accepts its responsibility to raise workers’ standards of living and to make them more productive," he said.

The training board, established about two months ago and representing employers, trade unions and educational authorities, is now looking for experts to implement its training programme.

At factory level, existing supervisory staff are to be trained to act as in-company trainers, but the bulk of training is to be arranged through existing centres including the Government-sponsored industrial training centres for Blacks.

At the same time, efforts are being made to revamp the industry’s apprentice training scheme.

Small companies, which constitute more than half the industry, are to share training facilities which they would not be able to administer on their own.
Bosses irked by training costs

Financial Staff

As wages go up, productivity frequently goes down, according to Mr. Toni Kedzierski, the Coloured Development Corporation's manager of personnel and training.

During 1965-66, earnings increased by 5.6 percent, while productivity rose 4.7 percent. In 1967-68, wages rose 10.1 percent, and productivity only 4.7 percent.

The declining trend, shown in these figures from the Institute of Personnel Research, has not changed, he says.

Following factory strikes in Natal, companies raised wages while the desire to train workers better had a "bandwagon effect."

Firms rushed into package deal training without considering the cultural and educational background of the individual worker.

The best way to raise productivity meant a complete analysis of each job, which took time and led to selection of the individual to his potential.

Industrialists were now disheartened about the cost of training and poor results, and as a result were now looking to more mechanisation to save labour costs.

But people with a social responsibility asked: "What is the goal of reducing the number of jobs in this country?"

Dr. J. D. Jones, Cape Town executive of the Clothing Industry Productivity Association, said the organisation had surveyed several member companies.

Productivity increases of 20 percent or more were being achieved by the application of straightforward techniques.

"One of the most effective ways was the re-examination of the production system," he added.

These techniques required practically no capital investment or expense and little sophistication - only commonsense and purpose," said Mr. Jones.

One large clothing company had a 46 percent increase in output from the same labour force after a study of working methods, said Mr. K. A. Füller, company productivity analyst of the National Productivity Council.

Other manufacturers had made improvements of up to 50 percent since a productivity unit was formed by the industry a year ago.

Mr. P. Swart, a personnel manager estimated that 30,000 newcomers would have to be trained by 1985. About 70 percent of all training would need to be directed at the semi-skilled and skilled operator level.
Fort Hare man will train 150,000 workers

The South African Forestry Council has appointed Professor Wolmarans-Backer, 58, an authority on work motivation, as director of training for the timber industry.

Professor Backer, professor of industrial psychology and Dean of the Faculty of Economic Sciences at Fort Hare, takes up his new post on July 1.

He is the author of the book "Motivating Black Workers," and is well known for his seminars on personnel management and work motivation.

The forestry council, a statutory body, has set aside a budget of more than R200,000 to establish the training scheme on a national basis. South Africa's first training school for rural blacks, will eventually be established under the scheme. In addition, mobile units will reach timber workers in remote areas.

PROF BACKER
Labour crisis ahead

For the Post Office
12-year structure to be adopted in Ciskei schools says Nchemashe

PORT ELIZABETH — The granting of partial independence to the Ciskei in August, 1972, had brought about radical changes in the Ciskei education system, the Ciskei Minister of Education, Mr. S. Buris Nchemashe, said at a meeting of the University of Port Elizabeth yesterday.

Mr. Nchemashe was addressing students of the department of anthropology and other members of the university academic staff of the Centre of Future Pan-Ascension and Future Education in the Ciskei.

"After tracing the development of education in the Cape from the 16th century and the advent of British education up to the appearance of homeland governments, Mr. Nchemashe sketched what was being done by his department to improve education in the Ciskei."

The responsibility of controlling the education of the youth has been gladly accepted but we are aware of the magnitude of the task ahead of us," he said.

He gave the total number of pupils and students in primary, secondary, training, technical, vocational and industrial schools as 206,402. Of these 206,402 were in primary and secondary schools.

"Problems faced by the department in improving education were reducing the pupil-teacher ratio in schools, providing more accommodation in secondary high and training schools, insufficient funds, and, notwithstanding the substantial contribution made by the Ciskei Government for which the Ciskei was grateful, the rapid growth of the population estimated at seven per cent per year, a shortage of well-qualified teachers in secondary and high schools, and making provision for a large number of men and women trained for the economic development of the homeland."

Various measures were embarked upon to solve the problems listed.

In order to cope with the increasing number of teachers required in secondary schools, the adoption of a 12-year structure in schools would be adopted as from next year against the 10-year structure obtaining at present.

To improve the standard of education in secondary schools, the necessary training would be given at the Centre of Future Pan-Ascension and Future Education in the Ciskei.

The shortage of classrooms in postprimary schools was being met with the building of secondary schools and additional classrooms through grants from the government.

Redundant teachers would be made available as a result of a new plan which would also help meet the growing number of new enrolments.

"New schools were a training college, which when ready next year would train teachers," Mr. Nchemashe said. "New teachers were a training college, which when ready next year would train teachers in post primary education, an industrial training school at Middelburg to provide courses in home management, dressmaking, tailoring, pottery and carpentry. Also nearing completion was an agricultural school in Aliwal."

Adult education had not been ignored, Mr. Nchemashe said, and to this end 90 start 14,700 youths in 1974 when 23 literacy schools were opened. These included rural and urban schools. — DDR.
Leader sees end to labour shortage

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

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

"Part of the reason for not using our resources to full advantage is the restrictions imposed on the industry by legislation," he said. "However, I am happy to be able to say that these problems are being overcome."

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

While he was chairman, in 1986, Bifs made an offer to the trade unions: that the industry would guarantee full employment to all workers and would pay wages in return for concessions for the greater use of Black labour on work then classed as skilled.

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

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

There is already evidence that this is happening on the construction side, where there is an almost complete disappearance of conventional beam and slab construction. "It is being replaced by sophisticated shuttering techniques, which do not require skilled erection labour, and by flat slab design," he said.

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

The first centre, in Bloemfontein, is already operating. Other training centres are being set up by the industry in Cape Town, Durban and on the Reef. Both the civil engineers and Bifs are financing the operation of these centres.

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

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

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

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

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

"I would like to see provision made for the better re-training of staff between NBRI and the industry. This would certainly benefit both the industry and the institute..."

"It is wrong to believe that all problems can be solved in the laboratory. Similarly, of course, it is possible to talk about research to solve people, and it won't make sense to them until they have seen how problems are researched, and how solutions are tested before they are recommended for application."

"And it is also necessary to have better facilities for research, and for the development of new techniques," he added.
Income 'key to curbing baby boom'

A redistribution of national income could help curb the population explosion, a Rand Afrikaans University professor claimed last night.

Professor B.J. Pick, in his inaugural lecture as professor of sociology, said this could be achieved without resort to communism.

"More training and employment opportunities can create an individual striving towards self-improvement and upward mobility," he said.

This, he said, is the Marxist ideal of class solidarity as the "essential motor of revolution." Professor Pick pointed out that whereas the population growth rate in developing countries was only one percent a year in the third world, it leaped to 2.5 percent.

LOW STANDARDS

This meant that two-thirds of any investments in these countries served only to maintain the already low standards of living; only one-third produced any real improvement.

"Yet," the professor said, "the antagonism displayed by the underdeveloped countries towards curtailing their population growth has been actively encouraged by the Soviet Union and communist China.

"They probably hope for the mobilisation of this ever-growing proletariat towards a communist takeover." Professor Pick said South Africa offered an ideal microcosm of "rich and poor, where, development could be accelerated by a redistribution of wealth within the capitalist system."
Blacks are to service equipment

Much of the sophisticated equipment for the growing South African business equipment industry is to be serviced and maintained by Black technicians qualifying under a new government approved training scheme. The scheme is being undertaken by the Business Equipment Association of South Africa which represents an industry employing more than 15000 people engaged in the manufacture, marketing and maintenance of equipment ranging from adding machines and typewriters to computers.

Mr Val Andries, president of the Business Equipment Association said: “The pilot scheme is designed to provide Black employees with the basic skills and knowledge which will enable them, after further on-the-job training, to service the sophisticated equipment marketed by our members. We are dedicated to the programme not only because we think it worthwhile to provide meaningful training and career opportunities for Blacks, but also because we know they can become a pool from which we, as an industry can satisfy our ever growing needs for trained manpower.” Mr Andries said the recent initiatives of the Government through the Department of Bantu Education to promote Black training had encouraged the Association to start the scheme.

The training programme was aimed at those candidates who had the necessary education and aptitude and the Association’s director of training, Mr. R. I. Marsden, is presently evaluating current selection and aptitude testing methods with a view to establishing a composite battery of modern tests.

Mr Andries pointed out that a large proportion of the industry’s technical staff operated in customer’s premises where good service and sound customer relations were vital and therefore it was necessary to have sound selection.

Initial training in the scheme offers courses in basic mechanics and electricity, technical drawing and the development of manual skills. The duration of the course will be 15 weeks.

Permanent training premises are under construction at Chamdor, Krugersdorp, where the first government sponsored training centre for Johannes- burg and the West Rand is to be established. To speed up its plans the Association obtained special approval from the Department of Bantu Education and the West Rand Bantu Administration Board to move temporarily into one of two training centres built and equipped in Soweto for industrial training of Black schoolchildren.

Since the training scheme falls under the Government’s provision for private industrial training, approved training costs such as the trainee’s pay, will entitle employers sponsoring students to special tax concessions.
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 farms.

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 'pits' of the wage-push inflation plaguing many Western countries.

The convention continues until Wednesday.
FARM LABOUR — NEW DEAL

Organised agriculture plans to launch a recruitment organisation — second only to that of the Chamber of Mines — to ensure adequate numbers of relatively-skilled Black farm workers for White-owned farms.

This was announced in Pretoria recently by the director of the South African Agricultural Union, Mr C. J. P. Cilliers.

He told Star reporter Siegried Hanning that Black workers would be motivated and drawn by better wages and working conditions.

Mr Cilliers said that Black farm workers were fully employed throughout the year and lived on farms with their families. There was still a shortage of workers, however, and farmers were being granted loans of up to R2 000 per dwelling at one per cent a year to improve housing and general living conditions, and to attract more workers.

As regards training, one of the eight industrial training centres now being built and equipped at Government cost is due to open at Potchefstroom, Western Transvaal, for the exclusive use of organised agriculture. "We hope another one — for the timber growing regions of the Eastern Transvaal and Natal — will be allocated to us in time to be opened in March next year," Mr Cilliers added.

The planned central recruitment organisation would co-ordinate labour needs for harvesting and shearing throughout the country, and provide basic training for recruits. There was already a recruiting service for wool-growers.
Industrial training for Blacks

13/12/75 The Argus Correspondent

PRETORIA. — The Minister of Bantu Administration, Mr M. C. Botha, announced today that all eight industrial training centres for Blacks would be in full service by next January and that two further centres would start not later than January 1977.

Each centre would be capable of training between 8,000 and 6,000 pupils a year, he said. Mr Botha was officially opening two industrial training centres in Soweto at Molapo and Orlando — implementing what he called "a new era in the training of the Bantu" announced at the end of 1972.

The centres, run by the Government, will provide pre-service industrial training to school-going children as part of a two-pronged effort to increase industrial skills among Blacks. Private enterprise is responsible for the other prong of the programme — in-service training of Black workers.

The Government's third training centre in use is at Sjoberg, near Vanderbijlpark.

SELLING LABOUR

Sums of R200 000 had been spent on the erection of each centre and equipment worth R150 000 had been bought for each.

The centres could serve a great number of ordinary schools, offering technical in industrial subjects in addition to the academic subjects taught by its feeder schools.

Pupils leaving at the Junior Certificate age, after four years' contact with industrial subjects, would be in a far better position to sell their labour to industry. Pupils qualifying in one or two industrial subjects would be equipped to enter trade school and become qualified artisans in the homelands.

Because the response to advertisements for instructors had been poor, the Molapo centre had been used to train instructors from among teachers. A total of 48 instructors had to be trained for the centres.

10 000 REQUESTS

Dealing with pupil response, Mr Botha said there had been "overwhelming interest." The two centres in Soweto had together received more than 10,000 applications.

In addition to the establishment of industrial training centres in the major urban areas outside the homelands, the Minister foreseen that the establishment of such centres in heavily populated areas inside the homelands.

"Areas such as Umzimkulu, Garankuwa, Soshopo and Mabopane should be well suited to the purpose," he said.
MTL. C. Abrahamse

Train more Blacks, urges Abrahamse

MTL. C. Abrahamse
Training centre for Blacks

African Affairs Correspondent

A R150 000 industrial training centre, to be opened in Pinetown early next year, will train Africans to operative level in "one to two week courses," said Mr. Colin Baxter, director of the Civil Engineering Industries Training Board, yesterday.

Mr. Baxter, who will run the school for the first year, said the centre, paid for by the Department of Bantu Education, will have three classrooms and seven workshops and will be able to "cope easily with about 1 500 Africans a year."

The Government has given R100 000 to pay for equipment, but it was hoped that industry would contribute more, either in cash or machinery.

Undertaken jointly by the Chamber of Industries and the department, the project will not take Africans past the semi-skilled level.

"Industry is limited to what legislation will allow for Africans, and some industries are tightly governed," Mr. Baxter felt that many Africans would do work done by Whites "only a short time ago," but the centre's curricula were not designed to produce replacements for White artisans.
Race laws must change

Cape Times 21/8/75

—Reyners

DR H J REYNERS, executive director of the Federation of Chambers 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.

Dr Reyners was addressing the Change-Oriented seminar organized by the Graduate School of Business of the University of Stellenbosch.

He said it had to be accepted that the Black 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.

DEPOMANT.

Dealing with the problem of wage discrimination, Dr Reyners said that discrimination between people of different races who perform identical work is repugnant to us.

But certain economic realities had to be considered. Regardless of race or colour the prices of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognized that everybody 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 that, in dealing with the problem, was job reservation and the fact that Coloureds
Technical training for Transkei pupils

Final year pupils in four technical high schools in the Transkei and the Ciskei will undergo a five-day advanced technical course at a motor assembly plant in Pinetown, Natal, next month.

This agreement was reached at a meeting between representatives of the Transkei Government and officials of the company in East London.

The schools involved are at Butterworth, Umtata, Lusikisi and Zwelethu.

The sales representative of the company in the Eastern Cape and Border, Mr Dick Dixon, said this was the forerunner of high-level courses to be established and conducted in Natal.

It was hoped that the course would be established in one of the homelands if a suitable place could be found.

"We want to give the final year students an advanced technical training in mechanics. Initially we will take four pupils from each of the four schools. The number will be increased as time goes on. We shall provide the pupils with boarding and lodging," Mr Dixon said.

The secretary for Education in the Transkei, Mr G. L. Kakana, said the move by the company was a step in the right direction. The aim was to get qualified mechanics who had the know-how.

Mr Kakana accompanied the Minister of Education in the Transke, Mr A. Jonas.
BLACK TRAINING BOOST
3.4.84.2
5/9/75

Work on the first phase of a R1.2-million schools project near Rustenburg, in the Black homeland of Bophuthatswana, is well under way and will soon offer technical and vocational training for young Blacks, reports the Johannesburg Star.

A training and commercial high school is being built at Thlabane, near Rustenburg. It will take 400-500 pupils to matriculation level, with the emphasis on technical education for boys and commercial education for girls. Hostels will also be provided.

A second centre, also in the Rustenburg district, will teach woodwork, machine-minding and operating, welding, and metalwork to 200 trainees a year, in 12 weeks' courses.

The R1.2-million cost is being absorbed by Rustenburg Platinum Mines, the largest platinum mining operation in the world, and the largest employer of Blacks in the Bophuthatswana homeland.
Ask more Blacks, says Punt 5/9/74
Janson

Staff Reporter

THE Deputy Minister of Bantu Administration and Education, Mr Punt Janson, is concerned that so few Africans were invited to the opening of the Chandor In-Service Industrial Training Centre in Krugersdorp yesterday.

Performing the official opening, he told about 200 White and six African guests, that he could not understand why more Blacks, for whom the training centre was built, did not attend.

He urged that Black people should be invited to such occasions.

Later he appealed to Blacks to consider their White employers as their friends who were not out to exploit them.
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 G. W. Grinaker, asks 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 craftsman 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 slowdown, 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 296 600 (1974: R4 698 000), with earnings a share of 89,8c (77,3c), and a dividend total of 27c (26c) a share.
BUFFELSPOORT — A prominent Transvaal Nationalist yesterday called on municipal governments to follow the example of South African Bolivians in training their black employees for skilled jobs.

Mr Daniel Hough, member of the executive committee in charge of local government, told a seminar on black employment by municipalities here the traditional view that blacks were fit only for unskilled work was no longer acceptable.

Municipalities should make an effort to train blacks, who made up nearly 60 per cent of their staffs, Mr Hough said.

"I don't think local government should always lag behind in its efforts to improve the knowledge and skills of black workers."

Mr Hough warned that the practice of racialism by municipal officials could retard an improvement of relations for generations, and asked them to bear in mind that their grandchildren would still have to be in daily contact with members of other races.

It was the duty of local authorities to "correct their officials" if they erred in this respect, he said. — SAPA.
Crisis in hotel industry

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

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

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

“In view of the fact that there is already a reasonable number of trained people employed in our industry . . . a more correct estimate is probably 80 percent or more than 20,000 of present employees in the industry will require training or retraining,” said Mr Malan.

ALLIED FIELDS

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

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

The six existing hotel training centres turned out about 1,600 people a year. Courses offered in hotels by the board’s staff trained another 460 a year. This total represented replacements of only 2.6 percent of existing staff.

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

BY DAVID PINCUS

Fears that a training scheme, which ensures job reservation for Africans, will lead to a shortage of skilled workers in the furniture industry when the good times return, has led to a number of furniture manufacturers condemning the scheme.

The scheme will have to be enforced by all manufacturers, except those in the Cape and in the Free State, and lays down methods of training Whites, Coloureds and Asians to become artisans in the furniture industry, but specifically excludes Africans.

Paradoxically, some of those who are new to the industry are condemned to practice "nothing for publication, you understand?" not only because of the policy but also because of the principle it advocates.

Mr Odendaal said: "Many of our Africans are not entitled to do specific jobs in the industry. There's no point in training them to do jobs they won't be allowed to do... That would be an absolute waste of money..."

"We will, however, train Africans to do the jobs they are allowed to do in the Border areas."

"Mr Odendaal agreed that Africans will have to take over skilled jobs in the furniture industry, if it is impossible to get Whites, Coloureds and Asians, but added: "Now that the Coloureds are moving out of the industry it does not mean that we have exhausted the Coloured population in South Africa."

"Coloureds and Asians are being born every day and there are large numbers of young Coloureds and Asians who would like to make their careers in the furniture industry, provided we can train them properly and ensure that we will pay them properly..."

"We are not going to train Africans so that they can push the Coloureds out of the industry. Because of job evolution, we must accept that eventually Africans will come into the industry in skilled positions. We must try to revolutionise the industry by pushing them in and pushing Coloureds and Asians out..."

"We must train Africans now to take over from the Coloureds and Asians. There is no reason why we cannot do that. The Government has adopted an attitude where it allows industry to use Blacks when workers from other racial groups are not available..."

"I believe that Africans are more reliable. On some Mondays we have up to 10 per cent absenteeism among our Coloured workers. Absenteeism among our African workers, who are limited to doing the more menial jobs, has never been anywhere near that figure..."

Training

The manufacturer said there was nothing to stop an employer training Africans as journeymen. He added that, in terms of the agreement, he may only employ members of trade unions as journeymen. And Blacks are not allowed to join either of the two trade unions, one for Whites only, the other for Coloured and Asians...

"We must plan now for the future. The present bad times cannot last for ever. There could be a dramatic improvement in the economy by the middle of next year which will simultaneously create a large increased demand for furniture and provide a number of new, attractive jobs outside the industry which will appeal to our existing Coloured and Asian workers. Where will furniture manufacturers be then, if they cannot train Africans now to replace Coloured and Asian workers?"

Sias Odendaal, the director of the Furniture Industry Training Scheme, which was established to draw up and administer the
Industry dragging its heels over training

JOHANNESBURG — Industry needs to inject more urgency into its decision-making regarding the black Government-approved training centres now being built in various metropolitan areas throughout the country.

Construction work on seven of these centres is in progress, and an eighth has already been opened in Bloemfontein, yet industry has still to decide collectively how it is going to finance the running costs of each centre.

As it stands, the Government is doing more than its fair share of the bargain by supplying bridging finance for the running of the Bloemfontein facility.

Nor has industry yet decided how it is going to recruit suitable qualified instructors to run the various courses. And it does not appear as if industry has yet established what its exact training needs are.

In the past, industrialists have generally been quick to criticise the authorities for taking their time on a decision on various issues. The shoe is now almost certainly on the other foot. Government has certainly carried out its side of the agreement, which stipulated that it would supply the capital for the building of the centres and also contribute towards the equipment costs.

Capital costs for each centre was in the region of R100 000, which could probably be increased to R200 000 if there is suitable motivation. Equipment costs are estimated at about R50 000. It is up to the private sector employers to pay the running costs of the centres.

The problem that has now arisen is how to resolve it for industry to reach a consensus on how this finance is to be collected from the companies concerned.

This aspect was left entirely in the hands of the employer, although enabling legislation is to go through Parliament at the next session whereby a levy for a particularly geographical area can be introduced provided an application comes from the local employers themselves.

This application, as the proposal now stands, will have to be motivated to the permanent government committee on black education, which will then make a recommendation to the Minister.

Some employers have indicated they are prepared to accept this sort of legislation, provided choice is left in their hands and not the Minister's.

No employer body in any of the areas where centres are being built has officially decided to accept this proposal, and it is certain that any scheme or arrangement which is finally adopted will have to apply to each centre.

These comments do not apply to Border industrialists, as the only training school in this area is at Mdantsane, completely operated by the Government and made full use of by industrialists and the trades.

— Business Editor
As far as Black labour is concerned, government's much-vaunted campaign against inflation is a non-event if ever there was one. If it goes down in SA's labour history at all (which is extremely doubtful), it will go down not for what it says, but for what it leaves out.

For example: the trade unions undertake “to continue with the rationalisation of artisans’ work,” with “due regard” (predictably) to “the government’s policy in regard to the labour structure.”

No mention of scrapping the jobs colour bar, which these very same unions have, by one means or another effectively written into dozens of industrial agreements; no mention of scrapping closed shop arrangements (in which both government and employers acquiesce), whose effect — and intention — is to keep Africans out of a large range of jobs; and no mention of allowing Africans to be trained as mechanics, say — which would do more to bring down the soaring cost of motor repairs than a hundred anti-inflation manifests signed with such fanfare in Pretoria.

No mention of scrapping the unold-number of restrictions which the unions still impose on the movement of Africans up the jobs ladder, thus creating artificial manpower shortages in many sectors of the economy and thereby pushing White wage rates way above the minimum laid down in industrial agreements.

Nobly enough, the unions have agreed to exercise restraint in wage claims. But as far as the more productive use of African workers is concerned, one is left with the sneaking suspicion that the trade unions could happily sign the manifesto seeking in the knowledge that nothing is really going to change any faster than hitherto when it comes to the jobs colour bar.

For its part, government solemnly promises that when unions and employers don’t want to reclusively jobs, it will continuously “motivate” them to do so. No mention of whether or not government and the unions are going to scrap their own aversion to the employment of Africans as artisans in the Common Area.

The immediate abolition of this grossly unjust bar would do more to improve labour productivity in SA than a hundred conferences to “alert businessmen to the exact nature of productivity problems” organised by the NDMF or anyone else. If the NDMF is going to hold a conference, perhaps it should invite the entire Cabinet and alert it to a few problems.

For example: if large-scale systematic training of Africans as artisans is not going to start now, by the time the economy picks up again there is simply not going to be the manpower to produce the goods to meet stepped-up demand — and a situation like that can send prices sky-high.

Furthermore, the exemptions which are withdrawn if White workers become available at a later stage. So much for “not condensing” racial discrimination.

How’s that for an incentive to an industrialist — if he can be cajoled into going to a border area in the first place — to upgrade African workers and spend money on training them and increasing their productivity?

The Social Contract also says that government is “sympathetically disposed towards cases where additional Bantu labour is required in terms of the Environment Planning Act to replace Bantu workers who are receiving training in the metropolitan training centres.” But it then adds: “any allocation of Bantu for this purpose will, however, be made on a purely temporary basis.”

Government also “undertakes to review the existing procedures relating to the registration of Bantu labour with a view to the simplification of such procedures.” As of Wednesday this week, the usually well-informed PRO of Bantu Administration knew nothing about this and “would have to go into it.”

But businessmen and Black workers — should not despair. There’s always a Bantustan or a Border Area. Government undertakes to furnish information “on the opportunities available to them in border areas for the introduction and utilisation of ad hoc training schemes for their workers. And it undertakes to tell them — “more pertinently,” what’s more — about paragraph 11 of the White Paper on Decentralisation.

The manifesto proclaims that this paragraph deals with “exemptions … which will be considered by the government in cases of shortages of skilled labour in Border Areas so that Bantu may perform the advanced types of work which would otherwise have had to be done by other groups of the population.”

What the manifesto does not mention, however, is that paragraph 11 also says that these exemptions will be granted on certain conditions: workers of different “national groups” may not be employed on the same level of work; separate facilities must be provided; Blacks cannot supervise Whites; there may be no displacement of White workers; and “in these Border Areas no Bantu apprentices will be trained.”
Labour Reporter

The 33,000-strong Amalgamated Engineering Union has issued a strong call for stepped-up training of Whites.

"We accept that there are not enough White workers to meet future requirements," said Mr. E. J. "Tubby" Faure, the union's national chairman. "But we are not going to permit any 'leapfrogging' of the many thousands of White workers who can be trained successfully to perform more responsible work."

Mr. Faure spoke today after a two-day meeting of the union's council in Johannesburg.

The council reaffirmed its policy that the training and retraining of White workers was crucial in the change taking place in the labour pattern.

INFLATION

"We are talking about people willing and able to advance," Mr. Faure said.

Industry itself was the proper place for training and advancement, but many employers were only paying lip-service to the existing provisions for the training and retraining of Whites.

The council supported the collective programme against inflation and would be watching developments with great interest, Mr. Faure added.
Bantu boards to help with farm labour

Farming Editor
Bantu administration boards have asked organised agriculture how they can help farmers with their African labour force.

Mr Manie Mulder, chairman of the West Rand board told farmers this at the Transvaal Agriculture Union symposium here yesterday.

Mr Mulder suggested boards could assist with:
- the building of houses by the board's building teams;
- provision of recreational and welfare facilities;
- medical services and clinics on farms;
- family planning;
- education and the provision of bursaries for farm children to attend city high schools;
- in-service training of farm labourers and selection of employees;
- mobile registration units to visit farms.

He reminded farmers that their registration fee of 40c a labourer a month would not be enough to finance all these projects.

Mr J J Druwer, director of the Division of Agricultural Engineering of the Department of Agricultural Technical Services, pointed out that overseas farm workers with Standard 8 were given intensive training in the handling and maintenance of farm machinery.

In South Africa, illiterates were pitched into their jobs without even in-service training. The result was that South Africa's tractor maintenance cost 40 percent more than in overseas countries.

At the turn of the century the country would need about 400,000 tractor operators and if current training provisions were not stepped up considerably only 25,000 would be qualified.

If 20,000 tractor operators were not trained within the next few years agricultural mechanisation was bound to remain inefficient and capital losses would be enormous, Mr Druwer said.
Builders to improve training

By CLIVE EDMON
Labour Correspondent

An urgent bid is being made in the building industry to completely overhaul all apprenticeship training - particularly, because two-thirds of 1,666 apprentices failed trade tests last year.

Mr Thomas Pattullo, chairman of the National Apprenticeship Committee, for the building industry, said this week new training centres for off-the-job institutional training would be established in all major cities.

Addressing the Building Industries Federation congress in Port Elizabeth, Mr Pattullo said the present "time-bound" system of training needed to become an "objective bound system with new emphasis on improving quality and productivity".

He said that the building industry would require an estimated intake of 3,400 men in skilled jobs each year as against the 1,600 in 1974.

Last year 616 Whites, 715 Coloureds and 334 Asians were registered apprentices.

Mr Pattullo released details of apprenticeship tests showing a decreasing pass rate since 1971.

In that year 39 per cent of the 1,094 apprentices tested passed; in 1972 37 per cent of the 1,049 passed; 35 per cent of the 1,204 in 1973 and 34 per cent of the 1,666 in 1974.
Blacks may get training centre

East Rand Bureau

The first industrial in-service training centre on the East Rand could be opened in Benoni at the end of next June.

The Apex In-Service Training Centre has been granted their right of occupation of a 2.5 ha site in Apex Extension 2 which is about to be proclaimed an industrial area in Benoni.

There is a conflict of interest between two Government departments over this stand but if successfully resolved in favour of the centre, plans will be submitted to the Master Builders' Association and tenders invited immediately. Building could start in January.

The centre will be one of eight planned for the Pretoria, Witwatersrand and Vaal Triangle area. For its first year of operation the school will be sponsored by the Civil Engineering Industrial Training Ward.

Director of training for this board, Mr R G Sfakianos, said that at its inception the school will be equipped to train Blacks in basic construction in civil engineering and building.

PREPARING

Two other organised industries, pharmaceutical and hotel, are also preparing courses for the centre.

Training at the school will be directed specifically at the needs of the trainee and the job he is to do in industry. He will not be trained as a fully skilled worker but will learn basic skills which will be amplified by practical experience in his job.

A trainee may then return to the school for additional training to upgrade him.

The Government has provided R150 000 for each school, plus R100 000 for general equipment. Thereafter industry will support the centre and provide any specialist equipment.
SUPPLEMENT TO GERMAN OBERSEMINAR (Additional, Honours, M.A.)
PRESCRIBED BOOKS 1376

D. cont. DRAMA:

A. Gryphius: Carolus Stuardus (Reclam)
Catharina von Georgien (Niemeyer)
Leo Armenius (Reclam)
Papinianus (Reclam)
Herr Peter Squentz (Reclam)

D. Czepek: Monodisticha
A. Silesius: Cherubinischer Wandersmann (Reclam)
F. von Spee: Trutznachtigall

RENAISSANCE:

J. Fischart: Geschichtsklitterung
J. C. von Grimmelshausen: Landstötzerin Courasche (Reclam)
H. H. Moscherosch: Die Gesichte philanders von Sittewald
C. Reuter: Schelmuffsky (Niemeyer)
RESPONSE TO CONCESSIONS IS 'ALARMIN'

The Argus Correspondent

Johannesburg. — The poor response to the Government's tax concessions for Black training has been described as 'nothing less than pathetic and somewhat alarming.'

The words were those of Mr J. Dickerson, vice president in charge of training and development at the Institute of Personnel Management.

He was reacting to the news that only about 300 applications for such tax concessions had been received by the Department of Bantu Education and that just over 1 percent of these came from commerce.

Many people were still ignorant of the handsome tax concessions available to firms for Black training, Mr Dickerson said at the Institute's productivity convention in Johannesburg.

SAVED

He cited the example of one company in the Vaal Triangle which saved itself R123,000 in its last tax year by way of these concessions.

Turning to apprentices training, Mr Dickerson said there were firms with up to 20 apprentices which had nobody in charge of apprentice training. Last week he came across an apprentice in his fifth year who was not aware that he could shorten his apprenticeship by taking a trade test.

Mr Andre Puns, the Institute's vice president in charge of labour relations, said artisans were still bogged down with work that could be done by less skilled operatives, while lower ranked workers were being prevented from taking over the semi-skilled tasks of artisans.

TURNOVER

The introduction of semi-skilled operatives in the motor industry had cut down labour turnover by 40 to 60 percent for less skilled workers to 5.3 percent for operatives, he said.

Mr Willy Baswa, another vice president of the Institute, said the Black worker regarded productivity as the attempt to improve profits while maintaining improved earnings for the employee.

Similarly the Black man saw profits as the result of his being underpaid.

Mr Baswa was stressing the key role of the supervisor in the implementation of productivity measures. The Black man regarded his supervisor as 'the ultimate, the boss,' he said.
In-service training for Blacks

The Argus Political Correspondent

A DRAFT BILL providing for a system of in-service training for African workers was published in Cape Town today.

The Government regards improved training measures for Black workers as an important part of its anti-inflation campaign and the measure will probably be introduced at next year's session of Parliament.

The draft Bantu Employees' In-service Training Bill is to be submitted to the Minister of Bantu Education, Mr M. C. Botha, for his consideration.

Comments on the Bill can be sent to The Secretary for Bantu Education, Parliamentary Section, Private Bag X212, Pretoria, 0001, before December 1975.

PROMOTING

The draft Bill makes provision for promoting and regulating African industrial workers and for setting up an advisory council consisting of Government officials and representatives of employer bodies.

It also provides for the establishment, running and financing of public centres for such training as well as the recognition of private centres and there will be a levy on certain employers.
PRESS STATEMENT BY THE SECRETARY FOR BANTU EDUCATION,

MR G.J. ROUSSEAU

PUBLICATION OF DRAFT BILL: IN-SERVICE TRAINING OF BANTU EMPLOYEES

The attention of all interested persons in industrial, commercial and agricultural undertakings is directed to the above-mentioned draft bill which has been published in the Gazette of 21 November 1975.

The bill, inter alia, provides for the promotion and regulation of the training of Bantu employees in industrial, commercial and agricultural undertakings; for the establishment of an Advisory Council for In-service Training of Bantu Employees; for the establishment of public training centres; for the recognition of certain existing training institutions and for the imposition of a levy payable by employers engaged in those industrial, commercial or agricultural undertakings in respect of which training will be provided at a public centre.

In accordance with Government policy, training to be regulated under the proposed legislation will be in permissible work categories only.

The intention is to submit the Draft Bill, due regard being had to the comments received, to the Minister of Bantu Education for consideration.

Comments on the Draft Bill must reach the Secretary for Bantu Education, Parliamentary Section, Private Bag X212, Pretoria, 0001, before 31 December 1975.

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF THE DEPARTMENT OF BANTU EDUCATION.

PRETORIA

DATE: 21 November 1975
Financial Editor

NINETEEN SEVENTY-SIX should be a year of training for industrial workers, according to Mr. W. B. England, president of the Natal Chamber of Industries.

Mr. England, who was speaking at the Chamber's annual dinner in Durban last night, said that if the skills and productivity of industrial labour was not improved, South Africa would experience inflation as never before.

TRAINING

Industrialists, he said, would have to do more about training.

Training was more than arranging an in-company course to teach a man a new skill or sending him to one of the new artisan schools to acquire the skill.

It involved the following:

- Retraining the man who is displaced;
- Retraining the supervisor who had employees with different coloured faces to those to which he was accustomed;
- Keep top management interested in the moving interface between Black and White workers;
- Ensuring that an employee understands how his function fits into the overall company operation.
Better conditions for farm workers planned

By PETER SUTTON — Agricultural Correspondent

AGRICULTURE in South Africa is at last beginning to emerge from the Dark Ages in its attitudes to farm labour. Two recent and significant events indicate that farmers are now taking steps to change their poor image as employers and retainers of Blacks.

The first is the opening of a training centre in the northern Free State by the Minister of Agriculture, Mr. Hendrik Schoeman, who paid tribute to a large tractor company for the valuable contribution it is making to agriculture in South Africa by providing adequate training facilities for farm machine operators.

The organisation has established a training centre at Bethalville in the Free State at a cost of more than R230,000 for the intensive training of about 2,000 tractor drivers and machine operators a year.

Mr. Schoeman said that only one in every 18 of farm labourers handling machinery had had any formal instruction and therefore machinery depreciated much faster. He said that this cost agriculture a "small fortune" annually.

Whites

Addressing some 2,500 farmers from all over the country the Minister said: "It has been proved that the depreciation on tractors handled for longer than 10 years by Africans was 41 percent higher than on tractors handled for the same period by Whites.

"In an attempt to stop this appalling waste, the tractor company has made it compulsory for all agents selling their products to send their employees on courses so that they can instruct their clients in the proper use and maintenance of tractors."

Secondly, farmers in Natal have recently been holding meetings throughout the province to listen to African speakers and to discuss the problem of motivation and training of farm workers and attitudes in employer/employee relations.

A leader in this field is Mr. Doug Horton, a successful mixed farmer who farms near Cato Ridge and who has on numerous occasions addressed farmers on this subject. His contention is that "in the eyes of the African, the image of the farmer as an employer of labour is so low that he, the African, is looked down upon by his fellow men."

Mr. Horton says it is essential that the farming community changes its image now otherwise "it will fail to attract good labour and without labour all the ambitions for development will come to naught — and the nation will be poorer for it."

He believes that farmers have the edge on industry because they can offer more. "But first we must make our labourers feel they are doing a man's job of which to be proud."

Although Doug Horton says there may not be an immediate reaction because of suspicion by workers, experience has shown him that once there is genuine effort on the part of the farmers, "the attitude of workers accelerates to a point where you find that they are working with you and not only for you."

"They will trust and confide in you and once you have gained their confidence, they can be persuaded to accept responsibility, to use their own initiative and to seek advice and knowledge."

Steps

According to Mr. Ntuli, the following steps should be taken to improve Black farm labour:

- Paternalistic management must be replaced by rational management.
- Substantial improvements are needed to make more satisfying jobs.
- Better conditions of employment must be evolved and these should be developed on a collective rather than an individual basis.
- Supervisors and managers of farm labour must receive training in man-management skills.
- Agriculture should offer more social stability so that labourers will develop a feeling of belonging.
Three centres for Blacks

African Affairs Reporter

The South African Sugar Association is building a training centre for African farmers on the Umzimkulu Mission Reserve, in the Nqweba District, at an estimated cost of R200,000.

Apart from this centre, two others will be built in other parts of KwaZulu. The three centres will be donated to the KwaZulu Government which will staff and maintain them.

Farmers' days, seminars, and courses in sugar, cane husbandry, agriculture and servicing, and maintenance of tractors and farm equipment, will be held at these centres.

Courses in home economics and cultural subjects will be given for the farmers' wives. It is expected that the construction of the three centres will cost R600,000.
"Skilled labour need is chronic".

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

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

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

The unions

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

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

South African workers, particularly, the unions, should be informed of the full implications of the situation, to prevent them from regarding trained Black workers as a threat, Mr. Coetzee concluded.
Training centre opens in 1976

Industrial Reporter

TRAINING of African workers will get off the ground early next year when the R150,000 Pinetown training centre takes in its first batch of students on January 12.

Three industries will be catered for — civil engineering, building and motor. Other courses are being considered and will be introduced as interest is shown.

Courses for stores assistants, survey assistants, site clerks, plant maintenance assistants, carpenters assistants, pipe layers and manhole constructors, concreting hands and hotel board trainees are being planned. Other possibilities include basic welding and metal work and courses for telephonists and typists.

INSPECTED

Members of the Governing Council inspected the buildings yesterday, which were built at a cost of R150,000 by Bax Brothers of Pinetown.

There is an administration block, seven workshops and four classrooms with room for further buildings. Course costs are being established.

The Civil Engineering Industries Training Board will staff, fund and administer the centre during its first year. Interested employers should telephone the acting principal Mr. Colin Baxter at telephone 81624.

There is a Governing Council headed by Mr. Leo Fish, with full representation from all industries and employer bodies.
INDUCTION

How to set up an effective induction programme

CONTENT OUTLINE

Introduction

What should they be told?

Who should tell them?

When should they be told?

Special cases

Induction in the office

Checklist

Introduction

Induction is the process of integrating a new recruit into an organisation so that he becomes an active, cooperative member. This process always takes place, but it will be quicker, more accurate and more effective if it is planned and properly managed.

This Fact Sheet indicates how to go about setting up an effective induction programme. Although it focuses on the induction of employees in a factory, the same principles apply in any organisation.

There are three main questions that must be asked when drawing up an induction action-plan:

- What should they be told?
- Who should tell them?
- When should they be told?

What should they be told?

There are three main categories of information:

Job factors

These are facts which a recruit needs to know in order to do his job effectively. But it is important to inform him not only of what he has to do, but why it is important and how it fits into the department and the organisation.

Personal factors

The details which affect his private life and personal needs: how to collect his wages, where to eat, where the washrooms are situated.

Group integration factors

This category should cover the informal and the formal aspects of working life — the fact that 'we all go for a pint after work on Fridays' as well as such details as who the shop steward is, who the supervisor is, and what he does.

Who should tell them?

The golden rule governing the passing on of information is that, when in doubt, the informant should be the recruit's immediate boss. However, there are a number of people who could be involved.

The recruit's immediate boss

This is the man who has the greatest vested interest in the recruit's speedy induction. It is his responsibility to ensure that the recruit gets the right balance between job, personal and group factors.

The induction period represents an ideal opportunity for the boss to establish himself as the leader of the department, while at the same time building a sound working relationship with the new recruit. Induction of a new recruit is work which should never be delegated.

The shop steward/staff representative

The shop steward or a staff representative should tell the recruit about joint consultative and grievance procedures. At this stage, only the basic steps should be explained. If the recruit is a member of a union, then the union rule book should also be explained.

A counsellor

Great benefit can be derived from appointing a counsellor for the new recruit. The counsellor should be a member of the group, and of the same sex and age group as the recruit. It can be of great assistance to a new recruit to have a 'friend' to whom he can turn. Increasingly, companies find themselves recruiting
outside their own geographical area and, in such cases, the counsellor can introduce the newcomer to the local community. In this case, the counsellor chosen should have some interests in common with the recruit.

The personnel department
The role of the personnel department, in the induction programme itself, should be minimal and confined to 'specialist' areas, such as contract of employment details, pension and sickness schemes, purchase and loan facilities, etc.

Formal training sessions on the company's history and background should be run by the personnel department. These sessions should be addressed by directors or senior managers and recruits from all areas of the organisation should attend.

The recruit's boss's boss
A short interview with the boss's boss will enable the recruit to appreciate the overall function of his department. It also gives the manager an opportunity of meeting every new recruit and monitoring the effectiveness of his subordinate's induction programme.

When should they be told?
Induction is a continuing process. An attempt to tell a recruit everything at once, particularly in a 'classroom' atmosphere, will be disastrous.

There are four main periods over which to spread the priorities:
- pre-employment
- day one of employment
- during the first fortnight
- by the end of week six

PRE-EMPLOYMENT
This involves the personnel department in details of the contract of employment, working hours, pay, pension and sickness schemes, joining arrangements, date, time, place, together with details of travel arrangements or parking facilities. All these should be confirmed by letter.

The recruit's boss should be involved at this stage — he should have some say in the selection of his new staff anyway. He will show the recruit the layout of the department and introduce him to his counsellor. Arrangements should then be made for the boss and recruit to meet on the recruit's first morning.

The boss should make sure that all equipment, clothing and safety wear is ready for the recruit's arrival on his first day. The people who will meet the recruit must be informed of what time they are seeing him and for how long. At this stage, he should only be given basic information and told what he will be briefed on.

DAY ONE
The boss meets the recruit at the beginning of the day and carries out the day one induction items in a logical working sequence — clocking-on if necessary, coats, locker room, cloakroom, fire and safety precautions, smoking, safety, the job, pay (the new recruit must be told how he is paid — it is not enough to tell him when and where) and introductions all round. The counsellor can take over at tea and meal breaks.

If the recruit is already skilled at the work, he should be allowed some time to work on his own to get used to the environment and strange equipment.

These points are arranged to fall into a routine day, but some other visits should also be arranged for day one, for example, a brief talk (no more than five minutes) with the shop steward or staff representative and a quick visit to the medical room, or the first aid man.

DURING THE FIRST FORTNIGHT
Again, the induction process should be as natural as possible. This means covering all the necessary points at the right time, that is, when they are most relevant. A skilled worker will want to practise his skills for much of the time, and this is the best way for him to settle into the work requirements and find acceptance in his work group.

In order to cause the least possible disruption to this process, any formal induction sessions should be fixed by appointment in advance. This will allow the inductor to prepare his material and the recruit his questions, minimising the tendency to only think of the important facts after the event.

The information the new employee will want at this stage will include facts on work targets and overtime arrangements. Often people do not know what the disciplinary procedure is until it is invoked. This procedure should be outlined and clearly understood by the recruit. At this stage, there should be a longer meeting with the shop steward, but these vital points should not be left solely to him.

Other appointments which can be made during the first fortnight are with the personnel department, where the workings of sickness benefit schemes, pensions (particularly if it is a contributory scheme and shows as a deduction on the pay slip), savings schemes, and (where applicable) social and sports club facilities can be explained.

The end of the first fortnight is about the right time for an appointment with the boss's boss. This will be primarily on department organisation, stressing how the various elements link up and communicate to achieve a result.

BY THE END OF WEEK SIX
By now the recruit should be settling down into a steady work routine. His performance levels should be climbing and he should be settling into the work group.

Education and training facilities and promotion and transfer possibilities are two essential points that must be explained at this time. Also any special arrangements for booking holidays, both annual and statutory, if these have not been covered earlier.

During the first six weeks, there should also be a formal 'welcome' meeting. This will be arranged by the personnel or training department, and will be conducted by a member of senior management. It should be attended by all new personnel in the company, regardless of age, level or sex. This meeting should only be held when there is a fairly large group of new recruits.

Many such meetings deal with the company history and structure, presumably in an attempt to command loyalty. In fact, loyalty has to be earned, and the best approach to this meeting may be a straight-forward company promotion — what does the company make, what is it used for, and to what benefit? The recruits will be more impressed by a company which is doing something worthwhile than by a creation on which founded it and when.

Special cases
In the categories mentioned below, all the points made are additions to what has been written so far and not replacements for it.

INDUCTION OF TRAINEES
A special contingency must be made for trainees.
# Checklist

## PRE-EMPLOYMENT
The responsibility of the personnel department

<table>
<thead>
<tr>
<th>Personnel officer</th>
<th>Line manager</th>
<th>Other people</th>
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<tbody>
<tr>
<td><strong>Job factors</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contract of employment details</td>
<td>Working hours (shifts)</td>
<td>Medical examination (when necessary)</td>
</tr>
<tr>
<td>Confirming letter sent to recruit with contract of employment, stating date and time of work commencement</td>
<td>Overtime likelihood</td>
<td></td>
</tr>
<tr>
<td>Letter to line manager</td>
<td>Tour of department showing ‘what we do’</td>
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<tr>
<td>N.B.: Prepare for recruit’s arrival — lay on equipment, materials, etc.</td>
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<tr>
<td><strong>Personal factors</strong></td>
<td>Trade union membership</td>
<td>Social, sports facilities</td>
</tr>
<tr>
<td>Remuneration</td>
<td>Car parking, transport</td>
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<tr>
<td>Hours of work</td>
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<tr>
<td>Pension scheme</td>
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<td>Sickness scheme</td>
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<td>Holidays</td>
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<td>Conditions of employment</td>
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<thead>
<tr>
<th>Group integration factors</th>
<th></th>
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<tbody>
<tr>
<td><strong>DAY ONE</strong></td>
<td>The responsibility of the recruit’s line manager</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Counsellor</td>
</tr>
<tr>
<td><strong>Job factors</strong></td>
<td>Act in loco parentis for line manager</td>
</tr>
<tr>
<td>Checking on Safety and security checks</td>
<td>Without too much detail: Grievance procedure</td>
</tr>
<tr>
<td>Supply equipment and materials</td>
<td>Payment of union contributions</td>
</tr>
<tr>
<td>Protective clothing</td>
<td></td>
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<tr>
<td>Show the job</td>
<td></td>
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<tr>
<td>Fire precautions</td>
<td></td>
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<tr>
<td><strong>Personal factors</strong></td>
<td></td>
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<tr>
<td>Lockers and cloakrooms</td>
<td>Introductions: colleagues</td>
</tr>
<tr>
<td>Smoking</td>
<td>counsellor</td>
</tr>
<tr>
<td>Visit sickroom</td>
<td>shop steward/Staff representative</td>
</tr>
<tr>
<td>First aid arrangements</td>
<td>Discuss role of trade unions</td>
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<tr>
<td>Method of payment</td>
<td></td>
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<tr>
<td>Explain pay slip</td>
<td></td>
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<tr>
<td><strong>Group integration factors</strong></td>
<td>Informal group customs</td>
</tr>
<tr>
<td>Tea breaks</td>
<td></td>
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<tr>
<td>Canteen or other lunch arrangements</td>
<td></td>
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<tr>
<td>If recruit is new to locality, check on domestic arrangements and interests</td>
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</tbody>
</table>

## DURING THE FIRST FORTNIGHT
The responsibility of the recruit’s line manager

<table>
<thead>
<tr>
<th>Line Manager</th>
<th>Counsellor</th>
<th>Other people by appointment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job factors</strong></td>
<td>Act in loco parentis for line manager</td>
<td>Safety officer: detailed interview on safety regulations and why they exist</td>
</tr>
<tr>
<td>Allow to do the job as much as possible</td>
<td>Line manager’s superior: departmental organisation and interdependence</td>
<td></td>
</tr>
<tr>
<td>Regular interviews on progress</td>
<td>Shop steward: explain union rule book and answer questions</td>
<td></td>
</tr>
<tr>
<td>Work targets</td>
<td>Personnel office: sickness benefit and pension and savings schemes and other facilities</td>
<td></td>
</tr>
<tr>
<td>Communication systems</td>
<td>Shop steward: explain grievance procedure and recruit’s rights</td>
<td></td>
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<tr>
<td>Overtime allocation</td>
<td></td>
<td></td>
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<tr>
<td>Fire drill</td>
<td></td>
<td></td>
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<tr>
<td>Disciplinary procedure</td>
<td></td>
<td></td>
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<tr>
<td>Suggestion scheme (if any)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Personal factors</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grievance procedure</td>
<td>Deal with any personal difficulties that arise</td>
<td></td>
</tr>
<tr>
<td>Procedure for absence</td>
<td>Note: Do not refer any of these to the line manager without permission from the recruit</td>
<td></td>
</tr>
<tr>
<td>Any special loan/purchase facilities</td>
<td>Personnel office: details of social and sports facilities</td>
<td></td>
</tr>
<tr>
<td><strong>Group integration factors</strong></td>
<td>Further work towards the recruit’s acceptance into the working group</td>
<td></td>
</tr>
<tr>
<td>Joint consultation procedure</td>
<td>Note: Do not ‘push’ the recruit or the group, but help them to integrate naturally</td>
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</tr>
<tr>
<td>Highlight any special skills within department or specialist roles undertaken</td>
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</tbody>
</table>

## BY THE END OF WEEK SIX
The responsibility of the recruit’s line manager

<table>
<thead>
<tr>
<th>Line manager</th>
<th>Counsellor</th>
<th>Other people</th>
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</thead>
<tbody>
<tr>
<td><strong>Job factors</strong></td>
<td>Note: at the end of six weeks, the counsellor’s official role is terminated with a general report to the line manager</td>
<td>Personnel office: attend ‘welcome’ meeting for all new recruits</td>
</tr>
<tr>
<td>Doing the Job</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular interviews to monitor work standards and progress</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Explain: education and training facilities; promotion prospects; transfer possibilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Personal factors</strong></td>
<td>Encourage recruit to take personal problems to line manager</td>
<td></td>
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<tr>
<td>Holiday arrangements</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Group integration factors</strong></td>
<td>Get recruit to give ‘first impressions’ at a briefing meeting</td>
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</tbody>
</table>
joining a department where the training is 'off-the-job'. Whether the 'off-the-job' element of training is short or long, time should be left for the trainee's boss to proceed with his induction programme.

The point here is that the man for whom the trainee will work has a vital interest in the effectiveness of the training and should be given time to ensure that the trainee develops a sense of belonging to his working group, even before he begins to work there.

Regular visits to his department by the trainee should help to minimise the problem of adjustment because he will see his future colleagues doing what he is learning.

The frequency of these visits will obviously depend on the exact nature and duration of the training, but should be designed so that at least the 'pre-employment' and 'day one' stages of induction are completed by the time he arrives for his first day's work in the department.

INDUCTION OF GRADUATES
It is important to differentiate between the graduates who are recruited purely for their technical expertise, and those who are recruited to add depth to potential management. In both cases, more induction emphasis needs to be placed on inter-departmental co-operation, though for different reasons.

The technical graduate
Engineers, chemists, and other scientists and technologists, often see their own objectives simply in terms of technical perfection. However, they need to have a clear understanding of the constraints in which they are working. These are broadly commercial, so it is necessary for them to have a broad understanding of finance, marketing and production.

The management graduate
The need here is for the graduate to get an understanding of the 'business'. This is going to involve him in a programme designed to highlight the role of each department and their interdependence on one another.

It is important that he has a job to do and that it is clearly a real, useful job in a specific department. He will probably report to a senior manager who will be placed to organise the necessary inter-departmental activity. The 'counsellor' should be selected on the same basis as before, with perhaps more emphasis on the community of interest.

INDUCTION OF YOUNG PEOPLE
One advantage school-leavers have, is their capacity for absorbing knowledge. This means that it may be possible to shorten the time spent on the induction process.

There is an increasing need, particularly with young people, to place considerable emphasis on why a thing should be done, or done in a certain way as well as simply what. Compliance with procedures is more likely to be achieved through this reasonable and rational approach.

An effective induction programme provides the first chance of attitude training for young employees, the aim being to ensure that any initial interest and enthusiasm which exists, is developed and encouraged. The influence which the inductor will have in this respect is important, for either positive or negative attitudes to work will be transmitted to the young employee.

A number of major extensions to the induction programme are possible. These are aimed at getting the active co-operation of young employees. For example:

- Young employees can be encouraged to form a 'youth forum'. Broadly, this is a 'club' open to all young people in the organisation. It can provide education on the company, and organise social activity.
- Many young employees have no clear idea of how their job will develop or how it relates to any relevant pre-employment experience they may have. The inductor should always keep in mind the possibility of training in particular skills. People like to think their employers are taking a personal interest in their careers, and demonstrating a readiness to develop individual aptitudes is an excellent way of doing this.

Induction in the office
While in many respects office jobs are no different from any other form of employment when it comes to induction, there are certain extras which have to be borne in mind. These arise from differences in office procedures, systems and jargon from one company to another; also from the essential difference that offices are administrative units where it is only too easy for recruits to form the opinion that what they are doing is unimportant, or being done for its own sake.

In offices, the most apparent product is paper: most jobs are concerned with receiving, opening, passing on, typing, copying, duplicating and filing paper and sending it to someone else.

It is necessary to convince the recruit of the connection between the aims and structure of the organisation and the decision-making process, with efficient administration and organisation in general and their work as individuals in particular.

Inducting any new employee into an office employment situation should not be done by the traditional method of leading him around on the first or second day, and having him shake hands with the entire staff. The best way to tackle the problem is to follow the procedures already outlined, while slightly lengthening the time allocation for introduction to the recruit's colleagues.

As well as learning what the whole concern is in business to do, starting with his/her own department, the new employee should be told by the head of each department, or some other senior person in those departments, what each does, why, and approximately how. This should be spread over the first week or two. In addition, enough time must be allowed to enable new employees to meet their colleagues and discuss their jobs with them: what they do, where they get their work from, where they send it to.

A simple glossary of terms, combined with a directory of procedures, is often very useful to employees. This is a simple and painless way of communicating the 'style' of a company, and prevents new young employees thinking they have joined some form of secret society which has every intention of staying secret. A glossary should contain any job titles, system or machine names the recruit may meet which are not self-explanatory.
Few act on Black tax cuts

Labor Reporter

The poor response to the Government's tax concessions for Black training has been described as "nothing less than pathetic and somewhat alarming."

The words are those of Mr J Dickerson, vice president in charge of training and development at the Institute of Personnel Management.

He was reacting to news that few applications for such tax concessions had been received by the Department of Bantu Education and that only about 1 percent of them had come from commerce.

Mr Dickerson said at the Institute's productivity convention in Johannesburg yesterday that one company in the Vaal Triangle had saved itself R192,000 in its last tax year through the concessions.

Turning to apprentice training, Mr Dickerson said there were firms, with up to 20 apprentices which had nobody in charge of apprentice training.

Last week he had come across an apprentice in his fifth year who was not aware he could shorten his apprenticeship by taking a trade test.

BOGGED DOWN

Mr Andre Pons, the institute's vice president in charge of labour relations, said artisans were still bogged down with work that could be done by less-skilled operatives while lower-ranked workers were being prevented from taking over the semi-skilled tasks of artisans.

Mr Wilby Bawwa, another vice president of the institute, said the Black worker regarded productivity as the attempt to improve profits while maintaining unimproved earnings for the employee.
Training centres for Blacks

Political Correspondent

Employers will be permitted to establish public training centres for their Black employees in terms of draft legislation just published.

Two or more employers will be able to join in establishing the centres, with the approval of the Minister of Bantu Education and at places designated by him.

Provision for the establishment of training centres is made in the draft Bantu Employees' In-service Training Bill, which has been published in the Government Gazette for comment.

Comments on the draft bill must reach the Secretary for Bantu Education by December 31.

In terms of the proposed legislation, employers intending to conduct training schemes for their Black employees may apply to the secretary of the department for recognition of the scheme and the minister is empowered to make grants-in-aid to employers conducting training schemes.
Boost for Black training

Employers in agriculture, commerce and industry are invited by the Department of Bantu Education to comment on a Draft Bantu Employees' In-Service Training Bill published last Friday.

When the comments have been considered by the Department — the deadline is December 31 — the Bill will be submitted to the Minister of Bantu Education for his approval.

Major employer organisations have already accepted the Bill, but the FM learns that the Cabinet felt individual employers should also have the opportunity to give their views.

The main features:

- Appointment of an Advisory Council for In-Service Training of Bantu Employees. The Departments of Bantu Education, Bantu Administration and Development, and Labour will have a total of six representatives.
- The FCI, the Handelsinstituut, Sefsa, the Building Industries Federation, the Motor Industry Employers' Association, Assocom, the SA Agricultural Union, Tucsa, and the Confederation of Labour will each be able to nominate one member. The private sector will thus be in the majority.

However, although White, Coloured and Asian workers will be represented through Tucsa and the Confederation, Black workers will not — yet another anomaly arising from government's refusal to recognise African unions.

- Two or more employers may in any area establish and run a "public centre" for the training of African workers. The centres will be run by governing bodies, which the Minister of Bantu Education may assist financially with the erection of buildings and the supply and installation of equipment.

The hand of Pretoria is going to be very much in evidence, however. The Minister — working with the Advisory Council — will have extensive powers to lay down conditions before he gives the go-ahead for the establishment of a centre. He will have control over the nature, duration, and standard of training; facilities and equipment; qualifications of both trainers and trainees; and "any other matter."

- Funds for the centres will come from taxpayers and from levies which the Minister, at the request of the Advisory Council, is empowered to impose on employers in the areas and industries for which the centres provide training.

Employers have the right to make representations to the Minister, which he must consider before imposing a levy. They may also request exemption from having to pay it. Failure to pay a levy is an offence. It may still be imposed by the Minister even in cases where individual employers object.

- Any person running a private training centre for workers who are in the employ of someone else may have his centre recognised by the Secretary for Bantu Education, again subject to conditions which the Secretary may impose. The Secretary can arrange for the issue of certificates of competence to trainees on completion of their training.

The purpose of this provision is to bring the training schemes already in operation within the scope of the Bill. They can only qualify for tax allowances when they have been granted official recognition (FM April 18). The Hotel Board, for example, has an African training school in Ga-Rankuwa; there is one

Financial Mail November 28 1975
Welders’
R25 000
gift to
Blacks

Staff Reporter

THREE normally cut-throat rival companies in the welding industry declared a truce — to donate equipment worth R25 000 to a training centre for Blacks in Boksburg. The companies, Afrox, Liquidair and Fedgas, donated oxy-acetylene equipment, manifold systems, hand tools, protective clothing and arc welding equipment to the Education and Skills Training Centre on the East Rand, in Reiger Park.

The training director, Mr Peter Hirst, said the equipment presented enabled the centre, which conducts in-service training, for Blacks, to teach the entire range of welding used in South Africa.

Speaking at a ceremony to mark the occasion, one of the founder trustees, Mr H. H. Ferreira, said the firms had shown an awareness of the need in industry to develop manpower in all its sections. By their donations the companies had continued the process of détente, at a time when détente should be seen to be done in South Africa and to work in practice, Mr Ferreira said.
GENERAL NOTICE

DEPARTMENT OF BANTU EDUCATION

DRAFT BANTU EMPLOYEES’ IN-SERVICE TRAINING BILL

The Secretary for Bantu Education hereby publishes the following Draft Bill for information and comments.

The intention is to submit the Draft Bill, due regard being had to the comments received, to the Minister of Bantu Education for consideration.

Comments on the Draft Bill must reach the Secretary for Bantu Education, Parliamentary Section, Private Bag X212, Pretoria, 0001, before 31 December 1975.

ALGEMENE KENNISGEWING

DEPARTEMENT VAN BANTOE-ONDERWYS

KONSEPWEANTSONTWERP OP DIE INDIENSOPLEIDING VAN BANTOEWERKNEEMERS

Die Sekretaris van Bantoe-onderwys publiseer hierby onderstaande Konsepwentsontwerp ter inligting en vir kommentaar.

Die bedoeling is om die Konsepwentsontwerp met inag-neming van die kommentaar wat ontvang word, vir oor-weging aan die Minister van Bantoe-onderwys voor te lé. Kommentaar op die Konsepwentsontwerp moet die Sekretaris van Bantoe-onderwys, Parlementêre Afdeling, Privaatpost X212, Pretoria, 0001, voor 31 Desember 1975 bereik.
WETSONTWERP

Om voorsiening te maak vir die bevordering en regulering van die opleiding van Bantoe werknemers in die nywerheid en om vir daardie doel voorsiening te maak vir die instelling van 'n raad; om voorsiening te maak vir die instelling, bestuur, finansiering van en beheer oor openbare sentrums vir sodanige opleiding; die erkenning van private sentrums; die erkenning van en die toekenning van hulpdoelsoes ten opsigte van sekere skemas wat deur persepe gedryf word vir die opleiding van hul Bantoe werknemers; die opleiding van 'n leiding aan sekere werkgewers van sekere Bantoe werknemers; die inspeksie van sodanige sentrums en skemas; en om vir aanleentheede wat daarmee in verband staan voorsiening te maak.

DAAR WORD BEPAAL deur die Staatspresident, die Senaat en die Volksraad van die Republiek van Suid-Afrika, soos volg:—

Woordomskrywing. 1. In hierdie Wet, teny uit die sinsverband anders blyk, beteken—

(i) "Bantoe persoon" iemand wat 'n Bantoe is binne die bedoeling van die Bevolkingsregistrasiewet, 1930 (Wet No. 30 van 1930):
(ii) "Departement" die Departement van Bantoe-onderwys;
(iii) "Minister" die Minister van Bantoe-onderwys:
(iv) "nywerheid" 'n nywerheid-, handels-, of landbou-onderneming of 'n onderneming wat die Minister van tyd tot tyd tot 'n nywerheid verklaar maar nie ook 'n mynbou-onderneming nie;
(v) "openbare sentrum" 'n openbare sentrum ingevolge artikel 7 ingeseet;
(vi) "opleiding" enige opleiding waarvan die besondere aandag vir die werknemer behoor te bekwaam vir enige werk wat in of in verband met enige nywerheid verrig word;
(vii) "private sentrum" 'n sentrum ingevolge artikel 11 erken:
(viii) "raad" die raad in artikel 2 vermeld;
(ix) "Sekretaris" die Sekretaris van Bantoe-onderwys:
(x) "skema" wat in die betekenis van artikel 12 erken is;
(xi) "aangestelde reëls" met betrekking tot 'n openbare sentrum, die genees wat ingevolge artikel 7 ten opsigte van daardie sentrum ingestel is:
(xii) "werkgewer" 'n persoon of groep of vereniging van persone wat in 'n nywerheid betrokke is en 'n Bantoe persoon vir die verriging van werk in daardie nywerheid employer.
BILL

To provide for the promotion and regulation of the training of Bantu employees in industry and for that purpose to provide for the establishment of a council to provide for the establishment, management, control and financing of public centres for such training; the recognition of private centres; the recognition of and the award of grants-in-aid in respect of certain schemes conducted by persons for the training of their Bantu employees; the imposition of a levy on certain employers of certain Bantu employees; the inspection of such centres and schemes; and to provide for matters connected therewith.

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows:—

1. In this Act, unless the context otherwise indicates—

   (i) “Bantu person” means a person who is a Bantu within the meaning of the Population Registration Act, 1950 (Act No. 30 of 1950);
   (ii) “council” means the council referred to in section 2;
   (iii) “Department” means the Department of Bantu Education;
   (iv) “employee” means a Bantu person who is employed by any employer for the performance of work in any industry and who receives, or is entitled to receive, remuneration from such employer;
   (v) “employer” means any person or group or association of persons who or which is engaged in any industry and employs any Bantu person for the performance of work in such industry;
   (vi) “fixed area”, in relation to a public centre, means the area fixed in terms of section 7 in respect of such centre;
   (vii) “industry” means any industrial, commercial or agricultural undertaking or any undertaking which the Minister from time to time declares to be an industry but does not include any mining undertaking;
   (viii) “Minister” means the Minister of Bantu Education;
   (ix) “private centre” means a private centre recognized in terms of section 11;
   (x) “public centre” means a public centre established in terms of section 7;
   (xi) “scheme” means any scheme recognized in terms of section 12;
   (xii) “Secretary” means the Secretary for Bantu Education;

Definitions.
(xiiii) "werknemer" in Bantoe persone wat in diens is by enige werkgever vir die verligting van werk in 'n nywerheid en wat van sodanige werkgever besoldiging ontvang of geregist is om dit van hom te ontvang.

Instelling van raad.

2. (1) Die Minister stel 'n raad in wat die Adviesraad vir Indiensonopleiding van Bantoe werknemers heet.

(2) Die raad—

(a) dien die Minister van advies oor—

(i) beleidsaangeleenthede wat voortspruit uit of in verband staan met die toepassing van die bepalings van hierdie Wet;
(ii) die ander aangeleenthede betreffende die op- leiding van werknemers wat die Minister na hom verwys;

(b) verryg die ander werkzaamhede wat ingevolge hierdie Wet aan hom opgetra word.

Samestelling van raad.

3. (1) Die raad bestaan uit—

(a) ses persone deur die Minister aangestel uit beamptes in die Staatsdiens van wie—

(i) vier in die Departement van Bantoe-onderwys;
(ii) een in die Departement van Arbeid, en
(iii) een in die Departement van Bantoe-adminis triasie en -ontwikkeling,
in diens moet wees;

(b) een persoon wat met die goedkeuring van die Minister deur elk van die volgende liggame aangestel word—

(i) Die Suid-Afrikaanse Gedefedereerde Kamer van Nywerhede;
(ii) Die Afrikaanse Handelsinstituut;
(iii) The Steel and Engineering Industries Federation of South Africa;
(iv) Die Federaasie van Bountoerhede (Suid-Afrika);
(v) Die Werkgeversvereniging van die Suid-Afrikaanse Motornywerheid;
(vi) Die Vereniging van Kamers van Koophandel van Suid-Afrika;
(vii) Die Suid-Afrikaanse Landbou-unie;
(viii) Die Vakbondraad van Suid-Afrika;
(ix) Die Suid-Afrikaanse Konfederasie van Arbeid;

een

(x) enige ander groep of vereniging van werkgewers ingevolge subartikel (2) (a) aangewys:

Met dien verstande dat indien enige van die liggawe vermeld in subparagraaf (i) tot (x) of enige groep of vereniging van werkgewers kragtens subparagraaf (x) aangewys, sou ophou om te bestaan, die geldigheid van die samestelling van die raad nie daardur geraak word nie.

(2) (a) Indien die Minister van oordeel is dat 'n groep of vereniging van werkgewers wat in 'n nywerheid be trokke is en wat nie verbond is aan enige liggaam vermeld in subparagraaf (i) tot (x) van subartikel (1) (b) nie, in die raad verteenwoordig behoort te word, kan die Minister daardie groep of vereniging by kennisgewing in die Staatskoerant vir die doeleindes van hierdie artikel aanwys.

(b) 'n Liggaam, groep of vereniging in subartikel (1) (b) vermeld, kan met die goedkeuring van die Minister ten opsigte van die lid deur daardie liggaam, groep of vereniging aang’en, in plaasvvangende lid aan- stel.
(xiii) "training" means any training which has as its special aim the better equipment of any employee for any work performed in or in connection with any industry.

2. (1) The Minister shall establish a council to be known as Establishment of the Advisory Council for In-Service Training of Bantu Employees.

(2) The council shall—

(a) advise the Minister on—

(i) matters of policy arising out of or connected with the application of the provisions of this Act;

(ii) such other matters relating to the training of employees as the Minister may refer to it;

(b) perform such other functions as are assigned to it in terms of this Act.

3. (1) The council shall consist of—

(a) six persons to be appointed by the Minister from among officers in the Public Service of whom—

(i) four shall be serving in the Department of Bantu Education;

(ii) one shall be serving in the Department of Labour, and

(iii) one shall be serving in the Department of Bantu Administration and Development;

(b) one person appointed with the approval of the Minister by each of the following bodies:

(i) The South African Federated Chamber of Industries;

(ii) Die Afrikaanse Handelsinstituut;

(iii) The Steel and Engineering Industries Federation of South Africa;

(iv) The Building Industries Federation (South Africa);

(v) The South African Motor Industry Employers' Association;

(vi) The Association of Chambers of Commerce of South Africa;

(vii) The South African Agricultural Union;

(viii) The Trade Union Council of South Africa;

(ix) The South African Confederation of Labour; and

(x) any other group or association of employers designated in terms of subsection (2) (a):

Provided that if any of the bodies mentioned in subparagraphs (i) to (ix) or any group or association of employers designated under subparagraph (x) should cease to exist, the validity of the constitution of the council shall not be affected thereby.

(2) (a) If the Minister is of the opinion that any group or association of employers which is engaged in any industry and which is not associated with any body mentioned in subparagraphs (i) to (ix) of subsection (1) (b) should be represented on the council, the Minister may by notice in the Gazette designate such group or association for the purposes of this section.

(b) Any body, group or association mentioned in subsection (1) may with the approval of the Minister in respect of the member appointed by that body, group or association appoint an alternate member.
(c) 'n Plaasvervangende lid ingevolge paragraaf (6) aangestel, kan enige vergadering van die raad bywoon en aan die verringings van die raad deelneem, maar is nie bevoeg om op sodanige vergadering te stem nie, behalve wanneer die lid ten opsigte van wie hy as plaasvervangende lid aangestel is van die betrokke vergadering afwesig is.

(3) (a) 'n Lid van die raad word vir 'n tydperk van drie jaar aangestel en beklee sy amp behoudens die voorwaardes wat die Minister ten tyde van sy aanstelling bepaal.

(b) Wanneer 'n lid van die raad sy amp voor die verstryking van sy amptsterryn ontruim, moet die Minister of die betrokke liggaam, groep of vereniging (na gelang van wie daardie lid aangestel het) so gou daarna iemand aanstel om die vakature vir die onverstrekte gedeelte van sodanige amptsterryn te vul.

Voorsitter en vise-voorsitter van raad.

4. (1) Die Minister stel uit die persone in artikel 3 (1) (a) (i) verneld 'n persoon as voorsitter van die raad en 'n ander persoon as vise-voorsitter van die raad aan.

(2) Die voorsitter van die raad het by 'n staking van stemme oor enige aangeleentheid wat op 'n vergadering van die raad oorweeg word, 'n bestellende stem benewens sy heradslagende stem.

(3) Wanneer die voorsitter van die raad van 'n vergadering van die raad afwesig is, neem die vise-voorsitter as voorsitter waar en wanneer die voorsitter sowel as die vise-voorsitter afwesig is, kies die lede van die raad wat op daardie vergadering aanwezig is, een uit hul middel om op daardie vergadering voor te sit, en terwyl hy as voorsitter waarnem het die persoon wat ingevolge hierdie subartikel aldus waarnem al die bevoegdheid en verring hy al die werkzaamhede van die voorsitter.

Vergaderings van raad en verringing van administratiewe werk.

5. (1) Die raad kan reeds maak betrefende die byeenroeping en die kworum en procedure op vergaderings van die raad en betrefende enige ander aangeleentheid wat vir die doeltrefende funksionering van die raad nodig is.

(2) Die werk verbonde aan die verringing van sy werkzaamhede deur die raad word verring deur beamptes en werknemers in die Staatsdiens in diens by die Departement wat vir hierdie doel deur die Sekretaris aangewys word.

Uitskuiting van bepaling van Wet 47 van 1953 ten opsigte van sekere opleiding.

6. Die bepaling van die Wet op Bantoe-ondervyse, 1953, is nie van toepassing nie ten opsigte van opleiding wat by 'n openbare of private sektor of ooreenkomsstig 'n skema verskaf word.

Instelling van openbare sektore vir opleiding van werknemers.

7. (1) Twee of meer werkgevers kan met die goedkeuring van die Minister en behoudens die voorwaardes wat hy na goedvindende opstel, in 'n gebied ingevolge subartikel (3) vrag gestel, 'n openbare sektor vir die opleiding van werknemers instel en dryf.

(2) Voorwaardes in subartikel (1) beoog, kan betrekking hê op—

(a) die aard van die opleiding wat by 'n openbare sektor verskaf mag word;

(b) die duur en standaard van sodanige opleiding;

(c) die persone, toestryding, faciliteite en materiaal wat vir die doeleindes van sodanige opleiding gebruik of verskaf moet word;

(d) die opvoedkundige kwalifikasies of praktiese onderruinding wat van persone wat by sodanige sektor vir die geë van sodanige opleiding gekomponeer word, vereds word.
(e) An alternate member appointed under paragraph (b) may attend and take part in the proceedings at any meeting of the council, but shall not have the power to vote at such meeting, except when the member in respect of whom he has been appointed an alternate member is absent from the meeting in question.

(3) (a) A member of the council shall be appointed for a period of three years and shall hold office subject to such conditions as the Minister may determine at the time of his appointment.

(b) Whenever a member of the council vacates his office before the expiration of his period of office, the Minister or the body, group or association in question (depending on who appointed such member) shall as soon as possible appoint a person to fill the vacancy for the unexpired portion of such period of office.

4. (1) The Minister shall from among the persons referred to in section 3 (1) (a) (f) designate a person as chairman of the council and another person as vice-chairman of the council.

(2) The chairman of the council shall, in the event of an equality of votes on any matter considered at any meeting of the council, have a casting vote in addition to his deliberative vote.

(3) When the chairman of the council is absent from any meeting of the council, the vice-chairman shall act as chairman, and when both the chairman and vice-chairman are absent the members of the council present at that meeting shall elect one of their number to preside at such meeting, and the person acting as chairman in terms of this subsection shall, while so acting, have all the powers and perform all the functions of the chairman.

5. (1) The council may make rules relating to the calling of, and the quorum and procedure at, meetings of the council and relating to any other matter necessary for the effective functioning of the council.

(2) The work incidental to the carrying out of its functions by the council shall be performed by officers and employees in the Public Service serving in the Department designated for this purpose by the Secretary.

6. The provisions of the Bantu Education Act, 1953, shall not apply in respect of any training provided at a public or private centre or in accordance with any scheme.

7. (1) Two or more employers may, with the approval of the Minister and subject to such conditions as he may deem fit to impose, establish and conduct in any area fixed in terms of subsection (3) a public centre for the training of employees.

(2) Conditions contemplated in subsection (1) may relate to—

(a) the nature of the training which may be provided at a public centre;

(b) the duration and standard of such training;

(c) the premises, equipment, facilities and materials to be used or provided for the purposes of such training;

(d) the educational qualifications or practical experience required of persons employed at the centre for the giving of such training;

Chairman and vice-chairman of council.

Meetings of council and performance of administrative work.

Exclusion of provisions of Act 47 of 1953 in respect of certain training.

Establishment of public centres for training of employees.
(e) die standaard van opvoeding of praktise onder-
vinging wat deur werknemers behaal of opgedoen is
voordat hulle toegelaat mag word om opleiding van 'n
bepaalde aard te ondergaan;
(f) enige ander aangeleenthede wat met 'n openbare
centrum of sodanige opleiding in verband staan.
(3) Die Minister kan vir die doelendes van subartikel (1)
gebiede vasstel en kan verskillende gebiede vasstel ten opsigte
van verskillende kategorieë werk wat deur hom vir hierdie
doel bepaal word.
(4) Geen goedkeuring, voorwaarde of gebied word ingevolge
subartikel (1), (2) of (3) verleen, opgeë of vasgestel nie, behalwe
op aanbeveling van die raad.
(5) 'n Openbare centrum vir die opleiding van Bantoe-
werknemers wat ingevolge artikel 9 van die Wet op Bantoe-
onderwys, 1953 (Wet No. 47 van 1953), voor die inwerking-
treding van hierdie Wet geregistrer is en enige voorwaarde
ingevolge daardie artikel ten opsigte van sodanige centrum
opgeë of vasgestel bepaal, word gant ingevolge hierdie artikel ingestel of opgeë
tegens.
(6) Die Minister kan met die goedkeuring van die raad enige
openbare centrum sluit indien die Minister oortuig is dat die
behoefte aan sodanige centrum nie meer bestaan nie.

Beheer oor en
bester van
openbare centrum.

8. (1) Die beheer oor en bestuur van 'n openbare centrum
berus by 'n beheerliggaam wat 'n regpersoon is.
(2) Die raad moet ten opsigte van die beheerliggaam van 'n
centrum 'n konstitusie opstel wat voorsiening maak vir—
(a) die samestelling van daardie liggaam;
(b) die verhouding of aanstelling van die lede van daardie
liggaam;
(c) die regtstreekse en die ontlasting van die lede en deur
sodanige lede;
(d) die byeenkoming en die kwarym en procedure op
vergaderings van daardie liggaam;
(e) die bukjaar van daardie liggaam; en
(f) enige ander aangeleenthede wat nodig is vir die doel-
treffende funksionering van daardie liggaam.

Bevoeghede van
beheerliggaam van
openbare centrum.

9. (1) Die beheerliggaam van 'n openbare centrum kan—
(a) die diensstaat van daardie centrum bepaal;
(b) enige persoon by daardie centrum aansien, bevorder of
ontslag;
(c) die diensoordeels, verhoud. en ander voorregte,
salary en salarismale, inwerking-, en pensioen-
voordele van alle persone in diens by daardie centrum,
bepaal;
(d) konsular bepaal;
(e) regelwaardig wat vir die bestuur en dyf van daardie
centrum nodig is, verflik, en sodanige goed wat nie
meer vir daardie doelendes nodig is nie, verkop of
op 'n ander wyse daarvoor treflik;
(f) in blydruk vir 'n landinstelling geregistrer ingevolge
van de Bankwet, 1965 (Wet No. 23 van 1965), open;
(g) sketting van transaksie en
denkings betreklik aan die
doelstellingen van sodanige 
beheer oor daardie centrum.
(2) 'n Bevoeghede in paragraaf (a), (c), (d), (e), (g) of (h)
v van subartikel (1) vermeld, word met die voorafgaande goed-
keuring van die raad uitgeoefen.
(3) Die beheerliggaam van 'n centrum aanvaar nie sonder
de goedkeuring van die raad, verleen na ooreenkomst met die
Minister. 'n Sketting waaronder 'n voorwaarde gegee is nie, en
indien dié beheerliggaam sodanige sketting aanvaar, word met
deerdoelstelling vanwaaruit die bepaling van bedoelde
voorwaarde vat.

Staatskoerant, 21 November 1975
(e) the standard of education or practical experience which shall have been achieved or gained by employees before they may be permitted to undergo training of a particular nature;

(f) any other matter connected with a public centre or such training.

(3) The Minister may for the purposes of subsection (1) fix areas and may fix different areas in respect of different categories of work determined by him for this purpose.

(4) No approval, condition or area shall be granted, imposed or fixed in terms of subsection (1), (2) or (3) except on the recommendation of the council.

(5) Any public centre for the training of Bantu employees registered in terms of section 9 of the Bantu Education Act, 1953 (Act No. 47 of 1953), before the commencement of this Act and any condition imposed in terms of that section in respect of such centre shall be deemed to have been established or imposed in terms of this section.

(6) The Minister may with the consent of the council close any public centre if the Minister is satisfied that the need for such centre has ceased to exist.

8. (1) The control and management of a public centre shall be vested in a governing body which shall be a juristic person.

(2) The council shall in respect of the governing body of a centre draw up a constitution providing for—

(a) the constitution of that body;

(b) the election or appointment of the members of that body;

(c) the period of office of, and the vacation of office by, such members;

(d) the calling of, and the quorum and procedure at, meetings of that body;

(e) the financial year of that body; and

(f) any other matter necessary for the effective functioning of that body.

9. (1) The governing body of a public centre may—

(a) determine the establishment of that centre;

(b) appoint, promote or discharge any person at that centre;

(c) determine the conditions of service, leave and other privileges, salaries, salary scales, retirement and pension benefits of all persons employed at that centre;

(d) determine fees for courses;

(e) acquire movable property required for the management and conduct of that centre, and sell or otherwise dispose of such property no longer required for such purposes;

(f) open an account with a banking institution registered in terms of the Banks Act, 1965 (Act No. 23 of 1965);

(g) accept donations; and

(h) do anything which can reasonably be regarded as necessary or desirable for the effective control and management of that centre.

(2) Any power referred to in paragraph (a), (c), (d), (e), (g) or (h) of subsection (1) shall be exercised with the prior approval of the council.

(3) The governing body of a centre shall not without the approval of the council, granted after consultation with the Minister, accept any donation to which any condition is attached, and if the governing body accepts any such donation, such donation shall be dealt with in accordance with the terms of such condition.
10. (1) Behoudens die bepalingen van subartikel (2), kan die Minister uit gelde deur die Parlement vir die doel bewiis of geldelijke blystand verleen aan die beheerliggaam van 'n openbare sentrum ten opsigte van die oprigting van geboue en die bewerinig, oprigting of instellings van toerusting by daardie sentrum.

(2) Geldelike blystand in subartikel (1) beoog, word verleen op die grondslag en behoudens die voorwaardes wat die Minister in elke bepaalde geval met die toestemming van die Minister van Finansies bepaal.

11. (1) Iemand wat 'n private sentrum vir die opleiding van werknemers wat in diens is van 'n ander persoon dryf of van voorneem is om sodanige sentrum te dryf, kan hy die Sekretaris om die erkenning van daardie sentrum aanvra.

(2) (a) Die Sekretaris kan, behoudens die voorwaardes wat hy goedvind om op te le, 'n private sentrum waarop 'n aanvra in subartikel (1) beoog, betrekking het, erkend.

(b) Voorwaardes in paragraaf (a) beoog, kan betrekking hê op enige aangeleenthed in paragrawe (a) tot (e) van artikel 7 (2) verneel.

(e) Die Sekretaris kan 'n voorwaarde dat ingevolge hierdie artikel opgeë is, intrek of van tyd tot tyd wissig.

(3) Die Sekretaris kan ten opsigte van 'n private sentrum wat ingevolge subartikel (2) erkend is, die blystand (behalwe geldelike blystand) verleen wat na sy oordeel sou kon hydra tot die berekening van die oogmerk waarvoor daardie private sentrum ingestel is, en kan aan enige werknemer wat enige opleiding wat deur sodanige sentrum verskaf is, met goeie gevolg voltooi het, 'n bevoegdheidsertekening laat uitreik indien die Sekretaris oortuig is dat die standaard van daardie opleiding die uitreiking van sodanige sertifikaat regverdig.

(4) Die Sekretaris kan te eniger tyd en sonder om enige rede daarvoor te verstre, die erkenning van 'n private sentrum intrek indien hy van oordeel is dat enige van die voorwaardes wat ten opsigte daarvan opgeë is, nie gekom is nie.

(5) 'n Private sentrum vir die indien opleiding van Bantoe-werknemers wat voor die inwerkingtreding van hierdie Wet ingevolge die Wet op Bantoe-onderwys, 1953 (Wet No. 47 van 1953), geregistreir is, en enige voorwaarde wat ten opsigte van die registrasie daarvan opgeë is, word nie in die tuis van die artikel enkel of opreke te wees.

12. (1) 'n Werknemer wat 'n skema vir die opleiding van sy werknemers dryf of van voorneem is om sodanige skema te dryf, kan hy die Sekretaris om die erkenning van daardie skema aanvra doen.

(2) (a) Die Sekretaris kan behoudens die voorwaardes wat hy goedvind om op te le 'n skema waarop 'n aanvra in subartikel (1) en, betrekking het, erkend.

(b) Voorwaardes in paragraaf (a) beoog, kan betrekking hê op enige aangeleenthed in paragrawe (a), (b), (c), (d) of (e) van artikel 7 (2) verneel.

(e) Die Sekretaris kan 'n voorwaarde dat ingevolge hierdie artikel opgeë is, intrek of van tyd tot tyd wissig.

(3) Die Sekretaris kan ten opsigte van 'n skema wat ingevolge subartikel (2) erkend is, die blystand (behalwe geldelike blystand) verleen wat na sy oordeel sou kon hydra tot die berekening van die oogmerk waarvoor daardie skema ingestel is, en kan aan enige werknemer wat enige opleiding wat ooreenkomstig sodanige skema verskaf is, met goeie gevolg voltooi het, 'n bevoegdheidsertekening laat uitreik indien die Sekretaris oortuig is dat die standaard van daardie opleiding die uitreiking van sodanige sertifikaat regverdig.
10. (1) Subject to the provisions of subsection (2), the Financial Minister may out of moneys appropriated by Parliament for the purpose, render financial assistance to the governing body of a public centre in respect of the erection of buildings and the supply, erection or installation of equipment at such centre.

(2) Financial assistance contemplated in subsection (1) shall be rendered on such basis and subject to such conditions as the Minister may in every particular case determine with the consent of the Minister of Finance.

11. (1) Any person who conducts or intends to conduct a private centre for the training of employees who are in the employ of some other person may apply to the Secretary for the recognition of that centre.

(2) (a) The Secretary may, subject to such conditions as he may deem fit to impose, recognize any private centre to which an application contemplated in subsection (1) relates.

(b) Conditions contemplated in paragraph (a) may relate to any matter referred to in paragraphs (a) to (e) of section 7 (2).

(c) The Secretary may withdraw, or from time to time amend, any condition imposed in terms of this section.

(3) The Secretary may in respect of any private centre recognized in terms of subsection (2) render such assistance (other than financial assistance) as could in his opinion contribute towards the attainment of the object for which that private centre was established, and may cause to be issued to any employee who has successfully completed any training provided by such centre, a certificate of competence, if the Secretary is satisfied that the standard of such training warrants the issue of such certificate.

(4) The Secretary may at any time and without assigning any reason therefor withdraw the recognition of a private centre if he is of the opinion that any of the conditions imposed in respect thereof was not complied with.

(5) Any private centre for the in-service training of Bantu employees registered in terms of the Bantu Education Act, 1953 (Act No. 47 of 1953), and any condition imposed in respect of the registration thereof, shall be deemed to have been recognized or imposed in terms of this section.

12. (1) Any employer who conducts or intends to conduct a scheme for the training of his employees may apply to the Secretary for the recognition of such scheme.

(2) (a) The Secretary may, subject to such conditions as he may deem fit to impose, recognize any scheme to which an application contemplated in subsection (1) relates.

(b) Conditions contemplated in paragraph (a) may relate to any matter referred to in paragraph (b), (c), (d) or (e) of section 7 (2).

(c) The Secretary may withdraw, or from time to time amend, any condition imposed in terms of this section.

(3) The Secretary may in respect of any scheme recognized in terms of subsection (2) render such assistance (other than financial assistance) as could in his opinion contribute towards the attainment of the object for which that scheme was established, and may cause to be issued to any employee who has successfully completed any training in accordance with such scheme, a certificate of competence if the Secretary is satisfied that the standard of such training warrants the issue of such certificate.
(4) Die Sekretaris kan te eniger tyd en sonder om enige rede daarvoor te verstrekk, die erkennings van 'n skema intrek indien hy van oordeel is dat enige van die voorwaardes wat ten opsigte daarvan opgede is, nie nagekome is nie.

(5) 'n Skema vir die indienospleiding van Bantoeewerknemers wat voor die inwerkingsbetreding van hierdie Wet ingevolge die Wet op Bantoe-onderwyse, 1953 (Wet No. 47 van 1953), ge-ge-ge-en-regiistreer is, en enige voorwaarde wat ten opsigte van die registrasie daarvan opgede is, word geag ingevolge hierdie artikel erken of opgede te wees.

13. (1) Die Minister kan op die voorwaardes wat hy goedvind om op te lê en ooreenkomstig die grondslag volgens wat hy met die instemming van die Minister van Finansies bepaal, uit gelde deur die Parlement voor die doel bewilig hulpdoelees teek en enige werkgever wat 'n skema vir die opleiding van die werkners van daardie werkgever drif in 'n ekonomiese ontwikkelingsgebied wat die Minister bepaal.

(2) 'n Hulpdoele ingevolge subartikel (1) toegekend, word aangewend uitsluitlik om die koste wat uit die drif van die betrokke skema voortspruit, te bestry.

(3) Die Minister kan te eniger tyd en sonder om enige rede daarvoor te verstrekk, 'n hulpdoele ingevolge subartikel (1) toegekent is, opskort, verminder of terugtrek: Met dien verstande dat die Minister nie 'n hulpdoele wat reeds aangewend is vir die doel waarvoor dit toegekent is, kan terugtrek nie.

14. (1) Ten einde geld te verkry wat nodig is om die koste te bestry wat voortspruit uit die drif van 'n openbare sentrum, kan die raad die Minister versoek om 'n bepaalde helling op te lê wat betaalbaar is deur werkgevers wat in die vasgestelde gebied van daardie sentrum betrokke is in 'n nywerheid ten opsigte waarvan opleiding by daardie sentrum verskaf word.

(2) (a) Indien die Minister 'n versoek in subartikel (1) bepoog, ontvang en hy van oordeel is dat daar voldoende gronde vir die oplegging van 'n helling vermeld in daardie subartikel bestaan, laat hy in die Staatskoerant 'n kennisgewing publiek waarin—

(i) sy voornemle om sodanige helling op te lê, vermelde word;

(ii) die bedrag van die beoogde helling vermeld word;

(iii) die betrokke sentrum, vasgestelde gebied en nywerheid vermeld word;

(iv) die grondslag waarop sodanige helling opgele gen word, uitgeegste word; en

(v) die werkgevers wat in daardie vasgestelde gebied in daardie nywerheid betrokke is, versoek word om binne 'n tydperk van twee maande vanaf die datum van daardie kennisgewing vertoe oor die bedoelde helling tot die raad te rig.

(b) Enige werkgever in paragraaf (a) bedoe, kan binne die tydperk in daardie paragraaf bedoe of te eniger tyd daarmee in die raad aansoek doen om voorstelling van die vergoeding van die helling te betaal, indien 'n helling opgesoek word.

(3) (a) Die Minister kan te eniger tyd na die verstryking van die tydperk in subartikel (1) van bedoe, op aanbeveling van die raad en met instemming van die vertoe in verband met die beoogde helling en as hy dit in die belang van die nywerheid of deur kennisgewing in die Staatskoerant 'n kennisgewing opstel, bedoe word op die grondslag dat in daardie kennisgewing vermeld word.

(b) 'n Helling in paragraaf (a) bedoe, is betaalbaar deur allereerst die werkgevers wat in die vasgestelde gebied vermeld in die kennisgewing gepubliseer ingevolge daardie paragraaf betrokke is in nywerheid aldus vermeld.
(4) The Secretary may at any time and without assigning any reason therefor withdraw the recognition of a scheme if he is of the opinion that any of the conditions imposed in respect thereof was not complied with.

(5) Any scheme for the in-service training of Bantu employees registered in terms of the Bantu Education Act, 1953 (Act No. 47 of 1953), and any condition imposed in respect of the registration thereof, shall be deemed to have been recognized or imposed in terms of this section.

13. (1) The Minister may on such conditions as he may deem fit to impose and on such basis as he may determine with the consent of the Minister of Finance, out of moneys appropriated by Parliament for the purpose, award grants-in-aid to any employer who conducts a scheme for the training of the employees of that employer in any economic development area determined by the Minister.

(2) Any grant-in-aid awarded in terms of subsection (1) shall be utilized exclusively to defray costs arising from the conduct of the scheme in question.

(3) The Minister may at any time and without assigning any reason therefor, suspend, reduce or withdraw any grant-in-aid awarded in terms of subsection (1): Provided that the Minister shall not withdraw any grant-in-aid which has already been utilized for the purpose for which it was awarded.

14. (1) For the purpose of raising money required to defray Levy, the expenses arising from the conduct of a public centre, the council may request the Minister to impose a specified levy payable by employers who are engaged in the fixed area of that centre in any industry in respect of which training is provided at such centre.

(2) (a) If the Minister receives a request contemplated in subsection (1) and is of the opinion that sufficient grounds exist for the imposition of a levy referred to in that subsection, he shall cause to be published in the Gazette a notice—

(i) stating his intention to impose such levy;
(ii) stating the amount of the contemplated levy;
(iii) specifying the centre, fixed area and industry concerned;
(iv) setting out the basis on which such levy is to be imposed; and
(v) requiring the employers who are engaged in that industry in that fixed area, to make representations in respect of such levy to the council within a period of two months of the date of such notice.

(b) Any employer referred to in paragraph (a) may within the period referred to in that paragraph or at any time afterwards apply to the council for exemption from the liability to pay the levy, should a levy be imposed.

(3) (a) The Minister may, at any time after the expiration of the period referred to in subsection (2) (a) on the recommendation of the council and with due regard to the representations in respect of the proposed levy and if he deems it in the interest of the industry by notice in the Gazette impose a levy determined on such basis as may be specified in such notice.

(b) A levy referred to in paragraph (a) shall be payable by all employers who are engaged in the fixed area specified in the notice published in terms of that paragraph to the industry so specified.
(c) 'n Kennisgewing ingevolge paragraaf (a) gepublisere—
(i) moet die tydperk vermeld waarin die heffing wat daarkragtens opgelê word, betaal moet word;
(ii) kan van werkgewers wat verplig is om die heffing te betaal, vereis om sodanige aantekeninge te hou en sodanige opgawes te doen as wat in die kennis-
gewing vermeld word;
(iii) kan voorsiening maak vir die vervanging van enige werkgewer of kategorie werkgewers van die ver-
pligting om daardie heffing te betaal; en
(iv) kan voorsiening maak vir enige ander uitsluiti-
heid ten einde 'n doeltreffende toepassing van die
bepalings van daardie kennisgewing te verseker.

(4) Die Minister kan na ooreenkomst met die raad 'n kennis-
gewing wat ingevolge hierdie artikel gepublisere is, intrek of van
tyd tot tyd wysig.

15. (1) 'n Heffing ingevolge artikel 14 opgelê, is betaalbaar aan die beheerliggaam van die openbare sektor ten behoeve
waarvan die heffing opgelê is.

(2) Die Minister kan op aanbeveling van die raad en op die
voorwaarde van die Minister goedvind om op te lê, by kennis-
gewig in die Staatskoerant iemand magtig om bedoelde heffing
nemings die betrokke beheerliggaam in te vorder.

(3) Iemand wat ingevolge hierdie artikel gemag het, kan
enige werkgewer wat verplig is om bedoelde heffing te betaal,
skriftelik gelas om binne 'n redelike tydperk wat in bedoelde
lasgewig vermeld word enige aantekening wat daardie wer-
gewer verplig is om ingevolge 'n kennisgewig gepublisere krag-
tens artikel 14 (3) te hou, vir ondersoek voor te lê.

16. (1) Die beheerliggaam van 'n openbare sektor moet
vir goedkeuring deur die raad, jaarliks en in die vorm wat die
raad bepaal, sy begin en einde van inkomste en uitgawes vir die
volgende buckjaar vorme.

(2) Die beheerliggaam van 'n openbare sektor moet behoor-
lief, boeksreg van die goed en al die buurede transaksies van die
beheerliggaam.

(3) Die boeke en rekenings wat betrekking het op die goed
en die buurede transaksies in sub-artikel (2) bedoel, word jaar-
liks gepubliseer deur 'n persoon wat as "boekhouder en ouditeur
ingevolge die Wet op Openbare Rekeninge-ters en Ouditeurs,
1951 (Wet No. 51 van 1951), geregistreer is.

(4) Die beheerliggaam van 'n openbare sektor moet so gou
doenlik na die einde van elke boekjaar
(a) rekenings van sy inkomste en uitgawes vir bedoelde
jaar en 'n buurede staat van sy boek- en laste sou aan die
end van daardie boekjaar opgestel;
(b) aan die raad—
(i) 'n verslag oor sy bedryfsgenee gedurende be-
doelde jaar;
(ii) die rekenings en buurede staat in paragraaf (a)
vermeld; en
(iii) 'n afskrif van die verslag van die persoon in sub-
artikel (3) bedoel ten opsigte van die betrokke
ouditering, voorlê.

17. (1) Die Sekretaris kan of uit eie beweging of op versoek
van die raad in inspeksie laat hou
(a) 'n oor die staal te stel of aan enige voorwaarde ingevolge
hierdie Wet opgelê ten opsigte van 'n sektor of skema
voldoen word of is:
(b) betrokke die doelmatigheid van die opleiding wat
by 'n sektor of ooreenkomsstig 'n skema verskaf word;
(c) A notice published in terms of paragraph (a)—
(i) shall specify the period within which the levy imposed thereunder shall be paid;
(ii) may require employers who are liable to pay the levy to keep such records and to render such returns as may be specified in the notice;
(iii) may provide for the exemption of any employer or category of employers from the liability to pay such levy; and
(iv) may provide for any other matter so as to ensure an effective administration of the provisions of such notice.

(4) The Minister may after consultation with the council repeal or from time to time amend any notice published in terms of this section.

15. (1) A levy imposed in terms of section 14 shall be payable to the governing body of the public centre for the benefit of which such levy was imposed.

(2) The Minister may, on the recommendation of the council and on such conditions as the Minister may deem fit to impose, by notice in the Gazette authorize any person to collect such levy on behalf of the governing body concerned.

(3) Any person authorized in terms of this section may in writing direct any employer who is liable to pay such levy to produce, within a reasonable period specified in such direction, for inspection any record which such employer is required to keep in terms of a notice published under section 14 (3).

16. (1) The governing body of a public centre shall, for approval by the council, submit annually and in the form determined by the council, its estimates of revenue and expenditure for the ensuing financial year.

(2) The governing body of a public centre shall keep a proper record of the property and all financial transactions of the governing body.

(3) The books and accounts relating to the property and the financial transactions referred to in subsection (2) shall be audited annually by a person registered as an accountant and auditor in terms of the Public Accountants’ and Auditors’ Act, 1951 (Act No. 51 of 1951).

(4) The governing body of a public centre shall, as soon as possible after the end of each financial year—
(a) prepare accounts of its revenue and expenditure for such year and a balance sheet of its assets and liabilities as at the end of such financial year;
(b) submit to the council
(i) a report on its activities during such year;
(ii) the accounts and balance sheet referred to in paragraph (a); and
(iii) a copy of the report of the person referred to in subsection (3) in respect of the audit in question.

17. (1) The Secretary may either of his own accord or at the Inspections, request of the council cause an inspection to be carried out—
(a) in order to establish whether any condition imposed in terms of this Act in respect of any centre or scheme is being or has been complied with;
(b) as to the efficacy of the training provided at a centre or in accordance with a scheme;
(c) betreffende die vermoë van 'n openbare sentrum om aan die vraag na opleiding wat in die betrokke vaste-stelde gebied bestaan, te voldoen;

(d) betreffende die finansies van 'n openbare sentrum;

(e) betreffende die aanwending van 'n hulpoëzie wat ingevolge hierdie Wet toegeken is;

(f) betreffende enige ander aangeleenthed wat in verband staan met 'n sentrum of skema wat na die oordeel van die Sekretaris geïnspecteer behoort te word.

(2) (a) Iemand wat 'n inskrywing in die volgende subparagraaf (i) doen, kan—

(i) nadat hy redelike kennis gegewe het aan die persoon in die beheer van enige perseel wat gebruik word vir die verskaffing van die opleiding wat die onderwerp van die inskrywing uitmaak, te eniger redelike tyd daardie perseel betoe en daardie perseel en enige toerusting, faciliteite of materiaal wat vir die doeleindes van bedoelede opleiding gebruik word, inskrywer;

(ii) iemand wat 'n boek, dokument of stuk wat betrekking het op die dryf van die sentrum of skema wat die onderwerp van die inskrywing uitmaak, in sy besit of bewaring of onder sy beheer het, skriftelik gelas om daardie boek, dokument of stuk binne 'n redelike tyd in bedoelede lastgewing vermeld vir onderzoek oor te lees;

(iii) uittreksels en afskrifte maak uit of van 'n boek, dokument of stuk wat ingevolge subparagraaf (ii) voorgeste word.

(b) Iemand wat 'n inskrywing in die volgende hierdie artikels gedoen het, moet aan die Sekretaris 'n verslag oor daardie inskrywing voorle en kan in daardie verslag die venniging van enige handeling in verband met 'n aangeleenthed wat deur hom geïnspecteer is, aanbeveel.

(c) Die Sekretaris moet afskryf van daardie verslag deurstuur aan die raad en aan die beheerder van die betrokke sentrum of aan die persoon wat die betrokke skema dryf, en kan, na oorlegging met die raad, die stappe wat die Sekretaris goedvind in verband met die aangeleenthed doen.

Regulasies.

18. Die Minister kan regulasies uitvaardig—

(a) wat voorsiening maak vir die beskikking oor die bates van die beheerder van 'n openbare sentrum wat ingevolge artikel 7 (6) gedié is;

(b) betreffende enige aangeleenthed wat die Minister nodig ag om voor te skryf ten einde die oogmerke van hierdie Wet te verwezenlik.

Misdrywse en straawse.

19. (1) Iemand wat—

(a) versnui om—

(i) 'n hulgie openlik kratens 'n kennisgewing gepublieke inskrywing ingevolge artikel 14 (3) te betaal binne die tydperk in daardie kennisgewing bepaal;

(ii) 'n aantekening te hou of 'n opspraak te doen wat hy kratens sedaange kennisgewing verplig is om te hou of te doen;

(iii) 'n aantekening ter voldoening van die inskrywing ingevolge artikel 15 (3) voor te lees;

(iv) 'n boek, dokument of stuk ooreenkomsig 'n lastgewing ingevolge artikel 17 (2) voor te lees; of

(b) die hulpings van artikel 20 oortree,

is aan 'n misdrywse skuldig en by skuldigbevinding straafbaar met 'n boete van boete van drie trefig tot twee maandstraf vir 'n tydperk van aantekening, of waarvan deur boete sowel as daardie gevorderd word.
(c) as to the capacity of any public centre to meet the demand for training which may exist in the fixed area concerned;

(d) as to the finances of any public centre;

(e) as to the utilization of any grant-in-aid awarded in terms of this Act; and

(f) as to any other matter connected with a centre or scheme which in the opinion of the Secretary should be inspected.

(2) (a) A person who carries out an inspection in terms of subsection (1), may—

(i) after having given reasonable notice to the person in control of any premises used for the purpose of providing the training which forms the subject matter of such inspection, at any reasonable time enter upon such premises and inspect such premises and any equipment, facilities or materials used for the purposes of such training;

(ii) direct in writing any person who has in his possession or custody or under his control, any book, document or thing which relates to the conduct of any centre or scheme which forms the subject matter of such inspection, to produce within a reasonable time specified in such direction such book, document or thing for inspection;

(iii) make extracts from and copies of any book, document or thing produced in terms of subparagraph (ii).

(b) A person who has carried out an inspection in terms of this section shall submit to the Secretary a report on such inspection and may recommend in such report the performance of any act in connection with any matter inspected by him.

(e) The Secretary shall transmit copies of such report to the council and to the governing body of any centre concerned or to the person conducting the scheme concerned, and may, after consultation with the council, take such steps in connection with the matter as the Secretary may deem fit.

18. The Minister may make regulations—

(a) providing for the disposal of the assets of the controlling body of a public centre closed in terms of section 14 (6);

(b) relating to any matter which the Minister considers it necessary to prescribe in order that the objects of this Act may be achieved.

19. (1) Any person who—

(a) fails to—

(i) pay a levy imposed under a notice published in terms of section 14 (3) within the period specified in such notice;

(ii) keep a record or to render a return which he is under such notice required to keep or to render;

(iii) produce a record in compliance with a direction in terms of section 15 (3); or

(iv) produce a book, document or thing in compliance with a direction in terms of section 17 (2);

(b) contravenes the provisions of section 20,

shall be guilty of an offence and on conviction liable to a fine not exceeding fifty rand or to imprisonment for a period not exceeding one month or to both such fine and such imprisonment.
(2) Wanneer 'n persoon skuldig bevind word aan 'n oortreding van subartikel (1) (a) (i) meet die hof wat hom skuldig bevind, benewens enige straf ten opsigte van daardie oortreding opgely, op staande voet onderzoek instel na en die bedrag bepaal van die heffing wat daardie persoon aan die betrokke beheerliggaam verskuldig is en onverwyl van die hof die hof die bedrag aldus bepaal, uitspreek teen daardie persoon en ten gunste van daardie beheerliggaam, en sodanige vonnis kan ten uitvoer gelyk word op dieselfde wyse asof dit in die loop van 'n civiele geding uitgespreek is.

Geheimhouding moet bewaar word.

20. Geen lid van die raad, of 'n plusservanger van sodanige lid of 'n beampte van die Staatsdiens of 'n ander persoon wat toegehaal word om op 'n vergadering van die raad of 'n komitee van die raad of by 'n ondervraging deur 'n beampte van die Staatsdiens aanwezig te wees, mag aan enige persoon behalwe die Minister of 'n beampte van die Staatsdiens of vir die doeleindes van die vervulling van sy pligte of die uitoefening van sy bevoegdheede ingevolge hierdie Wet of wanneer dit in 'n hof of ingevolge 'n wegbepaling van hom veres word, enige inligting openbaar nie met betrekking tot die sake van 'n werkgever wat ingewin is by die vervulling van sy pligte of die uitoefening van sy bevoegdhede ingevolge hierdie Wet of terwyl hy sodanige vergadering of ondervraging bywoon, na gelang van die geval.

Kort titel.

(2) If any person is found guilty of a contravention of sub-section (1) (a) (i), the court convicting such person shall, in addition to any punishment imposed in respect of that contravention, summarily inquire into and assess the amount of the levy due by that person to the governing body concerned and forthwith give judgment for the amount assessed against that person in favour of the governing body, and any such judgment may be executed in the same manner as if it had been pronounced in the course of civil proceedings.

20. No member of the council or any alternate to any such member or any officer in the Public Service or any other person allowed to be present at any meeting of the council or a committee of the council or at any interrogation by an officer in the Public Service shall disclose to any person, except to the Minister or an officer in the Public Service or for the purpose of the performance of his duties or the exercise of his powers under this Act or when required to do so before a court or under any law, any information in relation to the business of any employer acquired in the performance of his duties or the exercise of his powers under this Act, or while attending any such meeting or interrogation, as the case may be.

21. This Act shall be called the Bantu Employees’ In-Service Training Act, 1976.
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**GENERAL NOTICE.**

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## INHOUD

**Departement van Bantoe-onderwys.**

**ALGEMENE KENNISGewing.**

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African training centres

African Affairs Reporter

THE THREE training centres for African farmers, which are being built by the South African Sugar Association, will be handed over to the KwaZulu Government early next year. Mr. James Nkumile, KwaZulu's acting Chief Executive Councillor, said the official opening of the centres would take place in February and March next year.

The centres are being built at Umzinto, Mtunzini and Ndwenwe at an estimated cost of R600 000.

Farmers' days, seminars and courses in sugar cane husbandry, agriculture and servicing and maintenance of tractors and farm equipment will be held at these centres.

Courses in home economics and cultural subjects will be given for the farmers' wives.
Labour Reporter

Business management has been warned to avoid the false economy of cutting back on training in an effort to maintain profits.

This warning was sounded today by Dr Lawrence McCrystal, chairman of the publicity committee of the South African anti-inflation campaign.

He was speaking to 120 personnel managers at a symposium in Johannesburg today designed to promote productivity.

Dr McCrystal said many top business leaders limited themselves to short-term outlooks — which at a stretch took in next year's profits.

It was this kind of attitude which resulted in the falling off in training expenditure.

If it became a widespread phenomenon it would be nothing short of a disaster for the economy.

"We have been talking about improved productivity for years but the climate was not as right as it is now," Dr McCrystal said.

South Africa was in a position of a family whose main breadwinner had experienced the decline in income.

It was necessary to impress on people that they all contributed to the inflation spiral by expecting more from the economy than they were putting into it.
African training centres

African Affairs Reporter

The three training centres for African farmers, which are being built by the South African Sugar Association, will be handed over to the KwaZulu Government early next year.

Mr. James Nkwalule, KwaZulu’s acting Chief Executive Councillor, said the official opening of the centres would take place in February and March next year.

The centres are being built at Umzinto, Mlumzini and Ntwevida at an estimated cost of R800,000.

Farmers’ days, seminars and courses in sugar cane husbandry, agriculture and servicing and maintenance of tractors and farm equipment will be held at these centres.

Courses in home economics and cultural subjects will be given for the farmers’ wives.
SOUTH AFRICA did not need foreign immigrants to increase its labour force, but some foreigners could be brought in to help train the Blacks in the country to take up worthy positions, Mrs Lucy Mvubelo said yesterday.

Mrs Mvubelo is General Secretary of the Garment Workers' Union, based in Johannesburg. Speaking on the working force, Mrs Mvubelo said in the clothing industry workers did not think in terms of race, they worked as a family.

For the country to be a happy place there must be no discrimination in work. If more training was given to Blacks all races would be able to make a full contribution to the country's economy.

Swell

At a recent overseas conference she attended there was a resolution to end the immigration of skilled workers to South Africa. Mrs Mvubelo said South Africa did not need immigrants to swell its work force. "We have our own people that we can train. People who talk about labour problems should have been far sighted and started training Black workers long ago."

"I am happy that the Government has now set up training centres in the large urban areas, but why did we wait until it's too late and depend on immigrants?" she asked.

Upgrade

She said South Africa perhaps needed immigrants who could impart their skill on to the Black workers.

Foreign investors had also done much for Blacks but they should still upgrade Black workers more.

Speaking on the same platform Miss Maggie Oewies of the Domestic Workers Union, Cape Town, said domestic workers must remember that they had to fulfill the role of a parent to the children they looked after. They had to assist them to sort out problems. She appealed to employers to consider the training needs of domestic workers and said first aid and health education was more important than the finer arts of cooking. Even cooking would be more meaningful if the worker understood the needs of the body.
Coloured man for top prison job

John Patten,
Political Correspondent

The Minister of Prisons, Mr Kruger, announced today that a Coloured man is to be appointed for the first time to head the Prison Service's Coloured Training College at Westlake in Cape Town.

From January 1, Captain Philip Wibbe will take over the college. He was promoted from Lieutenant at the beginning of this month.

Mr Kruger made his announcement today when he addressed a passing-out parade of Coloured trainee warders and wardresses at Westlake.

He said the Department of Prisons was also making history by being the first uniform-wearing department to involve Coloured women in intensive basic training.

He told the trainee wardresses that Coloured men had already opened many doors in the department for themselves and added: "The door that has been opened by Captain Wibbe is certainly not the last which will be opened."

3. What feel should be added to the course?

4. Are you satisfied with your present tutor? Yes/No
   Comment

5. (a) What in your opinion should the aim of tutorials be?
   (b) Do you feel these goals were achieved during the year?
Industry training scheme doubles

Labour Reporter

Plans to almost double South Africa’s industrial training capacity for Black schoolboys have been announced by the Secretary for Bantu Education, Mr G S Rousseau.

A total of 30,000 to 75,000 pupils could be in training annually after the planned expansions of the scheme to Black homelands.

Mr Rousseau revealed that the increase in training capacity will be achieved through national and regional expansions of the scheme.

A total of 30,000 to 75,000 pupils could be in training annually after the planned expansions of the scheme to Black homelands.

In the next year, three more training centres will be established in White areas.

- Double the training capacity of the two centres in Soweto through extensive costing at an estimated R60,000 per centre.
- Make extensions to the six other centres due to begin operations next year, also at a cost of R60,000 per centre.

Seven of the first eight training centres are to be in operation next month. The eighth is expected to be ready later next year.

BUDGET

One of the new centres will be established at KwaThema, Springs, and another in Tembisa, near Kempton Park. The location of the third is yet to be decided.

Mr Rousseau declined to name the two homelands which are to get similar centres because these projects are subject to homeland budgets.

But it has been announced that the Chisel has allocated R100,000 for a centre.

Mr Rousseau said: “Training for better utilisation of manpower and productivity represents one of the cornerstones of South Africa’s anti-inflation manifesto.”

About 42 teachers would be trained as instructors in Soweto next year before being posted to the new or extended centres.

Forty-eight from areas to be served by the first eight centres were trained this year.

One centre cost R200,000 to build and R100,000 to equip.
VERKLARING DEUR DIE SEKRETARIS VAN ARBEID

MNR. B.G. LINDEQUE

(Vir vrystelling op 9 Januarie 1976 om 12h00)

Die Sekretaris van Arbeid maak bekend dat ongeskoolde en halfgeskoolde Blanke werkers wat geen vooruitsigte vir vordering het nie, hulle inkomste vinnig kan verhoog, ambagsmanestatus kan verkry, en saam met hulle gesinne 'n hoër lewenspeil kan geniet deur gebruik te maak van die skema vir die opleiding van ambagsmanne wat deur die Departement van Arbeid in samewerking met die Departement van Nasionale Opvoeding aangebied word.

Hierdie skema is tot voordeel van die werker, die en die landseconomie; deur daarvan gebruik te maak erhoog die werker sy vaardigheid, die werkgewer kry kundige arbeid en die gevolglike verbeterde produksie vra by tot die bevordering van die welvaart van die land.

Die skema dien verder ook die uiterst nuttige doel dat dit 'n heersende tekort aan geskoolde arbeid verminder. Meer as 2 000 persone het reeds ingevolge die skema vakmanstatus verwerf.

Ongeskoolde en halfgeskoolde werkers kan hulle bekwaam as:

Elektrisitèns en elektrotechniese draadwerkers, loodgieters, messelaars en pleisteraars, motorwerktuigkundiges, paneelklopers en spuitverfwerkers, passers en draaiers, pleatwerkars en ketelmakers, tinnermanne en skrynwerkers.
In goed toegeruste werk winkels aan die Opleidingsentrum vir Volwassenes te Westlake, (Kaapstad) word eers 12 maande lank intensiewe opleiding gegee. Gedurende die tydperk word 'n weeklike toelaes wat wissel na gelang van die aantal afhanklikes, aan 'n kwekeling betaal.

Daarna word kwekelinge by goedgekeurde werkgewers geplaas vir hoogstens twee jaar en ontvang hulle 'n weeklike loon van minstens R52,50 gedurende die eerste ses maande, wat elke ses maande verhoog word totdat die opleiding voltooi is. Die indiensopleidingstydperk kan met 50% verkort word deur die suksesvolle aflegging van kwalifiserende ambagatoets wat afgeloop uit praktiese take te aan.

Voornamende kwekelinge moet aan die volgende vereistes voldoen:
Hulle moet -
(a) minstens 21 jaar oud wees;
(b) minstens oor 'n St. VII-sertifikaat vir die ambagte elektrisi- en elektrotegniese draadwerker of minstens 'n St. VI-sertifikaat vir die ander ambagte beskik;
(c) 'n mediese ondersoek ondergaan; en
(d) nie as vakleerlinge ingeboek wees nie.

Persone wat belang stel, kan volledige besonderhede van die naaste kantoor van die Departement van Arbeid verkry. Kursusse neem jaarliks in Meisie en aanvang en aansoeke vir die 1976 kursus moet voor die einde van Januarie 1976 ingediend word.

Ungereik deur die Departement van Inligting op versoek van die Departement van Arbeid.

Pretoria
9 Januarie 1976
Scheme to train White artisans

The Department of Labour is to offer a training scheme which will enable unskilled and semi-skilled white workers who have no prospect of advancement, to attain artisan status.

This was said in Pretoria today by the Secretary for Labour Mr B.G. Lindeque, who said the training scheme would be run in collaboration with the Department of National Education.

Already more than 2000 adults have attained artisan status through the scheme and it is hoped the programme will help reduce the current shortage of skilled labour.

Unskilled and semi-skilled workers may qualify in a number of trades including bricklaying and plastering, carpentry and joinery, electrical work and electrical wiring, motor mechanics and plumbing.

Intensive training will be given at the Trade Training Centre for adults at Westlake, in Cape Town, for 12 months.

During this time a weekly allowance will be paid to the trainee.

After completion of the scheme, trainees will be placed with approved employers for at least two years.

Interested people may obtain full details from the nearest office of the Department of Labour. Courses start annually in May and applications for this year must be lodged before the end of this month.
Training target set for hotels

The Star, Wednesday Jan 23, 1975

The hotel trade is aiming for a target of 7,500 jobs for 1,200 workers in the hotel industry, particularly in the service of black workers, who represented 30 per cent of the industry's earnings.

The board has extensive plans to raise the standards of 50 to 60.

An important step in the training program is the establishment of a hotel apprenticeship program.
Artisans: Notices published

157. Mr. T. HICKMAN asked the Minister of Labour:

(a) How many notices have been published in terms of section 2 of the Training of Artisans Act and (b) in respect of what trades were they issued.

The MINISTER OF LABOUR:

(a) 2,748 original notices. This figure does not include subsequent notices served in cases where trainees were transferred from one employer to another.

(b) Trade Number
Auto Body Repairing 186
Bricklaying and Plastering 209
Carpentry and Joinery 354
Domestic Radio Servicemen 32
Electrical Wiremen and Electrician 494
Fitting and Turning 469
Motor Mechanic 326
Panelbeater (including Spray-painting) 19
Plating/Boilermaker 30
Plumbing 178
Welding 450
Black step-up boosts saving

New training schemes for 16,000 Africans, Indians and Coloured staff holding jobs previously done by Whites are on the way as part of the country’s anti-inflation measures.

A statement by South African Railways includes references to training for Black employees in a programme designed to improve productivity.

The anti-inflation programme covers the South African Airways, administration of petroleum pipelines, departmental road transport services and ancillary services of SAR.

Anti-inflation steps include:

1. Curtailment of uneconomical services with, where possible, more economic alternative transport methods.

2. Promotion of productivity including improved and simplified methods.

3. Replacement, wherever justified, of gas, steam and electricity-requiring oil-burning vehicles, and aircraft continuing to operate at more economical altitudes and speeds.

PRICE INDEX

The railways insist on using only non-inflationary indices where tender prices are subject to escalation. This means using a consumers’ price index rather than a wage index in the case of labour costs.

And when increases are claimed the supplier will be asked to indicate what discount is being allowed in terms of the anti-inflation manifesto.

In one purchase of electric locomotives, the railways disclosed, this appeal earned a discount of more than R1 million.
Job centres for Blacks multiply

Pretoria Bureau

Sixteen training centres for Black industrial workers are now functioning or due to begin soon, and 170 in-firm training schemes are recommended for registration.

Two more homeland training centres are planned and more will be budgeted for by homeland governments in the foreseeable future. A further eight are planned by the Department of Banfu Education, and an unstated number of in-firm training schemes are still in the amendment stage prior to being recommended for registration.

This was stated in Pretoria today by the Action Programme Against Inflation in a statement on the progress attained in creating training facilities for Black workers in industry.

The statement said the Department of Banfu Education had provided all employer organisations with written information on the possibilities which exist for industrialists and prospective industrialists in border areas for establishing and using ad hoc training schemes for their workers.

The department, which had a representative on the board of each of the private industrial training centres, now functioning, had instructions to make every possible effort to ensure their successful functioning and to propagate their use by industrialists.

Three such centres were now in operation, and two more in the process of being commissioned. Three more should be ready to begin functioning by July this year.

Three of the eight training centres planned by the department began functioning last year, and the other five were expected to commence.

Terror - Training
TECHNICAL TRAINING FOR BLACKS

Sophisticated products for the South African business equipment industry are being serviced and maintained by Black technical workers qualifying under a new training scheme. The first of its kind, this programme is the start of planned basic training in the industry. Since the scheme falls under the Government's provision for in-industry training, the direct costs can be claimed as tax concessions.
Produktiwiteit waarheen?

Wet sommige vakbondsmannen betreft, is produktiwiteit 'n drieletter woord.
Maar die argument dat die woord alleen te blameer is vir die ongewildheid van die begrip is net helfte van die waarheid. Toegegee, die woord is so wyd en syd misbruik dat die vakbond en hul lede 'n drie wantroue daarin ontwikkel het.
Dit het vir hulle beteken dat hulle meer werk moet verrig vir dieselfde loon sodat die werkgever groter winste kan toon. Dit is natuurlik 'n misverstand van die begrip, maar busture het waarskynlik slegs hulself te blameer vir dié wanindruk.
Dit spruit gewoonlik voort uit die ou 'ons-hulle' begrip ten opsigte van arbeidsvoorhoudings. Aan die vakbond-kant beteken dit dat die maksimum vir die minimum werk moet word. Aan die bestuurskant kom dit meer of min op die onderskeidelik met die byvoeging van die heilige begrip van 'n vrye kapitalis- tiese ekonomie.
Wet egter gebeur het is dat beide die woord en die konsep van produktiwiteit in die weersprekings en geredeksawel in onmin en selfs verfom geraak het.
Gevolglik het 'n toedrag van sake ontstaan wat Chris Heunis, die Minister van Ekonomiese sake, daartoe genoodsaak het om te sê dat die produktiwiteitsvraag van byna al die nywerhede wat deur die Nasionale Produktiwiteitsinstituut ondersoek is, slegs soweit 50 persent van wat billikvrye van hulle verwag kan word.
Min.-Heunis het die toedrag van sake as veront- rustend beskryf en die verantwoordelikhed vir die regstelting daarvan op die skouers van bestuur geplaas.
Onlangs het Lawrence McCrystal, voorzitter van die onderwyskundige komitee van die gesamentlike program teen inflasie – wat nou in sy produk- tiewiteitsvraag oorgegaan het – ook gesê dat 40 per- sent of meer van sake al gelykheid toon in die vooruitstiging van die program nie.

Vakbonde

Waar staan die vakbonde toe opsigte van produktiwiteit?
Kort voor hy verlede jaar oorsee is vir verdere studie, het Robert Kraf, adjun- koopsecretaar van die Vakbondraad van Suid-Afrika gesê dat Vaksa ten volle bewus is van die noodsaaklikheid van verhoogde produktiwiteit.
Vaksa was ook ten volle bewus van die sligte konnotasie wat aan die woord gegee word en was van plan om dit met doeltreffendheid te vervang. Doel- treffendheid moet dan 'n doeltuivisie word vir sowel die werkers as bestuur.
Die Konfederasie van Arbeid, by monde van sy president, Attie Nieuwoudt, het ook die noodsaak- likheid van meer effektiewe, en daarom verhoogte, produksie ondersteun.
Nieuwoudt sien egter 'n hele paar voorvereistes:
- daar moet nouer samewerking kom tussen werkers en bestuur om die doeltuivisie te verwekelik;
- bestuur moet toesien dat die werkers die gerede- skap het om meer produktief te wees;
- bestuur moet ook toesien dat werkers behoorlik vir verhoogte produksie vergoed word. Werkers moet daarvan oortuig word dat verhoogte produksie nie slegs vir die einiew in werkgevers nodig is nie;
- bestuur en werkers moet toesien dat verhoogte loone en winste saamgaan met verlaagde eenheids- prise op die verbruikersmark.
Om dit te bereik, sê Nieuwoudt, moet daar nader samewerking en meer werklike vennootskap tussen arbeid en bestuur ontstaan.
Min. Heunis het ook onlangs by die Bestuurskool van die Universiteit van Kaapstad 'n soortegelyke be- reep gedoen.
Dit is alles egter nie so maklik nie.

Rassewrywing
Die saak word meer ingewikkel gemaak deur die heersende arbeidsstekort van gestoelde wit werkers wat traditioneel sekere werk verrig. Hulle plekke moet ingenomen word deur swart werkers wat nou vir die eerste keer tot die nywerhede toetree.
Vir die konservatiewe wit vakbondsmannen skap dit probleme. Die veiligheid van sy laer gestoelde lede word bedreig. Vakbondeleiers soos hierdie glo dat die enigste belang, wat die werkgever by die indiensneming van swart werkers het, laer loon, en gevolglik hoër winste, is.
Of dit waar is kan aan die gewete van die werk- gewers oorgelaat word.

Oplossings
Verskillende oplossings is reeds aan die hand gedaan:
- Die loon vir die taak
- Opleiding van wit werkers om tegnici-status te kan aanwys
- Die opvoeding van die wit werker om die swart werker as 'n gelukke te aanvaar.
Al hierdie oplossings, en nog veel meer, laat baie gespens oor. As die loon vir die taak toegesp se moet word sal swart werkers baie deeglike opleiding moet ontvang anders sal hulle 'n agterstand by wit werkers ondervind. Dit kan wrywing op rassengrond- slag veroorsaak.
As swart werkers opgeleid word, klo wit werkers. Dit is op die oomklik die geval in die ingenieursbe- dryf, waar die opleidingssentra met groot agterdo- bead ja. In die mynbedryf word daar gekla dat sentra waar swart vakmanshoepers opgelei word, gebruik word om herstelwerk te doen wat die vak- manne self gedaan moet word – ten koste van die wit vakmanne.
Wit vakbonde wys ook daarop dat nie alle wit operateurs tegnici kan word nie. Hulle by agterdo- tig tanswaar swart vordering omdat daar nie opleidings- groepe bestaan nie. Dit is minder bagatelfit nodig van 'n heenkome te verskak nie.
Dit maak nie saak of die kragtes en agterdo on- redelik of ongegrond is nie. Hulle bestaan en hulle sal op 'n doeltreffende manier uit die weg geruim moet word voordat hierdie 'n remskoan op hoe produksie toegedraal kan word.
Daar is swart werkers wat reeds goeie vordering gemaak het en basis is om die vrees en weerstand van die wit werker uit die weg te ruim, terwyl daar ook 'n hou mate van samewerking tussen arbeid en bestuur be- staan, is die leenrywerheid.
Die ondervinding van dié nywerheid word in die hoogdrukse van hierdie artikel bespreek.
The Business Equipment Association of South Africa, representing an industry employing more than 17,000 people who manufacture, market and maintain equipment ranging from adding machines and typewriters to computers, has started a training scheme for Black technical workers in the industry. Past president of the Association, Val Andrias, says, "We are dedicated to the programme, not only because we think it worthwhile to provide training and career opportunities for Blacks, but also because we know they are a pool of labour from which we can satisfy our ever-growing needs for skilled manpower. The strains on present resources demand that we expand training facilities to keep pace with the growth of the business equipment industry."

To put its plans into immediate effect, the Association, last July, obtained approval to start its 15-week intensive programme, in temporary premises. Permanent training premises have since been completed at Chamdor, Krugersdorp - the first government-sponsored training centre for Johannesburg and the West Rand.

Because the pilot scheme was seen as an experiment and because of the lack of space, the number of trainees was restricted to ten. These were selected from nominations by companies in the industry.

In this article, Ron Maraden, the Association’s director of training, describes the programme and its results. However, because of the small sample, he cautions that it would be naive to draw conclusions from the study. Its value lies in the framework it provides for future on-going basic technical training in the business equipment industry.

Objectives and content

The objectives of the course were to:

- decide whether it was practical to introduce basic technical training programmes for the industry
- measure the potential of Black employees so that training programmes could be developed to upgrade workers
- collect data on technical and attitude training techniques and related problems and on the use of certain mechanical aptitude batteries and tests
- find a level that would meet the ability of trainees and provide training relevant to the work situation
- use it as a model to develop future courses at Chamdor.

The many facets of the industry made it impossible for all its needs to be met in one programme. The course concentrated on those tasks that required manual skill, a good working knowledge of basic mechanics and electro mechanics, ability to take accurate measurement and make minor adjustments. The subjects were:

- Industrial arts - technical drawing, woodwork, metalwork and soldering
- mechanical theory and practice
- electrical theory and practice
- mathematics
- industrial safety.

The content was structured at standard 8 level for trainees with a knowledge of mathematics and science. Each subject had to be covered within a given time.

Programme progress

With the exception of mathematics, the course was completed almost within the time set for each subject. In review, the maths syllabus was optimistic, and more in line with a White standard 8 maths. All the trainees had little more than a basic knowledge of arithmetic and found it difficult to grasp elementary algebra, logarithms and trigonometry.

The industrial arts subjects were, on the whole easily understood. However, the trainees found difficulty in relating the training to their job, particularly the section on woodwork. Seventy per cent of them showed a greater natural aptitude for technical drawing than for any other subject in the programme. Standard industrial arts training techniques were used, the only change being greater use of group problem solving and discussion periods.

Mechanical theory caused a number of problems because the trainees were weak in elementary maths. ‘Chalk and talk’ and the use of many practical problems eventually gave the best results. Practical experiments were done with the aid of mecano sets. This also improved finger dexterity.

Electrical labs and programmed tests were used to teach electrical theory and practice. The trainees worked in teams of two and made steady progress. They worked at their own pace - their progress being monitored by an instructor who helped them, where necessary.

Industrial safety was taught by a Nosa representative. The trainees were given an introductory course, followed by more detailed training.

Tests

Oral, practical, written and ballad tests were given to measure progress and to decide what kind of measurement should be used. The best results were from oral and practical tests. Generally, written tests were poorly completed. This was mainly because the trainees could not express themselves. In the ballad tests, where several possible answers are given and the student is told to choose the right one, some trainees always ticked more than one box.

Even though oral and practical tests appeared the most promising, when all the results were placed in rank order, the rankings of each type of test were almost identical.

Aptitude Tests

When the course was planned, only those academic and apti-
tude tests that had been developed in the Republic, for Blacks, were included. Although this limited the selection, the wide range of overseas tests had little, if any, proven validity for measuring mechanical and electrical aptitude in Blacks.

The tests used were the Junior Second ary Aptitude Test (UJT) of the Human Sciences Research Council, the Form Series Test - advanced extended version (FST A-EV) of the National Institute of Personnel Research and a manual aptitude test similar to that used for selection by the Swiss Watchmakers’ School.

When the results of all the individual aptitude tests and trainee results were ranked, there was a marked degree of agreement between them.

Training Techniques

A variety of training techniques was used. Some were dictated by the nature of the training and others were used to try and find the best training method.
A PENSION SCHEME
YOUR BLACK WORKER
WILL UNDERSTAND

PENSHENE
IPENSHONI
IMPENSHONI
PHEXENI
PHENSHINI
PHENSENE

For further insight on this unique concept complete the reply-paid card.
TECHNICAL TRAINING FOR BLACKS
(Continued from page 13)

When the residential facility at the Chandor centre is completed, some of the problems arising in Black training will be more easily overcome. The centre will provide facilities such as libraries, quiet rooms and areas where groups can resolve their common difficulties. The Chandor concept is to improve the whole man rather than only his technical know-how.

Training where there is rapid technological change means that courses will have to be continually reviewed to ensure their value to the industry. But the real challenge will be to try and modify the behaviour and attitude of the Black worker so that he fits into the modern technological world.
The results showed that the standard training practice for industrial arts will not require major changes, except that a strong emphasis on measurement must be built into the content. In the technical subjects, the trainees were more at ease with ‘chalk and talk’ and demonstration on training aids, followed by lab work, than with programmed texts and lab work. There was no clear indication of which training methods obtain the best results. However, the self-paced aspects of programmed texts showed advantages worth investigating in future courses. It was also noticed that in audio visual presentations, the trainees related quickly to situations showing Blacks in the work environment.

**Attitude training**

In an industry where a large part of the workforce is in constant contact with the customer, the attitude of the worker is very important. The Black worker must be able to fit into a work environment where the norms are set by Whites. Because of this, non-technical training was included in the course content by using group discussion periods. Many areas taken for granted by Whites, for example, worker’s compensation, pension schemes, medical aid plans, hire purchase, overtime and incentive schemes, were discussed in these sessions.

Basic differences in the attitude between the races, in areas such as work disciplines, time-keeping, status and job security, must be taken into consideration and allowed for in the course content.

**Evaluation**

The trainees and the sponsoring companies were asked for constructive comment on the course.

The trainees were given a questionnaire where items had to be placed in rank order. Questions covered subject preference, relationship of training to their present jobs, benefit of the course, length of course, language medium and work assignments.

Although the trainees were not identified on the response forms, many gave answers that they thought would be expected of them. The small sample size prevented any in-depth analysis, but points of interest were:

- they rated electrical knowledge high in the requirements of their present job, even though most were, in fact, employed on mechanical tasks with no electrical content
- all of them preferred to use English as the language medium, rather than Afrikaans or their native language
- 60% found the home study assignments easy – test results showed the opposite
- 30% did not think they had benefited from the course
- in ranking how they felt the course had helped their future prospects, top of the list was to be better prepared for promotion. To be a supervisor was placed fifth and to prepare for a better job with another company was sixth in the list of six questions.

Ten weeks after the trainees had returned to their job, a questionnaire was completed by their immediate supervisor. Scales were included on changes in productivity, type of work, work attitude, job motivation. 60% of the supervisors noted a marked improvement in all these areas; the remainder noted no change in some areas. No unfavourable ratings were recorded.

**Future development**

The pilot scheme proved that central basic technical training of Blacks can work, and that given the chance and proper training, the Black worker can become more effective.

Technically, the course content met basic requirements and the model can be changed to develop specific training needs of each section of the industry. Initially, three courses are being tailored for the mechanical, the electro-mechanical and the electrical-electronic sectors. These courses will start in the middle of this year.

(continued on page 33)
The Super Minicitative
A case for the middle-manager

A main task of the middle manager is to bridge the gap between top management and the first-line supervisor. The ideal middle manager is someone who specialises in working at supervisory level. A key factor in his success at his job is his ability to deal, on an ad hoc basis, with situations where organisational systems are tested by direct contact with the public. He must to some extent defy the management pundits and specialise in narrowness, in the small picture, and in dealing with detail. In order to acknowledge his importance, administrative manager David Grinker, has coined the term 'super-minicutive' for the person who is neither a clerk nor an executive in the conventional sense.

What are the problems?
In his role, the competent middle manager is a vital part of an organisation. Why is it, then, that he is so rare?

One of the failures in managerial training is that it does not give people the incentive to make careers as middle managers. Everyone is encouraged to aspire to the top posts. Because there are not many of these, the result is a lot of people in middle management who are neither proud of their job nor keen to make a success of it — frustrated failures in the race to become top executives.

The employee on his way to the top regards a middle management position as a stepping stone in his career. He is usually not in the position long enough to learn the skills that will enable him to master the job. Often, inefficiencies occur because there are too few middle managers to do the job properly or because they do not have the necessary ability.

There are many individuals who, while they might be able and intelligent, do not wish to commit themselves to the 18-hour a day administrative rat race. These employees do not want to accept the responsibility and commitment that is part of a top position.

Employees should be offered a career as super-minicitives and encouraged to forge the link between management and the shopfloor. In this position, and with recognition from management, they could make a valuable contribution to the smooth running of the organisation.

Solution
They are ideal for the position of super-minicitives. Top management has the choice of using them as competent middle managers who will help plug the gaps that occur in daily administration, or it can throw them on an organisational scrapheap where their needs and abilities are completely ignored.
FIRST STEP TOWARDS RACE CHANGE

Open up the varsities says Natal Professor

A senior Natal academic said this week: Open South Africa's universities to all races — there is no better place to start changing South Africa's apartheid race patterns.

In a major speech on universities in Pietermaritzburg, Professor G. B. L. Schreiner, Pietermaritzburg vice-principal of the university, who returned recently from an overseas trip in which he studied a number of British universities, said that it seemed to be widely accepted in South Africa at present that there were going to be fundamental changes in the patterns of life imposed by apartheid.

He went on: "These involve a fundamental alteration in the traditional relationships that currently exists between White and Black in South Africa.

"Such changes will not come easily.

"They involve long-established and deeply felt patterns of life in our country. There can be no better sphere in which to start to achieve this change than in our universities.

"It is here that those who will occupy positions of leadership in the community will learn to understand the fears and ambitions of fellow members of their community.

"Essential

"It is here in the atmosphere of university enquiry that those friendships and understandings which must prove so essential in the future can be forged."

Professor Schreiner said that the opening of the universities was not related to the choice of a particular political solution for South Africa; it would be equally vital in a 'Balkanised or a unitary system.

He said that there was already some recognition that separation in the higher levels of education was "unnecessary and in fact harmful."

It was not going to be easy to make such adjustments and it would be foolish to ignore the experiences of other universities in Africa.

NEW PLAN TO BEAT THE CLASSROOM CRISIS

Tribune Reporter

NATAL has introduced sweeping changes in White teacher training which will have major repercussions throughout the country.

Two of Natal's three teacher training colleges have been linked in partnerships with universities.

Edgewood College of Education in Pietermaritzburg has been linked with the University of Natal and, in a move likely to cause considerable controversy, the Durban Teachers Training College has been similarly linked with the University of the Orange Free State.

This has been achieved through the establishment of councils and panels at the colleges somewhat on the university pattern.

The effects of these pioneering changes mean the two colleges can now train secondary school teachers.

This will help fight the serious high school teacher shortage. Some 125 students started studying for the new four-year diploma this year.

Mr Philip Nel, Natal's Director of Education, said that the intake of students for the high school courses at the two colleges had been "most heartening."

He told me: "This will certainly help to alleviate the teacher shortage."

Mr Philip Nel ... move will ease teacher shortage in Natal

The commission's funding recommendations would mean that departmental staff-student ratios would remain considerably worse at South Africa's White universities than in Britain, with corresponding effects on teaching methods and research output.

In addition, the scale of university funding is far attainable in South Africa was "minimal."
TUESDAY, 16 MARCH 1976

† Indicates translated version.

For oral reply:

Bantu Building Workers Act/Industrial
Conciliation Act: Bantu trained

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

How many Bantu persons were being
trained in terms of (a) the Bantu Build-
ing Workers Act, 1951, and (b) sections
48 and 48(A) of the Industrial Concilia-
tion Act, 1956, at the latest date for
which figures are available.

The MINISTER OF POSTS AND TELE-
COMMUNICATIONS (for the Minister of
Labour):

(a) As at 25 February 1976, 322 Bantu
were being trained in terms of the
Bantu Building Workers Act, 1951.

(b) Statistics in connection with Bantu
who are being trained in terms of
schemes established under sections 48
and 48(A) of the Industrial Concilia-
tion Act, 1956, are not available as
such training is undertaken by indus-
trial councils or groups or associa-
tions of employers.
Training schemes for Bantu employees

18. Dr. A. L. BORAIN asked the Minister of Bantu Education:

(a) How many employers applied during 1975 to have training schemes for Bantu employees approved by his Department and (b) how many of the applications were approved.

†The DEPUTY MINISTER OF BANTU ADMINISTRATION AND EDUCATION:

(a) 469 inquiries were received.
149 completed application forms were submitted.

(b) 117 applications were approved.
30 applications were withdrawn as a result of consolidation with other schemes.
Mr. D. J. DALLING asked the Minister of the Interior:

Whether any (a) Coloured, (b) Asian and (c) Bantu employees in the Public Service are being trained as learner technicians; if so, (i) how many and (ii) in what fields of study; if not, why not.

The MINISTER OF THE INTERIOR:

The following employees in the Public Service (excluding Provincial employees) receive technical training:

(a) Coloureds
   10 Inspector of Works (Structural).

(b) Asians
   8 Agricultural extension.
   9 Medical Technology.

(c) Bantu
   17 Weights and Measures.
   10 Radiography.
   6 Occupational Therapy.
   20 Physiotherapy.
   13 Dental Therapy.
   64 Medical Technology.
Helping people to help themselves

Report by LLEWELLYN RAUBENHEIMER
Pictures by PETER MAGUBANE

EASTER has a special meaning for Father Stan Brennan of Boksburg.

It marks the third anniversary of his multiracial Easter project which provides, on the East Rand, industrial training for the underprivileged and unskilled, and adult education and management training for anyone who wants it.

The education and training provided by the East Rand project - the Easter project - provides opportunities for more than 2000 people every year to acquire new skills.

The training facilities have been provided by a number of industrialists on a non-profit basis. Trustees of the project have provided R40 000 or more each.

Ten years ago Father Brennan, who wanted to work with Coloureds in Reiger Park near Boksburg, inherited a church site in the area on which was only one old African school building.

His dream was to provide development facilities for the "whole" man and he set about building a library on the site.

The Anglo American Corporation provided financial support for the completion of the library and a few simple classrooms.

Today more than 1 000 students of all races attend evening classes ranging from basic literacy to graduate training. Teaching these students are some 38 professional people, many of them volunteers.

The Easter Project is also an approved University of South Africa centre offering language courses plus a sophisticated science laboratory, the only one of its kind on the East Rand for Blacks.

In the industrial training programme courses are geared to individual organisations for basic workshop training to top-level management courses.

The training director of the project is Mr Peter Hirst, a former mining engineer.

There are many social and cultural facilities at the centre including a television lounge, ballet lessons, a scout group, and swimming and tennis clubs.

"In Reiger Park the crime rate has dropped considerably since the centre opened. It's what the Coloured people need," Mr Hirst says.

Next door to the centre is an overcrowded Coloured primary school. The Easter Project lends seven classrooms to the school to ease the congestion.

Industries which need better-trained, better-educated employees, White and Black, use the centre to meet their own training requirements and at the same time contribute towards a fuller and better life for the African, Asian and Coloured communities.

Father Stan Brennan, right, founder of the Easter Project and Mr Peter Hirst, director of training, discuss future training with a student, Mr Joe Makushu.

Mr Petrus Moloi, a welding instructor, demonstrates arc welding.
695 Mr. T. ARONSON asked the Minister of Coloured, Rehoboth and Nama Relations:

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

(2) (a) how many students passed each of the courses available at the College, excluding the courses for the National Technical Certificate, in 1975 and (b) what are these courses;

(3) how many (a) apprentices and (b) students, excluding those at the College, received full-time instruction during 1975 by means of group training for periods of 10 weeks each;

(4) how many apprentices, excluding those at the College, attended Departmental or continuation classes in (a) the Republic and (b) South-West Africa in 1975;

(5) (a) how many students passed the National Technical Certificate Part I, Part II and Part III, respectively, and (b) how many pupils at multilateral high schools passed the examinations for the (i) Technical Junior Certificate and (ii) Technical Senior Certificate, in 1975.

The MINISTER OF COLOURED, REHOboth AND NAMA RELATIONS:

(1) (a) (i) 106.

(ii) 22.

(b) (i) 244.

(ii) 212.

(2) (a) 466.

(b) National Certificate for Technicians:

<table>
<thead>
<tr>
<th>Part</th>
<th>Year</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>64</td>
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<td>2</td>
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<td>22</td>
</tr>
<tr>
<td>3</td>
<td>5</td>
<td>212</td>
</tr>
</tbody>
</table>

National Higher Certificate for Technicians:

Part I—566.
Part II—755.
Part III—302.

(b) (i) 173.

(ii) 65.
We must train the idle millions

BY TONY KOENDERMAN

IF THERE is one thing we could do to assure a stable and prosperous future for South Africa, it arguably is to set in motion a vast and comprehensive industrial training programme for Blacks.

Take heart: a sunt has been made.

But don't get too excited. We've got to face reality, and reality is that we are not going to solve these problems from a project "touched by the beneficent hand of destiny.

Certainly we can see there is a shortage of skilled labour in the country. We cannot meet the shortfall, as we have tried to do, from the flow of European immigrants.

There are at least 1,5 million unemployed or underemployed blacks sitting around idly. (By October 1979 we were no provision for skilled Blacks in the white area.

Even allowing for an inflow of 10,000 immigrants a year in the country, only sometime during the 1980s we can expect to bring down the unemployment rate.

The shortfall can only be met by the unskilled black labour pool.

If the economic implications of this are staggering, the political significance is even more so. A huge untapped reservoir of frustrated Blacks must surely be ripe for revolution. By contrast, the creation of a stable black middle class, which sees its aspirations being realised in a climate of steadily improving economic conditions, is a prerequisite for a satisfactorily organized political future.

What is being done about it?

In October 1973, the Government accepted the recommendations of an inter-departmental committee and announced that training programmes should be established.

There are to be eight of these. One, the responsibility of the Department of Bantu Education, is a technical school or pre-service training centre. The other, which industry must set up and run, is with Government financial assistance - is an in-service training centre.

Three of these were opened last year, one on the Reef, as Rubber and the others at Boksburg and Bloemfontein. Five more are to start up this year, at Benoni, Pretoria, the Vaal Triangle, Port Elizabeth and Cape Town.

Through the Banlu Industrial Service Training Unit, short courses are being conducted in workshops and accommodated in two groups of trainees, existing employees being upgraded from unskilled to semi-skilled or skilled posts and new employees being given high-school training.

The success of these training schemes is of great importance to the progress of the black community. The success of these training schemes is of great importance to the progress of the black community. The training schemes are co-ordinated by the Department of Bantu Education and are based on the principles of the National Education Act.

Not easy

This is not as easy as it sounds. Industry has been slow in responding to the Government's initiative on training, largely because it is easier to pay a premium for white labour than to train Blacks.

Consequently, says Roly Clark, IBM personnel manager, "the situation is that many companies are not training their black employees as much as they should be." Mr. Clark says it is easy to train a man to be a welder, but it is much more difficult to train him to be a supervisor or a manager.

With existing facilities, Chambor could cope with 1,000 students a year, but Mr. Clark says this can be expanded to handle 10 or 15 times that number.

Courses available at present are for repair shop and body shop assistants in the textile industry, and one for computer technicians.

Courses planned will cover welding, typing and administrative work, supervisory training, apprenticeship and commercial subjects.

An important element of the centre will be its housing project. We are developing a high-class, low-cost housing unit designed to let students
Levy will be imposed for Black training

Industrial Editor

THE INABILITY of industry to reach a consensus on how to finance running of the Government-approved training centres for Blacks being built in the White metropolitan areas has led to the decision being taken out of its hands.

Tired of waiting for the private sector to make up its mind, the authorities have decided that the running costs will be financed from a levy on industrial and commercial employers of the Blacks attending the centres.

This information comes from Dr Bazie Klee, chairman of the Board of Trade and Industry, who says it is believed the authorities are drawing up the enabling legislation.

Formally opening a R5-million distribution centre the Edgars Stores group has built at Crowthorne, Johannesburg, Dr Klee said: "Perhaps employers will take more interest in training if they are required to pay compulsory levies."

This legislation has been in the pipeline for some time. Originally it was to be exercised only at the initiative of employers in a particular geographical area who applied for a levy to be introduced.

Absence of any consensus on this question has led the authorities into making it a compulsory levy.

Until the levy can be put into effect, the Government — in addition to providing the capital cost of each centre — is supplying bridging finance.

The centres are designed to provide technical training for Blacks, the type of training depending on industry's requirements in each area.

Their frames of reference may also be extended to provide facilities for in-service training requirements of Black employees in the commercial field.

Dr Klee says attempts are being made to introduce courses in this field at the Chamor training centre, near Krugersdorp, which serves the Witwatersrand area.

Although the larger retail chains operate their own staff training schemes, the retailing sector as a whole has made little attempt at tackling the job in a comprehensive and co-ordinated fashion.

This is probably one of the main reasons why its rate of productivity improvement has been disappointingly slow. This poor performance is particularly disturbing because of the important influence productivity and efficiency of distribution have on general price levels.

Dr Klee says studies in the United States have shown that the cost of marketing, including the marketing efforts of manufacturers, amounts to about 50 per cent of the final prices paid by consumers.

Because trade margins tend to be higher in South Africa than in America, it is probable that the cost of marketing could account for an even higher percentage here, he says.

Dr Klee used the Edgars distribution centre to illustrate one approach the retailing sector could adopt to improve productivity and efficiency in merchandise processing.

Covering a floor area of 21 200 sq metres, the centre supplies 500 outlets. It has a despatch capacity of about 50-million units a year.

The basic concept used in the design of the system is to reduce unnecessary handlings to a minimum.

Dr Klee estimates that the projected labour savings for Edgars will amount to R254 000 in the current year, and are likely to rise to R738 000 in the 1980 financial year.

Staff productivity in the distribution centre will exceed the level achieved at Edgars' previous facilities by as much as 27 per cent.

"This amounts to a saving of R3 639 000," says Dr Klee.
Black training the key for SA, says Wessels

By JOHN EMMR

IF one particular Nationalist, the millionaire Afrikaans industrialist Dr Albert Wessels, was running South Africa, his first priority would be — to train and train and train Black workers.

Dr Wessels, who announced recently that he was relinquishing all but two of his chairmanships, said:

"I would spend millions on establishing technical training schools so that at least 50 per cent of our Black people could have technical training."

Dr Wessels, who started life as a counter clerk with Sashbank in Bloemfontein in 1930, now runs a business and industrial empire which spans, among other things, motor vehicles (Toyota and Nissan), clothing (Veka, whose labels include Embassy, Consulate, Tarra) and banking (Randbank).

He believes it is vital to train Black workers so that they can be productive and efficient, learn more and spend more and so expand the South African market, industry and the economy.

It is this unappetising but potentially rich labour force which South Africa has which Dr Wessels believes sets us apart from other countries and gives him faith in the Republic's economic future.

And Dr Wessels has a first-hand knowledge of the social, economic and political conditions in other countries over the past couple of decades, having travelled widely (17 trips to Japan alone) in that time.

Nor is his cry for the training of Africans a new one. He was the first industrialist to train Africans actually in a big way.

For his time as a Bloemfontein bank clerk — "and it was the only time in my life I ever worked for a boss" — was a relatively brief five years before he moved to Johannesburg.

"I borrowed the equivalent of about R1,000 and started a correspondence college, the Efficiency Correspondence College, in 1956. Five years later, Sashbank asked me to take over and manage Volkshermde on Kherrefabriek (Veka) in Johannesburg. Albert Wessels knew nothing of industry but he read, and learnt rapidly, developing and introducing his own stock control and production systems.

"I was personally also always very fashion-conscious and that helped. I introduced a new sense of fashion into the company, and also revamped the outlets for our products."

"I gradually moved the factory to the country, first to Standerton and then to Chartestown, and began to train Blacks..."

At the start of the sixties, on a trip to Japan to buy textiles, he came back with something else — the franchise for Toyota vehicles.

CRITICISM

Although a confirmed and lifelong Nationalist, Dr Wessels has never been afraid to speak against Government policies with which he has disagreed.

He has been one of the most consistent supporters of Black job advancement — long before it became official policy — having foreseen that South Africa would run headlong into trouble unless Blacks were trained.

Years ago, he pointed out that if Blacks were not allowed to become motor mechanics the nation's fleet of vehicles would, by 1980, virtually halt because there would not be enough White mechanics to maintain them.

As a result Africans have been let in — not as full-fledged mechanics, for the White unions involved is still blocking this, but with enough of a mechanic's job given over to them to alleviate the situation.

Dr Wessels has also hit at things like the Immorality and Mixed Marriages Acts and strongly criticized "creeping socialism" — increasing Government involvement in the private sector of the economy.

He is also on record as saying he supports a wider distribution of the country's wealth, but within the capitalist framework.

He readily concedes that Nationalist policy has no answer for the urban African.

"We will see the Colourists back on the common voters' roll — and I believe this will happen in my lifetime — but we have no solution for the urban Africans," he says.
Call for trained Black employees

Mercury Reporter

BLACK employees had to be trained if industrialists were not to run short of skilled labour in the near future, said Mr. Colin Adcock, managing director of Toyota, in Durban.

"If employers do not train their labour force it will only be a matter of time, until they are unable to obtain labour," he said, and added that it had been estimated that by 1980 South Africa would be short of about two million skilled workers.

It was his opinion that fewer than one major company in three was doing anything to train its labour and encourage it to become involved in the company. By shirking this responsibility they were merely ensuring a labour shortage for themselves in five years.

"Over the next five years 400,000 Blacks will become available in the labour pool with a Standard 5 certificate — at least eight years of education.

"They want the opportunity to use that education. For this reason I say that there is much more that employers can do to utilise Black labour within legislation," he said.

Mr. Adcock cited the example of Toyota initiating training programmes.

"This year we have set ourselves the target of eliminating illiteracy among our Black staff," he said.

"There is a huge desire for knowledge among the Blacks, and they must be given the opportunity to use the knowledge they have attained."
R2,7-m training centre for Blacks

Pretoria Bureau
Basic industrial training for 12,000 Black students will be provided annually when the last three of eight training centres costing R2,7-million are completed by the Department of Bantu Education this month.

It has already been decided to extend the centres to cope with a total of 40,000 students a year.

This was announced by the anti-inflation committee in Pretoria last night.

Training for Black labour was being emphasised by the Department of Bantu Education as its contribution to the anti-inflation fight, the committee said in a statement.

Four additional centres were planned for the next financial year and a further four for the ensuing year, making a total of 16.

In addition, the department was urging homeland governments to establish training centres, and two — the Transkei and Ciskei — had provided funds for their purpose in their 1976–77 budgets. Other homelands were reported to be showing a keen interest in the idea.

INSTRUCTORS
To ensure that sufficient staff was available for the training centres, the department was this year qualifying 30 instructors at the Molapo training centre, Soweto, to join the 48 trained last year.

In addition to the centres in Black areas, four industrial training centres for Blacks had been completed in White industrial complexes — Bloemfontein, Chandor (West Rand), Pinetown and Seboken (Vaal Triangle) — and another four were under construction, at a total cost for the eight of R2-million.

These would provide in-service training to increase productivity in what the department terms "permissible job categories."
Professor hits at employers

Labour Reporter

White enterprises are anxious to get well-trained Black personnel officers, but they do not want to pay for the training.

That is the opinion of Professor Georg Marais, director of the University of South Africa's School of Business Leadership.

He complains of a very poor response to the school's new on-the-job training programme for Black personnel officers.

"Interest is great, but leading companies anxious to promote a good image in the labour field, take fright when they hear that the 15 months of intensive training will cost them R650," Professor Marais said.

Only about 20 students have been signed up so far for the first course due to start late next month.

The school has three Black faculty members with wide experience in personnel management — one of them working on a doctorate and one just back from the United States with an MA degree in industrial psychology.

GROUP PROJECTS

The new course is similar to the one for Black businessmen which started last year with regular group assignments and group projects as well as a week's full-time school about every quarter in addition to the normal correspondence study offered by Unisa.

About 100 businessmen, many of them self-employed men from the Transkei and Zululand, are expected to enter this course when it starts again in August.
Is the venue for your presentation been decided?

How many unsubsidized private industrial in-service training schemes have been approved and registered by his Department?

The Deputy Minister of Bantu Administration and Education:

160.

1. Is Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

Are you playing at home or away, and is the meeting room familiar to you?

Is it suitable as a meeting place for your audience and as a background for your subject?

(c) Is it the right size for the audience expected?

(d) Will everyone be able to see?

Is there a dais or platform?

Is there 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:
Mr. N. J. J. OLIVIER asked the Minister of Bantu Administration and Development:

(a) How many training centres or workshops are there for disabled Bantu, (b) how many Bantu were employed in these schemes at the latest date for which figures are available and (c) in respect of what date is this figure given?

The MINISTER OF BANTU ADMINISTRATION AND DEVELOPMENT:

(a) 11.
(b) 1,033.
(c) 31 March 1976.

The figures given above do not include the number of employed Bantu in the country in the Citrus because the Citrus Government does not wish to furnish the required particulars.
Industry pays for training

Political Staff

THE ASSEMBLY — The Government view was that training of black industrial workers was basically the responsibility of industry, said the Deputy Minister of Bantu Education, Dr Treurnicht.

Introducing the second reading of the Bantu Employees' In-Service Training Bill, he added it was, therefore, not the Government's intention to bear the running costs of public-training centres to be established in terms of the proposed legislation.

Dr Treurnicht said employers' organisations were faced with serious problems in finding the necessary money to finance running costs for such training centres. After several possibilities had been examined, it was decided that a statutory levy was the only way of raising the funds needed.
Audio/visuals

Is it essential to show any aid such as a film or videotape? *Indicates translated version.

For written reply:

Course for trade instructors at Betsamane Trade School

Mr. N.J. J. OLIVER asked the Minister of Bantu Education:

(a) How many Bantu students are taking the course for trade instructors at the Betsamane Trade School near Mafeking, (b) how many qualified as trade instructors at the end of 1976, (c) what is the duration of the course and (d) what are the entrance qualifications?

The MINISTER OF BANTU EDUCATION:

(a) 17.
(b) 8.
(c) 2 years.
(d) Technical or academic junior certificate, or Technical senior certificate.

The venue for your presentation has already been decided. Are you playing at home or in a public place? Is the meeting room big enough for your audience and as well as for your subject? Is it the right size for the expected number of people? Will one be able to see the projected slides or platform? Is there enough room for the positioning of one or more projection screens? Will one be able to hear? Is there a system 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:
A spokesman for Bantu Education tells the *FM* the Bloemfontein centre, called Bothuisong, has applied for a levy, and that the governing councils of three of the others are considering doing so.

In addition to these public centres, the Department itself provides pre-service manual training for schoolchildren. Seven departmental centres are now in operation — at Orlando and Molapo (Soweto); Sebokeng; Katlehong (Germiston); New Brighton (Port Elizabeth); Mamelodi (Pretoria); and Lamontville (Durban) — while the eighth will open shortly at Imbali (Pietermaritzburg). All are to be extended. At both Orlando and Molapo, for example, the number of workshops is to be doubled to 14.

Three further departmental centres are planned, for Kwa Thema (Springs); Tembisa (Kempton Park); and Atteridgeville (Pretoria). Centres are also envisaged for the Ciskei; KwaZulu; and Lebowa.

Employers in Bloemfontein are likely to be the first to have to pay the training levy which the Minister of Bantu Education is empowered to impose in terms of legislation currently passing through Parliament.

The Bantu Employees' In-Service Training Bill (*FM* November 1975) provides *inter alia* for the financing of "public centres" for the training of Africans for commerce, industry, and agriculture. Although these centres are established by the private sector, capital costs are borne by the State. Running costs however must be met by employers, and the Bill entitles the governing bodies of public centres to ask the Minister to impose a levy on employers in the areas and industries for which the centres provide training.

Four public centres are now in operation: Bloemfontein; Krugersdorp (Chamdor); Sebokeng (Vaal Triangle); and Pinetown. The Port Elizabeth centre is expected to open shortly, while those planned for Benoni, Pretoria, and Potchefstroom are awaiting building tenders.

Training . . . employers must pay.

African workers can also be trained by employers in their own factories. With the tax changes in the last Budget, employers can now claim rebates amounting to 98% of outlays on training in the common area. The tax rebate in development areas is even higher.

To date, 170 of these in-company training schemes have been registered with the Department, and some 56 000 workers have been trained through them.

* Minister M C Botha's Department of Bantu Education is clearly doing good work. But his Department of BAD is as verkrampt as ever. Its latest act of lunacy is to order a multi-racial training centre in Boksburg — the only one on the East Rand — to shut out Africans on the grounds that it is in a Coloured area.

As a result, more than 1 000 Africans — not to mention the economy as a whole — stand to lose.

Financial Mail May 14 1976
Technical training for Indians

Mr. G. W. MILLIS asked the Minister of Indian Affairs:

1. How many Indian secondary or high schools in each province offer a technical secondary course?

2. How many Indian pupils passed a technically orientated (a) junior and (b) senior certificate examination during 1978?

3. How many Indians passed the full (a) II, (b) III, (c) IV, (d) V, and (e) VI examinations during 1978?

4. How many passed other technical or vocational examinations during 1978, with specification of the course?

5. How many (a) full-time and (b) part-time students were enrolled at the M. L. Sultan College for Advanced Technical Education and its branches in March 1978?

The MINISTER OF INDIAN AFFAIRS:

1. Natal 3.
   Transvaal 1.
   Cape 0.

The foregoing figures refer to schools offering technical secondary courses as defined by the Minister of National Education. In addition, all departmental high schools offer one or more technical subjects such as woodwork, metalwork, technical drawing and industrial arts.

(b) 28.
(c) 155.
(b) 183.
(c) 227.
(d) and (e) No certificates or diplomas are issued until the completion of a full course i.e., 24 subjects. There were 815 subject successes in VI representing a 77%, pass and 457 subject successes representing a 68%, pass in V.

(4) National Diplomas

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<tr>
<td>Art and Design (Dress Design)</td>
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<td>Art and Design (Textile Design)</td>
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<td>General Administration</td>
<td>3</td>
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<td>Community Health Nursing</td>
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<td>Health Inspectors</td>
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<td>Tropical Hygiene</td>
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<td>Sugar Technology</td>
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National Certificates

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<tr>
<th>Title</th>
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<tr>
<td>National Secretarial (Private Secretaries)</td>
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<tr>
<td>National Secretarial (Consulting Room Practice)</td>
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<tr>
<td>Hairdressing</td>
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<td>Civil Engineering</td>
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Other Certificates

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<td>4</td>
</tr>
<tr>
<td>Nursery School Aides</td>
<td>2</td>
</tr>
</tbody>
</table>

(5) (a) 1631.
(b) 4182.

Subject.

Architectural Draughtsmanship

Institute of Certified Bookkeepers (Associate)

Nursery School Aides

5) Leave about six lines for the introduction. Write your three main points down leaving a few lines in between each.

6) Go through your list of ideas again. Underline those points that support your three main points.

7) Write two sub points under each main point.

8) At this stage you should refer to books, interview specialists, check figures and statistics, find quotations, use examples or demonstrations. Your talk should be an expression of your own ideas on the subject, backed by outside opinion.
5) Leave about six lines for the introduction. Write your three main points down leaving a few lines in between each.

6) Go through your list of ideas again. Underline those points that support your three main points.

7) Write two sub points under each main point.

8) At this stage you should refer to books, interview specialists, check figures and statistics, find quotations, apt examples or demonstrations. Your talk should be an expression of your own ideas on the subject, backed by outside opinion.
(1) How many (a) trade schools for boys and (b) trade sections attached to other schools are there in (i) the Republic and the Transkei and (ii) South-West Africa?

(2) what was the total enrolment in each trade course available and in each year of study at these schools in (a) the Republic and (b) South-West Africa in March 1975?

(3) how many students passed in each trade school course available in 1975.

The MINISTER OF BANTU EDUCATION:

(2) Course

<table>
<thead>
<tr>
<th>Year of study</th>
<th>(a)</th>
<th>(b)</th>
<th>(3)</th>
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</thead>
<tbody>
<tr>
<td>(1)</td>
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<td>365</td>
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SUB-TOTAL

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<th>(b)</th>
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<td>General Mechanics</td>
<td>401</td>
<td>63</td>
<td>274*</td>
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<tr>
<td>Controlling, Bricklaying and Plastering</td>
<td>321</td>
<td>45</td>
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<td>745</td>
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<tr>
<td>Electricians' (Black training)</td>
<td>13</td>
<td>14</td>
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<td>SUB-TOTAL</td>
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<td>14</td>
<td>18</td>
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<td>Watchmakers'</td>
<td>72</td>
<td>12</td>
<td>84</td>
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<tr>
<td>SUB-TOTAL</td>
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<tr>
<td>Tailoring</td>
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<td>84</td>
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<tr>
<td>SUB-TOTAL</td>
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<td>14</td>
<td>67</td>
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GRAND TOTAL

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<td>Leatherwork</td>
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<td>86</td>
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<tr>
<td>Plumbing, Drainlaying and Sheetmetalwork</td>
<td>209</td>
<td>30</td>
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<tr>
<td>Motor Body Repairmen's</td>
<td>110</td>
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<tr>
<td>Motor Mechanics</td>
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<td>189</td>
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<td>Upholstery and Motor Trimming</td>
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<tr>
<td>Carpentry, Joinery and Cabinet-making</td>
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<tr>
<td>Painting and Glazing</td>
<td>27</td>
<td>62</td>
<td>90</td>
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<tr>
<td>SUB-TOTAL</td>
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<td>144</td>
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<tr>
<td>TOTAL</td>
<td>1,662</td>
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<tr>
<td>339</td>
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Departmental examination is written at the end of the second year. † Does not include trade test for artisan status.
Audio/visuals

Is it essential to show any audio/visuals, such as a film or a videotape?

Ver

(a)

(2)

(3)

(4)

(5)

(b)

(c)

(d)

(e)

(f)

Vi

(a)

(b)

(c)

Budget

Has a budget already been prepared? If so, how much money has been allowed for:
Training schemes for Bantu Factory Operatives

Minister of Bantu Education:

1. (a) How many industrial training courses are provided at the following 3 State ad-hoc Industrial Schools:
   - Bophelo (Mmabatho)
   - Umnapo (Durban)
   - Dikololo (Natal North Coast)
   - Bophelo (East London)
   - Dikololo (Natal North Coast)
   - Bophelo (East London)

   Intensive instruction in basic manual and industrial skills is given in courses covering a variety of industrial categories. The majority of courses run for a period of 13 weeks. During 1975, 380 workers were trained at these schools.

B. Departmental Industrial Training Centres

There are 8 departmental industrial training centres which provide pre-service industrial training for school pupils. These centres form part of the Junior Secondary education programmes. Pupils in Standard 5 and Forms 1, 2 and 3 are enabled to attend industrial training sessions of 2 to 3 1/2 hour duration once per week. These centres are established in densely populated urban Bantu townships in the provinces of large industrial areas. Centres have been created at the following places:
   - Malapap (Soweto)
   - Orlando (Soweto)
   - Soweto (Vaal Triangle)
   - Melville (Johannesburg)
   - Roodepoort (Randburg)
   - Mamelodi (Pretoria)
   - Randfontein (Pretoria)
   - Pretoria (Pretoria)

It is planned to erect a further 4 such centres.

C. Public Industrial Training Centres in White industrial complexes

Eight public centres have been erected at the following places for the in-service training of employees with a view to increase efficiency and productivity:
   - Pretoria (Witwatersrand)
   - East Rand (Apo) West Rand (Gauteng)
   - Vaal Triangle (Bojanala)
   - Pretoria (Northern Pretoria)
   - Potchefstroom (Northern Witwatersrand)
   - Pretoria (Pretoria)
   - Randburg (Randburg)
   - Pretoria (Pretoria)

The centres are established to provide opportunities to the common industrial trades of local farmers and industry.

Budget:

Has a budget already been prepared? If so, how much money has been allowed for:

- training at home or in the meeting room
- size for the audience and as your subject?
- able to see?
- or platform?
- room for the opening of one or more screens?
- able to hear?
- use a microphone?
- address system?
- will there be noises and can they be heard during your talk?
- darkened easily?
- present power supplies or visuals or suitable visuals or films, videotapes, slides, etc.) already available or arranged for?
- are there for listening others you wish to see?

Mr. N. J. OLIVIER
Minister of Bantu Education:

(1) (a) 181.
(2) 2751.
(3) (i) 13 ad-hoc border industrial schools.
Bophelo: 1.
King William’s Town: 1.
Hammarsdale: 2.
Parow: 2.
Hout Bay: 1.
Newcastle: 1.
Mooi River: 1.

(3) (i) and (ii) No ad-hoc border industrial school is merged with any other training institution. As the rest of the question may create confusion, we deviate slightly by supplying the following information for the sake of clarity:

A. State ad-hoc Industrial Schools

Crash courses designed to meet the common training needs of a group of industries in decentralized economic development.
In the Blundellshurg/Chindor West Rand/other in-service training centres, the Minister of Bantu Education asked the Minister of Bantu Education:

(a) What courses of training are available at (i) the Blundellshurg Centre at Bloemfontein and (ii) the Chindor West Rand Centre and (b) how many Bantu were trained in each of these courses during 1975?

As far as I am aware, at present there is no separate course of training for Bantu of Blundellshurg/Chindor West Rand/other in-service training centres. 

Minister of Bantu Education, 2/6/76

Is there enough room for the proper positioning of one or more projection screens?

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?

Can the room be darkened easily?

Are there sufficient power supplies for any projected visuals or recorded sound?

Visually

(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:
INDUSTRIAL TRAINING FOR BLACKS

The minister of Bantu Education, Mr M. C. Botha, has disclosed that there are now 39 centres in different parts of South Africa providing industrial training for Black workers, with a further four to be established.

Replying to Mr N. J. J. Olivier (U.F. Eshowe), Mr Botha told Parliament that 18 industrial firms were making use of the scheme for providing crash courses of training subsidised by the Department of Bantu Education for factory operatives to be employed in individual specialised trades in border industries.

A total of 2,375 people were trained under these schemes last year. Of the 157,250 entrants, six were at East London, three at Soweto, two at Hammarsdale, and Maritzburg, and one each at Ladysmith, Howick, Newcastle and Mool River.

Expanding on the subject of industrial schools, the minister went on to give details of different types of industrial training centres in operation.

He said five state ad hoc industrial schools near Hammarsdale, Durban, Ladysmith, East London, and on the Natal North Coast provided crash courses to meet the common training needs of a group of industrialists in decentralised economic development areas.

Intensive instruction in basic manual and industrial skills was given in courses covering a variety of industrial categories. The majority of courses ran for 15 weeks. Last year 1,236 workers had been trained at the schools.

In addition there were eight departmental industrial training centres providing pre-service industrial orientation for school pupils. These centres, forming part of the junior secondary education programmes, were established in densely populated urban Black townships near large industrial areas.

There were two such centres in Soweto, one in the Vaal Triangle, one in Pretoria, one in Maritzburg, one in Durban, one in Port Elizabeth and one in Natal.

A further four such centres were planned.

Mr Botha said there were also eight pubic industrial training centres in White industrial complexes — one each in Pretoria, the East Rand, the West Rand, the Vaal Triangle, Bloemfontein, Port Elizabeth, Pinetown and Potchefstroom.

These centres provided for the joint training needs of local commerce and industry.
JOHANNESBURG —
Job reservation still had a role to play as a precaution against competition between workers of different races, and White workers could be assured that it would not be removed, the Minister of Labour, Mr. Fanie Botha, said here yesterday.

Speaking at the official opening of the fourth biennial congress of the South African Confederation of Labour, Mr. Botha said: "I assure you job reservation will not be abolished by the Government but that it will be applied as in the past to assure the worker's career and the entrepreneur's labour force."

White workers generally had no reason to fear that their work security would be endangered by the admission of Coloured and Black workers into the higher work categories.

It remained the Government's policy that labour adjustments, through the reallocation of work, would only be done in co-operation with the White workers and their trade unions.

Constant industrial expansion and technological developments, as well as the shortage of skilled White labour, made changes necessary.

Urgent attention needed to be given to the redistribution of work, Mr. Botha said.

It was morally right and necessary for stability and peace that all race groups should be given full work opportunities, but this had to be done in an orderly way without giving offence to any worker.

It was in this context that job reservation still played a role as a precautionary measure against rivalry or friction between workers of different races.

The creation and maintenance of healthy relations between White and non-White workers was of the greatest importance.
Compare your two lists of criteria. Restricted negotiate with your objective.

2. PLANNING THE PRESENTATION

Trade schools for Bantu

(1) What are (a) the boarding fees? (b) the tuition fees at trade schools?

(2) Whether trainees are given financial assistance in respect of fees, books, tools and uniforms; if so, to what extent?

(3) (a) how many trainees were admitted into the trade schools? (b) how many applications were received for these institutions in 1978?

(4) Whether prospective trainees are given information about trade schools?

(5) What is the rate of failure at trade schools?

THE MINISTER OF BANTU EDUCATION:

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2. Whether trainees are given financial assistance in respect of fees, books, tools and uniforms; if so, to what extent?

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5. What is the rate of failure at trade schools?

The Body

5) Leave about six lines for the introduction. Write your three main points down leaving a few lines in between each.

6) Go through your list of ideas again. Underline those points that support your three main points.

7) Write two sub points under each main point.

8) At this stage you should refer to books, interview specialists, check figures and statistics, find quotations, apt examples or demonstrations. Your talk should be an expression of your own ideas on the subject, backed by outside opinion.
BLACK TRAINING: TIME FOR EMPLOYERS TO MOVE

“When I started training Blacks some years ago, I thought they could not become technically advanced. It came as a pleasant and refreshing surprise to find I was wrong, and to see such keenness and such tremendous high morale and enthusiasm.”

The words are those of “Joos” Lemmer, principal of the Chamdor in-service training centre near Krugersdorp. The performance of his students bears him out: of 144 men recently put through training courses for the motor industry, only two failed.

The Chamdor training centre is one of the first to be established as a result of government’s new dispensation allowing Africans to be trained in the common area for middle-level jobs in industry.

Con Burton-Durham and his colleagues in the Motor Industries Federation (MIF) have been the main driving force getting Chamdor off the ground, providing the bridging finance among other things. IBM has also played a key role, and Lemmer is an IBM man seconded to Chamdor for two years.

The FM last week visited the centre to see how things are progressing. Government has provided R150 000 worth of buildings, as well as R100 000 for equipment. The private sector has also donated equipment. The land was given by the West Rand Bantu Affairs Board.

In addition to an administration building, Chamdor so far has three classrooms and seven workshops. It offers training courses for supervisors, business equipment technicians, repair and body shop assistants in the motor industry (including agricultural equipment), typists, and welders.

Apart from the 144 students trained for the motor industry, Chamdor has put 43 through the supervisors’ course and 17 through the business equipment course.

The instructors are on secondment from the private sector. Length of courses varies: one week for supervisors, one course of 10 and one of 14 weeks for business equipment, while the welders’ course, which begins in October, will last three months.

The first module of the typists’ course lasts one month, at the end of which the typist should know the keyboard blind and be able to do 15 words a minute. The second module, of three months, brings the speed up to 40 words a minute in both English and Afrikaans, and also offers training in general office skills. Lemmer adds that a more advanced module will be developed if there is a demand for it.

IBM’s Roly Clark, vice-chairman of Chamdor’s governing body, tells the FM he has been trying for three months to fill the next typing course. Approaches to between 30 and 40 companies and employer associations have so far yielded only four students.

Says Clark: “No-one seems to want to take the lead. The facilities here are good and they have been put on a plate for industry, but it is just not coming forward.”

The facilities have indeed been handed to commerce and industry on a plate. The tax concessions allowable to firms in respect of expenditure incurred in sending their employees to Chamdor amount to 98 cents in the rand — double the concession normally allowed by the Receiver of Revenue for business expenses.

Training courses require the approval of the Department of Bantu Education, to ensure that they have been properly devised and that they can achieve what they set out to achieve. Pretoria also checks the curricula to make sure that Africans are not going to be trained for jobs closed to them under the industrial colour bar.

The fact remains, however, that even within the framework of the jobs colour bar there is a great deal of scope for training Black workers.

At present, Chamdor’s students are housed in a nearby mine compound. But Clark’s great ambition is to replace this with proper accommodation at Chamdor itself. The first phase involves the construction of five residential units, each of which will house 20 trainees, one to a room. He also plans a central community block, containing a dining-room, a library, recreation room, and laundry. Anglo American has promised R190 000 for this community facility, conditional upon Clark being able to find R40 000 for each of the five residential units.

The immediate aim is to provide accommodation and training facilities to enable Chamdor to train 1 000 to 1 200 students a year.

Later, Clark wants to double the number of classrooms and workshops with a stage, a lounge, and playing fields. He can hardly contain his enthusiasm: “There is tremendous growth potential here. My vision for the future is to establish a technical and commercial campus.”

So far, he has the R40 000 and add a hall with a stage, a lounge, and playing fields. He can hardly contain his enthusiasm: “There is tremendous growth potential here. My vision for the future is to establish a technical and commercial campus.”

So far, he has the R40 000 for the first residential unit in his pocket. Building begins in two weeks’ time. But Clark needs another R160 000 for four more units before Anglo hands over its R190 000 for the community facilities.

Clark says that “current events have undoubtedly polarised White attitudes against Black development. But it is imperative that the development still goes ahead.”

Clark is indeed a man with a mission. Many businessmen are no doubt feeling pretty despondent about the evident lack of initiative from Pretoria in the face of South Africa’s present racial crisis. Instead of wringing their hands, here is something constructive they can do. They can send their workers to Chamdor for training if necessary, additional courses can be developed.

And they can also come forward with money for Chamdor, to help make the ideal of men like Clark and Lemmer a reality.

Cheques, please, to Chamdor Training Centre, PO Box 68, Lupaardsvlei 1743, Transvaal.
It is hereby notified that the State President has assented to the following Act which is hereby published for general information:

Because of the strict application of the Environment Planning Act, the Transvaal industry is shrinking rapidly — its Industrial Council expects 20-30 factories to close down annually. Trained personnel will therefore either be forced into unemployment queues or have to look for jobs elsewhere.

To add insult to injury, a further clothing factory, owned by Dugsons clothing, has been forced to close because of the restrictive climate created by the prosecutions. About 200 workers have lost their jobs as a result. The National Clothing “test case” judgment has been postponed to August 16, but the Industrial Council will see Planning Minister Van der Merwe on August 9.

The new Bantu Employees’ In-Service Training Act, which places training centres under the Department of Bantu Education (BED), classifies the college as a “private centre” and, according to Deputy Minister Andries Treurnicht, this will mean it can train workers only for the occupations they already fill, and not for higher-level jobs.

Understandably, those clothing workers who contribute towards the college are not prepared to subsidise a centre which is permitted only to make them better at the job they already do, but may not train them for promotion.

The college has therefore decided to close its doors at the end of 1977. Plans to open a national college are being discussed, but nothing concrete has emerged.

The college is not even certain that it will be permitted to train Africans until the end of next year. It has obtained a six-month extension from BED, during which it must apply for registration under the new Act.

This will allow it to operate until the end of this year, but the College has no guarantee that it will be allowed to operate next year without fulfilling the Department’s criteria, which it cannot do.

If permission is refused, large numbers of African students will be unable to complete their courses.

The clothing industry’s college is not the first centre to be hit by government ideology. In May, the EASTER project in Reiger Park, Boksburg, which trains about 1000 Africans, was ordered by BAD officials to close its doors. The officials claim the centre is contravening the Group Areas Act because it is in a “Coloured area”. The project’s trustees deny this.

The FM understands that when approached by the project’s organisers, BAD Minister M C Botha denied any knowledge of the decision and refused to hear representations until he had received a report on the matter. Representations have also been made by the German, British and US Embassies.

The centre was supposed to close its doors this week, but an extension until the end of the year has now been granted.
A College Ban Dooms

BY RAYMOND JOSEPH

After an initial success, the college union committee, which represents all full-time faculty, is faced with a new challenge. The committee is trying to negotiate a new contract with the college administration, but the college is resisting these efforts. The union is concerned that the college is trying to undermine their bargaining power by bringing in non-union faculty to fill in the gaps. The union is also worried about the impact this could have on the quality of education.

The union's long-term goal is to gain recognition as the bargaining agent for all faculty, but they face significant opposition from the college administration. They are working to organize more faculty members to support their cause, but they are also aware of the financial pressure the college is under.

Despite these challenges, the union remains committed to fighting for fair wages and working conditions for all faculty members. They believe that a strong bargaining position will benefit the college in the long run, as it will help to attract and retain qualified faculty members.

The union is also aware of the broader implications of their fight, as they hope to set a precedent for other colleges and universities to follow. They believe that this could be a turning point in the struggle for fair treatment of faculty members across the country.
Industry training for city’s Africans

The Argus Education Reporter

The first industrial training centre in the Western Cape for Africans will be situated on the outskirts of Guguletu and it is hoped construction on the project will begin early next year.

This was announced yesterday by Mr M. J. Mitchell, circuit inspector of the Department of Bantu Education.

Mr Mitchell said the site had been chosen after consultation between Bantu Affairs Administration Board (BAAB) officials and the acting chief planner for industrial training of the Department of Bantu Education in Pretoria.

He said a meeting of African teachers and principals had been held with Bantu Education Department officials from Pretoria to explain the concept of the proposed industrial centre.

The teachers had written an aptitude test and five teachers would be selected from this group to attend an intensive one-year training course in Johannesburg in 1977.

Mr Mitchell said it was hoped the centre would open at the beginning of 1978.

Pupils from the Standard 5 level up to Standard 8 would be trained at the centre. They would attend for a certain period each week and receive basic training in bricklaying, woodwork, welding, metal work and electrical work.

There were at present eight departmental industrial training centres for Africans in South Africa — the closest to Cape Town being the one in Port Elizabeth.

The immediate provision of technical, trade and vocational training facilities for Africans was one of the most urgent requirements which headed a list of student grievances recently handed to Mr D. H. Owens, Regional Director of Bantu Education, at a meeting with more than 2 000 African pupils.
**Industrialists reject Rive claim on Black skills**

By GORDON KLING
Industrial Reporter

MAJOR industrialists employing Blacks in the Cape have rejected a recent statement by the Postmaster General, Mr Louis Rive, on the inability of Blacks to apply skills they have learned.

Mr Rive told the annual convention of the Federation of Chamber of Industries in Johannesburg last week that Black people could assimilate technical knowledge at this point but had difficulty in applying it in practice.

"I don't buy it," was the reaction of the managing director of the construction and engineering group employing the largest number of Blacks in the Cape, Mr G Knudsen.

"We've found just the opposite. There's something wrong with training or selection in the Post Office," Industrialists complained that a big problem they did have with Black workers were legal bars which prevented them from taking on more sophisticated tasks.

The president of the Cape Chamber of Industries, Mr R D Smith, who is an executive in a large telecommunications firm in his personal capacity, said it was interesting to learn that the Post Office was training Black technicians.

His firm was not allowed to do this in terms of the Industrial Conciliation Act.

Sharing this view was the head of another Cape construction company, Dr J K Evenwel, who believes training and ability were not a major problem but that the law was.

Higher work categories were restricted to White and Coloured people in the Cape. "This is unfortunate because we haven't found intelligence to be linked to racial group."

Blacks were permitted to advance to more skilled tasks up-country.

The manager for the Transvaal and the Free State of the Civil Engineering Industry Training Board, Mr R Smith, could not agree with Mr Rive's views.

The ability of Blacks to apply technical knowledge was, however, highly influenced by implementation and follow-up of training programmes and this was very dependent on individual employers.

A manager in another civil engineering operation was inclined to side with Mr Rive. He had noticed no increase in productivity from Blacks who had participated in company-sponsored training schemes.

The Circuit Inspector of the Department of Bantu Education in Cape Town, Mr M J Mitchell, said he could not speak from personal experience here because there were no technical training colleges for Blacks. But in Port Elizabeth where facilities were available, Blacks had shown very little interest in them.
Council training centre opened

EAST LONDON — The municipal training centre, through which it is hoped to save 7.5 per cent of the municipal salary bill by the end of next year, has been officially opened by the Mayor, Mr J. A. Yazbek.

The councillor in charge of staff matters, Mr D. T. Brassell, said the training centre had only cost the ratepayer about R2 500 and it was hoped that through proper training and increased productivity and not replacing staff that the savings on the wage bill would be about R450 000.

Not only will the training centre increase productivity, but courses, such as for drivers, should cut down on accidents and damage to expensive vehicles.

The municipal personnel officer, Mr J. H. Deetlefs, said the number of courses was still being developed, but the training centre was for the use of the whole municipality.

"Although there are standard courses, heads of departments are expected to outline their specific training needs so that more specialised courses can be organised and run in conjunction with each department's middle management."

Every new municipal employee will attend an induction course aimed at introducing employees to the council service.

There are job relations courses to help supervisors understand human problems in job instruction, a course in job methods for the improvement of work flow.

Other courses include written communications, supervision and delegation, management communication, motivation and delegation, the function and principles of management and management training. — DDR.
MANPOWER TRAINING

1977
A TECHNICAL training centre for African schoolboys is to open on the outskirts of Guguletu next month. It will serve several schools. The eventual aim is to teach 5,000 pupils at this centre.

At this centre, which will start operating on February 3, there will be basic training in electrical work, bricklaying, woodworking and plastics, metalwork and welding.

Two of these subjects are taken by boys in the last standard in primary schools (Std 5), while in the first year of secondary schools (Form 1 or Std 6), a change is made to two other subjects in this grouping.

Welding can be taken in Std 7 (Form 2). In Std 8 (Form 3), one or more of these subjects can be written as part of the external Junior Certificate examination of the Department of Bantu Education.

Pupils will be taken to the technical centre by bus to attend lessons there for 2½ hours a week. To start with, the centre will be situated in rented premises. But a site in Guguletu has been selected for a new building which will be started this year.

The African teachers at this centre are all experienced school teachers who have undergone a year's special training at Soweto, where a technical centre...
Nun founded school

Six years ago a Catholic teaching mission began. It students to prepare for their matriculation examina-
tion. This small beginning has grown the adult education section of the St. Francis Cultural Centre in Langa were 1,200 students of varying ages were taught last year.

This year the range of subjects to be expanded. A two-year vocational training course for nursery school teachers is to be started in February as well as a two-year home economics course which is being specially designed to equip women for work in hotels and institutions.

The need for a nursery school in Langa is acute. All the children in the area are from African descent and the need for a nursery school is evident.

Sister Veronica St. Francis Cultural Centre and Langa, with a member of her staff, Miss V. Sitya.

The students are attending literacy classes at their homes. Some firms have literacy classes taught by the adult education section of the St. Francis Cultural Centre in Langa. The students are usually educated members of the staff of these companies. They have been trained in Hillbrow, a suburb of Johannesburg.

The literacy classes are taught by Sister Veronica, the principal of the adult education section of the St. Francis Cultural Centre and Brother Anthony, who acts as vice-principal.

Companies that have already taken advantage of the scheme include: Malagama Partnership, Murray and Duko, Noordclip Limited, HSK Contractors, Ramsey Steadman and the Cape Province Examinations Board.

This year Sister Veronica is hoping more companies will take advantage of the literacy classes. She said: "Last year we had 120 pupils in our literacy classes. But there are many more Africans in the Cape Town area who would love to learn to read. Many cannot come to us because they have to work in the mines."

Sister Veronica said she wishes to extend the classes to all Afrikaners and other whites who have never learned to read.

The classes are held in the evenings and are free to all students. The classes are held in the evenings and are free to all students.

The new term starts on January 2, with evening classes available from January 15 on Saturdays for literacy classes and for other courses leading through to matriculation.

In previous enrolments
Industrial training centre in Guguletu

7. Dr. A. L. BORAIN asked the Minister of Bantu Education:

What progress has been made in establishing a departmental industrial training centre for Blacks in Guguletu?

Problems were initially experienced in finding a suitable building-site for the erection of the centre. A site has now been obtained and it is expected that erection will commence this year. In the meantime the centre will temporarily be accommodated in other buildings. A principal has already been appointed and training will begin this year.

15. Wanneer u nie hier en/of doen u aan

Wat doen u dan?

16. Gaan u terug huis?

17. Watter deel van die jaar bring u deur by die huis?

18. Hoe reis u van u woongplek na die plase?

Van die een plas na die ander?

Hoe betaal u vervoer?

19. Het u bepaalde lone?

Hoe word hulle bepaal?

20. Betaal al die boere hierdie lone?

21. Is u betaling bepaal per skaap, per uur, per dag?

Weklikse betaling – kontant (per uur betaling x ure x dae/
per skaap betaling x skape, ens.)

ander betaling

22. Wanneer was die laaste verandering in u kontantbetaling?

Wat was die verandering?

Hoe het dit gekom dat u betaling verander het?

23. Wat was die probleme ondervind u met die werk?

Wat doen u gewoonlik om die probleme op te los?
Blacks’ chance at leadership

EAST LONDON — Blacks in this area with the potential to become leaders in commerce, industry or the professions are being offered a rare opportunity to further their careers through the Careers Development Project.

Project director, Mr. Windsor Shuenyane, who was in East London yesterday as part of a week-long tour of the Eastern Cape, said he was looking for mature men already established in their field, who had the leadership qualities to fill top posts in management, or in the law, engineering, architectural or other fields.

“His will be the type of person who can then pass on their knowledge to others,” he said.

Opportunities for blacks in industry and other fields where they could reach top management level were becoming increasingly available, and Mr. Shuenyane said the project was aimed at providing the trained men to fill those positions.

The project provides short term courses at various universities, colleges and institutions in South Africa, and as it is a branch of the United States South Africa Leader Exchange Programme, certain people may be chosen to study in America.

In the 15 months since it was formed the project has already helped over 60 blacks receive training in various fields, and Mr. Shuenyane said among those who had been sent to America were four journalists, two potential heads of university departments (three more are on their way shortly), two industrial relations officers and two librarians.

As the Project’s head office was established in Johannesburg most of the blacks to benefit so far have been from the Rand, but Mr. Shuenyane said the purpose of his visit to the Eastern Cape was to change this.

He will be visiting the heads of major industrial concerns here as well as community leaders, and will travel to King William’s Town, Alice (where he will speak to academics at Fort Hare) and Port Elizabeth.

Mr. Shuenyane emphasised the project was not a bursary organisation. It was aimed at mature people already established in their field who were genuine leaders. Anyone satisfying the requirements should contact him at P.O. Box 61608, Marshalltown.

— DDR.

Have you ever thought of doing different work?

If yes, why don’t you?

How much of the year do you spend doing this work?

How many farms do you visit each year?

When you are not doing this work, do you go home and/or do other work?

What?
An easing of attitudes

JOHANNESBURG — It was pleasing to note that in many areas former hard line attitudes have eased considerably, and have been replaced by an awareness of the need to recognise that the fullest use of black labour could result in rising living standards for all sectors of the population, Amic chairman, Mr Gavin Rilly, said in his annual report.

Although the penetration of upper job categories by black employees had become more difficult in recessionary times, it was encouraging to note the advances that had been made.

Since 1974, when he commented on the need to improve labour productivity and the utilisation of man-power resources through the establishment of training centres, there had been evidence of considerable progress within the Anglo American Corporation group, many other major companies, and in the attitude of the Government itself.

A number of Amic group companies had adopted the Paterson job-grading plan, with the ultimate aim of achieving a unified wage structure.

Training centres, and the changing attitude of Government to the progress of blacks in industry, are gradually leading to far-reaching changes in the structure of labour in South Africa, Mr Rilly said.

He felt it was essential with process of change should continue, and the cooperation and help of the white trade unions would become increasingly important in this period. — SAPA.
Coloured workers are work-shy, lazy and drink too much — wisdom, or old wives’ tale?

The latter, according to a survey on absenteeism among coloured workers in the Cape. Commissioned by the Cape Chamber of Industries, the survey was recently completed by Stellenbosch University’s Professor S P Cilliers.

It reports that on average only 5% to 6% of scheduled man-days are lost annually through all forms of absence — including bona fide sick leave. (In Germany, the comparative percentage rose from 4% in 1954 to more than 7% in 1971.)

Cilliers argues that absenteeism, unlike labour turnover, “is largely a factor of conditions outside the workplace.” Like “poor quality of life in the homes and communities” of coloured workers.

According to Cilliers, the problem is greatest among the unskilled. 85.7% of all coloured workers in the Cape are unskilled or semi-skilled. “Employers apparently pay little attention to training and induction of new employees.” Of the firms surveyed, 42% offered coloured workers no training at all.

Only 4% of the firms had special formal training programmes, and only 2% special induction programmes. About 11% relied on formal training by fellow-workers.
Big training plans for black welders

Labour Reporter

A major breakthrough for black advancement — the training of black welders to below artisan level for work at Sasol 2 — was confirmed today by Sasol.

The move follows an outcry over the report that Sasol is considering importing up to 200 Korean pipewelders to meet the shortage of welders at the site of South Africa’s second oil-from-coal plant.

The first 20 black pipewelders are to start their training at the Waltloo Industrial Training Centre in Pretoria, on almost R10 000 worth of new equipment.

Similar equipment has been ordered or is being installed at the Chamdor training centre, in Krugersdorp, and the Vaal Triangle training centre in Sehokeng.

They propose to start training another 20 men each within the next week or two.

The principals of the training centres have been given 10 weeks, or 50 working days, to complete the course. “If the right people are selected for training, we should be able to do it,” said Mr Leon Ferreira, principal of the Vaal Triangle’s centre.
Training rights due to all mines

Labour Reporter

It is the conviction of the Chamber of Mines that people of all races have an equal right to be trained and to qualify for any position for which they are capable.

That is stated by the Chamber's president, Mr L W P van den Bosch in the Chamber's March report, issued yesterday.

"If the mining industry is to make optimum use of available human resources, it is essential that the potential work effort of all race groups be fully mobilised.

"Inevitably this must mean a concerted and progressive move away from racial discrimination in the work place."

On economic considerations alone, the removal of restrictions on employment could be shown to be both inevitable and of compelling urgency, he said.

He made the following points:

- The rapidly increasing population requires that an increasing number of blacks must be absorbed into the skilled labour pool.

- The increasingly sophisticated black worker entering the mines needs training to develop urgently needed skills.

Unless blacks perceive avenues of advancement and rewarding careers, they are in danger of being lost to competitors outside the mining industry.
Labour Reporter

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

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

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

It is clearly designed to provide guidelines which will help to implement the South African code of employment practice.

His circular proposes an "Action programme" including:

1. Employing unemployed black youths and minimising the employment of migrant workers.
2. Improving the literacy of all adult black workers by insisting on other courses, and giving financial recognition for successes achieved.
3. Negotiating the sharing of facilities and amenities in the workplace in consultation with the Department of Labour.
4. Improving conditions of employment, wage rates in accordance with productivity and job evaluation.
Remove race barriers, firms told

SOUTH African Industrialists have been warned by their own national employers body that they are not trying hard enough to remove race discrimination in the workplace.

The S.A. Federated Chamber of Industries (FCI) says in a letter aimed at its 8,000 member-firms that Black workers' conditions can be much improved, even within the framework of Government restrictions and discriminatory laws.

"Indeed many people contend that the removal of the remaining legislative discriminatory measures will produce little practical result, if employers are not prepared to change traditional practices to enlightened practices."

The letter outlines an "action programme" which includes appeals for: equal pay for equal work; improvement of fringes benefits; upgrading of workers to jobs not restricted by law; literacy programmes; employing Black township youths rather than migrant workers in White urban areas; and improving labour relations and training Black workers in industrial relations.

While the directive has been welcomed in some quarters, a spokesman for Black Durban unions dismissed it as "useless unless it recognises Black unions."

"If management has failed all these years to do anything to remove all discrimination, what guarantee do we have that they are going to do it now?" he said.

"The only way to ensure anything is done is to allow the workers themselves to organise in unions and do it themselves.

"It is useless unless it is concrete. After all what does 'promoting sound industrial relations' really hold management to?"

The FCI sees its action programme directive as a follow-up to the Code of Employment Practice drawn up last year by the Urban Foundation, a code which itself followed the publication by the EEC and the U.K. of codes for their firms in South Africa.

The Durban union spokesman said that the local code and action programme differed significantly from its overseas counterparts - which recognised unions and called for unions to be given access to factories.

"The overseas codes also say to the unions, 'If you achieve a certain level of membership, we will talk to you.' That is something concrete that workers can hold management to," he said.

The FCI's position on unions is not explicit. In the action programme, recognition is not mentioned at all but an earlier "thirty point action programme" contains a point which is regarded as a definition of union rights, including the right to strike.

It recognises "the rights of employees to organise and associate for the purpose of collective negotiation of agreements of conditions of employment, including the right to withhold labour resulting from an industrial dispute, and to be protected from victimisation."

Dr. Gavin Masendorp, University of Natal economist and executive member of the S.A. Institute of Race Relations welcomed the FCI statement.

"I agree completely that we have customary prejudice in the workplace. We can't blame it all on the Government, we have to remove the customary barriers."

Asked if he thought the move would be an effective form of pressure he said yes but suggested a system such as the American Equal Opportunities Programme of the late '60s would help ensure success.

In this programme firms which passed the non-discrimination test were given an equal opportunities badge so Black employees looking for work would know where to go.

Mr. J. Foul, labour adviser and deputy executive director of the Durban Chamber of Industry said the chamber would be launching a programme to "edify" its member firms of the new changes in attitude signalled by the code of practice and the action programme.

All the South African chambers would be meeting to draw up a uniform questionnaire for firms to answer. This should be ready around September.
In almost every country in the world the efficient, modern secretary is in demand and well paid.

That's not so for hundreds of blacks — mostly schoolgirls — who are enrolled at a number of "blacks-only" secretarial schools. The problems facing them are stiff.

One of these, says a principal of one of SA's big white secretarial schools which for years has been making application after application without success to admit blacks, is government red-tape. The best secretarial training in the land is just not available to black girls.

"It breaks my heart when these girls walk through our doors and tell us that they would like to enrol. We have to tell them that according to government policy we are not allowed to take them on. We then refer them to other places."

Why don't the girls stick to the "blacks-only schools (which have mushroomed in the cities)? The girls say it's because the standards there are not high enough. So they can't compete with their white counterparts in the labour market.

The FM has winkled out some "blacks-only" secretarial schools that promise employment to their students after completion of the course. But keeping that promise is another matter.

As for fees, they range between R140 and R190 for a course lasting from a few weeks to four months. Black parents who pay for their daughters grumble. Says one: "It would have been a worthwhile investment if we were assured that our children would be placed in jobs after they completed their courses."
First black student enrols for Natal college training course

Mr Andrew Mathe, with two fellow students

THE first black student at Natal’s College for Advanced Technical Education in Durban was enrolled last week.

He is Mr Andrew Mathe of Pietermaritzburg and he joined six other students — all white — on the intensive four-week industrial training course which aims at revolutionising training techniques.

Mr Mathe, a training officer for Hulett’s Aluminium, speaks enthusiastically about the course, which includes programming learning techniques with film strips, audio-visual aids and closed circuit television.

“I’m quite sure there will be a big pay-off on this type of training in industry, particularly in this country where so much of the labour force is illiterate,” he says.

“Visual aids are all important in this regard. Industrial training isn’t just a matter of putting up signs to inform workers they should wear, say, protective ear muffs,” says Mr Mathe, who is studying in his spare time for a degree in psychology — he already has an arts degree and law degree. “You have to appreciate that symbols and colours mean different things to different ethnic groups for example.”

The training course, which is unique in South Africa, was made available to Mr Mathe after “a few hassles with Pretoria” according to Mr Barry Clements the public relations officer for the technical college.

“We’re delighted to have succeeded in welcoming our first black student to the college,” he says. “We already have two coloured women students, Miss Denise Docherty, who is doing cost accountancy, and Miss Christobel Ogle, who is studying for the Chartered Institute of Secretaries Diploma. All three have the full use of all college facilities of course, and we are expecting more blacks to seek admission as our courses expand. Provided they cannot get the required qualification in the black colleges, there would seem to be no reason why they should not come here.”

The industrial training course, although still in its infancy, is becoming increasingly sought after by training officers such as Mr Mathe, who supervises the training of over 1,200 people in the aluminium plant at Pietermaritzburg.

“There is a serious communication problem in industry in this country,” he says. “Blacks often do not understand basic business principles and they need to be educated to appreciate the problems of management and how they fit into the work environment.”
SA Job Preaches

Firms must reveal

By Rian De Villiers

May 21, 1978
Britain will be the first of the EEC countries to commit itself formally to the code.

The others have been co-operating closely and are expected to follow suit soon. They may take similar steps to monitor the code.

The White Paper, together with a questionnaire and covering letter, will be supplied to chairmen of all companies operating in South Africa, sources say.

Firms will be asked to complete a new questionnaire each year.

Among the provisions of the code are:

**Suitable**

- Equal pay for equal work, and all jobs open to suitably qualified people, irrespective of race.
- The right of all workers to be represented by trade unions.
- Minimum wages to be 50% above the minimum living level (formerly called the Poverty Datum Line).
- Efforts to abolish segregation in the workplace.
- Alleviation of the effects of the migrant labour system.
- Training programmes for black workers.
- Funds for providing for workers' leisure and improved fringe benefits.

It has been estimated that the code will affect 145 British companies operating in the Republic with a shareholding of 50% or more, owning a combined total of 450 subsidiaries.

The fact that there will be no penalties for the non-observance of the code has led trade union organisations in the UK to point out that it is not binding and therefore lacks teeth.

**Sanctions**

Radical sectors, including some trade unionists, would like to see commercial sanctions levied by the government against British companies which fail to comply with a code of conduct, the "Mail" London correspondent reports.

They advocate that firms which break the code should be denied government contracts where this is applicable and be subject to limitation of tax relief.

Britain has had its own code of conduct governing companies in South Africa since 1974.

The government felt, however, that it would be more effective and the position of Britain would be less undermined, if a joint move was made by other countries as well.

For this reason the member states of the Common Market drew up the 1977 code of conduct, which the White Paper will commend today.

© See Page 8
Steel to end race bars

By RIAAN DE VILLIERS
Labour Correspondent

EMPLOYERS and trade unions in the steel and engineering industry yesterday negotiated a new industrial agreement ending the formal colour bar, and providing job security and opportunities to all workers on a nonracial basis.

The effect of the new agreement will be to end the formal colour bar in the industry, which up to now has restricted certain skilled and semi-skilled jobs to members of registered trade unions — whites, coloureds and Asians.

A trade unionist involved in the negotiations said last night there was now no racial bar to any job in the industry, depending on the qualifications and experience of workers.

But this excludes the top job grade — the artisan grade — which would on apprenticeship and still be closed to blacks due to other restrictions training.

Details of the new agreement have not yet been released.

According to a statement issued after the meeting, the agreement would provide for new security of employment safeguards.

The safeguards related to the re-employment of retrenched employees, promotion, training and re-training facilities.

Joint consultation machinery would be established at plant level, and training and employment services would be provided through the industrial council structure.

"Inherent in the plan is the fact that job security, job opportunities and promotional aspects will be written in, not only with respect to existing incumbents and persons who have done military service."

"Basically the plan envisages that it will be applied to all workers in the industry, including new entrants, on a nonracial basis."

The statement also announced increases in minimum wages as well as across the board increases. Basic wages were increased ranging from R2.50 per hour (14.7%) for artisans to 70 cents (18.6%) per hour at the bottom end.
Vacant ground ‘can be put to good use’

By Sleg Hannig, Labour Reporter

A self-help typing school for potential secretaries is the latest initiative in community efforts to fight unemployment in Johannes-
burg.

The planned school for jobless black, coloured and Indian people en-
dering the support of the Civic Centre Methodist Church whose church hall has been put at its disposal.

It is the brainchild of Miss Michele Muller, group personnel officer of a large company.

"The objective is to get the jobless em-
ployed — not merely to provide training," says Mr. Muller.

"In my professional capacity I have noticed a shortage of secreta-
ries and as a Christian I am concerned about the plight of the unem-
ployed."

"This school is designed to alleviate both — firstly by pro-
viding training for suitable people and sec-
ondly by helping to place them in employment."

The intention is to run classes in the church hall, within walking distance of Johannesburg's rail-
way station, for two hours daily in two 

mornings.

"They will be backed up by strictly enforced homework."

Vacant ground on church properties in Soweto could be put to use in the fight against the consequences of unemployment, says Mr. R. Roux, organiser of the Grow gardening project of the Organic Soil Association.

She said Grow would help to show Soweto congregations how to grow vegetables which could be used for soup kitchens or could be given to the unemployed to combat mal-
nutrition.

"The garden could also serve to inspire individual househol-
ders to grow vegetables, as many of their properties were, for poor."

"We shall show them how to do it — but we can only help those who want to be helped," she emphasised.

Ministers of Soweto churches who want to take advantage of the offer, should call Mr.

R. Bryant at 728-4930 or the Organic Soil Association at 788-7287.

Mr. Roux has also appealed for fencing needed to protect gar-
dens which her organisation is laying out in Soweto. Offers of assist-
tance should be made through the telephone numbers mentioned}

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Mr. N.C. Malan, the West Rand Administration Board's director of housing, is the board's liaison official with J.O.B.S., the Johan-
nesburg organisation set up to boost Self-help for the unemployed.

One of his first acts in this capacity has been to make an office available in Bishopdale for a citizens' advice bureau.

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A former black teacher from Giyavu, near Pretoria, who is finish-
ing his law degree, has offered J.O.B.S. his ser-
vices for a nominal salary or free of charge for six months.

J.O.B.S. is looking for shelters for unemployed people engaged in various self-help projects.

Anybody who knows of unused prefabric-
cated buildings, which could be put at their disposal should write to J.O.B.S., PO Box 78495, Houghton, Jo-
'hannesburg 2641, or telephone 45-5420 (mornings only).

J.O.B.S. has a secretariat at Robben Island Hospital.

Miss Muller's mother is Professor Ceci Muller of the depart-
ment of social work at Witswatersrand Univer-
sity, and her sister is Helen Muller, direc-
tor of the Church's Child Welfare Section.

"But we have many hurdles to cross before we can begin to think of that," Miss Muller said.

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Weekday

Meanwhile, the Reverend Errol Grant of the Civic Centre Methodist Church and he had the re-
sponsibilities of the building as well as the services of the congrega-
tion at her disposal.

We have encour-
geg her and supported her because we believe the church's integrity is established by this kind of action," Mr. Gray said.

"We have to prove what we preach and this is a very worthwhile way of doing so."

Anybody who wants to help to provide new typewriters, ditta-
phones, Filman's typing ma-
uals and electric.

Mr. N.C. Malan, the West Rand Administration Board's director of housing, is the board's liaison official with J.O.B.S., the Johan-
nesburg organisation set up to boost Self-help for the unemployed.

One of his first acts in this capacity has been to make an office available in Bishopdale for a citizens' advice bureau.
Two of the growing number of Johannesburg people who make their business to fight unemployment are Miss Michele Muller (far left) and Miss Gail Collins. They plan to open a typing school in a Braamfontein church hall and are looking for equipment such as used typewriters.

They have asked prospective students not to call them because they cannot handle applications yet. When they are ready for applications, they intend to announce this through the JOBS column of The Star.

JOBS, the Johannesburg Organization to Boost Self-Help for the unemployed, aims to fight unemployment by supporting training and job creation through self-help efforts of the kind being mounted by Miss Muller and Miss Collins. Contributions or appeals for assistance can be sent to JOBS, PO Box 87400, Houghton, Johannesburg 2041 (Telephone 41-5422).

are housed in single storey wo units. Each unit is de- using by building a wall down into two separate houses. In 4 beds, four with three beds. shroom, and a 'store' room.

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in Employe dormitories hance to . The exact difficult without a properly noted t small rooms in eighty dr .es, and that r roc .s the hostels have oe

425
850
16
13 600

LEARN AND EARN

Is. These are standard single uill-in' beds which consist of The men often alter the built- in care. Some are so totally recognised for what they were mattresses.
Labour Reporter

An urgent plea for equal opportunity on the home front was made today by the acting presidential secretary of the president of the Chamber of Trade, Mr. van den Bosch.

The Government could not shrink from the leadership that will be necessary to bring about economic recovery, Mr. van den Bosch said.

The motion was seconded by the president of the Chamber of Labour who said: "The suffering of the unemployed is beyond description, and the Government cannot avoid its responsibility for their welfare." He added: "The Government must act now to prevent a recurrence of the situation in which the country is threatened by a serious economic disaster."

"The Government has declared its will that all persons have an equal right to be trained and be employed," Mr. van den Bosch said.

"The policy should be expressed in the form of a programme of economic recovery," he added.

"The salvation is not in the form of a socialist, but is in the adoption of a sound and practical programme," Mr. van den Bosch said.

Even at the present time of recession and unemployment, there was a considerable amount of employment in mines. This would not last, he said, unless measures were taken to prevent a further decline in production and employment. The Government had declared its will that all persons have an equal right to be trained and be employed. The Government should act now to prevent a recurrence of the situation in which the country is threatened by a serious economic disaster."
Fort Hare personnel programme

ALICE — The University of Fort Hare has embarked on a teaching programme which should enable black personnel specialists to play a meaningful role in industrial and race relations, according to the dean of the faculty of economic sciences, Prof W. C. Botha.

Delivering his inaugural address here, he said the white population, which traditionally held the managerial, technical and professional jobs, could no longer supply the ever-increasing demand for more qualified workers.

Black personnel specialists were no longer "merely staff office employees," but had become full partners in management staff.

Prof Botha said many employers in South Africa were aware they held the key to improved relations and were doing something about it, but the majority had done little to improve the situation. — SAPA.
Huge multinational companies may resist pressures for disinvestment in South Africa, but how are they reacting to pressures for change? Labour Reporter SIEG HANNIG cites the example of one of these industrial colossi.

Giant groups set a pattern for change

"Multinationals" is the collective term for those powerful companies which straddle continents in the pursuit of profit.

The annual profits of major multinationals exceed the budgets of many countries.

And some international labour leaders regard multinationals as potential rulers of the world — a law unto themselves, subject only to the dictates of capitalism.

The powers which these giants are wielding within governments and in international organisations will be consulted on the facilities provided.

A house-loans scheme helps employees at all levels to buy or improve their homes.

Medical centres are provided at all main factories and staffed by qualified nurses and medical orderlies, as well as by medical officers where appropriate. Special arrangements are made for periodic X-ray screening.

Unilever has separate pension funds for salaried and wage grades with identical contribution rates and benefits.
As far as South Africa is concerned, it may be taken for granted that these powers are being exerted against disinvestment. But how do the multinationals react to pressures for change in South Africa?

The answer — defined in terms of the self-interest which is likely to be the prime motivator of such giants — might be of interest to South African companies.

This answer is provided here by Unilever, one of the top names among multinationals.

It appeared in a recent Press statement containing information requested by the British government in its White Paper on wages and working conditions for blacks employed by British firms in South Africa. Unilever South Africa employs 6,000 people, of whom more than 3,000 are black, 2,000 white and the rest coloured and Indian. They work in about a dozen subsidiaries producing mainly food products and toiletries.

Wage rates

Unilever’s wage policy is to keep its minimum pay plus bonus above the supplemented living level measured by the Bureau of Market Research of the University of South Africa. That amounted to R195.92 for a family of six in Johannesburg in April.

Thus the current minimum wage for the lowest-paid grade plus an annual bonus equivalent to one month’s pay works out to R45.89 a week or R197.15 a month.

The actual average of wages for the 750 workers in this grade is R97.88 a week, or R297.88 a month. Casual employees, who number less than 100, do not receive less than the minimum for permanent employees.

Fringe benefits

Every job is evaluated under a system of job evaluation and is classified within a specific grade to which pay rates apply regardless of race or sex.

Annual leave and paid sick leave applies to all races on the same basis.

Subsidized canteens are provided wherever possible, and employees are...
Factory for blind people is a real eye-opener

By Harry Mashabela

Ireleleng (Do It Yourself) is a place to warm the heart and restore faith in man's willingness to help his less fortunate fellow.

A factory for blind people just north of Pretoria, Ireleleng, was established in 1967 by the Transvaal Bantu Blind Society as a sheltered workshop. But it has developed over the years into a factory employing more than 350 blind men and women.

Today Ireleleng is a modern complex with its own clinic, a canteen for 80 workers, whose parents are blind, a hostel and a concert hall.

The factory itself has three departments - one for manufacturing baskets, pillows and cushions; another for making a wide variety of baskets and yet another for making hampers and brooms.

Mr. H. N. Baru, manager of Ireleleng, said 70 percent of their products were sold to shops at wholesale prices and the rest directly to the public at retail prices.

Roses and brushes were produced at the rate of 15,000 a month, and the largest buyers were the Government and municipalities.

Proficiency is the hallmark at Ireleleng, and workers are aware their work is judged on merit alone.

A young blind man struggles through the emotions of learning how to travel safely on his own. With him is his instructor (left), Mr. Winston Ntshibalinhe.

The training is strict. Workers are taught how to travel safely, on their own so they could communicate with their homes and places of employment.

For its survival Ireleleng depends on sales of its products, donations and a subsidy from the government.

Blind band needs some amplifiers

Pretoria Bureau

A group of blind musicians based at the Ireleleng blind institute is in need of amplifiers and drums.

The group, called The Orations, consists of Sisem Paleto on lead guitar, who also composes for the group; Sarah Mohale, vocalist; Mau Mathabathwa, bassist; Tlou Ledombwe, drummer; and Tseka Molakongam, guitarist and comedian. The group has been without amplifiers and drums for the past three years.

"We have appealed to the public to help obtain these instruments but without success," Mr. Paleto said.

Despite the lack of these instruments the group has been meeting three times a week for rehearsals, using old stringed instruments, a guitar and a bass.

Max Mathabathwa, who had previously worked with the Johannesburg Nice Sounds, said the group could not live on songwriting and a balance because they would drown other instruments.
Basket department... a blind man at work.
I. BACKGROUND:

Basic Reading:
B. M. Metzger: The New Testament: It's Background, Growth and Content, pp. 7-78
See also R. Bultmann: Primitive Christianity, pp. 101

The general perspective of the background material should be viewed in terms of significance for the emergence and growth of Christianity.

1. Judaism, the sects, literature, social and political situation, language and culture.
2. Rome, the empire and its administration.
3. The empire and its administration.

II. THE SYNOPTIC GOSPELS:

Basic Reading:
B. M. Metzger: op. cit., pp. 78-101, and at least one of the following:
F. C. Grant: The First Three Gospels

or equivalent material, e.g. a study of the more important aspects only.

The notes which follow are based on the insights from E. P. Sanders, who has written extensively on the life and teaching of Jesus.

i. The first Gospel was written in 66 C.E., before the fall of Jerusalem.
ii. The Gospel is transmitted in 11 units (pericopes), classified by the use of the context, which provide the context.

This diagram is useful for understanding the similarities and differences among the Synoptic Gospels. In this way, the relationship of the Gospel of Luke to the other two is seen more clearly.
EAST LONDON — A "tremendous drop" had occurred in the training of blacks in the Border region, the National Occupational Safety Association’s Border chairman, Mr J. Rich, said yesterday.

Presenting his annual report, he said it was "disappointing to notice this tremendous drop" — from 818 during 1976-77 to 516 during 1977-78 — but said he believed the general state of the economy had played a part in producing this fall. "It is hoped there will be a reversal during the year ahead."

Disabling injuries had dropped during the past year to 1,090 compared with 1,170 in the previous year. Non-disabling injuries, however, had increased from 3,193 to 3,494.

Emphasising the need to reduce lost manhours, Mr Rich said: "The word productivity today is no longer an in word, it is a fact of life in any business and you are all aware of the tremendous cost to the country of manhours lost.”

The general manager of Nosa, Mr H. J. Matthysen, said before this year was out, more than a quarter of a million South Africans would be victims of on-the-job accidents, serious enough to keep them away from work for at least one full day.

To get the Nosa members to really appreciate the need for improved safety measures, Mr Matthysen quoted figures which startled many present. He said 110,000 hands, 50,000 feet and 40,000 eyes would be badly injured. Thirty-one thousand men and women would be permanently maimed, some so badly they would never return to their jobs. More than 2,000 people would be killed. — DDR
Varsity lecturers need special skills—Koornhof

Johannesburg — The Minister of National Education, Dr Piet Koornhof, yesterday suggested that academics wanting to lecture at institutions in higher education should be given special training.

In an address delivered for him by the Secretary for National Education, Dr P. S. van Wyk, Dr Koornhof said serious consideration ought to be given to the systematic establishment of training facilities for academics wanting to lecture.

The address was prepared for the opening of a national symposium on the transition between school and university, held by a committee of university principals.

Dr Koornhof suggested training of academics would have to begin with instruction in the disciplines of higher education for lecturers of first year students.

He also raised the possibility of the establishment of preparatory internal colleges at universities which could ease the way of students having difficulty in adjusting to university.

Such colleges would be manned by academics having educational qualifications as well as knowledge of their subjects.

In the preparatory year, more emphasis could fall on the instruction of students.

Dr Koornhof said the possibility that diploma holders from colleges of education might be able to get university degrees after one further year of study should not be excluded.

A similar procedure in some cases of study at colleges for advanced technical education was also possible. In this way, training at a college could serve as a way of entering a university.

He hoped university principals and provincial education chiefs would reconsider the basic functions of the joint matriculation board to improve the transition from secondary to university and other institutes of higher education.

Meanwhile, two educationists have urged study of a plan to put all first-year university and college students through an orientation seminar to channel them into the right study directions.

They also suggested that teacher training institutions become colleges of universities responsible for training both primary and secondary school teachers.

Prof S. J. Pretorius, Dean of the Faculty of Education at Potchefstroom University, and Prof A. H. Strydom, Director of the Bureau for University Education at the University of the Free State, were delivering a paper at the symposium.

Secondary schools, they said were in danger of developing into mini-universities at the cost of their function of preparing pupils for life generally. — SAPA.
GENERAL NEWS

Industry urged to raise output

DURBAN. — Double and even treble shift working could be an effective way to utilise plant equipment in South Africa which, often was not even run in before it was overtaken by new technology, Mr Harold Montegomery, the Federated Chamber of Industries executive council meeting in Durban. Urging industrialists to improve productivity, Mr Moremobe, chairman of the FCI's productivity committee, said this would keep domestic prices low and stimulate growth. It would also put the economy in a better position to build up export markets and reduce imports.

He quoted figures showing that South Africa lagged behind Western countries in increasing productivity. In the five years from 1970 the increase in Italy was 8% and in South Africa a mere 1.5%.

"We are not using our resources to the best advantage. Vast tonnes of raw materials are exported to no advantage. Last year, only 5,000 training opportunities were used in the Government-sponsored training centres and supervisory training was substandard," he said.

The secretary for industry, Mr Philip Theron, said business should consider contingency planning. Such planning would help local industry if goods had to be imported it would be a good thing to find all the channels to do this, added Mr Theron. Recovery was still in the shallows and it was necessary to consolidate for it to last.

Mr Mickey van der Walt, Secretary for Inland Revenue, said the return from General Sales Tax for July was R35-million and it might be difficult to reach R650-million for the full year.

"We must not hang the economy on GST as we did a few years ago with the gold price," he said.

On requests for further tax incentives he said the only way the Government could do this was to cut expenditure and there was not much further room to do this.

He said there were possibilities that the import surcharge would be phased out later.

The Council noted there had been a "spectacular" increase in the balance of trade during 1977 and a sustained rise in export earnings, particularly from manufactured exports, though they were operating from a semi-dormant local market.

The Secretary for Commerce, Mr Tjaard van der Walt, assured delegates there would be no change in export incentives until the Minister of Economic Affairs had studied the mechanical Committee's report on the matter.

Mr Norman Duncan, President of the Natal Chamber of Industries, endorsed a call by delegates to have exports from the country in the South African Customs Union labelled so that industry could see what was happening.

Unemployment poses growing threat, says labour expert

Pretoria Bureau

ECONOMIC and labour experts said yesterday South Africa's persistent unemployment problem was begin to assume alarming proportions.

The chairman of the Corporation for Economic Development, Dr S P du Toit Viljoen, said in an interview that unlike most other Western countries, South Africa's unemployment problem carried with it the threat of serious unrest.

Dr Viljoen estimated that between now and the end of the century, 60,000 jobs will have to be created for blacks if the country's labour force is to be fully employed.

The economy, he stressed, would have to grow at an annual rate of at least 5% to meet the growth of the job market.

The problem is underlined by an estimate by the Prime Minister's economic advisory council that this year's growth rate is not expected to exceed 2%.

Dr Viljoen said that by the end of the century the number of new black workers entering the labour market would have increased to 125,000 a year.

Studies based on the country's wealth of human and material resources, and the sophisticated economic

Revenue increase for PO

DURBAN. — Post Office revenue has increased by 10.8% in the first five months of the current financial year, the Deputy Postmaster General, Mr Chris Gouws, said in Durban yesterday.

Addressing the Federated Chamber of Industries (FCI) convention, he said the Post Office expected total revenue for the year to reach R764-million — 2.7% more than budgeted.

But he pointed out the increases were offset by higher capital and operating expenditure.

Use of the telephone services had increased considerably, and metered telephone calls for July increased by 38%, compared to July last year.

Income from foreign services increased by 28% and telex services by 16.7%.

Dr Anton Moolman, chief commercial superintendent of the South African railways, said that during the first five months of the current financial year the administration had shown a surplus of R344,400,000, which was well above budget.

This surplus was accounted for by a small increase in revenue and improved savings, he said.

Sap.
Black training plan in doldrums

DESPITE the availability of massive tax incentives, only 3,800 black workers were trained last year at the eight urban industrial training centres, which have the capacity to handle 75,000 trainees a year.

The failure of this training effort, at a time when the urgent need for black training has been widely accepted, has become a matter of increasing concern to organised industry in the past year.

The eight centres were established at a cost of R2 million in white industrial areas under the Bantu Employees' In-service Training Act of 1976, which allows industrialists to claim tax deductions equal to twice the cost of training.

The cost of building and equipping the centres was borne by the State, but running costs are met by commerce and industry.

A major problem is that the co-ordinating council which governs the scheme is hamstrung by its lack of full-time administrative staff. The Department of Education and Planning, meanwhile, appears reluctant to take any action until the reports of the Wielahn and Riekert commissions have been produced.

One reason is that the commissions may make recommendations which would transfer the council and the administration of the Act to some other department.

Businessmen complain that the council is thus not getting the backing it needs from the department.

But private sector interests are also at loggerheads. Some industrial sectors refuse to use the centres because they are setting up their own training schemes.

Others are objecting to the payment of the levy used to fund the running costs of the centres.

For some industrialists the centres are too far from their factories, and the provision of daily transport to the centres for their workers is a problem. There is also a shortage of suitable instructors.

Despite everything, however, the chief educational planner at the Department of Education and Training, Marius Krieger, remains confident the scheme will work.

He told the recent congress of the Federated Chamber of Industries that this year would show a sharp increase in the throughput as the economy improved. He pointed out, too, that some centres had only recently been opened.

It is clear, though, that the present unco-ordinated approach to black training must be radically altered.
Botha: more skilled jobs for blacks

VEREENIGING — Blacks would have to fill skilled jobs in future because there would not be enough whites for all the jobs, the Minister of Labour, Mr Fanie Botha, said yesterday.

Addressing a symposium on the optimum utilisation of manpower, Mr Botha said South Africa was already experiencing a skilled labour shortage in some industries.

Projections showed South Africa would experience a skilled labour shortage of 21 per cent in 1980. By 1990 there would be a shortage of 1.4 million office workers, 180,000 workers in the technical and professional fields, and 759,000 in the skilled and semi-skilled categories.

Mr Botha said the Government fully realised its responsibilities in this regard.

"The Government will not stand in the way of the employment of workers of other races in occupations and classes of work previously exclusively done by whites as long as this is done in an orderly way and with the knowledge and cooperation of the white employees and their trade unions," Mr Botha said.

Black access to the professional, semi-professional and technical occupation had increased considerably from 1971 to 1977.

According to the recent manpower survey of the Department of Labour, while in these occupations there had increased by 31 per cent, Coloureds by 71 per cent, Asians by 65 per cent and blacks by 49 per cent.

In clerical occupations, Coloureds had increased by 50 per cent, Asians by 62 per cent and blacks by 101 per cent.

Mr Botha said less than one per cent of South Africa's total manpower was affected by the five work reservation determinations still in existence.

"Work reservation has not — as was often incorrectly stated — been applied in favour of the whites only, but certain types of work in particular industries have specifically also been reserved for Indians and Coloureds."

"But of all the work reservation determinations which were made since the work reservation provisions were placed on the statute book 22 years ago, I have already withdrawn 18 determinations and suspended two," Mr Botha said. — SAPA-DDC.

... work and how... workers in... years have... Cape... recent... urban workers.

The period from... that could... Langa and... few months... stratification... a certain

number of houses, rooms or beds, whichever applicable, was systematically selected. Most interviews were conducted in Xhosa and lasted about two hours. There were few refusals and a wide variety of reasons was given for refusing. A systematic method of replacing refusals was also

1. Sheila T. Van der Horst (1964); the field work was carried out over the years 1955 to 1957.

2. The living quarters were divided into the following types:
   Guguletu: Residential area (permanent residents only); Barracks (BAD);
   Employers' Barracks; Section 3 near Klipfontein Road (residential area for migrant labourers only); KTC ("Dutch Location"); squatters.
   Langa: Residential area (permanent residents only); Old Flats;
   New Flats; Main Barracks; North Barracks; Zones; Special Bachelor Quarters.

3. Even though systematic sampling was employed this did not introduce a bias into the sampling because the population was not systematically distributed. See C.A. Moser and G. Kalton, Survey Methods in Social Investigation (Heinemann, 1971), p.83.
**Lack of Skilled Labour Worries Sadie**

An increasingly acute shortage of skilled labour caused by a plummeting white birth rate and an evaporating flow of immigrants threatens to stifle economic growth, says Professor Jan Sadie, director of the Bureau for Economic Research of the University of Stellenbosch.

The annual average number of immigrants has dropped from 27,000 between 1970 and 1976 to virtually zero, and the white birth rate had declined dramatically from 23.4 to less than 19.1 in 1980.

The country's total white population, he says, is only likely to grow from 4.5 million this year to about 5.4 million by 1980.

The number of whites in the 15 to 64 "productivage group" he adds, is only expected to increase by a mere 1.1 percent.

He said that with the declining birth rate, lack of immigration and extended military service, which retards the entry of about 37,000 young men into the labour force by a year, white males will only account for about seven percent of South Africa's total male labour force.

Sadie says the economy could find itself in severe difficulty when the rate of growth climbs to between four and five percent.

"A continuation of existing policies and trends in the supply of skilled labour can lead to the revival at almost birth in cost inflation by way of both low productivity and vigorous demands for high wages," he said.

He believes the solution is the immediate introduction of a large-scale training programme.

He adds that whether or not the move by whites out of blue collar jobs can be reversed, other population groups will have to provide the major portion of skilled workers.

"If there are educational requirements for the admission to courses of training which are not necessary for the successful completion of courses, but have been written in as a means of limiting admissions, they have to be abandoned.

"If the feelings against such jettisoning run very high, they may conceivably be assuaged by a recourse to a differentiation between higher and lower diplomas or a certificate of competence versus a diploma which will, of course, be accompanied by differential wages.

"A contrived scarcity of skilled labour amid an imbalance of human material capable of being trained makes neither economic nor political sense."

Sadie's sentiments were echoed in Johannesburg this week by Pienie Botha, Minister of Labour, who told delegates at a symposium on the optimum utilisation of manpower that greater emphasis will have to be placed on the development and use of black labour in the face of a growing shortage of skilled manpower.

By 1980, he predicts, there will be a shortage of 1.4 million office workers, 120,000 professionals and technicians and 750,000 skilled and semi-skilled workers.

Quoting the results of a recent manpower survey conducted by the Department of Labour, Botha said the number of whites in professional and semi-professional occupations increased by 31 percent between 1971 and 1977, yet the number of blacks in these occupations increased by 49 percent, the number of coloureds by 71 percent and the number of Indians by 65 percent.
Dear Forest Glade,

Half a year has passed since our last A.G.M. and you may like to know what has been done, and is happening in the association.

1. COMMISSION OF THE LAND

We have only had to accept the resignations of R.A. Provan and S.B. Monk and to appoint new members to the board. R.A. Provan was elected as Chairman, J.O. Rod as Vice-Chairman, and E.B. Monk as Secretary. The board of directors now comprises the following:

- R.A. Provan (Chairman), R.A. Provan, 90 (Hamlet 2) Tel. 723719
- J.O. Rod (Vice-Chairman), J.O. Rod, 92 (Hamlet 3) Tel. 723726
- E.B. Monk (Secretary), E.B. Monk, 91 (Hamlet 4) Tel. 723720

They will be glad to help you if they can, so please feel free to contact them if you have problems about your house or any member.

2. FINANCES

Since the increase in the monthly levy, we have managed to meet our commitments and to use the funds coming from the extra levy of 35.00 per month per house on the common area. This will help to maintain the appearance of the area. We have also decided to continue the spraying of the exterior walls of the houses. This is an ongoing process to protect the walls from damage and to ensure their longevity.

3. COMMON AREA ENCLOSURES

The directors have had their attention drawn to the fact that some members have been enclosing their common property and in a few cases, enclosing parts of the common area with fences or other barriers without permission. The purpose of the common area is to encourage and facilitate the use of the area by all members, and enclosing it without permission is not acceptable.

Some examples of enclosures have been noted. Members are reminded that no walls, fences, or other barriers are allowed on property without the prior consent of the board of directors. Members who wish to enclose their common property must apply for permission. The board will consider each application on its merits.

4. EXTENSION LIGHTS

For a glorious few weeks after the repair work on the lights had been completed...

We quite realize that some people have gone to a lot of trouble and expense to install their own lights. We would be very glad to discuss and advise on the possible methods of doing this, and we would suggest that people who have enclosures and lights of their own should contact the committee before making any plans.

The directors have met recently to discuss the issue of enclosures and lights. It was decided that all enclosures and lights must be removed. We trust that this decision will be accepted.

As a general rule, the directors have decided that all enclosures and lights must be removed. We trust that this decision will be accepted.

5. TO TRAIN BLACKS

For a glorious few weeks after the repair work on the lights had been completed...

The government has committed itself to training blacks in various fields, and one of the projects is to train black men to work as electricians. The objective is to provide skilled labor for the industry, and to help to reduce unemployment.

6. PROTECTION OF THE AREA

The directors have noticed that some people have been putting up fences and barriers on the common area. We would like to remind everyone that the common area is for the use and enjoyment of all members, and any enclosures must be removed.

The directors have also noted that some people have been putting up fences and barriers on the common area. We would like to remind everyone that the common area is for the use and enjoyment of all members, and any enclosures must be removed.

7. EXTENSION LIGHTS

For a glorious few weeks after the repair work on the lights had been completed...
(b) a person who is serving on the Reserve in terms of section 46, 47, 48 or 48A of the Act;
(c) a scholar.

DEPARTMENT OF EDUCATION AND TRAINING

No. R. 2472 15 December 1978
THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

EMTHONJENI PUBLIC IN-SERVICE TRAINING CENTRE, PORT ELIZABETH. — REPEAL OF GOVERNMENT NOTICE


A. P. TREURNICHT, Deputy Minister of Education and Training.

No. R. 2473 15 December 1978
THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

NOTICE OF INTENTION TO IMPOSE A LEVY IN AID OF THE EMTHONJENI PUBLIC IN-SERVICE TRAINING CENTRE, PORT ELIZABETH

The Deputy Minister of Education and Training, acting on behalf of and on the instructions of the Minister of Education and Training, intends, in terms of section 14 (3) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 10c per month per employee in respect of all Black employees in the fixed area of the centre, that is the area of the Cape Midlans Administration Board, engaged in the industries or undertakings listed below, in respect of which training is provided at the Emthonjeni Public In-service Training Centre, Port Elizabeth:

(1) Asbestos Cement Products Industry; (1)
(2) Automobile Manufacturing Industry as defined in Government Notice R. 1557, dated 31 August 1973; (36)
(3) Baking and Confectionery Industry as defined in Government Notice R. 603, dated 14 April 1972; (2)
(4) Basketware Manufacturing Industry; (27)
(5) Biscuit Manufacturing Industry as defined in Government Notice R. 1998, dated 24 October 1975; (4)
(6) Brewing Industry; (8)
(7) Brush and Broom Manufacturing Industry as defined in Government Notice R. 567, dated 7 April 1972; (5)
(8) Building Industry; (6)
(9) Canvas Goods and Allied Products Industry as defined in Government Notice R. 1575, dated 1 September 1972; (42)
(10) Cement Manufacturing Industry as defined in Government Notice R. 620, dated 11 April 1974; (43)
(11) Cement Products Industry; (44)
(12) Ceramics Industry; (20)
(13) Chemical Industry; (10)

(b) 'n persoon wat kragtens artikel 46, 47, 48 of 48A van die Wet op die Reserve dien;
(c) 'n skoemaker.

DEPARTEMENT VAN ONDERWYS EN OPLEIDING

No. R. 2472 15 December 1978
DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

EMTHONJENI-OPENBARE INDIENSOPLEIDINGSENTRUM, PORT ELIZABETH. — INTREKKING VAN GOEWEMENTSKENNISGEWING

Ek, Andries Petrus Treurnicht, Adjunk-minister van Onderwys en Opleiding, handelende namens en in opdrag van die Minister van Onderwys en Opleiding, trek hierby, kragtens artikel 14 (4) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), Goewementskennisgewing 1200 van 1 Julie 1977 in.

A. P. TREURNICHT, Adjunk-minister van Onderwys en Opleiding.

No. R. 2473 15 December 1978
DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

KENNISGEWING VAN VOORNEME OM 'N HEFFING TEN BEHOEVE VAN DIE EMTHONJENI-OPENBARE INDIENSOPLEIDINGSENTRUM TE PORT ELIZABETH OP TE LE

Die Adjunk-minister van Onderwys en Opleiding, handelende namens en in opdrag van die Minister van Onderwys en Opleiding, is van voorneem om ingevolge artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), 'n heffing van 10c per maand per werknemer te hê ten opsigte van alle Swart werknemers wat in die vasgestelde gebied van die sentrum, naamlik die gebied van die Administrasieraad vir die Kaapse Middeland, betrokke is in die nywerheids- of ondernemings-hierdie genoemd ten opsigte waarvan opleiding by die Emthonjeni-Openbare Indiensopleidingsentrum te Port Elizabeth verskaf word:

(1) Asbessempteproduktenwyverheid; (1)
(2) Bak- en Banketwyverheid soos onskryf in Goewernmentskennisgewing R. 603 van 14 April 1972; (3)
(3) Bedryf van die maal of verpakking van sout; (54)
(4) Beskuitwyverheid soos onskryf in Goewernmentskennisgewing R. 1998 van 24 Oktober 1975; (5)
(5) Borsel- en Besemwyverheid soos onskryf in Goewernmentskennisgewing R. 567 van 7 April 1972; (7)
(6) Bonwynwyverheid; (8)
(7) Breiwyverheid; (29)
(8) Bruynwyverheid; (6)
(9) Buiteland- en Ruberrywyverheid soos onskryf in Goewernmentskennisgewing R. 991 van 14 Junie 1974; (55)
(10) Chemiekaalwyverheid; (13)
(11) Drankvervaardigingswyverheid soos onskryf in Goewernmentskennisgewing R. 354 van 8 Maart 1974; (3)
(12) Druk- en Nuusbladwyverheid soos onskryf in Goewernmentskennisgewing R. 2596 van 30 Desember 1977; (43)
(13) Elektrotechniese Nywerheid; (18)
(14) Civil Engineering Industry as defined in Government Notice R. 924, dated 5 May 1978; (45)
(15) Commercial Distributive Trade as defined in Government Notice R. 1829, dated 5 October 1973; (22)
(16) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of The Shops and Offices Act, 1964 (Act 75 of 1964); (15)
(17) Dairy Industry as defined in Government Notice R. 2298, dated 24 December 1971; and
(18) Electrical Industry; (13)
(19) Food Industry as defined in Government Notice R. 3106, dated 15 August 1969; (56)
(20) Footwear Industry; (46)
(21) Fruit and Vegetable Canning Industry; (57)
(22) Furniture Manufacturing Industry as defined in Government Notice R. 969, dated 11 June 1976; (28)
(23) Glass and Glassware Manufacturing Industry as defined in Government Notice R. 1097, dated 29 June 1973; (14)
(24) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793, dated 18 May 1973; (49)
(25) Hotel and Liquor Trade as defined in Government Notice R. 1634, dated 24 September 1971; (17)
(26) Ice-cream Manufacturing Industry as defined in Government Notice R. 710, dated 8 May 1970; (34)
(27) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats as defined in Government Notice R. 517, dated 5 April 1973; (35)
(28) Iron, Steel, Engineering and Metallurgical Industries as defined in Government Notice R. 1112, dated 2 June 1978; (60)
(29) Knitting Industry; (7)
(30) Lead Acid Batteries Manufacturing Industry; (25)
(31) Leather Industry as defined in Government Notice R. 1213, dated 16 June 1978; (23)
(32) Liquid Fuel and Oil Trade as defined in Government Notice R. 1829, dated 5 October 1973; (55)
(33) Liquor Manufacturing Industry as defined in Government Notice R. 354, dated 8 March 1974; (11)
(34) Meat Trade; (54)
(35) Millinery Industry; (16)
(36) Milling Industry as defined in Government Notice R. 3554, dated 17 October 1969; (26)
(37) Mineral Water Manufacturing Industry as defined in Government Notice R. 1224, dated 13 July 1973; (29)
(38) Monumental Masonry Industry; (30)
(39) Motor Garage Trade as defined in Government Notice R. 1829, dated 5 October 1973; (31)
(40) Motor Industry as defined in Government Notice R. 1039, dated 17 June 1977; (32)
(41) Motor Transport Undertaking (Goods) as defined in Government Notice R. 676, dated 11 April 1975; (33)
(42) Pet Foods Industry; (53)
(43) Printing and Newspaper Industry as defined in Government Notice R. 2596, dated 30 December 1977; (12)
(44) Glass- and Glasswarenywerheid soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (23)
(45) Handelszondernings wat Swartes in diens het om werk te verrig wat vermeld word in die omskrywings van "winkel" en "kantoor" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (16)
(46) Heoedanwywerheid; (35)
(47) Hotel- en Drankbedryf soos omskryf in Goewermentskennisgewing R. 1634 van 24 September 1971; (25)
(48) Houtverwerkingswywerheid soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (58)
(49) Kamftotekstielwywerheid; (60)
(50) Keramiekenwywerheid; (12)
(51) Klipvergrijsingswywerheid soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (49)
(52) Kommersiële Distribusiebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (15)
(53) Leerwywerheid soos omskryf in Goewermentskennisgewing R. 1213 van 16 Junie 1978; (31)
(54) Lekkerbroodwywerheid soos omskryf in Goewermentskennisgewing R. 628 van 24 April 1970; (50)
(55)loodsuurbatterijvervaardigingbedryf; (30)
(56) Maalwywerheid soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (36)
(57) Mandiewervvaardigingbedryf; (4)
(58) Metaalwywerheid soos omskryf in Goewermentskennisgewing R. 969 van 11 Junie 1976; (22)
(59) Mineralwaterwywerheid soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (37)
(60) Monumentenklepsassorywywerheid; (38)
(61) Motorgaragebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (39)
(62) Motorpywerheid soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (40)
(63) Motorvervoeronderneming (Geëndere) soos omskryf in Goewermentskennisgewing R. 676 van 11 Aprile 1975; (41)
(64) Nywerheid vir die Vervaardiging van Roomys soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (26)
(65) Nywerheid vir die Vervaardiging van Seep-Kerse, Suikeringsmiddels, Eetbare Olies of Vettes soos omskryf in Goewermentskennisgewing R. 517 van 5 Aprile 1973; (27)
(66) Otomobielnywerheid soos omskryf in Goewermentskennisgewing R. 1557 van 31 Augustus 1973; (2)
(67) Ondernemings wat handel dryve in ou metaal; (56)
(68) Padpassasiersvervoerbedryf soos omskryf in Goewermentskennisgewing R. 1883 van 26 Oktober 1973; (46)
(69) Priesathotell- en Losieshuisbedryf soos omskryf in Goewermentskennisgewing R. 1140 van 13 Junie 1975; (44)
(70) Pulp- en Papiernywerheid soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (45)
(71) Rubber- en Rubberproduktenywerheid soos omskryf in Goewermentskennisgewing R. 588 van 15 Aprile 1977; (47)
(72) Seildoekgoedere- en Verwante Produkte nywerheid soos omskryf in Goewermentskennisgewing R. 1575 van 1 September 1972; (9)
(73) Sementenwywerheid soos omskryf in Goewermentskennisgewing R. 620 van 11 Aprile 1974; (10)
MANPOWER TRAINING

1997
A 'first' for the SAAF

Own Correspondent

CAPE TOWN — For the first time in the history of the SAAF a group of coloured men started work at the Ysterplaat Air Force base today, as members of the Permanent Force.

The men finished their basic training at the Cape Corps Service Establish in Eerste River last year.

Making the announcement at Ysterplaat today, Brigadier Willem van den Boz, Chief of Air Staff Personnel, said although coloured men fought in the last war in the SAAF, they were not members of the Permanent Force.
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Making the announcement at Ysterplaat today, Brigadier Willem van den Bos, Chief of Air Staff Personnel, said although coloured men fought in the last war in the SAAF, they were not members of the Permanent Force.

"These 25 men are the first of what we hope will be a very large group. The only problem is getting more of them into the SAAF."

"We have decided to start on a small scale. The 25 men who started today, have served a year in the Cape Corps and most of them reported for duty yesterday. Today is their first day in a SAAF uniform."

"They will be employed as firemen, chefs, painters and signwriters and equipment assistants. Other mustering are also being considered. We must find something with market value as we hope they will make the SAAF a career," he said.
Training schemes for Black employees

163. Dr. A. L. BORAIINE asked the Minister of Bantu Education:

(a) How many employers had applied by 31 December 1976 to have training schemes for Black employees approved by his Department, (b) how many applications were approved and (c) in respect of what total number of employees.

The MINISTER OF BANTU EDUCATION:

(a) 399.

(b) 260.

(c) The information is not readily available. No statistics are supplied to my Department on the number of employees that have been trained at such schemes.
have completed such training in each category since the promulgation of that Act.

The MINISTER OF BANTU EDUCATION:

1. (a) (aa) (bb) Total
   (i) 8 0 8
   (ii) Private centres 1 0 1
       Schemes 206 62 268*
   * Applications have been received from approximately 70% of the approved schemes for the approval of additional courses.
   (b) (i) Waldrup: Pretoria.
       Apex: Benoni.
       Chardor: Krugersdorp.
       Sebokeng: near Vereening.
       Bothusong: Bloemfontein.
       New Brighton: Port Elizabeth.
       Pinetown: Pinetown.
       Boskop: Potchefstroom.
   (ii) Private centres: Luipaardsvlk.
       Schemes: The information is not readily available—268 schemes are involved.

2. In-service training .... (a) 25 219
   (b) 52 507
   Total ................... 77 726

Pre-in-service training: No workers.
(7 331 pupils).

Department of Bantu Education .... R271 225,30  R36 382,50  R307 607,80
Department of Public Works ....... R2 282 744,00  R572 688,00  R2 855 462,00

Public centres .................. 719 943 1 662
Private centres ................. 535 428 963
Schemes ....................... 23 965 51 136 75 101

25 219 52 507 77 726
Bantu Building Workers’ Act/Industrial Conciliation Act

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

How many Bantu persons were being trained under (a) the Bantu Building Workers’ Act, 1951, and (b) sections 48 and 48 (a) of the Industrial Conciliation Act, 1956, as at 31 December 1974, 1975 and 1976.

The MINISTER OF LABOUR:

(a) 379 as at 31 December 1974.

(b) 456 as at 31 December 1975.

290 as at 31 December 1976.

(b) Statistics in connection with Bantu who are being trained in terms of schemes established under sections 48 and 48A of the Industrial Conciliation Act, 1956, are not available as such training is undertaken by industrial councils or groups or associations of employers.
DEPARTMENT OF BANTU EDUCATION

No. 313 4 March 1977

NOTICE IN TERMS OF SECTION 14 (2) OF THE BANTU EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976), OF INTENTION TO IMPOSE A LEVY IN AID OF THE BOTHUSONG PUBLIC IN-SERVICE TRAINING CENTRE, BLOEMFONTEIN

The Minister of Bantu Education intends in terms of section 14 (3) of the Bantu Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 10c per week per employee in respect of all Bantu employees in the areas of the Southern, Central and Northern Orange Free State (District of Sasolburg excluded) and the Diamantifield Bantu Affairs Administration Boards employed in the industries listed below and in which training is provided at the Bothuasong Public In-Service Training Centre:

(a) Motor industry.
(b) Building industry.
(c) Civil engineering industry.
(d) Commerce and distribution.
(e) Iron and steel industry.
(f) Hotel industry.

Employers in the above-named areas who are involved in the industries listed in (a) to (f) are requested to submit representations with regard to the said levy within a period of two months of the date of publication of this notice to the Chairman of the Co-ordinating Council for In-Service Training of Bantu Employees, Private Bag X212, Pretoria, 0001.
Trade training schemes for Bantu

906. Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

(a) How many industrial firms are making use of the scheme for providing crash courses of training subsidized by his Department for Bantu factory operatives to be employed in individual specialized trades in border industries, (b) how many operatives were trained in such schemes during 1976 and (c)(i) how many such training schemes are there in the Republic, including the homelands, and (ii) where is each situated.

The MINISTER OF BANTU EDUCATION:

(a) Statistics of this kind are not kept. All the industries in the vicinity are entitled to make use of the courses.

(b) 569.

(c) (i) 6.

(ii) Babelegi (Hermanuskrant).
Enselfeni (Richards Bay).
Ezakhleni (Lady Smith).
Isithebe (Mandeni, Natal).
Mamathe (East London).
Nkuzuma (Durban North).
Growing need for more skilled blacks
### Table No. 9

**Waiting for the EDP**

<table>
<thead>
<tr>
<th>Type of School</th>
<th>1973</th>
<th>1974</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>116 048</td>
<td>115 317</td>
</tr>
<tr>
<td></td>
<td>74 686</td>
<td>76 577</td>
</tr>
<tr>
<td>Community</td>
<td>71 329</td>
<td>71 800</td>
</tr>
<tr>
<td></td>
<td>57 818</td>
<td>58 525</td>
</tr>
<tr>
<td>Farm</td>
<td>475 586</td>
<td>509 483</td>
</tr>
<tr>
<td></td>
<td>380 869</td>
<td>403 388</td>
</tr>
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<td></td>
<td>353 324</td>
<td>368 753</td>
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<td>272 599</td>
<td>292 977</td>
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<td>112 768</td>
<td>116 079</td>
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<td>77 109</td>
<td>82 035</td>
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<td></td>
<td>61 918</td>
<td>65 543</td>
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<tr>
<td></td>
<td>40 024</td>
<td>42 547</td>
</tr>
</tbody>
</table>

Sources: Annual

While 50 667 African 63 226 or 60% had dropped out. In 1964, more than a decade ago, the Ministry of Bantu Education at the time asserted that: "The first priority was to eliminate illiteracy ... We have now almost completed that process and, therefore, we can now start concentrating on improving the standards." He went on to claim that fully 80 per cent of all African children of school-going age were literate. In the light of available evidence, whatever the measure of literacy adopted, the claim remains preposterous.

For the fewer than one in twenty children who complete their primary education at farm schools, higher education presents considerable difficulties. Clearly where the farm is within walking distance of a town with a secondary school, or if he is awarded a bursary by the B.E.D. or private bursary funds there are few problems. However, the numbers of children

---

Crisis in black training

 Levy on employers opposed by large industries

In-service training for black employees has reached a turning point.

The next few months should show whether the Government's training scheme faces a dramatic expansion or gradual death.

Under the scheme, black employers in service training at eight public training centres must be equipped by the Government with R250 000 to R800 000 each.

The chairman of the Botheung training centre, which serves the Free State and Northern Cape, is Mr Flikkie van Kraayenburg.

He says the scheme cannot succeed without a general levy on all employers in industries for which training courses have been established.

Don't care

Most of the black labour force is employed by companies too small to provide such training, who simply do not care about improved productivity or who are content to poach trained men from other firms.

The public training centres are unable to take advantage of training. Employers can reclaim 50c of every R1 spent on the training of workers at these centres, by way of tax concessions.

Yet the centres have found employers slow, if not reluctant, to come forward. Thus Botheung, the first of these centres, trained only 1 660 men during the past 18 months.

Most trainees have come from a few industries which have gone out of their way to promote the system.

This is why Mr van Kraayenburg, and many others, favour introducing a levy on all employers for whom courses have been provided.

"When they have to pay for the training needs of others, they will be more likely to come forward themselves," Mr van Kraayenburg said.

In addition to providing a much needed incentive for employers who do not otherwise take advantage of the scheme, a general levy would make training on a sound financial footing, he argued.

Mr Jackman, the director of Bifsa, said the Botheung centre was already under-staffed in relation to the number of trainees it handled. This was the very situation Bifsa wanted to avoid.

Override

He was also worried that the Department of Bantu Education might override the interests of industry in the administration of training centres.

Mr van Kraayenburg pointed to the criticism that the efficiency of centres was regulated by control boards consisting mainly of participating industries. In addition, the Department of Bantu Education played a supervisory role.

Mr van Kraayenburg was "overstaffed" because employers did not provide the constant flow of trainees to which the levy should apply, he said.

The Botheung training centre was nearly paying its way because instructors were provided free of charge by the National Industries Federation in the Transvaal.

"A levy is necessary if this kind of training is to continue and progress," he said. The levy would encourage more employers to take advantage of the scheme and thus reduce overheads.

The motor industry wanted to maintain its own training fund because it was supported by other training schemes as well.

For example, the industry had its own reputation programmes for white workers concurrent with black training so that black trainees could be shown how black training affected them, Mr Burton-Durham said.

Automotive training is a serious job for this trainee at a Johannesburg training centre.
Most employers of black labour in Free State industries will have to pay a weekly training levy of 10c per black worker in terms of a proposal by the Minister of Bantu Education.

Some employers see the levy as the beginning of a vast, countrywide expansion of black training. Others are totally opposed to it.

This report by the Star's labour reporter, Siegfried Hannig.
Coloured technical training centres in Western Cape

20. Mr. G. W. MILLS asked the Minister of Coloured, Rehoboth and Nama Relations:

(1) Whether Coloured technical training centres in the Western Cape are fully occupied, if so,

(2) whether any such training centres are planned;

(3) whether consideration has been given to training Coloured apprentices at training centres for Whites which are not fully occupied.

The MINISTER OF COLOURED, REHOBOOTH AND NAMA RELATIONS:

Education for Coloured persons in the Republic is a matter which has been delegated to the Executive of the Coloured Persons Representative Council. I have, however, ascertained that the reply to the question is as follows:

(1) Yes, but the respective classes can still take further enrolments.

(2) Yes.

(3) No.

Footnotes:

1. In the cases of maize, grains sorghum, wheat, other cereals, sunflower seeds, ground nutts, beans, teff, popcorn, peanuts, tiger nuts, coffee, orange, sugar cane, sisal and broom, the table shows the percentage of total production produced in each economic region. The table also shows the percentage of total production produced in each economic region. The table also shows the percentage of total production produced in each economic region.

2. (a) Non-bearing.

3. (b) Bearing.

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<td>Average Monthly Earnings (1)</td>
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(1) Regular Employees

Table 8: Employment and Earnings by Race and Province: 1965, 1966, 1969 and 1973
Upgrading the non-blacks

Government, the FM believes, is considering a scheme to give industry tax rebates up to 98% when training whites, coloureds and Asian operators and semi-skilled workers.

A top-level meeting is scheduled in Pretoria next month between the Department of National Education, leaders of the departments of Indian and Coloured Affairs and forward planners from the Ministries of Labour and of Finance. White trade unions are, however, not included.

At present industrialists get a hefty percentage of their money back (also up to 98% in tax rebates in urban areas; and to 200% in border areas) when training blacks.

The move takes place against a looming shortage of operators and semi-skilled workers, in spite of current unemployment in some sectors. It follows a call from top industrialists to government: "Give some lead; some direction."

Last November the PM's Economic Advisory Council called for a special inquiry which led to the formation of the Naudé inter-departmental committee. Aim was to make a fast study of how best to train non-black workers in industry.

It reviewed manpower needs of industry over the coming decades and (above all) how much it would cost government to offer rebates for the training of non-black workers.

The committee consisted of representatives of the Departments of National Education, Labour, Indian Affairs, Coloured, Rehoboth and Nama Relations, employers and workers' organisations and the Human Sciences Research Council.

By the end of the year the Naudé Committee's recommendations were discussed — then accepted — by the Cabinet Committee for Economic Policy.

The acceptance went largely unnoticed (the white unions said little on the subject though they were invited to comment). In March, industrialists and organised commerce and industry were asked by the Department of National Education to forecast how many non-blacks they needed to train and provide guessimates on how much that would cost government.

One of the Committee's key recommendations was that if the industries were to establish their own training schemes (excluding training in terms of the Apprenticeship Act, 1944) the government should give financial aid in respect of such schemes in terms of the 1962 Incomes Tax Act.

As a result of the acceptance of the Committee's proposals, the Department of Inland Revenue will have to make provision through legislation — for tax concessions to industries which train unskilled and semi-skilled whites, coloureds and Asians.

So far the Department of National Education has provided a tentative "cost to the nation" figure to Inland Revenue. A more accurate estimate will be forthcoming within the next few months, well after next month's discussions between government, Asian and coloured
A question mark hangs over the issue. Who will manage the new four-race training programme? Will there be four departments involved or, as the FM learns, one (probably the Department of National Education or a fresh branch of the Ministry of Labour)? Also, will tax rebates for employers training whites, coloureds and Asians be as large as to those training blacks?

FM sources estimate that the country will face a 21% shortage of top skilled workers by 1980; that by 1990 the Republic could need 1.4m blacks to fill white-collar jobs. In the professional and technical category there could be a shortage of nearly 180,000 whites by 1980 and, in all, skilled and semi skilled occupations shortages could top 780,000.

Marius Krige, Acting Chief Educational Planner (Industrial Training) at the Bantu Administration Department in Pretoria says that the government's three-pronged attack on black training could provide a kind of blueprint for future non-black training programmes. It comprises:

- Pre-service training centres in urban areas;
- In-service training schemes at company level; and,
- Others.

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### Table No.

<table>
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<tr>
<th>Table No.</th>
<th>Description</th>
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<td>10</td>
<td>African Children Aged 5-14 Years but not Included in Distinct Economic Regions, 1972 (Estimated)</td>
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<tr>
<td>11</td>
<td>Some Official 'Guessimates' of the Proportion of African Children of School-going Age Actually Attending Primary School</td>
</tr>
<tr>
<td>12</td>
<td>Proportion of African Children Aged 5-14 Years Living in Rural 'White' Areas and Enrolled at Farm (Primary) Schools in 1972, by Economic Region</td>
</tr>
<tr>
<td>13</td>
<td>Proportion of 'Coloured' Children Aged 5-14 Years Living in Rural 'White' Areas in the Cape and Enrolled at Farm (Primary) Schools in 1975, by Economic Region</td>
</tr>
</tbody>
</table>

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Page

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21
24
i) Two estimates of labour supply have been calculated as outlined in Section 111. Population is projected to grow at 2.65% per annum during 1975 - 1979.

ii) The figures from Table IV. have been used for agricultural employment during 1961 - 1965, 1969 and 1971 - 1974. Figures for 1966-1968 and 1970 have been inserted using linear interpolation. Figures for 1975 to 1979 have been extrapolated using employment growth rates deduced from Table VI. These estimates are graphed on Figure IV.

iii) Figures from S.A. Statistics 1972 and 1974, corrected by those appearing in the Quarterly Bulletin for December 1975 have been used for mining employment from 1961 to 1974. Figures from 1975 to 1979 have been extrapolated using T  

Kazner Building at City Deep graphed on Figure III.

iv) Figures from S.A. St  
the Quarterly Bulletin manufacturing and co  
been added the EDP V  
gas and water sector  
1961 to 1974) have r  
to 1979 have been ex  
gr aphed on Figure 11  

*II. Dr. E. L. FISHER asked the Minister of Transport:
(1) Whether the Kazner Building at City Deep is being put to any use; if so, to what use; if not, why not;
(2) whether the building will be demolished.

*The MINISTER OF TRANSPORT:
(1) Yes; the basement and the ground floor are being used as an excess ski and a training school for Non-White motor vehicle drivers, respectively.
(2) Yes.

v) Measurements of employment in services in S.A. Statistics have been so sporadic and incomplete in their coverage that working from them is almost impossible. For want of better figures, I have compiled service employment estimates for 1963 to 1973 by taking the mean of the estimates appearing in the first six EDPs for each of those years. Figures for 1961 and 1962 have been added by assuming that services employment grew as fast during 1961-1963 as it did from 1963-1967. Estimates for 1974-1979 have been extrapolated using Table VI. This gives the 'low' services employment series. A 'high' services employment series has been obtained by multiplying the 'low' series by a factor which just suffices to cause the curve to pass through the 1973 estimate in EDP VII. Assuming the most recent estimates to be the most accurate, the 'high' services employment series is used in the 'median' unemployment calculation and the 'low' series is used as a sensitivity test. Both estimates are graphed on Figure III.

/cont:
P.O. awards 7 ‘first-time’ certificates

Mercury Reporter

There was no reason why Indians should not become lecturers and instructors or be appointed to top supervisory posts over their own people in the Post Office, Mr. Chris Gouws, deputy postmaster for telecommunications, said in Durban yesterday.

He was speaking at a function at the M. L. Sultan Technical College where he presented national certificates for telecommunications technicians to the first seven Indian Post Office technicians.

This is the first time in South Africa that Indians have been awarded these certificates.

Mr. Gouws said that the certificates were not lightly awarded and reflected the dedication, study, and hard work of the recipients.

"I am proud of the fact that the Post Office, as a State undertaking, had the vision to make today's happening possible. It is the beginning of an evolutionary process," he said.
Any all nature could be this vital have of economic. The core needs and demand by the authorities. The justification for such endorsement seems to lie in the authorities belief that ultimate interest rate will be kept down.

This arrangement, competing only through service, has the effect of discriminating against the small saver who have little use for the service provided. It also results in a socially inefficient restriction on the holding of demand deposits, and to the extent that such service can only be received through the free use of the payment mechanism, it leads to the eurehousing of socially necessary use of the payment mechanism.

Conclusions:
The banking industry provide a service to both savers and lenders...
Departmental industrial training centres

Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

1. In which Bantu urban residential areas (a) have departmental industrial training centres been established and (b) are additional such centres to be established;

2. (a) how many Bantu pupils were receiving training at each of these centres in March 1976 and March 1977, respectively, and (b) how many instructors were employed at each of these centres during 1976 and 1977, respectively;

3. (a) where are instructors for these centres trained, (b) what qualifications are required for admission to the instructors' training course, (c) what is the duration of the training course and (d) how many instructors qualified at the end of 1976.

The MINISTER OF BANTU EDUCATION:

1. (a) Imbali.
   Katlehong.
   Lamontville.
   Mamelodi.
   Molapo.
   New Brighton.
   Orlando.
   Sebokeng.

   (b) Tembisa.
   Kwa-Thema.
   Atteridgeville.

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<td>Mamelodi</td>
<td>none</td>
<td>none</td>
<td>10</td>
<td>14</td>
</tr>
<tr>
<td>Molapo</td>
<td>978</td>
<td>978</td>
<td>14</td>
<td>17</td>
</tr>
<tr>
<td>New Brighton</td>
<td>294</td>
<td>294</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>Orlando</td>
<td>207</td>
<td>207</td>
<td>10</td>
<td>17</td>
</tr>
<tr>
<td>Sebokeng</td>
<td>1466</td>
<td>1466</td>
<td>10</td>
<td>8</td>
</tr>
</tbody>
</table>

*Statistics for 1977 are not yet available.

3. (a) Molapo.
   (b) It must be a qualified teacher.
   (c) One year.
   (d) 30.
Who will foot the bill?

Whenever there’s an employer conference on labour, it’s a fair bet there’ll be impassioned pleas for better use of African manpower and improved African technical training. But—how committed is big business to this goal?

Employers in a number of areas will soon get an opportunity to show whether they’re prepared to put their money where their mouths are.

The issue arises because more of the in-service African industrial training centres are about to ask employers to subsidise them through a compulsory levy.

The Bothusong centre in Bloemfontein has already asked for the levy. But Bantu Education Department industrial training chief Marius Krige tells the FM at least three others will follow suit, while three of the seven centres already in operation have decided to go without a levy for the time being.

Bantu Education Minister M C Botha is empowered to levy selected employers if the training centre which services their area requests it. Many employers have, however, asked to be exempted.

Bothusong’s request for a levy is currently being considered by the Coordinating Council for In-Service Training of Bantu Employers, a joint government-employer body. Krige says a substantial number of employer applications for exemptions have been received in connection with Bothusong’s application. Although he stresses that the Bantu Education Department does not do the deciding, he adds that the council will be asked to exempt only those employer bodies whose present contribution to the training centres equals or exceeds what they would pay in a levy.

While the final decision will be left partly up to employers themselves, government’s training planners obviously believe that employers who have in-service centres in their areas should use them and that business should not be allowed to get away without making a long-term investment in the project.

But large employer bodies oppose the proposed levies in general. They say they would prefer voluntary contributions.

Krige replies, however, that the 1976 Act providing for the levies was requested by organised industry and that government has consulted employers on all legislation affecting training. Supporters of the levies also argue that levying employers a set amount would encourage them to make use of the facilities in order to get a return on their investment.

If big business is truly the force for change Andrew Young thinks it is, employers will have to show a great deal more enthusiasm about training.
MONDAY, 30 MAY 1977

† Indicates translated version.

For written reply:

N.T.C. I./N.T.C. II examinations at training centre for motor mechanics in Bellville

1004. Mr. W. G. KINGWILL asked the Minister of Coloured, Rehoboth and Nama Relations:

How many candidates passed the (a) N.T.C.I. and (b) N.T.C.II examinations at the training centre for motor mechanics in Bellville in 1976.

The MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS:

Education for Coloured persons in the Republic is a matter which has been delegated to the Executive of the Coloured Persons Representative Council. I have, however, ascertained that the reply to the question is as follows:

(a) 39.
(b) 39.
Public industrial training centres for Africans

907. Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

(1) (a) (i) How many public industrial training centres for Africans have been established and (ii) where are these situated and (b) what further centres are planned;

(2) (a) what courses of training (i) are and (ii) will be offered at each of these centres and (b) how many Africans were trained in each course during 1976.

The MINISTER OF BANTU EDUCATION:

(1) (i) 8.

16. Herstelwerkswinkelassistent (Landboumaajenisierie)/Repairshop assistant (Agricultural machinery).
17. Herstelwerkswinkelassistent (Motors)/ Repairshop assistant (Automotive).
18. Verkoopkoopmans/Salesmanship.
21. Skakelbordoperateur/Touchboard operator.
22. Tik en bedryfsadministrasie/Typewriting and business administration.
24. Motorfietswerkstuigkundige-asistent/Motor cycle mechanic assistant.
25. Laaggraafoperateur/Digger/loader operator.
27. Skopoperateur/Grader operator.
28. 360 grade-hidrolietiese masjien- graafoperateur/360 degrees hydraulic excavator operator.
29. Skopoperateur/Scraper operator.
31. Laaggraafoperateur/Wheeled loader operator.
32. Kunsmatige insinuasie assistent/Artificial insenmination assistant.
33. Opleidingswerk/Fencing workers.
34. Plaasvoorman/Farm foreman.
35. Besproeingswerk/Fertilizer worker.
36. Onderhoud van gebouw/Maintenance of buildings.
37. Onderhoud van plasineimplente/Maintenance of farm equipment.
38. Onderhoud van swaartuie/Maintenance of heavy vehicles.
40. Aanplanting/Planting.
41. Bestuur en onderhoud van oesmasjien/Repair driver/maintenance.
42. Trekkerbestuurder/Tractor driver.
43. Trekkeronderhoud/Tractor maintenance.
44. Messelwerk/Bricklaying.
45. Pleisterwerk/Plastering.
46. Timmerwerk/Carpentry.
47. Elektriese werk/Electrical work.
48. Laagdiggerswerk/Excavation.
49. Vooruitgianspersie/Pre-laying/vehicle inspection reporting.
50. Stoomer/Stoomer.
51. Gasswes/Welding gas.

BYLABE/SCHEDULE

1. Boogweiserwerk/Arc welding.
2. Basiese betonwerk/Basic concrete.
5. Bedryfstoeroostingsasistent/Trainee equipment assistant.
6. Messelandsarbeider/Bricklayer’s labourer.
7. CO2 Sweswerk/CO2 welding.
8. Kokke/Cook.
9. Passchutter/Filter’s aid.
10. Gasswyk/Gas cutting.
11. Onderdiensontoe/Instructonal techniques.
12. Toesigboere/Supervisors.
13. N.B.V.V. Veiligheidsbestuur/N.O.S.A. Safety management.
14. Pylewerk/Piping.
15. Betonbewapening/hulp/Concrete reinforcing hand.
52. Verwerk/Painting.
53. Smeerbediening/Lubrication attendant.
54. Messelwerkoperateur/Bricklaying operator.
55. Timmermanshulp/Carpenter’s assistant.
56. Elektrieshulp/Electrician’s assistant.
57. Pleistermanshulp/Plasterer’s assistant.
58. Laagdiggershulp/Plumber’s assistant.
59. Buitelandversoening/Tyre recycling.
60. Veiligheidswap/Security guard.
61. Tekenaar/Draughtsman.
62. Punkkatoeoperateur/Punch-card operator.
63. Motorboukantoorassistent/Motorbody repairer’s assistant.
64. Onderhoud van masjienstoring/Plant maintenance.
65. Mangather/Man hole builder.
66. Stoottimmerwerk/Trench timbering.
67. Sementblokmessaar/Blocklayer.
68. Vurkhyseroperateur/Forklift driver.
TOESPRAAK DEUR SY EDELE H H SMIT, MINISTER VAN KLEURLING-, REHOBOTH-EN-WAMABETREKKING, BY GELEENHEID VAN DIE OORDAANHANING VAN SERTIFIKATE AAN AMBASSADORNE BY DIE OPLEIDINGSENTRUM VIR VAKMANNEN OP DONDERDAG 16 JUNIE 1977 OE 10H00

SPERTYD : 11H00 OP DONDERDAG 16 JUNIE 1977
EMBASSY : 11H00 ON THURSDAY 16 JUNE 1977

1. Inleiding

Hierdie funksie vandag is 'n betekenisvolle gebeurtenis vir verskillende instansies, soos u weet: 'n sal sien; maar dit is ook 'n betekenisvolle gebeurtenis vir my persoonlik.

Die van u wat destyds daarby betrokke was, sal onthou dat hierdie inrigting wat op 17 Julie 1974 begin funksioneer het, op 22 Mei 1975 amptelik geopen is. By daardie geleentheid was dit my voorreg om die openingsrede te lever. Toe het ek u aandag daarop gevestig dat met die stigting van die Opleidingsentrum vir Vakmanne daar 'n unieke onderneming van stapel gestuur is, 'n onderneming wat metertyd verreikende gevolge kan hê vir nywerheidsopleiding in hierdie land.

Die boompie wat destyds geplant is, het nou drie jaar lank gegroei en lewer vandag sy eerste vrugte. U sal verstaan dat dit vir my aangenaam is om ook by te wees by die eerste oes, en om op hierdie wyse aan die verrigtinge deel te neem. Ek ag my betrokke by hierdie inrigting en by u, en ek deel in u vreugde. Ek glo dat my vreugde gedeel word deur my geneerde voorganger, Or S w: vaan der Merwe, wat die aenvoorwerp gedoen het vir hierdie onderneming.

2. Gelukwens en dankbetuiging

Daarom begin ek graag met 'n woord van hartlike gelukwensing:

- aan die kwekelinge wat aansoms hul sertifikate en ander onderskeidings-tekens sal ontvang;

- aan hulle ouers wat trots en bly voel oor die prestaties van hul kinders;

- aan die Administrasie van Kleurlingsake en die inrigting met sy personeel wat sulke prestaties moontlik gemaak het; en

- dank aan die Adviesraad, die donateurs en vriende wat elk op 'n eie marier daartoe bygedra het;

- my personlike dan' v. aan die hoof en personeel van hierdie inrigting vir puik werk, wat ek sien.
3. **Die kwelkeline**

Van die 40 kwelkeline wat in Julie 1974 begin het, is daar 37 wat die kursus voltooie het en van dag hul sertifikate sal ontvang. Met 3 het uitgesak - 2 van hulle weens siekte. Dit is 'n goeie getuijskrif vir die behaalde en deurskietingsvermoë van die manne wat vir opname in hierdie kursus gekkeur word.

Dit is ook vir my aangenaam om bekend te maak dat 25 van die 37 kwelkeline die volle N3-sertifikat verwerf het met die volgende vakke:

- motorvakteorie
- toegespaste wetskaps; en
- tegnieke teksene.

Van hierdie 25 het 11 met onderskeiding geslaag, en van die oorbywyndende 12 is daar 10 wat net een vak kortkom vir die volle N3-sertifikat.

Op hierdie uitslae kan kwelkeline, ouers, instruktorens en die Administrasie van Kleurlingsake met reg trots wees. Ek wens u geluk.

4. **Die opleiding**

Die praktise opleiding van ambagsmanne in ons land geskied onder toezig van die Departement van Arbeid in terme van die Wet op Vakleerlinge, 1944 (Wet No 37 van 1944). Normaalweg moet ambagsmanne 'n vakleerlingskap deurloop om volle vakmanstatus te verkry. Die vakleerlingskap duur gewoonlik 5 jaar, waar kan verkort word deur die aflegging van 'n bekwamheidstaets by die toetseninrum op Olifantsfontein, nabig Pretoria. Vakleerlinge wat die toets slaag, verkry onmiddellik volle vakmanstatus.

Die teoretiese opleiding van vakleerlinge is die verantwoordelikeheid van die betrokke onderwysdepartemente.

U sal dus oplet dat iemand wat 'n motorwerkuitkundige wil word, eers daarin moet slaag om as vakleerling by 'n motorfirma ingeskryf te word. In die praktijk is hiermee dikwels ernstige probleme ondervind.

Met die stigting van hierdie opleidingsentrump egter is daar vir aspirant Kleurlingmotorwerkuitkundiges alternatiewe opleidings. - Alternatiewe daargesteel, bo en behalwe dié wat reeds bestaan het ingevolge die bepellinge van die Wet op Vakleerlinge.
Kwekelinge-aan-hierdie-inrigting-onvang-valtydse, deeglik-bepleende, geprogrammeerde praktiese en teoretiese opleiding as motorwerktuigkundiges oor n tydperk van 3 jaar. Aan die einde van die 3 jaar lê hulle dieselfde bekwaamheidsstoës op Olifantsfontein af, en dié wat slaag, verwerf daarmee ook crimiddellik volle vakmanstatus. Hulle is dan gekwalifiseerde motorwerktuigkundiges.

Soortgelyke opleidingsfasilitete bestaan nêrens elders, vir geen ander bevolkingsgroep, en vooras nog ook in geen ander embargoring in hierdie land nie. Daarom is hierdie inrigting uniek, en daarom is diegene wat hier opgelei word, bevoorregte mense.

Hoe doeltreffend die opleiding is, blyk uit die voormalige teoretiese eksamenuitsalae wat toon dat meer as twee-derdes (25 uit 37) van die kwekelinge aan die einde van hul derde jaar in al drie tegnieke teorie-vakke Senior Sertiifikaat-standaard behaal het.

Die kwekelinge het ook reeds die bekwaamheidsstoës op Olifantsfontein afgeleë.

(LET WEL: met die opstel van hierdie toespraak was die uitslag van die bekwaamheidsstoës nog nie bekend nie, meer na verwagting sal dit teen 16 Junie beskikbaar wees).

5. Die personeel

Neem ons kennis van die voortrefflike opleiding wat hier gegee word, kan ons nie anders as om ook kennis te neem van die manne wat hierdie diens lewer nie.

Die personeel aan hierdie inrigting doen pionierswerk. Die resultate wat hier behaal word, sal bepaal of hierdie soort opleiding (as alternatiewe vorm van embargoopleiding wat parallel loop met die vakleerlingstelsel) ook na ander meganiëse en elektriese vekrigtings uitgebrei sal word. Daarom strek die belangrikheid van hul werk veel verder as net hierdie inrigting en voornemende motorwerktuigkundiges. Dit het ook groot potensiale betekenis vir tegnieke opleiding in die algemeen; vir mense wat in ander vekrigtings belangstel; vir die hele Kleurlinggemeenskap; vir verskillende sektore van die nywerheid; en vir die land as geheel.

Om hierdie rede het die Administrasie in Kleurlingse seker gemaak dat die manne wat hierdie inrigting doen, een en almal uitgesook en ondopleide,
begeesterde mense is. Hulle het almal nuwerlikevaoring en het teen finansiële verlies na hierdie inrigting gekom om hierdie belangrike werk
te doen.

Ek wil dus van hierdie gelegenheid gebruik neem om vir Mr. Engelbrecht,
die vorige hoof, en vir Mr. Knaute, die huidige hoof, en my personeel
te sê dat daar van nuwerheidweë groot waardering is vir die werk wat u tot
diertoe met sewe veloelie gedoen het. U doen belangrike werk. En ek
wil hê u moet weet dat dit op prys gestel word.

6. Die Adviesraad

Die sukses van die inrigting en sy werk hang egter ook ten mouste seam
met die dienste wat deur die Adviesraad gelever word. Op hierdie raad
dien mense wat hulle in verskillende sektore van die gesondheidsorg onderskei,
en groot nootse bereik het. Ek dink alle belanghebbendes kan hulle
gelukkig sê dat hierdie opleidingscentrum in die pioniersstadium van sy
ontwikkeling vir kus en inrigting kan staan op die toek ne en leiding van
manne van hierdie formaat. Oor aan eind ek graag in woorde van oopgete
waardering.

7. Donors

It gives me pleasure to express similar appreciation to the various bodies
and individuals who have shown interest in this training centre. No
fewer than 11 private firms from industry and commerce have substantiated
their goodwill by making tangible donations in the form of valuable machines,
tools equipment, books and other visual aids required for purposes of
training. Others donated cups and trophies.

This, to me, is most significant. It bears witness to the valuable
co-operation which exists between this institution and the State on the
one hand, and industry and commerce on the other - co-operation which
obviously must be of much mutual benefit; for in this way the necessary
contact is established which enables the educational authorities to acquaint
themselves with the kind of training required in industry and commerce,
and to provide facilities for such training.

It is encouraging to note that similar co-operation is experienced also
in other branches of industry like the building, steel and engineering
industries. Co-operation of this kind is highly recommended. I sincerely
hope that it will increase and flourish.
Cost of training

It should also be noted that the Administration of Coloured Affairs has saved itself no pains to ensure the success of this institution. This is borne out by the fact that the unit cost of training at this centre is higher than at any other educational institution controlled by this Administration. In the financial year 1975/76 the unit cost (which excludes the cost of buildings) amounted to R1 742-43 per trainee per annum. This means that the training of one motor mechanic at this centre during the past 3 years cost the State R5 227-39.

Toekomsverwagtinge

Uit die voorafgaande is dit duidelijk dat al die betrokke instansies uit hul pad gegaan het om seker te maak dat die kweekelinge aan hierdie sentrum die beste moontlike opleiding ontvang. Daarom glo ek dat daar nou 'n groot verantwoordelikheid op hulle rus om aan die wêreld te toon dat hulle opleiding inderdaad suksesvol was, só suksesvol dat nie net hulle self nie, maar ook die ree van die gemeenskap, die nywerheid en die land deurbre baat sal vind; want watter soort vakmanne hulle as motorwerktuikundiges uiteindelik sal wees, sal bepaal of soortgelyke opleiding ook vir andere in ander vakrigtings gegee sal kan word. Die gemeenskap, die nywerheid, die land se oë is op hulle gevestig.

Daarom wil ek my ten besluite tot die afgestudeerde kweekelinge persoonlik wend. Ek wil vir julle enkele wenke gee wat julle kan help om aan die wêreld te bewys dat julle opleiding suksesvol was:

(a) Onthou voor alles jou besondere verantwoordelikheid as vakman. Dit raak jou integriteit en eer. Dit is op die spel by elke stukkie werk wat jy doen, hoe gering ook al. En daarvandaan dra dit verder tot daár waar die gehalte van jou vakmanskap beslissend kan wees vir die nywerheid, vir belangrike besluite oor opleidingsmetodes, vir die toekoms van andere wat ná jou kom, en vir die heil van die land.

(b) Tweedens, hou aan met leer. In ons wêreld waar alles so vinnig verander, ook die motor, is niemand ooit "klaar" gelaer nie. Om n suksesvolle motorwerktuikundige te wees, is dit vir jou nodig om met ontwikkelinge tred te hou. Jy sal moet sorg dat jy "by" bly. En om "by" te bly, vra studie en inspanning. Julle het nou N3-sertifikate. Voor julle tê die T-sertifikate. Rett studie - en julle krag.
(c) Onthou in die derde plek dat daar by julle werk belangrike menseverhoudings op die spel is. Die mens se motor is 'n funksionele instrument wat betroubaar moet wees, maar terself-dertyd is 'n mens ook lief vir sy motor en trots daarop. Dit sal u taak wees om te verseker dat die motoreieneer op sy motor kan vertrou en nie in sy liefde teleurgesteld sal wees nie. Daarom sal u mense se goeie gesondheid wen en vertrou inboesem. U kan dit doen altyd deur volhardend met die beste werk te lewer.

(d) Behou u idealisme. In ons materialistiese wêreld is dit vir ons nodig om in ons arbeid en denke nooit te vergeet dat daar ook ander en belangrikere waardes is as voorspoed en geld nie. Die woorde van Christus by die versoeeking in die woestyn het ook vir ons in ons vakmanskap sinvolle betekenis: "Die mens leef nie net van brood nie." (Mat 4:4) Baie belangrikere as die brood wat ons verdien, is die kwaliteit van die diens wat ons lewer – diens aan ons huis, ons gemeenskap, die tegnologie, die nywerheid, ons land en die wêreld.

10. Sluit
Met hierdie woorde wens ek u geluk op hierdie dag en gee ek u my aller-beste wense mee vir u toekoms. Daardie toekoms sal grootliks wees dit wat u self daarvan maak.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN DIE MINISTER VAN KLEURLING-, REHOBOTH- EN NAMABETREKKINGE

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF THE MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS

KAAPSTAD
CAPE TOWN
16/6/77
Need for black trained artisans becoming critical

South African industry is facing a hopeless inadequately supply of trained journeymen and, according to industry sources, the position will only improve when blacks are taken in as trained artisans.

At this stage companies are doing their best to train blacks as journeymen's aids, thus enabling them to take care of semi-skilled operations.

The big problem lies, however, not in the Apprentices Act which does not discriminate against the employment of apprentices on the basis of colour, but in the lack of colleges to train them. Trade unions too are generally not enthusiastic about black apprentices.

TECHNICAL COLLEGE

Commenting on the position, Dr Errol Drummond, the director of Sestec said that "technically speaking, there is nothing in the Apprentices Act which discriminates against blacks being employed as apprentices.

"The main problem lies however, in the training of these apprentices. At this stage there are no technical colleges in the metropolitan areas which cater for them, so their training is restricted to the homelands and border areas."

"Naturally, apart from the practical training, certain educational standards also have to be met."

Dr Drummond said he was not aware of any black apprentices being employed in the iron, steel or engineering industries at present.

MAKE A START

The situation in the chemical industry is highlighted by Mr Harry Oppenheimer in his last AECI chairman's review.

"In it he says: "It is in the artisans area that the greatest difficulty is foreseen in meeting the needs of the Republic over the next 10 years, given economic recovery and normal growth."

"Reasonably educated efficient white apprentices, who are in any event in short supply, are increasingly being drawn up into the technician and supervisor ranks and into more lucrative occupations after qualifying."

Mr Oppenheimer then goes on to call for a start
12.5.3 School of Modern Languages
7. PAUL ANDREWS (LEFT-HALF)-DURBANVILLE

Afrikaans en Nederlands
A solid defender! Andrews acquitted himself extremely well and was particularly impressive in cover defence. He has a good reverse stick tackle but should practice 'giving' the ball to his wing. His strong lineout and ability to block the wing from going through. Any good right wing would then naturally play the one-two with his inner and pick up the ball behind the left half.
Basic skills are good, but what a pity he is so ultra defensive. There were times where, had he followed up behind his forwards and called for the ball, he could have switched play to the right with devastating effect. He should practice this. Another quiet young man who in years to come will be a great asset.

13. DOUGRAY HAMPTON (FULLBACK)—DURBANVILLE

8. PETER CHANG

TECHNOLOGY
179
Get weaving

Growing unemployment. This is the dismal message of the Economic Development Programme. The problem, now widely recognised, is how to deal with it in an economy based on domestic recession and plagued by overseas scepticism.

In a thought-provoking talk to technologists in Durban last week, economist Lawrence McConnell suggests a six-point package that he believes would go a long way towards providing a solution. The package is designed, he says, to promote the use of labour and capital.

- All concessions which reduce the cost of capital should be reviewed — allowing that some might have to be retained to compensate for the lack of enough tax concessions to compensate for inflation.
- Efforts to train labour should be intensified.

School and submitted to the Faculty for approval.

10. JEREMY CLOETE (CENTRE FORWARD)—CAPE

That restructuring of the text regarding the human skills is necessary and crucial. Properly performed, it will lead to the efficient management of the economy. These skills include training, planning and resource allocation.

114. NEIL LOWE (LEFT-INNER)-OLD MUTUAL

That restructuring of the economy was also necessary and crucial. Properly performed, it will lead to the efficient management of the economy. These skills include training, planning and resource allocation.

The restructuring of the economy was also necessary and crucial. Properly performed, it will lead to the efficient management of the economy. These skills include training, planning and resource allocation.

He himself at inner, but I on that of Bobby concentrate on his defence and use short passes to wing or the halves on either side of him in his build up. He tends to want to beat the man once too often.
Sperry Vickers joins 'Operation Upgrade' to educate workers

Sperry-Vickers in South Africa has joined 'Operation Upgrade,' which is aimed at improving the educational standard of non-white staff with a view to placing more of them in more responsible positions in commerce and industry.

In the first course, which started in 1973, six illiterate Black members of the staff were enrolled with a view to bringing their educational standard up to Standard 4 level in Sotho and English. All six passed their first course with distinctions, their percentage level varying between 82 and 89, which is considered to be a remarkable achievement. They are now being brought up to the Standard 6 level in English and are doing very well to date.

Sperry managing director, Mr Ron Hamman, said this week that he was particularly proud of the success which had been achieved and felt that the effort had been very worthwhile. The course had involved one hour daily for five days every week.

"As we progress, we will add to the numbers. It is our objective to bring all our black workers up to Standard 8 educational level."

The above referred to the qualitatively formal department course in the Faculty of Arts. On the requirement of the board of the Faculty the Senate in resolution 76/60 Senate submitted the following recommendation to the board of the Faculty:

The recommendation of the board of the Faculty, after resumption of its policy as follows:

2 September 1976 when the board was informed that the Senate of the University of South Africa in resolution 76/60 Senate requested the recommendation of the board of the faculty, after receipt of the recommendation of the board of the Faculty.

RECOGNITION OF COURSES TAKEN AT OTHER UNIVERSITIES

FACULTY OF ARTS
Skilled blacks to outstrip whites

Labour Reporter

Labour forecasts for the next few years show that the black 'skilled worker force, will outstrip the white by about seven to one, the director of the Steel and Engineering Industries', Federation, Dr Errol Drummond, said in Johannesburg yesterday.

He said that in the period 1975 to 1981, the number of artisans and technically skilled workers would increase by 78,500 a year, given an economic growth rate of five percent a year.

More than 70 percent of these workers — or 56,900 a year — would be blacks, compared with 7,300 whites.

Of these blacks, 1,100 would be foremen and supervisors and 1,800 would be artisans and apprentices.

Dr Drummond gave his projections at the manpower and unemployment congress of the International Association of Commerce and Economics Students.

The congress was told, however, that an economic growth rate of five percent was most unlikely. It was expected to be no more than four percent a year.

Dr Drummond also said South Africa would have to intensify its efforts to "de-skill" and fragment artisan work to create greater job opportunities for semi-skilled operators, irrespective of colour.

He said the country was going through a period of reassessment of its industrial training needs. Given successful implementation, the type of training now in progress would meet the needs for trained manpower.

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Of these blacks, 1,100 would be foremen and supervisors and 1,800 would be artisans and apprentices.

Dr Drummond gave his projections at the manpower and unemployment congress of the International Association of Commerce and Economics Students.

The congress was told, however, that an economic growth rate of five percent was most unlikely. It was expected to be no more than four percent a year.

Dr Drummond also said South Africa would have to intensify its efforts to "de-skill" and fragment artisan work to create greater job opportunities for semi-skilled operators, irrespective of colour.

He said the country was going through a period of reassessment of its industrial training needs. Given successful implementation, the type of training now in progress would meet the needs for trained manpower.

In summary, we suggested that it is important to have the correct 'gut feeling' about what the important matters are; that things must be brought to fruition, that they must, if possible, be implemented; and that there should be some sort of audit and evaluation of research that is going on.

We ended with the following questions: what is the University's responsibility in terms of research, how do we define research priorities for the University or for departments, and how do we draw a balance between the action-orientated, problem-solving research and research of a more fundamental nature. One member of the group was particularly concerned to know how we could ensure that research was a valid reason for missing the Afs Faculty meetings instead of having to make excuses about going to the dentist.
JOHANNESBURG — The electrification of Soweto will initially create jobs for about 2,000 Blacks, and improve the quality of life, Mr. S. R. Whiting, deputy managing director of LTA, said here yesterday.

He delivered a paper prepared by Powercon, a consortium of Robert Construction, EDA and Siemens, and Marplan at the tenth annual economic congress of the International Association of Commerce and Economics Students.

"Perhaps the most significant changes that will occur in Soweto are sociological changes. The lack of lighting creates a feeling of insecurity." Electrification, he said, would have the greatest impact on the income of the Soweto population. Through the medium of study they would increase their effectiveness and consequently their quality of life.

The project involves 80,000 houses, 2,500km of trenching, 3,000km of electrical cables and 15,000km of house-wiring.

The project will cost R60 million over three to four years. The average monthly employment during construction will be 100 skilled artisans (probably all White), 600 semi-skilled artisans (Blacks trained or who could be trained) and 1,500 unskilled Blacks. It is possible that more semi-skilled Blacks will be used.

Once the project was completed, Mr. Whiting said, it had to be operated and maintained. At present there were few qualified Black wiremen. The number would need to be increased to service 80,000 houses.

"The long-term benefits of Blacks becoming fully trained artisans are well known — a higher number of skilled men available, higher income earned, and better style of life," Mr. Whiting said.

"We are looking at a situation in which we are talking about income generated and employment opportunities after the project work is complete."

Soweto would become the potential market for 50,000 stoves, refrigerators, kettles, hi-fi sets, TV sets, heaters, irons and washing machines. The likely sale of appliances over five years indicated 55,000 stoves, 84,000 refrigerators, 67,000 irons, 20,000 heaters and 13,000 washing machines.

Most of these appliances have almost 100 percent local content. — (Sapa.)
If blacks in Soweto can be electricians...

The consortium which proposes to bring electrification to Soweto will "certainly take the opportunity" to train black apprentices during the building process, and expects no opposition from the authorities.

In fact, it sees the project as part of a training process for black wiremen and electricians who will have to operate and maintain the complete installations.

This disclosure is one of many revealing points made at the manpower and unemployment conference of the Internal Association of Commerce and Economics Students in Johannesburg this week.

It demonstrates how black artisans can be created even if job reservation is retained in white areas. It also raises the question of why the vast buying power of the Soweto complex has not been employed fully for the advancement of Soweto's own people.

Why should they not become contractors, open service industries and ultimately factories to employ the talent that is thwarted in the big city next door?

The answer was provided by another speaker who pointed out that blacks are not permitted to open up backyard workshops or run more than small shops in black areas.

The conference was told that there were some of the regulations which contributed to poverty, polarization and the "explosive situation" now being aggravated by unemployment.

It was also pointed out that such restrictions generate unemployment by aggravating the skilled manpower shortage.

Various speakers made it clear that unemployment was "public enemy number one" — already exists and, by way of population growth, threatens "political disaster.

Blacks would have to advance into the highest skill levels if unemployment was to be curbed, the conference heard.

If the entire white population consisted of managers and professional people, South Africa would still fall short of the skills distribution required by a developed country such as the United States. And such a skills distribution would have to be striven for to facilitate the kind of economic growth needed to employ the growing population.

Job reservation was seen as one of several ideological obstacles to maximum employment. Another was the "infamous" Environment Planning Act, which, by restricting the black labour force in white areas, prevents employment creation where it occurs most naturally.

But the "tremendous scope for backyard business" which one speaker saw in Soweto and which remains stifled at present, also holds great potential.

It is more than a means of dodging job reservation.

As electrification and home-ownership got under way, backyard workshops could grow into service industries and generate some of the leadership group which is so essential to economic growth and job creation.

The tribal homelands and the migrant workers from these homelands are far less likely to produce industrial leaders than the townships such as Soweto, whose residents live check by jowl with Western technology and business.

Why should the black buying power that exists in Soweto not be allowed to upgrade the talent and enhance the skills of its own people?

...Why is South Africa wasting such a vast potential of skilled manpower, employment and black buying power?

Star Labour Reporter SIEGFRIED HANNIG pinpoints issues raised at a manpower and unemployment conference in Johannesburg this week.

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labour-intensive industrial development in the area.
The Requirements of a Good Filing System is the title of the paper. The writer, however, is not a business efficiency expert. But Johannes Nhlapo, checker at Hoechst Pharmaceuticals in Indurstria, Johannesburg.

Nhlapo is one of a class of 18 of Hoechst's African and coloured workers, who have been selected for a programme that could have far-reaching effects on black training in SA.

Only some of the trainees have a matric. Their jobs range from clerk to lorry driver. But all can now talk in an informed way about filing systems, office machinery, parcel insurance and the like.

The course doesn't aim at teaching people to do their existing jobs better. It is an attempt, says Saul Ozynski, a high-school business economics teacher who runs it for Hoechst, "to take the mystery out of business procedure".

Black workers, he reckons, "work daily in a system they don't understand, in a world nobody has explained to them".

The course, which runs for about two years (once a week in office time) plans to do that explaining. The idea is to raise black workers' general economic skills and awareness -- not to make them more efficient labourers.

It deals with topics ranging from basics like how to fill in a money order or operate a cash register through the ramifications of insurance and hire purchase to the rudiments of commercial banking.

So far, results have been encouraging. Hoechst Training Manager Arrie Schutte tells the FM: "We have been impressed with results thus far. The students have accumulated a great deal of basic business know how."

At the end of this year, the students will write an exam, probably set by Unisa's School of Business Leadership. If they pass, they'll be presented with a certificate.

"They'll then have marketable skills -- an obvious boon in these times. And they'll also have the protection of knowing how business works," says Ozynski.

Some may be promoted, most will probably get wage hikes. But Hoechst isn't looking to the programme simply as training for higher jobs in its own plant.

Indeed, the importance of the scheme is the effect it will have, if successful, on future training. Ozynski sees it as a pilot project only, hopefully leading to similar work elsewhere. He's aiming at "mass crash business education".

He reckons that finding new teachers shouldn't be a long-term problem. Three of his own students are, he believes, able to become teachers themselves.

"Besides people who've undergone the course, there's obvious talent available at the universities. Employers can afford to pay well because training is tax deductible. We want the scheme to spread, and would welcome approaches from other employers."

The lesson is clear. Employer spokesmen have repeated ad nauseam the need to develop African skills, to induct Africans into the economy. What more obvious place to start than on their own factory floor?
Commercial firms ignore Pinetown Training Centre

Financial Editor

The Pinetown Inservice Training Centre, which began operations in February, 1976, has not yet run a course for Commerce, nor has it received a single request from the business sector, for employees to be trained.

This was the message given to a party from the Durban Chamber of Commerce, which visited the Centre yesterday.

Mr. A. D. Gourley, who represents the Chamber at meetings of the Centre’s executive committee, said that commercial firms had been slow in getting off the mark. Industry was making good use of the Centre. There would be no space left for commercial courses if action was not taken soon.

“The days are over when training can be done ‘down the line’ on the job. People say that times are bad and they cannot afford to pay for training but I believe that now is the moment for training.”

“The future looks a lot better than it did a year ago. If you think of Natal’s potential, we should start training because of the jobs that will have to be filled.”

Mr. Colin Baxter, principal of the Centre, said that his aim was to satisfy the needs of Commerce and Industry.

“We waste no effort on unnecessary things but we want to know what courses Commerce would like us to run. I hope that Commerce will appoint a training officer here.”

Mr. Baxter said that training must be at all levels — from the top to the bottom.

“Management needs training, as much as anyone else, to keep abreast of modern developments. If we are going to export we must keep up with new ideas.”

Mr. Baxter added that the Centre was viable, the flow of trainees was increasing and the cost to employers of having people trained was deductible for income tax purposes.

“But, if Commerce does not hurry up there will be no room left.”
11-shift fortnight hits production at Rand Mines group

JOHANNESBURG. — Indications were that the 11-shift fortnight, which has been in effect for the June quarter, reduced production by about six percent at the Rand Mines group gold mines, in spite of every effort to improve productivity, the company announced yesterday.

Although the tonnages milled at all the mines increased mainly through utilization of a bigger work force, these could have been higher had the 11-shift fortnight not been in effect.

At all the group mines, labour complement was 100 percent and the training of new, unskilled labour initiated in the March quarter, began to show results in the form of the higher tonnages milled at the mines.

Total gold produced by the operating mines in the June quarter rose to 17 621 kg against 16 963 kg the previous quarter.

Helped by a higher tonnage milled of 441 000 tonnes (412 000 tonnes the previous quarter) and a slightly higher grade of 12.30 g/t (12.10 g/t), yesterday Blyvooruitzicht’s gold production rose to 5 423.6 kg from 4 984.5 kg. This was achieved in the face of a rise in costs per tonne milled to R27.38 from R27.20.

The rise in costs a tonne milled, however, showed a distinct slowing over the previous quarter when the rise was nearly R2 a tonne.

Profit after tax and state’s share of profit rose to R7.16m from R6.68m. The rise in profits is particularly noteworthy when account is taken that a profit of R1.06m the previous quarter from gold sold as a result of clean up operations, was not repeated this quarter when no clean up gold was sold.

Tax and state’s share of profit was up at R3.24m from R1.69m.

Uranium oxide produced was slightly higher at 33 851 kg, and a loss on sales of the previous quarter of R75 000 was converted into a profit in the June quarter of R749 009.

The rise in the gold price during the quarter contributed to increased revenue from gold sales, and in fact assisted all the mines of the group.

At the end of the quarter a new hostel complex for black employees was nearing completion and some of the buildings have been occupied.

The erection of the plant for the recovery of uranium from numbers one and six slime dams has been completed and it is at present being commissioned.

Harmony

At the group’s other major gold producer, Harmony, tonnage milled increased marginally to 1 533 000 tonnes, but with a lower yield of 3.24 g/t, gold production was marginally down at 8 039 kg from 8 189 kg.

The diminution caused by an underground fire resulted in 30 000 tonnes of lost production. However, the company has warned that the major effect of the fire will only be felt during the September quarter, when the yield on ore milled is expected to drop.

An increase in costs a tonne milled to R18.82 from R17.38 had the effect of reducing working profit to R2.68m from R3.36m.

Uranium oxide production was marginally higher at 139 002 kg, but working profit dropped to R156 000 from R8.97m as there were only limited sales of uranium during the quarter. Uranium oxide sales are sporadic and can differ materially from one quarter to the next.

There is a credit this quarter of R3.51m in respect of an over provision made during the year for tax and state’s share of profit. This arises because of the lower uranium profits and increased capital expenditure. The final result is a net profit of R7.06m against R8.02m the previous quarter.

At ERPM tonnage milled increased to 384 000 tonnes from 313 000 and in spite of a lower grade of 5.91 g/t, gold production increased to 2 269.1 kg from 1 966.4 kg.

Costs were well contained during the quarter and helped by the higher tonnage milled the cost per tonne milled was down at R31.28 from R31.76.

The net loss for the quarter was lower at R754 000 (R807 000) after higher state assistance claimed of R2.24m (R.81m) and more than offset an increased working loss of R3.05m (R2.71m).

At the group’s remaining gold producer, Durban Roadsport Deep, ore milled increased to 529 000 tonnes from 480 000 tonnes, but with a disappointingly lower grade of 3.57 g/t (3.80 g/t), gold production was only marginally up at 1 889.1 kg (1 835.5 kg).

Costs a tonne milled were held at R18.40 and net loss for the quarter fell to R155 000 from R304 000, after higher state assistance of R1.89m (R1.69m).

As operations at City Deep, CMI and Crown Mines are now confined to clean-up of the plants, the publication of quarter reports has been discontinued."
Training centre for blacks open

East Rand Bureau

Black wages had increased rapidly over the past four years but had not been accompanied by increased productivity, Mr C S Barlow, chairman of Barlow Rand Ltd, said at Benoni yesterday.

He was opening the new R300 000 in-service training centre for blacks at Apex.

Mr Barlow said this had had an inflationary effect. He felt one of the main reasons for South Africa's poor productivity record was poor training.

People had not been taught in a systematic fashion. It was here that in-service training centres could play a significant part in helping South Africa overcome its productivity crisis.

He said the current recession had meant there was availability of people for jobs. This could tempt industrialists to slacken training efforts but that should not be allowed to happen.
Government urged to bring in army training for immigrants

JOHANNESBURG — There is growing discontent among South Africans with the Government's policy of not subjecting non-nationals to any form of national service, especially after the recent extended call-up to an initial period of two years.

Yesterday, Mr. Vause Raw, chairman of the federal council of the New Republican Party and opposition parliamentary defence spokesman, called for a fresh Government initiative to investigate ways of bringing non-nationals into the defence structure.

"I feel strongly about this. I feel it is totally wrong that a certain group of people should reap all the privileges of living in our country without contributing towards its defence," Mr. Raw said.

Members of Parliament who were approached yesterday confirmed that the issue had often been raised at political meetings in their constituencies.

Mr. Radclyffe Cadman, MP for Umhlatuzana, said he had always held that people who lived and derived benefit from a country should be prepared to help in the defence of that country.

"I appreciate that international law and custom prevent the Defence Department from making it compulsory for non-nationals to serve, but I think that the young men who are not nationals and who are permanent residents of South Africa should offer their services," he said.

Last month, the Minister of the Interior, Dr. Mulder, said he agreed that there were people who were reaping the benefits of living in South Africa and not contributing.

"I cannot commit myself but we will be compelled to take a look at the situation. I will take it up with the Minister of Defence," Dr. Mulder said.

Figures released recently by the Minister of Defence, Mr. Botha, showed that the number of foreign males indicating they would become naturalised would become naturalised — thereby becoming eligible for military service — was on the decline.

In 1975, 1,429 foreign nationals indicated they would become naturalised, as opposed to 997 who said they would not. During the first four months of this year only 533 said they would and 1,283 said they would not.

Mr. Raw said yesterday those who did not intend becoming naturalised should be denied permanent resident permits.

He said another suggestion that should be investigated was that a military tax be imposed on all foreign national males who do not serve in the army.

The South African Government relies heavily on immigrant manpower to keep the wheels of industry turning and to date has treated carefully not to scare immigrants away.

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More training courses scheduled for Border

EAST LONDON — Two more training courses have been arranged for East London by the National Development and Management Foundation (NODMF).

Both are TSS courses and both relate to job relations — one is for whites and the other for Coloured persons and blacks.

What are the causes of unco-operative and suspicious attitudes in people? What does effective leadership depend upon? How can the supervisor get the intentions of management carried out on the job?

Both courses are concerned with the causes and effects of human attitudes in the work situation. Both teach a clear step-by-step approach through which the supervisor solves human relations problems on the job.

The training is essentially practical and is carried out by a combination of techniques of demonstration and group discussion. The instructor presents, demonstrates, the various principles and practices of the Job Relations programme, each of which must be tried out by the group members in syndicates.

The end results are then discussed in a plenary session by the full group.

In all TSS programmes the emphasis is on the end result — an inculcated ability to practise what is taught. TSS pocket cards (reminders of the basic steps) are provided. These cards are worldwide recognised insignia of the trained TSS man.

In both instances, the course is aimed at the newly appointed supervisor, as well as the old hand who has not yet undergone a similar type of course.

Both courses will have as instructor Mr W. Kruge, training officer of Dunlop Flooring. Both will comprise two-hour sessions, the course for Coloured persons and blacks being from August 1 to 5, and that for whites from August 8 to 11.

As I have said previously, during the present business recession firms have an ideal opportunity to get all their workers (at all levels) fully trained and ready for the return to more normal conditions, when they can then take full advantage with increased productivity and better understanding between all levels of management.

— BUSINESS EDITOR
To say's block lapour

Training is Key

Weekend View

Correspondent

Port Elizabeth

Ford chief gives his view

©E Mercury 30/7/77
CAPE'S TRAINING PLANS IN JEOPARDY

PLANS to train more technicians are being jeopardised by the failure of most Cape industrialists and business firms to support the Peninsula's main training centre, the Cape College for Advanced Technical Education.

The number of students is expected to rise by 70 percent to 25 000 in the next three years.

But appeals to business for R1-million by the end of next year to pay for the first phase of the college's development and expansion programme have raised only R620 000.

Fewer than one in 10 of 3 500 firms approached in three years by Mrs Rina Rauch, the college development officer, have responded, although a few generously gave as much as R10 000.

R100 a year

If each gave us merely R100 a year, which is fully tax deductible, they would help us tremendously, she said this week.

For every R15 raised by the college from business interests, the State has agreed to contribute another R85, the ratio paid to universities.

If we cannot raise the R1-million our plans will be held back. We cannot possibly go ahead, said Mrs Rauch.

College authorities fear they are losing out because too many business men look on them as the poor relations of the universities. Some companies give 10 times as much to universities as they do to technical colleges.

But they point out that the holder of the college's national diploma is now rated as equal to a BSc Honours in the public service and superior by some large industrialists.

A man with the civil engineering technicians' national diploma, for example, is qualified to accept a town engineer's job.

In spite of the recession, there is still a shortage of people with technical qualifications and practical training, while many graduates in some faculties cannot find jobs.

There is also a shortage of technicians overseas, so that South Africa is unlikely to recruit many from that source.

New jobs

New jobs will be created when the economic upswing comes and unless the college's expansion programme goes ahead students will be turned away.

TOWN engineers' appointments can now be accepted by students taking the civil engineering technicians' national diploma at the Cape College for Advanced Technical Education.

Here a fourth-year student on the course, Mr W. A. M. Botes, left, of the CSIR, is taking measurements on a hydraulic jump in an adjustable bed flow-channel with Mr N. J. de Kok, senior lecturer in civil engineering.

The nuclear power station, the Saldanha iron ore export project and other developments in the Western Cape in the next few years will mean the need of the college to train technicians.

The R1-million the college is trying to raise by the end of next year will go towards the first phase of the expansion - building a modern educational tower block on the site of the old Drill Hall. This was estimated to cost R4-million at 1966 prices.

Over the next 20 years the full development programme will take more than R60-million.

The Government has earmarked R168-million to expand the country's advanced technical education over 20 years.
JOHANNESBURG — A school that offers management training to blacks — and has already trained about 200 — is to apply to the government for a permit to continue running its multi-racial classes.

It is the Institute of Business Management, Pretoria. The Institute is run by the Transvaal Chamber of Commerce in Pretoria.

Yesterday, it was reported that the School of Management, National University of South Africa, had applied for a similar permit.

The Institute, which was founded in 1969, has been training blacks in management and business skills for over 20 years. It offers a range of courses, including business administration, management, and accounting.

The government's decision on the application will be a significant test of its commitment to affirmative action and the promotion of black participation in the economy.
rate ($i_{CD}$); foreign interest rate ($i_{o}$), the rate of inflation expected in cred.
expected real return on capital assets ($P$) and government function are as the Brunner-Meltzer for bank credit deficit, government (LC) and other $G_{BC}$ is the sum $G_{BC} +$ course part of $G$ of MB and depend requirements ($rr$)
The interest determined Treasury $T$ which is fixed by the bank cartel and is simply $i_{o}$ plus and the credit market determined bankers acceptance rate $i_{BA}$. The other interest rates are exogenous. The treasury bill rate is assumed as indicated to fall with the real level of Reserves ($R^{*}$). $R^{*}$ is established by valuing gold reserves at its market price and after subtracting accommodating foreign borrowing undertaken by the reserve bank or the treasury. The treasury bill rate is also assumed to respond to the measured excess reserves (EXR) of the banking system. That is to say it responds to the state of the credit markets. The supply of and demand for money are also given a Brunner-Meltzer type specification.

\[ MB = R + NDA \tag{1} \]
\[ R = Ro \tag{2} \]
\[ NDA = a \left( \frac{BC^S}{R} \right) \tag{3} \]
\[ BC_d = P_{BC} + G_{BC} \tag{4} \]
\[ G_{BC} = G - T - OB + LC \tag{5} \]
\[ P_{BC} = b(i_{o}, i_{CD}, i_{f}, P^{*}, X, E, P, P, Y) \tag{6} \]
\[ BCs = c(i_{o}, i_{BA}, P, rr, ...) MB \tag{7} \]
Second labour probe to focus on black training

Finding ways to improve the training and productivity of black workers is expected to be one of the main tasks of a second commission of inquiry into labour matters which is to be appointed next week.

The new commission will run parallel with the Wiehahn Commission, which holds its first meeting today. It is investigating the fields of legislation administered by the departments of labour and of mines.

First news of the new commission was given last night by the Prime Minister, Mr B. J. Vorster.

MANPOWER

He said it would investigate all legislation affecting the use of manpower, other than that being investigated by the Wiehahn Commission.

Mr Vorster said as there would be common points between the two inquiries, there would be mutual consultation to ensure that the whole labour field was covered.

The composition and precise terms of reference of the commission will be announced next week.

Meanwhile, The Argus Johannesburg correspondent reports that leaders of commerce and industry today welcomed the broadening of the inquiry into labour legislation clearly embracing the controversy over black managers in white areas.

The Prime Minister’s announcement is seen as eliminating major omissions from the terms of reference of the Wiehahn Commission.

GROUP AREAS

Among the laws excluded from the original terms of reference were the Group Areas Act which give rise to the recent rumpus over black managers in white areas, the Environment Planning Act which lays down black labour quotas for white areas and the Bantu Urban Areas Act.

WELCOME

Mr Jack Holloway, president of the Transvaal Chamber of Industries, said: “We very much welcome the expansion of the inquiry to include all manpower matters.

“But it is difficult to understand why the Government has seen fit to put what is basically one issue into the hands of two separate commissions,” he said.
KENNISGEWING INGEVOLGE ARTIKEL 14 (2) VAN DIE WET OP INDIENSOPLEIDING VAN BANTOEWERKNEMERS, 1976 (WET 86 VAN 1976), VAN VOORNEME OM 'N HEFFING TEN BEHOEVE VAN DIE SEBOKENG-OPENBARE INDIENSOPLEIDINGSENTRUM TE VANDERBUIJPARK OP TE LE

Die Minister van Bantoe-onderwys is van voorneme om ingevolge artikel 14 (3) van die Wet op Indiensopleiding van Bantoewerknamers, 1976 (Wet 86 van 1976), 'n heffing van 20c per maand per werkman te hef ten opsigte van alle Bantoewerknamers wat in die vangstelde gebied van die Sebokeng-Openbare Indiensoopleidingsentrum, soos deur die Minister vangestel, nl. die landdrosdistrikte Vereeniging, Vanderbijlpark en Sasolburg, betrokke is in die nywerhede hieronder genoem ten opsigte waarvan opleiding by die Sebokeng-Openbare Indiensoopleidingsentrum verskaf word:

(a) Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, soos omskryf in Gouwermentskennisgewing R. 479 van 29 Maart 1974;
(b) Motornywerheid, soos omskryf in Gouwermentskennisgewing R. 1055 van 21 Junie 1974;
(c) Bontywerheid, soos omskryf in Gouwermentskennisgewing R. 1956 van 17 Oktober 1975;
(d) Chemikalie-nywerheid, soos omskryf in Gouwermentskennisgewing R. 305 van 4 Maart 1977 en
(e) Kommersiële Distribusiebedryf, soos omskryf in Gouwermentskennisgewing R. 1829 van 5 Oktober 1973.

Werkgewers wat in die gebied hierbo genoem, betrokke is in die nywerhede in (a) tot (e) genoem, word versook om binne twee maande vanaf die datum van publisiëring van hierdie kennisgewing vertoë oor die bedoelde heffing te rig tot die Voor vir die Koördinerende Raad vir Indiensoopleiding van Bantoewerknamers, Privaatsak X212, Pretoria, 0001.
INDUSTRIAL TRAINING

The price of apathy

Employers are still apathetic about training their African workers. The in-service training centre at Sebokeng in the Vaal Triangle has asked the Minister of Bantu Education to impose a levy on employers who don't contribute.

A “last resort” measure adopted when they fail to come forward voluntarily with funds.

Employers in the engineering, motor, building and chemical industries as well as those in commerce are to be asked to contribute 20c per worker to the centre every month.

Sebokeng thus joins three other centres — Waldoop in Pretoria, Port Elizabeth’s Entonjeni and Bloemfontein’s Boithausong — in applying for a levy. There are eight in-service centres altogether, three of which (Chandor on the west Rand, Apex on the east Rand, and the Pinetown centre) have decided not to ask for a levy.

The minister was empowered to impose the levies by last year’s Bantu Employees’ In-Service Training Act.

The chairman of the Co-ordinating Council for In Service Training, Marais Krige, who is also the chief industrial training man at the Department of Bantu Education, says the levy on centres only apply for a levy “as a last resort”. If they are able to attract sufficient funds from the private sector, no levy is needed.

Exemptions from having to pay the levies can be obtained, but, says Krige, “only employers who belong to an employer association which already contributes would have a valid reason for asking for exemption”.

Says Building Industries Federation director Johan Grotsius, whose organisation has been involved in financing the centres: “We don’t feel we should pay the levy because we’re already financially involved with the centres. But it’s certainly true that other industries are making little or no contribution to training.”

Outside the building, civil engineering and motor industries, employer participation in the centres is virtually non-existent, he adds.

“There’s no reason why a centre shouldn’t be able to pay its way — if employers in the area recognise the need for training. The fact that some have had to resort to a levy is an indication of how disappointing some organised employer reaction has been.”

\[\text{FM 2/9/77} \]
While training of black workers is now correctly recognised as a top priority by many South African companies, the vital complementary factors of job advancement appraisal and efficient selection of those to be trained are being largely overlooked.

This is the view of Harold Bruce, industrial relations executive of the Romatex Group.

"Selection, assessment and planning are essential if training is not to be counter-productive," says Bruce. "The dangers of training 20 men as supervisors when there are only inevitably commercial interest factor is creeping in.

"Every day, the avalanche of hard-sell literature pressing them to subscribe to this or that training seminar is increasing."

The Romatex Group has instituted an ongoing management and development appraisal which will be the pace-setter for all advanced training and education programmes in the group.

Without such a programme, a large and diverse group could end up in a terrible tangle of too many chiefs and not enough Indians.
DEPARTEMENT VAN BANTOE-ONDERWYS
No R. 259 23 September 1977

OPLEGGING, BETALING EN INVOERING VAN 'N HEFFING EEN BEHOEVE VAN DIE BOITHSONG-OPENBARE INDIENSOPLIEDINGSCENTRUM, BLOEMFONTEIN, KRAGTELS DIE WET OP INDIENSOPLIEDING VAN BANTOEWERKNAEMERS 1976 (WET 86 VAN 1976)

J. Michiel Cremaad Botha, Minister van Bantoeonderwys

1, handelende kragte artikel 14 (3) van die Wet op Indiëensoplieding van Bantoe- Werknaemers 1976 (Wet 86 van 1976) —

(1) le hierby, op versoek van die heeleliethergemaak van die Boitshong-Openbare Indiëensopliedingscentrum, Bloemfontein, en op aanbeveling van die Koöpererende Raad vir Indiëensoplieding van Bantoe- Werknaemers, die volgende heffing op wat behaaldaan is door alle werk- naemers van Bantoe- Werknaemers, wat in die vermelde regioe betrokke is in inwendige soos hieronder aange- voer:

(a) Basiss en vondslag heffing:
30c per Bantoe- Werknaamker per maand.

(b) Datum waarop heffing betaalbaar word:
1 Oktober 1977.

(c) Vange betaalbare:
Die gebiede van die volgende Oortakte-adminis- trasies:

Oortakte-City(Vrystaat;
Oortakte-Orange-Vrystaat;
Oortakte-Naard-Vrystaat;
Oortakte-Damvuctus.

GOVERNMENT GAZETTE 2 SEPTEMBER 1977

DEPARTEMENT VAN BANTOE-ONDERWYS
No R. 329 23 September 1977


J. Michiel Cremaad Botha, Minister of Bantu Education —

1. acting in terms of section 14 (3) of the Bantu Employees' In-service Training Act, 1976 (Act 86 of 1976) —

(1) hereby impose the following levy, at the request of the governing body of the Boitshong Public In- service Training Centre, Bloemfontein, and on the recommendation of the Co-ordinating Council for In- service Training of Bantu Employees, which shall be payable by all employers of Bantu workers who are engaged in industries in the areas as indicated below:

(a) Amount and basis of levy:
40c per Bantu employee per month.

(b) Date on which levy shall become payable:
1 October 1977.

(c) Fixed area:
The areas of the following Bantu Affairs Administra- tion Boards,
Southern Orange Free State;
Central Orange Free State;
Northern Orange Free State;
Darnel Fields.

(b) Industrial Groups and Sub Divisions

(3) Motor Industry, including any other industry which is engaged in the manufacture, maintenance or repair of motor vehicles or agricultural tractors and accessories for motor vehicles or agricultural tractors.

(b) Building Industry:

(a) Civil Engineering Industry, as defined in Government Notice R. 1453 of 20 August 1976, including the Road Construction Industry as defined in Government Notice R. 1455 of 20 August 1976;

(b) Iron, Steel, Engineering and Metallurgical Industry, as defined in Government Notice R. 276 of 29 March 1974.

(c) Commercial Distributive Trade as defined in Government Notice R. 1894 of 5 October 1973;

(d) Liquor and Catering Trade, including any business which serves meals or refreshments, including liquor, and

(2) hereby exempt the following employers or category of employees from the obligation to pay the levy:

(1) Employers who are members of the Federation of Building Industries (South Africa);

(2) Employers who contribute towards the training fund of the Civil Engineering Industry Training Board;

(3) Employers who are members of the Business Equipment Association of South Africa, and

2. acting in terms of section 25 (2) of the afore- mentioned Act hereby authorize "Bantu Affairs Administration Boards" mentioned in paragraph (1) to collect the said levy on behalf of the governing body of the Bantu Public In-Service Training Centre.

M. C. ROTHA, Minister of Bantu Education.

If the rate of interest on borrowed funds was 6%, the capital expenditure would not be worthwhile. If 4%, it would be worthwhile. n.t.o.
Capital's bonus scheme

THE CITY Council of Pietermaritzburg has introduced a pilot incentive bonus scheme in one of its departments which has resulted in greater productivity and, in some cases, larger pay packets for employees.

This news has been given by Mr. H. D. White, the City's Town Clerk, who was commenting on measures taken by the Council to counter the current economic downturn.

Mr. White said that although productivity could be improved, inflation had to be curbed and expenditure restricted at the same time.

"These factors tend to result in fewer people doing the same amount of work or less work being available for execution.

"This brings about a situation where there are less employment opportunities with a corresponding lack of spending power."

"This, in turn, means less business being done."

Mr. White said that it was difficult for the Council to counter the effects of the downturn because of the need to restrict capital expenditure.

A CLASS in progress for motor trade repair shop assistants. They are taught to strip and re-assemble commercial and passenger car engines at the Pinetown In-Service Training Centre.

A position is reviewed with the aim of not making a new appointment, if this is possible, and thus reducing the overall establishment.

"Also, departments are asked to keep in mind the need to effect economies and improve systems."

Meanwhile, the Council had equipped itself to face up to and combat inflation by curtailing operating and capital expenditure.

Also, the Council helped the economy to recover by offering industrial and housing sites plus contracts for the execution of capital works.
Discrimination and expansion

IT IS the policy of organised industry in South Africa to get rid of job reservation as soon as possible and, in the meantime, advance African workers as far as possible under existing laws, according to Mr. W. A. Fuller, the Director of the Pietermaritzburg Chamber of Industries.

Mr. Fuller writes that among the reasons for this policy are:

- The country’s growing population can only be supported by an expanding industry. This expansion will not get far if all the responsible posts have to be filled from a narrow segment.

- Expansion requires overseas capital. Investors abroad, while not necessarily interested in ideology, are interested in stability. They were distrustful of a country which appeared to be misleading a major part of its workforce.

- Organised industry has placed its views before the Government and asked it to sweep away discrimination in employment.

"The Government, while not dissenting in principle, has pointed to the limited extent to which discrimination arises from official work reservation orders compared with industrial agreements and customs."

It invited industry to "first put its own house in order."

"While not satisfied with the pace at which the Government is giving a lead in the dismantling of discrimination, industry feels that this challenge cannot be ignored and that all industrialists should be asking themselves whether they can do more to advance Africans in their employment."

Mr. Fuller says that the problems that have to be solved are to provide education and training for Africans and to overcome the discrimination currently in force.

"Education and training are subjects that have been taken up vigorously by industrialists and public authorities."

"With regard to discrimination my chamber hopes that industrialists will make the best use of African workers."

Mr. Fuller stressed that his chamber’s recommendations did not mean that it was not interested in the advancement of Indians and Coloureds or in the removal of the handicaps which affect them.

"These groups are progressing faster than the Africans. Their problems are of a somewhat different nature."

"Equality in industry is our aim but in Natal the position of Africans constitutes a difficult and urgent problem."

Interest rates were high and there was a need for local authorities to keep equipment at the Industrial Training Unit which the Natal College for Advanced Technical Education in Durban has established.
Centres to better skills

C. Baxter—Principal of the Pinetown Inservice Training Centre

A COUNTRY can count its future prosperity by the skills of its working population.

Education and training is the fastest growing career in the industrial world and South Africa is no exception. This has been borne out at Pinetown's Inservice Training Centre.

Industrial firms in South Africa are showing their enthusiasm for training their African employees by supporting Inservice Training Centres where unskilled Bantu labourers can learn not only basic procedures but high quality technical skills. Inservice training makes good business sense and gives the Bantu worker incentives in terms of job satisfaction as well as increased pay.

Natal's Inservice Training Centre is a successful example of co-operation at all levels bringing maximum benefits to the community it serves.

In 1972, the Federated Chamber of Industries urged that training programmes be established throughout South Africa for Bantu workers.

The Government, after consultation with industry, made plans to set up eight inservice training centres in various regions, for the purpose of upgrading the skills of the Bantu labour force and grants were made available to finance their construction. One such centre was to be situated in Pinetown.

In 1974, Pinetown Municipality donated a site for the centre and work began on its erection. In addition to the Government's financial assistance, donations of plant and equipment were made by local firms.
which were eager to promote the new venture.

The Civil Engineering Industry Training Board undertook to provide bridging finance and administrative staff for the first year and courses began in the new Centre in February, 1976.

The Centre, which comprises seven workshops and three lecture rooms, received strong support from the beginning. In its first year over 60 firms participated in training schemes and 399 Bantu trainees passed through the Centre, 337 of whom received certificates of proficiency. The high pass rate is a tribute to the selection procedures of the trainees, their enthusiasm for learning new skills, and to the instruction programmes set out at the Centre.

Current courses are run for Civil Engineering employees, Motor Trade repair shop assistants, the Building Industry and the Electrical Contractors Association. Other courses are in the planning stage for the metal working industry and commerce.

It is already apparent that expansion of the existing complex is necessary.

The efficient use of the African worker's new skills is followed up by the Industry-Training Boards who work in close co-operation with the Centre, maintaining a steady flow of trainees and organising new courses in keeping with industry's requirements.

Natal's Inservice Training Centre has fully justified the financial outlay and willing efforts of its sponsors. It is a thriving testimony to the growing need to satisfy industry with a more productive, able and, above all, fulfilled labour force.

**Overseas activities**

A new company, LTA International Limited was formed recently to strengthen the international marketing activities of the LTA Group.

Operating from Johannesburg under the chairmanship of Mr. A. A. Pitt, joint Deputy Managing Director of LTA Limited, the company will co-ordinate and promote marketing operations in other countries.
Co-operatives want to muscle in on the private sector

By CATHARINE LURIE

SOUTH Africa's R3-billion co-operative movement expects to hear by the end of the year whether it will be allowed to spread its tentacles into shipping, insurance, printing and a long list of manufacturing activities.

As a quid pro quo for accepting taxation on co-operatives, the SA Agricultural Union has asked the Government to amend the Co-operative Societies Act to make this expansion of interests possible.

Innis van Rooyen, chief of the SAU's co-operative division, says the restriction of co-operatives to the supply of agricultural requisites should be lifted "without any argument from the private sector."

"The co-operatives want to be free to manufacture. We want to set up factories and such facilities as a combined printing works, and to provide services such as shipping and insurance."

The list of products which the co-ops want to manufacture includes gum boots, overalls, building materials and foodstuffs.

According to Louw du Toit, the Registrar of Co-operatives, the SAU also recommended to the Government that co-operatives should be given the right to supply their products and services to non-members. This would bring them into direct competition with private enterprise.

However, private enterprise maintains the trade-off between taxation of co-operatives and permission to expand their activities is not a fair one.

Its view is that the taxation provisions for co-operatives, which became effective on October 1, still contain loopholes which will enable co-operatives to avoid their full obligations to the fiscus.

A carte blanche to push into the manufacturing sector would give them an unfair advantage over private enterprise, it is felt.

The SAU is confident it will be given the concessions it has asked for, though they will only be formalised when the Co-operatives Act is amended at the next session of Parliament, after the general election.

The Northern Transvaal Chamber of Industries says the new taxation arrangements leave the co-operatives virtually tax exempt in practice.

This is because co-operatives will not have to pay tax on bonuses declared to members.

"This is not only wrong in principle, but could also lead to a practice of tax evasion," the Chamber says.

"The taxation policy will, therefore, not in any way remove the privileged position which co-operatives enjoy over the private sector."

Mr du Toit says co-operatives will have to pay the same tax as companies except that they will be allowed to deduct annual bonuses paid to members — only the surplus left over will be taxable.

"The members will then be taxed on that allocated bonus revenue, not the cooperative," he said.

"This makes the co-operatives more competitive with private enterprise. Instead of paying a bonus at the end of the year to the member, the coop could lower prices."

Ordinary companies, however, are taxed in a slightly different way in that they pay tax based on their total profit before the distribution of dividends which are also subject to taxation in the hands of the shareholders.
Motor industry must move on black training

BLOEMFONTEIN — Coloureds and Asians are urgently needed for trades in the motor industry, according to Mr E. J. Reevill, President of the South African Motor Industry Employers’ Association.

Speaking at the annual congress of the Motor Industries’ Federation he said there was shortage of good journeymen, particularly in the repair industry.

He stressed that it was made patently clear to the trade union earlier this year that coloureds and Asians must be trained in those trades designated for the motor industry.

It was emphasised that this request was not unreasonable as it was in line with Government policy.

It had been pointed out to the trade union that the motor industry should take the lead and train black journeymen in “white workshops” for employment in garages in black townships.

Despondency on the LSE

The Star Bureau

LONDON — Yet another marking up of prices on the London Stock Exchange yesterday failed to induce anything that could be called a technical rally.

Any attempt at one was of course killed outright by the authorities’ decision to hoist the Minimum Lending Rate 2.5 percent to 12.5 percent — and the tone at the close on the equity pitches was very despondent.
Codes of employment are now the in thing among companies. Foreign controlled firms brandish the Sullivan or EEC codes. For local companies there are the Urban Foundation Saccola guidelines. Some, like SA Breweries, have even formulated their own codes.

In the two years since the first widely publicised codes, there has been almost no effective monitoring. But some general trends — and problems — are emerging. 

**Black job advancement.** This is where attention is focused, due chiefly to the shortage of skilled labour as white immigration dries up. A survey of 167 companies conducted by Finte Spamer Associates (FSA) showed that more than four in five had job advancement policies.

Promotion from within is the main theme of such policies. "We prefer to promote people from our existing labour force," says car assembler Sigma's personnel director Mof Lemmer. "They have been involved in the process themselves, and promotion prospects are a good incentive."

But statistics from the Department of Labour's Manpower Survey show that black job advancement is extremely slow, even today. In the clerical category, the proportion of Africans rose from 13.2% in 1975 to 16% in April 1977. In artisan and apprentice jobs, only 2.1% of men and 2.0% of women were African in April 1977.

As blacks inch up the job ladder, whites usually advance one step ahead. The survey shows that only about 20% of whites remain in a job grade after blacks have made their debut. So the grey area between the black lower end of the scale and the white upper end remains small.

Some blacks are making the jump into managerial jobs, especially in banking. But black managers usually operate in black areas, and the percentage of blacks supervising whites remains negligible. In April 1977, only 0.5% of all managerial, executive, and administrative employees were black.

**Training:** A major stumbling block to black job advancement is the dearth of black skills, and the consequent need for intensive training programmes. In higher technology concerns, the problem is even more acute. Says Gwen Groves, personnel officer at Hewlett Packard: "Our biggest obstacle in employing blacks is the shortage of suitably qualified people."

About 66% of the companies surveyed by FSA have some kind of in-company training. Most black training courses are bunched in the semi-skilled area, where the shortage of whites is most evident. Coming a close second are the skilled and supervisory categories, while only a tiny percentage of trainees manage to be African.

Training, however, involves considerable expense. Details, says SA Breweries' Dick Sutton, are impossible to capture. Besides the costs of the courses themselves, additional training staff is required, and a temporary loss of productivity is involved. With the recession, training programmes have slowed considerably, and government-sponsored training centres are never fully utilised, despite extensive tax concessions.

"We also need to educate white supervisors, who are accustomed to treating whites for the jobs," adds Sutton. Some managers insist they could get closer cooperation from supervisors if black trainees could be paid less than white trainees for the same or comparable jobs. 
The document contains text discussing the wage gap and wage integration. The text is not entirely clear due to the nature of the image, but it appears to be about the integration of one-man, one-curve concepts in wage analysis, with a focus on the wage gap and job evaluation. The text mentions the idea of integrating wages and work conditions, with a particular emphasis on the challenges faced by workers in achieving fair compensation. The document seems to be part of a larger discussion on wage inequality and the need for better integration of labor market concepts.
Train black labour now, Koornhof urged

 Pretoria Bureau

 Labour experts yesterday appealed to the new Minister of Plural Relations, Dr. Piet Koornhof, to make the training black labour his most urgent priority.

 They stressed that immigration had virtually dried up, that white skills were being used to the full, and that any future economic spirit would stall because of a lack of trained workers.

 The general secretary of the Trade Union Council of South Africa, Mr. Arthur Grobbelaar, said: “From this point on, unless adequate funds are devoted to formal education and occupational training for blacks, the country’s great potential for industrial growth will be frozen.”

 Much would depend on the drive and initiative of Dr. Koornhof and the new Minister of Education and Training, Mr. Punt Janson, he said.

 Mr. Grobbelaar said the Riekert Commission had included in its investigations the Black In-service Training Act.

 In-service training, he said, could make a major contribution to providing the semi-skilled black workers necessary to initiate and sustain expansion. But material encouragement from the Government was essential.

 The head of the Economic Research Bureau of the University of Stellenbosch, Professor J. L. Sadie, said in the bureau’s latest publication that the great shortage of skilled workers amid a super-abundance of human material available for training made neither economic nor political sense.

 Young unemployed should be given theoretical and practical training to provide the tradesmen the economy was crying out for.

 Blacks would have to be trained on a large scale because the white population could no longer provide enough manpower.

 The present situation of a lack of training of blue-collar workers, and the decrease in the wage gap which was only applicable to trained productive black labour, presented an explosive situation with millions of untrained blacks who could not be accommodated, Prof. Sadie said.
DEPARTMENT OF BANTU EDUCATION
No. R. 2381 18 November 1977

I. Andries Petrus Treurnicht, Deputy Minister of Bantu Education, acting on behalf of and on the instructions of the Minister of Bantu Education, hereby amend the notice published under Government Notice R. 2129, dated 23 September 1977, by virtue of the powers vested in the said Minister by section 14 (1) of the Bantu Employees' In-Service Training Act, 1976 (Act 86 of 1976) as follows:

1. The following subparagraph is hereby substituted for subparagraph (1) of paragraph 1 (2):

"(1) Employers in the building industry who contribute towards the Building Industries Recruitment and Training Fund".

A. P. TREURNICHT, Deputy Minister of Bantu Education.
Call to train blacks

PRETORIA — Labour leaders yesterday appeal-
ed to the new Minister of Plural Relations, Dr Piet Koornhof, to make the training of black labour his most urgent priority.

They emphasised immi-
igration had virtually dried up, white skills were being utilised fully, and any future economic spirit would stall because of a lack of trained workers.

The general secretary of the Trade Union Coun-
cil of South Africa, Mr Arthur Grobbelaar, said much would depend on
the drive and initiative of Dr Koornhof and the new Minister of Education and Training, Mr Punt Janson.

— DDC.
Municipal Reporter

A DURBAN councillor yesterday accused the Corporation, particularly the City Engineer's section, of not doing enough to train White and Black artisans.

Councillor Nick Fletcher used a Council rule which allowed him to speak for five minutes without the issue being thrown open for debate afterwards by the full Council.

He said he had taken this procedure because it seemed to him the only way he could bring it to the Council's opinion. He had endeavoured to get some action through the Town Clerk and through the Management Committee but had not succeeded.

Poaching

In June he had written to the Town Clerk stating that in the private sector employers who relied on others to train staff and then poached them were regarded as parasites.

His request to have an overall review was ignored.

He subsequently wrote to the Town Clerk again and asked that the matter be brought to the attention of Manco. He was not satisfied with their reply.

Mr. Fletcher referred to the Mayor's Minute for 1976/77 which stated that for the second year running the City Engineer's department employed no apprentices at all in any trade. The excuse given was that there were no suitable White applicants.

By contrast, the City Electricity Department employed 110 and the Transport Department 42 of various races and in various trades.

Turning to the Council's education scheme he said excluding apprentices, only three non-Whites were helped at a cost of R452, or R150 a head, compared to 150 Whites at an average cost per head of R550.

One man

"Mr. Mayor, if that conveys to you a picture of heads of departments throwing with eagerness to encourage our young men to acquire skills and qualifications it does not do so to me."

Mr. Fletcher said Durban's Indian population was 360,000. Yet the City Treasurer's department spoke proudly of one man qualifying as a municipal accountant.

"The City Engineer's department had employed bricklayers who would, in the not too distant future, be able to train apprentices but no reference was made to other trades, such as painters, carpenters, plumbers etc.

He did not know why special artisans had to be employed to train non-White apprentices."

"We cannot be so irresponsible as to leave the training of skilled and qualified staff to other employers," Mr. Fletcher concluded.
appalled by the naivety of the S.S.D. editors' title "A Critique of Bourgeois Feminism" in reference to point out some of the combined "diluted thinking that appear in their article."

Artemis movement reply

By MARTIN CREAMER

The Government should impose a levy on manufacturing turnover to finance industrial training centres for blacks.

This is the view of Cadac deputy chairman Bill Husband — one which he has aired shortly before the important Wiehahn and Riekerk commissions on labour laws and manpower use are to report.

Mr Husband says the acute shortage of skilled industrial workers, which is threatening to cripple the country's economic growth, can be overcome only by rapid training of blacks on a massive scale, in spite of the attitude adopted by a few white-controlled trade unions.

He warns, however, that the proposed training centres must be set up close to the country's main industrial complexes as there is no way that manufacturers are going to bear the cost and inconvenience of transporting black trainees to and from distant outposts.

The training centres, he says, should subject blacks to sophisticated and scientifically-conducted aptitude tests before passing them for training in specific skills.

"This matter must be treated with the utmost urgency if industrial enterprise in South Africa is not to grind to a standstill through a severe lack of skilled manpower," he says.

The Republic can no longer afford to ignore the industrial potential of its black population, he says, in the light of a rapidly evaporating flow of immigrants and the country's declining white birth rate.

He calls, too, for a new enlightened approach to industrial relations, warning that the passport to "industrial anarchy" is to treat workers, particularly those who are highly trained, "as cattle".

"Implementing the principles of industrial democracy which lead to industrial peace, means sharing the wealth with the people who help create it.

By a process of flawed illogical reasoning several false conclusions are deduced, the most erroneous of which concerns "consciousness-raising" of women. No feminist position in any women's movement would endorse a description of "consciousness-raising" as an involvement with personal issues. It is clear that, despite the tedious catalogue of fundamentals, the writer has failed to appreciate the basic fact that "women's problems"—rape, the pill, abortion, etc.—are not personal and private problems and that the small group facilitates the crucial transition in awareness from the personal to the political. Without individual political consciousness there can be no mass political consciousness. A practical example of this is the "speaking bitterness" sessions held by small groups of Chinese peasant women, which played a vital role in their mobilisation.

The cultural conditions of people's lives are as important as the economic basis of their oppression in determining consciousness. In speaking of "the very real contradictions that exist between bourgeois women who experience their oppression as discrimination and working class women who experience their oppression as essentially exploitation" a dichotomy is being set up between the 'bourgeois' psycho-sexual forms of oppression on the one hand and the 'real' material forms on the other substituting a mechanistic model of class relations for a more profound understanding of how these two aspects of oppression depend upon and reinforce each other.

The mock-warning that "inadequate strategies" could ensure that "women's liberation is not achieved simultaneously with the liberation of men..." shows no cognisance of the historical fact that in no third world revolution this century have women, by fighting alongside men, come anywhere near achieving equality, simultaneously or after the revolution.

continues/...
In the economic sphere a major problem is that legislation restricts opportunities for able blacks by preventing them from supervising whites. It doesn’t even allow blacks to manage businesses in white areas, though all their staff and most of their customers are black.

That means whites have somehow to be promoted so that they are never over taken, at least in a direct line of authority, by any black. The unreality of that proposition, as the economy continues to expand, should be obvious even to the most insecure white.

What is less obvious, since it has only begun to manifest itself in the past year or so, is management’s impotence with that proposition. Some companies have already decided that if whites prevent optimum labour utilisation, then whites must go. Operations have been reorganised to employ only blacks.

It’s a decision many other companies may follow during the next decade.

If they don’t, not only will the economy suffer. The capitalist system, and the equal opportunities for all it preaches, will steadily lose support among blacks.

Moving up the ladder

Restraints and restrictions are being overcome — but slowly

Whatever moral pressure management experiences in elevating blacks in the jobs hierarchy, the strongest motivation is likely to be economic. If SA’s economy is to grow fast enough to absorb its expanding population, and in the process to become more sophisticated as growing economies inevitably do, there will be insufficient whites to fill all the jobs traditionally reserved for them.

It was estimated a couple of years ago by both government and private sector organisations that SA would suffer a skilled manpower shortage of at least 2m people by 1980. Though the current economic stagnation has probably reduced that projected shortfall, wage companies are not letting the grass grow under their feet. They are advancing blacks wherever opportunities occur, though admittedly at a generally stately pace.

Siemens, for example, started manufacturing electrical equipment at Koeberg in 1961, employing only whites. Today, it employs 7 000 people, 3 500 of them black. Of these, 49 are supervisors and a few are technical assistants. Blacks are also advancing up Siemens’ administrative ladder. A score were selected in June of this year for a nine-month course that includes two days a week formal instruction. By the end of the course, students will qualify to sit for the Bookkeeping Institute’s certificate.

Siemens has also enrolled blacks for Unisa courses in personnel administration and industrial relations. The company pays at least 80% of the cost, sometimes all. It has also just awarded its first black bursary in electrical engineering, to be studied at Wits University. So far, however, not a single black graduate has been employed by Siemens. “We believe we can ourselves train a man up to our standards,” says chief executive Wilfried Wenges. Nor, though there are 80 salaried blacks in the company, any yet reached middle management, though Wenges hopes and plans to see them there.

There’s already one good indication of white acceptance of black colleagues. Management communicates with a racially integrated combined liaison committee representing a dozen local, racially distinct, liaison committees. Its full-time elected secretary is black.

Similarly progress is being achieved at Nordberg Manufacturing Co SA (Pty). A wholly owned subsidiary of the Rexnord Corporation, of the US, it manufactures cone and gyratory crushers for such operations as Iscor’s Sishen mine.

Just over two years ago it had only two blacks on its salaried staff. Now there are 30, thanks to promotion and improved conditions of service. This improvement, says Nordberg, has been entirely self-motivated. No pressure was exerted by the US parent.

Though 30 salaried blacks represent less than 10% of Nordberg’s 350 blacks, conditions for all have been much improved during the past two years. In early 1975, some were being paid less than the “minimum living level” of 48c/hour, though the average wage was 56c/hour. Within one year and after a change of top management, the lowest paid workers were being paid 56c/hour against a “minimum living level” of 53c.

The average black wage was 68c.

At the same time, Nordberg instituted a formal job evaluation scheme offering two benefits. It put all workers on the same pay curve so that there was financial incentive (lacking before) to win promotion. It also enabled management to calculate accurately how much it would cost to improve black wages so that, among other things, the same rate for the same grade of job could be paid to union and non union members.

Though Nordberg has had less success than expected in training black operators (not, seemingly, to lack of black abilities), it is planning to advance blacks to technician level, working in industrial engineering, production planning and control and eventually management. A major problem facing this ambition is where to provide blacks with advanced technical training. Nordberg will seek it in technical colleges. If it fails there, it will try to organise suitable courses through the University of SA’s School of Business Leadership, which is already offering blacks a specially devised tuition.

As already observed, if blacks haven’t yet advanced far up the jobs ladder in Black advancement: Financial Mail December 9 1977
any significant numbers, it’s due mainly to an educational and socio-economic system that produces few black matriculants, let alone graduates, and to the fact that management concern over black advancement is in most cases little more than two years old. The lack of sound education produces a lack of confidence in black ability in both black and white.

Liberts, for example, is trying to advance its black staff to some of the more skilled technical and clerical jobs. Successful examples, are still few—they include a word-processing computer operator, an investment librarian and a new accounts manager. These are jobs which, says GM of administration, Mark Winterton, "we would have a job finding a white man to do well within a year."

Nevertheless, he continues, "there’s a great credibility gap. A manager will take the white man first on merit; but the black has actually to have more to offer before we accept him equally.

The credibility gap is confirmed by feedback from the NDMI's youth training programme, "only a handful are ever more responsible jobs after completing our courses," says training officer Dorette Zensele. Indeed, he observes, promotion seems often only to follow when a black has been a foreman of white staff.

Where blacks have advanced to middle-management and have gone beyond that, white companies now probably don’t allow them to become directors of such companies, though it’s never been tested. It’s almost always been in jobs where their blackness is a known advantage. Though Serens has a black sales manager in Vosloorus, and Bell has a black staff manager in Witbank, most black managers are in personnel, material control and training fields, basically focused on black townships.

Philip SA, however, has a black foreman in its main plant at Balule, as well as blacks at the pumps at its Preston plant near Pretoria. The presence of complaints from the town’s black workers, and their new mobility, means that Phillips will continue to offer opportunities to black managers, but to be focused on fields where black managers are clearly essential to the enterprise.

There’s plenty of evidence that blacks trained for skilled or semi-skilled jobs often have far greater productivity than their white colleagues or predecessors. They are usually better motivated, because the jobs represent real opportunities for them; against the lowly station in life they represent for the whites. Almost always, they are of higher educational background than the whites doing those jobs.

Stewarts & Lloyds has trained many blacks as welding operators. "It’s a boring job which only low-grade whites had been prepared to do," says group personnel manager Theunis Botha. "but it currently pays R1.52/hour which adds up to about R300/month. We only take on blacks with a minimum of Standard 8 education and get three times as much output from them as from whites. Sundays, we’ve recently begun training black first-line supervisors. Their behaviour during the course was far more impressive than that of whites. They were simply better educated—often graduates against a maximum of Standard 8 with whites."

In view of this, there should surely be considerable enthusiasm in commerce and industry to train blacks. Especially since tax concessions for recognised training courses mean that the latter cost employers only 8% of their total outlay, including workers’ salaries during training.

In company black training may indeed be proceeding apace. But there’s been disappointing support for the eight in-service training centres launched by government during the past two years and handed over by it to the private sector to run and develop.

The most successful is at Chambord, near Krugersdorp. But its capacity is still seriously under-utilised. Says principal
Joos Lemmer: "Until June of this year we were very depressed by the lack of support." The centre at Schokeng, near Vereeniging, has trained only 500 people this year, though, says Stewarts & Lloyd’s Botha, there are many unemployed matriculants in the Vaal triangle who should make good trainees.

Why this poor support? Many companies, says Lemmer, reckon their cash flow in these tough times can’t stand the strain of training costs. These total between R45 and R100 a week for each trainee, excluding salary, and some courses last for 12 weeks.

Another reason, says Lemmer, is that many companies don’t know their training needs. That, in turn, may be because, according to NDMF executive director Paul Penzhorn, even many large companies appoint men as training officers who are inadequately trained and equipped for the job.

What kind of training do these centres offer? Quite simply, any kind sought by commerce or industry, Take Chandor, for example. All its nine instructors are seconded by companies, a method of staffing that draws on an extremely wide range of teaching skills. The courses range from typing, basic wood and machinery working skills to vehicle maintenance and business equipment repair. Average size of class is 17.

The centre is capable of handling several thousand pupils annually, but it has had only 900 since it opened two years ago. Only 5% have failed to meet its high pass mark of 75% in their respective tests.

Lemmer hopes to have 3,000 pupils next year. Four R40,000 hostels, financed by donations from the Motor Industries Federation (the only user of the centre during its first year), the Business Equipment Association, IBM, Esso and Birmah Oil are being built, by black labour, to accommodate them.

There are also plans for a central block combining cafeteria, library, recreation facilities and, ultimately, a large hall with stage. Anglo American has already pledged R190,000 for its construction.

Trying to persuade companies to take more interest in devising their own training courses, Lemmer points out: "To be tax deductible to the extent of 92%, the course content must have been approved by a private sector organisation called the Information Bank, which is recognised for this purpose by government. Its approval for any new course usually takes three months, but the effect of its approval is retrospective, so employers don’t have to wait for it before sending workers to a centre to take the course. Even if a course doesn’t get this approval, its costs are still tax deductible at the normal rate."

Black advancement: Financial Mail December 9 19
Retraining plan for artisans

Sigl Hannig
Labour Reporter

Training and retraining for white, coloured and Indian workers is to be boosted next year in terms of plans which include fresh legislation to be put before Parliament.

The plans, confirmed by the Department of Labour, would further reduce fears of workers who might feel threatened by any removal of job reservation.

They have three elements:

• Draft legislation has been completed for the creation of an “in-Service training board” to advise the Minister of Labour on manpower requirements and the need for training facilities.

• Tax concessions, under which employers would recoup much of their training costs, are to be extended for the in-service training of white, coloured and Indian workers. Such concessions already exist for black training.

• More centres where adults can be crash-trained as artisans are planned — one at Kempton Park for whites, another in Durban for Indians and a third in the Cape for coloured people.

ONE CENTRE

Only one such centre exists, that for whites at Westlake in the Cape.

The training board, an advisory body to the Minister of Labour, is to have tripartite representation — organised labour, employers and Government.

It looks like a precursor of a long-sought manpower planning board which would co-ordinate research and planning for the whole country.
Manpower Training

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IX
Chamdor — centre for skills

CHAMDOR — one of the eight in-service training centres for blacks currently operating in “white” urban areas, lies between Roodepoort and Krugersdorp, on the outskirts of Kagiso township.

The ultra-modern building complex is set amid rolling lawns. A conducted tour by Mr Joe Sibiya, the registrar, revealed attractive, modern accommodation and beautifully equipped classrooms and workshops.

The accommodation modules were designed in collaboration with the University of the Witwatersrand and Potchefstroom to meet black social needs. “We wanted to determine what the needs of the trainees would really be,” said Mr Sibiya.

Trainees live in small but adequately equipped individual rooms; each with bed, washbasin (there is hot and cold water throughout), cupboard and desk, and electric heater. Each of the four existing units has a conversation area for visitors, for discussions with other trainees and for joint study.

“The whole idea is to get away from hostels. We want to afford trainees dignity and privacy,” Mr Sibiya says.

Each block costs R55 000 and each room R2 500. The four blocks were used to the maximum last year — they need two more now.

Two blocks have been donated by large concerns, and one built with an interest-free loan from the Urban Foundation. Various businesses have donated rooms at R2 500 each.

“More and more skills mean greater bargaining power for the black worker.”

The centres originated from the Van Zyl commission of inquiry recommendation of 1972 that technical high schools and eight in-service training centres be established for blacks.

Mr Lemmer was at pains to point out that the centres are not being run by the Government. “This is a common misconception. The Government provided the legislation setting up the framework for the centres, and also donated a minimum of R259 000 for each centre. Thereafter the centres were handed over to organised industry and commerce, who control them.”

Total capital cost, including establishment funds, donations and loans by organised commerce and industry and the Urban Foundation, is more than R250 000 to date. This excludes donations of machinery and equipment. Each centre is controlled by a governing body — two blacks serve on Chamdor’s governing body.

The advantages to employers of the training scheme as increased productivity, greater responsibility from workers and greater dedication.

Trainees are also very enthusiastic. “During the 1976 disturbances we never closed. Trainees walked from Soweto to attend courses. We never lost a minute of training time.”

“Why then are industrialists and commercial concerns not making full use of the centres?”

“I simply can’t understand it. Looking at the tax concessions, which we believe to be unique, it’s the best imaginable investment for two cents in a Rand. To my mind there should be a queue from here to Cape Town. If I was in industry I would jump at the chance.”
BLACK ADVANCEMENT

Action stations!

Anglo American is busy discussing a series of pioneering proposals for black advancement at its head office. The discussions followed two reports which uncovered deep-rooted discrimination against Africans, who constitute about a quarter of the 1,300 head office employees.

The first report was drawn up by the all-black employees' representative committee. It claimed, among other things, that blacks were not advancing at the same pace as whites, and that there were no signs at head office that blacks were moving into management positions. It went on to ask:

- Does the black employee receive the same salary when he moves into a job previously held by a white, or is black advancement used to cover up cheap labour?
- Does the black employee have the same responsibility and delegating powers as the white he is replacing, or is the job down-graded immediately it is occupied by a black, making it necessary for another white to be in charge of him?

The report also refers to "an economic system which professes to allow equal opportunities while doing the opposite."

When this document reached Anglo's board, there was a tendency among some
Skilled labour shortage in SA but training centres go unused

RIAAN DE VILLIERS: Labour Correspondent

As over 350 private in-service training schemes by companies, as well as two private industrial training centres. A skilled labour shortage is being experienced in the governing bodies. It is expected for 1704. He feels the training facilities are being used quite well. While 360 workers were trained in 1977, a total of 7,014 is expected for 1979. As a result of this, companies are encouraged to develop their own facilities.

Mr. Krieger, chief industrial training planner at the Department of Education and Training and chairman of the coordinating council for in-service training, the capacity of the centres is 7,000 a year. The percentage of the centres are being doubled. Mr. Krieger says, "The training centres are being used quite well. While 360 workers were trained in 1977, a total of 7,014 is expected for 1979. As a result of this, companies are encouraged to develop their own facilities." The centres are being used quite well. Mr. Krieger, chief industrial training planner at the Department of Education and Training and chairman of the coordinating council for in-service training, the capacity of the centres is 7,000 a year. The percentage of the centres are being doubled. Mr. Krieger says, "The training centres are being used quite well. While 360 workers were trained in 1977, a total of 7,014 is expected for 1979. As a result of this, companies are encouraged to develop their own facilities."
Mines spent R560-million on Black wages in 1978

By PAUL DIAMOND

Behind the scenes, the mining companies were engaged in a battle for Black labour.

The mining companies were trying to reduce their costs by offering higher wages to Blacks. This was in response to the growing demand for Black labour in the mining industry.

The mining companies were also trying to attract more Black workers by offering better working conditions and benefits. They were competing with each other to offer the best deals to the Black workers.

The mining companies were also trying to reduce their costs by offering lower wages to Whites. This was in response to the growing demand for White labour in the mining industry.

The mining companies were also trying to attract more White workers by offering better working conditions and benefits. They were competing with each other to offer the best deals to the White workers.

The mining companies were also trying to reduce their costs by offering lower wages to Asians. This was in response to the growing demand for Asian labour in the mining industry.

The mining companies were also trying to attract more Asian workers by offering better working conditions and benefits. They were competing with each other to offer the best deals to the Asian workers.

The mining companies were also trying to reduce their costs by offering lower wages to Indians. This was in response to the growing demand for Indian labour in the mining industry.

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The mining companies were also trying to attract more Indian workers by offering better working conditions and benefits. They were competing with each other to offer the best deals to the Indian workers.
Training is waste unless...

The training of black labour in technical skills is a waste of money unless black and white supervisors and production managers are educated sufficiently to utilise these labour skills.

Mr Frank Carlisle, formerly a senior lecturer at the University of the North and now administrative director of the Production Management Institute, says that it is economically untenable to close the wage gap simply for sociological or moral reasons.

"Labour must be paid a wage which is just and reasonable when related to its productivity.

"A disturbing aspect to consider is that black semi and unskilled labour is paid a low wage because of its low productivity; but its low productivity is directly attributable to the complete lack of training and education of the supervisors, foreman and managers in the techniques and skills of production management."
INDUSTRIAL TRAINING

Spokes in the wheel?

A leading white trade unionist has voiced suspicions that government intends to train Africans as apprentices in the "white areas" — hitherto the rare exception rather than the rule.

Amalgamated Engineering Union general secretary Tommy Neethling says in his union's latest journal that this training might be done in centres already established in the "white" areas. He complains that the decision whether Africans will be trained for artisan jobs in "white" areas does not rest with the Department of Labour, but with Plural Relations.

Neethling, who is a member of the Wiehahn Commission — tells the FM that trade unions are upset about the fact that they are not being consulted. He adds that he is worried that Africans with skilled training could be used in the "white" areas to undercut white artisans.

Joubert Rousseau, secretary for Education and Training — it is his department rather than Plural Relations which is responsible for black industrial training — rejects Neethling's complaint. Government policy, he points out, still prevents Africans from doing artisan work in "white" areas.

What seems to be irking Neethling, however, is the fact that artisan-type training is being stepped up by Rousseau's department.

Apart from the industrial training centres established in the last few years (which apparently are not suitable for artisan training), there are two technical training centres in Soweto, one in Dube, the other in Jabulani. The range of courses offered at the Dube centre has been extended since Education & Training took it over two years ago, and an increase in enrolment is expected.

In addition, Rousseau says, the department is planning to build several new technical institutes in the next few years. A centre at New Brighton, Port Elizabeth, sponsored by the Urban Foundation, is among those in the pipeline.

Neethling is still unhappy: "It's no use their saying they'll train people but that it's someone else's problem where they are used." Neethling wants the Department of Labour to be the arbiter not only of where black artisans can be used but also of how and where they are trained. The registered unions, with their close links with Labour, would then be in a better position to influence the pace of African artisan training.

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**URBAN FOUNDATION**

The Urban Foundation is two years old this month. To mark the anniversary the FM's Special report: The Urban Foundation next week takes a look at the organisation born in the wake of the 1976 disturbances and how it hopes to sow the "seed of the new South Africa."

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The chart visualises the growth of the diamond industry in South Africa from 1961 to 2000. The data shows a significant increase in output, particularly in the latter years.

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**TABLE**

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Note: Data for later years is not available in the chart.
Change laws or face grave problems warns Wassenaar

Get cracking on black jobless

CAPE TOWN — It is of the greatest importance — both economically and socio-politically — that larger numbers of non-white workers should enter skilled occupations. It is hoped that the Witzelhau and Hoffert commis-

sions would give the lead.

This was said here yester-
day by Mr A D Wasse-
naar, Sustam's chairman,
in his address to the an-
nual meeting. He added that he hoped the recom-

mendations of these com-

missions 'will lead to ac-

tion for the benefit of all
race groups in the coun-

try.'

The high unemployment
of South Africa's black
population "is a matter of
great concern: it may ca-

use as great socio-

political problems in years
to come unless swift and
imagine action is taken.

"It is clear that black
unemployment is not
merely a cycle of nature
but is, in fact, a struc-
tural problem. Rapid eco-

nomic growth, which in itself is a prerequisite, will pro-

ably not be sufficient.

"Certain incisive adjust-
ments in our labour pol-

icy are necessary for the
better utilisation of our
total labour force."

Dr Wassenaar said the
eighties as golden years
for the South African eco-
nomy if Government and
the private sector would
unite their energies in a
spirit of partnership, best
to utilise resources for the
benefit of all racial
groups.

"We have increasing

threats against South
Africa or intensified eco-

nomic sanctions as a polit-

ical weapon.

"This international envi-

ronment and the un-

ceasing threats to our
frontiers must make high de-

mands on South Africa,
both politically and eco-

nomically."

"Recent action and

statements of the Govern-

ment, however, indicate
that we are entering a
ew era with the aim of
ensuring a happy and
prosperous future for all
inhabitants of our coun-

try."

The South African eco-
nomy 'is in a greatly

improved position com-
pared with a few years
ago' as a result of the
strict financial policy ad-

opted by the authorities' —
guaranteed in the past three years.

The current account of
the balance of payments
has recovered remarkably:
from deficits of more than
R1.3 billion in 1975 and 1976
a surplus of R1.8 billion
in 1978.

I agree with the	II authorities that the bal-

ance of payments has re-

covered to such a degree

and the prospects are

such that the emphasis
now to a larger extent on economic
growth.

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of large individuals that of small individuals (5A). This is predicted differently rates of respiration and large limpets in 3). Thus, the daily 

coclear is essential for the survival of fish and life affected by the oxygenation rate during tides.

In contrast, the Patella increases its mobility during the day (5B), the length of the body and body temperature (up to 12°C) on the midshore. Larger individuals are exposed more than juveniles faster in air, increasing their respiration rate.

Due to migration of Patella granularis are long periods of exposure to low body temperature, the Q10 between 17°C in water and 28°C in air is only 1.33. Conversely, there is a dramatic drop in respiration at night from 17°C in water to that at 19°C in air (5C), the Q10 is 7.80. Thus, the low rate of aerial respiration not only keeps down day-time rates when temperatures are high at low tide, but results in a considerable saving of energy at night when air temperatures are low.

The data presented above, showing the effects of temperature on aerial and aquatic respiration and the rates of oxygen consumption during simulated tidal cycles for different-sized individuals, allow calculation of budgets of daily oxygen consumption (and hence respiratory energy losses) for the 3 limpet species. These are shown in Fig. 6, from which it is evident that metabolic energy expenditure in the mid-shore Patella oculus, which experiences an abundant food supply, is much higher than in the other two species. The lower-shore P. coclear and the upper-shore P. granularis both have a much lower metabolic energy expenditure than P. oculus, and this is especially evident in the larger individuals.

Conclusions

Patella coclear occurs very low on the shore where algal growth is potentially high, but under conditions of intense intraspecific competition most algae are eliminated, leaving lithothamnia (which are heavily calcified and have a low caloric value) as the main food. Feeding occurs during submergence and is thus fairly prolonged. Territorial spacing and stacking of juveniles on the shells of adults diminish but do not eliminate competition (Branch, 1975b). Populations are very stable and longevity high: up to 30 years. These circumstances favour a slow growth and low reproductive output
1. La petite fille que j'ai (vu) pleurer, (perdu) dans la foule, cherchait ses parents. Je ne sais si elle les a (retrouvés).

2. Si vos amis avaient (vu) venir, nous les aurions (reçus) avec plaisir.

3. Les marchands, (rassemblés) sur le quai, ont (embarqué) et nous avons (vu) partir.

4. Les reproches (mérités) que lui (valait) sa conduite ont tout de même (en) mérité.

5. Des compliments, il en a (reçu) de nombreux, certainement plus qu'il (voulait).

6. Il avait déjà (abandonné) la barque quand elle (commença) à s'enfoncer.

7. J'admire les spectacles (présentés) par les danseurs de village on (a) beaucoup (plutôt).

8. Des versions, je lui (ai) fait faire pendant six mois.

9. Trente mille francs, voilà ce que (coûta) cette maison, il y a quarante-cinq ans, depuis sa valeur a bien (augmenté).

10. Les arguments que vous avez (présentés) ont largement (posé) sur sa décision.

Même exercice.  

1. Je voulais des aventures, j'en ai eu !

2. La tempête faisait rage, les gens (voulaient) voir le canal de sauvetage et partir sur le lien (précipité). Ils en ont (parlé) et (fini) par sortir.

3. Les croisades eurent des conséquences qu'on n'avait pas prévu.

4. Je leur ai (téléphoné) et ils m'ont (répondu) que serait (livré).

5. Soyez indulgents avec eux, ce n'est pas leur faute, ils n'y ont pas participé.

6. Vous l'avez dit, ce n'est pas (vrai), mais nous avons (vu) des choses qui nous ont (surpris) quand nous avons (vu) ces chiffres pour la première fois.

7. Je n'oublierai jamais les jours difficiles que nous avons (vécus) durant la guerre.

(Note: The text appears to be partially cut off, making it difficult to read in full.)
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 sacrifice most if the political situation ended up 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 free 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 emphasised that business could act faster than the Government.

**Huge task**

A strong economy could not be built where the "have nots" outnumber 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 1990.

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 economy does not mean a dirty little shop in a shed 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 a decent income and a higher standard of living and education."

With predictions that the white population would be outnumbered by 5% to 10% 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.
Integration in business ‘sure’

BLACK businessmen must gear themselves for change. They must acquire knowledge of modern business techniques and apply this to their businesses to take full advantage of the growing African market and the expected change in attitudes of government as it follows its declared policy of moving away from discrimination based on colour.

This point was made by Mr. Llewellyn Mehlomakulu, manager, Business Development, Barclays National Bank, in his opening address at the annual conference of the Inyanda Chamber of Commerce in Durban yesterday.

He added that there was no doubt that integration in business would take place because South Africa was set on a normalisation course.

“This is already to be seen in sport, in the disappearance of discriminatory notices in public places, the narrowing of the wage gap, uniform conditions of employment and formerly exclusively White professional and other bodies opening their doors to all races,” he went on.

Mr. Mehlomakulu pointed out that prophets of doom foresaw business integration as the death knell of the small African businessman because of his inability to compete. This was the negative approach.

Mr. Mehlomakulu sees the coming changes, not as a threat but a challenge, pointing out that in the “pre-prohibition days” small efficient African businessmen operated lucrative businesses in central Johannesburg.

However, the inefficient were unlikely to survive as competition intensifies. “But their exit,” he said, “will be more than offset by the advantages of increased trade which will accrue to the efficient.”

Training programmes, such as those run by Nafcoc and Barclays, were designed to equip the businessman to meet the challenges that lay ahead. These, together with the goodwill shown by the White private sector, augured well for the future of South Africa.
Riekert: Transfer, training, control

The training of black workers in terms of the Black Employees' In-service Training Act of 1976, should be transferred to the Department of Labour, the Riekert Commission has recommended.

In its report tabled yesterday, the commission recommended that the Black Employees' In-service Training Act, 1976, should be incorporated in the proposed Employment and Training Act in which provision will be made for, inter-alia, the in-service training of all population groups on the same basis.

The co-ordinating council for in-service training of black workers, together with the committee for the better utilization of manpower of the Economic Advisory Council, should be converted into a national co-ordinating council for manpower matters which should furnish the Minister of Labour with advice regarding the administration of the Employment and Training Act.

The commission further recommends that:
- The National Co-ordinating Council for Manpower should be integrated organizationally with the Department of Labour and provision should be made for regional committees to assist the NCCM in its task, while the National Apprenticeship Board and its apprenticeship committees should be placed under the wing of the NCCM.
- All interested departments and national employers' and employees' organizations should be represented on the NCCM.
- The responsibility for the in-service training of workers should be placed primarily on the shoulders of employers and tax and other concessions etc., for the promotion of such training should be regarded only as temporary measures that should be phased out as quickly as possible.
Training of labour vital

Botha

CAPE TOWN. — Employers should allocate much greater human and capital resources to the training of labour, the Minister of Labour, Mr Fanie Botha, said last night at a banquet of the Cape Employers Association, Sapa reports.

Increased production was one of the most important ways of meeting the need for a higher standard of living for millions of blacks, and skill was an important factor in improving productivity, Mr Botha said.

"As the available skilled manpower in the Republic is limited, training as a function of the private sector is of the utmost importance."

Training was of vital importance not only for raising productivity but eventually for survival, especially in the light of threats of international boycotts.

"To me it would appear that, compared with other Western countries, the amount of capital and human resources invested in the upgrading of the skilled level of our workforce do not receive the priority which is needed in the times and situations we are facing," Mr Botha said.

The Government would continue to give training the attention it deserved but the private sector should not lose sight of the fact that a direct responsibility for raising productivity rested with it, Mr Botha said.

Mr Botha was also among labour authorities yesterday who reacted to Rightwing union resistance to the Wiehahn and Riekerk recommendations, it is reported from our Pretoria Bureau.

The Minister said only 5% of white workers were opposed to the recommendations.

"I believe the figure is even less. And to the vast majority support from white workers must be added the total support of black, coloured and Indian workers."

The vice-president of the Trade Union Council of South Africa, Mr Andre Malherbe, warned the Government against deviating from the course set by the Wiehahn Commission recommendations by the action of one union, albeit a powerful one.

"If the Government allowed itself to be influenced away from enlightened labour practices it was difficult to see how industrial conflict could be avoided."

The Progressive Federal Party’s labour spokesman, Dr Alex Boraine, said the protracted breakaway of the

Annexes workers union from the SA Confederation of Labour was no surprise after the tough statements made by the MWU’s secretary, Mr Arrie Paulus, after publication of the Wiehahn Commission’s report.

It was hoped other unions would not follow suit, and that the MWU’s action would not deter the Government from moving ahead with enlightened ‘labour legislation.’"
Labour Reporter
Sakoputhswana, due to enter its third year of independence this December, is still trying in vain to persuade the Mineworkers' Union to train blacks as miners.

Many requests for such training had been turned down. Mr P J "Arrie" Paulus, the union's leader, assured a questioner at his anti-Witbom rally in Rustenburg last night.
By Jack Blackhill

Will boost training commissions' job plans

Training in action

Planning for greater labor efficiency:
Paul of Foundry Engineering at Chippewa.
Trainee:

Family Jacobs of Steel, Inmonsville, and James Lein.

Investigation of job performance.
One in four black workers will have to be skilled

By Stephen Suckley
One in every four black workers moving into urban economic activity will have to be a skilled worker if long-term manpower objectives are to be met, says Professor J A Lombard of the University of Pretoria.

Discussing the latest edition of the Focus series "The Economy and the People," published by Mercantile, Professor Lombard says: "We have the human material to cope with this objective as research shows that there are enough blacks reaching Standard 8 education, which is adequate for industrial training."

The message spelled out by the publication is that if South Africa is to regain the road to prosperity during the rest of the century, its own people will have to face the challenge of economic and political changes ahead.

And Professor Lombard warns: "When the economy does pick up the shortages of skilled manpower will be immediately felt and bottlenecks will occur."

The latest issue of Focus points out that a growth rate of five percent is necessary over the next 22 years considering the projected growth in manpower over the period.
Employers will be able to claim the same tax concessions for training non-African workers as are now available for African training, in terms of a bill which passed through the Senate this week.

The bill, called the In-Service Training Bill, followed representations to government by non-African unions, who argued that granting tax concessions solely for African training discriminated against their members and gave employers no incentive to train non-Africans.

Under the new bill, employers will be able to register non-African training schemes and thus apply for tax concessions. Finance Minister Owen Horwood has put the cost to the State at about R1bn a year.

Manpower Utilisation Minister Fanie Botha told Parliament that the new bill was a "temporary measure" and that it would be merged with the Black Employees' In-Service Training Act if government accepted the Riekert recommendation that all industrial training be brought under one department and one law.
Plans to place more skilled blacks

Own Correspondent

CAPE TOWN—The Government is investigating measures aimed at increasing the number of blacks in skilled occupations, the Prime Minister's economic adviser, Dr S Brand, indicated in Cape Town today.

In an address to the sixth national congress of chartered accountants, Dr Brand emphasised that without such measures, the already high level of black unemployment would continue to rise and that the country's wealth would not expand fast enough to meet rising black aspirations.

Dr Brand said 800,000 blacks were unemployed at present. In addition, 260,000 more blacks were expected to enter the labour market every year for the next 10 years.

Dr Brand said that as long as there were limits on the rate at which non-white could enter skilled occupations, either through restrictions caused by educational or occupational background, or legislation, the capacity of the South African economy to increase material wealth and jobs would be hampered.

Dr Brand said it seemed that the South African economy could grow at a real rate of between 3 percent and 4 percent over the next decade.

But this would not be sufficient to prevent the unemployment rate, continuing to rise, and neither would it ensure that the economy could meet the other challenges it would face.

South Africa faced formidable challenges, which would require significant adjustments in the structure of the economy. These adjustments were receiving the attention of the authorities.
Hierby word bekend gemaak dat die Staatspresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:

No. 95 van 1979: Wet op Indiensopleiding, 1979.
ACT

To provide for the promotion and regulation of the training of certain classes of employees in industry and for that purpose to provide for the establishment of a council; to provide for the registration of training schemes and private training centres; and for the inspection of such schemes and centres; and to provide for matters connected therewith.

(Afrikaans text signed by the State President.)
(Asstented to 21 June 1979.)

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows:

1. In this Act, unless the context otherwise indicates—
   (i) "apprentice" means an apprentice as defined in section 1 of the Apprenticeship Act, 1944 (Act No. 37 of 1944); (xv)
   (ii) "artisan" means any person who is engaged in work normally performed by a skilled artisan; (i)
   (iii) "committee" means a committee appointed by the 10 council in terms of section 5 (1) (b); (vi)
   (iv) "council" means the Council for In-Service Training established under section 2; (xi)
   (v) "Department" means the Department of Labour; (iii)
   (vi) "employee" means any person (except an employee as 15 defined in section 1 of the Black Employees' In-Service Training Act, 1976 (Act No. 86 of 1976)) who is employed by or performing work for any employer in any industry and who receives or is entitled to receive remuneration from such employer; (xvii)
   (vii) "employer" means any person whatsoever who employs or provides work for any person and who remunerates or expressly or tacitly undertakes to remunerate him or who permits any person whatsoever in any manner to assist him in the carrying on or 25 conducting of his business; (xvi)
   (viii) "industry" includes any class of undertaking, any section or portion of any industry and any group of industries, but does not include any mining undertaking; (viii)
   (ix) "inspector" means any person appointed as an inspector in terms of section 9; (v)
   (x) "Minister" means the Minister of Labour; (vii)
   (xi) "officer" means an officer as defined in section 1 (1) of the Public Service Act, 1957 (Act No. 54 of 1957); (ii)
The industrial training centres set up in the past few years for African workers will be opened to all races if Piet Riekert has his way. And employers will continue to support the centres through levies despite their objections.

These are among the proposals on in-service training in the Riekert Report, according to the report, eight public industrial training centres will be set up in industrial areas in terms of the Public Employees' Industrial Training Act 1976, following recommendations by an inter-departmental committee that Africans be allowed to be trained in white areas and for jobs in permissible work categories.

The idea behind these public centres is that they be built at the cost of R23m by the Government, to be used for the common training needs of employers, as well as to develop a centre in industrial areas. Organised commerce and industry in the metropolitan areas should also apply for tax concessions to cover the operation costs.

The act also provides for individual employers to set up their own private in-service schemes, tax concessions again being available.

Riekert found that public centres were sometimes poorly supported. There was also "considerable misunderstanding" about them among some industrialists, who thought they offered courses drawn up by the Department of Education and Training, whereas industries are expected to develop courses to suit their own needs.

Pointing out that the 1976 act promotes the training of black workers, Riekert observes that no similar legislation exists for white, coloured, or Asian workers. He recommends that the eight public centres "be utilised on a broader basis" where possible, though in such a way "as not to give rise to friction." This means obtaining "the prior co-operation of organised labour and employers.

Riekert also proposes that the State consider taking over public centres which the private sector is not utilising fully, and using them for the training and retraining of people whose present skills make it difficult for them to enter or compete on the labour market. Particular attention could then be paid to training in fields where shortages are expected or being experienced.

Under the act, the governing body of a centre can ask the Minister of Education and Training to impose a levy on local employers engaged in any industry for which the centre offers training. At the moment, only one centre is supported by such a levy -- R20 per black worker per month.

Employer objections to the levies notwithstanding, Riekert says they should bear the responsibility for in-service training, tax and other concessions being phased out as quickly as possible. Industrial concils should be required to set up training schemes themselves, and to impose levies on employers under the Industrial Conciliation Act. Additionally, provision should also be made for the councils to acquire the existing training centres.

Referring to claims before his commission about "outside bodies" disturbing good relations by "leftist propaganda and the indoctrination of black workers under the cloak of training schemes," Riekert also proposes that trade union and labour relations training be included under the existing prohibition against anyone providing training for the employees of another person except in an officially approved centre.

Riekert further proposes that the training of African workers be taken over (from Education and Training) by the Department of Labour, and that a new "employment and training act" provide in-service training for workers of all races on the same basis.

Climbing the training ladder

For all its intimidating (286-page) length, Dr Piet Riekert's report on his inquiry into legislation affecting the utilisation of manpower (excluding laws covered by the Wiebahn Commission) is a fascinating document. Among other things, it discusses the practical effects of some of SA's complex labour laws, why people break them, and what changes were suggested to his commission.

So far, the FM has published broad analyses of Riekert as a whole, as well as brief summaries of some of his key recommendations (May 11, 18). This week we take a more detailed look at particular topics in the report. Other topics, as well as action arising from the report, will be examined in the weeks ahead.
By Barney Mthombathi

PORT ELIZABETH — Checkers were training top personnel for the National African Federated Chamber of Commerce (Nafcoc), the company's chairman, Mr. Bob Harvey, said in Port Elizabeth.

He said at a dinner to launch his company's first hypermarket to be opened in Port Elizabeth before Christmas that they were training four black managers for Nafcoc.

When they had completed training the men would take up employment with Nafcoc's Black Chain project, which is geared to establish black-owned supermarkets in black areas.

In line with its policy of taking shops nearer to people, efforts were being made to establish supermarkets in places like Soweto and other townships.

The company was still awaiting a decision by the Minister of Co-operation and Development, Dr. Koornhof, on whether it would be allowed into Soweto and under what conditions. Clarity was also sought on the Government's decentralisation programme, Mr. Harvey said.

A wholesale outlet had been opened in Madadeni near Newcastle, in KwaZulu, and a supermarket was envisaged for Umlazi, near Durban.

There was also a supermarket in Temba in Bophuthatswana and the company would decide on establishing another one in Mmabatho when the Government decided whether Nafecabo should be part of the independent homeland.

The R12 million hypermarket will employ 450 people. It will be at the old Fairview racecourse in Cape Road and should open in time for Christmas shopping.
Citizenship bar to would-be black artisans

Blacks still cannot become artisans unless they take out homeland citizenship.

This is the situation facing aspiring apprentices from the townships.

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

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

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

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

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

The Wiebahn report also recommends that blacks be trained to work in the townships to meet the demands of future developments.
stand in their way.

One of these programmes is a scheme, "inception in concept and likely to be difficult of execution," to recruit, educate, train and develop high-quality black matriculants who will form a pool of potential managers in the financial and engineering fields.

Known as the undergraduate cadet scheme, it has been made possible by the cooperation of the University of the Witwatersrand. It is financed jointly by the Co-operation and De Beers, and will cost rather more than R2 million over the next five years.

"We look upon this," says Mr Oppenheimer, "as an investment in the widest sense; for once the scheme has proved itself it will be made available to other employers and educational institutions in the country."

Initially, to overcome the inadequate preparation of most black undergraduates for business careers, the scheme seeks to:

- Upgrade the cadet's academic and learning abilities to improve his progress during university studies.
- Integrate the cadet into his working environment.
- Enhance and sustain his self-confidence.
- Prepare and motivate existing employees to ensure the efficient integration of the black graduate into head office.
- The academic and vocational upgrading of a year's duration, will be in the hands of a team of specialist teachers. The academic component will be undertaken by the university and the vocational component at head office, where it will continue through the university years during vacation.
- A modest start will be made in 1980 with about twelve carefully selected cadets, who will be corporation employees from the outset.
- We are looking forward," says Mr Oppenheimer, "to employing blacks for careers in the significant decision-making areas of our business. We are determined to give meaning to the concept of equal employment opportunity, and in so doing to make our own small contribution to the development of a just society in South Africa."

Mr Oppenheimer says that the policy of extending the role of the Anglo American and De Beers Chairman's Fund, into broad socio-educational fields is now well established. The Fund's largest project to date is a college of advanced technical education for black students at Umzimkulu in KwaZulu, which will train technicians in civil, mechanical and electrical engineering to the same high standards, and for the same certificates, as the colleges of advanced technology for whites.

The cost will be in excess of R5 million, and thanks to contributions made by other companies the college will offer chemical engineering and commercial courses too.

Teaching began this year in service buildings; the main building, to accommodate approximately 500 students, should be completed early in 1981.

Matthew 17:2

While he yet spake, behold a bright cloud overshadowed them: and a voice out of the cloud, which said, This is my beloved Son, in whom I am well pleased: hear ye him.
Oppenheimer call to train black workers

JOHANNESBURG - South Africans could not hope to solve the country's basic social and economic problems unless they found the means to realise its potential for rapid growth, Mr Harry Oppenheimer warned in his annual statement as chairman of the Anglo American Corporation.

In a wide-ranging review of economic and other issues, Mr Oppenheimer said South Africa's sound financial position had a very serious counterpart in the form of excess productive capacity and massive unemployment.

The number of unemployed blacks was now estimated at not less than 800,000 and must be substantially higher.

It was therefore vitally important that the favourable balance of payments was handled in such a way that it brought about greater investment and production.

Mr Oppenheimer said greater confidence, internally and externally, was required in the economic and particularly the political future of South Africa.

"It is impossible to deal with the problem of unemployment on a basis that is socially and politically acceptable without investment on a massive scale and a great increase in the skilled labour force," he said.

In the medium and long term the country's need for skilled labour could only be met by training large numbers of black workers.

In the short term it was also important to encourage the immigration of skilled men - but anxieties about the country's political future had inhibited the inflow of skilled men and as a result the inflow of investment capital.

Mr Oppenheimer called for a more concerted effort to increase employment in the black homelands, to encourage the growth of labour intensive industries.

But he repeated a previous argument that the trend towards capital intensive industry in South Africa as a whole could only be reversed.

Mr Oppenheimer criticised legislation enacted by the government and now in the Wiehahn and Riepert reports as inadequate and disappointing.

Mr Riepert reports as inadequate and disappointing. The De Raeck, Wiehahn

and Riepert reports together with the government's initiatives in the political sphere, however, might mark the beginning of new and more realistic policies on which a stable and peaceful future could be built. — DDC.
Mr J J Milne, personnel manager at Gillette SA — an American company manufacturing razor blades — says his company is pressing for social and economic change in South Africa.

Mr Milne was replying to questions put to him by POST on what his company had done so far to upgrade its black staff.

He said he was aware that blacks in South Africa did not enjoy the same privileges as whites as far as training was concerned and that Gillette was doing everything possible to get blacks trained for more senior positions.

The company is currently training 14 blacks as managers and accountants. There is another team of 20 blacks being trained as clerks and supervisors.

In the last three years the following positions at the company have been occupied by blacks: wage clerk, invoice clerk, personnel clerk, marketing trainee, depot storeman, territory representative, laboratory technician, trainee salesman, buying clerk, cook, sharpening operator — blades and security officer.

This year nine blacks at the company went through on-the-job training — over a period of six months. The company employs 143 Africans, 110 whites, 37 coloureds and seven Indians.

There are two grading systems at the company — Scale A and Scale M. Scale A runs from Grade 6 to Grade 13 (highly skilled people) and Scale M runs from Grade 1 to Grade 9 (unskilled, semi-skilled and skilled).

The table below shows the two scales and the number of people in each grade by race:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Africans</th>
<th>Whites</th>
<th>Coloureds and Indians</th>
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<tbody>
<tr>
<td>6</td>
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<td>7</td>
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The committee meets once a month to discuss all problems affecting workers.

POST: What is your attitude to trade unions?

Mr Milne: We believe that workers have the right to form unions. But our enlightened employment practices render negotiations with unions unnecessary. For example, our conditions exceed the negotiated minimum in such areas as salaries, annual leave, sick pay, annual bonus, life assurance, provision of health services and pension.

Mr Milne says they were approached by a black trade union for recognition.

"We explained to them that we were neither for nor against them. But we believe they serve a great purpose in the world."

Mr Milne says they made it clear to their workers what their attitude is to trade unions.

Toilets, canteens and other facilities in the company are completely integrated.

POST’s Job Watch team was taken around the factory. We came across the Sullivan Principles uniformly displayed on notice boards.

"We cannot afford to be having all types of fancy arrangements separating blacks from whites," Mr Milne says.

"As far as the company is concerned, the only thing we want is that the company maintains its existing policy of non-racialism."

 Asked if they have not had any hostile reaction from their white workers to integration, Mr Milne says they have had complaints but that these were unimportant.

"We told everyone from the beginning that we were moving away from apartheid," he says.

The company has not encountered any legal restraints to integration.

Mr Milne says the company is doing the best it can to improve the quality of life in the townships.

"We encourage our workers to further their studies and have offered assistance to the local black adult education centre. We have adopted two schools in KwaThema near Springs and it is our intention to upgrade the facilities at these schools steadily," he says.

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Mr Milne says financial assistance is available to any employee who wishes to further his studies in a recognised course of a job related nature. He says educational assistance is also available to the dependants of their employees who earn less than R350 a month and in addition the company offers a number of bursaries to blacks.

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Workers at C奇特

Workers at C奇特 are also represented in the management -- a worker consists of five players and five workers -- on the work of the committee. The committee, which is a red and white committee, makes decisions about the work of the committee. The committee is chaired by the chairman, who is the senior member of the committee. The chairman is responsible for the work of the committee. The company is situated in the Shillen Point, the largest and most important of the companies in the country. The chairman is assisted by the vice chairman, who is the second in command. The company is responsible for the work of the committee.

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Call to use more black workers

THE BANK — It was an

SHRIED: The Wishbank of black workers at the

demands that the Wishbank of black workers at the

and other black workers to be drawn from the white

And indeed, the blacks under certain cir-

— South Africa —
The course, designed to provide the background for research in the application of educational psychology to problems of teaching and learning, will cover both theoretical and practical aspects. The course is divided into four sections: (1) educational psychology, (2) educational technology, (3) educational management, and (4) educational evaluation.

BY MEANINGLESS

blacks at the top

Anglo aims to put

NATIONAL ORGANIZATION FOR THE RESOLUTION OF THE COMPETITIVE PROBLEMS OF THE EMPLOYED WORKER
Why Sam aims to be big boss

SAM MOSIKILI is a man who has arrived in the highly competitive world of marketing in South Africa.

He holds a top executive position in the Beer Division of South African Breweries. For 19 months he has been the company's black market consultant.

At the end of this month, Sam Mosikili leaves Tufts University in Massachusetts, where he will study under a Harvard Business School student, he will specialize in finance and business economics, marketing and industrial relations.

For this once-in-a-lifetime opportunity, 200 people applied and Mosikili was one of only three South Africans chosen by Harvard.

As SAB's black market consultant, Mosikili provides a two-way communication between SAB and the black discriminator.

"This means that I have to be in touch with the market place all the time whether I need it or not. I then have to translate this back into the areas of brand, packaging, advertising and sales," he explained.

"To be in touch, I have to exist at every level — from the down-and-out bobo to the highest social level within the black community. I have to get into their heads and understand their aspirations. I must drink the things they drink; know how and why they drink and learn what group conformity determines their choice of beer brands. I must know what they want and what they don't want, because there is no marketing opportunities and advertising concept."

Mosikili is helped by the fact that he is a social scientist as well as a marketing expert.

After matriculating at Leungo High, he earned a BA degree, majoring in human sciences, from the University of the North, and a diploma from the Institute of Marketing Management. He then underwent intensive training in marketing at Colgate-Palmolive, where he became their first black brand manager.

"During my four-year stint at Colgate, I worked under tremendous pressure, and I want to use this experience to prove to my New York home office that I wasn't just a token black."
Mixed facilities—but secret

TOILET integration at Nestle SA is kept secret.

This is what the company's managing director, Mr P C Bowes, told us when he was asked how far his company had gone in the integration of its facilities.

And, although we told Mr Bowes of the articles we have written on integration at other companies and that none of these companies has had trouble with the law, he would not allow us to publish the fact that their workers were free to use any facilities they please.

"You know what the Factories Act is all about, and publication of such nature will antagonise us with labor inspectors," he said.

The Factories Act prohibits integration of facilities at certain areas in a factory.

The company has not had any legal restraints or hostile reaction from its white workers to integration.

Nestle is a Swiss company and does not subscribe to either the EEC code or the Sullivan Principles. Instead it has drawn up its own code—the Corporate Philosophy Code (CFC).

The company employs 1,502 Africans, 560 whites, 402 coloureds and 256 Asians.

There are 19 grades at Nestle—Grade 1 (highest) to Grade 19.

The table at the end of the article shows the number of people by race from Grade 1 to Grade 11:

19

The table shows figures of the people from Grade 12 to Grade 19.

POST: Do you have blocks in positions where they supervise whites?

Mr Bowes: "I wouldn't say it is a great number, but we do have some as heads of departments and having whites working under them.

Mr Bowes would not say in what jobs these blacks are.

The company's minimum pay is R234 a month for workers in urban areas and R211 for those in the rural areas.

Mr Bowes says the difference in the rates is that workers in rural areas do not have to use transport to and from work like those in urban areas.

"Towns in rural areas are nearer and people normally walk to work," he says.

The minimum pay does not include the company contributions. Mr Bowes could not tell us how many people are on this minimum pay.

"All I can say is that they are on Grades 18 and 19," he says.

The fastest paid white at the company earns R234 a month and is on Grade 19.

The company has its minimum pay on the Supplemental Living Level for a family of five in Johannesburg. This is R185.65 a month.

The company's CPF code maintains a minimum salary commensurate with a reasonable standard of living which should be the SLL plus 50 percent.

What machinery is the company using for negotiating with the workers?

Mr Bowes says they have liaison committees for the four race groups. Each committee elects two to three people to form an integrated committee.

"I know there are two integrated committees at our largest factories in Horse Bay and Eszcris," he added.

The committees meet once a month to discuss employment practices.

What is the company's attitude to trade unions?

Mr Bowes says his company acknowledges the right of employees' freedom of association and representation on matters relating to conditions of service and of employment.

"No worker will be victimised if he joins a trade union," Mr Bowes says, "and this will not even force him to do the job." He says they were approached by the Food and Canning Workers' Union for recognition but their workers turned it down. They were also approached by the Dairy Employees Association—a white union—which was also unsuccessful in recruiting their workers for membership.

What is the company doing to upgrade its black staff?

Mr Bowes says they have an advancement program for blacks. He said during 1978, blacks who attended formal training sessions were in large numbers.

"Training sessions amounted to 1,100 man days," he says.

The following are some of the programmes that workers at Nestle attended:

Supervisory course, junior analyst course, first aid course, professional selling skills seminar, assistant microbiologist course, security guard course, management and leadership training course, and interpersonal skills seminar.

The company has donated R65,000 to a technical training centre in Gqamakuba near Pretoria. The company is also involved in a trader training scheme in line with the National African Federated Chamber of Commerce.

Nestle also gives loans of up to 90 percent to their black workers to either build or improve their houses. The company has also given several donations to the Orlando Home for destitute children.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Blacks</th>
<th>Whites</th>
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<tbody>
<tr>
<td>6</td>
<td>one to 43</td>
<td>quality</td>
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<tr>
<td>7</td>
<td>3</td>
<td>56</td>
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<td>11</td>
<td>70</td>
<td>124</td>
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</tbody>
</table>

Job
managing director (MD)
vacant
managers
chief accountants and chemists
product managers
sales managers
product specialists
administration controller
shift supervisors and senior sales representatives
credit clerks, sales representatives and financial supervisors
Johannesburg — An appeal to the government not to delay the implementation of the Wiehahn Commission recommendations was made last night by the president of the Building Industry Federation of South Africa, Mr. D. H. Mitchell.

He said: "If the spark that has now been kindled is frustrated in any way, the resulting holocaust could run away from us and we may lose control of a situation which right at this moment is well within our control."

Mr. Mitchell was speaking at Springs at the opening of the first BIFSA training centre for apprentices for all races in the building industry.

The R3 million centre — one of four in a R10 million programme to provide the building industry with qualified artisans — was opened by the Minister of Manpower and Utilisation, Mr. Fanie Botha.

Mr. Mitchell, speaking after the Minister, referred to BIFSA's attitude to the Wiehahn Commission and said: "While I do not intend to use this platform to preempt further moves by the authorities to allow the introduction of the industry into the industry of all classes of labour, I would be failing in my duty as president of BIFSA if I did not make brief reference to BIFSA's attitude towards the implementation of the Wiehahn Commission in its various stages."

Mr. Mitchell said the first response had already given a clear indication of the pattern of inter-industry reports and the building industry was straining to put these indications and intentions to good use.

"Let us in the future not be accused of stopping the good intentions. Neither we, nor the economy, could afford that."

Mr. Mitchell said BIFSA was fully cognisant of the delicate nature of the whole matter that has come as a challenge to the leaders of this country in both public and private sector interests."

He added: "We appreciate that a slow and careful approach can be justified, but let us at least be seen to be moving forward — not sideways — or even backwards."

"I am afraid that if the spark that has now been kindled is frustrated in any way, the resulting holocaust could run away from us and we may lose control of the situation."

Mr. Mitchell said the future of the country's economy, and the building industry in particular, was the result of positive, responsible and above all, realistic planning by state and organised industry alike.

Mr. Botha, who was main speaker at the opening, referred to the deteriorating manpower situation in the building industry and said he was perturbed that the number of apprentices indentured had dropped from 1,624 in 1973 to 533 last year.

"To me this is a bold
DATE OF COMING INTO OPERATION OF THE IN-SERVICE TRAINING ACT, 1979 (ACT 95 OF 1979)

Under the powers vested in me by section 15 of the In-service Training Act, 1979 (Act 95 of 1979), I do hereby declare that the said Act shall come into operation on the first day of October 1979.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-first day of August, One thousand Nine hundred and Seventy-nine.

M. VILJOEN, State President.

By Order of the State President-in-Council:

S. P. BOTHA.
II years' education advocated

Own Correspondent

Black employment in professional and technical work could be increased by 41 percent before their lack of formal education became a binding constraint, a prominent economist has said.

Professor Jill Nattrass, professor of economics at the University of Natal, told the Human Sciences Research Council's Conference in Pretoria, that lack of education was not the major barrier to job advancement.

Blacks were crowded into the lower occupations and filled 86 percent of unskilled positions.

Professor Nattrass said 11 years of education was a reasonable minimum entry level for professional and technical work. On this basis, black, coloured and Indian employment in the two categories could be increased by 41 percent.
Call for more skilled blacks

BLACK employment in professional and technical fields could be increased by 41% before the lack of formal education became a binding constraint, a prominent economist said in Pretoria yesterday.

Professor Jill Nattrass, Professor of Economics at the University of Natal, told the Human Sciences Research Council's conference that lack of education was not the major barrier to black, coloured and Indian job advancement, reports Sapa.

Blacks were crowded into the lower occupations and filled 86% of unskilled and 71% of semi-skilled positions.

Professor Nattrass said 11 years of education was a reasonable minimum entry level for professional and technical work.

On this basis, black, coloured and Indian employment in the professional and technical fields could be increased by 41% before their lack of formal education became a binding constraint.

"Formal education is only the doorway to job advancement. Training is frequently the key which enables a man to pass through the door. Up to now, training facilities for blacks have either been inadequate or absent."

"The recommendations of the Wiehahn and Hiebert commissions and the Government's attitudes to these reports seem likely to ensure an improvement in this area." - Sapa.

A leading Austrian political scientist told the conference that South Africa was a member of the "fifth world" countries and should become more "African" in her foreign policy approach to the West, reports ROY DEVENISH.

Professor Werner Pfeiffer, director of the Austrian Institute for Political Training and a Professor of Political Science at the University of Münster, said fifth 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 realize fully or misinterpreted the changes on the African continent.

The director of the Africa Institute, Dr G M E Leistner, 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.
Molana backs business freedom, but

Jobs, education challenges over
(18) Elektrotechnische Ingenieurswyverheid, soos om skryf in Goe wernmentskennisgewing R. 1112 van 2 Junie 1978; (25)
(19) Elektrotechnische Kontraktnywerheid, soos om skryf in Goe wernmentskennisgewing R. 1112 van 2 Junie 1978; (26)
(20) Glas- en Glasmerywerheid, soos om skryf in Goe wernmentskennisgewing R. 1097 van 29 Junie 1973; (31)
(21) Handelsondermewings wat Swartes in diens het om werk te verrig wat vermeld word in die om skryweings van "winkel" en "kantoor" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (19)
(22) Hoedenwywerheid; (48)
(23) Hotel- en Drankbedryf, soos om skryf in Goe wernmentskennisgewing R. 1634 van 24 September 1971; (33)
(24) Houtverwerkingswywerheid, soos om skryf in Goe wernmentskennisgewing R. 2006 van 15 Desember 1967; (74)
(25) Hyser- en Rolltrapwywerheid, soos om skryf in Goe wernmentskennisgewing R. 1112 van 2 Junie 1978; (42)
(26) Kamstofstekstieldnywerheid; (76)
(27) Keramieknywerheid; (11)
(28) Kerstynywerheid; (15)
(29) Klipvergruisingswywerheid, soos om skryf in Goe wernmentskennisgewing R. 577 van 13 April 1973; (62)
(30) Koelkamer-, Spekbereiding- en Kleingoodery werheid, soos om skryf in Goe wernmentskennisgewing R. 1580 van 3 September 1976; (18)
(31) Kommersiële Distribusiesbedryf, soos om skryf in Goe wernmentskennisgewing R. 1829 van 5 Oktober 1973; (17)
(32) Kon densmelk- en Ander Melkproduktenwy werheid, soos om skryf in Goe wernmentskennisgewing R. 2302 van 11 November 1977; (20)
(33) Laaghoutwywerheid; (56)
(34) Leerwywerheid, soos om skryf in Goe wernmentskennisgewing R. 1213 van 16 Junie 1978; (41)
(35) Lekkerhedeindwywerheid, soos om skryf in Goe wernmentskennisgewing R. 1988 van 13 November 1970; (43)
(36) Loodsuur batteryvervaardigingsbedryf; (40)
(37) Maalwywerheid, soos om skryf in Goe wernmentskennisgewing R. 3554 van 17 Oktober 1969; (49)
(38) Metaalhouer- en Aanwante Prod ukte wywerheid; (47)
(39) Medisynywerheid, soos om skryf in Goe wernmentskennisgewing R. 1901 van 9 Oktober 1975; (30)
(40) Mineraliewaterywerheid, soos om skryf in Goe wernmentskennisgewing R. 1224 van 13 Julie 1973; (59)
(41) Monumentklippenselwywerheid; (51)
(42) Motoragabedryf, soos om skryf in Goe wernmentskennisgewing R. 1829 van 5 Oktober 1973; (52)
(43) Motorkundwywerheid, soos om skryf in Goe wernmentskennisgewing R. 1039 van 17 Junie 1977; (33)
(44) Nywerheid vir die Vervaardiging van Reomys, Kerse, Suweringsmiddels, Fethare Olies of Vet, soos om skryf in Goe wernmentskennisgewing R. 517 van 5 April 1973; (36)
(45) Nywerheid vir die Vervaardiging van Seep, Kerse, Suweringsmiddels, Fethare Olies of Vet, soos om skryf in Goe wernmentskennisgewing R. 517 van 5 April 1973; (36)
(46) Ondernemings wat handel drywe in ou metaal; (71)
(47) Papadpassierservervorderend; (60)
(48) Plastiekenywerheid, soos om skryf in Goe wernmentskennisgewing R. 1112 van 2 Junie 1978; (55)
(49) Cold Storage, Bacon Curing and Small Goods Manufacturing Industry, as defined in Government Notice R. 1580, dated 3 September 1976; (30)
(50) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (21)
(51) Condensed Milk and Other Milk Products Industry, as defined in Government Notice R. 2302, dated 11 November 1977; (32)
(52) Cordage and Matting Industry; (64)
(53) Dairy Industry, as defined in Government Notice R. 2298, dated 24 December 1971; (58)
(54) Eating-house Keeper Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (17)
(55) Edible Nuts and Snacks Industry, as defined in Government Notice R. 3104, dated 15 August 1969; (16)
(56) Electrical Engineering Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (18)
(57) Electrical Contracting Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (19)
(58) Food Industry, as defined in Government Notice R. 3106, dated 15 August 1969; (71)
(59) Footwear Industry; (56)
(60) Fruit and Vegetable Canning Industry; (72)
(61) Furniture Manufacturing Industry, as defined in Government Notice R. 1901, dated 9 October 1975; (39)
(62) Glass and Glassware Manufacturing Industry, as defined in Government Notice R. 1097, dated 29 June 1973; (20)
(63) Heavy Clay and Allied Products Industry, as defined in Government Notice R. 793, dated 18 May 1973; (59)
(64) Hotel and Liquor Trade, as defined in Government Notice R. 1634, dated 24 September 1971; (23)
(65) Ice-Cream Manufacturing Industry, as defined in Government Notice R. 710, dated 8 May 1970; (44)
(66) Industry for the Manufacture of Ladies' Stockings; (12)
(67) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats, as defined in Government Notice R. 517, dated 5 April 1973; (45)
(68) Iron, Steel, Engineering and Metallurgical Industries, as defined in Government Notice R. 1112, dated 2 June 1978; (76)
(69) Knitting Industry; (6)
(70) Laundry, Dry-Cleaning and Dyeing Trade, as defined in Government Notice R. 1347, dated 4 August 1972; (74)
(71) Lead Acid Batteries Manufacturing Industry; (36)
(72) Leather Industry, as defined in Government Notice R. 1213, dated 16 June 1978; (34)
(73) Lift and Escalator Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (25)
(74) Liquid Fuel and Oil Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (70)
(75) Liquor Manufacturing Industry, as defined in Government Notice R. 354, dated 8 March 1974; (14)
(76) Locksmithing Trade; (57)
(77) Meat Trade; (69)
(78) Metal Containers and Allied Products Industry; (38)
(79) Millinery Industry; (22)
(49) Privathotel- en Losieshuisbedryf, soos om- skryf in Goewermentskennisgewing R. 1139 van 13 Junie 1975; (58)
(50) Pulp- en Papierynwywerheid, soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (59)
(51) Rubber- en Rubberprodukenwywerheid; (61)
(52) Seildoekgoeder- en Verwante Produktenwywerheid, soos omskryf in Goewermentskennisgewing R. 1575 van 1 September 1972; (7)
(53) Sementinwywerheid, soos omskryf in Goewermentskennisgewing R. 620 van 11 April 1974; (9)
(54) Sementproduktenwywerheid; (44)
(55) Siviele Ingenieurswywerheid, soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978; (14)
(56) Skoeiselnywerheid; (28)
(57) Slotmakerbybedryf, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (45)
(58) Suwelinywerheid, soos omskryf in Goewermentskennisgewing R. 2298 van 24 December 1971; (22)
(59) Swaarklei- en Verwante Produktenwywerheid, soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (32)
(60) Tabaknwywerheid; (67)
(61) Tee-, Koffie- en Sigaretynwywerheid, soos omskryf in Goewermentskennisgewing R. 51 van 10 Januarie 1969; (64)
(62) Tekstielnwywerheid; (65)
(63) Timmerhoutbedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (66)
(64) Tou- en Mutwerkwywerheid; (21)
(65) Troeteldiervoedselfhbedryf; (54)
(66) Vervaardigingswywerheid vir Hortijesblinders en Verwante Produkte, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (72)
(67) Verversingsbedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (78)
(68) Vervoeronderneeming (Goedere), soos omskryf in Goewermentskennisgewing R. 1752 van 27 September 1968; (69)
(69) Vleisbedryf; (46)
(70) Vleisbare Brandstof- en Oliebedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (43)
(71) Voedselnywerheid, soos omskryf in Goewermentskennisgewing R. 3106 van 15 Augustus 1969; (27)
(72) Vrugte-en-groente-inmaaknwywerheid; (29)
(73) Wagpatrolledienste; (73)
(74) Wasse- , Droog-skeumkaak- en Kleurbedryf, soos omskryf in Goewermentskennisgewing R. 1347 van 4 Augustus 1972; (39)
(75) Wol-, Angora-, Huid- en Velbedryf; (75)
(76) Yster-, Staal-, Ingenieurs- en Metalurgiese Nywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978. (37)

Werkgewers wat in die gebied hierbo genoem, betrokke is in die nywerheide in (1) tot (76) genoem, word versoek om binne twee maande vanaf die datum van publikasie van hierdie kennisgewing vertol of die bedoelde helsing te rig aan die Voorsitter van die Koördinerende Raad vir Indienopleiding van Swart Werknemers, Privaatsak X212, Pretoria, 0001.
(21 September 1979)
MSD refuses request to talk to the workers

MSD, a pharmaceutical company based at Halfway House, recently advertised in POST for matriculants to work as cleaners and we asked the personnel manager, Mr L E Liebenberg, why.

"We don't think that a matriculant would clean better," he answered, "but we expect them to make up as vacancies occur higher up. We believe in promoting people from within.

For the past three or four years we have been trying to employ people who have matric at least. They have made some academic achievement.

Mr Liebenberg gave the example of two cleaners who have now moved to more senior positions.

MSD, who are signatories to the Sullivan Principles, have two salary grading systems — one for the "junior responsible" job and another for more senior, from junior administrative level to senior management.

In the lower system, there is R75/97 for blacks as against R86 for whites. In the higher system there is R192/78 for blacks against R212/78 for whites. The blacks in the higher system are in the three lower grades, while whites are in all seven grades.

DIRECTOR

Mr M G A Woodworth, the director of administration, said: "We can't provide skills overnight. We are constantly trying to get people with the correct aptitude."

The company also has a farm near Hartbeespoort Dam and there are 18 blacks working there.

"They do normal farm work — tending animals, driving tractors, harvesting, sowing, etc."

What is the company's minimum pay?

Mr Liebenberg told us that it is R250 a month and this does not include the annual bonus. He said this would be increased to R275 and R250 from January next.

The Supplemented Living Level for a family of five in Johannesburg was R192 when we visited the factory. We always try to keep ahead of it, but have fallen slightly behind because it is now R203.35. That is why we are raising the salaries.

Mr Liebenberg told us that the farm work is not the minimum, but some of it is in hand.

When POST visited the farm and asked one worker how much she earned, our escort told us that she had been told that the company was taking pictures of the houses and not to tell that we would be talking to the workers.

RATIONS

At this time the worker had told us that she earned R25, R70 and R90 in three different months.

She told us that she gets rations — mealie meal, sugar, salt, beans, soap and on Fridays meat — overall and free medical care.

It is a complex of seven houses, painted white, with laugs. The houses have electric lighting, one bedroom, another room that is used as kitchen, dining-room and bedroom, and a bathroom with hot and cold water, a flush toilet, and a hand basin. There is no bath.

At head office, Mr Liebenberg confirmed that we were not allowed to talk to the workers. Even there at head office you were allowed to talk to the supervisors only.

There is a liaison committee for black workers, while "about six" belong to a trade union.

Although Mr Liebenberg and Mr Woodworth insist they have no dealings with, white trade unions, they say the company is bound by the Industrial Council agreement with the industry.

(The agreement is between employers and trade unions in the industry.)

UNIONS

What is the company's attitude to black trade unions? "We have an open mind. We would accept a black trade union.

"Members of the liaison committee get training and the company have meetings on "affirmative action."

"We do not have training facilities here, but we send people to outside institutions like Chyron in Krugersdorp, and the National Development Management Foundation.

Besides training in things like safety and supervisory courses, the company trains for specific promotions.

"One black is being trained for a management position. He is studying business management with the University of South Africa.

Does the company have a situation where a black supervises a white?

"Not at this stage. This envisaged, probably only around February."

Mr Asiel Molote, chairman of the liaison committee, who is also a senior supervisor.

Mr Mandla Nyemba, liquid at MSD.
Esso’s extra people

Mr John Lindgren, chairman and managing director of Esso Standard.

ESSO STANDARD is proud that it has seven blacks — five Africans and two Indians — in a class of employees the company calls EMPT (Executive, Management, Professional and Technical) where five years ago there were none.

There are 83 whites in this category.

The employee and public relations manager of the company that is well known for its petroleum products, Mr Derek Prentice, told PRESS the company had an employee development programme.

"We look ahead and identify positions in the business environment where there is likely to be a shortage of whites in the future," he said.

The company then recruits and trains according to this forecast. At the time we visited the company, Mr Paul Richards had just returned from a recruiting tour of five universities with a short list of 11 potential applicants — six black and five white.

Esso Standard is wholly owned by the American petroleum company Exxon, signatories to the Sullivan Principles.

"These are important to us," says the chairman Mr John Lindgren. "We have reason to be proud of our efforts to respond to their challenge."

They have translated the principles into Zulu and distributed them among the workers.

Esso employs about 240 people.

The salary paid is R185 a month, and is paid to junior plant men on four days per month basis. At the end of the sixth month, they receive R200 a month.

This minimum does not include the one-month’s pay bonus at the end of the year.

"We do our own surveys to make sure we work our minimum," Mr Prentice said. "We compare our figures with what is being paid in the chemical industry and with the minimum living level of the committees."

The company has liaison committees until about four years ago when whites, coloureds and Indians wanted to know why they were excluded from the machinery.

"Now we have staff committees with workers representatives drawn from all the groups."

Black workers at the company’s Alrodita terminal told us they still meet by themselves before taking any issues to the staff committee meeting.

Mr Prentice said the company had never been approached by a trade union for recognition.

"We are prepared to negotiate with a demonstrably representative union. We would prefer a single, nonracial one, but we accept that the workers have the freedom to form their own or be represented by any union of their choice."

He said he found the staff committee most effective.

MEALS

Mr Prentice told us the facilities at Esso were in good order. When we got to Alrodita we found the company subsidised meals on the staff request.

The depot manager told us he sometimes ate in the canteen.

All staff use the staff room, where they play table tennis, darts, or have coffee.

The whole complex, kitchen, staff room, is being renovated at a cost of R18,000.

The American parent company has contributed 100,000 dollars to Operation Peace, the construction of a high school that is being built by the American Chamber of Commerce in Soweto.

"More than 50% of our donations go to education and health," Mr Prentice said.

The company also had ongoing training for its staff, product, storage and handling, security, block control, literacy, supervision, human relations programs, heavy duty vehicle driving.

Working at the Alrodita terminal of Esso Standard.
practical job training

Some of the courses offered

practical job training courses are also designed to give

shown to students in the center's
demonstration materials are
with audio-visual aids. Programs and

The Lighting Scheme is done

Each course provides the final test.

The center's courses are de-

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Supervision, Planning, and Control

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A specialist who is specialized is needed by

By trained people — people who have made a thorough-

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Page 30
Post, Friday, November 2, 1979

Careers Guide
RACE RELATIONS

A helping hand

"A minority of companies are fantastic when it comes to employing blacks," says Eleanor Kopp, who helps run the Institute of Race Relations' Employment Project.

"Our biggest problem is the reluctance of companies to train blacks," adds Ina Perlman, regional secretary of the Johannesburg branch, which started the employment assistance scheme over a year ago. About a quarter of the 2,300 jobless who've applied so far have been successfully placed.

From tentative beginnings to assist black matriculants and graduates who'd been through the Institute's coaching classes and bursary schemes, the Project now handles unskilled applicants as well.

"If you're aware of needs you have to help," says Perlman, drawing attention to the flood of appeals from students seeking holiday jobs.

Letters have been sent to all the major companies informing them of the bureau. And prospective employees are also assisted in their applications through "situations vacant" columns in the newspapers.

Inbred prejudice is, however, still a problem, as Kopp's recollection of the anti-tropic excesses supplied by some companies, testifies. Perlman also tells of the "technity" displayed some who have subscribed to the Sullivan Principles on equal employment for blacks. One company needed a black double-quick because its New York MD was coming to Sand-

Student jobs... somebody has to help

While nobody was suggesting that they hire unqualified people, not enough cognisance was taken of many blacks' poor background and unfamiliarity with things mechanical," explained Perlman. The concept of "affirmative action" had just not taken off in SA, she said.

There are other problems. "So much that is aimed at blacks is second-rate and totally inadequate." For instance, the matric certificates of most Sowetan kids are "not marketable"; there are phony private training colleges that provide these young people with the minimum for the maximum spent.

The Project thinks that more realistic training for blacks is called for, and firms have a role to play in this regard.
Firestone puts more blacks in higher jobs

Firestone, the tyre manufacturer, had only 17 salaried blacks as against 239 whites at their Port Elizabeth headquarters last June.

The 17 were three African four coloureds and two Indians on clerical, one African and one coloured on the supervision level, and two Africans on the professional level.

By September the figure had gone up to 32.

Mr. G. P. Morum, the managing director, said: "I work with a fair share of white people, particularly on a weekly basis."

"It all depends on how one looks at the division between salaried and hourly-paid workers," Mr. Morum said. "We have white clerks earning less than people paid on a weekly basis."

In June there were 1,490 weekly-paid employees. The whites here were 239, ranging from lower semiskilled to higher paid.

There were only three Africans and eight coloureds in the higher skilled category.

"One of the major problems in education but we are moving in that direction," Mr. Morum said.

"Education is a broad basis of education, initially to raise the standard up to matric, and then later, tertiary education."

"This is the only way the country can have access to its complete pool of talent."

Firestone is one of the three companies that initiated a technical high school for Africans in Port Elizabeth. The others are Ford and General Motors.

The R2.7 million school opens next year.

"We have colourless apprentices, 91 up to now. We have been against the law to have black apprentices," Mr. Morum said.

"We have done more than our fair share as far as education is concerned," Mr. Morum said.

Between January and June this year, the company had training programmes for 383 Africans, 32 whites, and 14 coloureds.

Advanced English and Afrikaans and Xhosa.

The company pays school fees for workers' children and is putting five would-be engineers through university, three at Witwatersrand and two at Fort Hare.

"We have done more than our fair share as far as education is concerned," Mr. Morum said.

Mr. Morum said the company would encourage a black union if it represented more than 50 percent of the workers.

"But what the company does will indicate to the workers that there is nothing a union can offer for their money. We are enlightened enough and are prepared to listen and do."
had just started a committee for all the workers.
"We had and still have a welfare committee. But when the other groups saw the success of that committee, they asked for a committee to cover all aspects of the company."

"We don't make window dressing donations," the manager said, "we spend money on our workers,真正地."

Building types at Firestone.
Abundance of blocks in Cadbury's

Managerial posts

With the passing of the Bill for the Defence of the Realm Act, the government has taken steps to ensure national security. The Act provides for the detention of individuals deemed to be a threat to national security. The government has also increased surveillance and monitoring of potential threats.

The C.I.A. has launched a new initiative to combat terrorism and cyber attacks. The initiative includes increased collaboration with international counterparts and the sharing of intelligence information. The agency has also invested in new technology to enhance their capabilities.

The company, which is currently experiencing financial difficulties, has announced plans to cut costs and streamline operations. The company is also looking into new markets to diversify its revenue streams.

The company has also announced plans to expand its operations in the Asia-Pacific region. The expansion is expected to create new jobs and boost the local economy.

The government has announced plans to increase funding for education and vocational training programs. The goal is to provide more opportunities for young people to acquire the skills they need to succeed in the modern workforce.

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WHERE ARE THE BUSINESS SKILLS?

Improve Black Move to

The National Merici, Thursday, November 20, 1979
Abolish apartheid calls Motsuenyane

THE business environment had to be divested of all forms of racial discrimination, statutory and practiced, if South Africa were to move into the free enterprise system, Mr. Sam Motsuenyane, chairman of the African Bank of South Africa said yesterday.

Mr. Motsuenyane, who is also president of the National African Federated Chambers of Commerce, was delivering a paper on the role of the private sector at the 18th Selby conference in Johannesburg on Free Enterprise and the Individual. He said:

"The most pressing problem facing black business was a lack of capital and ownership of land. The most basic method of creating capital had to be reformed both in the urban black and homestead areas. This was seen as the way in which business helped them to some extent to integrate as well as in choosing their degree of participation in the economic mainstream of the country."

2.6 The Course on Study Methods

A majority of the sample (69%) felt the methods of study were adequate at the University but only 1% felt they were completely adequate. Yet the majority (51%) would have liked more time spent on "Lectures, Revision and Reading and Research" in their courses. Most students suggested that a more practical approach to all topics might be desirable.

As regards an on-going study method seminar, 72% of the sample stated it was desirable and 30% would find it very desirable.

2.7 Library Instruction Course

An overwhelming majority of the sample was enthusiastic about the library course and found the librarians very helpful.

2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sample indicated as follows:
### XIV

**CONGENITAL ANOMALIES**

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### XV

**CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY**

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**Staff Reporter**

**PORT ELIZABETH.** South Africa must expand its technical and management training for all population groups to develop the skills needed for the workforce of the future, to maintain the country's economic growth.

This was said by the managing director of General Motors South Africa (GMSA), Mr. Lee Waddington, on the opening of a R10-million all race training centre at General Motors in Port Elizabeth.

"An area of particular concern is training of apprentices in designated trades. Industry in general, and the motor industry in particular, needs a continuous supply of these skills - in fact South Africa needs a continuous supply to maintain its economic growth," he said.

He said it was essential to provide the best training facilities and the right environment to develop GM's employees and equip them for greater responsibility.

"General Motors' greatest asset is its people, and a company can only be as good as its people. It is this philosophy, born of wide experience, which supports the establishment of facilities such as these," he said.

"The most carefully developed plans for the success of any organisation depends heavily on the human skills and energy to implement them. I believe all other resources and assets within the organisation are supplementary to its human resources," he concluded.

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**X**

**'Unique' all-race training centre opened in PE**

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The Minister of Education and Training, Dr. P. Hartzem-berg, who opened the centre, said the Government had embarked on a program "probably unique in South Africa, if not in the world" to give technical orientation to pupils in Standards 5 to 8 as an extension of normal schooling.

This scheme, which leaves all pupils up to the pupil after Standard 6, offers a wonderful opportunity to the pupil to broaden in a practical way his knowledge of the occupational world," he said.

The Minister said there were 14 technical centres in the major industrial areas and last year about 17,000 pupils a week attended them. The attendance figure was estimated to rise to 30,000 a week in 1982 when seven more centres came into operation.

Mr. Hartzemberg gave the following statistics on black education:

- Last year more than 1,5 times as many blacks were in school in South Africa than white, coloured and Asian pupils taken together.
- There are more black pupils (about 150,000) in Standard 8 this year than the total number of whites at school in Natal last year.
- From 1967 to 1977 the number of black pupils in secondary schools increased by 53%.
- More than 2,000 black candidates (fulltime) are writing their matriculation or Senior Certificate examination this year, an increase of 20% on last year.
- The percentage of black school increased from 4.3% in 1960 to more than 20% in 1972.
Train all races says director

PORT ELIZABETH — For South Africa to maintain its economic growth there was a need for expanding technical and management training for all population groups to develop the wide range of skills and abilities that would be needed in the workforce of the future, the managing director of General Motors South Africa, Mr. Lou Wilking, said at the weekend.

"An area of particular concern is training of apprentices in designated trades. Industry in general, and the motor industry in particular, needs a continuous supply of these skills — in fact South Africa needs a continuous supply to maintain its economic growth," he said.

Mr Wilking was speaking in Port Elizabeth during the opening of a R1 million all-race training centre at General Motors' plant here.

He said to develop GMSA's employees and to equip them to assume greater responsibility, and to become more skilled, it was essential to provide the best training facilities and the right environment.

"General Motors' greatest asset is its people and a company can only be as good as its people. It is this philosophy, born of wide experience, which supports the establishment of facilities such as these," he said.

"The most carefully developed plans for the success of any organisation depend heavily on the human skills and energy to implement them. I believe all other resources and assets within the organisation are supplementary to its human resources."

The Minister of Education and Training, Dr. F. Hartzehberg, who opened the centre, said the government had embarked on a programme "probably unique in South Africa, if not in the world" — to provide for technical orientation to pupils in Standards 5 to 8 as an extension of the normal school programme.

"This scheme, which leaves all options open to the pupil after Standard 8, offers a wonderful opportunity to the pupil to broaden in a practical way his knowledge of the occupational world," he said. — DDC.

L. Ferdinand Hartzenberg, Minister of Education and Training—

(a) acting in terms of section 14 (3) of the Black Employees' In-service Training Act, 1976 (Act 86 of 1976), hereby impose the following levy, at the request of the governing body of the Emthonjeni Public In-service Training Centre, Port Elizabeth, and after consultation with the Co-ordinating Council for In-service Training of Black Employees, which shall be payable in terms of the provisions contained in the Schedule hereto; and

(b) acting in terms of section 15 (2) of the aforementioned Act hereby authorise the Cape Midlands Administration Board to collect the said levy on behalf of the governing body of the Emthonjeni In-service Training Centre.

F. HARTZENBERG, Minister of Education and Training.

SCHEDULE

1. Amount and basis of levy:
   10c per Black employee per month.
2. Date on which levy shall become payable:
   1 December 1979.

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OPELLEGGING, BETAALING EN INVORDERING VAN 'N HEFFING TEN BEHOEVE VAN DIE EMTHONJENI-OPENBARE INDIENSOPLEIDINGSENTRUM, PORT ELIZABETH, KRAGTENS DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

F. Ferdinand Hartzenberg, Minister van Onderwys en Opleiding—

(a) handelende kragtens artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), lê hierby, op verzoek van die beheerligger van die Emthonjeni-Openbare Indiensopleidingsentrum, Port Elizabeth, en na ooreenkoms met die Koördinerende Raad vir Indiensopleiding van Swart Werknemers, die volgende heffing op wat betaalbaar is ooreenkoms met die beheerligger wat in die Bylae hiervan vervat is; en

(b) handelende kragtens artikel 15 (2) van die voornoemde Wet, mag die hierby die Kaap-Middellandse Administrasieraad om genoemde heffing namens die beheerligger van die Emthonjeni-Openbare Indiensopleidingsentrum in te woorde.

F. HARTZENBERG, Minister van Onderwys en Opleiding.

BYLAE

1. Bedrag en grondslag van heffing:
   10c per Swart werknemer per maand.
2. Datum waarop heffing betaalbaar word:
   1 December 1979.
3. Fixed area:
The fixed area of the Emthonjeni Public In-service Training Centre is the area of the Cape Midlands Administration Board.

4. Industries in respect of which training is provided:
(1) Asbestos Cement Products Industry; (1)
(2) Automobile Manufacturing Industry as defined in Government Notice R. 1557, dated 31 August 1973; (36)
(3) Baking and Confectionery Industry as defined in Government Notice R. 603, dated 14 April 1972; (2)
(4) Basketweave Manufacturing Industry; (27)
(5) Biscuit Manufacturing Industry as defined in Government Notice R. 1988, dated 24 October 1975; (4)
(6) Brewing Industry; (8)
(7) Brush and Broom Manufacturing Industry as defined in Government Notice R. 567, dated 7 April 1972; (5)
(8) Building Industry; (6)
(9) Canvas Goods and Allied Products Industry as defined in Government Notice R. 1575, dated 1 September 1972; (42)
(10) Cement Manufacturing Industry as defined in Government Notice R. 620, dated 11 April 1974; (43)
(11) Cement Products Industry; (44)
(12) Ceramics Industry; (20)
(13) Chemical Industry; (10)
(14) Civil Engineering Industry as defined in Government Notice R. 924, dated 5 May 1978; (45)
(15) Commercial Distributive Trade as defined in Government Notice R. 1829, dated 5 October 1973; (22)
(16) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (15)
(17) Dairy Industry as defined in Government Notice R. 2298, dated 24 December 1971; (48)
(18) Electrical Industry; (13)
(19) Food Industry as defined in Government Notice R. 3106, dated 15 August 1969; (56)
(20) Footwear Industry; (46)
(21) Fruit and Vegetable Canning Industry; (57)
(22) Furniture Manufacturing Industry as defined in Government Notice R. 969, dated 11 June 1976; (28)
(23) Glass and Glassware Manufacturing Industry as defined in Government Notice R. 1097, dated 29 June 1973; (14)
(24) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793, dated 18 May 1973; (49)
(25) Hotel and Liquor Trade as defined in Government Notice R. 1634, dated 24 September 1971; (17)
(26) Ice-cream Manufacturing Industry as defined in Government Notice R. 710, dated 8 May 1970; (34)
(27) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils, or Fats as defined in Government Notice R. 517, dated 5 April 1973; (33)
(28) Iron, Steel Engineering and Metallurgical Industry as defined in Government Notice R. 1152, dated 2 June 1978; (60)
(29) Knitting Industry; (7)
(30) Lead Acid Batteries Manufacturing Industry; (25)
(31) Leather Industry as defined in Government Notice R. 1213, dated 16 June 1978; (23)
(32) Liquid Fuel and Oil Trade as defined in Government Notice R. 1829, dated 5 October 1973; (55)

3. Vasgestelde gebied:
Die vasgestelde gebied van die Emthonjeni-Openbare Indiënsopleidingscentrum is die gebied van die Kaap-Middellandse Administrasieraad.

4. Nywerhede ten opsigte waarvan opleiding verskaf word:
(1) Asbestomprodukte-nywerheid; (1)
(2) Bak- en Banket-nywerheid soos omskryf in Gewermentskennisgewing R. 603 van 14 April 1972; (3)
(3) Bedryf vir die maat of verpakking van sout; (54)
(4) Beskuit-nywerheid soos omskryf in Gewermentskennisgewing R. 1988 van 24 Oktober 1975; (5)
(5) Boreel- en Besnywerheid soos omskryf in Gewermentskennisgewing R. 567 van 7 April 1972; (7)
(6) Bouny-nywerheid; (8)
(7) Breny-nywerheid; (29)
(8) Bruyniwerheid; (6)
(9) Butchand- en Rubbery-nywerheid soos omskryf in Gewermentskennisgewing R. 391 van 14 Junie 1974; (55)
(10) Chemieklei-nywerheid; (13)
(11) Drankvervaardigingsnywerheid soos omskryf in Gewermentskennisgewing R. 354 van 8 Maart 1974; (33)
(12) Druk- en Nuusblandering-nywerheid soos omskryf in Gewermentskennisgewing R. 2596 van 30 Desemper 1977; (43)
(13) Elektroteknieuse Nywerheid; (18)
(14) Glas- en Glassware-nywerheid soos omskryf in Gewermentskennisgewing R. 1907 van 29 Junie 1973; (23)
(15) Handelsondernemings wat Swartes in diens het om werk te verryg wat vermeld word in die omskrywings van "winkel" en "kantoor" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (16)
(16) Hoedniwerheid; (35)
(17) Hotel- en Drankbedryf soos omskryf in Gewermentskennisgewing R. 1634 van 24 September 1971; (25)
(18) Houtverwerkings-nywerheid soos omskryf in Gewermentskennisgewing R. 2056 van 15 Desemper 1967; (58)
(19) Kamoskietstieniwerheid; (60)
(20) Keramiek-nywerheid; (12)
(21) Klipvergouings-nywerheid soos omskryf in Gewermentskennisgewing R. 577 van 13 April 1973; (49)
(22) Kapersie Distibusiebedryf soos omskryf in Gewermentskennisgewing R. 1829 van 5 Oktober 1973; (15)
(23) Leer-nywerheid soos omskryf in Gewermentskennisgewing R. 1213 van 16 Junie 1978; (31)
(24) Lekkerbedryf-nywerheid soos omskryf in Gewermentskennisgewing R. 628 van 24 April 1970; (50)
(25) Loods- en Batterijvervaardigingsbedryf; (50)
(26) Maaltjiens-nywerheid soos omskryf in Gewermentskennisgewing R. 3554 van 17 Oktober 1969; (36)
(27) Mandelaard- en Vermaak-nywerheid; (4)
(28) Meubel-nywerheid soos omskryf in Gewermentskennisgewing R. 969 van 11 Junie 1976; (22)
(29) Mineralwater-nywerheid soos omskryf in Gewermentskennisgewing R. 1224 van 13 Julie 1973; (37)
(30) Monumentcliënte-nywerheid; (38)
(31) Motorraadbedryf soos omskryf in Gewermentskennisgewing R. 1829 van 5 Oktober 1973; (39)
(32) Naturyniwerheid soos omskryf in Gewermentskennisgewing R. 1034 van 17 Junie 1977; (40)
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DEPARTMENT OF EDUCATION AND TRAINING

No R. 2675 30 November 1979

THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

WAALWOO PUBLIC IN-SERVICE TRAINING CENTRE, PRETORIA.—REPEAL OF GOVERNMENT NOTICE


F. HARTZENBERG, Minister of Education and Training.

Note: The date 6-75 indicates the year and month.

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DEPARTEMENT VAN ONDERWYS EN OPLEIDING

No R. 2675 30 November 1979

DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

WAALWOO- OPENBARE INDIENSOPLEIDINGENSENTRIUM, PRETORIA.—INTREKKING VAN GOEWELENTSKENNISGELING

E. Hartzenberg, Minister van Onderwys en Opleiding, trek hierby kragtens artikel 14 (4) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), Goewermentskennisgewing 1291 van 1 Julie 1977 in.

F. HARTZENBERG, Minister van Onderwys en Opleiding.
THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

NOTICE OF INTENTION TO IMPOSE A LEVY IN AID OF THE WALTLOO PUBLIC IN-SERVICE TRAINING CENTRE, PRETORIA.

The Minister of Education and Training intends, in terms of section 14 (2) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 20c per month per Black employee on all employers engaged in the industries listed below in respect of which training is provided at the said Centre, in the fixed area of the Waltloo Public In-service Training Centre at Pretoria, namely the area of the Central Transvaal Administration Board, which includes the Magisterial Districts of Pretoria, Brits and Rustenburg.


No. R. 2676
30 November 1979

DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

KENNISGEWING VAN VOORNEME OM 'N HETTING TEN BEHOOR TE VAN DIE WALTLOO-OPENBARE INDIENSOPLEIDINGSENTRUM, PRETORIA, OP TE LE..

Die Minister van Onderwys en Opleiding is van voorneme om in gevolge artikel 14 (2) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), 'n hettig van 20c per maand per Swart werkneem van alle werkgevers te haf wat betrekke is op die werkgeheer hieronder genoem op die opleiding van genees deelname aan die WALTLOO -OPENBARE INDIENSOPLEIDINGSENTRUM te Pretoria, naamlik die gezone van die Administrasiedesal van Sentraal-Transvaal wat die landdostedistrikte Pretoria, Brit en Rustenburg insluit.


No. R. 2676
30 November 1979
(2) Building and/or Monumental Masonry Industry as defined in Government Notice R. 1956 of 17 October 1975; (4)

(3) Canvas Goods and Allied Products Industry; (27)

(4) Cement Manufacturing Industry as defined in Government Notice R. 620 of 11 April 1974; (28)

(5) Cement Products Industry as defined in Government Notice R. 1977 of 3 November 1972; (29)

(6) Ceramics Industry as defined in Government Notice R. 2017 of 10 November 1972; (11)

(7) Chemical and Allied Products Industry; (3)

(8) Chemical Manufacturing Industry as defined in Government Notice R. 305 of 4 March 1977; (2)

(9) Civil Engineering Industry as defined in Government Notice R. 924 of 5 May 1978 (including the Roadmaking Industry); (30)

(10) Coal Trade as defined in Government Notice R. 656 of 21 April 1972; (31)

(11) Cold Storage, Bacon Curing and Small Goods Manufacturing Industry as defined in Government Notice R. 1580 of 3 September 1976; (13)

(12) Commercial Distributive Trade as defined in Government Notice R. 1829 of 5 October 1973; (14)

(13) Condensed Milk and other Milk Products Industry as defined in Government Notice R. 2302 of 11 November 1977; (15)

(14) Dairy Industry as defined in Government Notice R. 2298 of 4 December 1971; (32)

(15) Edible Nuts and Snacks Industry as defined in Government Notice R. 266 of 16 February 1979; (7)

(16) Electrical Contracting Industry or Industry as defined in Government Notice R. 2325 of 12 December 1975; (8)

(17) Food Industry as defined in Government Notice R. 1580 of 20 July 1979; (36)

(18) Furniture Manufacturing Industry or Industry as defined in Government Notice R. 1518 of 8 August 1975; (20)

(19) Glass and Glassware Manufacturing Industry or Industry as defined in Government Notice R. 1097 of 29 June 1973; (9)

(20) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793 of 18 May 1973; (33)

(21) Ice-cream Manufacturing Industry as defined in Government Notice R. 710 of 8 May 1970; (23)

(22) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats as defined in Government Notice R. 517 of 5 April 1973; (24)

(23) Liquor Manufacturing Industry as defined in Government Notice R. 354 of 8 March 1974; (5)

(24) Meat Trade as defined in Government Notice R. 1578 of 3 September 1976; (37)

(25) Metal Containers and Allied Products Industry; (19)

(26) Milling Industry as defined in Government Notice R. 3554 of 17 October 1969; (18)

(2) Chemikaliëenhyerweid soos omskryf in Goewermentskennisgewing R. 305 van 4 Maart 1977; (8)

(3) Chemiese en Verwante Produktenhyerweid; (7)

(4) Die Bou- en/of Monumentlikpenseleryerweid soos omskryf in Goewermentskennisgewing R. 1956 van 17 Oktober 1975; (2)

(5) Drankvervaardigingshyerweid soos omskryf in Goewermentskennisgewing R. 354 van 8 Maart 1974; (23)

(6) Druk- en Nuusbladnyerweid soos omskryf in Goewermentskennisgewing R. 2596 van 30 Desember 1977; (30)

(7) Eebare Nute- en Versnaperingsnyerweid soos omskryf in Goewermentskennisgewing R. 266 van 16 Februarie 1979; (15)

(8) Elektrotegniese Aannemingsnyerweid of Nyerweid soos omskryf in Goewermentskennisgewing R. 2325 van 12 Desember 1975; (16)

(9) Glas- en Glaswarennyerweid of Nyerweid soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (19)

(10) Houtverwerkingsnyerweid soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (37)

(11) Keramiekyerweid soos omskryf in Goewermentskennisgewing R. 2017 van 10 November 1972; (6)

(12) Klipvergruisingsnyerweid soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (33)

(13) Koelkamer-, Spekbereiding- en Kleingooderweid soos omskryf in Goewermentskennisgewing R. 1580 van 3 September 1976; (11)

(14) Kommerciële Distribubiebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (12)

(15) Kouensmelk- en Ander Melkproduktenerweid soos omskryf in Goewermentskennisgewing R. 2302 van 11 November 1977; (13)

(16) Laaghoutnyerweid soos omskryf in Goewermentskennisgewing R. 2178 van 3 November 1978; (29)

(17) Lekkergoednyerweid soos omskryf in Goewermentskennisgewing R. 1988 van 13 November 1970; (34)

(18) Maaltyerweid soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (26)

(19) Metaalhouer- en Aanverwante Produktenryerweid; (25)

(20) Meubelsnyerweid of Nyerweid soos omskryf in Goewermentskennisgewing R. 1518 van 8 Augustus 1975; (18)

(21) Mineraalwaternyerweid soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (27)

(22) Motorenwyerweid of Nyerweid soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (28)

(23) Nyerweid vir die Vervaardiging van Roomys soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (21)

(24) Nyerweid vir die Vervaardiging van Seep, Kerse, Suikersmiddels, Eebare Olies of Vette soos omskryf in Goewermentskennisgewing R. 517 van 5 April 1973; (22)

(25) Pulp- en Papieryerweid of Nyerweid soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (31)

(26) Rubber- en Rubberprodukteenwyerweid soos omskryf in Goewermentskennisgewing R. 588 van 15 April 1977; (32)
(27) Mineral Water Manufacturing Industry as defined in Government Notice R. 1224 of 13 July 1973; (21)
(28) Motor Industry or Industry as defined in Government Notice R. 1039 of 17 June 1977; (22)
(29) Plywood Industry as defined in Government Notice R. 2178 of 3 November 1978; (16)
(30) Printing and Newspaper Industry as defined in Government Notice R. 2596 of 30 December 1977;
(6)
(31) Pulp and Paper Manufacturing Industry or Industry as defined in Government Notice R. 435 of 10 March 1978; (25)
(32) Rubber and Rubber Products Manufacturing Industry as defined in Government Notice R. 588 of 15 April 1977; (26)
(33) Stonecrushing Industry as defined in Government Notice R. 577 of 13 April 1973; (12)
(34) Sweet Manufacturing Industry as defined in Government Notice R. 1988 of 13 November 1970; (17)
(35) Tobacco Manufacturing Industry or Industry as defined in Government Notice R. 2320 of 24 November 1978; (34)
(36) Transport Undertaking (Goods) as defined in Government Notice R. 1752 of 27 September 1968; (35)
(37) Woodworking Industry as defined in Government Notice R. 2006 of 15 December 1967. (10)

Employers in the above-mentioned area who are engaged in the industries listed in (1) to (37) are requested to submit representations with regard to the said levy within two months of the date of publication of this notice, to the Chairman of the Co-ordinating Council for In-Service Training of Black Employees, Private Bag X212, Pretoria, 0001.

(27) Seilduckgoedere- en Verwante Produktenwyserheid; (3)
(28) Sementwyserheid soos omskryf in Goewermentskennisgewing R. 620 van 11 April 1974; (4)
(29) Sementwyserheid soos omskryf in Goewermentskennisgewing R. 1977 van 3 November 1972; (5)
(30) Sitiewe Ingenieurswyserheid soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978
net inbegrip van die Padmaakwyserheid; (9)
(31) Steenkoolbedryf soos omskryf in Goewermentskennisgewing R. 656 van 21 April 1972; (10)
(32) Suiwelswyserheid soos omskryf in Goewermentskennisgewing R. 2298 van 24 December 1971; (14)
(33) Swartkies- en Verwante Produktenwyserheid soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (20)
(34) Tabakwyserheid of Nywerheid soos omskryf in Goewermentskennisgewing R. 2320 van 24 November 1978; (35)
(35) Vervoersonderneming (Goedere) soos omskryf in Goewermentskennisgewing R. 1752 van 27 September 1968; (36)
(36) Voedselwyserheid soos omskryf in Goewermentskennisgewing R. 1580 van 20 Julie 1979; (17)
(37) Vleisbedryf soos omskryf in Goewermentskennisgewing R. 1578 van 3 September 1976. (24)

Werkgewers wat in die gebied hierbo genoem, betrokke is in die nywerhede in (1) tot (37) genoem, word verskyn om binne twee maande vanaf die datum van publikasie van hierdie kennisgewing vertoe oor die bedoelde heffing te rig aan die Voorstitter van die Koördinerende Raad vir Indiënsopleiding van Swart Werknemers, Privaatsak X212, Pretoria, 0001.
No. R. 2677 30 November 1979
OPLIETING, BETALING EN INVORDERING VAN ’N HEFFING TEN BEHOEVE VAN DIE EMTHONI-JENI-OPENBARE INDIENSOPLEIDINGSENTRUM, PORT ELIZABETH, KRAGTENS DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEEMERS, 1976 (WET 86 VAN 1976)

Ek, Ferdinand Hartzenberg, Minister van Onderwys en Opleiding—

(a) handelende kragtens artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), lê hierby, op verskyn van die beheerliksraad van die Emthonjeni-Openbare Indiensopleidingsentrum, Port Elizabeth, en na oorlegpleging met die Koördinerende Raad vir Indiensopleiding van Swart Werknemers, die volgende heffing op wat betaalbaar is ooreenkoms- tot die bepaling wat in die Bylae hiervan vervat is; en

(b) handelende kragtens artikel 15 (2) van die voor- melde Wet, mag dit hierby die Kaap-Middellandse Administrasieraad om genoemde heffing namens die beheerliksraad van die Emthonjeni-Openbare Indiensopleidingsentrum in te vorder.

F. HARTZENBERG, Minister van Onderwys en Opleiding.

BYLAE

1. Bedrag en grondslag van heffing:
10c per Swart werknemer per maand.

2. Datum waarop heffing betaalbaar word:
1 December 1979.
3. Fixed area:
The fixed area of the Emonhjeni Public In-service Training Centre is the area of the Cape Midlands Administration Board.

4. Industries in respect of which training is provided:
   (1) Asbestos Cement Products Industry; (1)
   (2) Automobile Manufacturing Industry as defined in Government Notice R. 1557, dated 31 August 1973; (36)
   (3) Baking and Confectionery Industry as defined in Government Notice R. 603, dated 14 April 1972; (2)
   (4) Basketware Manufacturing Industry; (27)
   (5) Biscuit Manufacturing Industry as defined in Government Notice R. 1998, dated 24 October 1975; (4)
   (6) Brewing Industry; (8)
   (7) Brush and Broom Manufacturing Industry as defined in Government Notice R. 567, dated 7 April 1972; (5)
   (8) Building Industry; (6)
   (9) Canvas Goods and Allied Products Industry as defined in Government Notice R. 1575, dated 1 September 1972; (42)
   (10) Cement Manufacturing Industry as defined in Government Notice R. 620, dated 11 April 1974; (43)
   (11) Cement Products Industry; (44)
   (12) Ceramics Industry; (20)
   (13) Chemical Industry; (10)
   (14) Civil Engineering Industry as defined in Government Notice R. 924, dated 3 May 1978; (45)
   (15) Commercial Distributive Trade as defined in Government Notice R. 1829, dated 5 October 1973; (22)
   (16) Commercial undertakings which have blacks in their employ to perform work mentioned in the definitions of “shop” and “office” in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (15)
   (17) Diary Industry as defined in Government Notice R. 2298, dated 24 December 1971; (48)
   (18) Electrical Industry; (13)
   (19) Food Industry as defined in Government Notice R. 3106, dated 15 August 1969; (56)
   (20) Footwear Industry; (46)
   (21) Fruit and Vegetable Canning Industry; (57)
   (22) Furniture Manufacturing Industry as defined in Government Notice R. 969, dated 11 June 1976; (28)
   (23) Glass and Glassware Manufacturing Industry as defined in Government Notice R. 1097, dated 29 June 1973; (14)
   (24) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793, dated 18 May 1973; (49)
   (25) Hotel and Liquor Trade as defined in Government Notice R. 1634, dated 24 September 1971; (17)
   (26) Ice-cream Manufacturing Industry as defined in Government Notice R. 710, dated 8 May 1970; (34)
   (27) Industry for the manufacture of Soap, Candles, Detergents, Edible Oils or Fats as defined in Government Notice R. 517, dated 5 April 1973; (35)
   (28) Iron, Steel, Engineering and Metallurgical Industry as defined in Government Notice R. 1112, dated 2 June 1978; (60)
   (29) Knitting Industry; (7)
   (30) Lead Acid Batteries Manufacturing Industry; (25)
   (31) Leather Industry as defined in Government Notice R. 1213, dated 16 June 1978; (23)
   (32) Liquid Fuel and Oil Trade as defined in Government Notice R. 1829, dated 5 October 1973; (55)

3. Vasgestelde gebied:
Die vasgestelde gebied van die Emonhjeni- Openbare Indienopleidingscentrum is die gebied van die Kaap-Middellandse Administrasieraad.

4. Nywerhede ten opsigte waarvan opleiding verskaf word:
   (1) Asbestsproduktensnywerheid; (1)
   (2) Bak- en Banketnywerheid soos omskryf in Goewermentskennisgewing R. 603 van 14 April 1972; (3)
   (3) Bedryf vir die maal of verpakking van sout; (54)
   (4) Baskuitnywerheid soos omskryf in Goewermentskennisgewing R. 1998 van 24 Oktober 1975; (5)
   (5) Borse- en Besnywerheid soos omskryf in Goewermentskennisgewing R. 567 van 7 April 1972; (7)
   (6) Bounnywerheid; (8)
   (7) Breinwywerheid, (29)
   (8) Bronwywerheid; (6)
   (9) Buiteband- en Rubberywerheid soos omskryf in Goewermentskennisgewing R. 991 van 14 Junie 1974; (55)
   (10) Chemikaliewywerheid; (13)
   (11) Drankvervaardigingsnywerheid soos omskryf in Goewermentskennisgewing R. 354 van 8 Maart 1974; (33)
   (12) Druk- en Nuusbladnywerheid soos omskryf in Goewermentskennisgewing R. 2596 van 30 Desember 1977; (43)
   (13) Elektroengines nr. Wywerheid; (18)
   (14) Glas- en Glasswarenywerheid soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (23)
   (15) Handelsondernemings wat Swartes in diens het om werk te verrig wat vermeld word in die omskrywings van "winkel" en "kantoortjie" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (16)
   (16) Hoedenvywerheid; (35)
   (17) Hotel- en Drankbedryf soos omskryf in Goewermentskennisgewing R. 1634 van 24 September 1971; (25)
   (18) Houtverwerkingsnywerheid soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (58)
   (19) Kamsnuitkoekienwywerheid; (60)
   (20) Keramiekenwywerheid; (12)
   (21) Klipvergruttingsnywerheid soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (49)
   (22) Kommersiële Distribusiebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (15)
   (23) Leernwywerheid soos omskryf in Goewermentskennisgewing R. 1213 van 16 Junie 1978; (31)
   (24) Lekkerbrodnywerheid soos omskryf in Goewermentskennisgewing R. 628 van 24 April 1970; (50)
   (25) Locademiebewaarstelselnywerheid; (30)
   (26) Maalbouwywerheid soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (36)
   (27) Mandiebewaarstelselnywerheid; (4)
   (28) Meubelnywerheid soos omskryf in Goewermentskennisgewing R. 969 van 11 Junie 1976; (22)
   (29) Mineralwaterwywerheid soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (37)
   (30) Monumentetskennisgewing; (38)
   (31) Motorsargewerksbedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (39)
   (32) Motorwywerheid soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (40)
(33) Liquor Manufacturing Industry as defined in Government Notice R. 354, dated 8 March 1974; (11)
(34) Meat Trade; (54)
(35) Millinery Industry; (16)
(36) Milling Industry as defined in Government Notice R. 3554, dated 17 October 1969; (26)
(37) Mineral Water Manufacturing Industry as defined in Government Notice R. 1224, dated 13 July 1973; (29)
(38) Monumental Masonry Industry; (30)
(39) Motor Garage Trade as defined in Government Notice R. 1829, dated 5 October 1973; (31)
(40) Motor Industry as defined in Government Notice R. 1039, dated 17 June 1977; (32)
(41) Motor Transport Undertaking (Goods) as defined in Government Notice R. 676, dated 11 April 1975; (33)
(42) Pet Foods Industry; (53)
(43) Printing and Newspaper Industry as defined in Government Notice R. 2596, dated 30 December 1977; (12)
(44) Private Hotel and Boarding-house Trade as defined in Government Notice R. 1140, dated 13 June 1975; (39)
(45) Pulp and Paper Manufacturing Industry as defined in Government Notice R. 425, dated 10 March 1978; (40)
(46) Road Passenger Transport Industry as defined in Government Notice R. 1983, dated 26 October 1973; (38)
(47) Rubber and Rubber Products Manufacturing Industry as defined in Government Notice R. 588, dated 15 April 1977; (41)
(48) Stevedoring Trade as defined in Government Notice R. 2311, dated 15 December 1972; (47)
(49) Stonecrushing Industry as defined in Government Notice R. 577, dated 13 April 1973; (21)
(50) Sweet Manufacturing Industry as defined in Government Notice R. 628, dated 24 April 1970; (24)
(51) Tea, Coffee and Chicory Industry as defined in Government Notice R. 51, dated 10 January 1969; (50)
(52) Textile Manufacturing Industry; (51)
(53) Timber Trade as defined in Government Notice R. 1829, dated 5 October 1973; (52)
(54) Trade for the grinding and packing of salt; (3)
(55) Tyre and Rubber Manufacturing Industry as defined in Government Notice R. 991, dated 14 June 1974; (9)
(56) Undertakings dealing in scrap metal; (37)
(57) Watch Patrol Services as defined in Government Notice R. 3403, dated 26 September 1969; (58)
(58) Woodworking Industry as defined in Government Notice R. 2006, dated 15 December 1967; (18)
(59) Wool, Mohair, Hides and Skins Trade; (59)
(60) Worsted Textile Manufacturing Industry; (19)
(33) Motorvervoeronderneming (Goedere) soos om- skryf in Goewermentskennisgewing R. 676 van 11 April 1975; (41)
(34) Nywerheid vir die Vervaardiging van Roomyss soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (26)
(35) Nywerheid vir die Vervaardiging van Seep, Kerse, Suikeringsmiddels, Eetbare Olies of Vette soos omskryf in Goewermentskennisgewing R. 517 van 5 April 1973; (27)
(36) Automobielnywerheid soos omskryf in Goewermentskennisgewing R. 1557 van 31 Augustus 1973; (2)
(37) Ondernemings wat handel drywe in ou metaal; (56)
(38) Padpassasiersvervoerbedryf soos omskryf in Goewermentskennisgewing R. 893 van 26 Oktober 1973; (46)
(39) Privaatgastel- en Losieshuisbedryf soos omskryf in Goewermentskennisgewing R. 1140 van 13 Julie 1975; (44)
(40) Pulp- en Papiernywerheid soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (45)
(41) Rubber- en Rubberprodukenywerheid soos om- skryf in Goewermentskennisgewing R. 588 van 15 April 1977; (47)
(42) Seildoekgoedere- en Verwante Produktenywer- heid soos omskryf in Goewermentskennisgewing R. 1575 van 1 September 1972; (9)
(43) Sementenwywerheid soos omskryf in Goewer- mentskennisgewing R. 620 van 11 April 1974; (10)
(44) Sementenprodukenywerheid; (11)
(45) Siviele Ingenieursnywerheid soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978; (14)
(46) Skoeldiywywerheid; (20)
(47) Stuwadoorsbedryf soos omskryf in Goewer- mentskennisgewing R. 2311 van 15 Desember 1972; (48)
(48) Suveldlywywerheid soos omskryf in Goewer- mentskennisgewing R. 2298 van 24 Desember 1971; (17)
(49) Swaarklei- en Verwante Produktenywerheid soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (24)
(50) Tec-, Koffie- en Sigaretenywerheid soos omskryf in Goewermentskennisgewing R. 51 van 10 Januarie 1969; (51)
(51) Tekstielnywerheid; (52)
(52) Timmerhoutbedryf soos omskryf in Goewer- mentskennisgewing R. 1829 van 5 Oktober 1973; (53)
(53) Troeteldiervoedselbedryf; (42)
(54) Vleisbedryf; (34)
(55) Vleesboulike Brandstof- en Oliebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (32)
(56) Vleisbedryf soos omskryf in Goewermentskennisgewing R. 3106 van 15 Augustus 1969; (19)
(57) Vrugte-en groente-inmaaknywerheid; (21)
(58) Wagpatrolliedienste soos omskryf in Goewer- mentskennisgewing R. 3403 van 26 September 1969; (57)
(59) Wol-, Angora- en, Huid- en Velbedryf; (59)
(60) Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in Goewermentskennisgewing R. 1112 van 2 June 1978; (28)
5. By whom levy is payable:

Except for the exemptions referred to in paragraph 6, the levy is payable by all employers of Black employees in the fixed area referred to in paragraph 3, engaged in the industries referred to in paragraph 4.

6. Exemption from the obligation to pay the levy:

The following categories of employers are exempted from the obligation to pay the levy:

(a) Employers who are members of the Federation of Building Industries (South Africa);
(b) employers who contribute to the training fund of the Civil Engineering Industry Training Board;
(c) employers who contribute to the Business Equipment Association of South Africa.

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5. Deur wie heffing betaalbaar is:

Behoudens die vyrosteling vermeld in paragraaf 6, is die heffing betaalbaar deur alle werkgewers van Swart werknemers wat in die vastgestelde gebied vermeld in paragraaf 3, betrokke is in die nywerhede vermeld in paragraaf 4.

6. Vyrosteling van die verpligting om die heffing te betaal:

Die volgende kategorieë werkgewers word vrygestel van die verpligting om die heffing te betaal:

(a) Werkgewers wat lede is van die Federasie van Bouwyeerhede (Suid-Afrika);
(b) werkgewers wat bydra tot die opleidingsfonds van die "Civil Engineering Industry Training Board";
(c) werkgewers wat bydra tot die "Business Equipment Association of South Africa".
LET'S LOOK BACK AT A

IT IS now a year since POST's Job Watch column started, which makes it a time to look back...

In his Amplified Guidelines to South African Statement of Principles, Rev Leon H Sullivan states: "It is intended that the activity associated with the principles will be of massive proportions and will promote programmes which can have a significant impact on improving the living conditions and quality of life for the non-white population, and will be a major contributory factor to the ending of apartheid."

One of the very first companies we visited in November last year was Ford Motor Company in Port Elizabeth. Events there exactly a year later exploded the myth that the codes can contribute to the dismantling of apartheid.

When we visited the company, it appeared to be implementing the code — it was training blacks for senior positions, it had black graduate trainees for very senior positions, it trained African apprentices (although calling them trainees because of the law), it was paying a minimum of 95c an hour when the then Industrial Council agreement laid down 77c an hour, it recognised the African trade union, the United Automobile, Rubber and Allied Workers' and it had integrated facilities.

Ford was proving that the codes work... until the bubble burst. The whites complained that blacks were abusing the integrated facilities and blacks retaliated by complaining about the white workers. It is now back to traditional South African attitudes.

What went wrong?

At the other extreme were companies that went on as if the EEC code was never penned. We found a company, Alfa Romeo, paying a minimum of 95c an hour, which worked out at R93.61 a month.

The personnel manager, Mr. D. J. van Tonder, told us this minimum compares well with that of other manufacturers.

Our Job Watch investigations are a year old this month.

POST Labour Correspondent, Joe Tholoj, looks back at a year of Job Watch in this article. The series will continue this and the coming year.

Throughout our interview with him, he called blacks natives — reminiscent of old imperialist tones.

At the plant were signs — "Bantu Toilets" or "Bantu Personnel Officer." Mr. van Tonder told us these were old signs, but the workers we spoke to told us that apartheid was alive and kicking at Alfa.

In the past year we have been to 40 multi-national companies — subscribing to either the Sullivan Principles or the EEC code for European companies with interests in South Africa.

The picture that has emerged is that of a pyramid, with the European companies at the base and the American companies that subscribe to the Sullivan Principles at the pinnacle.

This was to be expected: The Sullivan Principles are voluntary, and usually it is the companies that think they match up to them who subscribe. The European code was drawn up by the nine governments in the European community and most companies resent this "imposition."

GKN SA's chairman, Mr. R. P. M. Holliday, told us that his company had two major objections to the EEC code: The EEC code encourages trade unions and racially divisive unions and the code is unrealistic in specifying wages that companies should pay.

Although most British companies fall behind the American companies, they are not as bad as the European companies.

When POST's assistant editor, Mr. Joe Latamoko, visited Britain earlier this year, he found that British companies were better because they feel other governments do not play their part in implementing the code.

Some companies felt that the release of details of their activities in South Africa could be used to their competitive disadvantage.

The Job Watch team has come across the same problem here, ranging from companies refusing to talk to us to companies refusing to detail that can help one measure the amount of progress.

The latest to refuse with such details was Coca-Cola, who would not say how many blacks are in each grade.

UPWARD MOVEMENT

The areas we were particularly interested in were: the training and upward movement of blacks to skilled and managerial positions; negotiating machinery; parity and the movement to integration.

We found lots of training — but mostly in areas that do not prepare workers for senior positions. Invariably the excuse would be that there are no suitable people to train for the senior jobs. Black education was blamed.

The upward movement that does take place is not because of any belief in "the ending of apartheid", but because of the shortage and upward movement of whites.

Most companies told us they would recognise any black trade union that was representative of the majority of their workers. They said they had told their workers about their attitude to trade unions. But again, invariably, they have liaison committees, which have been condemned by trade unionists over the years.

But the irony was that companies that said they would prefer integrated unions were not now having liaison committees, which are for Africans only. One such company was CDA, the manufacturers of Mercedes Benz cars.
representations to every member of the company to whom a notice is sent, whether such notice is sent before or after receipt of the representations by the company.

representations is not sent as aforesaid because it was received by the director concerned may (without prejudice to his right to require that the representations be read at the meeting).

representations shall be sent out and the representations need not be paid in whole or in part by the director concerned, party to the application.

shall be construed as depriving a person removed therefrom which may be payable to him in respect of the termination or of any appointment terminating with that of director or to remove a director which may exist apart from this

in Directors, their Powers and Certain Acts

of directors to issue share capital.—(1) Notwithstanding the closure of any or any other director's power to do so, the directors of a company shall not be the whole of the company, or that such general

meeting may be in the form of a general authority to the directors, or may be given in the form of a general authority to the directors, or in respect of any particular allotment or issue of shares.

any company who knowingly takes part in the allotment or issue subsection (1), shall be liable to compensate the company for any loss, damages or costs shall be commenced after the date of the allotment or issue.

shares and debentures to directors.—(1) No provision in any resolution of a company authorizing the directors to allot or to control the exercise of any shares or any debenture convertible into shares of the company at the company or his nominee, or to any body corporate which is a director of the company, or the exercise of any such shares or debentures under his name or in the name of any such body corporate unless—

that or issue has prior to the allotment or issue been by the company in general meeting; or
Skills the key for coloured unions

POVERTY and exploitation, generated by a lack of skills and job opportunities, form the major social problems in the coloured community, according to the secretary of the Motor Industry Combined Workers Union, Mr Ronnie Webb.

Mr Webb was speaking at the merit awards ceremony at the Training Centre for artisans in Bellville, where 33 artisans received diplomas.

A SHORTAGE
He said that in spite of various unemployment, industry suffered a shortage of skilled workers. It was obvious that for sound economic growth the entire potential skilled work force be utilised.

He said there was a great shortage of training facilities for coloured artisans, and he called on the authorities to establish training centres in Johannesburg.

MAIN ISSUES
To achieve economic growth it was essential that education and training, which were fundamental to the better utilisation of manpower resources, be identified as the main issues deserving attention.

He said a high rate of economic growth was the key to full employment, job security, higher living standards for all, and a solution to social inequality.

[Additional text not visible in the image]
Employers get bonus to train workers

By Sieg Hannig, Labour Reporter

Employers can expect to save millions of rands in the coming year because of new tax concessions for in-service training which will be implemented shortly.

Companies will be able to recover 92c out of every R1 spent on basic training schemes approved by the authorities. The money will be refunded by the Receiver of Revenue by way of a double deduction of the costs approved.

For example, with the training expenditure of about R3,000 on a three-year apprenticeship, the actual cost to the employer will be only R240.

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

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

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

At the current rate of company tax the Receiver will refund 92c out of every R1 spent on approved training — including the salaries of instructors and trainees as well as the cost of training premises, equipment and material.

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

Only 28

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

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

Mr. van Noordwijk confirmed that apprenticeship training would qualify for the tax concessions, but said his board would concentrate on other types of training for non-blacks.

The Apprenticeship Board would continue to look after apprentice training, while in-service training for blacks was still being administered by the Department of Education and Training.
Firms to get boost from training

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

Companies will be able to recover 62% of the cost of training in schemes approved by the authorities.

The move will be welcomed by the Exporter's Revenue by way of a deduction of the cost of training in schemes approved by the authorities.

The waiver of the training expenditure of about R15,000 per employee per scheme is expected to bring cost savings of about R150 per employee per scheme.

The 'Windsor Training Board' will take over the work of the In-Service Training Board from 1979 to 1981.

One of its tasks will be to set up procedures for the approval of schemes which will ensure that the benefits of tax concessions for in-service training are extended to all firms.

SPIRIT PRODUCTION

To preserve cork塞 wine, or dry meat,惠民, in a bottle with a thin film of oil. Close the cork tightly, with a cap or cake of wos, and roll it up with a damp cloth dipped in oil. Then roll it up in a bag, and it will remain good indefinitely.

To remove 100% of cork seal with a damp cloth dipped in oil. Then roll it up in a bag, and it will remain good indefinitely.

This will make the wine sparkling bright.

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THE Secretary for Manpower Utilisation, Mr E A Cilliers, has announced that the next course for white men wanting to train as artisans would start in May next year.

The course is being offered by the department in collaboration with the Department of National Education.

Training is offered as: carpenter and joiner, electrician/electrical wireman, electronics mechanic, fitter and turner, motor/diesel mechanic, panelbeater and spraypainter, plater and boilermaker, and plumber.

The training period is three years, of which the first year is devoted to intensive training at the training centre at Westlake, Cape Town. (30/6/79)

During this period a weekly allowance, which varies from R20 to R50 according to the number of dependants, is paid to trainees.

Prospective trainees must be at least 21 years of age, in possession of at least a Standard 5 pass for the electrician/electrical wiremen and electronics mechanics and at least a Standard 6 certificate for the other trades.

Particulars may be obtained from the nearest office of the Department of Manpower Utilisation. Applications for the 1980 course should be submitted before the end of January. — Sapa.
A glimmer of light on a very dark horizon

A REPORT in a Johannesburg newspaper this week suggests that for perhaps the first time in many, many months there is a glimmer of light on the dark South African horizon.

It revealed that employers are to be encouraged, through massive Government tax concessions, to train more workers of all races.

What it means is that companies will be able to claim back from the Receiver of Revenue 60c out of every R1 they spend on training. So a three-year apprenticeship, for example, which could cost in the region of R3000, would only cost R240 under this scheme.

It has already been predicted that these concessions will start an upsurge in training of workers in the new year, and will allow for greatly accelerated black advancement.

But perhaps more important of all is that they could have some noticeable effect on the current unemployment situation.

As unemployment has gradually increased in recent years, employers have continually maintained that because they have to remain acutely aware of economic factors, they dare not create more jobs than they need, otherwise they would soon find themselves in financial trouble and perhaps even out of business altogether.

If this happens to too many companies, the unemployment situation would obviously only be worsened as would the state of the economy generally.

Therefore, they believed that on their own — they could not significantly reduce unemployment.

Now they are no longer on their own.

Although these new concessions are not likely to change their practical economic attitude towards employment practices, nor reduce overnight the high unemployment rate, it will make it financially “safe” for them to train more people from within their organisation for better jobs.

It is widely known that there is an acute shortage of skilled workers in almost every sector, meaning that positions would not have to be “created” in order to absorb a sudden surge in trained manpower.

Once this begins to happen, vacancies will be created among the less-skilled job categories, creating a need to employ more people from outside to fill them.

This will have, certainly in the initial stages, only a slight effect on South Africa’s unemployment problem. But it will be a start.

The unemployment rate will only be seen to reduce as and when the economy begins to really move — something which has been predicted for the 1980s. The new employee-training tax concessions have been described as possibly a significant contributory factor to that.

More than that, these concessions are a concrete commitment to meaningful labour peace. They have opened the way for more jobs in 1980 and thus have offered hope for many thousands of families. It is now up to the private sector to actually make use of the opportunity.

There will no doubt be criticism of the suspected motives behind the granting of the concessions, as well as of the motives of those who benefit from them. In our current political climate, this will be inevitable.

There can be no doubt that the political heart of southern Africa is firmly in the grip of certain moral ideologies. But emotionalism on its own has never proved to be any guarantee of security in the future.

It is all very well responding to the call of a popular cause, but unless the economic realities of the age are kept firmly in view, years of poverty, degradation and humiliation wait to take their toll.

This is the bitter lesson so many countries in Africa have already had to learn. A realistic policy on its own is insufficient for creating the foundation of a new country. It has to be based firmly on, and often has to take second place to, an economic policy.

Schemes such as the new tax concessions require widespread support, from everyone at every level of the economy. Then it will be that much easier encouraging the authorities to do even more, something so vital if this country is to avoid having to resolve its differences on the battlefield.
AIESEC aims to boost training

By Stephen Suckley

AIESEC has made a plea for more companies to take an interest in its vacation employment scheme, which is primarily aimed at the placement of undergraduate blacks for short vacation periods in commerce and industry.

AIESEC South Africa, which was affiliated to the International Association of Commerce and Economic Students in 1958, has grown substantially over the years and now boasts the best represented student association.

Recently, as part of its student vacation employment scheme, AIESEC placed 42 people in accounting and general business. "But we are not happy with this figure and would like to see it much higher," says AIESEC's Rob Newsome.

The Transvaal Society of Chartered Accountants has taken on 21 of these students, as part of a pilot scheme to attract more black chartered accountants.

Societies in the other provinces will be monitoring the success on this development and in future this particular area of the scheme may be operated on a national basis.

So far, 250 students throughout the country have applied for the scheme.

"From this we can see that there is an indication on a national basis that there is a need for the student to obtain practical experience while studying," says Mr Newsome.

A company has the chance to assess the individuals' potential with a view to full-time employment once studies have been completed," he said.

"Also, recruitment costs are negligible because AIESEC does the recruiting.

"It is far more advantageous for a company to employ one of our students during a holiday period at low cost, than to employ someone full-time with whom they may not be fully satisfied."

Last year the scheme was run only on a regional basis and from 10 students placed in employment six have obtained full-time work with the various companies.

Other aspects of AIESEC include an International Student Exchange Programme which allows for the reciprocal exchange of South African and foreign students among the 57 member countries.

AIESEC is a non-profit, non-political student association which has affiliates in many communist countries.