UNEMPLOYMENT — 1987 (n.)

JANUARY ——— DECEMBER.

NB.: PLEASE, [redacted] do not upset this file: I had to re-do it.

Thanx.

BASO

EVE Post 5/1/87

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East Cape unemployment drops 15% in December

Post Reporter

UNEMPLOYMENT in the Eastern Cape for the month of December has dropped by 15,5% in comparison with the same period the previous year.

This is according to the latest figures released by the Department of Manpower.

The figures, however, represent only those who registered themselves as unemployed with the department.

The statistics reveal that a total of 11 152 people were registered as unemployed for December compared with 13 200 for December, 1985.

A total of 6 186 fewer people were registered as unemployed for December than with November, 1986 — a 35% decrease.

The figures show that registered unemployment among whites dropped by 32% in December compared with the previous year.

For blacks and coloured people there was an 11% and 12% decrease respectively in December.

A total of 5 131 coloured people, 3 984 blacks, 1 963 whites and 74 Asians registered as unemployed in December.

Recession hits black metal workers

(189) 6/1/87 Sowetan (335)

MORE than 4 000 black workers have been retrenched in the metal industry during 1986 because of the recession.

By JOSHUA RABOROKO

According to researchers, four to six million blacks are out of work and many more will join unemployment queues this year.

A bleak future has been predicted for the metal industry because of the instabilities associated with political and social change, sanctions and inflation.

The Steel Engineering Industries Federation of South Africa (Seifsa) says its employment statistics, based on a comparison between the 1985 year-end and the fourth quarter of 1986 wage surveys, reflected a minimal drop in the scheduled labour force, equivalent to a loss of 4 000 jobs during 1986.

Review

In its review of 1986 and outlook for 1987, Seifsa says these employment statistics indicated that the labour force is stabilising at 347 000 workers compared with a peak of 454 000 at the end of 1981.

"These statistics also underscore the relatively low levels of activity currently prevailing in the metal industries," the report says.

It says wage negotiations of high inflation and recession. After lengthy negotiations, five trade unions declared disputes.

However, the report adds, enough trade unions accepted the final employer offer to enable the Minister of Manpower, Mr Piet du Plessis, to gazette an agreement.

Scores of black workers have also been retrenched in the motor, construction and building, electricity, clothing and other industries.

Factories

Researchers contend that more people might have been retrenched or lost their jobs as many factories were liquidated, but their figures were not easily obtained because they were either not registered or were not reported in newspapers and other media.

- More than 400 workers were laid off in the motor industry, mainly in the Eastern and Western Cape;
- Hundreds of blacks were retrenched in the building and construction factories;
- In the mining industry — the pivot of South Africa's economy — few workers were retrenched, according to researchers. They say 270 miners lost their jobs at Gencor's Matla Colliery, near Secunda, because the company closed the mine;
- Escom, the electricity supplier, has decided to retrench workers because of what it termed "rationalisation of operational costs", and
- Putco, the giant bus company, retrenched more than 200 workers during the bus boycott in Soweto.



Mr PIET du Plessis .... Minister of Manpower

Researchers said South Africa was sitting on an unemployment time-bomb with the statistics and the number of jobless in all population groups rising steadily.

Rumblings within the trade unions are increasing over the number of black workers "left in the lurch" by urban factories closing down and moving to homelands to take advantage of lucrative Government subsidies.

Private-sector employment organisations agree that the situation is "chronic" and figures released by the Department of Manpower and the Central Statistics Services show that unemployment among blacks and whites has risen the past year.

Jobless

The Department of Manpower recently announced that 533 000 black workers were jobless, while researchers at the University of Witwatersrand put the figure at between four and six million and rising.

Professor Jeremy Keenan of Wits has dismissed as "ludicrous" the most recent unemployment figure released by the Government.

The Director-General of Manpower, Dr Piet van der Merwe, concedes that the figures might be wrong, but adds that this could be because the figures they obtain are from "registered workers".

However, the Government is to pump a lot of money into trying to reduce unemployment, he added.

Fewer jobs less pay

PRETORIA. — Employment levels have not only been reduced in a number of industries, but remaining employees' salaries have shrunk in real terms, according to a Central Statistics report released in Pretoria yesterday.

Employment levels in the wholesale, retail and motor trades, the control boards and hotels have all decreased from the third quarter 1985 to the same period last year.

The percentage shrinkage in manpower was respectively 1,4%, 1,1%, 2,4%, 8,3% and 0,2%.

Though the average salary in all the industries were increased in this period, real income fell.

Disparities

Measured at constant 1980 prices, the average wholesale trade salary fell from R471 to R459, the retail trade's from R257 to R256, the motor trade's from R409 to R380 and the hotels from R185 to R173.

Control board employees enjoyed an increase in real income from R730 to R746 however.

The average black employee's real income also increased except in the motor and hotel trades.

Average salaries at current prices increased from the R921 to R1 064 in the wholesale trade, from R502 to R592 in the retail trade, from R798 tp R880 in the motor trade, from R1 432 to R1 735 at the control boards, and from R358 to R400 at hotels.

These figures were based on gross salaries, including overtime, allowances, commission and bonuses.

There are however still significant disparities in blacks' and whites' salaries in a range of industries, the report shows. — Sapa

Fewer jobs and lower real wages for most workers

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White officials at the control boards earned an average salary of R2 374 a month late last year, while blacks earned R443.

Whites in the motor trade earned R1 556 against blacks' R384.

White hotel employees earned an average of R901 against blacks' R263.

In the retail trade, whites earned R968 against blacks' R366, while in the wholesale sector, whites were paid R1 933 a month compared with R413 for blacks.

Coloureds and Asians' incomes ranged between these levels, with Asians earning more than coloureds in all the categories. —Sapa

Agency: school leavers face bleak prospects

DD 9/4/87 (335)

Dispatch Reporter

EAST LONDON — Job prospects for school leaving matriculants here, are the worst in 12 years, according to the manageress of an employment placement agency.

"I have been in this business for 12 years," Mrs Pauline Dossin said yesterday, "and this year's prospects are the worst in that time."

Mrs Dossin said the situation had become progressively worse since 1984.

"Since the matrics left school, I have managed to find one person a job out of 100 applicants.

"Some students put their names down for jobs as far back as July last year, before they had finished school" she added.

The majority of applicants were female, because most male school leavers either went to university or started their national service, Mrs Dossin said.

Another East London employment consultant, Mrs Eileen Bradburn, said the job situation for school leavers was bleak.

"I would hate to be a school leaving matriculant nowadays," she said.

People who held only a matric certificate stood less chance of finding employment than someone who held a additional qualifications from either a university or technicon.

"Employers are looking for experienced people and I have no openings for school leavers at the moment," Mrs Bradburn said.

Several building societies in East London either cannot employ school leavers this year or have had to employ fewer people because there are no vacancies, according to personel managers.

A spokesman for the South African Transport Services (Stats) said the number of people taken on by Sats depended on what vacancies were available.

He declined to say whether Sats had taken on any school leavers this year.

The situation in King William's Town does not seem to be any better.

An employment consultant there, Mrs Heather Farrow, has not placed a school leaver in a job since October last year.

"Lots of people apply, but there is very little to offer because employers tend to look for people with experience. Most of the males go to the army and the females further their studies, the remainder stay behind and look for jobs.

Mrs Farrow said school leavers who could not find jobs should consider studying further to increase their qualifications so they stood a better chance of finding employment.

Jobless parents battering babies

JOHANNESBURG—Thousands of children in South Africa are being abandoned or abused by unemployed parents.

Mercury Correspondent

The National Council for Child and Family Welfare has found in a preliminary survey that incidents of parents losing control had increased tremendously over the past few months, in particular during last month and this month.

Council director Miss Joan Oberholzer said that although research had not yet been finalised, initial results pointed to the abandonment and abuse of thousands of children countrywide because of the financial inability of parents to care for their young.

'This leads to parental stress, which is compounded by unemployment, a lack of self-esteem and the prohibitive costs of necessities such as school-clothing,' she said.

Johannesburg topped the list of areas where the two problems were rife.

'There is an abandoned baby crisis, child-bashing has become an everyday occurrence and sexual abuse within families has caused great concern.'

Miss Oberholzer urged parents to exercise restraint in dealing with difficult situations and to rather seek help from professional people, such as those at the council, before losing control.

PLAN TO AID UNEMPLOYED

SOWETAN · 12/1/87 (335)

THE Government is to pump thousands of rands into projects that will help about 1,7 million unemployed people.

The Director-General of the Department of Manpower, Dr Piet van der Merwe, has invited the private sector and other interested parties to help the unemployed.

He said the Government was to intensify its four programmes through which they hoped to assist the unemployed. These included:

- Continuing to pay the Unemployment Insurance Fund (UIF) grants to jobless people;
- Giving assistance to labour bureaus throughout the country in an attempt to create jobs for the unemployed;
- Giving the unemployed jobs such as cleaning of roads, sports grounds and other amenities in black townships.

More than 270 000 people were employed in this way daily.

Dr van der Merwe said he could not give the amounts involved in these projects as they would depend mainly on the budget the Government would allocate to his department.

"It is not an easy thing to solve the unemployment crisis, but the Government will try its best to create jobs," he said.

He estimated that more than 1,7 million blacks were unemployed in South Africa. This figure includes Transkei, Bophuthatswana, Ciskei and Venda.

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5 000 workers out in the cold

SUNDAY
13/1/87

GERALD REILLY

SINCE the recession started hitting the clothing industry in the Transvaal in 1983, more than 5 000 blacks have lost their jobs, says National Union of Garment Workers general secretary Lucy Mvubela.

She said it seemed unlikely the industry would pick up lost momentum.

"There are still 13 000 working in the industry in the Transvaal, but there is no reason to believe this number will not shrink further because of a stagnant demand."

Job-seekers queue as factories reopen

13/1/87 N M

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Labour Reporter

THE rush for jobs in the greater Durban area started in earnest yesterday as most factories and the building industry reopened after the holidays.

At many factories in the Jacobs/Mobeni industrial area large groups of work-seekers queued outside the gates in a desperate bid to find work.

At the Man-about-Town factory in Grimsby Road, Mobeni, more than 100 people, mainly women, waited in the scorching sun for more than four hours, only to be told there were no jobs.

A spokesman for the factory said it was normal to find a large queue of work-seekers outside the factory gates on the first day of opening after the annual holidays.

Natal's nearly 15 000 employees falling under the Industrial Council for the Building Industry also returned to work yesterday, although their official return-to-work date was last Wednesday, according to Mr Ken Daval, secretary of the council.

Mr Peter Rautenbach, chairman of the Master Builders' Association, said it was still too early to predict job prospects in the industry.

Putco gives 242 the boot

ABOUT 242 Putco employees have been paid "reasonable retrenchment packages" estimated at thousands of rands by the company, amid protest from the trade union representing them.

Putco's industrial relations executive, Louis Meyer, yesterday confirmed that retrenchments took place last month and warned: "We might lay off more workers if our economic position does not improve in future."

The workers were retrenched because of the three-month old bus boycott sparked as a result of a 17 percent increase in fares which came into effect as from November.

As far as he was concerned, Mr Meyer added, the retrenchment package was "reasonable", although he did not give details of how much each worker received.

The package was given after the company negotiated with the Cusa-Azactu affiliate, the Transport and Allied Workers' Union (Tawu).

Tawu's acting general secretary Mr Mesh Ramela said although an agreement was reached after the company had consulted with the union, they were unhappy with the package and the threat by the company that it would retrench more workers.

Ntutela funeral

BU > Diary 14/1/87

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Informal business burgeons

NORMAN SHEPHERD

AN ESTIMATED 10% more informal businesses sprang up last year compared with 1985.

The same percentage increase in informal employment took place and informal businesses contributed about 5% more to gross national product than in 1985, Small Business Development Corporation (SBDC) economist Guy Woolford said yesterday.

Attributing the increases to unemployed people trying to eke out an existence, he said the growth in small businesses and "invisible employment" could have been much greater if government had been more enthusiastic in deregulation.

Calling for a freer economy with more visible gains for entrepreneurship, he said: "You can't expect business to be normal in a society where movement, property rights and entry to markets are restricted.

"The deregulation seen to date has been marginal. More is required. I am surprised the economy is so buoyant with all the regulations, licensing and the high tax levels.

"There has been a marked increase in the politicisation of blacks because they cannot see any significant gain from active participation in the South African economy. Government should be making it easier for all races to go into business," he said.

Woolford said there were more than 650 000 informal sector businesses — defined as "unrecorded, unlicensed, mostly non-taxpaying, providing non-fixed salaried employment".

FINHAIL 16/1/87

KODAK 335

Local colour

Yet another effect of US disinvestment could be negated if retail chain Clicks and the CNA conclude a deal to take over the multinational's local film processing laboratories. It would also ensure that some of Kodak's 500 local staff keep their jobs.

The market has it that such a deal is in the offing — and both Clicks and CNA spokesmen say they have been talking around it, although they are not prepared to divulge terms.

CNA's James Mackness says the issue is sensitive because competitors in the photo agency business might think Clicks and CNA are using their hefty market share to cut competition. "This is not so. We are simply trying to keep the facilities going."

Clicks and CNA, with dozens of outlets throughout the country, are the major users of Kodak laboratories in the Transvaal. These have around 35% of the photo processing market. Chief competitor, with around 25%, is SA Photolab, which took over the 3M laboratory in the province and has the Budget Foto outlets. The balance of the market is accounted for by the "one-hour" machines usually operated in-store by independents.

In the Cape and Natal the market is divided between Kodak and 3M laboratories now operated by independents — with Clicks and CNA again dominant among the agencies.

Eastman Kodak was the first sizeable US company to announce its intention to disinvest completely from SA, with no option of a management buyout. Chairman Colby Chandler said in November that no foreign subsidiary would be allowed to supply Kodak products to SA after April 30, that the staff was to be retrenched and that the company's assets here were to be sold.

And local MD Richard Ferris wrote to clients saying there was a possibility that the photo-finishing laboratories and equipment service orgainisations would be sold to operate as separate businesses.

A Clicks-CNA deal would follow moves by other companies to fill film and equipment needs. Johannesburg-based ETA Audiovisual, which sold Kodak equipment in SA for 15 years, now has the dealership for the compatible Elmo range of equipment from Japan. SA-controlled MGX was quick to substitute Agfa microimagery film and equipment from West Germany for Kodak products previously used in the computer industry (*Business* December 12).

And the film multinationals have been quick to move in on the hole in the market left by Kodak's departure. Ciba-Geigy subsidiary Ilford, for example, expects to capture Kodak's estimated 40% share of the R800 000 a year black-and-white film market. Fuji and Agfa are confident of the major share in the R55m a year colour film market, while they and Du Pont will probably share demand for industrial X-Ray film.

CT Times 20/11/87 (33)

Policy linked to unemployment

ONLY days after announcing an impending split with its Australian parent company, Cape Town-based Colonial Mutual (SA) yesterday launched an innovative new life insurance policy which allows payment to be suspended for a variety of reasons, including unemployment or study leave.

Assistant GM (life sales), Tim Wood, said Family Growplan had been developed in SA after extensive research into the needs of the society's main target market.

The policy is inflation-linked and it also acts as a savings scheme by providing regular tax-free cash payments, in addition to the large cash sum at the end of the investment period.

It includes inflation-linked funeral cover — this is Colonial Mutual's first venture into the funeral market — which covers the entire family and provides continuing benefits after the death of the breadwinner.

NEW BODY TO HELP JOBLESS

335

Sowetan 20/1/87

UNEMPLOYMENT organisations have formed a co-ordinating committee aimed at helping jobless people.

The National Unemployed Workers Co-ordinating Committee (NUWCC) was formed at the offices of the Congress of South African Trade Unions (Cosatu) in Johannesburg last week (January 9, 10, 11).

The organisations which formed the committee are the Unemployed Workers Movement (UWM), the Unemployed Workers Co-ordinating Committee and the Unemployed Workers Union from the Transvaal, Eastern and Western Cape.

The education co-ordinator of the committee, Mr Rob Rees, said the groups wanted: Co-operatives to be set up; campaigns for new jobs; a 40-hour week; ban on overtime without pay, and the revamping of the Unemployment Insurance Fund (UIF).

He said: "The committee also supports workers in their different struggles on the factory floors, including the demand for a living wage. It wishes to educate workers and the unemployed in the country.

"We will co-operate with all groups that have similar aims as we have and work within the same boundaries as defined by the Congress of South Afri-can Trade Unions resolution of 1985."

In terms of the Cosatu resolution, Mr Rees added, the federation intended to form a trade union of unemployed workers.

Mr Rees said the committee would operate in the rest of the country, including rural and so-called homeland areas, where the unemployment rate was most disturbing.

He said many jobless people are in squatter cities such as Onverwacht, Winterveldt, Crossroads and Khayalisha, KwaNdebele and the shanty towns which ring Durban and Port Elizabeth.

Cape Times 22/11/87

Opal offer for the jobless

By RENEE MOODIE

A NEW organization to help the unemployed help themselves has been formed in Cape Town.

Opportunities for All (Opal) is the brainchild of Ms Jean Martin, who explained yesterday that she had got the idea while working as liaison executive for Wesgro, a project to provide jobs in the Western Cape.

Opal is a marketing organization which channels profits into the training of self-employment and mini-business skills.

"So an unemployed person can come to us with a product which we will market — profits go both to the producer and to us. We then plough those funds back into Opal," Ms Martin said.

Slotting in with Opal is an initiative launched by Mrs Pearl Spratler, the owner of a small business, who wrote to city newspapers on unemployment.

Following Mrs Spratler's letters, about a dozen city businessmen — including Ms Martin — met this week to discuss ways to help the unemployed.

□ Ms Martin can be telephoned at 45-3201 during office hours or 49-1766.

w/t Argus 24/1/82 (335)

Job crisis

JOB prospects for first-time work seekers — servicemen, matriculants, even graduates — are bleak. In this special report Weekend Argus Reporter VIVIEN HORLER examines the critical situation.

THE Cape Town Chamber of Commerce confirms that the unemployment situation is critical. Major employers — big companies, the City Council, the hotel trade and employment agencies — report that there are fewer jobs available this year. What vacancies there are often demand experience.

The problem is so bad that some matriculants have had to settle for jobs as street-sweepers.

The Department of Manpower says almost 23 000 people were registered unemployed in the Western Cape in December. Of these 4 650 were white, 16 783 were coloured people, 1 495 black and 36 Asian.

● Mr Jannie van Tonder, senior vocational counsellor for the department, says most first-time job-seekers have not yet contacted the department. "The normal pattern is they first have a holiday, then they start looking for work, and then they report to us. We expect to hear from this group in the next fortnight or so."

He said the job market was difficult for inexperienced people. Even graduates were struggling, particularly those with what he termed "non-specific" degrees such as BAs or social science. People with degrees and qualifications in business, sciences, engineering or computing were considera-

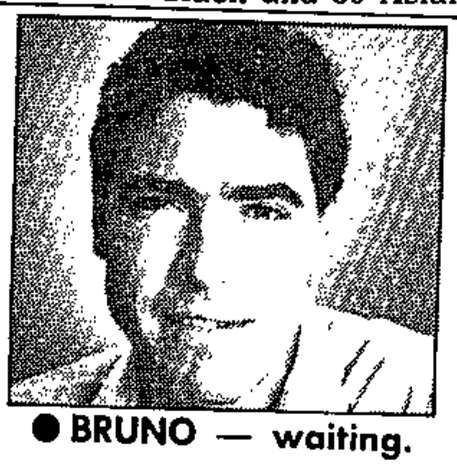


● HEINZ — he's okay.

● Looking for a job? For what happened to these young people — see below.



● ANNETTE — waiting.



● BRUNO — waiting.



● RENATA — waiting.

schools for this year but have found nothing. At the moment I'm waitressing, and working in a video shop. At the end of the month I'm not going to be able to pay the rent or the electricity and phone bills.

● Ted Doman, spokesman for the City Council which employs 17 000 people, said the turnover of staff had dropped last year.

"People just aren't leaving — once they've got a job, they stick to it."

He confirmed that the council employed some street-sweepers who had matric. "Of course matric is not a job requirement, but we do have people with matric who have been taken on. It's a matter of getting a foot in the door".

Other job experts also emphasised the importance of getting a toehold. Even minor experience, such as a holiday office job, could make a difference in prospects.

● Anne Oehly, area manager for another agency, said companies were offering jobs to first-time work seekers, but they wanted people with good academic results and they could afford to be selective.

But it can be hard even to get into courses. People who want to make a career in the hotel business are advised to take a course at one of South Africa's two hotel schools. But Heinz Smekal, whose agency helps with hotel placements, says getting in can be tough. "The Transvaal school gets between 600 and 700 applicants a year, and they take 60".

● Evadne Abrahams, recruitment co-ordinator at the University of the Western Cape, says most years about 20 firms come onto the campus to interview students towards the end of the year. This year just six came.

bly better off.

● Teacher Cathi Bell, 23, who has a BA in English and psychology, and a higher education teaching diploma has been job-hunting for six months. "I graduated at the end of 1985 and taught English at an Afrikaans school in Maritzburg for six months. In June last year I came to Cape Town and sent out 70 applications for work. Eventually I got a temporary six-month contract teaching at a school in Valhalla Park.

"I've applied to teach in white, coloured and black

Waiting, waiting

BRUNO ROSSI, 24, has just finished his national service. Before the army he did courses in sales management, book-keeping and a financial awareness course. He served in the army's Finance Corps at Youngsfield and has been job-hunting for three weeks. "Some days you feel great, other days you want to jump off a building. I've applied to about seven companies, and now I'm just waiting to hear. I'm staying at home with my parents, but things are getting pretty critical financially."

ANNETTE GUNTHER, 21, has completed a three-year secretarial course, with both manual and computerised book-keeping, in Windhoek, and has come to Cape Town to find a job. She is trilingual in English, Afrikaans and German, and has been job-hunting here for a fortnight. "I have been offered a good job in Windhoek, but I've lived there all my life and want more opportunities. The trouble is if you haven't got any experience they just won't give you a chance. When they hear you have no experience most agencies just say no, sorry. But why do you need three years' experience to be something like a debtor's clerk, when you could pick up all you need in a month?"

RENATA MAKUCH, 18, matriculated at the end of last year, hoping to go into catering. "I applied to do the food service management course at the Tech, but I was turned down, they only accepted 26 from 180 applications. It seems unfair though — I did Home Economics at school and was quite good at it, but got turned down by the Tech, yet my friend, who did maths, was accepted. Then I thought I'd try to get some practical experience in a hotel and have a better chance at the Tech next year. The trouble is the hours. I don't mind the long hours, but you finish so late, and how would I get home?"

HEINZ SMEKAL, who works for a City employment agency, with some of the job applications he has received.

Tips for job hunters

EVEN in the toughest times you can find a job — provided you know how to sell yourself, according to Mr Mervyn Wetmore, Careers Officer at the University of Cape Town. Here are some tips:

● You have to work at finding a job as though it were a job itself, putting in an 8am to 5pm day, and following every lead. ● Extra-mural activities for pupils, students and servicemen are important. Individual initiative, abilities and having used your time fully that way [illegible] position [illegible] also

Union's sanction sought

Plessey plans 300 temp jobs

By AUDREY D'ANGELO
Financial Editor

PLESSEY SA is hoping to provide temporary jobs for 300 people on an export project which will earn little or no profit for the company.

But MD John Temple said last week that it could secure the order only if the Radio, Television, Electronics and Allied Workers' Union would agree to the 300 being paid slightly less than the union minimum negotiated for the Retreat factory.

'EEC requirements'

Emphasizing that this was not an attempt to get cheap labour for the company or bring the level of wages down, he said the proposed wage of R2,55 an hour was above the nationally agreed minimum of R2,29 and met all minimum European Economic Community requirements.

The lower wage would apply only to people employed on this order and they would be first in line for a chance of permanent employment at the higher wage.

Temple said the offer, which he hoped the union would accept, was being made only because Plessey was aware of the need to provide more jobs as its contribution to the economy of the Western Cape.

He said that the latest round of wage negotiations had resulted in Plessey being priced out of the export market for cords and 80 people had been laid off as a result.

Now there was a chance of two orders which would provide temporary employment for up to 300 — but even at cost Plessey's price would be too high unless the union would agree to a wage of R2,55 an hour.

This would be adjusted to allow for inflation during the contract period.

'Monitor costing'

It would also include pension and medical aid and there would be a provision for overtime at the standard rate of time and one-third.

"This would mean providing employment for people currently unable to find work," Temple said.

"Plessey believes that in the present circumstances the offer will receive the backing and support of the union, which would be given the opportunity to nominate an industrial accountant to monitor the costing."

Rand Mines to create 20 000 jobs

Cape Times 27/1/87 2nd 335

JOHANNESBURG. — A livelihood for almost 100 000 people will be created by Rand Mines' current and new expansion programmes.

This will follow the creation of some 20 000 new jobs at a time when unemployment in SA is at record levels, the group says in the latest issue of its publication, Review.

"If you consider that each worker supports an average of four dependants, the new projects that the group has embarked on will provide a livelihood for around 100 000," the report explains.

The new workers will be employed "across the board in the gold, coal and base minerals divisions".



Martin Brown has been appointed account executive for Mason Stationery.

'Sand treatment plants'

Operations that will create the most new jobs include:

- ERPM's R300m far east vertical shaft project — which will require an additional 7 000 people. The mine's current labour force is around 21 000.
- The new Escom-tied Khutala and Majuba underground coal mines which between them will employ 6 200 new workers.
- Harmony's R250m No. 4 twin-shaft complex will provide an additional 3 000 jobs.
- The other jobs will be created by projects like the R53m City Deep and the R11,8m Pilgrim's Rest sand treatment plants. — Sapa

Feeding jobless: more aid needed

By Chris Lebert

An untold number of jobless people are walking the streets of South Africa's cities in search of jobs or a place to stay.

Every day welfare centres receive hundreds of people looking for a meal, a bath, and a place to sleep. They are hard pressed to meet the demand.

The projects manager at the Hillbrow Ecumenical Centre, Mr Alan Joseph (42), said more than 40 000 people have passed through its doors since the start of the recession.

"But we can't carry on caring for these destitutes, because we are short of cash," he said.

It costs R14 000 a month to give 60 people meals and shelter, he added.

Now organisations such as the centre, run by the Methodist, Anglican, Presbyterian and Catholic churches, have launched self-help schemes.

This concept runs along the lines of a co-operative, in which members are taught skills such as agriculture or metalwork, which are put to use in the centres in order to make members self-sufficient.

"All we need are premises, such as an abandoned school, where this project can be put into operation," said Mr Joseph.

"We are looking for big business to put their money where their mouths are... to help get the unemployed off the streets."

don t want them," I said. "What are they?"
ifty-seven telephones!" shouted the guy. "What are you
ing here, a bucket shop?"
What would I want 57 telephones for?" I shouted back.
be happy if you took away the one I've got. Beauty
es her relations in Switzerland for three hours at a time."
Don't tell me your problems," he said. "I've got problems
y own. I've got here 57 telephones to be delivered to a
Barney. Is that you?"
d them past your mother, who was now whispering into
phone; we emerged in the back garden. There was Barney
ing up colourful bunting along 17 trestle tables laden
stacks of stationery. The jacuzzi had disappeared behind
formidable fortress.
hile Barney and the bicamerals were lost in earnest
ssion about telephone jacks and hydroelectric power, I
picked up a leaflet.
evive the Liberal Party!" I read on the front. I turned to
back. "As well as," it added, "the Natal Front, the League
mpire Loyalists, the Dominion Party, and Col Stallard."
pened it up to find a colour picture of Barney smiling
the top of his machine gun nest. "No normal candidates
abnormal society," read the caption.
son, get your ballot paper ready. Here we go.

r father,

Dad

His name was Samora, and he was 1984 during a shootout on a train 200

The unemployable witness

AN ambulance driver fired soon after testifying before the Kannemeyer Commission investigating circumstances surrounding the March 1985 Langa shootings is still unemployed, according to an attorney representing families of the deceased.

Michael Goqo has been out of a job since he told the commission he had seen a dead baby among the 20 dead and 43 injured after police opened fire on a crowd of mourners outside Langa township.

His testimony was consistent with the testimony of fellow driver Joseph Berry, who said he had seen a dead baby, although no baby had apperared on the official list of the dead.

Berry was fired as he stepped off the witness box, after adding to Goqo's testimony that he had seen a stone in the unclenched hand of a dead man. Later he said one could "form one's own impression about it".

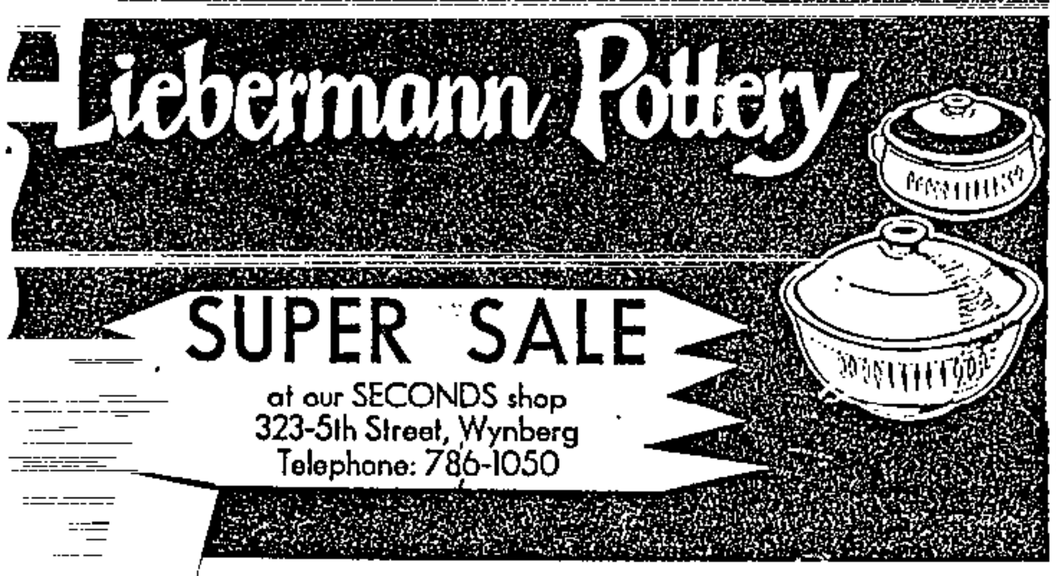
Berry said another driver who claimed to have seen a baby with a gunshot wound in its head had not been fired. But he had backed down under cross-examination.

The two worked for an ambulance service under the auspices of the Port Elizabeth Divisional Council, according to their attorney, Berry for three and a half years and Goqo for just over two years.

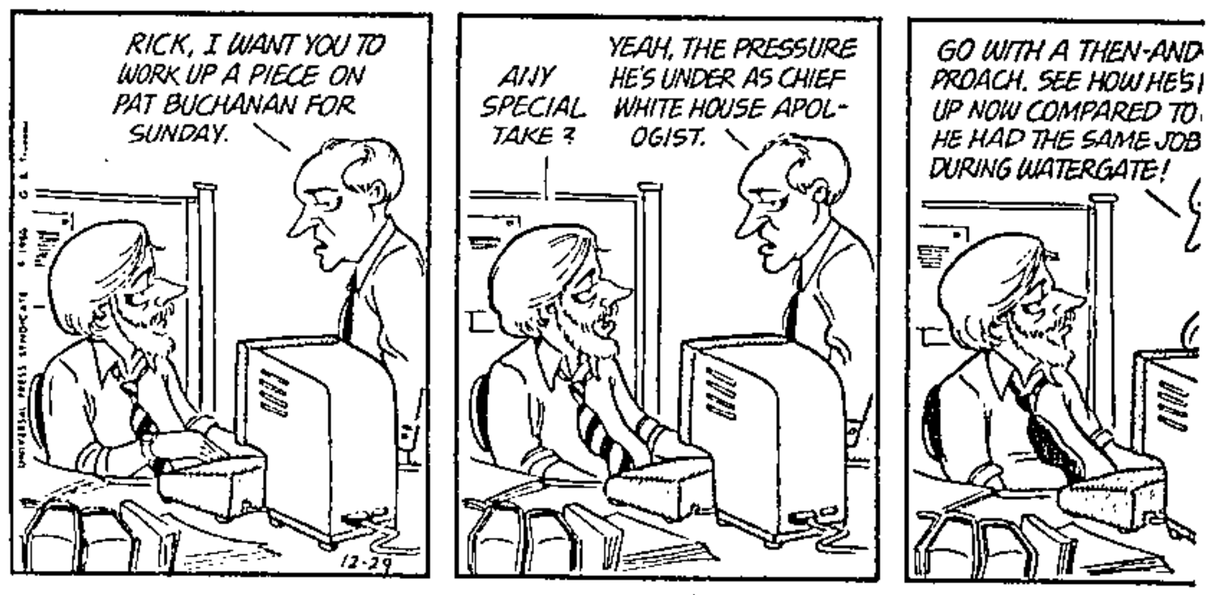
The council official who dismissed them, Niegel Anderson, was acquitted of a charge of "anticipating the findings of the court", the attorney said. The attorney applied for the establishment of a conciliation board to examine the circumstances of the dismissal but instead the council reached a financial settlement with the two. W|Mail 30|1-5|2|87

Berry, who has been unable to find a permanent job, accepted a temporary one a week ago.

BY GISELLA WERTHEIM AYMES



Doonesbury



NATIONAL

Argus 7/11/87

Union turns down 300 temporary jobs offer

By DICK USHER
Labour Reporter

A PLAN by Plessey to create about 300 temporary jobs is not acceptable in its present form to the union involved.

A spokesman for the Electrical and Allied Trades Workers' Union said the union would meet Plessey management today to discuss the proposal, but would reject it in its present form.

He said: "We agree in principle with any scheme to create employment which does not compromise the wages of workers."

"We cannot agree to a scheme that is an attack on living wages and the union's position in the labour movement."

The company proposes hiring about 300 temporary workers to fill an export contract at wages below the minimum negotiated last year by the union for three plants in the Plessey group. However, the wages are above the national minimum for the metal industry.

The union spokesman said that in its present form the scheme was an attempt to introduce a cycle of wage competition.

Delays thwart housing plans

Own Correspondent

JOHANNESBURG. — Little of the millions of rands the government set aside last year for house-building and job-creating programmes has been spent.

Red tape, bureaucratic delays and the refusal of many local authorities to co-operate are responsible for the logjam.

Even efforts by private sector-sponsored organizations such as the Urban Foundation are finding it difficult to maintain any sort of momentum.

Concern is being expressed that many of these ambitious schemes, announced with much acclaim early last year, will never materialize unless action is taken at the highest level to revitalize efforts.

Difficulties getting land

Mr Mike Ridley, a retired managing director of LTA, who was appointed last year to head the Urban Foundation's housing utilities companies, said one of the worst problems was getting sufficient land to accommodate the various housing projects now on the drawing boards.

Difficulties are also being experienced in getting various guide plans passed. Part of the reason seems to be hiccups in the process of devolving powers down to local authority level.

Officials at this lower level, fully aware that residents in their areas are opposed to the establishment of low cost, black housing schemes adjoining their properties, are apparently placing every conceivable obstacle in the way of the housing projects.

A second, major problem is finalizing the mechanisms needed to attract private sector financing for the low-cost core housing.

The SA Housing Trust, formed at the end of last year with a R400 million gratuity from the government, has yet to get off the ground.

The trust is looking to bolster this amount with at least another R800 million, supplied by the private sector, as base financing for core housing.

Indications are that the private sector have not been receptive to the initial proposals.

Slump in building industry cost close to 10 000 jobs

3/2(8) Star

335

By Frank Jeans

The downturn in the building industry resulted in a loss of almost 10 000 jobs in the Transvaal last year — the biggest annual drop in five years.

And since 1981, the employment figure has plunged from more than 50 000 to last year's 31 700.

Adding to the woes of the industry is the fact that although the rules of the unemployment fund of the Industrial Council were amended so as to limit payments, more than R3,3 million was paid out during the year which completely drained the fund to the extent that the council had to tap "other reserves".

These facts emerge from the annual report of the Master Builders Association (Witwatersrand and Transvaal South), which sees little relief from the slump conditions for most of this year.

"Thereafter, a moderate revival in activity is foreseen resulting in an expected growth rate of 4 percent for 1987," says the report.

Like other areas of the economy, the builders see the uncertainty in the political arena and present unrest as the twin obstacles to sustained recovery.

And even the round of mortgage rate cuts, according to the association, combined with high inflation have had little effect in providing the spark for people to invest in new buildings.

Aggravating the generally gloomy picture, too, is the increase in civil judgments and liquidations.

"The downward trend in the value of building plans passed goes on and in the residential sector the value of flats and townhouses has continued to decline from mid-1984," says the report.

"This is understandable as there seems to be an oversupply of residential accommodation in the white population group."

Cape Times 5/2/87

335 84 140

Plessey, union agree on plan for 300 jobs

By AUDREY D'ANGELO and HILARY VENABLES

PLESSEY (SA) and the Electrical and Allied Workers' Union have agreed to work together to increase productivity on an export project providing up to 300 temporary jobs.

Plessey hopes to secure the contract for cords within the next few weeks.

If it does so, MD John Temple confirmed yesterday, workers on the project will be paid R2,75 an hour.

'No profit'

This is the minimum wage that is paid to other workers at the Retreat factory.

Temple said previously paying this rate would price Plessey out of the export market for cords.

Instead, he asked the union to allow workers to accept R2,55 a hour. Even then, he said, Plessey would make "little or no profit" on the orders.

But the union objected on the grounds that this would encourage other firms to try to bring down wages.

It offered to work together with management to increase productivity to such an extent that a loss might be avoided.

Announcing yesterday that an agreement had been reached on this, the union's regional organizer, Brian Williams, said: "Plessey will budget for a loss on these orders but we hope, with increased worker participation, to achieve higher productivity so that this loss will be avoided.

"This agreement shows Plessey is genuinely concerned about the unemployment problem and is an example to other firms which only pay lip-service to it.

"We are very excited about this agreement. It will be the first time in SA that management and a union have agreed to work together in this way and I hope other firms will follow this example.

'Thrilled'

"Three hundred families with breadwinners out of work will be thrilled. The project will last about a year."

Williams said that, in accordance with Temple's previous offer, workers on the project would have medical aid and pension benefits.

An industrial accountant nominated by the union would monitor costs.

Closing gold

ARGUS 10/2/87 (335)

'Disastrous' policies lead to 183 000 lost jobs

Parliamentary Staff

THE Government was refusing to accept accountability for its "disastrous" economic performance, the House of Assembly was told.

Mr Brian Goodall (PFP Edenvale) said he could understand why the Government did not want the economy to become an election issue.

"If my record was as bad as theirs, I would not want to discuss it either," he said.

Since 1980 South Africa's economy had grown in real terms at one percent a year, the worst rate of growth since 1920. Even in the 1930s a real growth rate of five percent was achieved.

JOBS LOST

Nothing endangered South Africa's stability more than the present Government's ability "to destroy jobs".

Today, manufacturing industry employed 133 000 fewer people than it did when the Government was re-elected in 1981. In the same period 50 000 jobs were lost in the construction industry.

A Unisa study put unemployment at 1,7-million, or 23,1 percent of the work force.

Unisa's bureau for market research estimated that if the performance of the past five years continued, then 81 percent of the new entrants to the labour force would be jobless by the year 2 000.

"If this is the case, does the Government think it has any chance of maintaining stability? It does not have a chance at all," Mr Goodall said.



Mr Brian Goodall

To win votes, the Government was telling the rest of the world "to go to hell". Yet any country whose external trade was equal to about 60 percent of its gross domestic product needed the outside world.

"Do these super-patriots realise the impact that disinvestment and sanctions can have? A study by Unisa shows an additional million jobs could be lost. Unemployment would rise to 31,9 percent," Mr Goodall said.

Govt handling of inflation, unemployment under attack

335

Political Staff

The main thrust of opposition attacks in the House of Assembly on the mini-budget was that the Government had failed to come to grips with inflation, unemployment and instability.

While tax cuts and other concessions were welcomed, the Government's handling of the economy came under fire from all the opposition parties.

Mr Harry Schwarz (PFP Yeoville), the chief Opposition spokesman on finance, accused the Government of using "unethical methods" to lure voters before the coming election.

He said the Government was offering voters "sweets" now but was saving the "medicine" till after the election.

This was "an immoral thing" that the Government had done.

"IMMORAL"

Mr Schwarz was ordered by the chairman, Mr Rex le Roux, to withdraw the word "immoral".

After withdrawing the word, Mr Schwarz said what the Government had done was "unethical".

He moved an amendment that the House decline to pass the second reading of the Part Appropriation Bill because the Government had failed to administer the economy effectively.

The proposed amendment also said the Government had failed to apply appropriate fiscal and monetary policies and "by reason of its blunders has seriously contributed to high inflation, unemployment, instability and debasement of the country's currency".

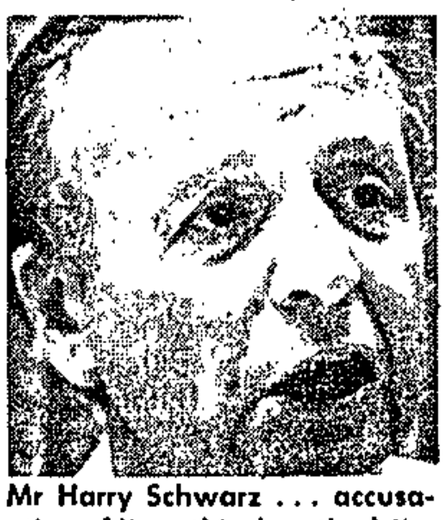
Mr Schwarz said there was clearly no enthusiasm, not even on the Government side, for the mini-budget proposals from the Minister of Finance, Mr Barend du Plessis.

The Minister had underestimated the intelligence of voters.

He had made promises to the effect that public servants would be granted salary increases "if they are good and vote for the NP".

The Minister had also underestimated the intelligence of women.

"The women of South Africa cannot be bought. They can be wooed with love, but they cannot be bought," Mr Schwarz said in a reference to the proposed increase in the tax rebate for married women.



Mr Harry Schwarz ... accusation of "unethical methods".

Mr Schwarz also accused the Government of having destroyed the confidence of businessmen, consumers and investors.

Referring to President Botha's controversial remarks last week about Barclays Bank managing director Mr Chris Ball's alleged involvement in the funding of pro-ANC advertisements, Mr Schwarz said:

"If anything was calculated to do harm to business confidence it is what we witnessed last week."



Mr Jan van Zyl ... people being "taxed to death".

Mr Schwarz said his advice to President Botha was to "keep out of economic affairs".

The Conservative Party's finance spokesman, **Mr Jan van Zyl (CP Pretoria Sunnyside)** said the Minister of Finance was "taxing the people to death".

People had to pay so much tax that they could no longer buy what they needed, let alone save any money.

Mr van Zyl proposed an amendment that the House decline to pass the mini-budget because the Cabinet had not taken effective steps to combat inflation, price increases, unemployment and unrest. The Government had also failed to give adequate aid to certain sectors of agriculture.

Mr Derrick Watterson (NRP Umbilo) said his party hoped the Government would not try to "buy" support from voters in the election, even if this was done with promises.

Mr Charles Simkin (NP Smithfield) said: "This is not a fat-cat budget."

• Opposition criticism had been vague and did not offer any concrete proposals to solve the country's economic problems.

Mr Karel Swanepoel (NP Gezina) rejected opposition claims that the mini-budget would be inflationary. He said what was inflationary was irresponsible price increases after salary adjustments for civil servants.

Introducing the Part Appropriation Bill yesterday, **Minister Barend du Plessis** announced cuts in income tax rates, an increase in the tax concession for working wives, the repayment of the 1983 loan levy, and higher Government pensions.

Mr du Plessis said the Government would be injecting the economy with a total of R1 billion.

Region D is falling behind: economists

By GRAHAM LIZAMORE

EAST LONDON — Unemployment has reached alarming proportions in Region D in general and in Ciskei and Transkei in particular over the past two decades, according to economists studying the area.

Professor P. A. Black, Mr P. J. McCartan and Mr P. M. Clayton of the Institute of Social and Economic Research (ISER) at Rhodes University have found that Region D is falling behind the rest of the country in terms of employment, nutrition, and life expectancy.

Region D came into being in 1982 as part of the government's regional development strategy and consists basically of the Eastern Cape Province, the Border corridor, and Ciskei and Transkei.

According to the recently published paper the researchers found that the industrial nodes of Region D did not compare favourably with metropolitan regions elsewhere.

The hinterland of Region D also made a poor showing according to the economists.

They found that although the manufacturing sector of the East London-King William's Town area had grown at a relatively healthy rate over the past fifteen years, only a small proportion of the people living in its immediate hinterland have benefited from this expansion.

Another disturbing factor was the high proportion of black people under 20 years and above 64 years.

Using the 1970 census, the unemployment rate among blacks living in the South African part of Region D exceeded 45 per cent in 1980. The corresponding rate for Transkei and Ciskei was put above 55 per cent.

However recent figures showed that the unemployment figures for the Port Elizabeth-Uitenhage (PEU) region were 50 per cent for black males and 60 per cent for black females.

The researchers blame the high rates of urban unemployment on natural population growth, large scale migration from the hinterland to PEU and other towns in the South African part of region D, the general economic recession and long term decline of the manufacturing sector in PEU.

The harmful effect of the incentive-based growth in Ciskei on manufacturing industries in several towns in the hinterland of Region D is also a contributing factor, they said.

The situation appears to be equally serious in Ciskei and Transkei where unemployment could be attributed to natural population growth and large scale resettlement of people during the past two decades.

The researchers conclude that it was then not surprising to find that the infant mortality rate, life expectancy and nutritional status of blacks living in Region D are lower than anywhere else in South Africa.

Number of jobs drops by 163 000

GERALD REILLY

EMPLOYMENT in six major areas — mining, manufacturing, construction, electricity, Post Office and Sats — plunged by 163 000 to 2 748 900 in the two years to December last year, according to Central Statistical Services.

Economists said the figures dramatically underlined the distressed state of the national economy. The biggest decrease was in the construction industry.

There, the numbers employed dived by 110 100 to 295 200. Whites employed dropped by 13 000 to 41 700, and blacks by a huge 79 600 to 203 200.

The total employed in the manufacturing industry fell by 54 000 to 1 315 000 in the two years. Total employment in Sats fell by 27 304 to what is considered a rock-bottom complement of 207 000.

Since Sats' drastic staff cutting began over three years ago, staff has been reduced by 66 000.

Bucking the trend was the mining industry, which had 54 282 more workers in December last year — bringing the total to 755 480 — than in December 1984.

Also showing employment growth in the two years were Escom and the Post Office.

Escom employed 2 400 more workers at a total of 64 600, and the Post Office 3 897 more at a total of 97 262.

UIF legislation to be tabled

DRAFT legislation that will make it possible for husbands to draw benefits from the Unemployment Fund after their wives' death is to be tabled in Parliament this year.

This was announced by the director-general of the Department of Manpower, Dr Piet van der Merwe, who said that the decision follows recommendations from employers and the employees' organisations to the Unemployment Insurance Board.

However, Dr van der Merwe added, the wives of such husbands would have to be contributors to the UIF before their death.

Mothers

Dr van der Merwe also announced that Parliament was still to approve a draft law that would make it possible for mothers who adopt minor children to draw unemployment insurance benefits.

He said Parliament was also to consider legislation that will permit unemployment insurance benefits to be paid to the spouse of a dead contributor instead of limiting such payment to a widow or an invalid widower as is presently the case, on condition that the interests of the dead contributor's minor children are protected.

These draft laws are the results of an investigation of the UIF Act of 1966 and the administration of the UIF by the UIB. The board's report was released last week.

By JOSHUA RABOROKO

Dr van der Merwe said of the 35 recommendations referred to the Minister of Manpower, Mr P T C du Plessis, 29 had been approved. The remaining six could not be considered without further investigation.

Problems

The recommendations have been referred to the Departmental Work Study Division, the Commission for Administration and the Human Sciences Researeh Council for study.

He said among them was a recommendation that a special commission be appointed to investigate the problems of structural unemployment.

Referring to the adoption benefits, he said the board recommended that benefits be paid to an adoptive mother on condition that the child was younger than two years at the date of adoption. The adoption must be legal and the maximum period of payment should be 26 weeks from the date of adoption.



Mr du PLESSIS

Request for more Govt funds to aid 2 000 jobless

NIM P12/87 (335)

Labour Reporter

THE Durban City Council has asked the Government for additional funds to continue providing temporary employment for about 2 000 people as part of the Government's relief aid scheme for the jobless.

Mrs Julia Holden, personnel officer of Durban's Parks Recreation and Beaches Department, which administers the city's relief projects, said yesterday that most of the current projects would end in March.

She said of the 2 000 employees originally engaged when the scheme started last year, only about 400 were still in employment.

'We had to reduce the numbers as and when the various projects were completed.

'Between now and the end of March all existing projects would come to an end. We are hoping for another allocation of funds in the mini budget to enable us to continue the relief scheme,' she said.

She said that bush clearing had just been completed at the Papwa Sewgolam Golf Course.

About 450 people had been employed in the bush clearing project at the golf course as part of the relief aid project.

'Although workers were paid R5 a day it helped thousands of people who would have otherwise not found jobs.

'If no more funds are made available from the Government a lot of people will be hard hit,' she said.

the Defence Act No 44; if so, *(a)* where are these barracks situated, *(b)* how many persons/offenders can these barracks accommodate and *(c)* for what reasons were these barracks established;

(3) what was the average number of offenders detained in detention barracks in 1986?

The MINISTER OF DEFENCE:

(1) *(a)* (i) 5.

(ii) None.

(b) 429.

(c) As on 9 February 1987.

(2) No. *(a)*, *(b)* and *(c)* fall away.

(3) Different categories of persons are admitted to detention barracks, viz persons awaiting trial, persons sentenced to detention and persons who are kept in safe custody. It is not possible to supply the average number in respect of offenders.

Central Energy Fund

314. Mr B B GOODALL asked the Minister of Economic Affairs and Technology:

What was the balance in the Central Energy Fund as at 31 December 1986?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY:

R3 727 412 634.

Central Engery Fund

315. Mr B B GOODALL asked the Minister of Economic Affairs and Technology:

What total amount was collected on behalf of the Central Energy Fund in the 1986-87 financial year?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY:

Total income collected on behalf of the Central Energy Fund for the period 1 April 1986 to 31 December 1986:

Gross CEF levy received (4 c/l)		R240 004 434
Less payment to:		
SFF-Association (administration of the crude oil stock-piling programme)	R10 926 967	
Department of Transport (combating of oil pollution)	R 2 731 742	R 13 658 709
Netto CEF levy received		R226 345 725
Interest received on funds invested		R347 258 345
Dividends received (Sasol 3)		R 25 000 000
Total income for the period		R598 604 070

Unemployed Black persons

316. Mr B B GOODALL asked the Minister of Home Affairs:

(a) How many Black persons were unemployed as at the date of the latest current population survey and *(b)* what is the date of this survey?

The MINISTER OF HOME AFFAIRS:

According to the information published in Statistical News Release P27.3 on 12 January 1987

(a) 503 000.

(b) October 1986.

Mossel Bay oil-gas project

321. Mr D J N MALCOMESS asked the Minister of Economic Affairs and Technology:

(1) Whether *(a)* the State, *(b)* Soekor and/or *(c)* any other company in which the State directly or indirectly owns shares has purchased any land in the Mossel Bay area for use in connection with development of the oil-gas project; if so, (i) what specified land in each case, (ii) what was the cost of each specified piece of land and (iii) from whom was each such piece of land purchased; if not,

(2) whether any land is to be purchased in the Mossel Bay area for this purpose; if so, *(a)* what area of land and *(b)* what steps had been taken to acquire this land as at the latest specified date for which information is available?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY:

(1) *(a)* and *(b)* No.

(c) Yes. Land was purchased in the name of Mossref (Pty) Ltd, a wholly-owned subsidiary of CEF (Pty) Ltd of which all the issued shares are State-owned.

(i) *(a)* The remaining extent of portion 4 of the farm Duinzigt No 244 in the division of Mossel Bay in 36,5752 ha.

(b) Portion 1 of the farm No 298 in the division of Mossel Bay in 123,1260 ha.

(c) Portion 1 of the farm No 301 in the division of Mossel Bay in 235,0803 ha.

(ii) Purchase prices were as follows:

(a) R248 100.

(b) R477 400.

(c) R682 673.

(iii) The land was purchased from the following persons:

(a) Harold Russel Muller.

(b) Hendrik Pienaar.

(c) Johannes Jochemus Albertus Vermeulen.

(2) Fall away.

99-year leasehold

322. Mr E K MOORCROFT asked the Minister of Constitutional Development and Planning:

How many plots were surveyed in each province of the Republic in 1986 with a view to the 99-year leasehold scheme?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

Cape Province	95 601
Orange Free State	43 100
Transvaal	169 362
Natal	10 506

99-year leasehold

323. Mr E K MOORCROFT asked the Minister of Constitutional Development and Planning:

(1) *(a)* How many persons in each specified Development Board or Office for Community Services area applied in 1986 for (i) leases in terms of the 99-year leasehold scheme and (ii) leave to purchase property under freehold title and *(b)* how many such applica-

... Kuils River.

INDUSTRY

Argus 17/2/87

Clothing factories back on overtime

1984 1985

Business Editor

THE clothing industry is out of its worst recession and overtime has started again, says Mr Simon Jocum, chairman of the Clothing Industry Training Board, in his annual review.

Employment levels are up but they are still short of 1985 levels.

Temporary import concessions have helped manufacturers to get fabrics in short supply from the local textile industry.

New wage agreements mean that all labour not properly trained or utilised has become extremely expensive.

"There still remains a shortage of skilled people at all levels from machinists to top management," he says. "A recession does not alter the need for training."

Clothing manufacturers must make time for training, he added. It was short-sighted not to release staff for training. There would always be a shortage of skilled workers and management and training was a scarce product.

tions had been granted as at the latest specified date for which figures are available;

(2) whether the figures in respect of each such area represent an increase or decrease in comparison with the relevant figures for 1985?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

	(1) *(a)* (i)	(ii)	*(b)*	(2)
Northern Cape	276	0	276	decrease
Western Cape	1 106	0	11 106	increase
Eastern Cape	3 875	0	3 875	increase
Natalia	158	0	97	increase
Southern Orange Free State	1 514	0	1 482	increase
Orange Vaal	1 356	0	1 356	increase
Central Transvaal	1 276	0	681	decrease
Northern Transvaal	115	0	115	increase
Western Transvaal	370	0	363	increase
Highveld	3 199	32	2 769	increase
East Rand	5 345	0	5 345	increase
West Rand	8 151	0	8 151	increase

National Manpower Commission

327. Mr E K MOORCROFT asked the Minister of Manpower:

(1) Whether, with reference to his reply to Question No 1043 on 30 May 1986, consultations concerning the report of the National Manpower Commission on the working conditions of farm and domestic workers have now been completed; if not, *(a)* why not and *(b)* what remains to be done to complete this investigation; if so, (i) when and (ii) what organisations and persons were consulted in this regard;

(2) whether the report has been released; if so, when; if not, *(a)* why not and *(b)* when will it be released;

(3) whether any action affecting the working conditions of farm and domestic workers is to be taken as a result of the findings of this Commission; if not, why not; if so, *(a)* what specified action and *(b)* when?

The MINISTER OF MANPOWER:

(1) No.

(a) Because intensive and wide ranging consultation with organised agriculture at various levels and in different regions is necessary on account of the great diversity in farming activities and practices.

(b) Further consultation is necessary in order to elicit the reactions and viewpoints of agriculture at national, provincial and district levels.

(i) and (ii) Fall away.

(2) No.

(a) Owing to ongoing sensitive consultations and negotiations.

(b) Release will be considered after consultations and negotiations have been completed.

(3) Actions to be taken will depend on the outcome of the negotiations.

(a) and *(b)* Fall away.

First/third-class passengers

328. Mr A SAVAGE asked the Minister of Transport Affairs:

What was the total number of *(a)* first and *(b)* third-class passengers transported by the rail services of the South African Transport Services in each of the four main metropolitan areas of the Republic in the 1985-86 financial year?

The MINISTER OF TRANSPORT AFFAIRS:

	(a)	*(b)*
Cape Town	41 285 218	123 165 623
Johannesburg	39 705 185	222 675 028
Durban	4 409 685	106 326 837
Pretoria	3 592 807	83 940 157

Loss

329. Mr A SAVAGE asked the Minister of Transport Affairs:

Whether the South African Transport Services made a profit or sustained a loss on rail commuter services in the 1985-86 financial year; if so, *(a)* what was the amount of such profit or loss and *(b)* (i) in which areas and (ii) in respect of which services was the profit or loss the highest?

The MINISTER OF TRANSPORT AFFAIRS:

A loss was sustained.

(a) R546 million.

(b) (i) All areas.

(ii) Third class.

Unemployed persons

330. Mr P H P GASTROW asked the Minister of Manpower:

How many White, Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest specified date for which figures are available?

The MINISTER OF MANPOWER:

	Whites	Coloureds	Asians
Bloemfontein	1 523	627	—
Cape Town	4 156	16 035	36
Durban	4 635	2 519	11 465
East London	706	1 098	31
George	395	1 430	—
Johannesburg	10 292	3 762	871
Kimberley	262	1 194	10
Port Elizabeth	1 894	4 780	72
Pretoria	2 328	303	54
Total:	26 191	31 748	12 539

Note: These figures are as at 31 December 1986.

Firearm licences

332. Mr K M ANDREW asked the Minister of Law and Order:

(1) Whether the requirements for obtaining a firearm licence are identical for members of all race groups; if not, *(a)* why not and *(b)* what are the points of difference;

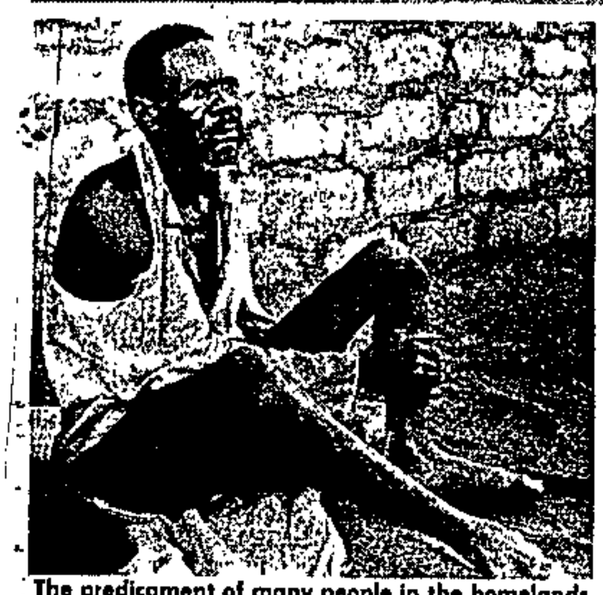
(2) whether any applicants for firearm licences are required to pass a test or demontrate their skill in some other way; if not, why not; if so, *(a)* what is the nature of the test or demonstration required and *(b)* since when has this procedure been followed;

(3) whether any such test or demonstration is uniformly applied; if not, *(a)* why not and *(b)* what are the variations applicable in respect of (i) the age of the applicant, (ii) the race of the applicant, (iii) the geographical area and (iv) any other specified aspects of the test or demonstration required?

The MINISTER OF LAW AND ORDER:

(1) Yes. *(a)* and *(b)* Fall away.

(2) No, formal testing or demontration is required at this stage.



The predicament of many people in the homelands is shown by the appearance of Mr Elias Banda. His face is drawn and his body painfully thin.

7 000 live in destitute village, in a land of unemployment and malnutrition

Star 24/2/87

335



A look of pain and hunger stares out from this small child who lives in the destitute village of Hlakano Sekhweng in Lebowa.

By Susan Pleming

When The Star visited Mr Elias Banda in Lebowa last week with Operation Hunger, he was sitting outside his one-room home. His face was drawn and his body painfully thin from lack of food. He was wearing his only shirt, which gaped at the back from a large tear, and a pair of old shorts.

Asked if he had any other clothes, Mr Banda said he had a pair of trousers which he wore during winter.

He lives in a tiny room with seven other people. There are no beds or blankets and the roof has collapsed, leaving everyone exposed to the weather.

Mr Banda is one of about 7 000 people living in the destitute village of Hlakano Sekhweng in Lebowa and is included in the 80 percent unemployment figure in that village.

RETRENCHED

Sister Rose Madisha, who runs a clinic in the area, said there had been a large influx of farm labourers since 1983 when farmers retrenched many workers because of the drought.

"The malnutrition in this area is very bad and about 80 percent of the children suffer from malnutrition and pellagra," said Sister Madisha, who has worked in the area for 15 years.

The director of Operation Hunger, Mrs Ina Perlman, said Hlakano Sekhweng was one of the worst areas she had seen in many years. The village was indicative of what was happening in many of the homelands.

"The people in this village have been discarded — they are displaced. This problem of displaced people crops up in all the homelands. During the drought we became increasingly aware of the steady stream of people being pushed off the farms into the homelands."

In 1983, said Mrs Perlman, the maize industry laid off 250 000 men, many of whom returned to the homelands.

"These were the people employed at the lowest rung of the working ladder. Once their jobs had been phased out, the likelihood of employment became slight."

Mr Banda arrived in South Africa from Malawi "many years ago". He found employment on the mines, but had to leave after he became sick. He then worked at a farm near Zebedella where he earned R50 a month. He was told to leave the farm in 1983 because of ill-health.

Mr Banda then moved to Hlakano Sekhweng. His wife worked on an orange farm, but brought in little money.

One of the worst cases visited by The Star was a family which consisted of a blind mother, blind son and a deaf daughter, who had four children. The children of the deaf daughter had kwashiorkor and their bellies were swollen from lack of food.

The blind mother and leader of the family said nine people lived in her two-room house. She had worked on a farm until 1982, but had still not received her pension.

Mrs Perlman said there was a terrible backlog in pensions in many of the homelands.

"It can take up to four years before an elderly person receives the pension in the homelands. For example, the Carnegie study showed that in kwaZulu 12 000 people were waiting for their pensions. In Lebowa some people have been waiting for years.

"It seems immoral that people should spend all their working lives in South Africa and not be entitled to a pension at the nearest source of their work," she said.

In another household, Mrs Letta Lettalo (79) said she had to leave a farm in Naboomspruit with her family in 1978 when her husband died. Her husband had worked on the farm from the age of about 16.

"After my husband died we were chased away from the farm. My husband was earning R50 to support 14 people and so we had no money when we got to this village."

BREWED BEER

Mrs Lettalo's daughter worked on a farm close by and earned R60 a week.

"She brings all her money home. We spend R41 on a bag of mealie-meal a month, buy washing powder and then my daughter uses the rest for travelling to the farm."

Some villagers survived by doing odd jobs and others had to take part in illegal activities. One woman said she brewed beer which brought in about R60 a month. Her children were not at school because she could not afford the uniform.

Mrs Perlman said: "This village is one of the worst that I have seen in many years. I have suggested that, for starters, we set up a massive child feeding scheme."



All these children have is an empty food bowl. Their hopes of attending school have been dashed — their parents cannot afford to pay for school uniforms. ● Pictures by Karen Sandison.

Serious problems if number of jobless people is not cut

SOUTH Africa will be faced with disastrous social problems if the present rate of unemployment estimated at between four and six million was not drastically reduced, Dr Alex Borraine said yesterday.

Dr Borraine, who is the executive director of the Institute for a Democratic Alternative for South Africa, said the problem will also have serious political implications such as disturbances in black townships.

He was addressing a conference of the Institute of Personnel Management held in Johannesburg. His address was based on "Unemployment: The overriding moral and political issue of our time. The critical role of the Human Research Profession."



Dr BORRAINE . . . terrifying implications.

Dr Borraine said behind the statistics of unemployment were ordinary men and women whom the plight of being jobless had "terrifying implications".

He said: "When unemployment comes knocking on the door, it brings with it companions who are persistent in their cruel demands. For some, unemployment means losing their dignity, self-worth, a home because they cannot any longer afford to pay repayments on bonds and rent.

He said unemployment fanned the flames of anger and resentment. For an example, in the townships of Uitenhage, it was estimated at more than 55 percent. "There is an increasing mass of people with nothing to do all day who are alienated, angry and hungry," he said.

He urged the Government to appoint an Employment Opportunities Commission which will put all the best heads together in commerce, industry, trade unions, universities and government, in order to mount a dynamic programme to foster job creation.

Unemployment was a vast problem which demanded urgent and serious consideration by both the private and public sector.

He suggested a number of initiatives which could be acted on to try and face "the challenge of this time-bomb which ticks away inexorably."

These include:

- Moving away from capital-intensive economy to a labour-intensive economy.
- Encouraging economic growth at every level and developing informal sectors.
- The introduction of social security.

Retail Financial Management

Many owners of retail businesses are at a disadvantage because they do not understand how money is managed in a business.

The CDB is offering a series of six Tuesday morning lectures for those who wish to increase their understanding of financial management. Topics that will be covered include: commercial arithmetic, practical statistics, bookkeeping and accounting, the preparation and interpretation of financial statements, budgets and cash flows.

For further information please phone Dennis Mathele at (011) 643-3241.

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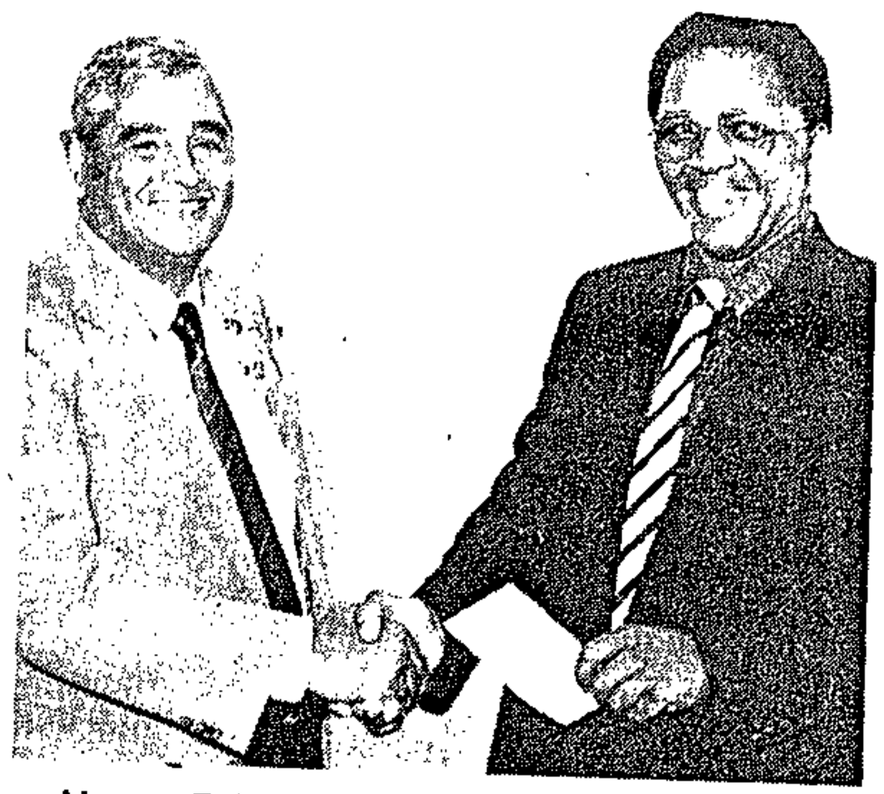

Henry Fabe of SAB beer division (left) presents a cheque for R32 000 to Jakes Fennie, executive director of the National Institute for Social and Economic Development.

CAPE TIMES 26/2/87

SAB helps to create jobs in W Cape

SA BREWERIES (SAB) has given practical help towards creating more jobs in the greater Cape Town area by making a grant of R32 000 towards developing black business.

The money — presented yesterday to the National Institute for Social and Economic Development (NISED) by SAB beer division's Western Cape sales development officer, Henry Fabe — will go towards three specific projects which will initially provide jobs for at least 66 people.

These are the upgrading of the Nyanga Arts Centre which produces and markets paintings and sculptures, a scheme to produce children's clothes, and the provision of facilities including a vehicle to help hawkers in the townships.

"The development of infrastructures is the only effective way to build morale and productivity in the townships," Jakes Fennie, executive director of NISED, explained.

Facilities and amenities

"We therefore have to provide suitable facilities and amenities to enable the people of the townships to sell their goods and services."

Fabe said that corporate social responsibility programmes in SA now had to go much further than the mere signing of cheques.

"It is important to find out what people want, not to prescribe to them.

"The community must be involved in the projects and have a pride and dignity in the end results.

"We believe that the projects we are helping to finance will achieve these objectives."

...ket place.

Acute black unemployment

B Day 27/2/87

325

MICK COLLINS

ABOUT one in every four unemployed urban blacks aged 16 and over is looking for a full-time job, according to a survey conducted by Market Research Africa (MRA).

It is estimated that 100 000 urban blacks are looking for part-time employment, on top of the 860 000 seeking full-time work.

MRA says unemployment is worst among those under 34.

Manager of MRA's Omni division Angelique Amado said yesterday about 300 000 blacks aged between 16 and 24, and a further 300 000 aged between 25 and 34, were seeking employment.

"Both men and women have been affected by the recession with over 400 000 of each sex being out of work.

"When we conducted the survey we interviewed 500 black men and 500 black women living in metropolitan areas."

Of the adult urban blacks who have jobs, the survey showed that an estimated 1,1-million — 800 000 males and 300 000 females — were in full-time, and a further 125 000 in part-time, employment.

The survey was conducted in November of last year but did not include Cape Town, which was considered to have too low a base.

Unemployment public enemy No 1 — Boraine

Cape Times 27/2/87

335

By BARRY STREEK

THE ever-increasing spiral of unemployment made it public enemy No 1 in South Africa, said Dr Alex Boraine, the executive director of the Institute for a Democratic Alternative for South Africa (IDASA).

Dr Boraine said a number of initiatives, including the establishment of an employment opportunities commission, are necessary to "try and face the challenge of this time-bomb which ticks away inexorably".

Addressing a meeting of the human resources profession in Cape Town this week, he noted that whatever the definition of unemployment, "one thing is clear and that is that unemployment is at an unacceptable rate in South Africa.

"Every indication points to an ever-increasing spiral in the number of persons unemployed — the heavy demands on the Unemployment Insurance Fund, the long queues at unemployment offices and labour bureaus, the desperate plight in rural areas and urban areas of those who crowd the streets, farms, villages and cities looking for work."

One of the many reasons why the South African economy was not growing at a satisfactory rate was the lack of skilled workers, he said.

In the economically active group, only 1,6% of whites had not completed more than primary school level, but 24,7% of Asians, 59% of coloureds and a staggering 84% of blacks fell into this category.

"To give the statistics more point, it is reckoned that only 32 000 whites have only primary education, but 6,36 million blacks are in this category.

"If we total all South Africa's manpower at 10,8 million, 30% are to be regarded as having no education at all, another 36% have primary schooling only, secondary schooling accounts for 31% and diplomas and degrees for 3%."

Dr Boraine said one of the most significant background causes of the disturbances in the townships throughout South Africa was undoubtedly the lack of job opportunities.

"Hand-in-hand with spiralling unemployment is the increasing number of black matriculants coming onto the job market, and could there be anything more frustrating, after battling against all odds to stay at school, to find that there are no vacancies?

"Unemployment fans the flames of anger and resentment," he said.

There was no easy solution he said, but he urged the formation of the commission to foster job creation and a planned movement away from a capital-intensive to a labour-intensive economy, with better tax incentives for industrialists to move towards labour-intensive investment in urban areas, Dr Boraine said.

Unemployment is worst enemy

(335) B/Day 27/2/87

OWN CORRESPONDENT

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CAPE TIMES 28/2/87 (260) (157) (335)

Judges order board to probe dismissal

Own Correspondent

DURBAN. — Supreme Court judges yesterday ordered the Minister of Manpower to establish a conciliation board within 14 days to discuss the summary dismissal of a Durban father of three by the State Fuel Fund Association (SFF) after 17 years' service, because he failed to gain a security clearance from the South African Police (SAP).

The court was told that Mr Frederick James Dalrymple Jenkin, 52, of Yellowwood Park, had worked as a "sanctions-buster" for an unnamed country on behalf of the SA government, while employed by the SFF.

In an application before Mr Justice Howard and Mr Justice Kriek, Mr Jenkin said he had been given no reasons for his dismissal other than that he had failed to get the necessary security clearance from the SAP. At the time he was operations superintendent in Durban.

He said the general manager of the SFF, Mr T Osler, had summoned him on February 15, 1985 and told him his services were terminated.

The company had not adhered to its normal disciplinary code before dismissing him and he had been given no opportunity to reply to any allegations.

It was stated in papers before the court that despite appeals to the State President, the Minister of Defence, the Minister of Law and Order, the Minister of Mineral and Energy Affairs and the SFF, Mr Jenkin was unable to find out why he had been refused a security clearance.

Finally in January last year the Minister of Manpower had refused to establish a conciliation board.

Mr Jenkin said he could not think why he should be considered a security risk since he was not politically active, his lifestyle was quiet and he moved within a small, respectable circle of friends.

In a letter before the Court, his wife, Mrs Eve Jenkin, said her husband had been involved in top-secret and confidential work for the SFF, and that the contention that he was a security risk was "absurd".

"For two years he carried the burden of 'sanctions-busting' for an unnamed country on behalf of the South African government," she said. "He acted as operations man, contact man, go-between, document carrier — you name it — he fought bitter battles, now conveniently forgotten to ensure the secrecy and success of this operation."

"This is the man you people call a security problem," she said.

Metal Box: 140 could lose jobs at closure

EAST LONDON — Approximately 140 jobs could be lost when Metal Box South Africa closes its plant in East London at the end of September.

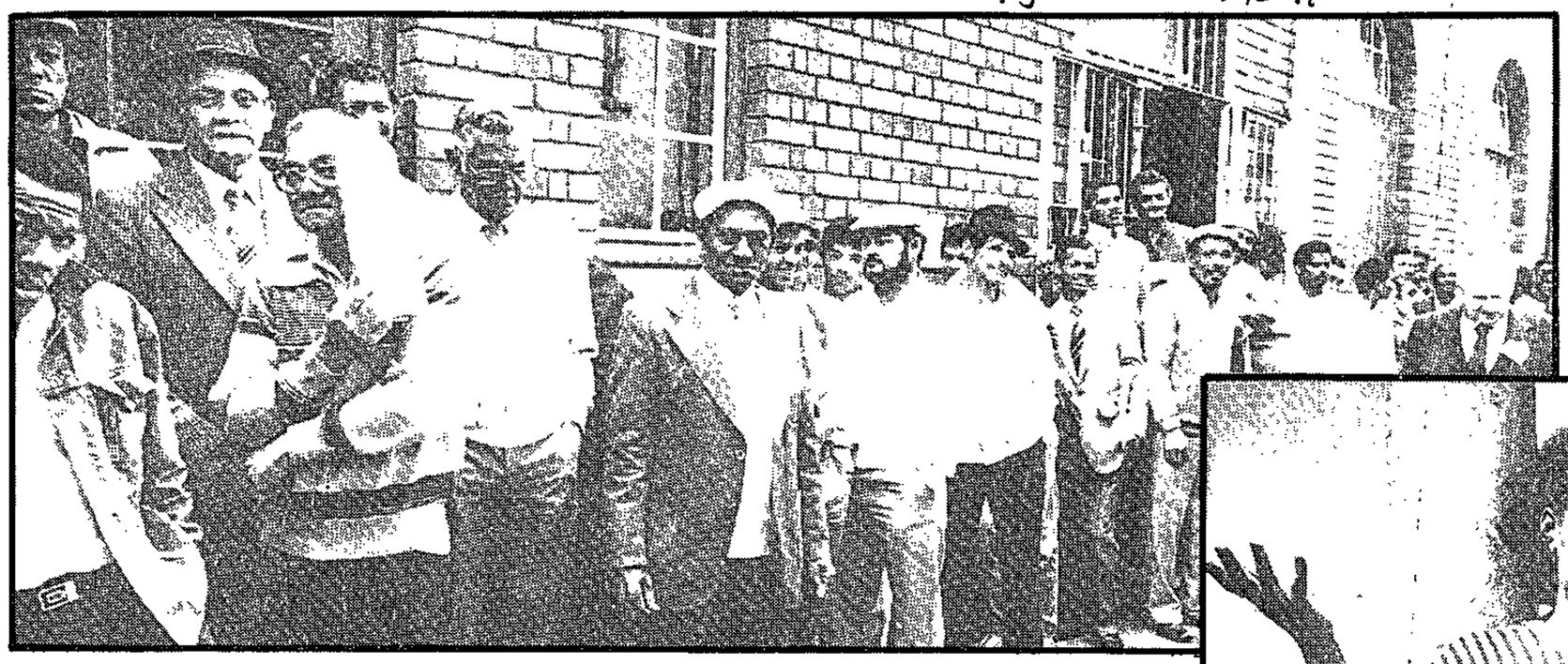
In a statement yesterday, the company's divisional chairman, Mr Raymond White, said the depressed state of the liquid packaging market in the Eastern Cape could no longer sustain the plant.

Mr White said every effort would be made to place as many employees as possible in other group companies, and consultations to this effect would be held with trade unions.

He said the closure would not affect customers because orders would be placed through Johannesburg, as in the past, and redirected through other production plants. — Sapa

Plight of the jobless

Argus 2/3/87



The unemployed line up daily seeking work.

Below: Manenburg matriculant Vanessa Bartlett scans the newpapers each day for job vacancies. She has been unemployed for more than a year.



SPECIAL REPORT

Staff Reporter REHANA ROSSOUW looks at the side of Cape Town where hungry children cry themselves to sleep and desperate parents walk the streets hoping to earn enough to last another day.

CAPE TOWN — the sunshine city to which thousands of tourists flock to sample the delights of its beaches and the majesty of its mountains.

But beneath the beautiful facade of South Africa's showpiece lies misery and hardship for the thousands living below the breadline because of unemployment.

This is the side of Cape Town tourists never see.

Where hungry children cry themselves to sleep and desperate parents walk the streets hoping to earn enough to last another day.

You need not venture into the townships to find such misery.

The problem is far more widespread. More than 60 000 Capetonians are officially unemployed. This is a conservative figure — the number of people involved is considerably higher, possibly even double.

The Argus has had a wave of letters from desperate readers whose lives have been shattered by unemployment.

One of the saddest and most consistent problems is that of people over 40 who are turned down by employers in preference to younger recruits.

This letter from a Sea Point woman says it all: "I am a proud but humble jobseeker.

"How does a middle-aged ("over the hill"), well-qualified respectable lady say 'please will you seriously consider me for your vacancy ... you see, my savings are depleted and I have been declared destitute.

"How can a prospective employer choosing between the selected shortlisted few, be aware of the plight of the person with a smiling face, sitting opposite him — hoping and praying.

"How do you get it across to him? You try to look your best, smile and make a joke, but underneath you're desperate, really hurting. There is no way you can beg him to give you a job.

"Sometimes you're up against a bored secretary who wants to change employers. You want to shout "give me the job, I need it more than her".

"I've been reduced to going to the Department of Welfare for a grant. But that doesn't help when the bills come in.

"Once you're classed as destitute, your friends treat you like a leper. People seem to think that you do not have the drive or ambition to secure employment."

Other readers, unemployed for months, wrote of being desperate enough to resort to crime, frustrated by walking the streets and still going home without jobs.

But young workseekers are often just as unsuccessful.

Vanessa Bartlett, 19, a matriculant from Manenberg, has been job-hunting for more than a year. She wrote begging The Argus to help her find "an honest and good job".

"I matriculated in 1985 and completed a secretarial course at the Cape Town School of Commerce. Since then I have been looking for a job.

"Every morning my mother wakes me at 8am and I rush down to the post office to phone for jobs advertised in the newspapers.

"All the companies I phone tell me they are looking for people with experience. They add they want older women.

"I've been to the Department of Manpower, I've sent application forms to hundreds of companies and I've been to all the employment agencies, but I still haven't found a job.

"Once a week my mother gives me trainfare to town where I go from company to company looking for a job. The thought of shoplifting and other means of making money has crossed my mind — I'm that desperate.

A "despondent parent" from Kenilworth wrote of the anguish of her 23-year-old son who has not found a job since he completed his military service in December last year.

"He came out of the army full of enthusiasm, pride and excitement. This has now turned to despair, unhappiness and loss of faith in his country.

"He applied for 10 jobs, was turned down at eight and refused two prospective interviews. The firms all wanted experienced people although my son has a business diploma.

"He is now thinking of emigrating and I must ask: "Can South Africa afford to lose young people of this calibre?"

"Something has to be wrong with a country when young people cannot find employment when the economy is supposed to be on the incline. What is the future of young people in South Africa?"

Area manager for a large personnel agency in Cape Town Miss Anne O'Healy said jobs for unskilled, inexperienced workers were still scarce, although prospects had brightened for top employees.

"We find our clients are prejudiced against older people, even though they have more experience and are generally more responsible.

"There are more vacancies this year than there were last year, but our clients are still looking for experienced people.

"We've managed to place a few matriculants, but only the top students."

Many job-seekers have given up hope.

CAPE TIMES 3/3/87 335

Prudential blacklisting 'wrongful'

Supreme Court Reporter

THE Prudential Assurance Company has been rapped on the knuckles by the Supreme Court and saddled with a legal bill estimated to be in the region of R75 000 after "unreasonably" blacklisting a former employee.

The man who approached the court for help was 38-year-old former life insurance salesman Mr Peter Hawker of Harfield Village. He fought the case on legal aid.

The facts of the case are set out in a 30-page judgment handed down by Mr Justice C T Howie last week after he reserved judgment in March last year.

In layman's terms, Mr Hawker's troubles began when he falsified a letter from a client.

The court found his motive was to "conceal an instance of his own inefficiency" from his superior and to speed up the return of the client's premiums. He was not covering up any unlawful conduct.

He then resigned but his boss at the Prudential, Mr Christopher M Bean, submitted a report to his superiors recommending that Mr Hawker should be given "an S reference" — an effective 20-year blacklisting although the person blacklisted may apply for a review after five years.

Mr Justice Howie found that had Mr Hawker not resigned, the Prudential would have been entitled to fire him for falsifying the letter. They would also have been entitled to give an adverse report to prospective new employers.

However, the judge ruled that blacklisting Mr Hawker for 20 years from his chosen calling in which he was trained and skilled was so out of proportion with his "offence" that it was unreasonable and "delictually speaking, wrongful".

Noting that the Prudential executives involved in the "far-reaching" blacklisting decision "simply accepted" the reasons given by Mr Hawker's boss without "any further investigation or inquiry", Mr Justice Howie observed that it was "difficult enough for a court of law to decide factual conflicts purely on a study of documentation".

It was all the more difficult for company officials "untrained as triers of facts" to do so and the courts themselves referred many such cases for hearing of oral evidence.

Mr P Hodes SC, with Mr D Lenhoff and instructed by Bester Cooper Grove and Wolfaardt, appeared for Mr Hawker. Mr S Selikowitz SC, with Mr R P Hoffman and instructed by Nell and Jacobson, appeared for the Life Offices' Association of South Africa. Mr M Odes SC, with Mr W R E Duminy and instructed by Schneider Galloon Reef and Co, appeared for the Prudential.

Stuttafords to close city store

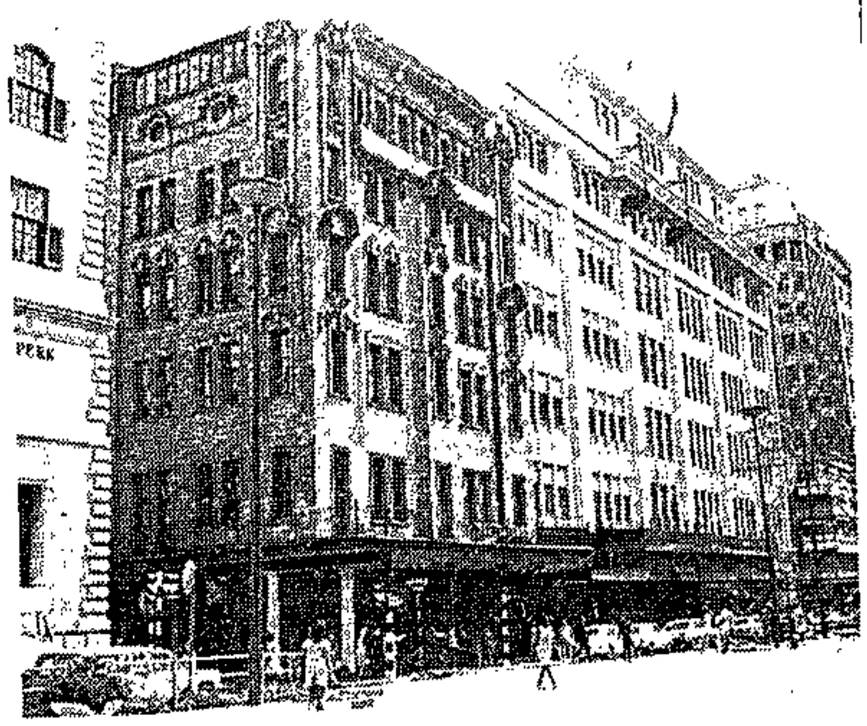
Capt Trials 3/3/87 ~~30~~ 335

By NEILL HURFORD
Property Editor

STUTTAFORDS department store, which has traded in Adderley Street for 130 years, will close its doors on April 18, it was announced yesterday.

A spokesman said last night that most of the stock would be transferred to the Cavendish Square branch of Stuttafords.

He said as many as possible of the city store's 145 employees, who were addressed by management yesterday afternoon, would be absorbed into the Claremont store.



Stuttafords . . . seen from Adderley Street.

He confirmed the sale of the building and said the new owners would make an announcement soon about the fate of the premises, which are bounded by Adderley and St George's streets. The sale is reported to have been negotiated around R10 to R12 million.

Members of the group believed to have bought the building could not be reached last night, but it is believed that the intention is to revamp it to include a retail mall.

"At the moment, members of the staff — both clerical and retail — are our major consideration and we are spending a great deal of time working out ways in which to place them, either in the Claremont store, or in other jobs," said the spokesman.

There was a possibility that staff could even be placed in the Stuttafords Sandton store, sold to Greatermans in 1985.

There was no question of closing-down sales being held in the city store, he said, and added that Stuttafords expected a substantial increase in turnover in the Claremont store where, however, no further expansion of departments was contemplated.

Stuttafords was established by Cornishman Samson Rickard Stuttaford soon after his arrival in Cape Town in 1857, and remained in the family until 1978 when it was sold to Mr Graham Beck.

4 000 miners face the axe

335 31/3/87 Sowetan

By LEN MASEKO

ABOUT 4 000 black mineworkers face retrenchment at two Johannesburg Consolidated Investment-controlled gold mines on the West Rand, the National Union of Mineworkers has disclosed.

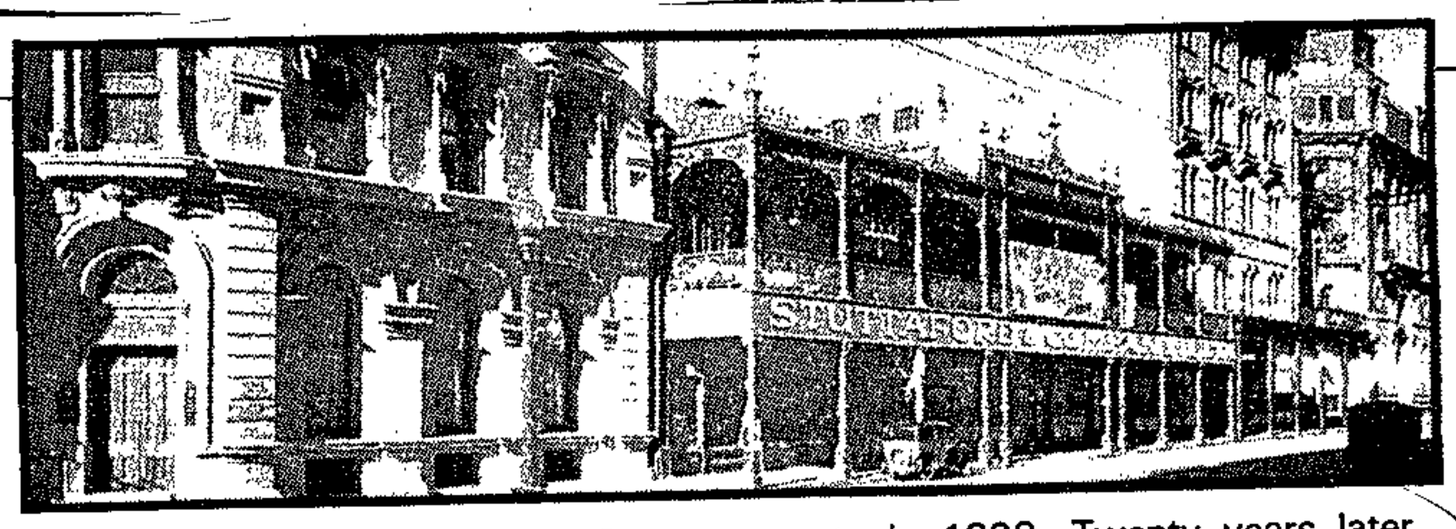
NUM assistant general secretary Mr Marcel Golding said this week that the JCI had told the union it was laying off workers because it was introducing mechanised mining at the Western Areas and Randfontein Estates gold mines.

Mr Golding said the union had suggested several alternative measures to mine management, such as cutting working hours or overtime, but no solution had been reached.

A JCI spokesman yesterday confirmed the move, saying mine management was negotiating with the NUM about the reduction of employees "due to mechanised mining" at the two mines.

He, however, could not say how many workers would be retrenched as a result of the mechanisation, adding that "the number varies from time to time".

The NUM has condemned the pending retrenchments.



1898: THE original Adderley Street property in 1898. Twenty years later Stuttafords acquired St George's House, left.

Argus 4/3/87

Farewell to Stuttafords

Staff Reporter **DICK USHER**

FOR 130 years Stuttafords has been an integral part of central Cape Town.

When the Tavern of the Seas was a small town of 20 000 people, the "harbour" was nothing more than a wooden jetty at the end of the Heerengracht and horse-drawn cabs and carts thronged the muddy streets, Samson Rickard Stuttaford came to South Africa.

Arriving at the small port at the foot of Africa in June 1854, not yet 21, he quickly grasped the commercial possiblities available in the colony and its vast hinterland and within three years had started the commercial venture which survived the vicissitudes of drought and depression, world wars and local upheavals and made of them opportunities for growth and expansion.

The Stuttaford name has been associated with Cape Town and South Africa since then, both as a high-quality department store and as a significant family in local and national affairs.

He opened his first business venture in 1857 in Harrington Street, behind where the City Hall now stands, and the following year the Cape of Good Hope directory recorded his name for the first time — albeit wrongly spelt as "Samson Stutterford".

But despite this inauspicious beginning, and the difficult years that followed, S R Stuttaford progressed. He had been joined in South Africa by his brother, William Foot Stuttaford, and later they formed a partnership with William Thorne.

It was this partnership which, prompted by the urgings of Samson Stuttaford who felt certain that Adderley Street would one day be the business centre of Cape Town, in 1870 bought the Colonial Bank building at the corner of Adderley Street and Hout Street for £10 000.

This was the original section of the group of buildings which the company was to acquire over the years until it owned the entire central city block bounded by Adderley, St George's, Hout and Shortmarket streets and sold in a deal announced this week that marked the end of the Stuttaford name's association with the centre of the city.



SERVICE: Three Stuttafords employees with 127 years' service between them. From left, Mrs Dorothy Pienaar, Mrs Rosie Williams and and Mr Ronnie Fraser.

The partnership had been assisted towards the prosperity that enabled it to buy the Colonial Bank building by the discovery of diamonds and then gold in the interior.

Ladies' corsets, the "safety bicycle", the newly-invented primus stove, furniture, books, eyeglasses and spectacles, cameras, mourning costumes, and a myriad of other items — including "Champion beetle traps" and "furniture grimps" — found their way into may homes from the store that was rapidly becoming the foremost in Cape Town.

The company also provided an early home for the pioneers of radio in Cape Town when broadcasting started in South Africa.

In 1870 Samson Rickard Stuttaford's eldest son Richard was born, a man who, until his death in 1945 was to play a prominent role in the affairs of the business, the city and the state.

He had been president of the Association of Chambers of Commerce, a minister in General Hertzog's Fusion Cabinet of 1933 and Minister of Commerce and Industries in General Smuts's cabinet during World War 2.

He was succeeded by his son, Richard Bawden Stuttaford, and some employees still with the company joined Stuttafords at that time.

Mrs Dorothy Pienaar, Mr Ronnie Fraser and Mrs Rosie Williams — with a total of 127 years' service between them — recalled that it had always been a family affair.

"People asked me why I stayed so long. For me this is my home," said Mrs Williams.

She started work as a cleaner in the staff canteen when she was 18, then cooked for the staff and in the many Stuttafords tea-rooms and restaurants for customers.

Ronnie Fraser, 43 years with the company, started as a porter and later filled many positions.

They all recall a visit to the store by the Queen Mother during the British royal family's visit to South Africa.

"All the girls were lined up and as she came into the store she actually touched me. That meant a lot to me," said Dorothy Pienaar.

Another of Ronnie Fraser's jobs, while he was working in the interior decorating department, was to arrange the red carpet for the opening of Parliament every year.

He also proudly recalls that he decorated many of the best homes in the Peninsula and sometimes went as far afield as Mossel Bay.

Reckless poachers

W/L ARGUS 7/3/87

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By DENNIS CRUYWAGEN
Weekend Argus Reporter

RECKLESS poachers, driven by the poor economy, unemployment and the increasing demand for seafood, are entering the lucrative black market in droves.

The number of arrests and the fines paid by poachers have soared, according to a report from the Department of Environment Affairs.

The department said that seafood such as perlemoen and crayfish were the chief targets of the poachers because of the high prices they fetched on the black market.

The increasing popularity of these delicacies and their continued exploitation have heightened the pressure on resources.

"A greater recklessness is detectable in the collecting of these seafoods," the department said.

It said that 84 people, who paid a total of R17 790 in fines, were prosecuted for contravening crayfish regulations last year.

In the same period 34 people, who paid a total of R11 940 in fines, were prosecuted for violating perlemoen regulations.

According to the department 444 people, 306 of whom were prosecuted, were charged between October and December last year.

Fines totalling R44 061 were imposed.

Last year 1 610 people — an increase of 367 on the previous year — were prosecuted for contravening the Sea Fisheries Act.

Kommetjie, where the highest number of people were arrested, appeared to be a favourite spot for poachers in the Peninsula.

About 35 people were prosecuted on 49 charges here, and fines amounting to R6 355 were collected.

Call to alms for preachers

By ELSABE WESSELS

UNEMPLOYMENT among candidate ministers in branches of the biggest Afrikaans church, the Nederduitse Gereformeerde Kerk (NGK), is causing concern.

An investigation by the Sunday Times has revealed that, while the NGK does not have vacancies, impoverished congregations of the three black daughter churches, the NG Sendingkerk, NGK in Afrika and the Reformed Church in Africa, do have vacancies but can't afford the luxury of a dominee.

"In the Sendingkerk we have at least 40 vacancies that can't be filled for financial reasons," a spokesman said this week.

"We do get support from several sources, including the NGK, but it is not enough. We are investigating establishing a central support fund for ministers' salaries."

Available

Though the three daughter churches can call ministers in any of the Dutch Reformed churches to their congregations, the NGK congregations appoint only white ministers.

The majority of young candidates have made themselves available to be called to any of the four Dutch Reformed churches.

But more than 100 young candidates who qualified from the universities of Stellenbosch, Pretoria and the Western Cape last year have not yet been called.

ELECTRONIC IGNITION, 3-SPEED VF

Unemployed — with nine dependants

Dispute over dismissed labourer

By Inga Molzen

A 54-year-old labourer and former tractor driver who has nine dependants, was dismissed from the Rand Water Board's farm 25 km west of Johannesburg at the end of last year and served with eviction papers. He had been employed for two years at the farm.

It was alleged the man, Mr Jackson Sibiloane, a farm union shop steward, had assaulted a fellow employee, but he was not charged in court for the alleged offence.

Although dismissed on December 30 and asked to leave his premises, he is still living at the farm.

The board has applied through the courts to have him evicted, but he will not have to leave the farm until there is a ruling.

The Orange Vaal General Workers' Union which is representing Mr Sibiloane, said they had asked for other workers retrenched on January 15 to be reinstated without loss of pay.

The board said they would file legal papers on the labour dispute, but the farm workers have not been informed of any new developments.

The board's principle administrator, Mr C Heyberg, said: "I can't see what is newsworthy about employees dismissed from the farm.

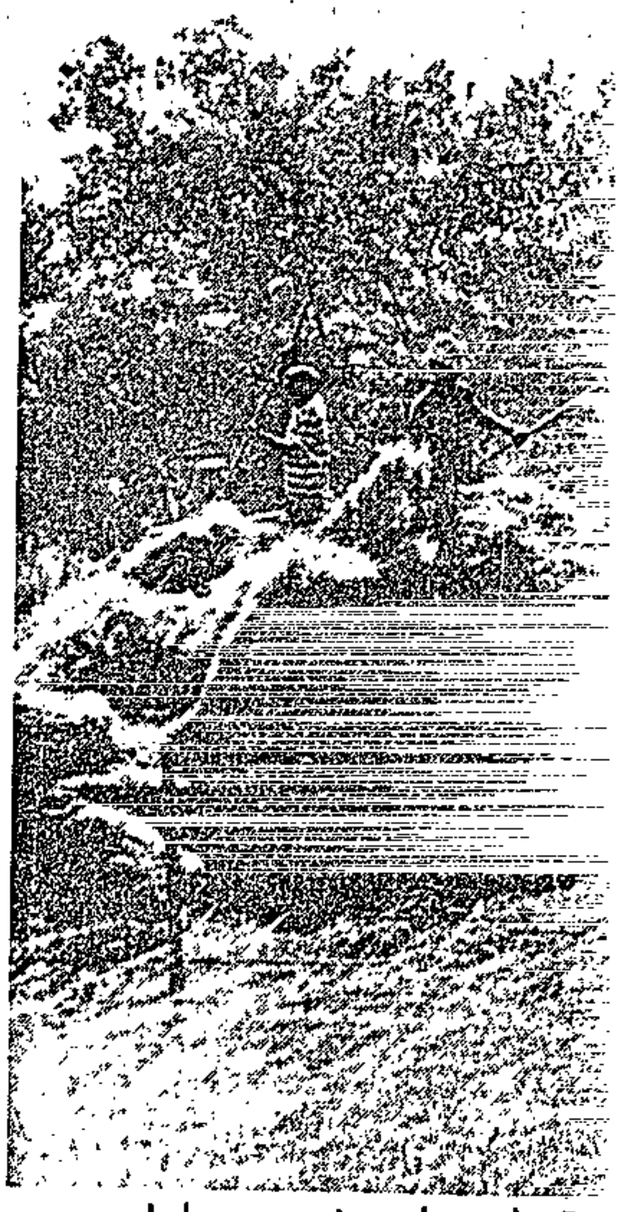
"I can give you no comment. Whatever we do with our employees is our business. We are not going to reply to allegations in the newspaper. It's a staff matter."

The board's general secretary, Mr van der Westhuizen, said: "I cannot comment on the dismissal, for the whole matter is sub judice. There is going to be litigation."

He said it was up to the court to decide whether dismissed workers could be evicted from their homes on the farm.

Questioned about the board's attitude on the unionisation of their farm labour, Mr van der Westhuizen replied: "As you know, the legislation at the moment does not permit that. Until this is the case, it does not concern us.

"If the farm labourers wish to be union members, that is not our concern."



Labourers at work on the R

'Farmers wooed while workers are ignored'

Farmworkers have little or no recourse to legal action when faced by unfair labour conditions, their pay is low and their real wages have dropped, a unionist claims.

The general secretary of the Orange Vaal General Workers' Union, Mr P Masiya, said that while farmers had been placated with R237 million in government aid, the findings of the National Manpower Commission (NMC) had been frozen.

The Department of Manpower was instructed in May 1972 to investigate and report on conditions affecting domestic and farm workers.

The NMC report was completed and handed to the then Minister of Manpower, Mr Fanie Botha, in October 1984.

"No one cares that farmworkers are exploited," said Mr Masiya.

Mr Masiya said researchers and labour representatives had worked hard to produce the Farm Labour Report, and recommendations were submitted to the NMC.

They reflected the need to correct abuses such as the use of child labour on farms, eviction of families, low wages and poor working conditions, lack of bargaining rights and a lack of compensation for injuries.

When workers were dismissed with one month's pay they struggled to find other employment, he said.

"Farming is seasonal. Dismissed workers may wait at up to a year or more before farmers again hire labour. And meanwhile they are evicted," said Mr Masiya.

They were unable to enter legal agreements except under common law, which was "outmoded and affords little protection", he said.

This view was reinforced by the Cosatu-affiliated South African Domestic Workers' Union which last year referred 1 954 cases of alleged exploitation to the Small Claims Court. But in most cases the employers failed to appear.

The Minister of Manpower, Mr P T C du Plessis, was questioned in Parliament during the recent session about the delay in publishing the NMC report.

He said ongoing, nationwide consultations with organisations were "sensitive, intensive and wide-ranging".

The "diversity" of the agricultural sector had also delayed negotiations, he said.

Unemployment of Asians growing

Pretoria Bureau

Unemployment among Asians had increased by 35 percent in November last year compared with November 1985, according to Central Statistical Services in Pretoria.

More than 64 percent of unemployed Asians were under 30 years of age in November 1986.

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12/3/87 STAR

Mwasa alleges TV retrenchments

SOPHIE TEMA

ABOUT 40 black TV2 and TV3 staff members might be axed from their jobs, Media Workers' Association (Mwasa) national treasurer Thami Mazwai says.

"Although we have not been given an official number of people to be retrenched by the SABC, from what we have gathered a conservative estimate is about 40 workers are affected," he adds.

No SABC spokesman was available yesterday to confirm the figure.

Mazwai says Mwasa's executive will ask the SABC for clarification on the number of its staff members expected to be retrenched. A letter is due to be delivered to the SABC board today.

"We will also ask that the SABC give its justification for the retrenchments and an indication of how far white staff members have been affected in this regard," Mazwai says.

Mwasa 'to resist SABC retrenchments'

THE Media Workers Association of South Africa (Mwasa) has expressed alarm at the possible retrenchment of about 43 black editorial employees at the SABC.

Mwasa's national treasurer Mr Thami Mazwai at the weekend said the SABC management had said 13 workers would be retrenched but information from shop stewards indicated that another 30 members from TV2 and TV3 were going to be retrenched.

He expressed concern at the fact that it seemed only black employees were affected. "We suspect racialism is at work here. We will resist all retrenchments," he said.

The chairman of the Southern Transvaal region of Mwasa, Mr Sam Mabe, yesterday accused the SABC of "union-bashing tactics and discriminatory labour practice".

He said: "The retrenchment smacks of the worst form of racism and anti-union tendencies displayed by the SABC to date".

Mr Mabe said the corporation was refusing Mwasa recognition despite the union having the majority of SABC's black staff as registered members. The cutting down of black workers at the corporation was one of the steps in "weakening" the union's influence and rapid growth at the corporation.

He warned the corporation and asserted that Mwasa would fight for the reinstatement of its workers "to the bitter end".

16/3/87 335 SOWETAN

40 SABC editorial staffers to lose jobs?

Dispatch Correspondent

JOHANNESBURG — About 40 black members of the editorial staff of TV-2 and TV-3 are expected to be retrenched soon, Mr Thami Mazwai, national treasurer of the Media Workers Association of South Africa (Mwasa), said on Saturday night.

"We are very concerned, it appears only black staff are being threatened with retrenchment. The whites don't seem to be affected."

Mr Mazwai said his union was "determined" to prevent the retrenchment of any black editorial staff at the SABC.

Two weeks ago the corporation held talks with Mwasa in which they gave the impression that about 13 dubbing technicians, synchronisers and secretarial assistants were to be affected from both TV2 and TV3 (Nguni and Sotho sections).

Mr Mazwai said on Friday last week that the SABC indicated that black staff members of their Pretoria corporation could also be affected.

He said that at a recent meeting with SABC management in Johannesburg, they were informed 17 members of the Rand staff were going to be retrenched.

He added he had heard at least another 23 members of the two channels elsewhere were also going to be retrenched. He said he was confident this information was correct, but had not yet received confirmation from the SABC.

Mr Mazwai said that Mwasa would be having another meeting with SABC management on March 20 and would raise the issue then.

"We suspect there is racialism at work here.

"Mwasa is sending a letter to the SABC asking to be informed about the extent of the retrenchemts.

"We will also ask that SABC give its justification for the retrenchments and an indication of how far white staff members have been affected in this regard.

"We recall that when TV2 and TV3 were introduced there was a hue and cry from the public for SABC not to introduce ethnic channels but it went on in doing so and now innocent people are to suffer."

No SABC spokesman was available yesterday to confirm the figure.

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SPOT NEWS

TV news staff face retrenchment

JOHANNESBURG. — About 40 black members of the editorial staff of TV2 and TV3 are expected to be retrenched soon, Mr Thami Mazwai, national treasurer of the Media Workers Association of South Africa, said. — Sapa.

14 last year at 3pm. Breytenbach drove

SABC to retrench 40 blacks

B Days

SOPHIE TEMA 17/3/87

THE SABC has refused to comment on allegations that about 40 of its black staff members are to be retrenched. 335

O D J Lafleuriagne of the SABC's media office said yesterday in the light of negotiations going on and a meeting that is to be held between the organisation and the executive of the Media Workers Association of SA (Mwasa) it would not be in anybody's interest to comment now.

Mwasa national treasurer Thami Mazwai said at the wekeend his organisation had estimated about 40 black staff members would be affected by the retrenchments.

A letter written by Mwasa was to be sent to the SABC asking the organisation for clarification on the number of its black staff members who were to be retrenched.

Mwasa said it would also ask the SABC to give its justification for the retrenchements and to indicated the extent to which white staff members would be affected.

Mazwai said two weeks ago Mwasa had gained the impression from the SABC only 13 dubbing technicians, synchronisers and secretarial assistants were to be retrenched from TV2 and TV3.

"But we have since gathered information that more people are to lose their jobs," he said.

Putco to cut its staff

PUTCO is to retrench 205 people and make 107 positions redundant, a statement from Putco's PR executive, Mr Pat Rogers, said yesterday.

The statement said the retrenchments affected its south-western area — which included Soweto — while the position redundancies were in its eastern area and were currently underway.

Putco said in this area, there were 40 vacancies for drivers which would be offered to "those suitable among the staff affected".

The first phase of retrenchments — involving 242 people — took place at the beginning of the year and were a result of the Soweto boycott, the statement said. About 100 buses were taken out of operation.

Putco said it was hoped that at the end of the Soweto boycott, the number of passengers carried would return to former levels.



PAT Rogers . . . Putco PRO.

The company's south-western fleet would be reduced overall from 902 to 820 buses.

The statement said rationalisation measures planned in the south-western area included the amalgamation of the Dobsonville and Putcoton divisions, the transfer of the Diepkloof services from Putcoton to Soweto division, computerisation of statistics in Soweto, and the introduction of the "farespeed ticket issuing system" which provides computerised traffic information — in Putcoton.

Putco said it viewed retrenchment as "a last resort and not a first option", but that the number of people employed must be related to the number of buses operated and this in turn indicated by the number of passengers carried. — Sapa.

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18/3/87 SOWETAN

The



Part of the crowd of job seekers at Bolton Hall in Durban yesterday.

Desperate wait for work

18/3/87

Labour Reporter

MORE than 300 women, mainly blacks, packed the Bolton Hall in Durban yesterday in a desperate bid to find jobs.

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, which is helping them to find work, said several thousand workers in the clothing industry had lost their jobs during the past few years as factories had moved to decentralised areas.

'Job prospects in the clothing industry are still very bleak, but we are trying our best to find jobs for as many people as possible.'

He said the unemployed assembled at Bolton Hall at the union's office in Gale Street every Tuesday and Thursday for employers to telephone for labour.

'On average we manage to place between 50 to 60 people in jobs, but on some days we do not receive a single call,' he said.

Many women claimed that some employers gave preference to Indian and coloured workers. It was claimed some firms felt that black workers 'posed problems' because of their trade union links.

Mr Hansa confirmed that the union had received complaints from blacks about preferential treatment given to Indians and coloureds in filling vacancies.

'Once I received a call from an employer requesting Indian and coloured labour. I got very angry and told him to send a ship to India if he wants Indian labour.

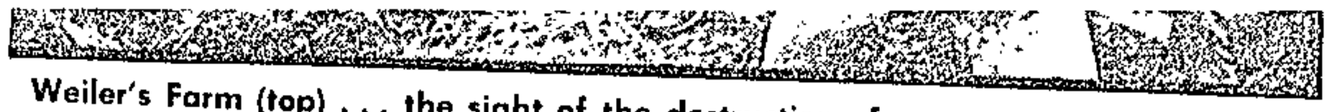
'It's time that employers stopped this racial discrimination,' he said.

Mr Sadek Vahed, chairman of the Natal Clothing Manufacturers' Association, said he was not aware of any employer in the clothing industry discriminating against blacks.

'My company has a number of clothing factories in Natal and 90% of our staff are blacks. Where is the discrimination?' he asked.

...ointed out that he was

...turbed" because black ...cide whether such par... ...ove a school board's



Weiler's Farm (top) . . . the sight of the destruction of new squatter shacks. Mrs Janet Mehlope (above) . . . her brick and mud home was badly damaged by the demolition squad.

More Putco retrenchments

Star 18/3/87

By Zenaide Vendeiro, Transport Reporter

Putco is to retrench hundreds more workers in all categories because of a fall-off in the number of passengers carried.

This follows the retrenchment of 242 workers at the beginning of the year, in the aftermath of the Soweto bus boycott.

A Putco statement, issued by public relations executive Mr Pat Rogers, said a "continuing study of operations had established the need for further rationalisation and retrenchments".

The monitoring had been carried out jointly by management and worker representative organisations.

There would be 205 retrenchments in the south western area, which included Soweto.

Putco said most of these retrenchments would take place in April but some would be effected in the immediate future with the splitting of the southern division into two — Wembley and Alberton/Germiston.

The area's fleet would be reduced from 902 to 820 buses.

The rationalisation measures planned in the south western area would include the amalgamation of the Dobsonville and Putcoton divisions, the transfer of the Diepkloof services from Putcoton to the Soweto division, computerisation of statistics in Soweto and the introduction of a ticket issuing system in Putcoton.

In the eastern area, 107 positions had been made redundant, said Putco. But there were 40 vacancies for drivers which would be offered to those suitable among the staff affected. Further rationalization measures would include the centralisation of the traffic inspectorate and computerisation of statistics.

"Putco views retrenchment as a last resort and not a first option. But the number of people employed must be related to the number of buses operated and this, in turn, is dictated by the number of passengers carried," the Putco statement said.

By Jo-Anne Coll

New shacks have been dem... Farm, the spreading sq... south of Johannesburg.

The camp has caused alar... in the area and local Nat... been challenged to find a wa... hundreds of shacks.

Police and army entered ... yesterday morning, residen... diers demolished several hal... tures. None of these shacks ... and no attempt was made ... shacks, they added.

Mrs Olga Lutu of the We... dents' committee said she ... cials about the demolition.

She had been told that ... were not under threat and ... tions were to control the entr... to the area.

She added that some famili... forced to rebuild due to f... mistaken as newcomers. One ... Mrs Janet Mehlope, whose ... structure was badly damaged ... tion squad.

Mrs Lutu said there were ... about the future of Weiler's Fa...

Residents have refused all... Everton.

allegal
torture

B/Day
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19/3/87

Putco workers to be retrenched

SOPHIE TEMA

HUNDREDS of Putco workers are to be retrenched as a result of the fall-off in the number of passengers carried by its buses.

Retrenchments will affect about 205 workers — including those who might leave the company for other reasons.

A first phase of retrenchments took place at the beginning of the year, when 242 workers lost their jobs after the Soweto bus boycott that resulted in about 100 buses being taken out of operation.

Most of the new retrenchments — which will affect workers in all categories — will take place in April.

In the southern division — Wembley and Alberton-Germiston — some workers will be affected in the immediate future. In this division the area fleet will be reduced from 902 to 820 buses.

In the eastern areas, 107 positions have been made redundant.

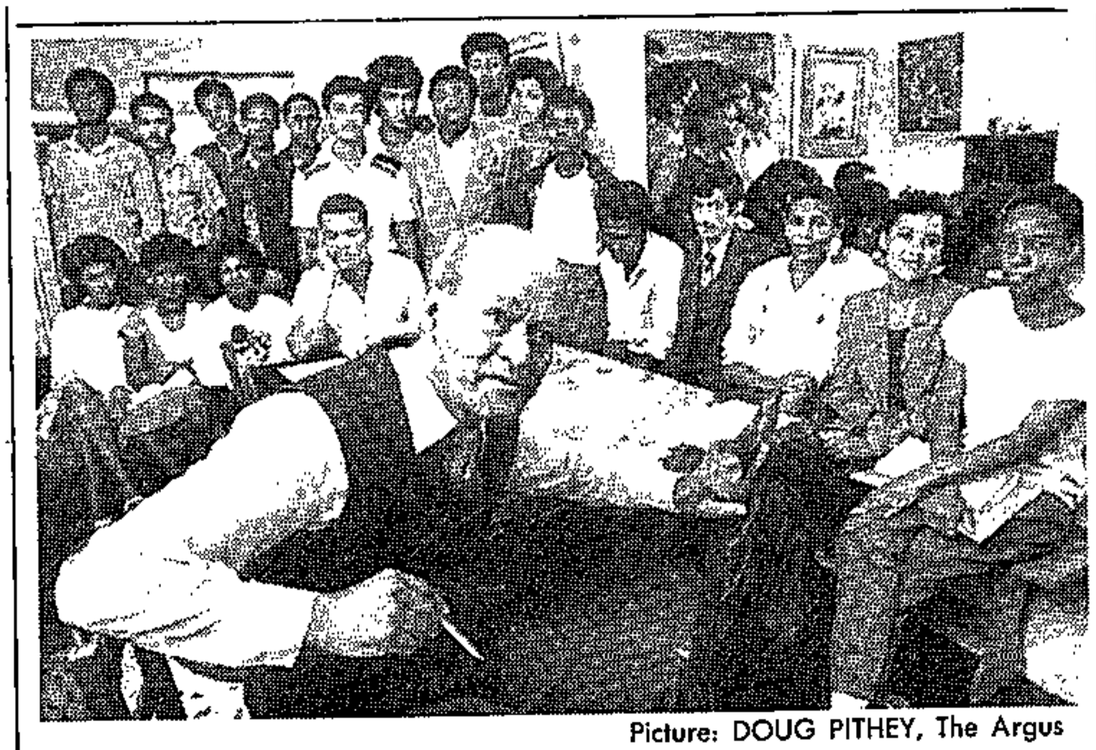
1200 1305 SA315 0735 1005

Come This 19/3/82

Putco to lay off 200 staff

JOHANNESBURG. — Some 200 Putco workers are to be retrenched as a result of the fall-off in the number of passengers carried by its buses. Retrenchments will affect about 205 workers.

Reports by Staff Reporters, Own Correspondents, Sapa-Reuter and UPI.



Picture: DOUG PITHEY, The Argus

Mr Pat O'Ryan sits in his Lansdowne home, surrounded by some of his "clients"

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Varsity drop-outs given helping hand

Education Reporter

A FORMER principal has come out of retirement to help school-leavers and university drop-outs find employment.

Mr Pat O'Ryan, who has been involved in welfare work for 35 years, retired as principal of Conradie Primary School last year.

But the unemployment crisis spiked any thoughts of a quiet retirement.

From January hundreds of matric pupils and university drop-outs started arriving at his home in Quick Street, Lansdowne, asking Mr O'Ryan to help them land a job.

His home was turned into an employment and welfare agency, and single-handedly he accepted the task of finding work for unskilled workers in a market loaded with people in similar situations.

"Jobs are scarce and only a small percentage of my people are helped. Some of the people who come to me have been unemployed since 1984. They do not ask for much, they only want to work," he said.

He receives no salary for his efforts, nor does he charge a fee. And he pays his own telephone account.

All he gets is a "thank you" and the satisfaction of having helped someone in need when he is successful.

Why does he help the unemployed when he can sit back and enjoy his retirement?

"I care about people," is his simple answer.

Mr O'Ryan has asked employers prepared to employ inexperienced people to contact him at ☎77 8788.

Desperate work-seekers pay R20 for non-existent jobs

MONEY DOWN THE DRAIN

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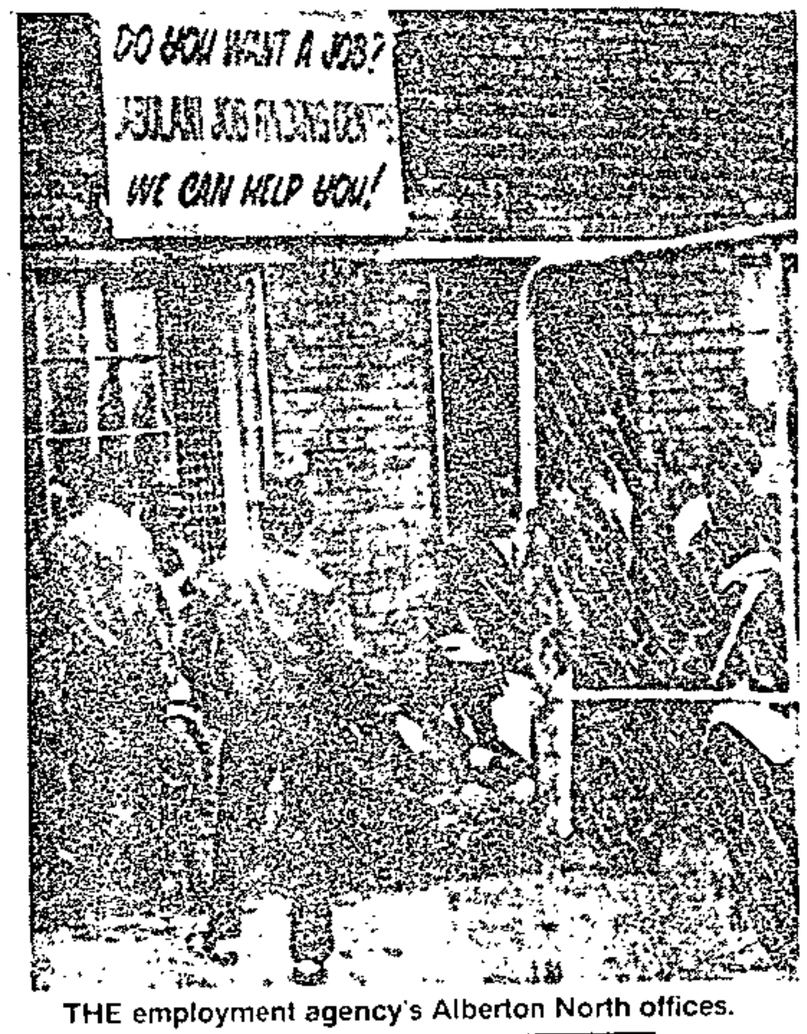
Sowetan
19/3/87

Refugees' plight - P6



THE employment agency's Alberton North offices.

By LEN MASEKO

AN Alberton-based "employment agency" is charging desperate work-seekers R20 to place them in jobs. Some of the jobs offered have turned out to be non-existent.

The agency, called Jabulani Job Finding Centre, is run by a group of white people operating in offices in Vereeniging and Alberton.

A *Sowetan* investigation has revealed that Jabulani Centre charges job-seekers a non-refundable R20 "registration fee" before sending them to companies that eventually turn out to have no vacancies.

Those who returned to the agency to complain were allegedly threatened by gun-toting whites at the offices, one work-seeker told the *Sowetan*.

A construction company inundated by calls from dozens of work-seekers sent by the agency, yesterday threatened to take legal action against the agency. Scores of jobless people — "an average of 20 men a day" —

To Page 15

VALID FROM 19TH MARCH TO 21ST MARCH
SCORE
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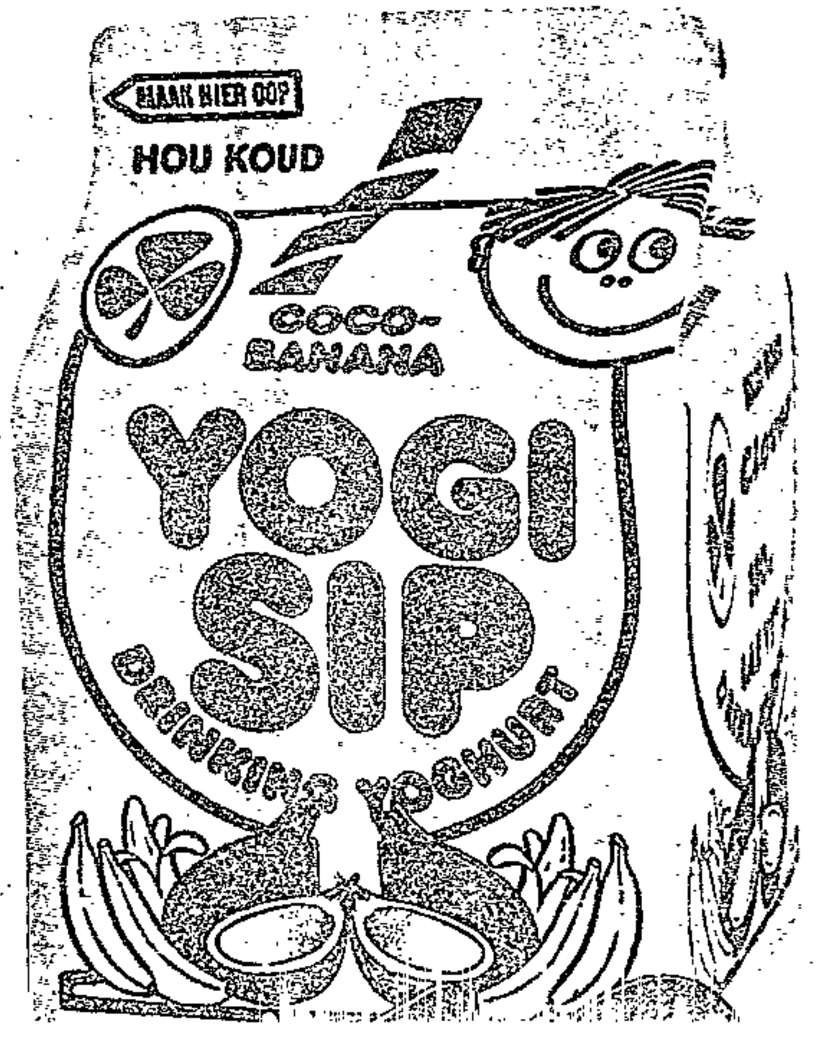

B Day 23/3/87

Call for master-plan to fight unemployment

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UNEMPLOYMENT in SA in increasing at an alarming rate and should be the overriding moral and political issue of our time.

Official figures put unemployment at 0,5-million, while other sources say the figure is as high as 6-million. The Science Committee of SA estimates by the year 1990 SA's population will be about 36-million people, of which more than 75% will be black.

By then, the economically active population of SA will be over 12-million, of which 68% will be black, and about 202 400 black workers will enter the labour market then each year.

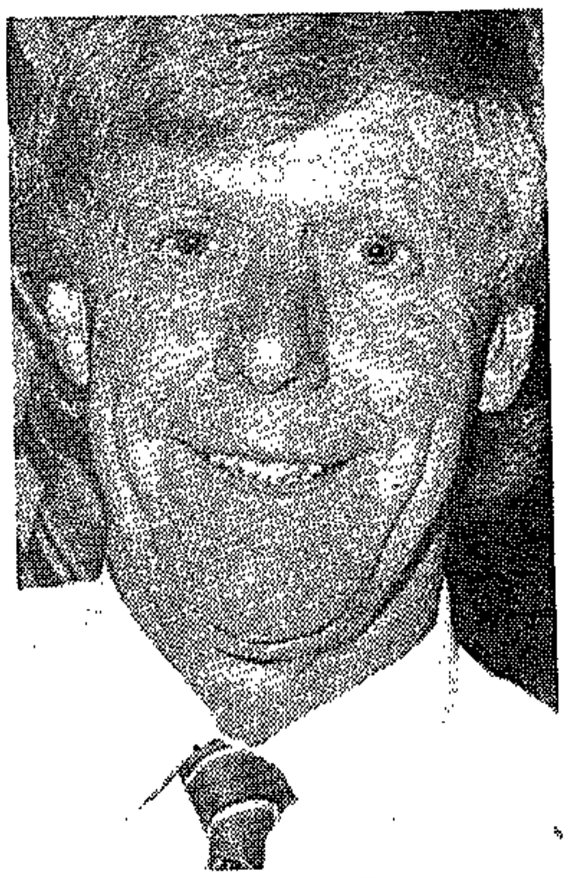
To absorb that number of workers will demand an estimated average annual economic growth rate of 5%. With an average growth rate of 4,5%, the number of umemployed is likely to double by 1990, while a growth rate of 3,5% will involve a five-fold increase in unemployment.

At the moment SA is nowhere near realising even a 3,5% growth rate. One of the many reasons the economy is not growing at a satisfactory rate is our lack of skilled workers. Two traditional sources of skilled workers — whites and immigrants — are steadily diminishing.

Blacks have been hampered by poor formal and non-formal education. According to the National Manpower Commission, about 55 000 whites, 10 500 coloureds, 7 800 Indians and 48 900 blacks will matriculate each year by 1990.

It is estimated 70% of white graduates will enter the ranks of the executive or more highly-skilled classes after further study. Only 50% of coloureds, 30% of Indians and 7,5% of blacks will follow the same path.

Of the economically active



☐ BORAINE

group, 1,6% of whites have no more than primary school level education; other population groups are worse off: 24,7% of Indians, 59% of coloureds and 84% of blacks lack high school education.

And 16,7% of economically active whites have post-matric diplomas or degrees, while only 1,3% of coloureds and 0,2% of blacks have similar qualifications.

If we total SA's manpower at 10,8-million people, 30% can be regarded as having no education at all; 35% have primary schooling only; 31% have secondary schooling; and only 3% have degrees or diplomas.

But unemployment cannot be interpreted as just mere statistics in a national growth plan. Behind the statistics are ordinary men and women for whom unemployment has terrifying implications.

And the political implications of unemployment are serious. One of the most significant background causes of disturbances in townships throughout SA is undoubtedly the lack of job opportunities.

In trying to address the problem, there are no fast, easy answers.

But there are a number of initiatives that could be taken:

☐ Government should appoint an employment opportunities commission comprising representatives from commerce, industry, trade unions, academics and government to mount a dynamic programme to foster job creation;

☐ There must be a planned movement away from capital-intensive to a labour-intensive economy; government can encourage this by offering better tax incentives to industrialists which will encourage them to move towards labour-intensive investment in urban areas;

☐ Economic growth must be encouraged at every level;

☐ There must be improved training and educational opportunities for all to foster increased productivity;

☐ The entrepreneurial spirit in the informal sector must be nurtured rather than stifled;

☐ There must be a change in agricultural patterns to more labour-intensive operations; ironically while the agricultural sector has grown, the number of jobs in this sector has shrunk;

☐ A social security system should be introduced. Some will always abuse the system, but it does enable families to keep body and soul together.

Unemployment creates desperation.The price of large-scale, long-term unemployment is a price SA cannot afford to pay.

☐ *THIS article is taken from a speech given by Institute for a Democratic Alternative for SA executive director, DR. ALEX BORAINE, at a Human Resource Strategic Management conference, sponsored by the Institute of Personnel Management.*

PFP proposes jobs project

Own Correspondent

JOHANNESBURG. — The PFP is proposing a programme of employment and job-creation through the building of facilities in under-privileged areas to improve the quality of life.

Feasible projects would be the provision of houses and recreation centres, an electricity network, sewerage and parks, the MP for Yeoville and PFP finance spokesman Mr Harry Schwarz said in a PFP economic policy statement yesterday.

This programme would let people enjoy the fruits of their labour and help restore stability to the townships. At the same time it would let the earnings of those working on the projects go to stimulate other private-sector activities.

"In this way we will deal with unemployment, economic growth and stability in one project," Mr Schwarz said.

"We will create incentives to work through an acceptable taxation system, and proceed with privatization where appropriate and deregulation on a substantial scale to reduce bureaucracy.

"We will create a caring society, but one with incentives to work," Mr Schwarz said.

(Report by Max du Preez, 11 Diagonal Street, Johannesburg.)

Trauma of Japan's new jobless

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STAR 24/3/87

The Star's Foreign News Service

TOKYO — Japan is facing a new phenomenon — unemployment on a scale it has not experienced since the end of the war.

Amid a growing stream of redundancies in Japanese manufacturing industries a new business, euphemistically called "outplacement", is gathering strength.

It means companies specialising in firing employees for Japanese corporations.

In Japan, where a college graduate has until now joined a firm for life, workers and executives from their early 40s onward are being dismissed.

The lifetime employment system, considered a major strength of Japanese management and one of the secrets of its success, is shown to be just as vulnerable as anything in the West during bad times.

The lifetime employment system makes unemployment, a traumatic experience anywhere, doubly difficult because the Japanese have always been expected to put the company before family and outside interests.

Unlike the West where concern for the individual makes managers go a long way towards softening the blow, the difficulty of dealing with dismissal face-to-face makes the Japanese method of dismissing workers seem all the more inhumane.

Decades of loyalty seem to count for nothing.

A senior manager who helped his company build Japan's dominance of world shipbuilding in the 1960s and 1970s, was given two months to clear his desk.

ECONOMY

Argus 25/3/85

Unemployment becomi a headache for Japan

335

The Argus Foreign Service

TOKYO. — Japan is facing a new phenomenon — unemployment on a scale it has not experienced since the end of the war.

And, amid a growing stream of redundancies in Japanese manufacturing industries, a new business, euphemistically called "outplacement", is gathering strength. It means companies specialising in firing employees for Japanese corporations.

In Japan, where a college graduate has until now joined a firm for life, workers and executives from their early 40s onward are being dismissed. The lifetime employment system, considered a major strength of Japanese management and one of the secrets of its success, is shown to be just as vulnerable as anything in the West during bad times.

The lifetime employment system makes unemployment, a traumatic experience anywhere, doubly difficult because the Japanese have always been expected to put the company before family and outside interests.

But, unlike the West, where concern for the individual makes managers go a long way towards softening the blow, the difficulty of dealing with dismissal face-to-face makes the Japanese method of dismissing workers seem all the more inhumane.

Decades of loyalty seem to count for nothing. One senior manager who helped his company build Japan's dominance of world shipbuilding in the 1960s and 1970s, was given two months to clear his desk.

One estimate says that already 350 000 executives have lost their jobs, in addition to blue collar staff.

Sanctions cost 400 jobs at coal mine

African Affairs Correspondent

ULUNDI—The Welgedacht Colliery at Utrecht in Northern Natal has been forced to cut its labour force by 400 immediately, as a result of sanctions.

This information is contained in a telex sent to Chief Mangosuthu Buthelezi, Chief Minister of KwaZulu, by Mr David Morgan, group labour consultant of Rand Mines.

Chief Buthelezi told members of the KwaZulu Legislative Assembly yesterday that the group was trying to re-employ the workers in other spheres.

Full retrenchment benefits would be paid to those affected, he said.

Chief Buthelezi said the chickens had come home to roost as far as those advocating disinvestment and sanctions were concerned.

Those who had recommended that overseas countries should not buy South African coal should be happy that the evangelical campaign was now bearing fruit.

Chief Buthelezi said such people were in possession of a lot of money. He hoped they would now share their largesse with those who had lost their jobs.

BURNING ISSUE

THE retrenchment of 4 000 mineworkers at the Westonaria gold mine will top the agenda of the African Miners and Allied Workers Union's annual congress at the Mohlakeng soccer stadium tomorrow.

A union spokesman yesterday said more than 1 700 union members were among those earmarked for retrenchment at the mine.

He said the issue would be the main topic at their fourth annual congress.

The union has about 25 000 members. The congress starts at 10am.

(335) STAR 23/3/82

600 provincial workers to lose jobs

About 600 former employees of the defunct Development Board for Central Transvaal will be retrenched by the end of the year.

The director of technical services of the community services department of the Transvaal Provincial Administration, Mr A F Aab, confirmed the lay-offs today but said they had "nothing to do with the fact that the development boards were phased out".

The reason for the retrenchments, he said, was that work was being completed.

The workers being retrenched are employed by the TPA in building projects in Soshanguve and Letlhabile, Brits.

Mr Aab said about 17 whites were affected. Some would leave today. He said about 20 blacks, mainly women employed in brick-making, would lose their jobs at the end of this month. — Pretoria Bureau.

Workers back after lay-off protest

Labour Reporter

WORKERS "downed tools" at the Claude Neon Light plant in Epping yesterday to protest against management's severance deal offer for 13 retrenched workers, according to the Electrical and Allied Workers Trades Union (EAWTU).

The union said workers had refused to return to work after a lunchtime meeting till management agreed to improve its offer of one week's pay for one year's employment.

The workers returned when management agreed to give those retrenched a week's wages for every year plus an extra two weeks' pay.

The company will also give the retrenched workers first option on jobs if it takes on any more workers within the next three months, and will regard their service as unbroken if it re-employs them within that time.

A management spokesman denied yesterday that the workers had downed tools, saying management gave them the time off to discuss the outcome of negotiations with the union.

He would not say what agreement had been reached.

More coloureds are jobless

335

STAR 2/4/87

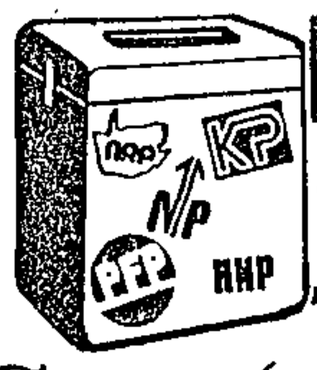
Pretoria Bureau

More than 10 percent of the economically active coloured population were unemployed in January — an increase of 7,5 percent on the same month in 1986, according to Central Statistical Services in Pretoria.

The number of unemployed coloured people has risen steadily since November with 4 000 people either losing their jobs or entering the job market without being able to find employment between that month and January this year.

In this period 9 000 more coloured people — thought to be mainly school-leavers — became classified as "economically active".

Those hit hardest were people in urban areas where 13,6 percent were unemployed



Govt 'to blame for unemployment'

Unless South Africa's unemployment problem was solved, no possibility existed of solving the constitutional problem, Mr Harry Schwarz, chief Opposition spokesman on finance, said last night.

Addressing a Progressive Federal Party meeting attended by about 90 people in the Turffontein constituency, he said the country's unemployment problem was one of the major contributing factors to the unrest gripping South Africa.

"And I lay the blame for unemployment and for the large scale bankruptcies which occurred after 1984 squarely at the door of the Government."

The Government had also failed in its duty to provide and maintain security for the citizens of South Africa. Crime had become uncontrollable and when security within a state could no longer be maintained, the Government in control had no business running the country any longer, he said.

People are leaving the country because they have no confidence that the Nationalist Government can solve its problems, said Mr Schwarz.

Mr Ian Jayes, PFP candidate for Turffontein, said the NP feared the emerging alliance of Opposition candidates because it was an alliance of moderate and thinking South Africans.

(Report by R F Nuttall, 47 Sauer Street, Johannesburg.)

Marais: Reform is revolution

By Gien Elsas,
West Rand Bureau

Every revolution in history started with reform, according to the leader of the Herstigte Nationale Party, Mr Jaap Marais, who addressed a gathering of about 100 supporters in the Roodepoort City Hall last night.

Mr Marais said the Government wanted an election in May for the purpose of getting a mandate to carry on with their policy of reform.

"Revolution is reform at a faster pace, and it is impossible to say where reform ends and revolution starts," Mr Marais said. He added that other African countries started with reform and that this stopped when the blacks took over.

Mr Marais said the white South African had given the black man everything he had. "We have given them education and have got rid of their tribal fighting and so on. The black man owes us something — we don't owe him anything."

(Report by T Elsas, Sanlam Building, Van Wyk Street, Roodepoort.)

335

GERALD REILLY

Number of big earners rises

PRETORIA — SA's big earners have increased steeply in numbers in the past few years, figures provided by the Commissioner for Inland Revenue show.

However, because of the inflation-eroded rand, they are not measurably better off.

Some are worse off because increases have failed to keep pace with the price spiral, say economists.

They have also been pushed into higher tax brackets.

Those earning in excess of R250 000 a year increased by 259 to 968 between 1983 and 1984 — the latest available figures.

The Inland Revenue bulletin says the earners in this bracket constituted 0,1% of the taxed population in 1984, and paid R123,8m, or 2,4% of total income tax, in that year.

Biggest total payers in 1984 were the 11,2% in the R20 000-R25 000 bracket.

There were 202 922 of them, who paid R823,3m, or 15,6% of total taxes.

The other two big earner groups also increased steeply when 1984 is compared with 1983.

Those in the R100 000-R150 000 group rose by 1 153 to 4 343.

They paid 3,9% of total tax — R207,7m.

And of those earning between R200 000 and R250 000, the increase was 169 to 566.

The tax paid in this bracket was R50,1m — 1,0% of the total.

The commissioner's office says a large number — actual number not yet calculated — of those who were in the R0-R10 000 bracket are now earning R20 000 to R30 000.

Cape Times 2/4/87

Retrenched might not be re-employed

189 335 129

Labour Reporter

WORKERS retrenched from the Claude Neon Lights plant in Epping will not be automatically re-employed if job vacancies occur within the next three months, the company said yesterday.

The company's area manager, Mr J Jandrell, said workers would be re-employed only if vacancies occurred in their particular job categories.

The Cape Times reported yesterday that retrenched workers would be given first option if the company employed additional staff during the next three months.

Mr Jandrell also said only 11 workers had been retrenched, not 13 as claimed by the Electrical and Allied Workers' Trades Union.

The union yesterday said it accepted Mr Jandrell's "clarification" but said it had been informed by management in a letter that 13 workers were to be retrenched.

The union also insisted that its members downed tools on Tuesday to protest against management's original retrenchment deal, and denied the company's claims that it had given the workers time off to consider its offer.

POLITICAL comment in this issue by A H Heard, G Q Kling, G E Shaw, A Johnson and B Streek. Posters, headlines and sub-editing by A Henderson. All of 122 St George's Street, Cape Town.

Argus 15/4/87 355

MINING

Labour problems plague Randfnt

From TEIGUE PAYNE

JOHANNESBURG. — Labour problems are bedevilling production at Randfontein, one of South Africa's premier gold producers.

An insight into some of the problems was given yesterday by director Mr Kennedy Maxwell as background to JCI gold mine quarterly results.

In the quarter ended March, Randfontein's tonnage milled was marginally higher on slightly lower grade as dump material was processed due to labour problems. Sale of mining rights for R20,8-million and lower capex resulted in more than double net profit after capex — R41,5-million compared with R18,2-million in the December quarter.

At neighbouring Western Areas tonnage and grade were lower due to labour problems. A 6,5 percent increase in costs contributed to a decline in net profit by 76 percent to R7-million (R29,4-million).

Mr Maxwell says labour problems and absenteeism at Randfontein in the beginning of the quarter lost about five days' production. The labour problems and sporadic go-slow actions continue.

Randfontein is in the forefront of mine mechanisation, and retrenchments at both Randfontein and Western Areas will take place this month and in mid-year. They will amount to only a low percentage of the black labour force at Randfontein, but as much as 15 percent at Western Areas.

Go-slow actions are partly a union reaction to the retrenchments, but there is also polarisation and a breakdown in communication between mine management and the National Union of Mineworkers on other issues.

Mr Maxwell says an expectation arises among black miners that the union can deliver "all kinds of goods". Trying to do this, union leaders pick up issues and try to portray managers as unreasonable. This increases polarisation.

He says a major meeting was held with the union to try and overcome the polarisation, but union leaders have now stopped negotiations about the retrenchments and have called for the appointment of a conciliation board. JCI opposes this, and will proceed with the retrenchments, he says.

A cheaper route to more jobs

JOHANNESBURG. — Only 2,9% of SA's economically-active population were entrepreneurs compared with 17% in Canada and 14% in the US with an average of over 10% for the rest of the world, Dennis Wolmarans of the Foundation for Entrepreneurship Development said yesterday.

He was speaking at a conference on small business development by the Centre for Developing Business at the Wits Business School.

Several speakers highlighted the unemployment problem where 60% of the Soweto workforce is unemployed.

"People are not only looking for a job, but a living with self-respect," said Theo Rudman of Business Dynamics at the Wits school.

Rudman told the gathering that the formal sector provides jobs at R5 000 to R50 000 per employee. For the forecast 300 000 jobs that SA needs each year, that comes to some R4,3 billion.

Working on a figure of R1 200 per applicant, he believes that the 1986 government allocation of R179m for job creation could have provided 237 000 employment opportunities in the informal sector.

"The R1 200 covers basic training in skill, some management expertise and capital to get the operation going.

"The unemployment problem is solvable. It's communication that's needed," Rudman believes.

He says that agencies should aim in the first instance at telling people where to get finance. To learn theory and principles can otherwise be a waste of time and effort.

Business Dynamics send applicants out for the first two days to do simple 'overall market research'. The next three days they spend in getting information relevant to their business. If favourable, a business plan is drawn up and advice given on how to present the proposition to a prospective lender. Within two weeks, the applicant can be in business. A charge of R50 is levied for this service.

Justice Masinga of the Centre for Developing Business had a success story of another kind.

A small group of unemployed adult males in Alexandra Township, many of whom were experienced artisans, was the target. Masinga and his team set about advising them how to look for jobs, how to do simple costing, how much to charge, where and how to purchase material together with some basic training in business and personnel management.

"We're only scratching the surface, but we have good reason to be optimistic," said Masinga.

Ray Henchie who manages Barclay's Small Business Unit, believes that small business development agencies may be placing excessive stress on education. What clients wants to know is how to get and use cash resources effectively. — Sapa

SMM 23/4/87

Whites queue for menial SATS jobs

335

By Dan Side

When 17-year-old Johan Wiesenaar left the army in February and signed up as an apprentice welder-boilermaker with the SA Transport Services, little did he know he would soon be pushing a broom.

As striking black workers obeyed a union order for the start of a three-day stayaway at Johannesburg Station today, whites of all ages queued up for R23-a-day menial labour jobs, such as Johan was asked to do by his employers while he waited to start his apprenticeship.

"I've done a bit of boilermaking since I finished with the army on February 28, and now I'm supposed to start a course with the railways," said the youngster from Germiston, who was unabashed about the large, brown badge that proclaimed him a labourer in both official languages.

However, most who lined up in the courtyard from 7 am were mainly interested in making enough money to keep body and soul together.

A 52-year-old bricklayer from Isando said he had not been permanently employed for six months and had looked for subsistence elsewhere when the workforce for the Joubert Park programme (R15 a half day) was cut from 80 to 30.

"I'll take any kind of work," he said, "but I've got a Code 11 driver's licence and once drove a bus for the railways — and I can do general maintenance work like painting, plastering and bricklaying. I've no idea what the pay is."

A 44-year-old man from Hillbrow, who said he was a carpenter, pondered the practicality of accepting menial work of any description.

"A friend of mine said they gave him R23 a day for picking up stompies," he said, "but I calculate that this comes to less than the R500 a month I get from the Department of Manpower's unemployment fund. I've been on it for six months and there's another three or four months' left."

Two youngsters from Randfontein — one 18, the other 21 and both living a home — said they had not found permanent jobs since finishing their army service in January last year.

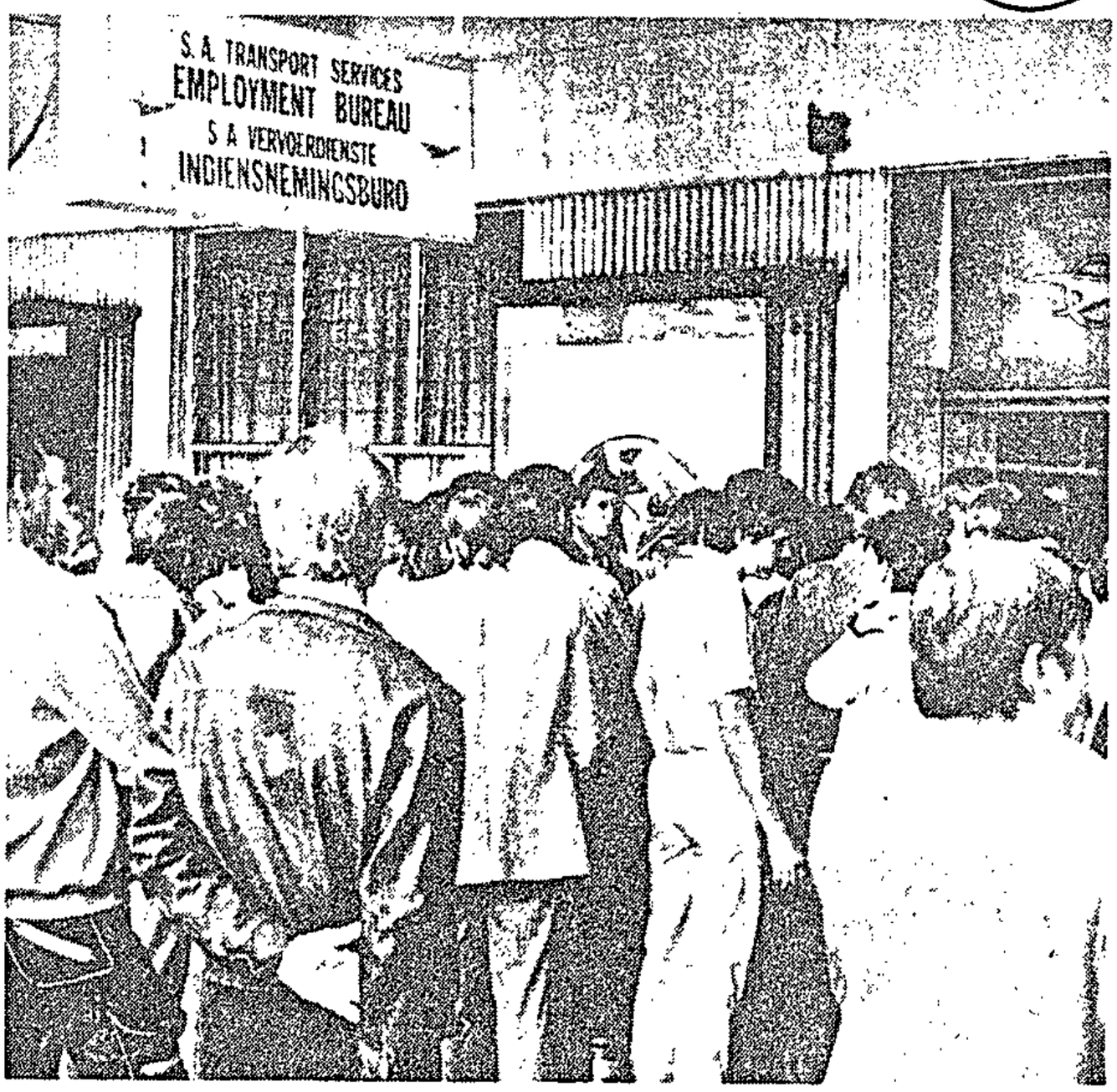
"We don't care what we do," said the younger of the pair. "I hear the pay is about R695 a month and there is all kinds of work available."

A 32-year-old, neatly-dressed Germiston man said he had been out of work for three weeks and the only job in his line of work as a panelbeater spray painter would be available on May 12.

"I just can't sit at home," he said. "Better to get out and make a little money in the meantime — but nothing like the R450 a week I usually get. I'm hoping for a job doing something like a train controller."

Escalators reeking of urine were idle and on black commuter platforms crews of casual white labourers sat smoking as they waited to unload trains.

Only a fraction of the usual number of blacks used trains yesterday and the rush — such as it was — was over by 7.55 am.



Unemployed hopefuls stand in line to take up whatever jobs were being offered.

'Any job is better than none'

ECONOMY

ARGUS 29/4/87 335

7-m new job opportunities needed

By MAGGIE ROWLEY

ABOUT seven million new job opportunities will have to be created before the end of the century to eliminate unemployment and underemployment, Mr Pierre Steyn, managing director of Sanlam, has said.

Addressing the Institute for Administration and Commerce in Cape Town yesterday, he said about 292 000 jobseekers had entered the labour market each year between 1981 and 1985. However, a total of 226 000 jobs were created during this period.

"The number of new job opportunities was thus equal to only 20 percent of the number of jobseekers.

"If we rely on the way in which economic development took place in the past, the creation of job opportunities for all these new workers lies outside the capacity of the economy, even with a sustained growth rate of 4,5 percent a year, which is much higher than we have managed to achieve in the recent past.

"We must also remember that an economic growth rate of 4,5 percent a year cannot be achieved in the traditional way without large amounts of overseas capital," he said.

Most of the projects launched recently by the State to create job opportunities could only be regarded as short-term solutions. In the long-term other plans would have to be devised to overcome the unemployment problem and to achieve satisfactory growth.

Mr Steyn said the Foundation for Entrepreneurship Development believed the solution for South Africa lay in the realisation of a legion of small businesses and home industries among all population groups.

He said lowering the retirement age could aggravate South Africa's unemployment problems.

Projections showed that the total number of people above the age of 64 would increase from 1,1-million to three-million in the next 35 years while 40 percent of the population would be younger than 15. This meant that a relatively small economically active portion of the population would be responsible for the rest.

The lower the retirement age, the smaller the economically active portion of the population would be.

ARGUS 5/5/87 335

Old factory becomes place of hope

Staff Reporter

AN EPPING factory, deserted a year ago, has become a place of hope and optimism surrounded by flourising gardens.

Men and women out of work, some for months, pass through the Western Cape Training Centre at the rate of 650 a month, gaining skills, practical experience, pocket money and meals.

The old tractor factory contains a couple of simulated houses, classrooms and workshops where recruits learn to be domestic aids, security guards, mechanics aids, plumbers', plasterers' and mechanics' assistants and storemen. Basic welding, timber skills, paving and brick laying are also taught.

In home-like rooms domestic workers are introduced to household machinery, taught how to clean and prepare meals.

The demand for staff in the rapidly growing field of security is being met by courses for men and women who form the security staff at the centre, getting practical experience before being placed in jobs.

"We respond to needs, providing courses as they are requested," said director Mr Johan Greyling.

"People have been told what to do for far too long."

He has a civil engineering site management and training background and was seconded by his firm to set up the centre which became autonomous in October.

Funds come from course fees paid by employers and the Department of Manpower's job creation funds.

Mr Greyling discovered a demand for garden help and gardening students grow vegetables.

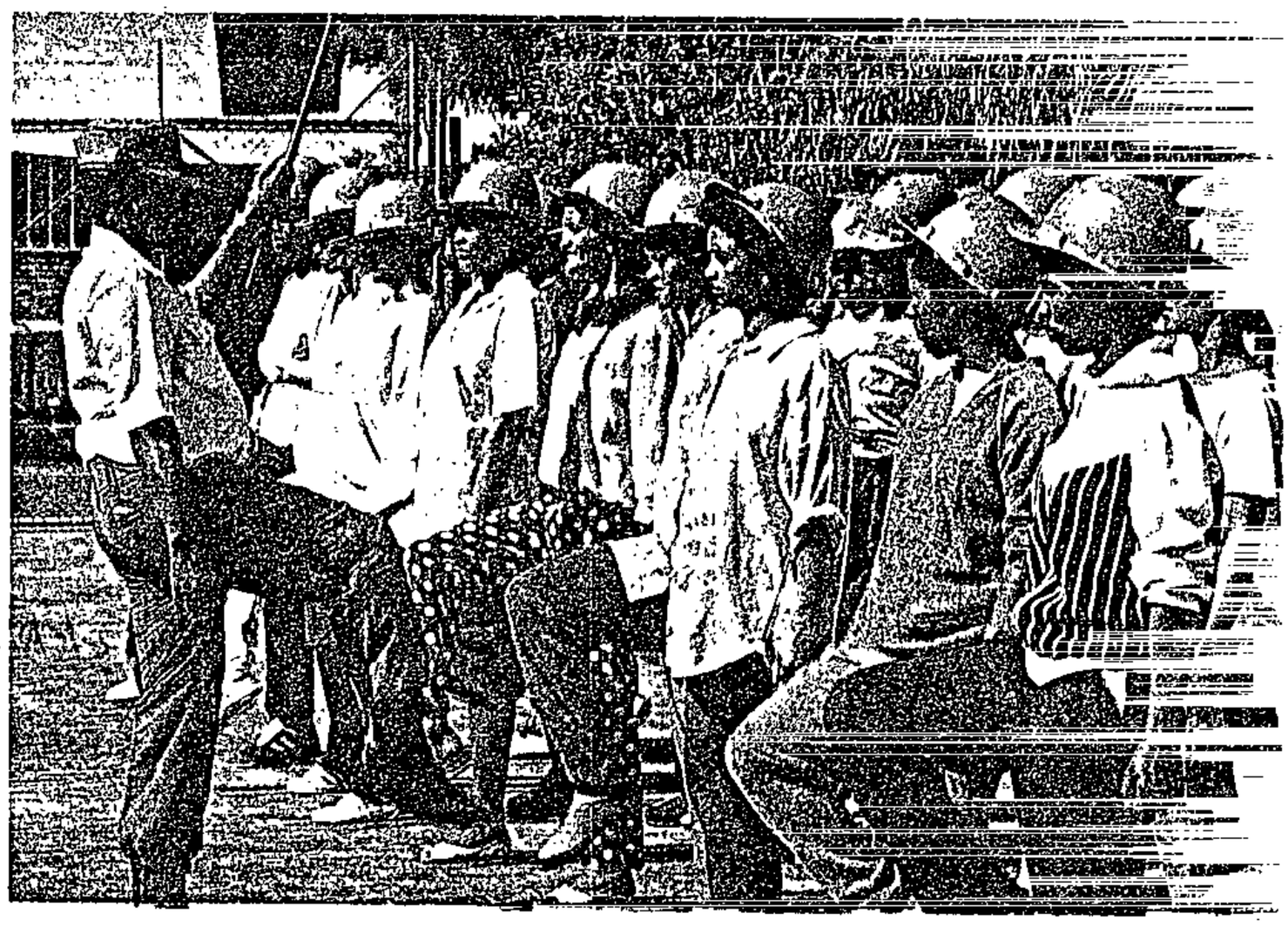


Their experience will be fed back into the community to help people grow their own food.

"We give a man direction by making him a better labourer," said Mr Greyling. "He gets the satisfaction of full-time work if he has marketable skills."

The centre has a placement office which finds work for students.

In the year the centre has been open 14 565 people have done courses there.



POPULAR PACES: Mr Job Jacobs puts a group of security students through their paces. This is one of the most popular courses and most graduates get jobs when they leave.

Pictures: DOUG PITHEY, The Argus

BRICK-LAYING: Mr Nkolisweke Mwandaba learns to lay bricks.

JCI gold production stalls as 24 000 strike

Own Correspondent

JOHANNESBURG. — All 24 000 black underground miners at two JCI-owned gold mines west of Johannesburg have been on strike since Tuesday night in protest against the retrenchment of colleagues, and production is at a standstill.

The two mines — Randfontein Estates and Western Areas — began implementing planned lay-offs on Monday. Talks between management and National Union of Mineworkers (NUM) leaders were still in progress late yesterday afternoon.

The Western Areas mine aims to lay off 1 453 of its 9 000-strong workforce now and another 490 in July. Randfontein Estates is retrenching 367 of its 15 000 employees.

Talks between the mine managements and NUM over the retrenchments began last August. Last week the union declared an official dispute.

The general manager of JCI's manpower division, Mr Jeremy Nel, maintains the strike is illegal as procedures for lawful strike action have not been completed.

Mr Nel says the retrenchments became necessary after the introduction of load haul dumpers at the two mines. He denies that the introduction of the new method was prompted by wage pressures.

Mr Nel says that, in terms of the latest quarterly reports, Randfontein Estates stands to lose R2,7 million in revenue each day of the strike and Western Areas R1,4 million.

□ The strike was likely to continue today, Mr Marcel Golding, NUM's assistant general secretary, said.

JCI's retrenchment programme for about 2 000 miners at the two mines was a clear demonstration that it put profits before workers, he said.

Chicken workers all get the axe

Post Reporter

SIX women workers — the entire staff of Mr Rooster's Crispy Chicken in Wright Road, Sidwell — were fired on Sunday.

The workers, who have asked the Black Allied Workers' Union of SA (Bawusa) to take up the matter, claim they were unfairly dismissed.

The owner of the shop, Mr S A Petrou, confirmed he had fired the workers and decided to replace them with coloured staff.

"They left at 12.30pm on Sunday of their own after they refused to work and tried to be funny. I had not yet fired them. The shop was full at the time.

"I expected them to come back on Monday, but they did not," he said. He was not prepared to rehire them.

Mr Mbulelo Nzwanana, general secretary for Bawusa, said the women's troubles started last Thursday — pay day. They wanted to know from Mr Petrou, who recently took over the business, about promises of pay increases.

Mr Petrou told them the increases would be effective from May 1.

Mr Nzwanana said Mr Petrou employed two new workers at the weekend and made changes which his old staff did not welcome.

Shifts were altered and the new time-table was not clear on lunch times, days-off and the next day's work schedule.

Mr Nzwanana said Mr Petrou was asked to explain the new time-table and became angry.

"They claim he immediately ordered all six off his premises, saying he had a new work force."

Bawusa is to follow up the matter.

335 Sowetan 8/5/87

Unemployed unable to pay rent

A DELMAS treason trialist told the court yesterday that he distributed pamphlets calling for a protest march against rent increases in Sebokeng township.

Mr John Mokoena, who was giving evidence in his defence, said at one stage he used a loud hailer to announce the protest march and other resolutions taken at a meeting. He is one of the 19 men appearing before Mr Justice K van Dijkhorst, and an assessor on charges of high treason, alternatively terrorism, subversion and murder.

The State alleges they committed the offences during the outbreak of unrest in the townships on the Vaal Triangle in September 1984. They have all pleaded not guilty.

Mr Mokoena said the pamphlets stated that the residents could not afford to pay the increased rents because a majority of them were unemployed as a result of retrenchment. He said he was one of those not employed.

He said the other resolutions in the pamphlets called on councillors to resign immediately, that residents should go on a protest march to demonstrate against rent increases, and that a memorandum on the residents' grievances should be drawn up and be given to the administration board officials in Houtkop.

Another speaker, Mr A Tsoso, said councillors failed to keep their promise that rents would not be increased. In so doing, they betrayed the residents.

Mr Mokoena denied that he incited residents at a meeting to riot and revolt against the Government.

335 B/Day 12/5/87

Black unemployment rises again

PRETORIA — SA's black unemployment spurted ahead by 1,3% in January, compared with November last year, to 1,05-million, Central Statistical Services figures released yesterday show.

An age distribution analysis showed in January 71,9% were in the age group 15 to 34.

This confirmed the view of economists that only a small per-

GERALD REILLY

centage of the up to 300 000 new workers who come on to the labour market every year find jobs.

This meant the unemployment total was continuing to grow faster than new jobs could be created.

The figures showed between October last year and January the total black population increased by nearly 200 000 to 19,89-million.

Black unemployment in October amounted to 18,1% of the economically active population.

It fell to 17,4% in November and by end-January had increased again to 17,5% of an economically active population of 4,96-million.

Hundreds queue — but no jobs

By JIMMY MATYU

HUNDREDS of jobless men flocked to North End, Port Elizabeth, today after hearing that jobs were being allocated in connection with the Mossel Bay oilfield.

They packed the backyard of Court Chambers in North End while others queued on the pavement and in corridors to apply at the Black Crisis Centre for jobs.

There have been similar queues in the past two weeks.

At one stage tempers flared among work-seekers.

But no jobs are yet available — and the Crisis Centre denied today it had ever suggested there were.

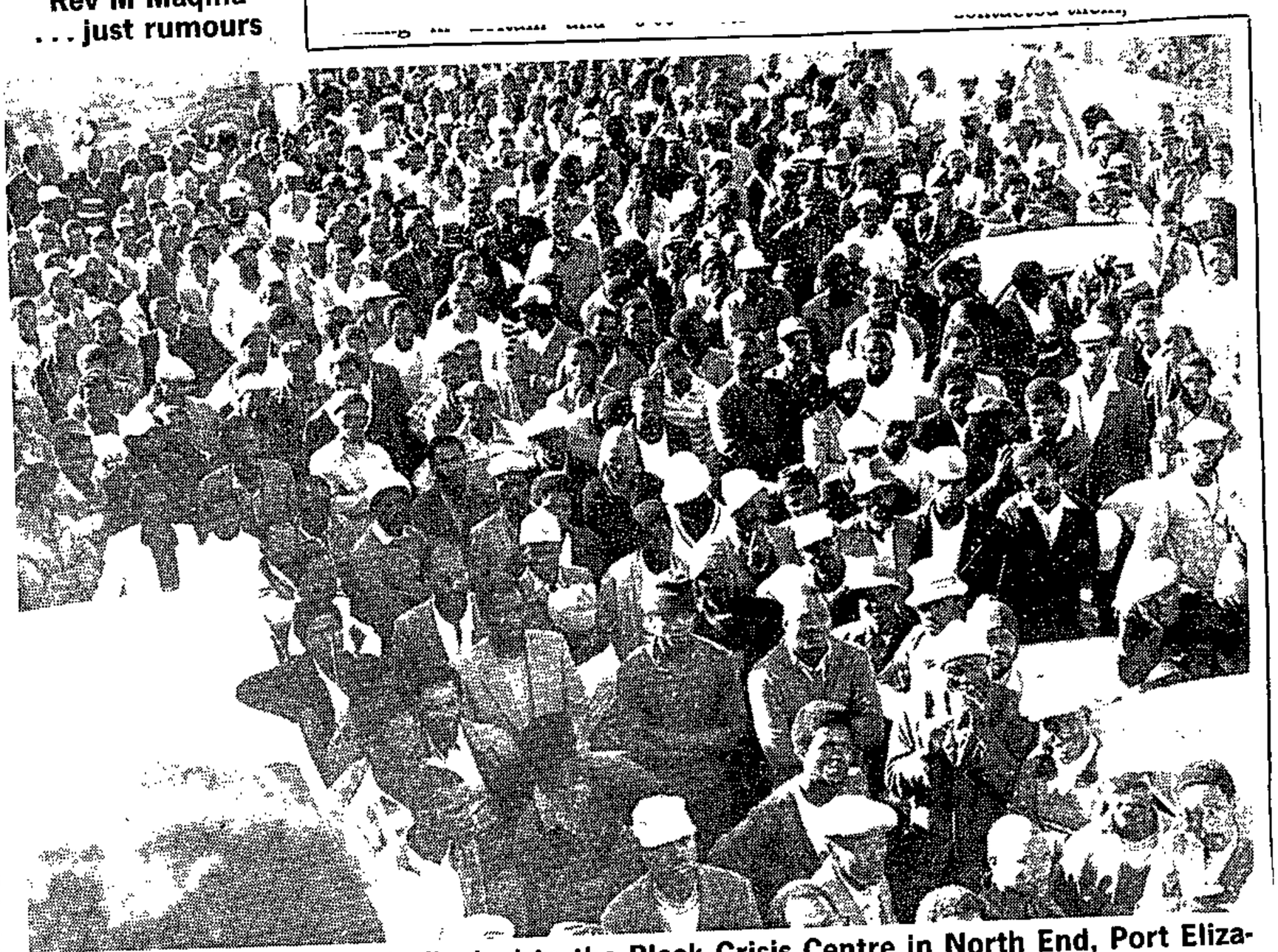
The Crisis Centre started an employment agency last year as a joint venture with the Domestic Workers' Association of South Africa (Dwasa).

The Rev Mzwandile Maqina, director of the centre, denied that they had made promises to people to acquire jobs for them at Mossel Bay or that they were recruiting people to become law enforcement officers.

"We know where these mischievous rumours emanate from and they are intended to discredit us. I explained all this to the people outside," he said.



Rev M Maqina ... just rumours



Hundreds of jobless people flocked to the Black Crisis Centre in North End, Port Elizabeth, today after hearing that work was available on the Mosgas project.

'Hundreds of jobless back in Ciskei as result of sanctions'

Post Correspondent

BISHO — Hundreds of unemployed people had returned to Ciskei because of the effects of sanctions on South Africa, President Lennox Sebe claimed at the opening of the first session of the Ciskei National Assembly today.

He said this was a phenomenon which affected Ciskei vitally because of factors over which it had no control.

It was indeed very sad but true that the people designed to be helped were the very people who had to bear the brunt of these sanctions.

He said another disturbing factor was the deteriorating situation in South Africa.

The past two years had seen acts of violence causing pain, suffering and death in a manner not previously encountered on the sub-continent.

Because of Ciskei's proximity to some of the troubled areas, there had been a spill-over effect into Ciskei.

While conduct of this nature could not be tolerated and had to be met with all the opposition available, a question arose loud and clear: "Do the circumstances giving rise to this behaviour not also need examination to discover what remedial measures are necessary?".

He said a process of reform in South Africa held promises for everyone, but somehow the wheels of these dramatic changes had got bogged down and the tempo of what seemed to have been envisaged had slowed considerably.

Among those present were the South African Minister of Defence, Gen Magnus Malan, the Minister of Law and Order, Mr Adriaan Vlok, and the Deputy Minister of Foreign Affairs, Mr Kobus Meiring.

335 DD 15/5/87



The members of the committee representing the dismissed East London municipal workers, from left, Mr A. M. Sikhutshwa, Mr W. M. Mlawu, Mr S. Mpushe, Mr W. Vewa and Mr H. Honono, are seen here after talks with the workers.

Dismissed staff fear pension loss

Dispatch Reporter

EAST LONDON — Several workers dismissed by the municipality yesterday have long service records and are worried about losing their pensions.

Mr Alison Nduna, a father of seven children who lives in Cambridge location, said he was due to go on pension in October this year.

"I'm worried about this because I had hoped to go off nicely on pension," Mr Nduna said.

Mr W. Mangele, of NU3 in Mdantsane, said he had worked for the municipality for 30 years and that he was concerned because he was also due to go on pension.

Mr B. Manyhanyha said he too was supposed to retire after 26 years service, while another dismissed worker, Mr S. Mavela, said he had given 24 years service.

Another dismissed worker, Mr L. Fodo, was also scheduled to retire next February.

The acting mayor, Mr Robert de Lange, refused to comment on the matter, but a senior councillor, Mr Donald Card, said the council would obviously not like to lose the services of men of such long standing — and that a full report on the matter would be sought.

"I have not been informed of the matter, but obviously employer-worker relationships in this time is of crucial importance to a major employer such as the municipality.

"Be that as it may, I believe council will have to get a detailed report on this matter and will have to assess the situation as well as investigate whether all the correct industrial relations proceedures had been followed."

The councillor with the environment and culture portfolio under which the cleansing department falls, Mr Patrick Kay, was in Transkei yesterday and could not be reached for comment.

Tracing the events which led to the men being dismissed, the director of personnel and management, Mr Leon Deetlefs, said the workers had first complained about a supervisor in 1985.

"They were asked to lodge their complaint with the head of the department and that an inquiry would be held. An inquiry was held and it was found that the supervisor had not done anything wrong. Allegations could not be proved.

"Then about a week before the general election, they staged a sit-in and our inquiries revealed that they had eight other minor grievances which were subsequently resolved.

"We suggested that they go back to work as the strike was illegal. We asked them to follow the proceedure and to choose representatives for us to negotiate with, which they subsequently did.

"The representatives were then interviewed by the director of culture and environment, Mr Albert Janse, and a member of my department and they were told to lodge a formal letter of complaint. A formal hearing would then be held.

"They then staged another sit-in and said they were not prepared to make any statements and asked that the supervisor be dismissed. We pointed out that we could not dismiss the supervisor without a formal hearing, but the workers did not accept that.

"They were then given formal written warnings about the sit-ins and later engaged in another sit-in today. We gave them 30 minutes to return to work and negotiated again with their representatives. The 120 who did not want to work gathered on the premises and collected another 80 workers who were not involved in the matter.

"These 80 workers have been given warnings and told to return to work tomorrow and we asked the rest to leave the premises and to collect their pay, which they refused to do."



Mr Nduna ... due to retire in October.

Mr Deetlefs emphasised at all times they had complied with the Labour Relations Act and had insisted on the correct procedure being followed. The Department of Manpower had also been kept informed about the matter.

Mr Deetlefs dismissed speculation in radio reports that the municipality had considered calling in the South African Defence Force to help out with the refuse collection.

"We've never considered or discussed that," he said.

Unemployment — how bad is it?

CHARLES SIMKINS

Unemployment is one of SA's major problems. This is the first in a series of occasional articles examining the issue



☐ CHARLES SIMKINS

WHEN DEBATING the causes of unemployment it would be desirable to have an agreed account of the extent and nature of the problem. For two reasons, however, it is impossible at present to set out the facts of the matter in a satisfactory way.

The first — and less serious — reason lies in the difficulty of defining unemployment. The concept is appropriately employed in societies where wage labour is the predominant form of labour. It is not usefully applied in countries where there is a large traditional agricultural sector.

In the early stages of development, the preoccupation may be with the creation of an adequate wage labour supply — as was the case in SA up to 1939. But SA is no longer at this stage. Even in the rural parts of the homelands, less than a quarter of the average household income comes from agricultural production.

And the homelands themselves are no longer predominantly rural; well over half of homeland residents were living in settlements of more than 5 000 people in 1980.

So there is no doubt that contemporary SA is a society in which the concept of unemployment can be applied; furthermore, an explanation of unemployment as "resting" in idyllic rural circumstances is likely to have strictly limited utility.

That said, there remains the problem of an operational definition of employment. The situation is akin to deciding where the real onion or lettuce starts after peeling off the outer layers. It is possible to make different decisions.

The Central Statistical Service uses four criteria which must be simultaneously satisfied for a person to be unemployed: a male must be between the ages of 15 and 64 and a female between the ages of 15 and 59; he must have worked less than five hours in the last week; he must have looked for work in the past month; and he must be ready to start work within a week.

These are fairly rigorous criteria, but they are not unreasonable. Indeed, special investigations have been done to see what effect relaxations of the various criteria have on unemployment.

They show, for instance, that varying the hours of work criterion has little effect, while changing the work-seeking criterion has quite a lot. But for measuring the evolution of unemployment over time, the important thing is to take one definition and stick to it.

The second — and more serious — reason lies in the poor quality of the available data. In 1976, when a series of academic papers appeared on unemployment, all analysts could do was work out labour supply and labour demand separately and take unemployment as the difference between the two.

It was a crude and risky procedure, but it was clearly better than relying on very low registered unemployment figures.

There appeared to be cause for concern and there arose a demand for better data. The only hope of getting them is to measure unemployment directly in a large national sample month-by-month.

This is the purpose of the Current Population Survey (CPS), which was started by the Central Statistical Service in 1978.

Alas, the CPS has merely confused the situation. For a five-year period from the late Seventies, it shows total employment to have risen almost as fast as the labour supply. This implies a stabilisation of the unemployment rate.

On the other hand, the older employment series (derived from employer returns) suggest that total employment hardly rose at all, implying a substantial rise in the unemployment rate.

Such a discrepancy simply discredits both series and leaves us in the dark about how labour-absorptive the economy was in this period. I would guess it did pretty badly, but I don't known. Nobody does.

Nonetheless, some observations about the nature of unemployment are possible on the basis of present knowledge, and three are particularly worth making.

First, as has been graphically demonstrated, the most serious aspect of the problem is youth unemployment.

Even if the rate of unemployment were constant across age groups, the composition of the unemployed would be predominantly youthful because, in a rapidly-growing population, younger age cohorts are considerably bigger than their older counterparts.

But the rate of unemployment among those aged 15 to 24 is disproportionately high and it is disrupting the transition from school (and post-school training) to first job and marriage.

Black youngsters are facing harsh conditions totally unsupported; if there is to be a chance of social stability the details of the problems faced will have to be much better understood and palliatives found. This will not be an easy task.

Secondly, in many developing countries a form of unemployment is found which arises from large and state-supported differentials between urban and rural incomes.

It then becomes advantageous for people to choose the uncertain prospect of work in town over an assumed certain prospect of work in the traditional agricultural sector.

The rate of unemployment equilibrates expected earnings in urban and rural areas. The available evidence suggests that if SA suffers from this problem, it does so only to a very limited degree.

Analysis of African wage differentials between cities, towns, farms and homelands — after controlling for sex and sector of employment or for sex and education — show the regional effects to be quite small.

Indeed, one effect of apartheid has been to make educational differentials between cities and homelands smaller than they would otherwise have been.

The worst-off areas from an education and income point of view are the farms outside the homelands, but there unemployment is the lowest, since the unemployed face eviction. Then come the small towns; in many of these the entire labour force has been put on to a migrant/commuter basis.

Reported unemployment rates in the cities are considerably lower than in the homelands. However, when one adjusts for the fact that most of the fully employed contract labour force in the cities actually supports homeland households, the unemployment differential between settled city dwellers and the homeland households including city workers disappears.

Thirdly, at present it is certain that there is Keynesian unemployment which finds its counterpart in underutilised physical capacity. This means that wage cuts are not the answer to our current unemployment problem; indeed, they may make things worse.

Keynes's own remedy was not stimulation of consumption; it was stabilisation of investment by state action. But government finds it hard to act convincingly in an environment where control of the state is the central issue.

Substantial progress on unemployment will be tied up with progress on the central constitutional issue.

☐ *Charles Simkins is Associate Professor, School of Economics, University of Cape Town.*

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15/5/87

HOW TO SURVIVE

A seminar for the jobless

A TWO-DAY seminar to benefit people who are out of work is to be held at the Small Business Development Corporation Entrepreneur Training Centre, Canada Road, Pennyville Industrial Park next week.

By NKOPANE MAKOBANE

Miss Peggy Reid-Daly, originator of the self-help seminar, "Strategies for Survival", said it would help the jobless who want to find a way to generate an income.

She said it would also assist those who want to start a small business, but do not know how to launch it, or who do not have the capital to get started.

"Every human being has the innate ability within himself to help himself. When a person is out of work and cannot find a suitable job, what better time to strike out for himself and explore what he is capable of doing on his own," Miss Reid-Daly said.

She continued: "With this seminar we aim to bring people to the realisation that now is the time for positive change — starting with a change in attitude towards oneself and the present situation.

"During the seminar, we will assess the people's abilities and resources. We will also show them a number of techniques which trigger ideas on how to plan, to market and finally what steps to take to obtain a loan to get started," Miss Reid-Daly said.

The seminar, conducted on behalf of the SBDC, will take place on Wednesday and Thursday (May 20 and 21). A small fee of R10 is payable and includes teas and lunches over the two-day period.

Places are limited and reservations should be made by phoning Miss Reid-Daly at (011) 642-9630.

Little work for the over-60s in E Cape

By RAYMOND HILL

DESPERATE senior citizens in the Eastern Cape are knocking on more and more doors looking for work — but the doors don't open.

The reason, according to the South African Red Cross Society, which runs a special employment bureau for men and women pensioners, is that the job market seems to have run "dry" for people over 60.

Attention was focused on the plight of senior job-seekers this week when a 65-year-old Port Elizabeth man placed an advertisement in a newspaper saying he was willing to accept "any position" to earn a living.

Mr Tony Peckham, of Fernglen, said things started going wrong for him when a relative's business venture failed.

He had helped finance the venture in 1976. His money was also depleted when he helped his children financially.

His only income — R137 a month — is the pension he receives from his former employer, with whom he spent 26 years as a sales representative.

Mr Peckham has made various unsuccessful efforts to find work during the past few months.

"Things have become so bad that I will be forced to sell my house unless I get a job soon," he said.

English-born Mrs Jean Young, of Lorraine, is another who has discovered that her age — 55 — is against her when it comes to finding a job.

She was retrenched from her secretaral position four years ago and has battled unsuccessfully to find a job.

Mrs Young helped her daughter run a nursery school in King William's Town for a spell but since returning to Port Elizabeth in February she has been unable to find employment.

She has no income and does not qualify for a pension. Her daughter is supporting her.

The regional director of the Red Cross, Mr Paul Kruger, says the employment agency for pensioners is run by a voluntary worker at his city headquarters twice a week.

He started the agency 15 years ago, catering especially for men and women over 60. But at present it was "very difficult" to find jobs for these people.

Between 30 and 80 senior citizens of all population groups were placed in jobs each year.

New hope seen for job seekers

Weekend Post Reporter

SENIOR citizens may be having difficulty in finding jobs, but the general employment situation in the Eastern Cape is improving, judging from the trend in Port Elizabeth.

The number of vacancies in PE has increased recently, according to spokesmen for employment bureaus.

And the upward swing is confirmed by the number of jobs being offered in newspaper advertisements.

The managing director of Unique Personnel, Mr Bruce Harran, said the job market had improved.

The owner of Central Employment Consultants, Mrs Maureen Gasson, agreed. But she said it was sometimes difficult to fill vacancies because applicants were not qualified for the job.

A spokesman for another employment bureau in PE, who did not want to be named, said the situation had improved, with vacancies coming up in commerce and industry.

Meanwhile, the latest figures from the Department of Manpower show that there are nearly 13 000 registered unemployed people in the Eastern Province — about half the total of 26 099 registered at the same time last year.

However, a senior official said it was difficult to compare the figures because the department's area of jurisdiction had changed.

Here is a breakdown of the 12 696 people who were registered at the end of April:

- 46 white men under 21, and 917 over 21.
- 145 white women under 21, 921 over 21.
- 189 coloured men under 21, 3 101 over 21.
- 155 coloured women under 21, 1 321 over 21.
- 285 black men under 21, 4 374 over 21.
- 72 black women under 21, and 1 170 over 21.

Creating jobs

UNEMPLOYMENT looms as the biggest long-term problem facing South Africa. It has the potential to outlast the politics of power and to threaten the stability of the country.

Therefore the report of the President's Council Economics Committee must be welcomed for the urgency it has injected into meeting this enormous challenge (although its concern over "politicised" trade unions seems curiously out of touch with political realities).

By the turn of the century, just 13 years away, the committee estimates there will be 6 million people without formal job opportunities.

Some of the planning of the past, and some of the economic policies followed, have seriously damaged the employment effort. To its credit, the committee has not demurred from mentioning this. The State's decentralisation policy, for instance, has been more directed at relocation of industries than at creating work opportunities. Its anti-inflation policies served only to heap misery on the poor.

Fortunately some of these mistakes are already being rectified. The report emphasises the need for labour-intensive industries, a requirement posing specially difficult problems in a society torn between First World and Third World pressures. The key to beating unemployment is education and a growing economy.

We hope Pretoria will act on the report without delay.

SA 'needs to create jobs'

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21/3/87

By Martin Challenor

South Africa's main national objective should be to create employment for the 300 000 new people coming on to the jobs market each year, the deputy governor of the Reserve Bank, Dr Jan Lombard, said yesterday.

He was speaking at an Executive Association of Southern Africa Limited luncheon in Johannesburg.

Dr Lombard said since 1974 the average rate of growth was two percent of the GDP, which was "far, far too low for a country with our type of situation".

The population was expanding at almost three percent a year and people were moving to cities at a much faster rate than this.

Reasons for this downturn, over which South Africa had no control, were the prolonged drought, drop in the price of gold and a serious drop in international trade activity. This was followed by the deterioration of international confidence in the political situation in South Africa during 1985.

He said more people were being employed in the government and finance sectors — such as banks and stock brokers — but employees were being dismissed in industry, construction and trade.

Dr Lombard said 300 000 economically active people a year were coming on to the labour market, educated by better and better schools.

"They have to be employed and ... the main national objective should be to create employment. The country's resources to do this are the people, who are there and offering themselves as employable, and the country's savings potential."

Dr Lombard said economic growth depended on capital formation and capital formation depended on savings. South Africa had been saving up to 95 percent of its financing needs. "We do have the savings to finance the capital formation to employ these people," he said.

Dr Lombard said since August 1985 South Africa could no longer rely on a net inflow of capital from abroad. "For the time being South Africa has accordingly to provide from our own domestic resources all the net savings needed to effect this economic growth.

"This again makes it compulsory that we remove as far as is practical all the obstacles in the way of entrepreneurs and small business making use of available finance to productively employ as many people as pos sible."

Goyt urged to wage war on unemployment

Political Staff

THE government has been called on to implement a huge reconstruction and development programme aimed at tackling the country's escalating unemployment problems.

In a 200-page report spelling out a strategy for employment creation, the President's Council's economic affairs committee said the problem had become so serious it should be accorded the highest priority.

The committee put unemployment at about 3,3 million and forecast that this could rise to 5,8 million by the year 2000 unless drastic steps were taken.

The report set out a strategy of which the main pillars included:

- **A comprehensive, assertive and almost enforced urbanization programme.**
- **A large-scale, accelerated housing construction programme.**
- **An intensive series of investigations into regional needs and making the most of resource potential in these areas.**
- **Greater promotion of the informal sector and subsistence agriculture.**

The committee expressed concern at the shortage of capital relative to labour and the unproductive use of this scarce resource.

It concluded that one of the main causes for this were the excessive wage demands and strikes instigated by trade unionists.

Reports — Page 4

Urgent need for unemployment plan

GOVERNMENT has been called upon to implement a massive reconstruction and development programme aimed at tackling escalating unemployment.

In a comprehensive and detailed 200-page report released in Cape Town spelling out a strategy for employment creation, the President's Council's (PC) economic affairs committee said the problem had become so serious it should be accorded the highest priority.

It said: "Unemployment and under-

CHRIS CAIRNCROSS

employment have increased to the point where, in terms of absolute poverty and the social order, they are exacting a price which requires the urgent attention of the authorities."

The committee put unemployment at about 3,3-million and said that could rise to 5,8-million by 2 000, accounting for more than 30% of the projected total available work force — unless drastic steps were taken to address the situation.

Government was called upon to urgently respond to its report in a White Paper in view of the exceptional importance employment creation had for SA.

The committee's report sets out a wide-ranging strategy such as:

☐ A comprehensive, assertive and almost enforced urbanisation programme;

● To Page 2

Urgent call to govt for unemployment plan

☐ A large-scale, accelerated housing construction programme;

☐ A rethink of government's past economic policies which focused on industrial decentralisation;

☐ An intensive series of investigations into regional needs and making the most of resource potential in those areas;

☐ The greater promotion of the informal sector and subsistence agriculture.

The committee said it was concerned

● From Page 1

at the shortage of capital relative to labour in SA, and the unproductive use being made of that scarce resource.

One of the main causes for that appeared to be excessive wage demands and strike activities instigated by trade unionists.

● More reports: Page 22

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CAPE

270 Delta locomotive workers may lose jobs

The Argus Bureau

PORT ELIZABETH. — About 270 employees at the Aloes electromotive division of Delta Motor Corporation may be laid off following completion of a contract for 45 locomotives.

Delta's director of personnel and public affairs, Mr George Stegmann, said while every effort would be made to keep employees on the payroll, every worker at the Aloes plant was "in the same boat".

Mr Stegmann, who could not say how many would be laid off, added that the company had no option as it was not expecting orders for locomotives in the near future.

Alternatives

Completion of the present order, scheduled for December, would end existing contracts with South African Transport Services.

Adapting Delta's locomotive manufacturing plant for other work, including the Mossel Bay gas project, was under investigation.

However, Mr Mike Leibrandt, public relations officer for Soekor, has warned that Port Elizabeth is unlikely to benefit from Mosgas contracts this year.

Design work

The first contract, expected to be awarded next month, will be for detailed design work. Construction contracts would go out only next year, he said.

"We don't expect the early contracts to benefit Port Elizabeth. It will only be next year when the construction contracts are awarded that Port Elizabeth will come into the picture."

Construction was due to begin in 1988.

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Business hails report on job creation plan

The Argus Correspondent

JOHANNESBURG. — The Association of Chambers of Commerce today welcomed the President Council's report on job creation strategy.

Assocom said the report deserved serious attention among policy-makers in both the Government and the private sector.

"It should also be compulsory reading for all those inside and outside the country who believe that intensified overseas economic pressure is the answer to South Africa's problems," it added.

The report was a realistic and positive analysis of the unemployment dilemma. If implemented, the recommendations would make an important contribution to economic policy.

"Organised commerce shares the emphasis which the report places on the significance of economic growth and its composition as a generator of jobs. In particular, it welcomes the role which the report assigns to the private sector to create work on a sufficient scale in the years ahead."

Dr Azar Jammine, director of the Econometrix research unit, said: "What is especially encouraging is the stress on the potential role of the small business entrepreneur.

"Now to be seen is the speed at which the Government dismantles all the regulations and red tape that have hamstrung the private sector.

"The reversal of the decentralisation policy and new stress on urbanisation is welcomed too, all the more so if it means that more black business enterprises will be allowed into the hard core of the main centres.

"But it is essential that any unemployment strategy is closely bound to new policies on such issues as privatisation and tax reform.

"Business still awaits firm Government action in the preparation of a master plan that will spell out both the short and longer term economic outlook, clarifying not only precise targets but also precise timetables of brand-new goals that will inspire confidence at home and overseas."

B'Day 22/5/87

Atomic Energy Corp to fire 700

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GERALD REILLY

THE Atomic Energy Corporation (AEC) was to scale down its operation in a move which would involve the retrenchment of 700 workers, a spokesman said yesterday.

They would include engineers, scientists, technicians and administrative staff. AEC declined to say how large its labour force was, but the retrenchment could affect 10% of the workforce.

The spokesman said because of the economic and financial stresses of the past few years, adequate funds to maintain all the corporation's programmes "had not been available".

Workers fired would be given three months notice and a "satisfactory" severance package deal.

The spokesman said vital programmes would be continued.

"The corporation is not shutting down. We merely have to trim our programmes to what is affordable," he said.

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'SA's objective should be to create jobs'

The Argus Correspondent

JOHANNESBURG. — South Africa's main national objective should be to create employment for the 300 000 new people coming onto the job market each year, according to the deputy governor of the Reserve Bank, Dr Jan Lombard.

Speaking at an Executive Association of Southern Africa luncheon in Johannesburg, Dr Lombard said the resources to create the jobs were the people who offered themselves for work and the country's savings potential.

Dr Lombard said since 1974 the average rate of growth was two percent of the GDP, which was "far, far too low." The population was expanding at almost three percent a year and people were moving to cities at a much faster rate than this.

"It is a very serious situation," Dr Lombard said.

'Standstill'

Reasons for this downturn were the prolonged drought, drop in the price of gold and a serious drop in international trade activity. This was followed by the deterioration of international confidence in the political situation in South Africa during 1985.

This was the setting for the international withdrawal of credits in 1985 and the debt standstill.

More people were being employed in the government and finance sectors but employees were being dismissed in industry, construction and trade.

Dr Lombard said 300 000 economically active people a year were coming on to the labour market, educated by better and better schools.

"They have to be employed and that is the challenge facing the economy. The main national objective should be to create employment."

Dr Lombard said economic growth depended on capital formation and capital formation depended on savings. South Africa had been saving up to 95 percent of its financing needs.

Two things that went wrong in the past were the capital-labour ratio and the negative rate of interest.

Employers in the past turned more to machinery and technology and less to labour "to such an extent that it requires 60 percent more capital to employ the same number of people today than was necessary in the middle 1970s."

One of the reasons why entrepreneurs opted to replace labour with capital was the negative real rate of interest. Interest rates were continually lower than the rate of inflation.

The pattern of savings had shifted, Dr Lombard said, from voluntary savings in households to contractual savings through insurance premiums, pension payments and mortgage repayments and retained earnings in the corporate sector.

Since August 1985 South Africa could no longer rely upon a net inflow of capital from abroad, he said.

"This makes it compulsory that we remove all the obstacles in the way of entrepreneurs and small business and make use of available finance to productively employ as many people as possible."

Cape Times over. 26/5/87

Job prospects in SA improving

Financial Staff

EMPLOYMENT prospects in the non-agricultural sectors in SA this year will be the best since 1981, Sanlam chief economist Johan Louw says in his May economic review.

"We expect the number of job opportunities in these sectors to rise by about 1,5% this year, based on a growth rate of approximately 3%.

But, he points out that "this estimated increase in employment is still not nearly sufficient to accommodate the growth in the labour force.

"A material alleviation of the unemployment problem is, therefore, not anticipated."

He says it is clear that "the SA economy has a structural problem in creating adequate job opportunities."

It is a particular cause for concern that more than 40% of the total number of unemployed black people are under the age of 25.

He also considers it significant that while about 185 000 posts were created in the public sector between 1980 and 1986, in the same period 30 000 jobs in the private sector fell away.



☐ Director-General of Manpower Piet van der Merwe

Second in an occasional series on unemployment — one of SA's major problems. Following the release this week of the President's Council report on the subject, it sets out how government sees the unemployment problem and what it is doing to address it

Unemployment — government's view

22/5/87
(335)
B/Day

PIET van der MERWE

GOVERNMENT is fully aware of the fact that SA is facing a serious unemployment problem, which is aggravated by high rates of population growth, the economic recession and punitive economic measures.

Government has great sympathy and understanding of the problems experienced as a result of a lack of sufficient job opportunities.

Government acknowledges the fact that the official unemployment figure (124 030 in January 1987) does not include unemployment in the TBVC or self-governing states and that it only reflects people who register voluntarily as unemployed in an attempt to be placed in jobs or, if they qualify, to receive unemployment insurance benefits under the Unemployment Insurance Act of 1966.

According to the Central Statistical Service, the unemployment figure stands at 1 259 738 (October 1986) of the self-governing, but not the TBVC states, are included out of a workforce of roughly 8,7-million.

As government is sincerely concerned about the unemployment situation and the distress, personal suffering and other social problems which go hand-in-hand with unemployment, it is opportune that some of the more important steps taken to improve the situation be highlighted.

Government has given high priority to research into and the planning of the creation of job opportunities and the combating of unemployment since 1979, when the National Manpower Commission was established.

As a result of research done by the Economic Advisory Council and the National Manpower Commission, a White Paper on "A Strategy for the Creation of Employment Opportunities" was tabled in Parliament during 1984.

The problem of overcoming unemployment was also addressed in the White Paper on "Vocational Guidance and Placement in Employment," the White Paper on "Industrial Development Strategy in SA" and the White Paper on the "Promotion of Industrial Development as an Element of Co-ordinated Regional Development Strategy for Southern Africa".

In order to co-ordinate efforts to address the job-creation problem on a high level, a framework for multilateral co-operation between SA, Transkei, Bophuthatswana, Venda and Ciskei was designed with a view to economic and regional development in Southern Africa. This resulted in a conference between the heads of these States.

In the long-term the emphasis is placed on the promotion of economic growth and enhancing the ability to provide employment. The youthful age structure of the population points to an entry into the labour market of roughly 3,6-million new work-seekers between the years 1985 and 2000.

Matters which have received much attention during the past year are training and retraining. The report by the Human Sciences Research Council/National Training Board on the "Investigation Into the Training of Artisans in SA," published on March 11, 1985, deserves special mention. A White Paper thereanent was tabled in Parliament on February 11, 1987.

As far as measures which cause market distortions are concerned, expert attention has been given to this subject by the President's Council in the following:

The report by the Committee for Economic Affairs on "Measures which Restrict the Functioning of a Free Market System in SA";

The report by the Committee for "Constitutional Affairs on an Urbanisation Strategy for SA"; and

The report of the Committee for Economic Affairs on a "Strategy for Small Business Development and Deregulation".

As a result of the last-mentioned report, and the report of the National Manpower Commission on the "Small Business Sector and the Factors which Retard its Growth and Development," the Temporary Removal of Restrictions on Economic Activities Act, 1986, was passed by Parliament to promote small business development and informal sector activities.

As a result or representations submitted to the Department of Manpower concerning alleged restraints placed on economic activities by provisions in certain industrial council agreements and wage determinations made under the Wage Act, 1957, the department had discussions with industrial councils and the Wage Board.

This has led to standard wage concessions and applications for exemption from those provisions which cause difficulty being dealt with more sympathetically by many industrial councils and the Wage Board being more accommodating.

A Cabinet committee on privatisation was appointed during 1985 with a view to decreasing government expenditure through privatising certain government services.

Government appointed an action committee during the second half of 1983 with a view to initiating short-term job-creation programmes by government insitutions.

An amount of R27,5m was set aside for this purpose and large numbers of unemployed persons were assisted. In April 1984, for example, 57 300 unemployed persons were employed on special projects which could be continued.

In the 1985 Budget, an amount of R100m was voted for the continuation of short-term job creation and training programmes. In October 1985, a further R500m was allocated for this purpose.

In the 1986 Budget, an amount of R160m was voted for short-term job creation actions and R75m for the training of unemployed persons. During June 1986, a further amount of R50m was made available for job creation and training programmes, bringing the total amount voted for this purpose for the past two financial years to R885m.

In addition, an amount of R750m has been earmarked for low-cost housing. Of this amount, R400m has been channelled to the private sector. An amount of R50m was also set aside to assist small businesses which experience surity problems.

Results of the special job creation programmes include the following:

☐ From April 1, 1985, to December 31, 1986, more than 58-million mandays were worked by unemployed persons on special projects;

☐ On December 31, 1986, approximately 222 500 unemployed persons were involved in special job-creation projects;

☐ On March 31, 1987, more than 549 500 unemployed persons had received training; and

☐ Actions taken by the Development Bank of Southern Africa and the Small Business Development Corporation resulted in the creation and/or maintenance of approximately 82 500 job opportunities with the assistance of the special funds allocated to them.

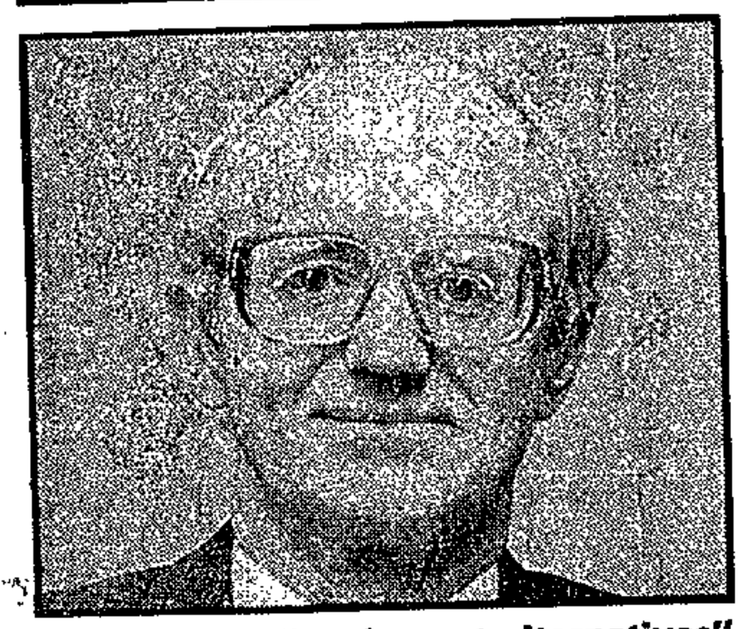
The Department of Manpower co-ordinated employment services and is committed to maintaining job opportunities and obtaining suitable employment for as many unemployed persons as possible.

Although government is fully aware of the disruption caused by unemployment, it is, however, not primarily responsible for creating job opportunities for the unemployed.

The private sector essentially has to shoulder the burden of preserving existing job opportunities and creation of new ones.

UNEMPLOYMENT IN SA

Persistent inflation root cause



☐ DAVIE ... "unpleasant alternatives"

EUSTACE G DAVIE

An occasional series on unemployment — one of SA's major problems. Here, Eustace Davie, Administrative Director of the Free Market Foundation of SA, puts forward some causes and suggests some cures

THE ROOTS of unemployment in SA are to be found in the persistent inflation that has been devitalising the economy for many years. Despite ample evidence to the contrary, the followers of Keynes continue to believe that the problem can be solved by stimulating aggregate demand by increasing the money supply.

Keynes himself wrote in 1919 that there was "no subtler, no surer means of overturning the existing basis of society than to debauch the currency".

Friedrich Hayek, Keynes's most effective intellectual opponent, informs us that a false monetary and credit policy which results in high inflation leaves a country with a choice between three unpleasant alternatives:

☐ To allow a rapidly-accelerating open inflation to continue until it has brought about a complete disorganisation of all economic activity;

☐ To impose controls of wages and prices that would for a time conceal the effects of a continued inflation but would inevitably lead to a centrally-directed, totalitarian economic system;

☐ To terminate resolutely the increase in the quantity of money — a step that would soon, through the appearance of substantial unemployment, make manifest all the misdirections of labour that the inflation of the past years has caused and that the two other procedures would exacerbate.

SA has had substantial unemployment and has been going through a painful adjustment process. This will have all been in vain if Hayek's third option, of resolutely terminating the increase in the quantity of money, is not pursued with the same kind of determination as that shown by the Thatcher government.

That part of unemployment and of unrest which is caused by inflation is likely to persist until inflation is brought under control. Great political courage will be required for government to turn a deaf ear to the siren song of the Neo-Keynesian "reflationists" who call for "reflation" while the inflation is still high.

Hayek's second option, of imposing controls of wages and prices, is also unacceptable. Such controls would lead to a centrally-directed, totalitarian economic system.

Hayek's first option, of allowing a rapidly-accelerating open inflation to continue until it has brought about a complete disorganisation of all economic activity, is the one that is being followed in SA.

Inflation is a tax on money balances. Its effect is to reduce the real value of the money that people hold. Inflation is a tax that is levied by the government, which is the only institution that can create money.

Inflation is a tax that is levied on the poor, who have little money other than their cash balances. It is a tax that is levied on the unemployed, who have no income other than their cash balances.

Inflation is a tax that is levied on the elderly, who have saved money for their retirement and who have no way of protecting themselves against the ravages of inflation.

Inflation is a tax that is levied on the middle class, who have saved money for their children's education and who have no way of protecting themselves against the ravages of inflation.

Inflation is a tax that is levied on the rich, who have saved money for their children's education and who have no way of protecting themselves against the ravages of inflation.

Inflation is a tax that is levied on the government, which is the only institution that can create money.

Inflation is a tax that is levied on the government, which is the only institution that can create money.

Inflation is a tax that is levied on the government, which is the only institution that can create money

crease in the quantity of money is still continuing. B/DAY

In calling for an accelerating inflation, their objective is to reduce unemployment — but their method results in greater unemployment at a later stage.

A World Bank study has shown that there is a direct correlation between high taxes, low economic growth and high unemployment. Growth and taxation in 20 countries, spanning a wide spectrum of world incomes, was reviewed for the period 1970-1979. The countries were grouped into 10 pairs with similar per capita incomes but

wrong to believe that tax cuts benefit the wealthy to the detriment of the poor. Gross domestic investment grew at much higher rates in the low-tax countries, averaging 8,9% annually, compared with an annual decline of 0,8% in high-tax countries. Much of the growth in investment in the low-tax countries was attributed to lower corporate taxes.

Non-agricultural employment rose more rapidly in low-tax countries. On average, productivity (GDP per member of the labour force) rose by 5,9% a year, compared with a decline of 0,1% in

all the parties concerned.

SA should consider emulating Britain and France, who have achieved great success in containing and reducing taxes through privatisation. 27/5/87

Government cannot create jobs in the true sense of the term. Every job in the public sector depends on taxes levied on private individuals and enterprises.

Accelerated government spending destroys jobs in some parts of the economy in order to create jobs in other parts. Inevitably, more jobs will be destroyed than are "created". Job creation is con-

If jobs are to be created for all present and future job-seekers in SA, entrepreneurs at all levels of development must be freed from red tape and debilitating taxes.

They must be provided with sound money so that they can engage in long-term planning. They must be granted the certainty of objective law and relieved of the threat of administrative whim. Given these essentials of a free enterprise economy, entrepreneurs in our midst would rapidly provide the employment opportunities that are so desperately needed.

and humanity with which it is used.

Employment creation should be in-

get which is moving towards a concern for poverty, because the security

goods should be removed, as an anti-inflationary measure.

ferent one tabled by a different government.

At last, President's Council warns on unemployment

By PUNDY PILLAY

UNEMPLOYMENT has reached "unacceptable levels" and the government should direct urgent attention to the creation of productive employment opportunities, the President's Council has suggested.

The report of the council's committee for economic affairs, entitled "A Strategy for Employment Creation and Labour Intensive Development", concludes that employment creation is the "most suitable way in which to raise the level of prosperity of the economically less developed members of the community".

The report, released last week, portrays the serious unemployment situation in South Africa against the generally high level of unemployment in developing countries.

While the industrialised nations have lowered unemployment levels during the Eighties to such an extent that the average rate in the Organinsation for Economic Co-operation and Development countries was 8,3 percent in 1985, developing countries have not had similar success in absorbing their surplus labour pool.

High unemployment in South Africa is not unique, the report maintains. However, its authors neglect to mention that some upper middle income nations (of which South Africa is one) such as Hong Kong, Israel, South Korea, Singapore, Mexico and Argentina managed to reduce unemployment levels to lower than seven percent during 1985.

The committee stops short of quantifying unemployment but notes that assessment varies from eight to more than 20 percent of the work force.

The surplus labour pool in 1980 was estimated at 3,3 million people, some of whom, the report says, were involved in subsistence agriculture and informal sector activity and the rest were unemployed.

This surplus labour pool is expected to increase to between 5,8 and 7,9 million by the year 2000 because of the economy's limited capacity to generate formal sector employment.

Employment creation in South Africa has been hampered by high population growth rates, increasing urbanisation, inadequate education, shortage of savings for capital formation and international sanctions.

The committee thus locates the causal factors outside the sphere of government and private sector control.

High economic growth is seen as a pre-condition for resolving the problem of labour absorption.

Attention is focused particularly on the employment creating capacity of the policy of inward industrialisation which involves manufacturing to meet increased domestic demand.

The committee believes the relative change in income distribution in favour of blacks since 1960, if continued, could stimulate the demand for consumer goods. Building of homes and infrastructure could boost the process of inward industrialisation.

In addition, it is proposed that employment opportunities be created in agriculture, in the service sector through a co-ordinated public works programme and by stimulating the informal sector.

The report doesn't take into account that radical political change may be necessary for employment and economic progress to occur.

While the report does represent an acknowledgment by official sources that unemployment is a problem, it seriously lacks innovative proposals.

It emphasises urban-oriented employment, drawing attention to the large numbers of frustrated unemployed people on the doorstep of white areas, and points to the need to ease the "political and social tensions" that could be generated.

● Pundy Pillay is a lecturer at the School of Economics, University of Cape Town.

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W1Mail 29/5 - 4/6/87 (335)

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UNEMPLOYMENT

Over to P W Botha

The President's Council's 203-page report on unemployment — SA's most comprehensive ever — says there are 3,3m people without work. It sets out a far-reaching strategy of deregulation, privatisation and urbanisation to combat the problem.

The "Jacobsz" report has been well received by private sector spokesmen. Assocom sees it as "realistic and positive;" the FCI says it is "heartening that (the report) emphasised the importance of co-operation between the government and private sector."

The importance of the report cannot be overstated. Unless Pretoria takes decisive action and implements the policy measures proposed, total jobless will rise to an estimated 5,8m — 30% of the available work force — by the year 2000.

Broadly, Jacobsz recommends that productive employment opportunities must be created by the private sector; it should be government's task to implement an economic growth and development policy encouraging it.

Assocom sees it as "a major watershed in thinking about the unemployment problem . . . deserving serious attention from policy-makers in both the government and private sector."

Jacobsz does not use kid gloves. The consequences of SA's economic problems are potentially as dangerous as its political problems.

To the FCI, import replacement, greater exports and inward industrialisation — in current circumstances — offer the best chances of success. Add to this an improvement in education and training, and removal of restrictions, and job creation would be encouraged.

In detail, Jacobsz recommends that:

☐ Non-white land and services shortages should be remedied, so creating construction activity;

☐ Business confidence should be encouraged through political reform;

☐ Industrial decentralisation policy should be reformulated;

☐ Small business opportunities, giving access to venture capital, should be re-examined;

☐ Informal sector development by on-going deregulation and down-scaling of standards should be encouraged;

☐ The quality of labour should be raised through vocational education and training;

☐ Public works programmes should be labour-intensive, offering learning experience, and establishing a productive infrastructure, and community and local authorities involvement should be stressed;

☐ Capital-intensive methods should only be used when they are the most economically efficient alternative;

☐ Agriculture, and subsistence agriculture, should be encouraged;

☐ Tourism should be further promoted; and

☐ In regions of diminishing resources, some of the income obtained should be channelled into a fund so that lasting economic activities can be created.

Jacobsz's finding that activities of trade unions should be investigated, on the basis that "black wages have increased out of line with productivity, thus encouraging capital substitution," probably rates as the most controversial (see *Current Affairs*).

Wits' David Solomon, after a critical reading of the report, argues that the best way to restore agricultural profitability is "to abolish exchange control so SA can plug into world markets."

Furthermore, he says the best way to alleviate the venture capital shortage for small business is to deregulate. "There is a great deal of foreign funding available for black business, as long as businessmen ensure that they're totally free of any government connections or subsidies."

In short, as bodies such as the Free Market Foundation have long argued, Pretoria's support of small business is, in practice, detrimental. Moreover, as Solomon points out, decentralisation has been a "misguided and costly exercise. Indeed, it's probably had a negative job creation impact."

Jacobsz says, correctly, that "government has a powerful role to play in resolving the unemployment crisis. The major responsibility is to create the correct environment for private sector job creation."

Recent commentary on the business and economic environment, at the AHI congress in Bloemfontein, for example, was that many vested interests in the private sector are pro-regulation. That's not surprising, with countless closed shops, price agreements, and so on.

Jacobsz names certain "limiting factors" that neither Pretoria nor the private sector have "control" over: demographic pressure; increasing urbanisation; inadequate education and training; a shortage of savings for capital formation; political and social tension; and, international sanctions.

Accepting this, says Jacobsz, it is clear that opportunities for "employment-creating investment policies" are restricted. How true is this?

Directly or indirectly, many of the factors listed are, to a large extent, influenced by government policy. Interestingly, Jacobsz states that the remedy for socio-political tension lies (initially) in the political and not economic field.

However, Jacobsz appreciates that poor economic conditions and unemployment contribute to the political climate and unrest. Jacobsz's recommendation that public-sector employment be used to soak up temporary unemployment is, perhaps, unjustified.

In strict terms, the only reason for a public works programme is political — to relieve absolute poverty. For, besides increasing the tax burden and State participation, the creation of permanent employment opportunities is restricted. Indeed, such programmes may even destroy existing job opportunities.

Jacobsz says there are encouraging factors of which government must take advantage. The low rand exchange rate encourages exports and import substitution; urbanisation can use existing infrastructures; and increasing the real income of (non-unionised) lower income groups will help lay the foundation for inward industrialisation in the informal sector.

Jacobsz concludes: "The challenge facing SA is to involve the entire population in a dynamic economy."

President P W Botha, please take note. ☒

HAS IT STATUS?

The President's Council report on unemployment, officially titled *A Strategy for Employment Creation & Labour Intensive Development*, is purely an advisory report. That's pretty low status, given the importance of its content.

The report is now in the hands of President P W Botha, who's obliged to table it in parliament. Parliament may respond, without pressure of a time limit. The probable outcome, after parliament has exercised its discretion to accept or reject various sections of the report, is a White Paper.

In official circles, it's expected that the report will be given the acclaim and attention it deserves.

POST OFFICE

Rejecting consumers

Swingeing increases in Post Office (PO) tariffs ranging up to 100% will hit consumers from July 1. Communications Minister Stoffel Botha says this is to "stop the slide towards heavier cross-subsidisation and in-

FM 29/5/87

Jobless beggar: Ashamed — 'but I have no choice'

Own Correspondent

PORT ELIZABETH. — Beggars can't be choosers — Mr Derick Pugen will take whatever handout he can get.

Reduced to begging, he stood with a placard against his chest in North End here, silently receiving handouts from compassionate members of the public.

"I'm ashamed to have to beg," Mr Pugen said, "but I have no choice. My dad, my wife, my baby and I are on the point of starvation. Begging is no fun, but it's better than turning to crime."

He said he'd done everything possible to get a job.

"There's nothing. I'm a handyman. I used to be with a security firm until that went bust. All I've got is Std 5. I don't even have a driver's licence."

Mr Pugen was in the news in December last year when he walked the streets of Port Elizabeth with a placard, begging.

In January a businessman offered him a job. He reported for duty but disappeared minutes later.

Some job offers have come up, he conceded yesterday, but he "never made the grade".

Early yesterday he stood in front of a department store in North End with his placard and a plastic container for coins. By 10.30 he had about R30.

"People are kind," he said. "Some of them come up with a R2 note and say: 'You've got guts doing this. Hope you come right'.

"Black people come past me and say: 'Ha-ha-ha'. But it's no joke."

Mr Pugen said he badly needed financial help.

"My wife can't try to get a job because the baby is only 18 months old and has to be looked after. My dad is with us from Durban. He's a qualified artisan but can't get a job either."

Protecting rich in SA'

By Mike Siluma

The National Council of Trade Unions said the cut in assistance to the jobless showed the Government was committed to protecting the rich and ignoring the needs of the poor.

Nactu general secretary Mr Phiroshaw Camay said: "The increase in police and defence spending means the state of emergency will continue and that repression will escalate.

"This budget is aimed at placating white voters in keeping with the attitude of the National Party and the basis on which it fought the election.

"The fact that there is no tax increase at the upper end of the tax bracket means black workers, who earn less, will continue to finance their own oppression."

Mr Camay said 3,3 million workers were unemployed.

Urban development 'aggravates SA's problems'

STAR 11/6/91

The proposed satellite black cities will inevitably become ghettos of poverty that will remain millstones around the neck of the country, warns a Cape Town University professor.

Far from helping to reduce poverty, inequality and unemployment, urban development in South Africa is worsening those problems, says Professor David Dewar of the University of Cape Town.

Writing in the Wits Business School's *Business Alert*, he says the present pattern of urban development is "precisely the reverse" of what it should be.

"The situation is untenable. One of the greatest challenges of our time, as we start along the path towards a post-apartheid era, is to reconstitute the fragmented South Africa in a more integrated way: to seek actively the quality of city as opposed to that of dormitory or suburb."

Professor Dewar says that on the macro level there needs to be the closest possible integration between larger employment generators and the communities which house their labour force.

"At the micro level, there needs to be the greatest possible mix and overlap of activities — residential, small-scale industrial, commercial and cultural activities should overlap to the greatest possible degree."

The present pattern, however, is for a low density of dwelling units and for land use to be compartmentalised to the greatest possible degree.

The consequences, says Professor Dewar, are severe. "The cities in essence operate as agglomerations of local areas tied together by transport routes."

People from the poorer areas "have to travel enormous distances to work, to shop or to partake in any way in the opportunities of the city.

"It is a grey, dismal world held together by daily amounts of travel which are unprecedented in the world."

The current model of urban development being mooted by the Government — satellite black cities around, but removed from, the main metropolitan areas — will increase rather than decrease fragmentation, says Professor Dewar.

"Rather than being model new towns or, worse, viable city states, they will inevitably become ghettoes of black poverty that will remain millstones around the neck of this country, regardless of the social and political milieu which emerges."

At the moment, South Africa's approach to city building centres on the individual house — "indeed, the problem of cities is now seen as being synonymous with the provision of shelter.

"The simple reality, however, is that when people are poor there is simply no way in which they can satisfy the full range of families' needs through the individual dwelling unit.

"In this situation, the public spatial framework, which accommodates the collective life of the city and which represents the foci of collective community resources and energies, is vitally important.

"If these spaces are celebrated, they enable poverty to be tolerated with dignity, since poverty does not become a badge.

"They represent the arena in which most social experiences are played out and they act as extensions to the private dwelling unit.

"They are the places where people meet, children play, lovers court, teenagers read and study when the house is overcrowded, and so on.

"They also play a vital economic role since they provide the primary vehicle through which informal-sector producers and traders can gain access to central trading and producing areas at very low overheads.

"Significantly, when the public spatial experience is rich, the entire environment is positive, regardless of the material quality of individual buildings and other urban elements.

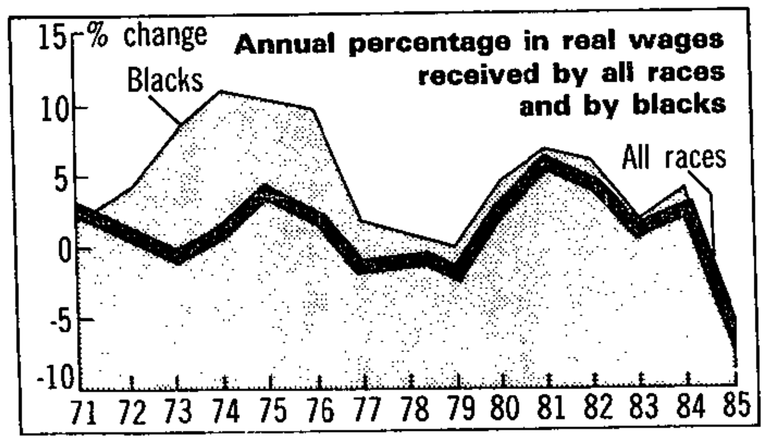
"Conversely, when that experience is sterile, the entire environment will be poor, regardless of how well individual buildings are designed and made."

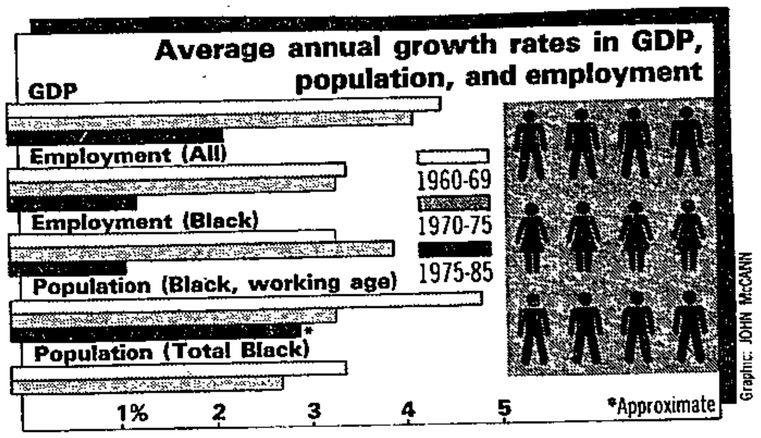
On the difficulties poor people experience in raising credit, Professor Dewar says attitudes and practices in the building society movement "will have to undergo a radical transformation".

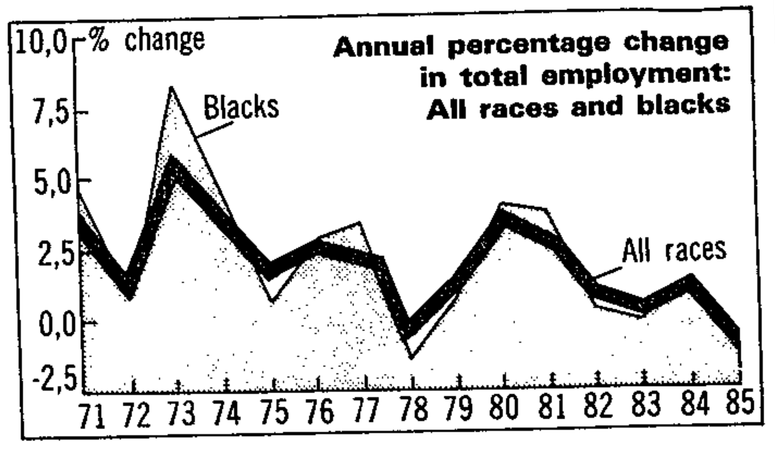
Powerful case

"I question, however, whether, because of their inherently top-down structure, they will ever be able to reach the very poor.

"I believe there is a very powerful case to be made for the stimulation of a grassroots financial institutional capability, in the form of savings and credit unions or housing co-operatives attached to community organisations and the integration of these into the system of national housing finance."







UNEMPLOYMENT IN SA



☐ JOS GERSON

Unions likely to hamper formal sector employment

17/6/87 BDay (335)

JOS GERSON

An occasional series on unemployment — one of SA's major problems. Here, Jos Gerson, Senior Lecturer, School of Economics, UCT and economic consultant to Mathison & Hollidge, puts forward some causes and suggests some cures

UNEMPLOYMENT is a vexed issue, which at once is both charged and intractable. It is emotionally and ideologically charged, in part because of the hardships that many of the unemployed suffer and in part because detractors of capitalism can brandish it as a weapon.

It is intractable because the data on unemployment is everywhere of necessity unreliable and arbitrary, and this is particularly so in a Third World country where much activity takes place in the informal and subsistence sectors.

One way out of the latter problem is to ignore measures of unemployment and to concentrate instead on trends in formal sector employment and real wages.

The idea is that, if the formal economy is growing rapidly and with it the demand for labour, we should observe rapid increases in both employment and real wages.

Unfortunately, even by that measure the picture in SA looks gloomy. It confirms the view that we do indeed have a problem.

Three broad factual generalisations can be made:

1. — The economy's performance since 1975 has on average been much poorer than it was in the Sixties and early Seventies. The growth in black employment in the formal sector failed to keep pace with the growth of the working-age population. The results are summarised in the graph above (centre).

2. — One cannot explain the slow growth of black jobs simply and solely in terms of an inadequate demand for black labour (although that was clearly the dominant factor)

was not as forthcoming as it had been before.

Had there been a large "reserve army of labour" it would not have been necessary to raise wages.

On a different tack, it seems clear that the Chamber of Mines had decided in 1971, for better or worse, to opt for a high-wage/high-performance strategy.

In the wake of the 1971 gold boom, the mines tended — by reducing labour turnover — to in[illegible] intend[illegible] ra[illegible]

dence from other countries) that because blacks are not highly skilled, they are exceptionally vulnerable to a downturn in the business cycle.

Conversely, they benefit more markedly than others (in terms of increased job availability) when business conditions improve. Black employment tends therefore to be highly volatile and strongly correlated with the business cycle (see graph above right).

Of course, better macroeconomic management would help, but one despairs of major improvements in that direction. The Reserve Bank's policy of suppressing the rand, which exporter interests demand, seriously hampers attempts at effective stabilisation.

Furthermore, the rather rigid and unimaginative way in which exchange control is applied prevents the South African portfolio from being internationally diversified so that the violent fluctu[illegible]

Of course, it would help to remove unnecessary inefficiencies (such as racial restrictions on labour mobility of various kinds, tax burdens on and red tape applying to business in general, and small business in particular).

It is also important to evolve a legal framework in respect of collective bargaining procedures that avoids allowing the emergence of new distortions (for example, closed shop arrangements should be avoided).

Although the considerable increase in black wages during the Seventies had almost nothing to do with unions, circumstantial evidence is mounting that the unions are likely in future to hamper the growth of formal sector employment by effectively raising wages in that sector at the expense of outsiders.

The latter, being locked out, will be forced to "spill over" into the informal and other lowly-paid sectors. It is also likely to stimulate the migration into the cities of unemployed people "speculating" on a highly-paid formal sector job.

Most important of all, there is a danger that pressure to "do something" about the unemployment problem will yield panaceas — some ghastly, ill-advised assortment of measures.

The prescriptions of the many economists who are working in this field should be very carefully screened. There may be some interventions that could help a little, such as subsidising on-the-job training if the benefits thereof do not reliably accrue to the firm doing the training.

However, there are on the whole

Why, for example, did real wages for blacks improve so dramatically during the Seventies despite an apparently high rate of unemployment? Clearly, as a result of the reduced reliance on foreign mineworkers after 1974 and other developments, the supply of blacks to the labour market

B.DAY 17/6/86

than the quantity of its workforce. That must have further reduced the aggregate demand for labour (see graph above left).

3. — Lastly, one should avoid confusing *long-term trends* in unemployment with short-term cyclical phenomena. The statistics seem to suggest (in line with similar evi-

The solutions? It is virtually impossible to eliminate cyclical unemployment, especially in view of the very volatile nature of our economy, with its periodic political crises and its obvious dependence on the international price of gold.

in our fortunes can be smoothed out.

The only dramatic cure for the long-term employment problem would be to improve the growth rate — but that, too, is easier said than done. Once again, political circumstances are a serious impediment.

few easy *and* efficient solutions.

Inappropriate measures could seriously exacerbate the problems of our economy, which remains relatively poor and inefficient not only by First World standards but also in comparison with many of the "newly-industrialised" countries.

The poor can help end unemployment

Cape Times 17/6/82 336

From MARY ELLIS (Kenilworth):

ONE of our most urgent problems is unemployment. The cause of this unemployment is lack of money in circulation among the very poor. Because money is the scarcest resource for the poor, there is no demand or buying power to stimulate production of more staple food, clothing, transport, education, housing and other commodities.

The problem can be tackled in two ways. Firstly, by comprehensive social security for:

- ☐ All unemployed people between 16-60 receiving some weekly money, which would stimulate manufacture of the necessities of life;
- ☐ Similarly all pensioners and handicapped people should receive some weekly money for the necessities of life.

Secondly, by large state and private works campaigns, for example:

- ☐ Building a city by labour-intensive methods;
- ☐ Fencing agricultural land, building water supplies, improving roads;
- ☐ Paying the unemployed wages to build their own homes and getting rid of the waiting lists for houses in this way.

At present, money is spent on many "non-productive" activities like military defence, bureaucratic, ideological, duplicating state administrations, etc.

Our poor people could buy our surplus food and not be assessed for hand-outs by overworked nursing and volunteer personnel in different associations. If small amounts of money were spent weekly by the very poor, the money would not create inflation but stimulate demand for goods and services and employment.

It seems illogical to keep money as the commodity in shortest supply among the vast poor where it is least likely to create inflation and more likely to stimulate economic activity, improve housing, skills jobs and manufacturing.

Public works campaigns are likely to oil the wheels of home industries by increasing demand. The grave anti-social consequences of widespread unemployment make it urgent and imperative for local and state government and private enterprise to address the inequitable money system for the prosperity of all South Africans.

Money spent on social security is less inflationary than money unused. I hope that economists with similar views can influence those with power to address the problem of unemployment among the very poor in the next six months.

Argus 19/6/87 (335)

Major rethink on economy needed: Spies

From MAGGIE ROWLEY
Finance Staff

CERES. — The economy had serious structural problems which could negatively affect almost every aspect of society, Professor P H Spies, director of the Institute for Futures Research at the University of Stellenbosch, warned today.

Opening the regional congress of the Chambers of Commerce of the Western Cape, Professor Spies said if the performance of the economy over the past 13 years was to be repeated in the next 13 years, only 45 percent of the economically active population would be able to find work by the year 2000.

"An even more serious consideration is that about 67 percent of the economically active black population will then be without employment in the formal economy. Most of them will live in and around urban areas.

"This prognosis is clearly not acceptable and it only serves to emphasise the need for a major rethink of options and action programmes," he said.

Four trends

There were four trends which were set to dominate the conditions for socio-economic and political development over the next two decades. These were the demographic transformation, urbanisation, growing unemployment with a simultaneous shortage of skilled manpower and the educational challenge.

All would have to be addressed if South Africa was to experience stable economic growth in coming years.

Economic growth presupposed a greater professional, technical and entrepreneurial contribution from the "other-than-white" communities. The shortage of highly skilled labour and entrepreneurs was so pervasive that it was one of the most important bottlenecks in the country's economic development, he said.

Underlying strength

Professor Spies said that the underlying strength and resilience of the country's economy could provide a strong base for well co-ordinated and creative programmes in economic development, which could support relative stability over the shorter term and provide sufficient time for economic reconstruction.

"However, over the longer term, we may erode our economic power base through the neglect of the main driving force of economic development in all modern societies, namely human potential.

"In my view, the main focus of economic development programmes over the next 10 years should be on human development.

"If we can change the patterns of economic development then it is possible to be optimistic about the longer-term economic potential of South Africa."

Unemployment in SA up to 40%, says Matie prof

Cape Times 20/6/87 335

UNEMPLOYMENT in South Africa in the formal sector has now reached 40%, according to Professor P H Spies, Director of the Institute of Futures Research at the University of Stellenbosch.

Delegates at the Associated Chambers of Commerce Regional Congress at Ceres yesterday whistled in disbelief when Prof Spies made this estimate in a paper he delivered on "Where South Africa should be going".

The thesis of this speech was that the South African economy was in a serious structural downturn, and if its structural problems were allowed to continue they would have a negative effect on "almost every aspect of society".

In arriving at the 40% figure, he said he used statistics of only the economically active population, 13 million, and the number currently employed in the formal sector, which he put at 7,8 million.

The concept "economically active population" was considered by his institute to be a better indicator of unemployment than generally available statistics on it, he said.

If the economy performed in the next 13 years as it had in the past 13, only 45% of the economically active population would be employed in the year 2 000.

"An even more serious consideration is that about 67% of the economically active black population will then be without employment in the formal economy. Most of them will live in and around South Africa's urban areas."

The solution lay in a co-ordinated long-term "social responsibility" strategy by business to facilitate growth and even its own survival, he said. Unemployment affected perceptions of the worth of a free-market economy.

Collective programmes would have to be aimed at alleviating poverty and unemployment, as well as at providing education because the State was unable to cope with the huge demand for this.

Mr Howard Groom, the Assocom president, said satellites may have to be used to beam educational television programmes to people all over the country at times when no other programmes were being broadcast.

"We are not talking about correcting a situation of morality, we are talking about the survival of the free enterprise system," he said.

Unemployment set to grow

'Major rethink of economic options needed'

By Maggie Rowley

The economy had serious structural problems which, if allowed to continue, could negatively affect almost every aspect of society, says Professor P H Spies, director of the Institute for Futures Research at the University of Stellenbosch.

Opening the regional congress of the Chambers of Commerce of the Western Cape in Ceres recently, Professor Spies said that if the performance of the South African economy over the past 13 years was to be repeated in the next 13 years, only 45 percent of the economically active population would be able to find work by the year 2000.

"An even more serious consideration is that, under these conditions, about 67 percent of the economically active black population will then be without employment in the formal economy.

"Most of them will live in and around urban areas.

"This prognosis is clearly not acceptable and it only serves to emphasise the need for a major rethink of South Africa's options and action programmes," he said.

There were four trends which were set to dominate the conditions for socio-economic and political development in South Africa over the next two decades. These were the demographic transformation, urbanisation, growing unemployment with a simultaneous shortage of skilled manpower and the educational challenge. All would have to be addressed if South Africa was to experience stable economic growth in coming years.

Any favourable economic growth scenaria presupposed a greater professional, technical and entrepreneurial contribution from the "other-than-white" communities. The shortage of highly skilled labour and entrepeneurs was so pervasive that it was one of the most important bottlenecks in the country's economic development, he said.

Professor Spies said that the underlying strength and resilience of the country's economy could provide a strong base for well-coordinated and creative programmes in economic development, which could support relative stability over the shorter term and provide sufficient time for economic reconstruction.

"However, over the longer term, we may erode our economic power base through the neglect of the main driving force of economic development in all modern societies, namely human potential.

"South Africa's economic future is threatened by the current level of human development — not only in terms of technological and managerial capabilities but also in terms of the quality of life of a large proportion of its society, the world views of all of its peoples and the lack of constructive vision over a broad spectrum of its leadership.

"In my view, the main focus of economic development programmes in South Africa over the next 10 years should be on human development."

He said it was inevitable that the structure of South Africa's economy would change in years to come. The question was whether it was possible to steer economic transformation in a desired direction.

This, he argued, could be done by, among other things, addressing limitations resulting from capital restrictions, growing unemployment and limitations resulting from the high propensity to import in the South African economy.

"If we can change the patterns of economic development then it is possible to be optimistic about the longer term economic potential of South Africa. In fact the performance of the economy during the 1960s, when a 5,8 percent gross domestic product growth a year was achieved, should and can be our target from 1992. But if we want to achieve that level of economic growth, we will have to start with imaginative human development programmes today."

what are the names of the (aa) publishers and (bb) publication in question?

The DEPUTY MINISTER OF INFORMATION:

(a) No.

(b) (i) (ii) (iii) The Bureau for Information from time to time when approached, gives assistance to private organisations and individuals within the constraints of available manpower. It is also the policy of the Bureau not to reveal the names of organisations and individuals who request assistance from the Bureau as the willingness of such organisations and individuals to approach the Bureau might thereby be prejudiced.

Organised strikes

217. Mr A GERBER asked the Minister of Manpower:†

How many organised strikes by (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians occurred in the Republic in each specified year from 1980 up to and including 1986?

The MINISTER OF MANPOWER:

(a), (b), (c) and (d) Particulars on the number of organised strikes and by whom they were organised are not available.

Unemployment insurance fund contributions

231. Mr J J WALSH asked the Minister of Manpower:

What amount was paid to each of the four independent Black states in respect of unemployment insurance fund contributions by citizens of those Black states during the latest specified 12-month period for which information is available?

The MINISTER OF MANPOWER:

Bophuthatswana

1.1.86–30.6.86	R3 989 529,91
1.7.86–31.12.86	R4 459 926,63
1.1.87–31.5.87	R4 551 840,31
Total	R13 001 296,85

Ciskei

1.1.86–30.6.86	R1 924 830,33
1.7.86–31.12.86	R2 011 286,96
1.1.87–31.5.87	R2 122 938,34
Total	R6 059 055,63

Transkei

1.1.86–30.6.86	R8 232 067,08
1.7.86–31.12.86	R9 439 907,44
1.1.87–31.5.87	R9 729 611,18
Total	R27 401 585,70

Venda

1.1.86–30.6.86	R686 931,13
1.7.86–31.12.86	R804 597,19
1.1.87–31.5.87	R760 426,71
Total	R2 251 955,03

Own Affairs:

Primary/secondary schools

28. Mr C J DERBY-LEWIS asked the Minister of Education and Culture:

What are the criteria applied by his Department in determining the number of teaching staff allocated to (a) primary and (b) secondary schools for Whites?

The MINISTER OF EDUCATION AND CULTURE:

(a) and (b) The criteria for the determining of the number of teaching staff allocated to (a) primary and (b) secondary schools are contained in uniform staffing scales which are related inter alia to the pupil/teacher ratios and which are currently approximately 24:1 for primary schools and 18:1 for secondary schools. Due to financial and staffing implications for the provincial education departments, it has not been possible to implement the staffing scales fully.

Text-books

29. Mr C J DERBY-LEWIS asked the Minister of Education and Culture:

What subsidy was paid by his Department in respect of the purchase of text-books for (a) primary and (b) secondary schools for

Whites in each of the latest specified three financial years for which information is available?

The MINISTER OF EDUCATION AND CULTURE:

			1984/85	1985/86	1986/87
OFS		(a)	360 000	600 000	618 400
		(b)	540 000	900 000	927 600
Natal		(a)	399 000	393 000	354 000
		(b)	777 000	919 000	1 099 000
Cape		(a)	1 214 673	1 488 402	1 338 964
		(b)	3 494 021	5 505 611	5 044 491
	(1)	(c)	570 313	837 573	790 344
Transvaal	(2)	(a)	6 215 621	6 118 385	6 148 029
		(b)	11 899 680	12 288 433	13 668 517

(1) Category (c) regarding the Cape represents expenditure at schools which cater for both primary and secondary school phases. Separation of these amounts is not possible.

(2) Data for the Ttransvaal reflect total expenditure on all text books, stationery and school materials. It is not possible to establish the amounts spent on text books alone.

Amount spent on education

31. Mr A GERBER asked the Minister of Education and Culture:†

What average annual percentage of the total State budget was spent on White education in the periods (a) 1951 to 1960, (b) 1961 to 1970, (c) 1971 to 1980 and (d) 1981 to 1986?

The MINISTER OF EDUCATION AND CULTURE:

On account of the divided control of White education before 1 April 1986 the information requested in regard to the period before April 1986 is not readily available. The following data are provided.

Financial year	*Percentage of total budget*
1986/87	9,196
1987/88	8,942

Redundant teachers

32. Mr J VAN ECK asked the Minister of Education and Culture:

(1) Whether any (a) high and (b) primary school teachers employed by his Department were made redundant in (i) 1986 and (ii) the first term of 1987; if so, (aa) how many in each case in each province and (bb) what subjects were being taught by the high school teachers at the time of their being made redundant;

(2) whether any of these teachers were subsequently employed in another capacity within his Department; if so, (a) how many and (b) in what capacity was each of these teachers employed in each province?

The MINISTER OF EDUCATION AND CULTURE:

(1) (a) (i) and (ii) Yes.

(b) (i) and (ii) Yes.

(aa) High School Teachers

	1986	1987
Cape	34	0
Natal	67	0
OFS	0	0
Transvaal	15	3

Primary school Teachers	1986	1987
Cape	243	0
Natal	119	0
OFS	0	0
Transvaal	83	26

(bb) Cape: this information is not available.

Transvaal: this information is not available.

OFS: not applicable.

Natal: Accountancy, Afrikaans, Art, Biology, Business Economics, English, Economics, Geography, German, General Science, History, Industrial Arts, Mathematics, Media Centre, Music, Physical Education, Religious Education, Physical Science, Typing, Woodwork;

(2) Yes.

	Number	*Capacity*
Cape	0	not applicable
Natal	1	as a clerk
OFS	0	not applicable
Transvaal	109	as teachers

TUESDAY, 23 JUNE 1987

†Indicates translated version.

For oral reply:

General Affairs:

State President:

*1. Mr C W EGLIN—State President. [Withdrawn.]

State Security Council

*2. Mr C W EGLIN asked the State President:

(a) How many inter-departmental committees of the working committee of the State Security Council had been established as at 1 June 1987, (b) what is the name of each such inter-departmental committee, (c) what are the terms of reference of each committee, (d) who is the chairman of each of these committees and (e) in which Government Department is each such chairman usually employed?

The STATE PRESIDENT:

(a) The hon member is referred to Question 20 of 8 April 1987. The attention of the hon member is further drawn to the fact that the various interdepartmental committees meet regularly as necessary. The hon member is welcome to discuss the subject of the Security Management System with me, if more details are required.

Mr P H P GASTROW: Mr Chairman, arising from the hon the State President's reply, did I understand him correctly to say that details about the operation of the system will in future not be made public but can only be obtained by the leaders of the various political parties through personal discussions with the hon the State President?

The STATE PRESIDENT: Mr Chairman, it should be done preferably by way of discussion with me. Should the hon member however, wish to raise the matter during the discussion of my Vote, I will be prepared to reply to it.

Mr P H P GASTROW: Mr Chairman, further arising from the reply given by the hon the State President, does he not believe that it is in the interests of the public to have information about the system which presently . . .

The CHAIRMAN OF THE HOUSE: Order! That question is disallowed. The hon member is trying to elicit information unconnected with the content of the original question.

Ministers:

Algoa: Regional Services Council

*1. Mr D J N MALCOMESS asked the Minister of Finance:

(a) What is the (i) annual salary, including allowances, and (ii) car allowance paid to the chairman of the Regional Services Council in the Algoa area and (b) in respect of what date is this information furnished?

†The DEPUTY-MINISTER OF FINANCE (Dr G Marais):

In terms of the Regional Services Councils Act, 1985, the remuneration and allowances of the chairmen and members of Regional Services Councils are determined by the respective Provincial Administrators.

(a) (i) It was recommended to the Council for the Co-ordination of Local Government Affairs that the chairman not be paid a salary but an all-inclusive annual emolument, linked to a maximum daily allowance varying according to the level of complexity and responsibility of the particular Regional Services Council. A loading of 25% is applied to the daily tariff for an ordinary Regional Services Council member and further loading of 50% is proposed, to compensate for the fact that no service benefits are available in respect of pension, medical aid and housing. Transport costs are met only in part.

(ii) Taking into account the motor transport expenses to be borne by the chairman himself, it was recommended that compensation be payable according to a kilometre allowance on the basis applicable to the provincial administrations.

(b) This will be the situation when RSC's come into being on 1 July 1987.

Mr D J N MALCOMESS: Mr Chairman, arising out of the hon the Deputy Minister's reply, is he or the hon the Minister prepared to disclose to the public of South Africa the amounts of money that are to be paid to the chairmen of regional services councils—the actual amount in rand and cents? Secondly, is he prepared to disclose what the average member of a regional services council is to receive in rand and cents?

This is the second time I have had a similar question on the Order Paper; both times I sought a figure in rand and cents. On neither occasion was I given the figure.

†The DEPUTY MINISTER: Mr Chairman, I replied to the question on behalf of the hon the Minister. If the hon member will formulate his question like he has done it now, I think the hon the Minister would certainly give his attention to it.

Mr D J N MALCOMESS: Mr Chairman, further arising out of the hon the Deputy Minister's reply, my question clearly asks what the annual salary is, including allowances. I do not know how much clearer I can be. I ask the hon the Deputy Minister whether he is prepared to give me that figure in rand and cents.

†The DEPUTY MINISTER: Mr Chairman, there are several adjustments and I think it is a matter for the Administrator who is actually personally responsible for the determination of these amounts. I think the Administrator will be able to furnish the exact figures as from 1 July.

*2. Mr D J N MALCOMESS—Finance. [Reply standing over.]

Mamelodi: inquest

*3. Mr P G SOAL asked the Minister of Justice:

Whether, with reference to the reply to Question No 7 on 19 August 1986, the Attorney-General has reached a decision regarding the inquest into the deaths of the persons killed in Mamelodi on 21 November 1985; if not, (a) why not and (b) when is it anticipated that a decision will be reached; if so, (i) when and (ii) where will the inquest be held?

†The MINISTER OF LAW AND ORDER (for the Minister of Justice):

No.

No quick end seen to jobless problem

GERALD REILLY

THE fragile economic upswing had not so far eased unemployment problems to any measurable extent, Manpower director-general Piet van der Merwe said yesterday.

"The best that can be said right now is that unemployment seems to be moving sideways."

There were no indications, however, of a significant increase in the number of workless, nor that some, or any, of the nearly 300 000 new workers looking for jobs every year were finding them.

It had been found that during recessions, employers tended to "hoard" a percentage of their labour forces, although it was under-productive, he said.

"The slack is then taken up, as it is being now taken up, and it is some time before an upturn reflects an easing of the unemployment problem."

Van der Merwe said, however, employment prospects for the rest of the year were certainly brighter than at the same time last year.

1 087 000 blacks jobless

Cape Times 23/6/87

335

Political Correspondent

AN ESTIMATED 1 087 000 black people were jobless in October last year — an unemployment rate of 18,1%, according to the Department of Manpower's annual report tabled in Parliament yesterday.

Both coloured (112 0000 jobless) and Asian (32 495) people had an unemployment rate of 10,6%. The report said there were 26 191 registered unemployed whites in December 1985.

However, the report acknowledges that unofficial estimates of unemployment were "much higher" than the official figures.

It also notes that unemployment "contributed to general unrest in the country and therefore also to resultant labour unrest".

Jobfinder's pulling power lands 400 replies

Cape Times 26/6/87 (338)

Staff Reporter

A CAPE TIMES Jobfinder advertisement for trainee managers at a major supermarket chain this week drew an "overwhelming" 400 replies from applicants as far afield as Swakopmund and Wellington.

Mr John Barry, Pick 'n Pay general manager in the Western Cape, said yesterday that his company had used the Jobfinder this week for the first time to fill several vacancies for trainee managers.

"The response was overwhelming — we have never had this number of replies to other advertising," he said. He attributed the Jobfinder's "pulling power" to the fact that it carried only employment advertisements.

He said Pick 'n Pay was interviewing many people. "There were replies from the Pensinsula and Boland, and from places like Wellington and Swellendam. There was even one letter from Swakopmund."

He said his company would definitely use the Jobfinder again.

Wage deal signed

THE first plant-level wage agreement in the Western Cape metal industry has been signed.

Brian Williams, assistant general-secretary of the Metal and Allied Workers' Trade Union, said this week the agreement had been made with Renak and provided for a minimum wage of R3,30 an hour.

This was nearly 70 cents higher than the minimum of R2,61 an hour laid down in the Industrial Council agreement for the metal industry.

"The agreement also provides for a maternity benefit, guaranteed re-employment and paternity benefits, which will give fathers paid time off to attend births and for urgent domestic matters," said Williams.

Paternity benefits would be monitored by worker representatives. – Sapa.

Confused by retrenching

CP Correspondent

CONFUSION has arisen over the retrenchment of 26 Food and Allied Workers' Union employees at Johannesburg's Nutritional Foods on March 13.

The company has allegedly proposed to re-employ some of the employees by sending letters to their homes asking them to return to work.

According to a Fawu spokesman, Nutritional Foods was delaying the recognition of their union despite the fact that they commenced correspondence with the company in August last year.

"They told us that we were not a registered union but, after acknowledging that we were, they engaged delaying tactics. We even sent our stop-order forms to prove that we possessed a majority affiliation at the company.

"Instead of negotiating with us, they decided to carry out the retrenchments without consulting us. We have written a letter to them for a meeting which had been scheduled for Tuesday, but they never responded," said the spokesman.

So far two of the employees have gone back to work. The two are alleged to have been those who were retrenched in April because they had reached pensionable age.

They were taken back on the understanding that they were only being employed on a temporary basis.

One employee, who arrived back on Monday from the rural areas, said he got a message that he was wanted back at work.

When *City Press* contacted K Morris, the managing director of Nutritional Foods, he said: "We have taken the matter before the Industrial Court for a settlement. They have not yet informed us of the date of a hearing."

Estimates show 20 000 jobs lost

Engineering and steel industries take hammering

THE outlook for the steel and engineering industries remains bleak despite renewed optimism because of high levels of government-led expenditure.

Since the first quarter of 1986, it is estimated that another 20 000 jobs have been lost. Employees in production processes are currently estimated at 330 000 compared with an employment peak of 454 000 at year-end 1981.

A quarterly survey by the Steel and Engineering Industries Federation of SA says increases in production during the latter part of 1986 and the first quarter of 1987 have not significantly affected increases in employment.

"An oversupply of artisans continues in the basic metal sector due to low capacity utilisation. A scarcity of certain categories of skilled artisans remains a problem and will be exacerbated during the upcoming Mossel Bay project, where a large number of skilled artisans will be required.

"It is expected that the project will create 5 000 jobs during the construction phase and that the mainland refinery will provide 1 800 to 2 000 permanent jobs," it says.

Unsustained consumer demand, dwindling export performance, continued high inflation, instability in the labour relations area and continued unrest, as well as political uncertainty, are all working to hamper and perhaps even stifle the tenuous recovery which began slowly in mid-1986.

Seifsa says much of the increase in the first quarter is attributable to increases in government expenditure.

"The outlook for the balance of 1987 appears shaky at best. In the metal and engineering industries, it is hoped

MICK COLLINS

that major capital projects such as Mossel Bay and the Lesotho Highlands Water Scheme, will help lift large sectors of industry out of recession and therefore may turn the tide in the second half of the year," it says.

"However, the possibility of improving consumer demand and/or export performance remains doubtful without an increase in disposable income, a decrease in both taxes and inflation and an overall major improvement in business and public confidence."

Although most sectors of the metal and engineering industries showed a moderate increase in volumes of production during the first quarter of 1987 over the same quarter in 1986, volumes were down in most sectors when compared with the last quarter of 1986, and also when compared with 1986 as a whole.

"The moderate upturn which started in the second half of 1986 must therefore be considered somewhat tenuous and early indicators show no major surge in activity over and above the first quarter and could even register a further decline in output for the second quarter."

The combined sectors of the metal and engineering industries showed an increase of 2,6% in the first quarter over the same period in 1986, but a drop of 2,2% on the last quarter of 1986 and 3,3% down on the average for 1986 as a whole.

Continued low levels of activity in the heavy engineering and construction sectors have occasioned a fall-off in demand for profile and structural steel products.

AA645 10/7/87 (335)

539 000 blacks unemployed ~~in~~ 85

JOHANNESBURG. — About 539 000 blacks out of a total of about 19-million were unemployed during 1985, according to a population survey undertaken by the Central Statistical Services among coloured, Asian and black people. About 91 000 coloured people out of 2 870 000 were unemployed and about 23 000 out of 891 000 Asians. — Sapa.

390 miners retrenched

Cape Times 11/7/87 (21) 335

JOHANNESBURG. — General Mining Union Corp Ltd said it was laying off 390 workers immediately at its Ermelo coal mine because of rising costs and declining coal prices on overseas markets.

Star Correspondent. Star 11/2/87 335

539 000 unemployed in 1985

About 539 000 of a total of about 19 million black people were unemployed during 1985. This figure is the result of a population survey undertaken by the Central Statistical Services among coloureds, Asians and blacks. During that period, about 91 000 coloureds out of a total of 2 870 000 were unemployed. Of 891 000 Asians, about 23 000 were out of work. — Sapa.

Group has plans for PE's jobless

335
14/7/82

By MZIWAKHE HLANGANI

THE Get Ahead Foundation's special employment programmes to provide relief for unemployed would result in more Port Elizabeth African township residents finding temporary and excellent job opportunities.

Mr Isaac Mazungula, projects manager of the foundation, said in an interview yesterday that, in addition to various programmes they offered, thousands of township people would benefit from special training programmes for the poor and informal sector, resulting in the creation of small business job opportunities.

The Get Ahead Foundation, an all-black, non-profit organisation, has branches on the Reef and in the Western Cape.

It has been operating for five years, but only opened a branch in Kwazakele, Port Elizabeth, in January.

Dr Nhtato Motlana, of Johannesburg, is chairman of the board of directors and the foundation is being administered in PE by the branch secretary, Mrs D Xuba.

One of its main objectives is to assist blacks in establishing their own businesses, such as factories, retail outlets, or services.

Since the organisation started operating in Kwazakele, 60 people have received loans to set up their small businesses, Mr Mazungula said.

They were concentrating at the moment on micro loans, he explained, adding that they hoped to start informal markets in Uitenhage's Kwanobuhle township before the end of the year.

Mr Mazungula also disclosed that they had about 150 loan applicants at the moment.

He added that mostly they had assisted people who had received technical, sewing, and other types of training and who had been referred to them for help in establishing businesses.

As a result, several permanent and temporary jobs were being created.

He said that the organisation had been promised financial help by several companies such as Volkswagen and Bostik.

Instability may stem from city jobs crisis

Argus 29/7/87 335

By JOHN YELD
Municipal Reporter

UNEMPLOYMENT could lead to "extremely unstable socio-political conditions" in Cape Town towards the end of the century, according to a report by economic planners.

One city councillor says the report is "so frightening that we wish to bring it to the attention of the most senior policy-makers in the country".

The report predicts that half a million people, about 35 percent of greater Cape Town's labour force, will be unemployed in the year 2000.

Technical

And in a more pessimistic projection the unemployment figure in the formal sector could be as high as 650 000, including 447 000 of the estimated 1,38 million blacks.

The figures emerge from a technical paper entitled *The Economy and Labour Demand*, written for inclusion in a land-use and transport model set up by the metropolitan transport planning branch to help predict future land-use and transport requirements for greater Cape Town.

The optimistic projection was based on a four-percent annual growth rate in regional exports. The "pessimistic" projection assumed a growth rate restricted to population increase, with no external factors affecting the regional economy.

The paper said an economy stimulated only by an increasing number of households would be "hopelessly inadequate" in providing jobs.

Cape Town City Council's Executive Committee has approved a recommendation by the town planning committee that the paper be brought to the attention of MPs and the President's Council.

It has also authorised the metropolitan transport planning branch to consult leading economists in a plan to cope with unemployment.

Referring to the "very stark prospects" of economic decline in the Western Cape, town planning committee chairman Mr Clive Keegan said: "We believe the findings of that document are so frightening that we wish to bring it to the attention of the most senior policy-makers in the country."

"Lose faith"

The paper's findings were "realistic" and had been confirmed in the short-term by the predictions of the University of South Africa and by the authorities responsible for urban black settlement, according to a summary from the city planner's department.

The summary concluded: "The unemployment position as predicted is serious because if the present trends are allowed to continue without any positive action a large section of the population will lose faith in the private enterprise system and extremely unstable socio-political conditions in the metropolitan area will arise."



Children at Buffalo Flats picked up discarded tins of pineapple chunks which were dumped on the streets yesterday.

Tins dumped at workers' homes

Dispatch Reporter

EAST LONDON — A truckload of discarded tinned fruit juice was dumped in front of the Buffalo Flats houses of two Langeberg Co-operative coloured employees yesterday, an employee, Mr Johannes Doyne, said.

The co-operative's manager, Mr Andre Esterhuyse, said last night the report was "news" to him.

The incident is the latest development in the dispute between Langeberg's management and retrenched coloured employees.

Mr Doyne, who together with some 350 employees, was retrenched from the factory this week, said that residents in Nederburg Street, in Buffalo Flats, reported that a Langeberg truck, loaded with damaged tins which should have been dumped at the tip, dropped the load on the pavement in front of the homes of two employees at about noon yesterday.

Children had carted some of the tins, which were not fit for human consumption, into houses, Mr Doyne said.

He did not know who drove the vehicle or the names of the employees living in the houses.

Mr Esterhuyse said if the reports of the incident were true he would have it investigated today.

"The contents of any tins leaving our factory in open trucks are not fit for human consumption. Holes are knocked in them and they are taken to the city dumps.

"If these allegations are true, I am not aware of them and will have them investigated first thing tomorrow," Mr Esterhuyse said.

Some 350 coloured employees were retrenched from the co-operative this week after management settled a dispute with the National Union of Food Workers' (NUFW), which led to over 700 black workers being dismissed in April this year.

Mr Esterhuyse said on Thursday that the coloured labour had been hired on a temporary basis, pending the dispute with NFWU being settled.

The coloured workers maintain they were hired on a permanent basis.

The balance of the coloured employees could be retrenched depending on how many blacks returned to the factory on Monday, Mr Esterhuyse said.

The co-operative was expected to continue to run at 50 percent capacity yesterday.

A NFWU spokesman said a statement would be made on Monday, when some 847 black workers were expected to report for work.

Unemployment is major challenge

33

Finance Staff

South Africa is faced with the challenge of alleviating the ever growing unemployment problem, if it cannot be resolved altogether, says Volkskas Bank.

In the August edition of its *Economic Spotlight*, the bank says that population growth was currently in the order of 2,3 percent per annum, but the rate of entry to the labour market was nearer the three percent mark.

These figures indicated that, provided there was no increase in productivity or no structural change in the economy, a real economic growth rate of around three percent per annum must be maintained to absorb new entries to the labour market.

In reality, said the bank, the required real growth rate was much higher, and a figure of about five percent was cited.

"The very fact that South Africa has a relatively high population increase means that a relatively high economic growth rate is essential in order to prevent any further increases in existing unemployment figures."

The economic growth rate in South Africa had not come up to expectations over the past few years, and from 1980-86 the real gross domestic product had showed an increase of a mere 6,4 percent, with employment in this period increasing by only 3,4 percent.

"The fact that employment in the private sectors of the economy decreased by 0,7 percent in this period is even more disconcerting."

However, although a sufficiently high economic growth rate was a necessary condition for increased employment, on its own it offered no guarantee for this.

"Workers should always bear in mind that they are not only competing with each other, but also with technology.

"Trade unionists can therefore price themselves out of the market with wage demands that bear no relation to the quantity or quality of work, thereby contributing to greater unemployment," the bank concluded.

335

Workers to return, others retrenched

Dispatch Reporter

EAST LONDON — A total of 847 black workers were expected to return to the Langeberg Co-operative here on Monday, a National Union of Food Workers' (NUFW) spokesman, Mr L. Mati, said yesterday.

The workers were dismissed from the co-operative in April following a dispute.

Some 700 coloured workers were hired on a temporary basis to fill the vacancies, the manager of the co-op, Mr Andre Esterhuyse, said.

The dispute with the NUFW had now been resolved and the dismissed black workers would be reinstated on Monday.

A total of 350 coloured workers would be retrenched today. Further retrenchments could occur depending on how many black workers employees returned to work, he said.

He said about 250 workers had already left the factory at 3.30 pm yesterday afternoon, and he did not expect them to return today.

"We doubt whether they will be coming back, but those that stayed indicated they would be at work on Friday."

The factory is expected to run at half capacity today as it did yesterday from 3.30 pm.

The coloured workers, who formed the South African General Workers' Union on Wednesday, have disputed that they were hired on a temporary basis.

At a meeting this week the coloured workers decided to reassess the situation on Monday, a spokesman, Mr Vendnor Fortuin, said.

A coloured supervisor at the co-operative, Mr Johannes Doyne, said he had understood when he recruited the coloured labour that they would be hired on a permanent basis. Only last week when the retrenchments were announced did he discover that their employment was temporary.



Distressed workers are restrained after being told they no longer have the jobs they took in order to keep production going when an East London concern suffered a labour dispute.

Govt cuts: 250 workers retrenched

Dispatch Reporter

EAST LONDON — Some 250 Mdantsane Special Organisation (MSO) employees were retrenched this week because of a cut in South African Government funding.

East London city councillors as well as municipal and Ciskei Government officials have expressed concern at the retrenchments.

A councillor who has been closely involved with the MSO in recent years, Mr Donald Card, said he was "very annoyed" about the council's involvement in the MSO.

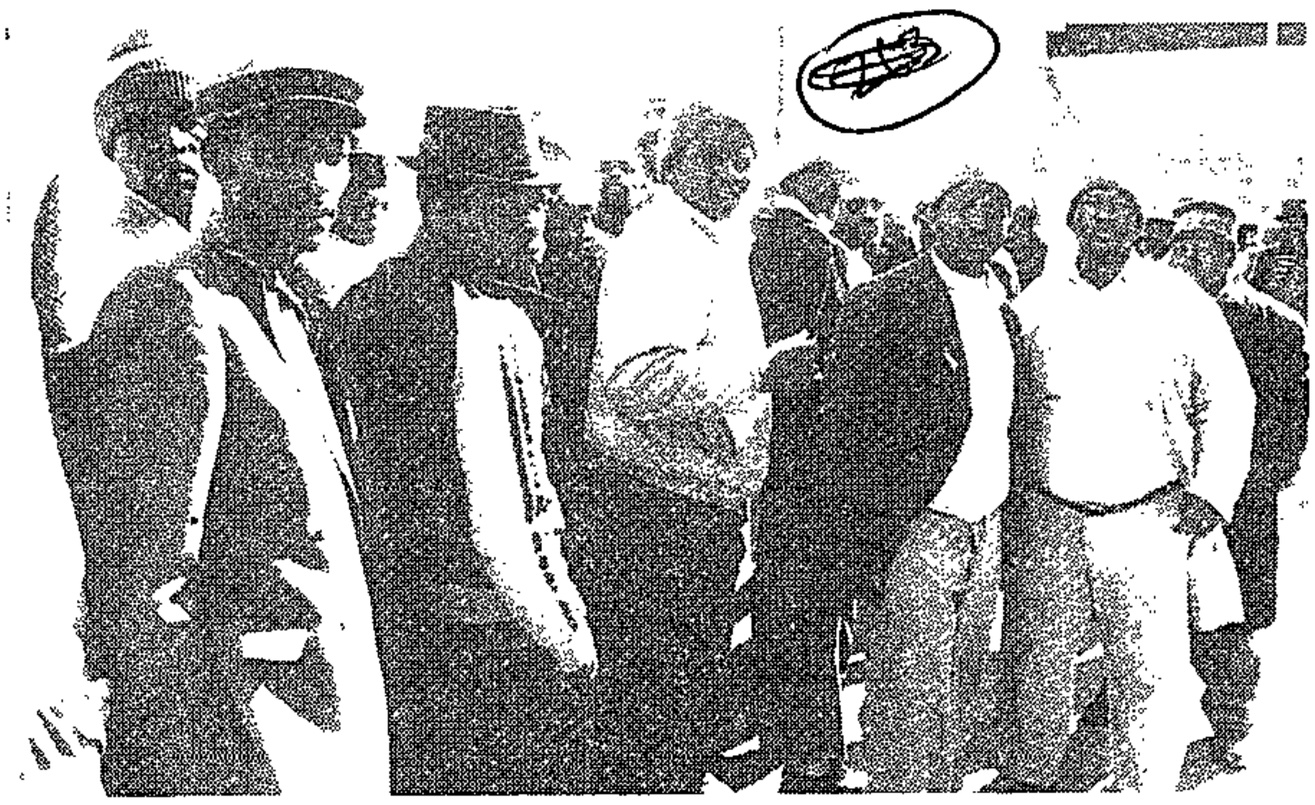
The retrenchments are apparently the result of a cut in the MSO's budget by the South Africa Government. The extent of the cut could not be established yesterday.

The MSO builds houses in Mdantsane for the Ciskei Government with funds provided by the South African Development Trust (SADT).

The East London municipality acts as an agent for the SADT and supplies professional input in return for three per cent of the total expenditure.

After speculation in May of a possible cut in the MSO's budget, a municipal official confirmed that restraints had been imposed in case funding was reduced.

The deputy city engineer, Mr Fraser Martin, said at the time he believed the restraints would include a reduction in the number of houses built, but not the retrenchment of staff.



Some of the retrenched workers outside the municipal pay office.



MR NOMPUNGO . . . 23 years' service.

One of the retrenched workers, Mr Johnson Nompungo, who has worked for the MSO since 1965, said he was informed on Tuesday this week that he would be paid off on Wednesday.

He had received an additional two weeks' pay when he was paid off, he said.

Mr Nompungo said workers had been told this week that 250 would be retrenched as there was a shortage of funds.

"In April we asked for an increase but were told that we would have to accept either more money and retrenchments, or no increases and no retrenchments.

"We agreed to settle for no increases but were told we would get more money on July 1. This didn't happen and then we were told this week we would be retrenched," Mr Nompungo said, adding that he was the sole supporter of his wife and two young children.

The chief city engineer, Mr Graham Keppie, said in a statement that during the past year "abnormal expenditure" of some R4 million had occurred in Mdantsane for the augmentation of the bulk electricity supply and the construction of a reservoir.

This had left the MSO short of funds for its normal operations, and an application for additional funds had been unsuccessful.

"The local members of Parliament and the Minister of Development Aid (Dr Gerrit Viljoen) have used their endeavours in this matter but in a recent letter the minister has advised with regret that an additional allocation of funds is not possible," Mr Keppie said.

He said the retrenchments had been undertaken on a "last-in-last-out principle, and in addition the position of elderly and infirm staff is being reviewed".

Staff had received a week's notice pay and had not been required to work the week.

"The city council is extremely concerned as agent to the SADT but all possible remedies have been explored. Should the position change, retrenched staff of good record will be given preference for re-employment," Mr Keppie said.

Mr Card, who said he resigned from the MSO some years ago after a similar incident, described the situation as "shocking".

"We have discussed the matter in council and I believe most councillors are dissatisfied.

"The city council is the agent for the government with the MSO. I'm very annoyed about our involvement because we are seen as the bad boys.

"The government cuts the budget but we are committed to projects and tenders and we have no option but to retrench.

"We are not out of pocket financially, but out of pocket with credibility with black people," Mr Card said, adding that the city engineering department had been requested to report to the council on the MSO.

Ciskei's director general of foreign affairs and information, Mr Headman Somtunzi, said the fact that people were to lose their jobs, particularly at this time of year, called for sympathy.

"But it is understandable because funds are not available. We can only hope that the economy will improve and that the people can find odd jobs, or that there will be funds and their old jobs will become available."

Mr Somtunzi said the Ciskei Government had been assured that the workers would be re-employed when funds were available.

The wages of inflation

Star 7/8/1987

Average wages in the big seven OECD countries increased by only three percent last year, compared with an average annual rise of 11 percent during the 1970's.

The typical American worker has had a pay rise of little more than two percent during the past 12 months — the smallest increase since the second World War. In real terms, his pay packet is now worth eight percent less than in 1978.

Despite rising inflation this year and falling unemployment, there are few signs that American wages are about to take off.

The rate of increase in both nominal and real earnings throughout the OECD has fallen sharply. The slowdown is particularly marked in Italy and France.

Italy's annual rate of wage increases declined from 23 percent in 1981 to 5 percent last year. Only in Britain and West Germay have wages bucked the trend. The average British worker has had a real pay rise of 20 percent in the past five years.

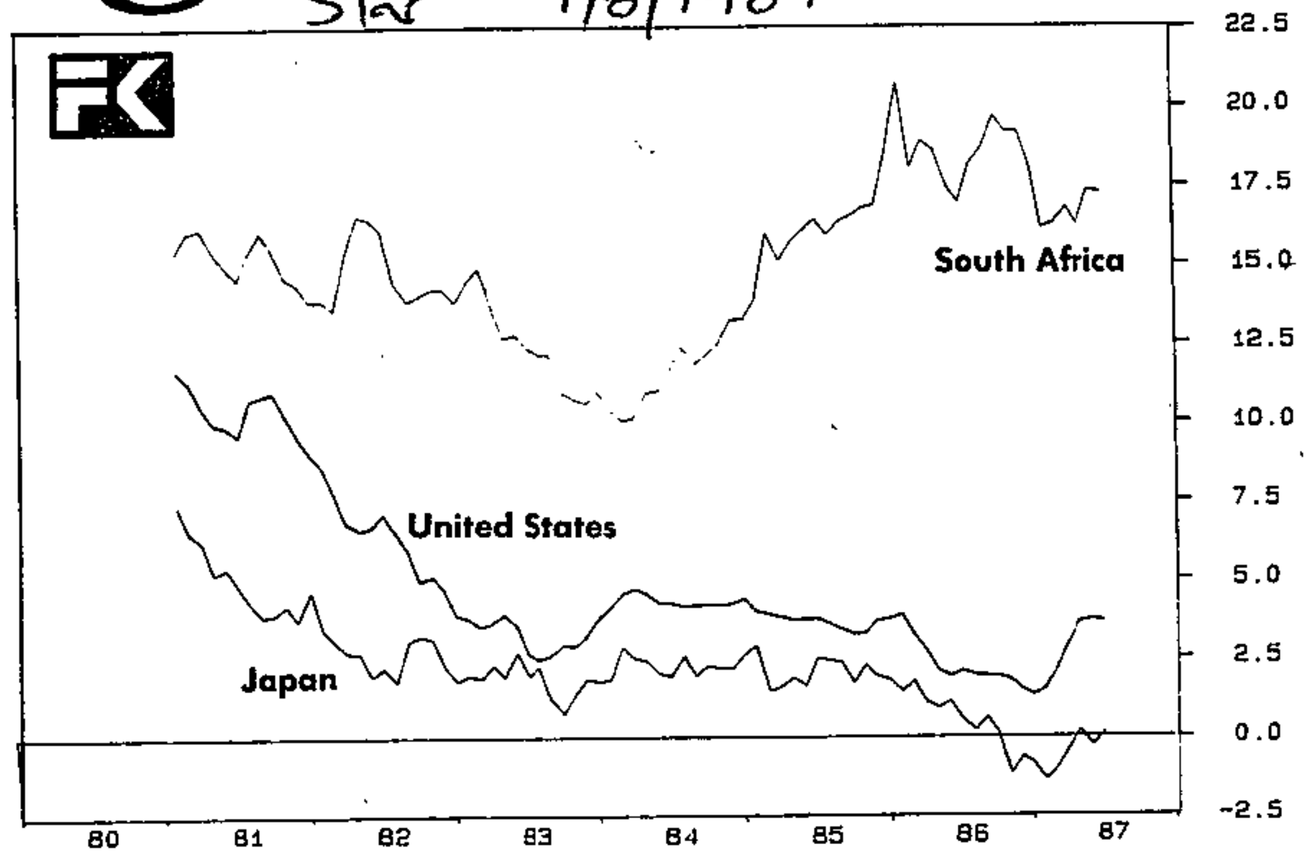
In West Germany, despite negative inflation last year, workers have stuck out for wage increases of three percent at least. This has brought them a big gain in real terms.

In Japan, where consumer prices have also fallen, the growth of nominal earnings has fallen too. This is partly because profit-related bonuses are a big chunk of Japanese workers' total take-home pay. The appreciation of the yen has cut profits, and this in turn has squeezed wages.

The wage moderation of the 1980s is partly explained by tighter monetary and fiscal policies. Tight monetary po licies have reduced inflationary expectations and meant that the money to pay much higher wages is simply not there.

But the slowdown in pay rises also reflects a fundamental shift in the pattern of wage setting: the effect of microeconomic measures to make labour markets more efficient.

In a new study, the OECD has examined the progress which governments have recently made in loosening labour market regulations and other institutional drags. It reports:



Both Japan and the US, among others, have brought inflation under control. South Africa, on the other hand, because of its commitment to provide more jobs, has failed to keep it under control.

- Social security benefits have become less generous. During the 1960s and 1970s, replacement ratios (unemployment benefits as a percentage of average wages) rose steadily. Since the beginning of the 1980s, they have fallen in nine of the 16 countries considered by the OECD.
- Minimum wages have been frozen in nominal terms in some countries, implying a cut in real terms. America's minimum wage has fallen by about a fifth in real terms since 1980. But France's has risen by roughly the same amount over the same period.
- Trade unions are on the defensive in most countries. Fewer days have been lost by strikes in the 1980s than in the 1970s. West Germany and France have given businesses more leeway in changing their hiring and firing laws.
- Almost all governments have tried to squeeze public-sector pay. Governments have been prepared to sit out prolonged strikes rather than give way to union demands — eg, in the disputes involving air traffic controllers in America in 1981 and British coal miners in 1984-85.
- Indexation of wages to prices has been scrapped or weakened in several countries, including Italy, France and Holland. In America and Canada fewer workers are now covered by cost of living agreements.
- Incomes policies have become less popular, as governments have instead attempted to deregulate labour markets and to encourage a closer link between pay and the profits of individual companies or industries. Yet France, Spain and Australia all still have incomes policies.
- Wage-setting practices have become more flexible. In America, in particular, workers have accepted pay freezes or even pay cuts. Some industries have introduced two-tier wage levels — eg, airlines — with new workers doing the same jobs being paid less than existing employees.

How have these microeconomic changes affected wage developments? Most analysts agree that in the short run at least there is a trade-off between unemployment and wage inflation (known as the Phillips curve): the higher the rate of unemployment, the lower the pay rises workers are likely to accept.

Weaker trade unions and less generous unemployment benefits might make wages more responsive to unemployment — ie, the short-run Phillips curve would become steeper, resulting in a bigger decline in wage growth for a given rise in unemployment.

Alternatively, the policies might lower inflationary expectations, or influence other variables which determine wage rises; this would shift the short-term Phillips curve rather than change its slope.

It is hard to test directly for the influence of microeconomic policies on wage growth — eg, how can an economist measure deregulation of markets or trade union militancy?

The OECD finds that, with the exception of West Germany, equations which just relate wage movements to variables such as inflation and unemployment tend to over-predict the rate of increase in wages in the 1980s. These errors may reflect the effect of the microeconomic changes on wages.

The OECD concludes that some micro-economic measures have helped to moderate wage growth — for instance, by lowering inflationary expectations, but it finds little evidence that they have altered the way wages respond to unemployment and inflation.

If the OECD is right, the short-term trade-off between unemployment and wage inflation is no better today than in the 1970s: a fall in unemployment would probably be followed by faster wage rises.

But because most countries' current unemployment rates are well above estimates of the level of unemployment which is consistent with stable inflation, the risk of a big pick-up in wage inflation is limited.

The wage-price spiral of the 1970s is dormant, but it probably is not dead. — **The Economist.**

CRISIS CITY!

EXCLUSIVE REPORT by IRVING STEYN, Weekend Argus News Editor



'Fewer jobs, houses poor living standards'

A CITY in crisis and fighting for survival. This is the alarming situation that Greater Cape Town is facing — with the prospect, in just over a decade, of a population double its present size.

P.T.O.



This satellite photograph shows the Western Cape with the borders of Greater Cape town added.

The grim scenario has been drawn up by the Cape Town Municipality. It paints a picture of a city, based on present trends, which will consist of a poorer, younger population, declining employment and falling living standards.

It has been calculated that a minimum unemployment level of 400 000 people, or at least 30 percent of the workforce, can be expected in three years.

If Greater Cape Town had to provide housing for its projected 3,5-million population by the year 2000 it would need 195 square kilometres of land — roughly equivalent to the existing built-up area.

Influx of migrants

In a document prepared for a United Nations agency which is conducting a survey of giant cities of the world, planners say that Greater Cape Town will need about 220 000 additional homes by the end of the century if all new residents are to be housed.

And if Greater Cape Town continues to hold about 10 percent of the national population, an ultimate population of about 10-million can be expected.

The document says the combined effects of the relaxation of some aspects of Government influx control, as well as serious unemployment, drought and over-population in the homelands have resulted in a "considerable" influx of black migrants.

"The metropolitan area will therefore be expected to continue to absorb and accommodate a large number of relatively young and unskilled African people in a short period of time."

And, say the planners, the result will be a "very high" 6,1-percent annual population growth rate for black people up to the year 2000.

"Considerable improvement"

The conclusion is that Cape Town's population is expected to consist of rapidly rising numbers of young, unskilled and poor people. However, for many of these, their existence will be a "considerable improvement" on conditions in rural areas.

In calculating Cape Town's housing needs by the end of the century, the town planners worked on a figure of six people to a household.

They point out that in 1979 there was a backlog of 106 315 housing units for coloured people in the Greater Cape Town region which has never been reduced and it is estimated that 60 percent of all coloured housing is overcrowded.

The housing backlog for black people was estimated in 1985 to be 65 200 units. About 47 percent of the black population lives in squatter settlements and 18 percent in shacks in backyards.

"Consequently, a total of about 391 000 homes, almost double the existing 200 000, will be needeed in Greater Cape Town by the year 2000 if everyone is to be satisfactorily housed."

The report says that huge resources will be needed to solve the problem and would require extensive State housing finance.

It adds that there is a danger that unless higher densities in and around existing built-up areas can be achieved, new housing areas will be distant from the existing urban concentrations.

Urbanising city edges

This means that extensive social and physical services infrastructures will be required for urbanisation on the city's edges.

The productive grape, fruit and wheat farms which are situated near urban areas "should not be sacrificed lightly if the region is to be able to feed and provide employment opportunities for its own population in the future".

■ THE SOLUTION — see page 3

EL car workers face dismissal

DD: 8/8/87
335

Dispatch Reporter

EAST LONDON — Striking Mercedes Benz of South Africa workers here would be dismissed if they did not return to work on Monday morning, a company official, Mr W. I. Gardiner, said yesterday.

The company, whose East London plant was closed on Tuesday morning after a dispute with the National Union of Metalworkers of South Africa (Numsa), was granted an interim interdict yesterday calling on striking workers here not to continue their work stoppage.

The order was granted after an urgent meeting of the Industrial Council.

In an advertisement in today's Daily Dispatch, Mr Gardiner said the plant would reopen on Monday at normal starting times and begin production.

"We regret that employees who have wanted to work have been prejudiced by the unlawful action of a few.

"If the striking employees do not return on Monday, August 10, 1987, they will be summarily dismissed." Mr Gardiner said.

A Numsa spokesman here, Mr Viwe Gxarise, said talks had been held with members of the industrial relations division of the company yesterday but there had been "no change in attitude".

"Our strike is not illegal because our demand for our workers is just," Mr Gxarise said, adding that inflation had increased, but the company wanted to reduce working hours with a loss of earnings to employees and would not meet an hourly wage demand of R5.

Management had offered an hourly increase of 20c which would place employees on between R3,70 and R3,75.

Mr Gxarise said this week that workers would not return to work until their demands were met.

To Page 2

Source: JSE Graphic: JOHN McCANN

See Pag

Huge job loss revealed

PRETORIA — The massive job loss resulting from three years of recession is clear from employment statistics for six major areas of the economy released by Central Statistical Services yesterday.

They show that in mining, construction, manufacturing, electricity, transport and the Post Office, the number of workers declined by nearly 200 000 to 2 738 036 between June 1984 and April this year.

Hardest-hit was the construction industry, where the number fell by 117 400 to 299 000 between June 1984 and June this year. Next was manufacturing, where 75 800 lost their jobs, leaving a total of 1 323 400 in June this year.

In the period Escom workers were pared by 6 750 to 56 850. Sats' drastic staff-cutting campaign resulted in their numbers decreasing by 40 000 to 198 980 by June this year.

The Post Office was the only one of the six to show staff growth. PO workers increased by 2 331 to 97 020.

And between April 1984 and June this year, worker numbers in the mining industry dropped by 42 710 to 717 009.

Total number of whites in the six employment areas fell by 50 889 to 584 649 in the three years; coloured workers dropped by 27 140 to 321 876; Asian workers by 3 051 to 98 340; and black workers by 110 423 to 1 733 171.

Economists say the figures support the claim that SA's unemployed and underemployed probably exceed 2-million.

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Many have lost jobs in recession

335 12/8/87 EPOST.

Post Correspondent

PRETORIA — A massive loss of jobs has resulted from three years of recession, according to employment statistics released by Central Statistical Services yesterday.

The statistics, dealing with six major areas of the economy, show that in mining, construction, manufacturing, electricity, transport and the Post Office, the number of workers declined by nearly 200 000 to 2 738 036 between June 1984 and April this year.

Hardest hit was the construction industry, where the number fell by 117 400 to 299 000 between June 1984 and June this year. Next was manufacturing, where 75 800 lost their jobs, leaving a total of 1 323 400 in June this year.

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Economists say the figures support the claim that SA's unemployed and under-employed probably exceed two-million.

● But in the Eastern Cape, things are looking up. The number of unemployed whites and coloured registered with the Department of Manpower last month was 9% lower than in June and 57,6% lower than in July last year.

Registrations for blacks dropped by 0,3%, from 4 722 in June to 4 709 last month. The number of unemployed men rose from 3 663 to 3 667 while the number of jobless women dropped from 1 059 to 1 042.

Last month, 4 849 whites and coloureds were registered with the department in the Eastern Cape, as against 5 326 in June and 11 432 in July 1986.

Of the 2 895 unemployed men, 733 were white.

There were 1 954 white and coloured women registered, 3,9% lower than the 2 033 in June and 44,9% lower than last July's figure of 3 546.

The number of white unemployed women dropped by 0,7% to 877 last month while the number of jobless coloured women dropped by 13,8%.

Building industry is hit the hardest

SENSATIONAL



Mr Earnest Maholela . . . "If I do not find a job soon I will just go home and wait to die".

He needs a job soon — or will 'go home to die'

By Janine Simon

Earnest Maholela has the same dreams and hopes of most 25-year-old South Africans — but he is close to despair.

He is battling against the odds of being unemployed and paralysed from polio which he contracted at the age of 13.

TRAVELLING

Since 1984, Mr Maholela has used his R97 monthly disability grant to travel from his Groblersdal, northern Transvaal, home to kwaNdebele, Durban and Maritzburg to look for training and work — to no avail.

The best position he could find was as a R20-a-week assistant in a Maritzburg dressmaking school.

Finally, last month, in a last-ditch attempt to find a job, he took a taxi from Maritzburg to Johannesburg hoping to find Friday Mavuso — founder/director of Self-Help for Paraplegics (Soweto) or Shap.

Mr Maholela said: "I'm a man who likes reading newspapers and magazines, I read that Mr Mavuso helps disabled people and I thought he could help me."

His taxi reached Baragwanath Hospital at 4 am and with the help of local police, Mr Maholela was taken to Shap in Soweto early one morning.

Mr Mavuso found him there at 7 am, shivering in the winter cold.

"What do we do with a man like this? Shap is full and it is meant for Sowetans. We have a waiting list of 500 people — but how can we turn him away?" Mr Mavuso told The Star.

Mr Mavuso organised Mr Maholela temporary accommodation with the Salvation Army and sent him to Shap's various workshops for training in assembly work and wheelchair maintenance.

But time is running out. Mr Maholela cannot afford the R4 a day the Salvation Army charges for board. And he needs a job.

DIE

"If I don't find work now there is nothing for me to do but to go home and wait to die," said Mr Maholela, who has also been trained in welding, weaving, carpentry and dressmaking.

Anyone who can help should contact Mr Mavuso at Shap telephone (011) 982-1036/7 immediately. Shap is a registered welfare organisation and an affiliate of Disabled People South Africa, a disability rights organisation.

Huge job losses

Own Correspondent

JOHANNESBURG. — The huge job loss resulting from three years of recession is clear from employment statistics for six major areas of the economy released by Central Statistical Services yesterday.

They show that in mining, construction, manufacturing, electricity, transport and the post office, the number of workers declined by nearly 200 000 to 2 738 036 between June 1984 and April this year.

Hardest hit was the construction industry, where the number fell by 117 400 to 299 000 between June 1984 and June this year.

Next was manufacturing, where 75 800 lost their jobs, leaving a total of 1 323 400 in June this year.

Tapa: foundations laid for future

Reports by
NCEBA NDULAMA

BISHO — The foundations that are built from now until the year 2 000 will determine the course of the next century.

This was said by the Minister of Social Welfare and Pensions, Mr A. M. Tapa, when he officially opened the seminar on Non-formal Education Programmes for out-of-school youths which started at the Amatola Sun yesterday.

Mr Tapa said although the seminar would concentrate on early school leavers he hoped that, with the concentration of such brain power as was gathered at the seminar, "the overall implication for youth in general" would be explored.

The seminar, he said, met during troubled times when the bulk of Ciskei's school leavers were either unemployed or, due to their low level of education, were unemployable.

"The youth is one of our legacies.

"We inherit from preceding generations.

"It is to the everlasting credit of this sector of our population that they are not content to accept situations that they perceive as wrong," the minister said.

Human beings were meant to contend with the unsatisfactory and not to give in to it. Spiritually equipped human beings could overcome adversity. Resignation was a form of defeat, he said.

"It is characteristic of the present-day youth to proclaim their violent disagreement with things as they are. They are heard by the world around them. Apparently, to a large extent, youth demonstrates a lack of appreciation for any good meted out to them by the older generation.

"They virtually want to participate in the shaping of their destiny. However, they have not demonstrated many discernible measures to achieve this end with propriety, human dignity and decorum. Seemingly, occupational exigencies have denied parents the opportunity to give sound guidance to youth," Mr Tapa said.

He said social misdemenours, which often arose from the frustration and boredom which emanated from unemployment, were a legion and said he hoped what he termed a "pedagogical plague" would be partially circumvented or totally obliterated after the seminar.

Ciskei had established a department to fully explore the implications of the problem as it was perturbed by the number of out-of-school youth who walked the streets unemployed and with no positive occupation.

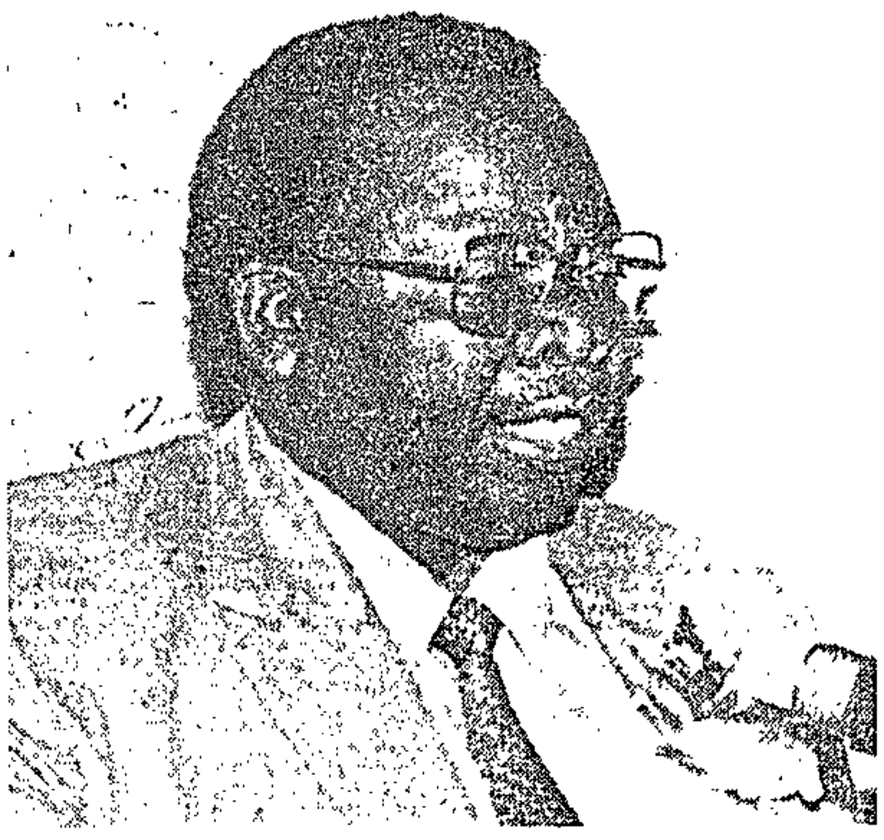
Out-of-school youth and early school leavers had a potential which seemed to be consigned to oblivion due to a lack of identification.

Mr Tapa said he believed the cross-section of delegates had been invited so as to unravel the knots associated with unemployment and the employment ability of Ciskei's out-of-school youth.

"No one can afford to be neutral in matters affecting the destiny of one's nation. The worth of a state, in the long run, is the worth of the youth composing it," he said.

Among the delegates attending the seminar were the senior planner for out-of-school education, Mr J. P. Masawanganyi, and the principal subject adviser, Mr E. M. P. Shilubane, both of Gazankulu. Miss Tembeka Nkamba, who specialises in non-formal education in Transkei, also attended the first day of the seminar.

The seminar will be officially closed at lunch time today by the Minister of Youth Affairs, Sport and Recreation, the Reverend V. G. Ntshinga.



The Minister of Social Welfare and Pensions, Mr S. M. Tapa, who opened the symposium in Bisho yesterday on behalf of President Lennox Sebe.

School leavers seminar slated

Dispatch Reporter

BISHO — Seminars like the one at Bisho were recipes for failure, the Chief Director of Agricultural Media Services (AIMS), Mr Monde Tabata, said here yesterday.

He was speaking during discussion time after a contribution by Professor D. Vermaak of the University of the Orange Free State during the first day of the seminar on Early School Leavers, held at the Amatola Sun.

Mr Tabata said while it was important to discuss and plan such matters, it was important that the people concerned — the youth — be present. The people at the seminar were generally older people or people who had been to university.

They had the tools of analysis and they would go and, in a way, prescribe to youth. Even the steering committee, he said, would possibly have an "unsurmountable problem" as it was the youth that was supposed to be trained.

He related a story of a young man who lived in one of Chief Siwani's Imidushane locations who travelled about 20km or more to Bisho and surrounding areas, mobilising young people.

"The gentleman needed money to facilitate his movements. If such people of calling can be incorporated, there can be success," he said.

The Deputy Director-General of Youth Affairs, Mr E. M. Mthontshi, said that it was most unfortunate for him and his staff as the idea of youth centres had initially been intended for early school leavers.

He said that there had been a negative attitude from South Africa regarding youth movements. They had been to rural areas last weekend where they "have

Ngaki requests advice on problem children

BISHO — The joining of youth movements did not have to be compul sory, the Vice-Chan-

Prof Lamprecht said he could not give statistics referring to out-of-school children in Cis-

that his department shared the sentiments of society through the assistance of social

BISHO — The joining of youth movements did not have to be compul sory, the Vice-Chancellor and Rector of the University of Fort Hare, Professor J. A. Lamprecht, said here yesterday.

He was speaking during discussion time at the two-day seminar on early school leavers which started here yesterday.

The Director-General of Public Relations in the Ciskei Police, Colonel G. A. Ngaki, had asked for advice on easy and sure methods of identifying problem youths.

There were cases of children from needy homes who might not necessarily be deliquents, the colonel said.

He quoted the Intsika YeSizwe, saying a chief could identify a child who was in need of attention and that child could start pilfering. When should the police take action, he asked.

Professor Lamprecht said some children were intelligent and wished to go to school but there could be other factors affecting a child's wantonness.

At times parents were employed away from the home and were not be in a position to pressurise a child to go to school. On the other hand, the child could have psychological and or physiological problems.

Research had shown that social norms sometimes played a part. A child might think that because his parents could cope without ever having received farmal education, he could do the same.

Prof Lamprecht said he could not give statistics referring to out-of-school children in Ciskei.

He had had a private discussion about the matter earlier in the day and it had been agreed that it would not be easy to give exact figures.

A child might leave school in February, for financial reasons, but come back in May. Also, a parent could remove a child from school for one year and send him back the next year, he said.

The Director-General of the Department of Justice, Police and Prisons, Mr M. D. Qaba, said it was regrettable that the advice given by Professors Verwy and Lamprecht was often "apparatus received too late".

For example, society usually decided to ostracise a juvenile who had had a brush with the law, he said.

It was for this reason that his department shared the sentiments of society through the assistance of social workers to fill the gap of orientation and education, Mr Qaba said.

Miss Thembeka Nkamba, who specialises in non-formal education in Transkei, said that what was needed was a positive attitude by the community and an improved budget by government because the question of finance stalled the starting point.

A senior professional officer at the Department of Manpower Utilisation in Mdantsane, Mrs V. Kolwaphi, said she believed in career guidance.

Both the parent and the child could be motivated in this way, she said.

If a child had lost interest in an artisan's job he could be steered into another direction which might interest him, Mrs Kolwaphi said.



Ciskei's Director-General of Youth Affairs, Sports and Recreation, the Reverend D. Ngcuka, who chaired the first session.

from South Africa regarding youth movements. They had been to rural areas last weekend, where they "have been attracting thousands of young people," he said.

To loud laughter, he said that it was not very comfortable to be direspectfully told by a young person what he thought of you and your ideology. He said that their aim was to introduce the department and to offer the young people a chance to air their views.

Bringing them to the seminar, as previously suggested by Mr Tabata, would mean a lengthy interpretation, even of concept. His department, he said, had invited delegates from neighbouring states so as to avoid the problems of a "spill over" because one state could keep its youth intact and another lack, thus creating problems for the whole region, he said.

Supporting him, the Minister of Youth Affairs, Sport and Recreation, the Reverend V. G. Ntshinga, said that the people at the seminar were only a core who would go out and preach the concept at various centres to be established.

In an answer to an earlier question by the Inspector of Adult Education, Mr M. Mabija, as to whether there was a youth centre at Mdantsane and how it was monitored, the minister said there was none.

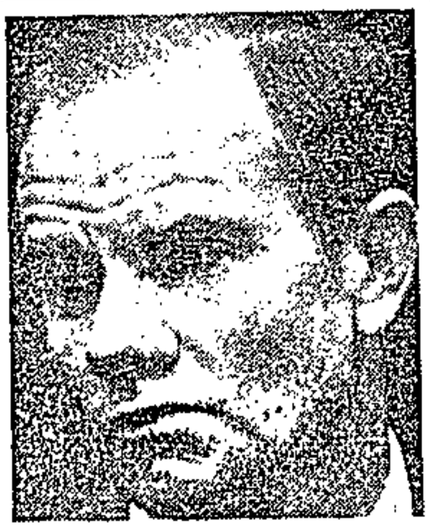
Cricketer on crusade

EAST LONDON — A former Springbok cricketer, Mr Peter Pollock, arrives in East London today to speak to churches and schools in the World Literature Crusade.

Mr Pollock, an evangelist from the Church of the Good Shepherd in Durban, will spend four days here as a guest of the First City Baptist Church.

With a tally of 119 wickets, Mr Pollock was one of only four South Africans to take more than 100 Test wickets.

He retired from cricket during the 1971/72 season. — DDR



MR POLLOCK

Matter of fact

EAST LONDON — The chairman of the city council's finance committee, Mr Gwyn Bassingthwaighte, said in a statement outlining reasons for increases in municipal rates and tariffs that the council was not a profit-making venture and was obliged to try to balance the budget at the least cost to the ratepayers.

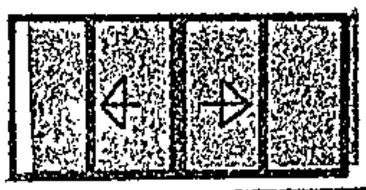
He was incorrectly quoted in a report yesterday as saying that the council was not obliged to try to balance the budget at the least cost to the ratepayer. — DDR

Rower gets across sea

LONDON — Solo rower Tom McClean claimed yesterday that his 56-day voyage from Newfoundland set a record for rowing across the Atlantic Ocean.

McClean said he cut 15 days off the previous record of 71 days and 23 hours. He left Newfoundland on June 16 and said he passed Bishop's Rock Lighthouse — the finishing point — early on Monday morning. — Sapa-AP

LOCAL MANUFACTURERS OF
ALUMINIUM SLIDING WINDOWS



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279 still jobless after election protest

AT LEAST 279 workers who were fired to "discipline" them for staying away from work during the May 6 whites-only elections are still battling to get their jobs back.

By THEMBA MOLEFE

The workers, who are members of the National Union of Metal Workers of South Africa (Numsa) are employees of Karl Schmidt, a German company that is based in Alrode, near Germiston.

They were dismissed on June 22 following the dismissal of union shop stewards who were involved in the stayaway.

Union officials said yesterday the company disregarded complaints it made to the industrial council and also refused to go to arbitration over the "unfair" dismissal of the shop stewards.

When the union wanted to hold a strike ballot on May 20 the company frustrated efforts to do so and followed that by suspending a shop steward for six months, the union said.

The dismissal came soon after workers demanded his re-instatement.

According to union officials the company is anti-union and is bringing racial conflict into the dispute by employing coloured scab labour to replace those workers who are said to have been dismissed.

They said the workers will fight for their rights until they are all reinstated.

The *Sowetan* tried to contact the company spokesman yesterday without success.

14/8/87

Station closes: 30 workers lose jobs

Dispatch Reporter

EAST LONDON — Thirty people will lose their jobs here at the end of next month when the Coopers Kwanyanga Research Station on the West Bank closes.

The public relations consultant for Coopers Animal Health, Mr Hans van de Groendaal, said those losing their jobs would not necessarily be re-employed by the company.

"If there are vacancies in the group obviously those at Kwanyanga will be considered.

"Everyone has been well looked after in the company's redundancy policy. It does depend on the length of service, though," he said.

The manager of the Kwanyanga Research Station, Dr David Davies, and other employees could not be contacted for comment yesterday.

In a statement released yesterday, the general manager of Coopers Animal Health, Dr P. J. Pullinger, said small research centres around the world could no longer be operated.

"The exponential cost increases in research and development have far outstripped the advantages of local research.

"It would thus be unwise to continue the local research facility at Kwanyanga," Dr Pullinger said.

He said the company would no longer have research stations in South Africa and all the South African Research would be drawn from international research groups in the United Kingdom and Australasia.

Business Repor

FRIDAY, AUGUST 14, 1987

'Back black co-ops for more jobs'

CNE Times 14/8/87 335

Financial Editor

WHITE South Africans should help black co-operative ventures back by labour and community organizations to help fulfill the country's job needs, Shell (SA) chairman, J R Wilson, said last night.

Speaking at the annual WP Institute of Marketing Managers "Marketer of the Year" banquet, he said small business could not compete with big business because it could not take advantage of the economies of scale.

About half the small firms in SA did not survive beyond two years.

But small black business had suddenly become "a much sought after and pampered species", and regarded as a panacea to the national unemployment problem.

"Is the informal sector really the solution to the country's economic problem?

"The fact that 30% to 35% of the inhabitants of Crossroads derive their livelihood from providing a service activity in the area certainly keeps money in circulation but it does not create real wealth."

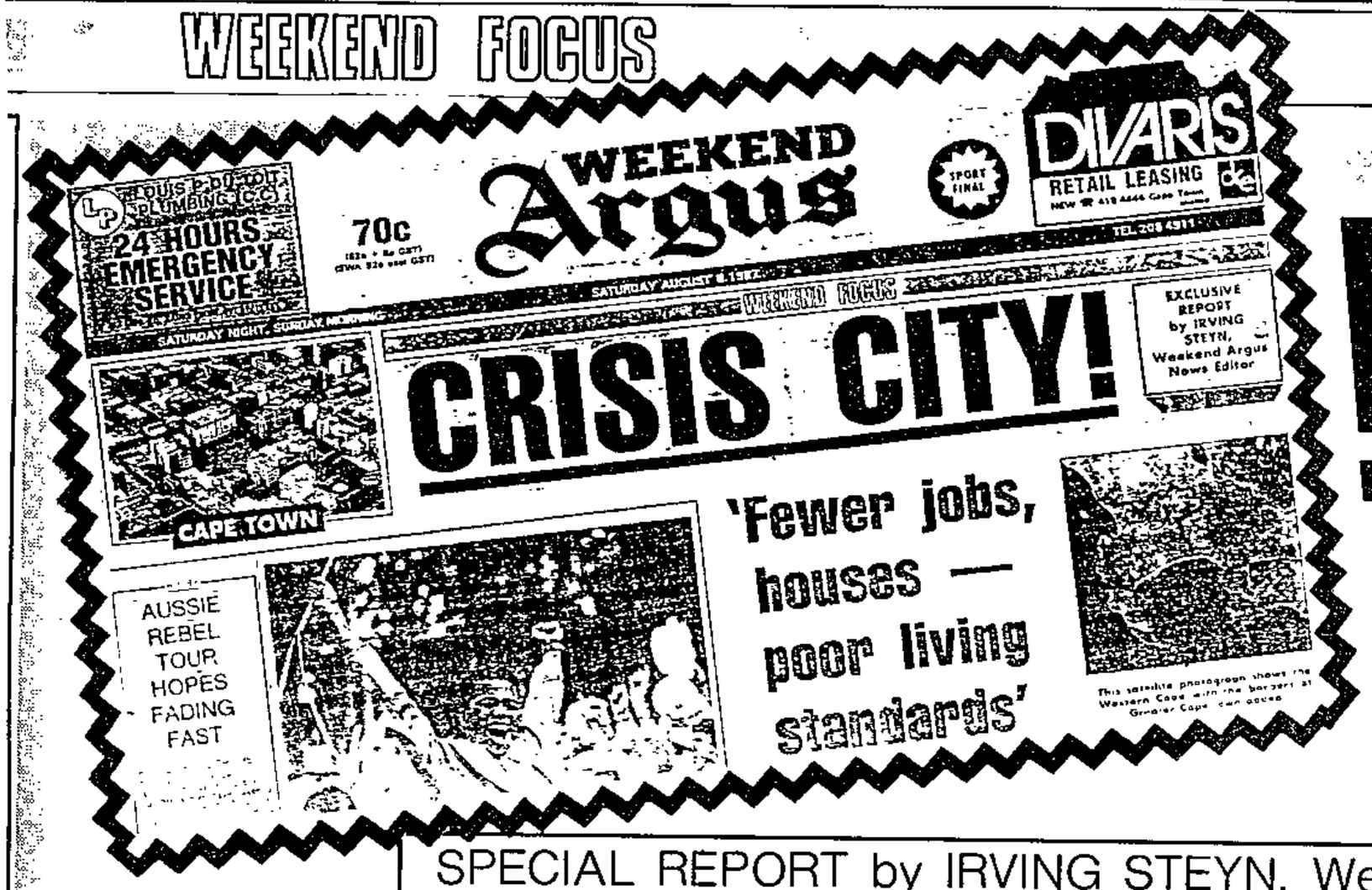
Wilson said black community organizations and trade unions were attempting to do something about unemployment.

"It is not generally known, but the black community has initiated a number of economic co-operative enterprises around the country to address the problem."

Examples of this were the Atlantis consumer co-operative, the black taxi association (Sabta) the Tiakeni textile co-operative in the northern Transvaal and the Sarmcol workers' co-operative in Natal.

Wilson said that white business could add to the resources for such projects.

"The need for sensitive involvement and creative and sincere co-operation, is urgent."



WANTED!

35 000 jobs a year . .!

SPECIAL REPORT by IRVING STEYN, Weekend Argus News Editor

OVER the next 13 years, Greater Cape Town has to create 35 000 jobs a year — or 133 per working day — to allow for its population growth and there is no way the formal sector is going to do it.

A regional economic growth rate of at least 4% is required just to cope with the future employment needs — ignoring existing employment. The national economic growth rate has, however, been very low in past years and this year a 3% growth rate is considered optimistic.

Unfortunately, the Western Cape economy tends to lag behind the national economy and has experienced declining growth rates .

These are due to the Cape's relatively isolated location, the lack of mineral resources and structural shifts in the national economy away from the labour-intensive manufacturing activities on which the Western Cape has previously relied.

Further problems have been created by the [illegible] policy, since for low-cost job creation.

One field of investigation has centred around street trading with a view to deregulating and opening up opportunities for street traders.

Although the council has not yet approved the new street trading policy plan, this is likely to happen in the near future. The plan proposes to relax many of the regulations which restrict hawkers, and to adopt a policy of active promotion of street trading.

This will involve the provision of paved areas with facilities, the establishment of more street markets, particularly in the poorer areas of the city, and the simplifying of licencing procedures.

The report also proposes the establishment of a single authority within the council to manage and promote street trading as a whole.

An essential aspect of the new policy is the proposal to involve street traders themselves in the process of decision where they are con-

The municipality of Cape Town contains about 175 000 dwelling units and each could hold potentially some form of productive space. However, there are also tremendous contraints to job creation in home industries and are not seen as a major solution.

For instance, small enterprises suffer from limited bargaining power with suppliers, limited access to loan finance, to difficult entry into competitive markets and many other problems.

A third aspect being investigated by the City Council involves allowing workshops or small productive enterprises in the city's business zones. A report on this subject has been produced and has been circulated for comment from the public. It has yet to be approved by the city council.

A lot of interest has been shown in these developments, particularly from the Small Business Development Corporation who have been very positive about changes the city council is proposing.

With this background in mind, and the prospect of the metropolitan population increasing in size the problem of creating jobs is being given high priority attention by various organisations.

One organisation which is taking the problem very seriously is the Cape Town municipality, which has been formulating initiatives ple to operate in the home. The administrator has already approved these proposals, although they are yet to officially become law.

This will allow, for example, small dressmaking operations to locate in homes and may provide an opportunity for the relatively skilled operators who lost their jobs because of major industries retrenching or relocating to the homelands.

business and industry and deregulating further reviewing our whole zoning scheme so that home industries and home retailing are permitted with appropriate safeguards against nuisance or loss of privacy to neighbours.

It has been emphasised that the city council cannot provide jobs, but is exploring avenues which would facilitate the process.

N. Argus 15/9/87

400 000 unemployed — 'impossible'

A LEADING economist, Professor Wolfgang Thomas, deputy general manager of the Small Business Development Corporation, says it is possible that 90 jobs a day are being created in Greater Cape Town if the informal sector is considered.

He also places a question mark over the projected figure of 400 000 unemployed people in three years, describing it as "impossible".

"The figure of 400 000 reported in your newspaper is fairly meaningless. If 400 000 people who are main breadwinners are unemployed, it would mean 300 000 families are without an income.

"That is impossible. The Greater Cape Town population is perhaps 2,8-million. The total labour force is usually about 35% and would be about a million. If 400 000 are unemployed it would mean 40% of the people are without any income. That is physically impossible."

Professor Thomas also believes unemployment in Cape Town is no higher than elsewhere in the country and for a semi-developed country like South Africa the unemployment rate is in no way unabnormal.

He said no real unemployment figure could be reached because unemployment was so difficult to define.

"There are a lot of people who are under-employed. A lot of people are in the informal sector, obviously grappling with low incomes. Some of the figures which come out in official reports are really referring to people who are not employed in the informal sector, which is statistically identified."

He said organisations like the SBDC, the City Council, municipalities and certain other informal bodies like the Urban Foundation and so on "who speak a lot about unemployment are, in fact, contributing only a drop in the bucket".

An example was the contribution by the SBDC in combatting unemployment was the creation throughout the country in six years of 140 000 jobs. "In one year we add 300 000 people to the labour force in South Africa."

THE main person doing something about unemployment is the man in the street. When he is unemployed he starts mustering all his originality. Either he steals or starts hawking, or he starts opening a little business or looks more intensively for a job.

"At the moment in Cape Town we are in the midst of a process of deregulation and the dramatising of unemployment is probably a very good force towards that because one can now start convincing city councillors who have vested interests against deregulation."

People, he said, should open their eyes to see in what ways people are solving unemployment. There are probably 250 shebeens in Khayalitsha, each providing an income for another three or four people.

"Nobody knows how many informal sector shops there are in Khaylitsha. I usually use a figure of 2 000 to 3 000 already there.

"We should not be pointing out how big the problem is, but asking what people are doing. The City Council and others are talking, but it is the people themsleves who are actually doing," Professor Thomas said.

Argus 17/8/87

335

70 224 jobs lost in six sectors

PRETORIA. — A total of 70 224 job opportunities have disappeared in six major labour sectors in South Africa since June 1984, according to Central Statistics in Pretoria.

Observers blame the recession.

The decrease brought the total number of jobs filled in the six sectors to 2 738 036 in April this year.

There were increases in jobs in two sectors: mining jobs increased by 48 000 to 760 000 and in communication by 3 800 to 98 000.

Manufacturing jobs decreased by 56 900 to 1 323 100, but showed an increase since a low last year.

Electricity industry opportunities decreased by 6 650 to 57 000, and transport industry jobs decreased by 38 600 to 202 000. — Sapa.

24 000 given job loss ultimatum, says NUM

About 24 000 workers at four Gencor mines in Evander have been given an ultimatum to return to work tonight or lose their jobs, according to the National Union of Mineworkers (NUM) — a claim denied by Gencor.

The Evander dispute came on the 11th day of the national strike called by the NUM.

A Gencor spokesman denied an ultimatum had been issued to the strikers.

"As is the accepted practice, workers have been informed that they were absent from work without permission and that failure to return to work today will result in disciplinary hearings," said the spokesman.

At the same time, Anglo American said today it would close the No 6 shaft at the Vaal Reefs Gold Mine in the light of a decision by between 2 000 and 3 000 workers to leave the mine rather that heed an ultimatum to return yesterday.

The developments follow a return to work by about 700 workers at Amcoal's Landau colliery on Tuesday to avert the threatened immediate closure of the mine.

NUM general secretary Mr Cyril Ramaphosa said the decision to end the strike at Landau was taken "democratically by workers and we respect that decision".

Management today rejected allegations by the NUM that teargas had been used to force workers to go to work at the Bracken mine, and that workers at TNC colliery had been forced to work at gunpoint.

Other developments:

- Randfontein Estates Gold Mine management has denied that striking workers were being refused water and food.
- A wage agreement is being reached between the Employment Bureau of Africa, a company affiliated to the chamber, and the NUM on increases for employees at the Welkom and Johannesburg depots.

Mercedes faces stock shortage

335

DD 25/8/87

JOHANNESBURG — Mercedes-Benz and Honda dealers are running short of stocks as the two-week-old strike at the Mercedes-Benz's East London plant shows no sign of ending.

The strike is also threatening next month's launch of the new Mercedes Benz 230TE station-wagon. Although the launch itself will go ahead as planned, Mercedes-Benz says few of the new vehicles have been built.

A spokesman says the plant was already short of all vehicle stocks after good industry sales in July. There was only one working day this month before the strike began on August 4.

Mercedes-Benz cars and trucks, as well as Honda cars, are affected by the production stoppage.

A dealer said yesterday: "Mercedes car supplies in particular have always been tight. This strike has made it critical."

The situation will extend already long waiting lists on some models.

"Waiting lists vary from model to model," said the spokesman. "On the six-cylinder models, it's about six months. The situation in East London will aggravate the wait." — DDC

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THIEVES PLAGUE THE POOR



SOL MORATHI

MILLIONS of people – particularly blacks – are trudging the streets of South Africa daily in search of employment.

They converge daily on trains, buses, taxis and all available means of transport, hoping that this might be their lucky day.

Some have been victims of companies' disinvestment or retrenchments. Others are just beginners who also want to keep the wolf from the door with the few cents they can earn.

So often they are met with "no job" signs hanging on the doorways of factories, and so seldom are they hired.

At home the kids clutch their stomachs because of hunger, patiently waiting for mummy, daddy, brother or sister to come home with "something" that will make them feel like their peers next door, something that will make them smile.

But the situation never changes.

These people, tired of living on meagre unemployment relief funds and handouts, come back home empty-handed. They go to sleep without food and without candlelight. In the evening, they pray, hoping that tomorrow will be different.

They want to earn something to keep the home fires burning, pay rent, eat and live like other people.

Such is the suffering created by unemployment.

This is the depressing, mind-boggling and devasting phenomenon that can knock a right-thinking person to the ground.

It suffocates people and leaves them in a situation amounting to death.

Nobody cherishes being at home, unemployed and without money to face the needs of life.

No matter how cruel unemployment might be, there is, however, nothing more cruel and sickening than being robbed by unscrupulous thiefs of your last cent – the very same cent which is supposed to stand between you and starvation.

The recent disclosures of unemployment relief funds being stolen, some intercepted and cashed by unauthorised people, is the latest danger being faced by thousands of unemployed.

People, some as old as 60 and with no immediate help, are being forced to starve to death or live out in the cold because of these heartless thugs.

They are forced to let their kids go to school without uniforms, shoes and food because of these thiefs.

"When will these people learn?" said a distraught Mamelodi mother, Reginah Sedumedi, after being alerted of such a racket this week.

July Sekgothe, himself unemployed, condemned the whole exercise as a "disgrace to the African nation".

"I just do not know where this world is heading. The whole thing stinks," said Sekgothe.

Relief cheques amounting to thousands of rands have been intercepted and cashed without authority or knowledge of owners.

According to reports, amounts of less than R600 are paid out in cash at various labour bureaus to their owners.

Payments exceeding that amount are sent to beneficiaries through post.

"This money has been earned," said Reuben Modise, of Mabopane. "But it disappears like cigarette smoke before reaching its destination."

Sindane, like many other people, wished the authorities would address the matter immediately and bring these culprits to book before more damage was done.

Claims for assaults

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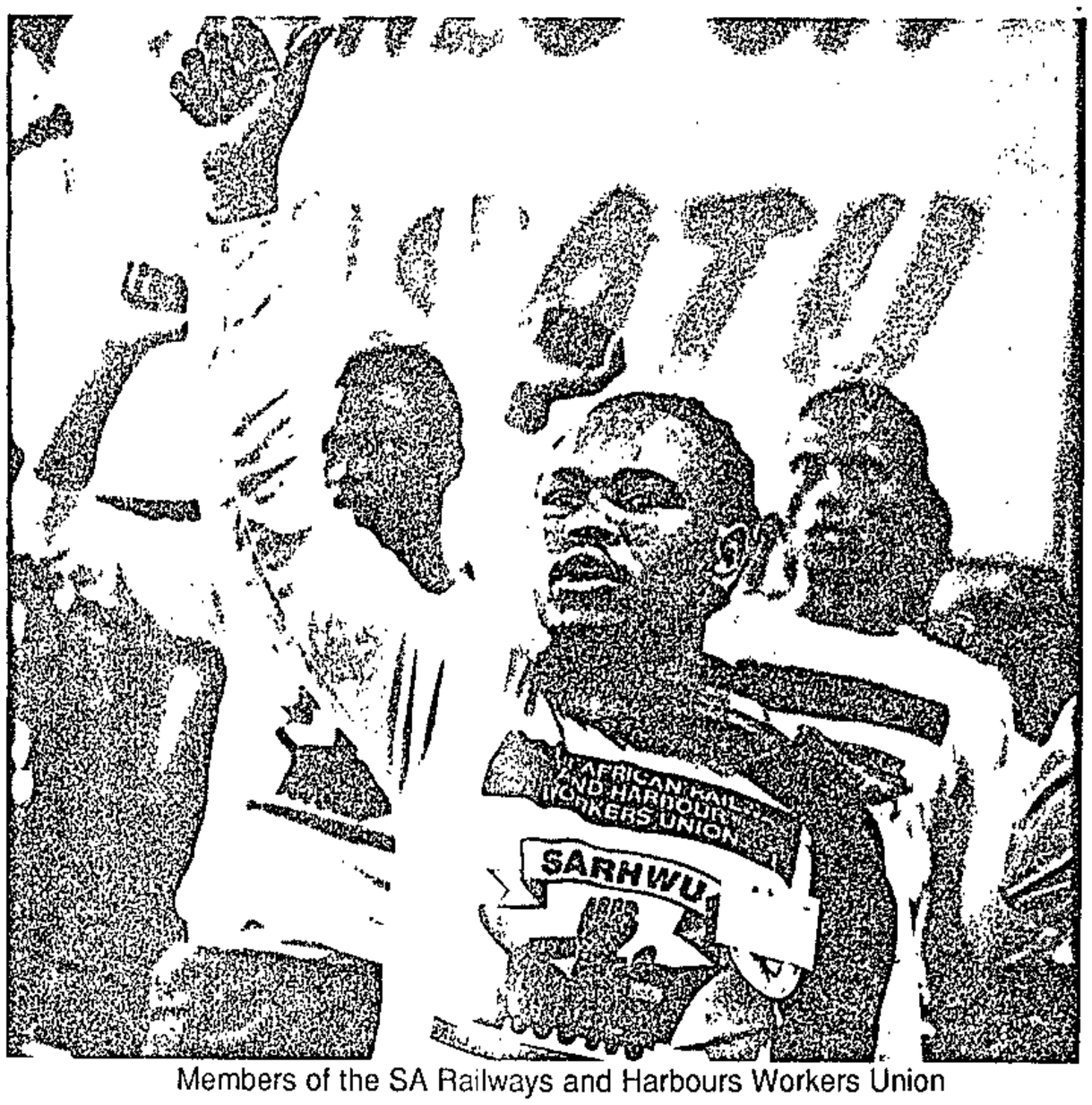
fant, Colin Lebona and Silas Mokhothu, were hit with fists and rifle butts at the Ikageng Police Station on January 3 last year.

Magistrate W Deverin found six policemen guilty of the assault on June 16 and fined them R485 each or 235 days' imprisonment.

Constables JJ Makakane, 21, MG Tolomo, 23, MM Motsoane, 22, D Molatsa, 22, PJ Machine, 22, and GNT Ndlovu, 24, paid the fines.

The men's lawyer, I Motala, told *City Press* that summonses had already been served and the Attorney-General had requested time to check the criminal court record before deciding whether to settle the matter out of court or not.

Motala said he was confident that the Attorney-General would settle rather than try to defend the action.



Members of the SA Railways and Harbours Workers Union

militancy'



A member of Num's Western Transvaal branch takes part in Cosatu's cultural day at the congress last week

Union for unemployed?

COSATU is to give renewed attention to the formation of an unemployed workers union.

About 20 observers from the National Unemployed Co-ordinating Committee attended last week's congress.

The general secretary of Cosatu, Jay Naidoo, told delegates: "We must acknowledge that the material assistance offered to these comrades is not sufficient to meet their projected needs."

Naidoo said the elements used to wage these attacks were mainly from the ranks of the unemployed. Bosses were using the unemployed as scabs to break major strikes.

While organised unemployed workers are to be given observer status on local shopstewards, and affiliate unions agreed to campaign for a 40-hour week and overtime bans thus creating more jobs — much of the activity of Cosatu and the unemployment workers union will be directed at the establishment of co-operatives. These will be jointly controlled by shopstewards councils and unemployed workers structures, and of a national co-operative movement.

While advocating comprehensive sanctions, the congress spotlighted specific areas of the international campaign to isolate South Africa by calling for: Full diplomatic isolation of the country; an end to loans and credits not only to the central government but also the municipalities and homelands and South African businesses; a ban on all immigrants from South Africa, as well as a ban on recruitment of skilled workers to South Africa.

The congress also called for a ban on overseas investments by South Africans, the withdrawal of landing and overflight rights to SAA, and a ban on overseas travel by government officials, tourists and businessmen.

The congress also voted to "actively support the campaign to save 32 compatriots on death row".

The campaign, launched two weeks ago by the South African Youth Congress, was initially supported by the National Union of Mineworkers, three of whose members are among the 32.

Cosatu also voted to support a campaign to force the government to sign the Geneva Convention protocol on the treatment of prisoners of war and to observe them in its treatment of captured members of the ANC's armed wing, Umkhonto weSizwe.

Unemployment is partly to blame, says Murder and Robbery Unit's new ch

Attacks on elderly 'not organised'

By Inga Molzen

The increased number of fatal attacks on old people living alone in and around Johannesburg is exacerbated by the present socio-economic situation and high unemployment on the Witwatersrand.

This is the view of Major "Staal" Burger (43), who was this week promoted from second-in-command to branch commander of the Brixton Murder and Robbery Unit.

His predecessor, Brigadier W J Fourie, has been transferred to the police divisional headquarters in Johannesburg.

"The recent attacks on old people is not an organised onslaught but merely reflects the present socio-economic situation and high unemployment on the Witwatersrand," he said.

He said many of the people who had been attacked recently on the Rand had simply been "rather too soft-hearted".

"Where they slipped up was to take unknown people, from the street, into their employment"

Major Burger recommended people should take down the particulars of anyone they had employed recently and also give these details to their next-of-kin or to neighbours.

He said there also had been a slight increase in the number of city-centre robberies and the illegal possession of firearms.

"This is due to the negligence of licenced firearm holders.

"People should not only have to learn how to use a firearm but also how to keep it safe.

"A firearm should be carried on your person or locked away at all times. A surprised burglar is a potential killer," said Major Burger.

He said the concept of crime prevention organised by residents in their neighbourhood "is a good one".

"If these schemes are well organised they certainly can help the police."

He said it was the task of the Brixton Murder and Robbery Unit to solve murders, armed robbery incidents and serious rape cases across an area which included 19 police stations.

Major Burger said his appointment was one about which a person could be proud.

"But I'm not about to implement any changes.

"I've got my predecessors to thank for the good foundation they've laid.

"We've got a tremendous team here to help build upon this foundation."

Major Burger, who has 23 years' experience in the South African Police, was first transferred to the Brixton Murder and Robbery Unit in 1985.

He said he started his career in the uniformed branch

"I was there three months when I was selected to go on the CID course," said Major Burger.

"Then I became an officer — and now a gentleman," quipped the branch commander, who works out in the gym, jogs and play tennis in his spare time.



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Farmers mechanising 'just for the sake of it'

High unemployment results in govt plea to agriculture

A PLEA for agriculture to rethink its policies and attitudes towards mechanisation in the light of the high and growing levels of unemployment in SA, was made yesterday by Economic Affairs and Technology Deputy Minister George Bartlett.

Opening an agricultural engineering congress in Mmabatho, Bartlett acknowledged this proposal flew in the face of current thought and trends within the sector.

He said he believed that the level of agricultural mechanisation in a developing country like SA should be inversely proportional to that country's level of industrialisation.

CHRIS CAIRNCROSS

"I suggest that perhaps many commercial farmers are just mechanising for mechanisation's sake."

Bartlett indicated other sectors within agriculture could do well to follow the example set by the country's sugar farmers, who chose not to go the mechanisation route in the cutting of sugar cane.

Today, 24 years on, there is not a single mechanical cane cutter operating in SA on a commercial basis, and there is also no shortage of labour in the industry.

About 20 000 cane cutters have work in the industry, productivity has reached a high level and the capital cost of replacing workers with machines would probably amount to R100m, he said.

He acknowledged the farming community remained under considerable pressure, and predicted that conditions were likely to get worse before they gotbetter — for some at least.

Bartlett suggested that the survivors would be those who fully understood the true meaning of productivity, the agricultural price formulae mechanisms, and the effect of current tax laws and allowances on these formulae.

Bartlett focused on the major economic dilemma facing farmers, namely that costs were outpacing revenue.

He noted that in 1973 the average cost of tractors in rands per kilowatt was R109. By 1981 this had inflated to R335, an annual compound increase of 15%.

By 1984, this had further increased by 19,3% a year to R568 per kilowatt.

Bartlett said he was unable to identify all the reasons for the hefty increases in tractor and implement prices, but said that the engines provided by IDC-controlled ADE, together with foreign exchange rates, had played an important role.

Barlett maintained tax legislation had also encouraged inefficiency in the use of scarce capital by providing incentives to farmers to buy capital goods.

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115 unionists arrested

ABOUT 115 National Union of Metalworkers of SA (Numsa) members were arrested on Monday at the compound of Samancor's Metalloys plant at Meyerton and would be charged with trespass and contempt of court, Numsa said yesterday.

The union said Samancor had refused to withdraw the charges.

The arrests follow a dispute between Numsa and Samancor arising from a strike by Numsa members between July 14-16.

Two weeks later there was a stoppage at Meyerton in protest against the dismissal of more than 20 workers and the suspension of their shop stewards. The shop stewards were later dismissed for having incited workers to take part in a stay-away on June 16.

More than 1 100 workers at Meyerton were dismissed on July 30 for taking part in a stoppage on July 29.

On August 11, the company obtained a Supreme Court order evicting the workers from the Samancor compound.

However, Numsa said, talks continued in an attempt to settle the dispute and the eviction was not carried out.

Samancor's legal representative said the company would give reasonable notice to the union before implementing the suspended eviction order.

Re-employment failed when workers refused to sign new conditions of employment and Samancor also reduced the number of jobs by 300.

Last Friday, workers were informed verbally they were required to leave the compound by 4pm that day. After Numsa lawyers intervened, Samancor agreed it would not continue with the deadline. It did not set another deadline for eviction.

□ In Bloemfontein, the Post Office dismissed 166 striking workers yesterday. — Sapa.

Hundreds could face sack at Iscor

Pretoria Bureau

The jobs of hundreds of Iscor employees could be in jeopardy in terms of a rationalisation plan which the corporation is considering.

A spokesman for Iscor confirmed today that the detail and extent of what such a plan might contain was still being considered.

"The top management is still considering the possibility of rationalisation and the situation is such that no detail information is available yet. We are looking at the matter and will make more information available at a later stage," said the spokesman.

He could not confirm earlier reports, based on a document which was said to have been distributed at Iscor's Pretoria works.

The document apparently referred to an extensive cost-cutting rationalisation programme to reduce expenses which could affect hundreds of jobs.

The reported proposals include stopping certain production activities, stopping recruitment, limiting overtime to the minimum and a cost savings drive.

If there are to be retrenchments, it is understood that pensioners on the payroll will be the first to go while other workers close to the retirement age will be given the option of early retirement. Others might be transferred to Iscor facilities elsewhere.



TWO families in Zone 13 Sebokeng spent Tuesday night in the freezing cold after a VTC bus careered off the road hitting two houses at about 7pm. Both houses were damaged and furniture destroyed. The residents said the driver ran away after saying he could not control the bus which was pelted with stones near the Sebokeng post office — about a kilometre away from the houses.

COPS GUARD BUSES

335

Sowetan 27/8/87

THE Vaal Transport Corporation yesterday called in the South African Police to protect its buses and drivers as more than 200 workers continued with a work-stoppage over the retrenchment of 150 employees in Vereeniging.

BY THEMBA MOLEFE

The District Commandant of police in the Vaal Triangle, Colonel Piet Fourie, confirmed that VTC's general manager, Mr Peter Killick, asked the police to protect the buses and the workers who were not involved in the stoppage.

"We are patrolling all the bus routes in vans and at the moment we are keeping a very low profile because the situation is still quiet," Colonel Fourie said.

Work stoppage by 200 workers

Mr Killick was not available for comment yesterday.

VTC yesterday dismissed 78 workers — including 17 bus drivers — who failed to return to work by 3pm on Tuesday following a work-stoppage which began on August 20.

More than 200 workers, all members of the Transport and Allied Workers' Union (Tawu) downed tools on Tuesday in protest against the retrenchments.

VTC has confirmed it is continuing with the laying off of workers.

Union officials at the Vereeniging offices of the National Council of Trade Unions (Nactu), to which Tawu is affiliated, yesterday said police searched the premises

• To Page 2

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Sowetan 28/8/87

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Cops guard Vaal buses

• From Page 1

looking for pamphlets allegedly distributed in the Vaal townships urging residents to support the strike.

A spokesman said management had also promised police protection to workers who lived at VTC's Sebokeng hostel and who were not involved in the stoppage.

VTC has said it was going ahead with the retrenchments and those to be paid off will receive letters of notification by tomorrow.

Nactu said yesterday that VTC was using a divisive tactic to weaken worker unity by dismissing the 78 workers.

The federation's first vice-general secretary, Mr Pandelani Nefolovhodwe said the dismissals came at a time when Tawu was involved in negotiations with transport companies throughout the country.

"In Lebowa 12 shop stewards and an organiser are still in detention following a dispute with Lebowa Transport.

"We condemn the involvement of security police in the dispute," Mr Nefolovhodwe said.

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200 down tools

Sowetan 26/8/87

MORE than 200 workers at the Vaal Transport Corporation's Vereeniging plant downed tools yesterday following the company's threat to dismiss 78 employees.

The workers' union, the Transport and Allied Workers' Union (Tawu), said the 78 members faced dismissal by 3pm yesterday if they did not return to their posts.

The dispute began on August 20 when workers, mostly bus drivers, stopped work in protest against VTC's plans to retrench 151 workers.

The workers had not been to work since then, a Tawu spokesman said.

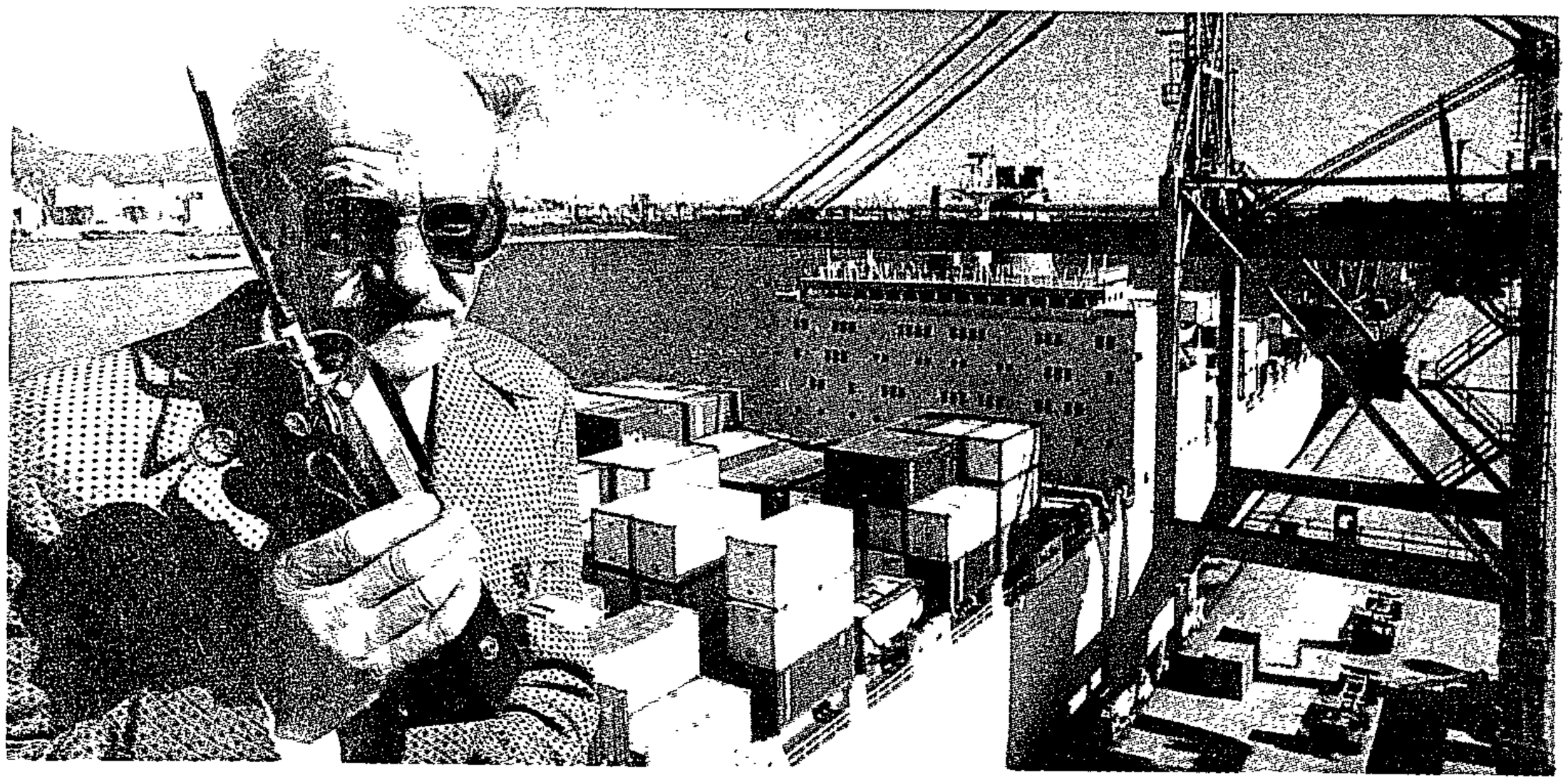
He said that VTC's general manager, Mr Peter Killick, wrote a letter to Tawu advising the union that if the workers did not meet the deadline he would resreve the right to terminate their employment contracts.

Mr Killick said yesterday that VTC had not dismissed anybody and denied that about 800 workers downed tools over retrenchments on August 20 saying only the 78 were involved.

He said VTC would implement the retrenchments.

ARGUS 1/9/87 332 333 335

Container ships keeping city docks on the move



Pictures: DION TROMP, The Argus

COOL CONTROL: Behind Mr D Rossouw, assistant crane foreman at Cape Town's container terminal, a quiet Table Bay harbour belies the activity when a large container ship is loaded.

By HENRI du PLESSIS, Shipping Reporter

CAPE TOWN harbour is handling a higher tonnage of cargo now than it was 10 years ago — in spite of the sometimes-deserted appearance of Duncan Dock.

The illusion of a stagnating port is the result of the switch to containerisation, says Port Director Mr Willem Louw.

"There are fewer ships now because one container vessel is equal to about about eight general-cargo ships," he said.

In the so-called "good old days" it took about a week to discharge and load a general-cargo ship, but a container one can be unloaded, loaded and made ready to sail within 24 hours.

9 000 containers waiting

Mr Louw said: "We are now handling 25 containers every operating hour on a single crane. If one considers that the average mass of a container is 15 tons, this means 5 500 tons an hour.

"Once the container ship has left, there may be as many as 9 000 containers in the stacking area waiting to be shipped on the next vessel."

According to Mr Louw, a quayside work party is much smaller than the 30 people for one ship years ago.

A crane operating on a general-cargo vessel required eight stevedores and normally as many as four to five cranes were used.

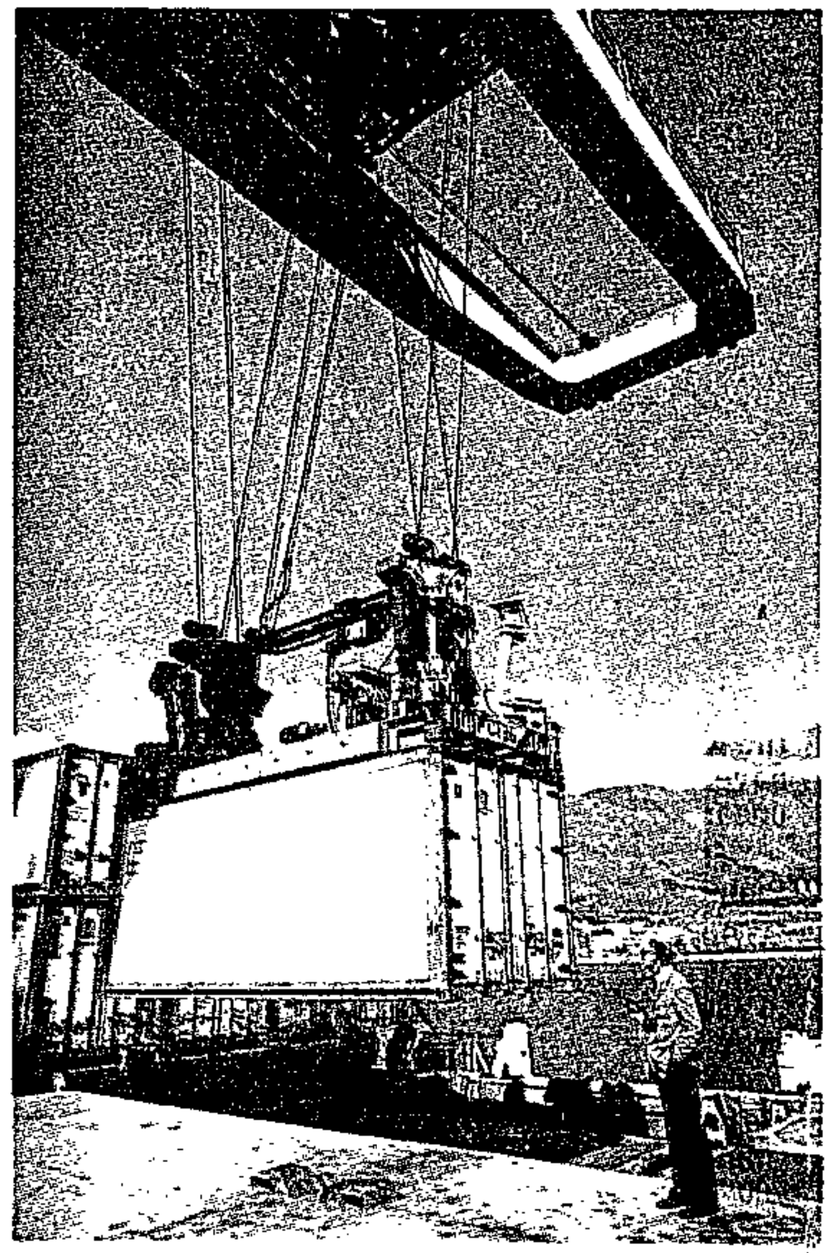
"We still render a 24-hour service, but we have cut our staff to less than half. Because of this, we have managed to cut costs dramatically," said Mr Louw.

Other costs have risen steeply, however.

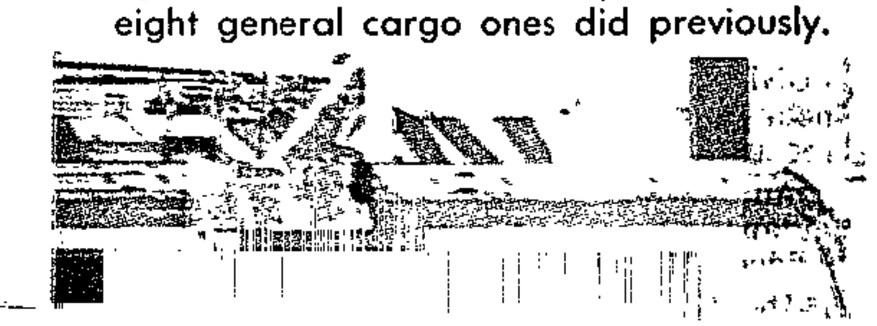
As a result, cross-subsidisation — a controversial measure — has been introduced to enable South African Transport Services (Sats) to break even.

Marine service costs

Certain tariffs have been increased by an



TECHNOLOGY: The container, a faster and safer way of shipping goods, has all but done away with the need for conventional freighters. One container ship carries what eight general cargo ones did previously.



average 15,3 percent — a move seen in some quarters as a way of forcing harbour users to subsidise the uneconomical railway services.

A1945 1/9/82

The allegation is strongly denied by Mr Louw.

"Cross-subsidisation is essential and the increase in tariffs was necessary to cover marine services costs," he said.

Defending the measure, he said many harbours in Europe and the United States were run by private enterprise and subsidised by the state.

Sats, on the other hand, had to cover the running costs of the harbours itself.

According to Sats sources, only 43 percent of the total bill for marine services, such as the dry docks, is covered by tariffs.

"We have to carry all the costs ourselves and, at the same time, run a satisfactory service. Unlike private companies, we cannot refuse to provide a service, even if it does not pay," said Mr Louw.

Grain elevator for lease

One service that has been offered for privatisation is the grain elevator with its shipping gallery on the Collier Jetty.

Underutilised at present, it will be leased to a private company. The lease is expected to be awarded soon.

However, members of the ship repair industry have so far declined to take over the operation and maintenance of the two dry docks.

"A year ago, a marketing section was established in the harbour to generate more cargo for the port. This section has been fairly successful in that it has concluded contracts worth about R4-million, of which R1 million is contracts."

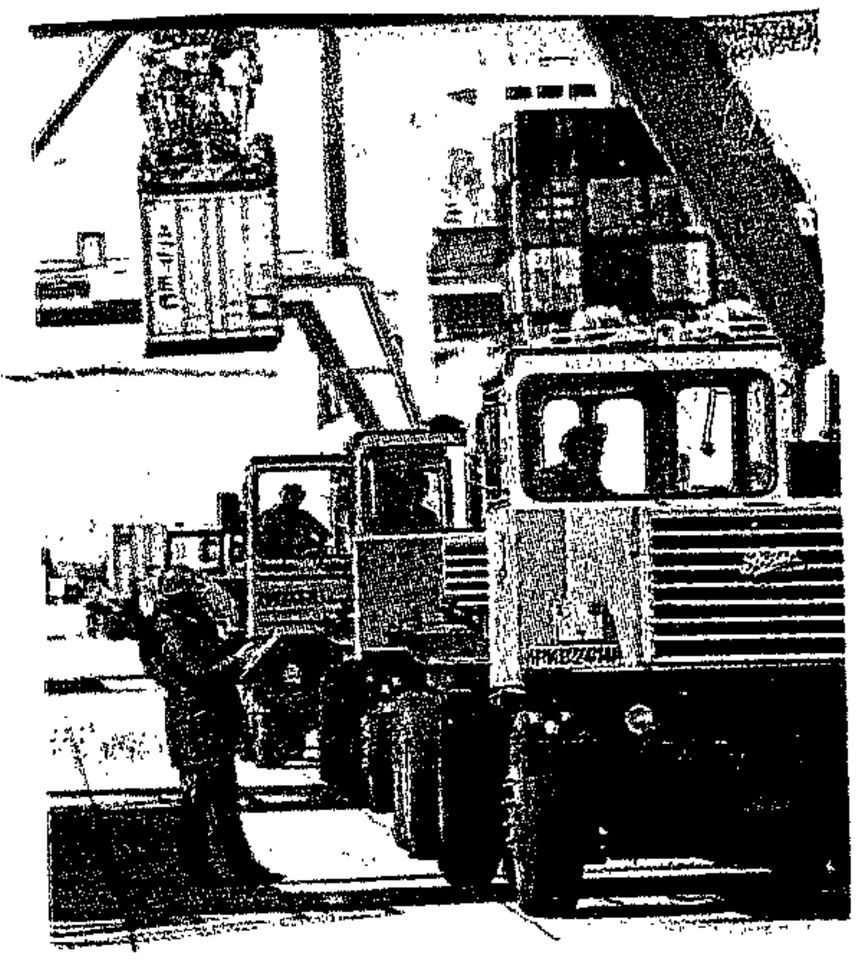
● The character and appearance of Cape Town harbour could change for the better if the concept of developing the "old harbour" as a tourist attraction reaches fruition.

Some time ago, it was decided to investigate the possibility of moving all Sats activities from the old harbour to the Duncan Dock area and to move fishing vessels to the old section.

A senior Sats civil engineer, Mr A H Burggraaf, was appointed last year to investigate developing the tourism potential of Cape Town and other South African ports.

His report on Cape Town harbour is expected to be tabled in Parliament next year.

Among proposals are hotels, restaurants and fish markets in the re-vitalised "old" harbour.



MOVING FAST: Lorries ferry containers from storage to loading areas in a fluent operation during which organised technology plays the starring role to make the harbour appear inactive and empty.

Seminar to benefit the jobless

A TWO-DAY seminar to benefit jobless people is to be held at the Small Business Development Corporation Entrepreneur's Training Centre, Canada Road, Pennyville Industrial Park, tomorrow and Thursday.

Miss Peggy Reid-Daly, originator of the self-help motivational seminar, "Strategies for Survival", said it would help unemployed people who want to find a way to generate an income.

"The present unemployment crisis can be solved through people becoming self-employed or starting a small business.

"For people to achieve this goal, they have to be sufficiently motivated, have feasible ideas, know how to go about getting started and be able to obtain the necessary finance.

"Today people hesitate to take on new challenges because they fear failure. However, the truth is that we are never given a desire without also being given power to realise that desire," she said.

During the seminar, the participants' abilities and resources will be assessed. They will also be shown a number of techniques which trigger ideas on how to plan, to market the product and finally what steps to take to obtain a loan to get started.

Seating is limited and reservations should be made by phoning Miss Reid-Daly at (011) 642-9630.

Sex-oysters

LONDON — Forty-seven percent of regular oyster eaters in Britain claim that oysters are good for their sex lives, according to a survey published here yesterday.

The survey was commissioned by a leading seafood restaurant chain.

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INQUIRIES — TELEPHONE EAST LONDON 26141

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DD 2/9/87

150 workers fired after dispute over tea break

Daily Dispatch Reporter

EAST LONDON — A total of 150 workers have been dismissed from the Barlows refrigeration plant here following a dispute over proposed changes to working conditions.

The dispute began on Monday last week when the company introduced changes to the tea and lunch-break times, said a spokesman for the South African Allied Workers' Union (Saawu), Mr L. Mngqono.

A company spokesman, Mr Neil Davies, said yesterday that the plant, which was being manned by salaried staff, was operating and new workers were being recruited.

Mr Mngqono said workers had refused to accept the conditions as they had not been referred to the workers' committee. Management had later threatened to withdraw housing and burial loans unless the changed times were accepted.

The workers had in turn demanded that pensions should be paid out.

The union also claimed that the company had refused to recognise the workers' committee as being representative of employees.

The company had agreed to retain the existing tea and lunch-break times but had not withdrawn their threat to withdraw benefits.

A deadlock situation was reached and some 150 workers were fired after management issued three ultimatums for them to return to work, Mr Mngqono said.

Mr Davies denied that threats to withdraw housing and burial benefits had been made. Workers did not have these benefits "so it is not a point of contention", he said.

Management had announced the possibility of introducing loans and stop order facilities according to the needs of employees, Mr Davies said.

Workers had gone on an "illegal" strike on Monday last week.

Management had urged employees to abandon the strike and follow the procedures set out in an agreement between the company and Saawu on numerous occasions during the week, Mr Davies said.

"Despite management's willingness to discuss and resolve the apparent grievances, the members and Saawu failed to follow the procedures and continued with the illegal strike.

"On August 27, and again early in the morning of August 28, the company made final appeals to the striking workers to return to work on Friday, August 28.

"The workers failed to heed the final ultimatum.

"The company dismissed the workers participating in the illegal strike at 10.30 am on August 28."

Mr Davies said dismissed employees could reapply for employment.

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Post 14/9/87

Mosgas chance for jobless artisans

Post Reporter

THE Eastcape Training Centre (ETC) is to train unemployed qualified artisans as possible supervisors for the Mossel Bay Oil from Gas Project.

Mrs Corinne Briggs, a spokesman for ETC, which includes the Emthonjeni Group Training Centre, said today that the training course would run for 12 weeks.

Successful applicants would receive training as supervisors in pipe fitting, coded welding, rigging and erecting, boilermaking and plating, mechanical fitting and electrical installation, she said.

Further information can be obtained from Mrs Briggs at (041) 42 2066.

SABC ordered to reinstate 36 staff

MG65 3/9/87 (36 36 36) (330)

The Argus Correspondent

JOHANNESBURG. — The SABC has been ordered by the Industrial Court to reinstate 36 members of the Media Workers' Association of South Africa who were retrenched in December and January.

Mwasa's regional chairman, Mr Sam Mabe, said the reinstatement order, signed on August 21, was delivered to the union's lawyers only yesterday and the retrenched workers were given 14 days to report for duty.

Mr Mabe said: "This means that our members have today and tomorrow to report for duty, failing which they may not be considered for reinstatement. We have very strong feelings about the manner in which this matter was handled but we will cross the river when we reach it."

Most of the workers lost their jobs when the Commissioner Street branch of the SABC was closed last year and all operations of the corporation transferred to Auckland Park.

This is the second time Mwasa has won a court case against the SABC. The first was over the retrenchment of Mwasa members in December 1985, soon after Mwasa started organising SABC employees.

Govt scheme 'trained more than 600 000'

(Day) (335) B/day 15/9/87

MORE THAN 600 000 unemployed workers were given training in the past two years, Manpower Director-General Piet van der Merwe said yesterday.

In an interview with Business Day, Van der Merwe said these training programmes had contributed greatly towards easing urban unrest and tension.

Contractors

Since the scheme was launched in June, 1985, R225m had been spent on subsidising in-service and other training programmes.

In the process, and up to the end of June this year, more than 600 000 unemployed people had undergone three to five-week training courses, which had basically equipped them for a variety of jobs.

GERALD REILLY

Van der Merwe estimated that 30% of the 600 000 had found employment immediately after completing their training, and a large number had gone into the informal sector as individual contractors. The training programmes had also meant employment for about 5 000 instructors who would otherwise have been unemployed.

In another scheme where government paid a wage subsidy of R4 a day and another R4 for raw material and supervisory costs, employers had given jobs to 104 000 jobless black people. The number of work days in this scheme since its launching in 1985 amounted to 75-million.

Warning over jobless crisis

DURBAN — South Africa's unemployment crisis came under the spotlight today as business and professional leaders sounded danger signals over one of the country's most pressing economic and social problems.

At a conference on unemployment, one speaker, an economist, forecast that unemployment — on a broad definition and including Transkei, Bophuthatswana, Venda and Ciskei — could climb to almost 10 million by the end of the century if sanctions were not held at bay.

Dr Ronald Bethlehem, group economics consultant at JCI, told the Durban conference that South Africa's already grim unemployment statistics would pale into insignifiance unless the international sanctions campaign was successfully combated.

During the day-long conference, convened by Toyota SA managing director Colin Adcock, business leaders, academics and churchmen surveyed the problems of unemployment and looked at possible solutions.

Among the points made were:

● Mr Leon Louw, executive director of the Free Market Foundation: "South Africa has at least 500 laws and regulations which should be abolished or drastically amended because they are exacerbating the unemployment crisis."

● Mr Tony Kedzierski, general manager of the Natal region of the Small Business Development Corporation: "The quickest, easiest and cheapest way of taking a giant step towards solving South Africa's unemployment crisis may be through providing funds and facilities to set up hundreds of thousands of entrepreneurs and small businessmen".

● Dr Piet van der Merwe, Director-General of the Department of Manpower: "The influx of large numbers of job seekers — mostly from Mozambique — is seriously hampering efforts to combat unemployment. Some estimates put the number of illegal immigrants at 1,3 million."

● Dr Duncan Innes, senior lecturer at the Department of Sociology at the University of the Witwatersrand: "The Government — with a poor record on unemployment and social service payments compared with other Third World countries — should substantially increase funds as a short-term measure

Mr Adcock expressed deep concern about the growing numbers of unemployed and warned that future stability and economic growth depended on creating more jobs. — Sapa

R750 000 bail for Austrian

CAPE TOWN — An Austrian has paid R750 000 bail in the Cape Town Magistrate's Court after being arrested in connection with an allegation of fraud or, alternatively, contravening exchange control regulations.

Mr Fritz Hans Figl, 49, of Victoria Road, Clifton, was not formally charged during a brief hearing in a specially convened court late yesterday.

The magistrate, Mr D J Oosthuysen, agreed to payment by bank-guaranteed cheque and said: "It is not likely that a large amount of money such as this will be counted by the bank and then transported in public to court." — Sapa

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Jobless could number 10-million — economist

The Argus Correspondent

JOHANNESBURG. — The Government was warned by a top economist that unemployment in South Africa threatened to soar to nearly 10-million by the year 2000 if overseas sanctions gripped the country in a total stranglehold.

The warning was sounded by Dr Ronald Bethlehem, group economics consultant at the Johannesburg Consolidated Investments conglomerate, in an address at the summit conference called by Toyota SA in Durban. The conference aimed to bring leaders of both the private and public sectors together in an attempt to crack the unemployment problem.

Dr Bethlehem told delegates that if sanctions started to cripple the economy, the modern formal sector would defend itself by casting off excess labour "with very serious implications for the unskilled, particularly blacks, who are the least able to defend themselves".

Population increasing

He added: "Even without sanctions, South Africa faces mounting unemployment because economic growth has failed to keep up with the population explosion."

The black population was increasing by an average of nearly three percent a year while annual economic growth during the first half of the 1980s had averaged less than one percent.

By his own definitions, based on Manpower Commission statistics for 1985, total unemployment was now running at more than 4,5 million out of an economically active population of about 12,3 million.

"Unskilled workers are also affected by the business cycle," he said. "But the threat to their jobs is dominated by structural changes in this country arising from the growth of the black population and failure of the economy to match that growth. This is the long-term problem."

Even without the influence of sanctions, unemployment threatened to reach 7,8-million by the end of the century — less than 14 years away.

Points raised by other delegates at the conference included:

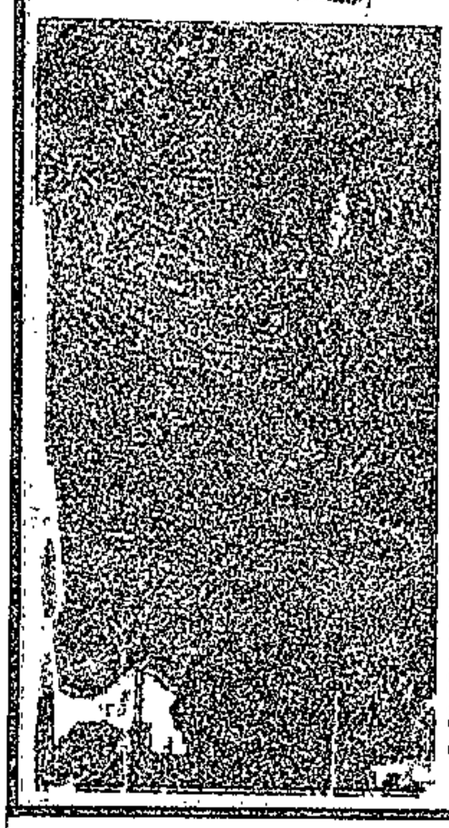
● The Government, with a poor record in social welfare even by Third World standards, was unable to abrogate responsibility over unemployment and should make substantial increases in funds to aid the jobless, said Dr Duncan Innes, senior lecturer in the department of sociology at Witwatersrand University.

He said Government expenditure on welfare in general in the 1987/88 financial year amounted to only R2 400-million, as compared with spending of more than R9 000-million on security force budgets.

● The quickest and easiest way to solve the unemployment crisis might be to provide funds to set up hundreds of thousands of entrepreneurs in new small businesses, argued Mr Tony Kedzierski, general manager of the Natal region of the Small Business Development Corporation.

The Argus ATKINSON'S TOYOTA

Stick-a-Pic



HERE is today's piece of the picture puzzle in The Argus/Atkinson's Stick-a-Pic competition. Cut it out and paste it on the space on your entry form marked with the number corresponding to the one published alongside today.

The first correct entry to be drawn early in October will win a Toyota Corolla sedan worth more than R18 000. There are also five consolation prizes of R1 000 each.

If you miss any of the series, back copies of The Argus are on sale in the foyer of Newspaper House at 122 St George's Street, Cape Town.

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4 SA soldiers die in combat

PRETORIA. — Four soldiers died in the operational area after their Ratel infantry combat vehicle was struck by an anti-tank weapon, defence headquarters announced here.

They were:

● Captain Alfred Desmond McCullum, 29, survived by his mother, Mrs M McCullum, of Panorama, Vereeniging, and his father, Mr J F McCullum, of Charles Swart Street, Vereeniging;

● Second-Lieutenant José Raymond Alves, 20, survived by his parents, Mr and Mrs J R Alves, of Bellevliet Lane, Observatory, Cape Town;

● Lance-Corporal Mattheys Michael de Klerk, 20, survived by his parents, Mr and Mrs B F de Klerk, of Water Street, Upington; and

● Trooper Marthinus Johannes Kuyler, 19, survived by his mother and stepfather, Mr and Mrs I H Crouse, of Burger Street, Maraisburg. — Sapa.

335 SPK 17/9/87.

UNEMPLOYMENT SUMMIT

Sanctions could lead to 10-million jobless

The jobless toll in South Africa could reach 10-million by the end of the next decade if sanctions were not held at bay, the Government was warned today at a summit conference on the unemployment crisis.

The dangers of a more than three-fold increase in unemployment in South Africa and its satellite national states by the year 2000 were spelled out by Dr Ronald Bethlehem, economics consultant to the giant Johannesburg Consolidated Investments empire.

Dr Bethlehem said the current grim total — estimated by the University of Pretoria at 2,5 million out of 10,5 million workers in the Republic, plus 700 000 in Transkei, Bophuthatswana, Venda and Ciskei — would pale into relative insignificance unless international sanctions were successfully combatted.

FASTER JOB CREATION

The Pretoria survey had estimated that the unemployment rate in Soweto already stood as high as 28 percent of the economically active population.

The "Conference for Concerned Leadership" summit, held in Durban and convened by Mr Colin Adcock, managing director of Toyota SA, drew more than 150 prominent leaders of both the private and public sectors, top academics and churchmen.

It was due to be opened by Zulu King Goodwill Zwelithini.

Mr Adcock underscored that future stability and economic growth in South Africa were totally dependent on a faster tempo in the creation of more jobs.

Mr Leon Louw, executive director of the Free Market Foundation, blamed an entanglement of red tape in at least 500 laws and regulations for exacerbating the unemployment crisis. All should be abolished or drastically amended.



Mr Colin Adcock . . . he initiated the "Conference for Concerned Leadership".

Dr Duncan Innes, senior lecturer at the Department of Sociology at the University of the Witwatersrand, urged a massive increase in State funds to aid the jobless as a short-term measure while longer-term solutions were explored.

The Government, he said, had a poor record on unemployment and social service payments even compared with Third World countries.

Dr Piet van der Merwe, Director General of the Department of Manpower, laid blame on the influx of large numbers of job-seekers from surrounding states — mostly from Mozambique — for "seriously hampering efforts to combat unemployment".

He said the number of illegal immigrants was now about 1,3 million.

Michael Chester reports on



Trading and coverage by the news media were intense as the Philadelphia Stock Exchange openened its first evening session on Wednesday night, becoming the first stock exchange to offer evening trading in foreign currency options.

Picture: REUTER/UPI

Cape Times 18/9/87 335

'SA face unemployment crisis'

DURBAN. — The chairman of Tongaat-Hulett group, Chris Saunders, warned yesterday that SA's unemployment crisis was "a disease which would be with us well into the 21st century".

He told the Toyota SA-sponsored conference for Concerned Leadership that unemployment was caused by "an unhappy and unbalanced economy and contained a warning signal of something much more serious ahead".

In a hard-hitting speech Saunders said SA was facing special problems over unemployment, "because we have had imposed on us a crisis of moral legitimacy".

He said the country was plagued "by political posturing which clouded the issue of unemployment".

"It is basically a political problem," Saunders added.

"Inflation is far more serious than unemployment, but one feeds on the other."

Saunders called on fellow businessmen to face up to reality.

He said the country needed at least a five-year strategy to conquer the twin problems of inflation and unemployment — "and stick to it".

"It may be painful, but this is the only way to tackle the issues," he told more 160 delegates, among them leaders of the business community, academics and church leaders.

He set out three principles which he believed were essential for SA's future:

- "If we want to be part of Africa, we have to accept that we are all South Africans, irrespective of colour or creed;
- "We have to share power, it has to be negotiated;
- "Human individual rights have to come before race."

Another speaker at the conference, Ronald Bethlehem, group economics consultant at JCI, forecast that unemployment on a broad definition including the TBVC territories, could climb to almost 10m by the end of the century if sanctions were not held at bay.

Another speaker, Leon Louw, executive director of the Free Market Foundation, called for the mass abolition or drastic rewriting of laws and regulations which he said exacerbated the unemployment criris.

Tony Kedzierski, GM of the Natal region of the Small Business Development Corporation told delegates: "The quickest, easiest and cheapest way of taking a giant step towards solving SA's unemployment crisis may be through providing funds and facilities to set up hundreds of thousands of entrepreneurs and small businessmen."

Piet van der Merwe, director general of the Department of Manpower, said the influx of large numbers of job seekers, mostly from Mozambique was seriuosly hammpering efforts to combat unemployment.

Some estimtes put the number of illegal immigarants as high as 1,3m, he said.

Duncan Innese, senior lecturer in the department of sociology at the Witwatersrand University, said the government had a poor record on unemployment and social service payments compared with other Third World countries and said it should substantially increase sums as a short-term measure to aid the jobless.

Addressing the conference which was opened by Zulu King Goodwill Zwelithini, Colin Adcock, MD of Toyota SA, expressed deep concern about the growing millions of unemployed and said future stability and economic growth depended on the creation of more jobs. — Sapa

UNEMPLOYMENT CONFERENCE

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Danger signals under spotlight

DURBAN —South Africa's unemployment crisis came under the spotlight yesterday as business and professional leaders sounded danger signals over one of the country's most pressing economic and social problems.

At a conference on unemployment, one speaker --an economist - forecast that unemployment, on a broad definition and including the TBVC territories, could climb to almost 10 million by the end of the century if sanctions were not held at bay.

Dr Ronald Bethlehem, group economics consultant at JCI told the conference sponsored by a motor company that South Africa's already grim unemployment statistics would pale into insignifiance unless the international sanctions campaign was successfully combatted.

During the day-long conference, convened by the sponsors managing director, Mr Colin Adcock, the invited business leaders, academics and churchmen surveyed the problems of unemployment --and looked at possible solutions.

Among the issues debated were:

South Africa has at least 500 laws and regulations which should be abolished or drastically amended because they are exacerbating the unemployment crisis;

The quickest, easiest and cheapest way to solve the crisis may be through providing funds and facilities to set up hundreds of thousands of entrepreneurs and small businessmen;

The influx of large numbers of job-seekers - -mostly from Mozambique --is seriously hampering efforts to combat unemployment;

The government -with a poor record on unemployment and social service payments compared with other Third World countries --should substantially increase funds as a short term measure to aid the jobless.

Addressing the conference, which was opened by Zulu King Goodwill Zwelithini, Mr Adcock expressed deep concern about the growing numbers of unemployed, and warned future stability and economic growth depended on creating more jobs.

A total of some 150 leaders from the public and private sectors, as well as academics and churchmen, were invited to the conference - -billed as a "Conference for Concerned Leadership". —Sapa

Conference on unemployment

18/9/87

B/day

ALAN FINE

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DURBAN — Unemployment in SA was primarily a political problem that could be tackled only by a policy credible to the masses of the country, Tongaat-Hulett chairman Chris Saunders told a Durban conference yesterday.

Addressing a conference on unemployment organised by Toyota's Colin Adcock, and quoting extensively from the work of US economist Milton Friedman, Saunders said any relief from the "disease" could be achieved only by controlling inflation.

A painful period of slow growth and higher than usual unemployment would be an inevitable consequence, which could be mitigated only by implementing the process gradually.

He told 150 leading businessmen negotiations would also have to aim at a political solution based on the acceptance of three principles: that "we are all South Africans"; sharing of power at the level of national government; and that individual rights must come before race.

He said while there was little necessity for businessmen in the West to take an active interest in unemployment, the situation in SA was different because of the absence of an adequate social security system.

Both he and JCI economist Ronnie Bethlehem quoted from former UK leader James Callaghan's warning in 1976: "We used to think you could just spend your way out of a recession, and increase employment by cutting taxes and boosting government spending. I tell you in all candour that option no longer exists."

The Free Market Foundation's Leon Louw identified what he saw as the main causes of unemployment.

They included restrictive business and occupational licensing. The latter, which are determined by qualifications, should be replaced by competency tests, he said.

Laws related to minimum standards and wages, zoning group areas and exchange controls, as well as high taxes, were further impediments.

The solution was to be found in deregulation, privatisation and devolution of power. While training did not in itself create jobs, it made people more productive and employable.

Wits University sociologist Duncan Innes, in analysing the view of organised labour, warned no solutions to the unemployment problem could be implemented without the support of this sector. This required serious discussions with the union movement on the issue soon.

Vested interests

He said there was a perception in the unions that employers had an interest in the existence of a large pool of unemployed to use to depress wages and break strikes.

Innes said he would support the removal of discriminatory regulations which prevented free access to markets and property and free movement.

Manpower Director-General Piet van de Merwe said government employment policies were aimed at encouraging job-creation-oriented growth in the private sector.

Bethlehem said if sanctions succeeded in halting growth, the number of black unemployed would be 9,8-million by the year 2000, rather than 7,8-million if normal growth patterns were to continue.

OK staff could face retrenchment after admin office closures

335
STAR 17/9/87

By Pat Devereaux,
Star Line

STAR LINE

About 60 OK Bazaars employees are to be affected by the closing of two central Johannesburg administration offices next month.

After warnings of retrenchment, a number of employees contacted Star Line and said they were given a month's notice and that the OK Bazaars administration offices were closing and moving to Edenvale.

"We were told to expect retrenchments at the beginning of October because the offices are moving to Edenvale," said one employee, who did not want to be named.

NO TRANSPORT

"Many of us are forced to leave because we have not got transport there. "We have been offered a month's salary, leave pay and our double bonus. We believe the move to new offices was a way the company could cut down on staff," said another employee.

Another OK employee, who is a union member, claimed they had approached the National Union of Distributive and Allied Workers (Nudaw) because they believed the terms of the pending retrenchments were unfair.

Nudaw union secretary Mrs F Fick denied any knowledge of the retrenchments.

Mr Keith Hartshorne, the personnel director at OK, said that two central Johannesburg payments offices were closing in the middle of October and would move to one office in Edenvale.

"The move will affect about 60 staff members with possible retrenchments, but we are trying to accommodate as many people as possible," he said.

He added: "We have issued warning letters to staff members but there have been no retrenchments or retrenchment pay-outs yet".

Unemployment problem must be tackled now

B.Day 23/4/87

ALAN FINE

THE CONFERENCE on unemployment organised by Toyota's Colin Adcock in Durban last week was a useful exercise in identifying viewpoints and options for dealing with the problem.

It must be said, though, that it represented only a beginning if it is to lead to any concrete advances, as opposed to useful but piecemeal ameliorative measures.

What was missing was hard debate on the various viewpoints, and discussion on strategies for pressurising government into implementing any measures on which there may be consensus.

There was little argument with the view of Tongaat-Hulett chairman Chris Saunders (who is hardly a darling of the union movement) that this consensus must include representative black leadership, and the mechanics of this requires extensive discussion, too.

A useful starting point for the employment policy debate were the contributions by hardline libertarian economist Leon Louw and Wits University sociologist Duncan Innes, who — although he does not represent the labour movement — gave a lucid exposition of its stances on many important issues.

Their talks naturally focused on the issues most often raised — privatisation, deregulation and State expenditure.

Employer talk of deregulation and privatisation is, to the union movement, akin to waving a red rag (in another context, of course).

They believe privatisation and the elimination of protectionist regulations would mean at least a medium-term decline in the working conditions of their members, without any guarantee of even long-term improvements.

But, as Innes demonstrated, there are also many regulations seen by free marketeers as constraints on growth which do not protect labour, and there should hence be no opposition to their removal from that quarter at least.

A reduction of dogma all round could produce through negotiation agreement — or at least absence of



☐ ADCOCK . . . useful exercise

disagreement — between two key representative groups on numerous important points.

To highlight some of the areas raised by Louw, it is difficult to imagine black labour objections to the abolition of restrictive business and occupational licensing laws.

There would, of course, be objections from other sources — the overwhelmingly white artisan unions would not be amused at the abolition of apprenticeship laws which, together with now-defunct job reservation, have protected their privileged position for decades.

Nor — taking, for example, the abolition of road transport regulations — would Sabta, Putco or Sats be delighted.

Innes argued that there would be little union resistance to campaigns, widely supported by business, for cuts in State expenditure.

It can be anticipated, though, that while they would applaud cuts in the military and police budgets, and expenditure on the implementation of apartheid laws, they would certainly not support cuts in social welfare expenditure.

On the contrary, a key demand would be for improved unemployment and other benefits.

Innes argued that the Cosatu resolution "to oppose the deregulation campaign with all its force" is taking it a bit far.

"I would support the campaign for the removal of all those regulations which discriminate against people on racial grounds, preventing free entry to markets, free access to property and the free movement of people," he said.

Laws which afford direct protection on wages and working conditions leave less room for negotiation.

Health and safety laws and regulations are already seen by labour as inadequate. And a currently forbidden act or ommission seen by



☐ SAUNDERS. . . little argument

an entrepreneur as an acceptable economic risk would not necessarily be accepted by employees as an acceptable personal risk.

It is conceivable, nevertheless, that a careful study of existing laws would throw up redundant or superfluous requirements.

The abolition of minimum wage regulations would meet with even more resistance.

The idea is seen as a cynical attack on hard-won improvements in living standards and bargaining rights. In addition, said Innes, it does not *necessarily* lead to the employment of more people.

If business remains depressed, it may well be that employers cut wages and continue with the same number of — or fewer — employees.

Referring to privatisation, and the argument that subsequent job losses will only be a short- or medium-term phenomenon, Innes warned: "No worker will easily accept giving up his job now in the hope of finding another one in five years' time."

Any negotiations between organised labour and management on these and related issues will be long and hard, just as one day negotiations on SA's political and economic future will be.

The solutions put forward by Cosatu and others — such as reduced working hours without loss of pay and greater participation in decisions on technological advancement — also require more widespread debate. They certainly leave some room for creative thinking.

Persuading government to implement any agreed policy will be equally difficult, and it would be well to begin pondering on strategies now.

Some may feel hostility or hurt at labour's suspicions of business motives. But it is understandable, given that unions are only just beginning to use successfully (and sometimes change) the system which for decades protected white privilege.

Some argue that libertarian economic policies are neutral and non-ideological, and opposition to them is hence irrational. But the debate is not only a search for rationality: there are important and legitimate interests at stake.

One cannot put it better than did UCT economist Charles Simkins in his series of essays on liberalism.

He argued that, while it is efficient, the problem with a pure free market system is that it does not take account of past injustices: "A free market system in which one group has prior holdings in nearly everything, and the other group hardly anything, will be efficient . . . *for the benefit of the title-holders*".

W/mail 18-24/9/87

(335)

JCI's Bethlehem predicts 7,8-m jobless by 2000

Speakers at a conference on unemployment point to causes as varied as illegal immigration and official red-tape

IF economic growth continues to lag behind the population growth rate, unemployment could reach 7,8-million by the year 2000, even without the impact of sanctions on South Africa, JCI economist Ronnie Bethlehem predicts.

Speaking in Durban yesterday at a conference on unemployment sponsored by Toyota-SA, Bethlehem estimated that 9,8 million people could be jobless if sanctions crippled the economy. He added that total unemployment — on his broad definition — currently stood at more than 4,5 million.

He said the black population was increasing by an average of nearly three percent a year, while economic growth during the first half of this decade had averaged less than one percent per annum.

Lack of economic growth was seen as the major cause of South Africa's structural unemployment problem by many of the conference speakers.

Manpower director general Piet van der Merwe said unemployment was not unique to South Africa but was exacerbated by factors such as "a large presence of legal and illegal workers... from neighbouring states which could be as high as 1,5 million" and the youthful age structure of South Africa's population. He said more than 50 percent of unemployed coloureds and Asians and more than 40 percent of unemployedblacks were under the age of 24.

Van der Merwe said the government saw employment creation as primarily the task of the private sector. But it was adopting short term relief measures such as the R1 060 million allocated to job creation and training since 1985. However, he said, "in the long term, the emphasis must be on stimulating economic growth, deregulation and removing obstacles which distort the market and prevent growth".

Deregulation, and the need to promote small business and the informal sector, were identified by several conference participants as the solution to the unemployment problem. But one speaker, Wits University industrial sociologist Duncan Innes, expressed caution about these strategies.

"Adopt a hawker, vendor or tradesman," was a contribution one speaker, Tony Kedzierski of the Small Business Development Corporation, suggested big business could make. He said the informal sector was the quickest way of creating jobs but financial and organisational support was needed.

Free Market Foundation executive director Leon Louw identified laws and regulations which "created obstacles to enterprises and initiative" and curtailed competition as major contributors to the unemployment crisis. He said there were at least 500 such statutes, by-laws and regulations which needed to be removed.

Louw counted among these zoning regulations and occupational licensing: but he also included minimum wage laws and "minimum standards such as conditions of employment and quality controls which raise the cost of job creation".

It was this kind of argument which made organised labour suspicious of many business strategies to combat unemployment, Innes pointed out. "When employers argue that minimum wages should be abolished in order to promote employment it is perceived by unionists as fitting precisely into the argument spelt out in the Cosatu resolution (on unemployment): namely, that unemployment is 'used by the bosses to keep wages low'," he said.

Innes argued that abolishing minimum wages would not necessarily lead to greater employment and workers would be asked to give up a right they had fought for without being guaranteed anything in return. This was especially the case since the country's other economic evil, inflation, was eroding workers' wages.

He said the campaign for deregulation did have some strong points, particularly where it called for removal of regulations which discriminated against people on racial grounds, preventing free access to property, free movement of people and free entry to markets. But, he argued, "deregulation and stimulation of the small business and informal sectors should not rule out paying decent unemployment benefits".

These strategies should not be used by the private sector as an opportunity to "cut corners" on wages or safety standards.

He concluded no solution to South Africa's unemployment "is viable in the long term unless it has the support of organised workers" and urged employers to enter into discussions with organised labour over the issue.

Wednesday September 23 1987

Open District Six can 'create jobs'

Staff Reporter

THERE are probably about 250 000 unemployed people in the Western Cape at present and declaring District Six an open area could provide job opportunities for many of them.

This is the view of Professor Wolfgang Thomas, leading economist and deputy general manager of the Small Business Development Corporation.

He believes that about 25 percent of the Western Cape's potential workforce — about 250 000 people — are out of work. The national figure is about 22 percent, he said.

SMALL BUSINESS

In Cape Town, part of the answer to unemployment lay in stimulating small business development, boosting State spending and freeing the economy from many of the regulations that retarded growth, said Professor Thomas.

"The idea is to make it easy for people to do things their own way and trying to strengthen the small business and informal sectors," he said.

"Through better training and education, productivity can be increased. We don't have easily exploitable resources in the Western Cape, but I believe revitalising the city can do a lot.

"Declaring District Six an open area will result in a lot of building development which would create many jobs."

● Professor Thomas's calculations differ from official employment statistics.

The monthy figures released by Central Statistical Services (CSS) do not reflect the number of workers who are not registered with the Department of Manpower, those who are self-employed as well as unemployment among whites.

Retrenched

A TOTAL of 871 workers were retrenched while 33 trade unionists were arrested or detained in July alone according to figures compiled by the Institute for Industrial Relations.

The statistics are compiled in the Institute's *Information Sheet No 102* for July.

It says six of those arrested during strikes or under the state of emergency were still in custody at the time it went to print.

The number of strikes, lock-outs, disputes and work stoppages for July also increased, according to the figures in the *Information Sheet*.

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Making ends meet

THE Foundation for Entrepreneurship Development, launched in Johannesburg to combat unemployment, has started a number of projects to alleviate unemployment among black women in rural and urban areas.

The organisation, which consists of a board of six trustees, aims to increase and develop entrepreneurship in the informal sector of the black population.

Some of the objectives of the foundation are:

- To establish cottage industries to enable members to achieve and possess the necessary skills to be able to produce high quality hand-made items.
- To achieve this, a skills development centre has been established by the foundation offering a wide range of training programmes," the managing director of the foundation, Dr Dennis Wolmarans, said.

He said: "The emphasis throughout all the courses is on motivating the trainees to use their skills to establish industries and create employment opportunities for themselves and those around them."

The skills development centre offers the following courses: Sewing skills development course — 20 days duration.

Use of patterns, cutting and finishing course (10 days); advanced sewing course (20 days).

Basic machine knitting development course (10 days); crotcheting course and handcraft course in skills such as patchwork, quilting, toy-making and applique.

"The foundation believes that an individual can only perceive entrepreneurship and self-employment as a possible vocation if he has a basic understanding of the working of the economy and the business sector," Dr Wolmarans said.

"To facilitate this knowledge the foundation presents a series of programmes to black scholars. It is foreseen that the creation of a junior business league with its own fund will be necessitated by the students involved in part-time money earning activities," he said.

Entrepreneurship seminars will be run at Universities, technikons and technical colleges to introduce self-employment as an alternative to these students and to stimulate entrepreneurship at this level. The establishment of a college business league will be encouraged.

The foundation has designed a rural industry development programme which it presents in conjunction with rural communities who request the foundation's involvement. During 1987 the foundation will be involved in no less than 10 such projects involving more than 800 rural women.

Appropriate assistance and financing programmes at other informal sector manufacturing and service industries, as well as petty traders and hawkers.

Dr Wolmarans said the organisation, which was set up recently to try and assist skilled and unskilled people, is working all out to help make people self-sufficient to survive.

The job problem

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The "real" causes of unemployment, says Free Market Foundation director Leon Louw, are restrictive licensing of businesses and professional skills; zoning and group areas laws; high taxation; minimum wage laws; and exchange control.

Addressing the Toyota seminar on unemployment in Durban, Louw said various entry qualifications keep 80% of blacks from some 250 occupations. Unrealistic standards generally mean high prices and low employment. Common denominators of high growth — and hence more jobs — include economies and business environments which show a high degree of deregulation, devolution of power, and skills and training.

According to Louw, unemployment is not linked with the advance of technology, inadequate government programmes, low inflation, lack of skills, privatisation, disinvestment, or inadequate investment. Empirical observation suggests that in many countries the reverse is true.

He was particularly scathing about the inertia surrounding SA's declared intention to deregulate and privatise — which, Manpower Director General Piet van der Merwe repeated, *is* government policy.

Van der Merwe repeated government's view that it is primarily the task of the private sector, not the State, to create employment opportunities. "This implies the largest possible involvement of the private sector and the elimination of measures that inhibit the satisfactory operation of a market-orientated system."

He added, however, that nowhere in the world was there an instant solution to unemployment — "SA's number one problem" — and that promoting economic growth remained the single most important method of job creation.

SA's unemployment rates, based on the 1985 population census (and excluding the TBVC states) were: Whites — 2%; coloureds — 10,6%; Asians — 11,3%; Blacks — 13,7%. The current Population Survey sample (TBVC states excluded) puts it at: Blacks — 19,5% in March this year; Asians — 10,5%; and coloureds — 10%.

The Bureau for Market Research last year estimated the number of unemployed (and under-employed) blacks in the RSA and TBVC states to be 1,7m (23%) of the economically active black population. The (voluntary) unemployment registration method of calculation, although closely correlated to the business cycle, records "only a relatively small number of unemployed persons," Van der Merwe points out.

Some of the "unique" factors aggravating unemployment, he added, were: high population growth rates (2,2%); accelerating black urbanisation; large numbers of legal and illegal workers and job seekers from neighbouring states (1,5m or more); the youthful age structure of the (black) population — 45,5% are below 20, which means 356 000 new work seekers annually; low education levels; and structural imbalances in the economy which reduce the number of jobs even at the peak of the business cycle.

Van der Merwe observed that government has embarked on a long-term strategy for job creation, and a short-term strategy to alleviate the effects of cyclical unemployment.

Particular attention was being paid to eliminating market distortionary measures, developing small businesses, regional and informal sector development, and education and training.

Although "great progress" has been made in implementing the various White Paper proposals on those aspects, "the performance of the South African economy, especially in terms of employment productivity, has not been satisfactory in recent years."

Van der Merwe said a number of external and internal factors had contributed to this. Among them were the oil crisis of the Seventies; worldwide recession; severe droughts; disinvestment and sanctions. There are, however, signs of recovery. For example, total employment in the non-agricultural sectors improved moderately in the third quarter (0,6%) and the fourth quarter (1,2%) of 1986, and continued in the manufacturing sector in the first quarter this year.

Short-term programmes adopted since 1983 to cushion the impact of the economic downturn include: better unemployment insurance benefits and procedures, training for the unemployed, drought relief, assisting small business, and special employment creation. A total of R1,06 billion was allocated to job creation and training over the financial years 1985-1986 to 1987-1988, excluding R750m allocated to low-cost housing, said Van der Merwe.

From June 1985 to June 1987, when cyclical unemployment was actively addressed, more than 73m man-days were worked under the programme by the unemployed.

Laudable as all this no doubt is, however, the fact is that it makes relatively small impact on the problem.

The remedies proposed by Louw conflicted sharply with the view of organised labour, as outlined by Wits University sociologist Duncan Innes. He relied for his interpretation on a resolution on unemployment adopted at the Congress of SA Trade Unions (Cosatu) inaugural congress in 1985.

It reflects deep suspicion of privatisation, which Cosatu fears would swell the ranks of the unemployed, and is seen as a way to depress wages.

Grave doubts were expressed about deregulation, and Cosatu had demonstrated opposition to campaigns to scrap minimum wage laws. It had, instead, embarked on a campaign for a "living wage."

Cosatu's prescription for curing unemployment includes: the need for employees to discuss with management plans to introduce new technology; a ban on overtime; and free and increased unemployment benefits payable in the RSA. ■

Appl. Times 30/9/82

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Unemployment 'big challenge facing SA'

SUN CITY. — A lecturer at Unisa's School of Business Leadership, Karl Hofmeyr, has predicted that between 5m and 6m people in SA will be unemployed in the year 2000, unless the country creates alternative strategies to alleviate the unemployment problem, SABC radio news reports.

In an interview at the 31st Institute of Personnel Management conferenceat Sun City, Hofmeyr predicted that one of the biggest challenges facing SA was that between now and the year 2000 about 7m people would have to join the labour force.

He said that of the 7m, about 5,7m would be black and only 570 000 would be white.

Hofmeyr argued that the main challenge facing business at the moment was to find ways to grow in order to create jobs and absorb the surplus labour force.

At present SA depended entirely on whites for the senior and skilled management jobs and 97% of these jobs were occupied by whites.

To absorb the 7m into the labour force the country's gross domestic product would have to grow by 5,5%.

He said that since 1980 to date the GDP real growth rate of the country had been only 1%. — Sapa

ing yacht, Two A Day, skippered by John Marr-Meiring Naude, the report said.

Durban on Saturday. — Sapa-DDR

6-million unemployed in SA by year 2000 — Professor

PILANESBERG — A lecturer at Unisa's School of Business Leadership, Professor Karl Hofmeyr, has predicted that between five and six million people in South Africa will be unemployed in the year 2000, unless the country creates alternative strategies to alleviate the unemployment problem.

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He said that since 1980 to date the GDP real growth rate of the country had been only one per cent. — Sapa

Mdantsane man gets 3 years for rape

Bread price unavoidable

CAPE TIMES 2/10/87 (335)

PW's kitchen secrets are out

He can't cook, but he makes a great cuppa

By CHRIS BATEMAN

THE State President, Mr P W Botha, can't cook — but he's an expert at tasting potjiekos and makes a "very good cup of cocoa in the morning".

Mr Botha confessed to his lack of culinary abilities and his wife, Elize, revealed his cocoa-making talents while receiving a superbly-crafted potjiekos cabinet made for them by trainees of the Western Cape Training Centre yesterday.

Mrs Botha gave an audience of about 300 people an insight into the presidential couple's domestic routine shortly after her husband had officially opened the Epping centre.

The centre has trained 48 000 unemployed workers in just over two years and is one of nine initiated countrywide in 1979 by the Department of Manpower. It began operating at its present factory site in February last year, and offers courses ranging from housecraft and security to building and welding.

During a walking tour of the 18 000sq m premises the presidential couple were intrigued by many of the training methods — but cut short their visit to one section: A makeshift funeral parlour.

Replying to a remark by this journalist that his visit to the parlour had been remarkably short, Mr Botha replied: "One doesn't want to spend too long in those places."

Earlier he told the audience that about 30 percent of all unemployed trainees at the centre were "suitably placed" immediately or soon after their courses while the government had created jobs for 310 instructors.

He said that countrywide some 226 contractors, working in co-operation with the Department of Manpower, provided training in 180 job categories at about 300 training points in the major industrial centres.

Mr Botha revealed that R100m had been set aside by the state for job-creation programmes during the current financial year.

The informal sector could, however, play a pivotal role in alleviating structural unemployment and the government was looking at ways of broadening the traditional basis of this sector, he said.



ROCK-A-BYE-BABY . . . Mrs Elize Botha, wife of the State President, with a baby doll which she was shown at the Western Cape Training Centre yesterday. The life-like doll is used for training domestic workers.
Picture: GLENN SHERRATT

THE ECONOMY

We can't beat the jobs crisis if we can't calculate it

Depending on your figures, either one in ten are jobless or two in five. With statistics like that, it's not surprising we can't beat unemployment. DUNCAN INNES reports

UNEMPLOYMENT has recently received significant coverage in the media, prompted in part by the conference organised by Toyota. But what remains a cause for considerable concern is little seems to be happening to improve the situation.

Nobody in the government or elsewhere seems to have a clear idea of the extent of the problem: how many people are unemployed. Estimates vary from around 10 percent of the economically active population to over 40 percent.

Part of the problem arises from the fact that while a range of different methods are used to calculate the numbers involved, there is no clarity on which is the most accurate one.

One of the methods used by the Department of Manpower is based on the number of work-seekers who register as unemployed. This method automatically excludes all residents of the "independent" states, which means the percentage of black unemployment — 1,8 percent — can only be described as a gross underestimation. This method also excludes all those who, although unemployed, are not registered as such.

A second method is based on the 1985 population census and, again, excludes those resident in the "independent homelands". It yields an unemployment figure of 11,7 percent of the total economically active population and must also be regarded as an underestimation.

A third method involves current demographic surveys and yields a figure of 1,3-million people or 19,5 percent of the economically active population.

A fourth approach is the difference method, which calculates the difference between the estimated supply and demand for labour. Here again estimates differ widely:

Unisa arrives at a figure of 1,7-million or 24 percent of the economically active population. Pretoria University gets 24 percent in white South Africa and the "self-governing homelands", and 28 percent in the "independent homelands", which adds up to 3,2-million people. The President's Council arrives at a figure of 3,3-million people or 32 percent of the economically active population.

Meanwhile, a study carried out at Wits University last year produced an estimate of between 3-million and 6-million unemployed.

Clearly, with figures as widely divergent as these it becomes difficult to deal with the problem. Until we know with a measure of certainty the extent of the problem, we are not in a position to develop policies to remedy it. This raises the question of what the unemployed are supposed to do in the meantime.

The current situation is jobless workers register themselves as unemployed in order to draw benefits from the Unemployment Insurance Fund. Both employers and their legal employees contribute to the fund, so that a retrenched employee can claim from the fund.

But payments are not generous: an unemployed worker is paid out at 45 percent of the weekly rate at which he/she was employed during the last 18 weeks of service. Furthermore, such benefits are paid for a maximum of six months only.

At its inaugural congress Cosatu noted a number of shortcomings with this system. The UIF does not cover all categories of employees — casual and seasonal workers are not covered and, most important, neither are agricultural labourers and domestic workers. Since these latter two categories constitute a substantial proportion of the total work force, their ommission is a major problem. School-leavers who have never been employed are not covered by the fund.

If the UIF or some similar fund is to make a meaningful contribution to alleviating the hardship caused by unemployment it must include all categories of employees and potential employees.

Cosatu has also called for "free and increased unemployment benefits and that these benefits be paid in South Africa".

The demand for free benefits arises from Cosatu's view that since workers are not responsible for downswings in the economy, they should not have to pay for them. The responsibility for directing the economy lies with the state and therefore the state should pay for the unemployment which their economic management (or mismanagement) creates.

The call for increased unemployment benefits arises because the federation believes the amounts paid out are inadequate as a means of support for the average family. Furthermore, one wonders what workers are supposed to do at the end of the six month period when their payments are stopped.

The demand for benefits to be paid in South Africa has its origins in problems arising out of the implementation of the bantustan policy. Any worker from Transkei, Venda, Bophuthatswana and Ciskei who is employed in white South Africa is required by law to pay contributions to the UIF. But if that worker is retrenched he/she has to return to the relevant "homeland" in order to apply for and receive UIF benefits there.

The problem is, apart from the bureaucratic hassles, the workers' chances of finding alternative employment are reduced if they have to remain in these "homelands" while receiving benefits. The best job prospects are still to be found in the urban centres of white South Africa and not in the "homelands".

Recent research at Wits has shown that although there is meant to be a two-week waiting period before benefits are paid out, months often elapse before payments commence.

A thorough overhaul of the existing UIF system is called for as part of a broader strategy to resolve the current unemployment crisis. Unless this issue is tackled soon, and unless the major union federations are involved in attempts to resolve it, employers and the government will only have themselves to blame when the political chickens come home to roost.



VITAMINS	CHILDREN 1-3 YEARS	PERSONS 4 YEARS AND OVER
VITAMIN A	12.50%	5.00%
VITAMIN D	3.00%	3.00%
VITAMIN E	34.00%	16.00%
VITAMIN B_1	42.85%	20.00%
VITAMIN B_2	11.25%	5.29%
NICOTINAMIDE	44.44%	21.05%
FOLIC ACID	80.00%	20.00%
PANTOTHENIC ACID	20.00%	8.57%
VITAMIN B_6	44.44%	18.18%
VITAMIN B_{12}	7.50%	5.00%

VITAMINS	EXPECTANT/BREAST FEEDING MOTHERS
VITAMIN A	4.00%
VITAMIN D	2.00%
VITAMIN E	16.00%
VITAMIN B_1	18.75%

ECONOMY

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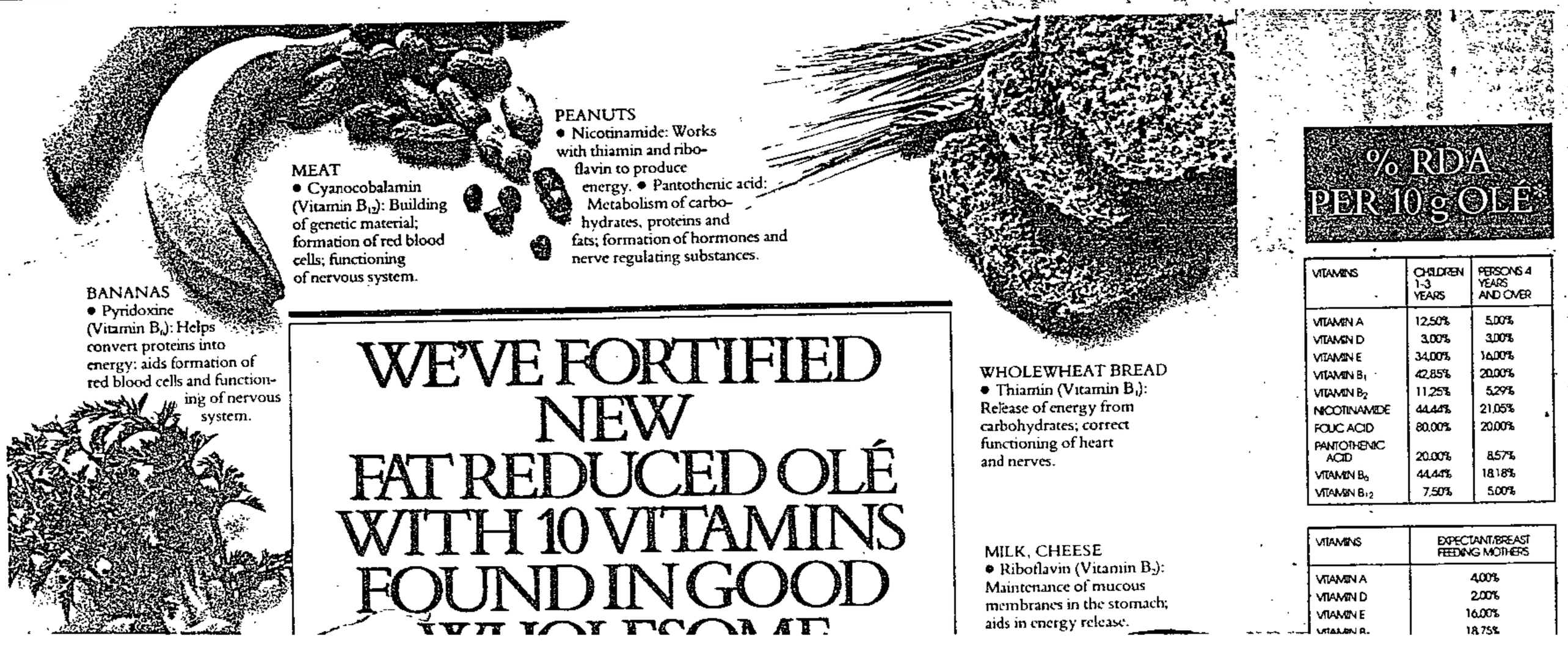

MASSIVE JOB HUNGER LOOMS

335
Sunetun
2/10/87

By THEMBA MOLEFE

BETWEEN five and six million South Africans will be unemployed in the year 2 000 unless the economy received a boost to create jobs.

The grim prediction was made in an interview by Prof. Karl Hofmeyr of the Unisa School of Business Leadership yesterday at the 31st Annual Convention of the Institute of Personnel Management at Sun City.

Prof. Hofmeyr said between 1980 and 2000 about 7-million people will join the labour force. Of this 5,7-million, 81 percent, will be black and 570 000 wil be white.

"The fact that between two and three million people are unemployed at the moment it is possible that by the turn of the century the figure would have risen to about 5 or 6 million.

"We have to find ways to stimulate the economy to create jobs and absorb these people into the labour force. These are the two challenges facing business at the moment," Prof Hofmeyr said.

He said presently South Africa depended "entirely" on whites for the senior and skilled management jobs. Prof. Hofmeyr said 97 percent of management jobs were occupied by whites.

"There is no way we can continue on that basis. The economy has to grow and South Africa will have to be prepared to use blacks increasingly in senior and management positions.

"To absorb the 7-million into the labour force the country's Gross Domstic Product will have to grow by 5,5 percent.

"Since 1980 to date the GDP real growth rate has been only one percent," said Prof Hofmeyr.

"We have a situation that we might slip back to a scenario of under development."

Prof. Hofmeyr delivered a paper on black advancement with the thrust being corporate challenges.

Wits project for unemployed

335 Bday 5/10/87.

SOPHIE TEMA

A NEW programme to combat unemployment has been started by the industrial psychology division at Wits University.

The programme, Employment Oppurtunity Exchange (EOP), is affiliated to the Get-Ahead Foundation, which is black-owned and promotes community services for the destitute.

Helen Jones, who heads the project at Wits, said: "Get-Ahead and EOP shared common ground when both noted the economic recession in the country created vast problems for many black people who could not find jobs.

"The organisations then decided they could serve a worthwhile purpose by placing as many unemployed people in contact with prospective employers for jobs and facilitating the service free of charge."

The project was launched in September 1986 and presently has a register of more than 1 000 skilled and semi-skilled artisans.

She said: "Since the inception of the project the number of people placed in jobs has increased every month and a total of more than 75 have already been employed.

"Many of those who have found employment support large families and have been offered food and homes by their employers until the first payday."

While Get-Ahead funds the project, EOP provides services to unemployed skilled individuals.

R40m boost for PE employment

335 Evening Post 6/10/87

By KIN BENTLEY

MAJOR new civil engineering projects in Port Elizabeth totalling more than R40 million — one of which started yesterday — are set to boost employment in the city over the next few years.

Heading the list is a R30m road project linking Motherwell to Kwazakele — including a R5m bridge over the Swartkops River.

And divers are busy with underwater foundation investigations for PE's first pier-type headland extension — at Hobie Beach.

The Swartkops bridge site was handed over to the contractors W J M Zululand yesterday, and, according to a spokesman for the consulting engineers, De Leuw Cather, the Natal company will employ mainly local labour, apart from a few skilled staff.

Mr Cornelis Brink, East Cape regional engineer for the Department of Transport, said today that early this year his department took over the contract, which was formerly handled by the PE Municipality and subsidised 80% by the Urban Transport Fund.

He said the National Transport Commission of the department would now subsidise fully the entire Bramlin/Markman project, of which the Kwazakhele/Motherwell single carriageway road forms a part.

The 18-month R5 million Swartkops River Bridge contract went to W J M Zululand in a tender and the site was handed over yesterday.

He said a 19-month contract — including the approaches to the bridge, the nine-kilometre road itself and smaller bridges and culverts — would go out to tender soon, with work starting in January next year.

(The entire route — from Westering to Markman — would take 15 to 20 years to complete, he said.)

Due for completion about the same time as the road between Motherwell and Kwazakele — before Christmas 1989 — is the first pier in the PE beach improvement programme.

An underwater foundation investigation was underway off Shark Rock today, with divers busy excavating a test pit — likely to be completed in two weeks. The outcome of these investigations will determine the final detail of the design for PE's first groyne.

Together with an offshore breakwater, the Hobie project will cost about R2,9m, out of a total expenditure on groynes at PE beaches of R5,6m.

The groyne project, in turn, forms part of the city's R10,9m beachfront

To Page 2



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P. T. O.

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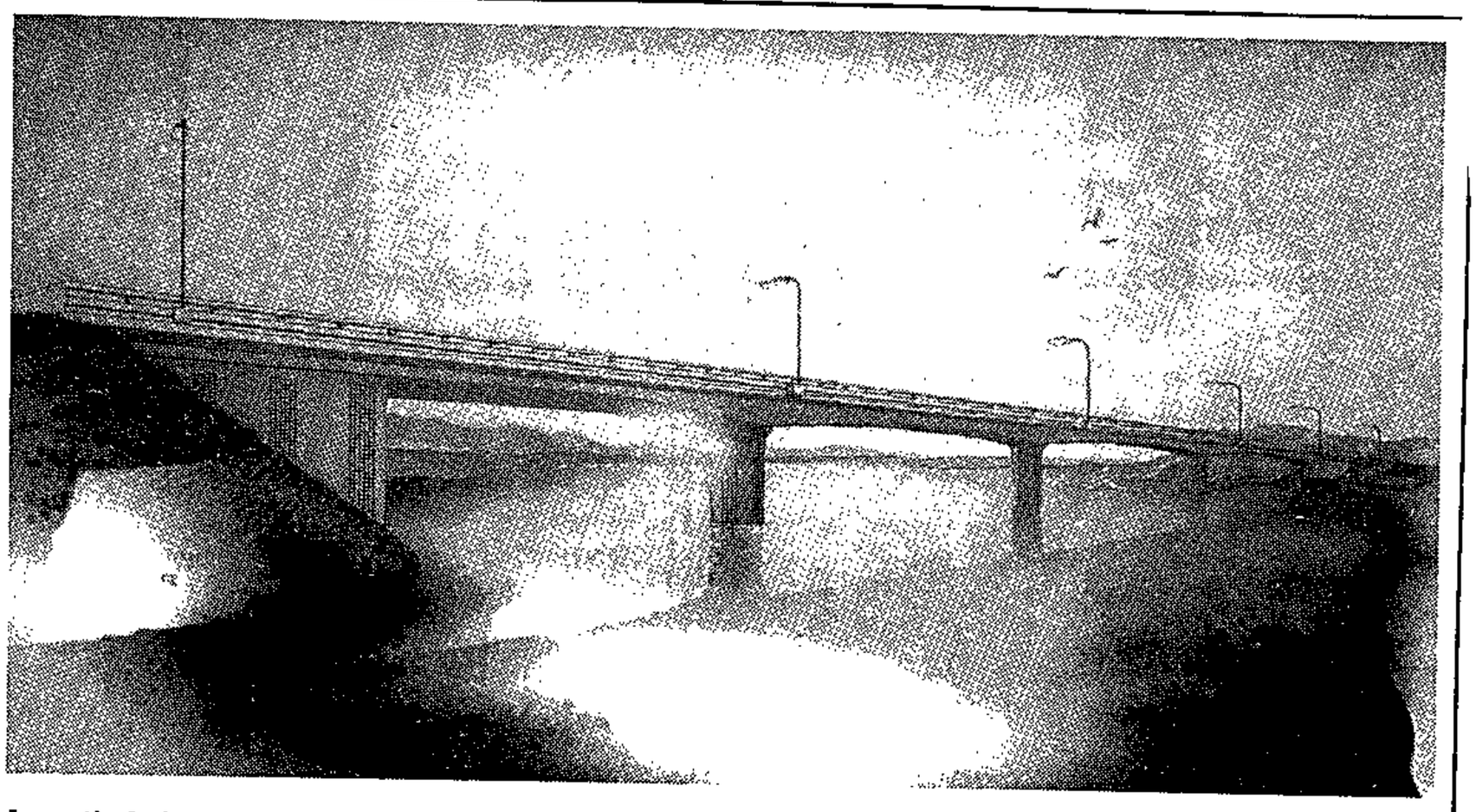

An artist's impression of the new Swartkops River Bridge. Operations were formally launched yesterday with the handing over of the site to the contractors.

R40m projects set to boost Port Elizabeth employment

(335) 6/10/87 Evelon

From Page 1

development programme project — including the development of King's Beach — which is scheduled for completion in about 1990.

Construction of the 100 metre-long headland extension is likely to start in May next year, with the project being completed by Christmas, 1989, Mr Michael Nixon, regional manager of Watermeyer, Halcrow and Partners, said today.

He said the initial seabed survey of the area of Shark Rock (in front of the Red Windmill) started in May.

While Mr Nixon declined to put a figure to it, according to figures given at a recent meeting of the City Council's Works and Traffic committee, the Hobie part of the R5,6m groyne programme (which includes an offshore breakwater) will cost nearly R3 million.

Mr Nixon said while initially it was intended to establish the first headland at Humewood, due to "greater demand for facilities at Hobie", it had been decided to start there instead.

He said the breakwater would only be started on completion of the headland extension structure.

Planned to look like a pier, a walk-way projecting about six meters above the mean sea level will be supported by concrete columns.

Pre-cast infill concrete panels, which will step down gradually the further out to sea the pier extends, will trap the sand. He said this would be done in such a way as to ensure no scouring at Humewood or King's Beach occurs.

With Hobie Beach having developed as a "pocket beach" — due to sand being trapped by Shark Roack — he said it was planned that the pier would accentuate the role of the headland, thereby creating a bigger beach.

Two other major State projects currently underway in the city are:

- The three-year R36 million final phase of the building in Main Street to house the new PE Post Office and Regional Headquarters of the Department of Posts and Telecommuncations; where work started last month.
- The R1 million six-storey office and stores complex at the Mount Road Police Station, which is currently being built and which will supplement the R6 million Louis le Grange Square, one of the largest police stations in the country.

the prescribed procedures are being followed in terms of section 41 of the Act.

Group Areas Act

557. Mr S S VAN DER MERWE asked the Minister of Constitutional Development and Planning:

(1) Whether, since 1 January 1986, his Department has received any applications for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of residential premises in each specified magisterial district in the Orange Free State; if so, (a) how many such applications had been (i) granted and (ii) refused as at the latest specified date for which information is available and (b) what were the reasons for (i) granting and (ii) refusing each application;

(2) whether any action has been taken against (a) owners and (b) occupants of residential property in the Orange Free State in terms of the provisions of the said Act during the abovementioned period; if so, (i) in respect of the owners or occupants of which properties, (ii) what action was taken, (iii) who initiated the action, (iv) who decided that action should be taken, (v) why was action taken and (vi) what was the outcome of this action in each case?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) As the issuing of permits in terms of the Group Areas Act is dealt with by the Provinces, the following information was provided by the Orange Free State Provincial Administration:

Yes.

(a) (i) Bloemfontein Magisterial District 2
Heilbron Magisterial District 1
Sasolburg Magisterial District 1
Welkom Magisterial District 2

(ii) Bloemfontein Magisterial District 2

(b) (i) The applications complied with the provisions of section 21 (2) (a) of the Group Areas Act.

(ii) The applications did not comply with the provisions of section 21 (2) (a) of the Group Areas Act.

(2) (a) No.

(b) No.
(i) to (vi) Fall away.

Pelonomi Hospital

559. Mr P C CRONJÉ asked the Minister of Constitutional Development and Planning:

Whether any workers at the Pelonomi Hospital in Bloemfontein were retrenched recently; if so, (a) when, (b) why, (c) how many, (d) how many of these workers had more than three years' service and (e) what category or categories of workers were retrenched?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(a) Yes, on 31 August 1987, 4 September 1987 and 17 September 1987.

(b) Due to their active participation in an illegal strike.

(c) 236.

(d) 139.

(e)

General Assistant	(200)
Housekeeper	(1)
Security Assistant	(1)
Messenger	(1)
Porter	(24)
Stores Assistant	(1)
Pharmacy Assistant	(2)
Dark-room Assistant	(1)
Provincial Administration Clerk	(5)

Pollsmoor Prison

560. Mr R R HULLEY asked the Minister of Public Works and Land Affairs:

(1) Whether Pollsmoor Prison is liable

for the payment of local authority service charges in respect of water, electricity, rates and sewerage; if not, why not; if so, (a) to what extent and (b) to which local authority;

(2) whether the said prison is paying these service charges; if not, why not; if so, what amount was paid in respect of (a) water, (b) electricity, (c) rates and (d) sewerage in each of the latest specified two accounting periods for which information is available;

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

The MINISTER OF PUBLIC WORKS AND LAND AFFAIRS:

(1) The Department of Public Works and Land Affairs is liable for the payment of charges in respect of water, electricity, rates and sewerage.

(a) The total amounts due for water, electricity and sewerage are paid. As far as the rates are concerned it depends on the amount which Parliament appropriates every year for this purpose. A percentage of the rates due are paid to the relevant local authority.

(b) In respect of electricity and rates the Municipality of Cape Town.

In respect of water and sewerage the Western Cape Regional Services Council.

(2) As explained in (1) above the relevant charges are paid by the Department of Public Works and Land Affairs.

(a) Water—1985/86—R289 234
1986/87—R415 172.

(b) Electricity—1985/86—R473 777
1986/87—R679 968.

(c) It is not possible to indicate specific amounts since rates paid are not calculated separately in respect of each individual property owned by the State.

(d) Sewerage—1985/86—R7 137,00
1986/87—R7 137,00.

(3) No.

Housing backlog

561. Mr P G SOAL asked the Minister of Constitutional Development and Planning:

What is the extent of the housing backlog for Blacks in respect of each of the nine development areas in the Republic of South Africa?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

The extent of the housing backlog in respect of development regions A, B, C, D and E is as follows:

Development region: A—36 554
B— 9 936
C—26 645
D—56 913
E— 2 584

The Provincial Administration cannot furnish reliable information in respect of Regions F, G, H and J which are situated mainly in the Transvaal.

Squatters

562. Mr P G SOAL asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has any estimates of the number of squatters in the (a) PWV area, (b) Western Cape, (c) Eastern Cape and (d) Durban/Pinetown area; if so, what was the estimated number of squatters in each of these areas as at the latest specified date for which information is available;

(2) whether any of these squatters are on official waiting lists for housing; if so, (a) how many in each area and (b) when is it anticipated that sufficient housing will have been provided for these squatters in each area?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) The execution of the provisions in

(2) whether the schools concerned were consulted in advance about their requirements in this regard; if not, why not; if so, (a) when and (b) in what manner;

(3) whether any schools indicated that they did not require such equipment; if so, (a) which schools and (b) how many of these schools received such equipment;

(4) whether the equipment is being used by all schools who have received it; if so, (a) for what specified purposes and (b) how is its use being monitored by his Department; if not, (i) why not and (ii) what action is being taken in this regard;

(5) whether tenders were invited for the supply of this equipment; if not, (a) why not, (b) what make of equipment was purchased and (c) who was the supplier; if so, (i) what was the (aa) lowest and (bb) successful tender price, (ii) what was the make of the equipment in respect of which the (aa) lowest and (bb) successful tender was submitted and (iii) who submitted the (aa) lowest and (bb) successful tender?

The MINISTER OF EDUCATION AND CULTURE:

(1) (a) (i), (ii), (iii) and (iv) No.
(b) (i), (iii) and (iv) No, (ii) yes.
(c) (i), (iii) and (iv) No, (ii) yes.

(aa) Secondary and primary schools and schools for handicapped children.

(bb) 976.

(cc) Per school for use in the media centre.

(dd) 1 per school—a total of 976.

(ee) 1984 and 1985.

(ff) R3 309 816,15.

(2) (a) and (b) Yes, through research by the Education Media Service in 1983.

(3) No. (a) and (b) Fall away.

(4) Yes.

(a) For teaching purposes.

(b) The use of video equipment is monitored by media advisers and superintendents of education who visit schools regularly.

(i) and (ii) Fall away.

(5) Yes. (a), (b) and (c) Fall away.

		1984	*1985*
(i)	(aa)	*R1 468,75	*R3 070,00
	(bb)	*R2 253,75	*R3 784,00
(ii)	(aa)	JVC	Panasonic
	(bb)	JVC	JVC
(iii)	(aa)	TL Electronics	Telerama-Rediffusion (Pty) Ltd
	(bb)	TL Electronics	Bell and Howell SA (Pty) Ltd

*Tenders for a video system were called for (basically a recording and playback unit plus a video display unit). In 1985 Tedelex Sound and Vision offered only a Sony television set at R1 035,00. The lowest tender offers were not recommended as they did not meet the specification requirements. The lowest tender offers which did indeed meet the specification requirements and were thus appropriate for use in schools, were recommended and accepted by the Provincial Tender Board.

HoA

Teachers: jobs lost

115. Mr K M ANDREW asked the Minister of Education and Culture:

(1) Whether any teachers have lost their jobs during the past 10 years as a result of a reduction in the number of pupils in (a) the Cape, (b) the Transvaal, (c) Natal and (d) the Orange Free State; if so, how many (i) in each year and (ii) in total in each province;

(2) what was the number of (a) pupils and (b) teachers in Government schools (i) in total and (ii) in each province in 1977, 1982 and 1987, respectively.

The MINISTER OF EDUCATION AND CULTURE:

(1) (a), (b) and (c) Yes.
(d) No.

(i) *Cape** *1983* 154 *1984* 204 *1985* 218 *1986* 260 *1987* 330
Transvaal (not available) 52 19 (to date)
Natal information not available;

(ii) *Total* 1 166 71

			1977	*1982*	*1987*
(2)	(a)	(i) Total	908 815	949 292	937 843
		(ii) Cape	240 736	240 415	233 479
		Transvaal	497 414	530 429	527 074
		Natal	98 890	105 082	102 957
		OFS	71 775	73 366	74 333
	(b)	(i) Total	49 213	53 154	52 717
		(ii) Cape	12 967	14 548	14 293
		Transvaal	26 395	28 411	28 349
		Natal	5 849	5 929	5 733
		OFS	4 002	4 266	4 342

*These numbers indicate posts lost. Other posts were also created and many of the teachers have been employed in teaching posts elsewhere.

Staffing scales

116. Mr C J DERBY-LEWIS asked the Minister of Education and Culture:

With reference to his reply to Question No 28 on 22 June 1987, what are the financial and staffing implications on account of which it has not been possible for the provincial education departments to implement the staffing scales fully?

The MINISTER OF EDUCATION AND CULTURE:

Provincial education departments had neither the funds nor the trained staff available to fully implement the staffing scales.

Questions not replied to owing to adjournment of Parliament:

For written reply:

General Affairs:

Salaries/service benefits

353. Mr A GERBER asked the Minister of Education and Development Aid:†

What amounts in respect of Black education at (a) schools and (b) universities under the control of his Department were spent on (i) salaries and (ii) other specified (aa) service benefits and (bb) aspects of education in 1984, 1985 and 1986, respectively?

HoA

JOB CREATION

Getting worse

The latest official estimate of black unemployment, from Central Statistical Service, shows the figure still over the 1 m mark. This is excluding the TBVC states, and amounts to about 16% of the total work force.

Another recent estimate, given by Manpower Director General Piet van der Merwe at a seminar in Durban, was 13,7% of blacks (based on the 1985 census). Either way it is clear that the unemployment problem remains a serious problem, to say nothing of the numbers making up unregistered unemployed. And with some 45,5% of all blacks below 20, 356 000 a year are joining the jobs market. Small wonder then that there are millions of squatters in and around our cities.

In 1985, the President Council's report on a strategy for small business development and deregulation noted that in the US, manufacturing businesses with less than 20 employees were responsible for 56% of the increase in manufacturing employment during the period in 1976-1982. Those with fewer than 100 employees created 81,4% of all such new jobs.

In SA, the comparable contributions for the period 1966/1967-1976/1977 were 2,9% and 16%. SA passed a statute in 1986 enabling the State President to remove temporarily restrictions on business. Yet the powers remain largely unimplemented.

Restrictions on black businessmen continue, of course. A short list compiled by the Institute of Race Relations includes the Development Trust and Land Act of 1936 (applying to non-independent homelands); Proclamations R293 of 1962 and R188 of 1969 (issued in terms of the Black Administration Act and the Development Trust and Land Act), and Regulation R1036 (gazetted in terms of the Black Communities Act).

In addition, the Group Areas Act, though not applying exclusively to black businessmen, segregates business areas racially and prevents black businessmen from trading in white-designated areas. It is this list, among others, that prompted the Free Market Foundation's Leon Louw to argue that various entry qualifications keep 80% of blacks from some 250 occupations.

Traditional economic wisdom, it seems, does not apply to SA's unemployment problem. While the effects of sanctions are a distinct constraint on economic, growth, though impossible to qualify, the apparent need to maintain white privilege will remain the greatest constraint on economic growth. ■

Kemp: unemployment and strikes affect local economy

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Daily Dispatch Reporter

EAST LONDON — The outgoing mayor, Mrs Elsabe Kemp, said last night that she hoped that the strikes hitting "our largest and most important industrial companies" would not have a long-term detrimental effect on the local economy.

She was delivering her mayoral minute prior to the public but controversial induction of the new mayor, Mr Robert de Lange and the deputy, Mr Vossie Bezuidenhout.

"The unemployment problem continues to plague our area and production at some of our largest and most important companies has been affected by strikes."

She said during the past financial year (1986/87), the municipality had had a budgeted expenditure of R133-million and while the detailed reports of the municipal departments "give a fascinating picture of the complexity and diversity of the municipal operation" she did not propose to elaborate on them.

She said during the year there had not been any changes of members in the city council, Coloured Management Committee (CMC) and the Indian Mangament Committee (IMC).

Elections for these bodies will take place in October 1988, when the present members' terms of office expire.

"The recommendation of the National Productivity Institute that five directors be appointed, under the town clerk as chief executive officer, is still being implemented and there remains only one more director to be appointed, being that of the engineering and planning services directorate."

She said during the year, Mr J. H. Foulis had been appointed as the first director of protection services and Dr L. J. Botha had been appointed director of finance and administration.

Mrs Kemp reflected on the highlights of memorable occasions on the mayoral front.

"In February this year, we were visited by the mayor and mayoress of Keelung, our twin city, and their accompanying delegation.

"In September, the town clerk and I, paid a reciprocal visit to Keelung accompanied by a delegation comprising several councillors, the director and chairman of the Border Metropolitan Development Corporation (Bomedco) and certain East London businessmen."

Mrs Kemp said that on the positive side of things, beginning with the identification of Region D at the Good Hope Conference as an undeveloped area, there had been "numerous initiatives from central government level downwards, to seek solutions to our problems".

"Industrial development strategies are emerging from government commissioned bodies, one of the most comprehensive being the work under Professor P. Black, of Rhodes University.

"Also providing input in the area's drive to overcome the major problems of unemployment and underemployment, is the East Cape Strategic Task Force convened by the University of Port Elizabeth's Professor Charles Wait.

"The council's major responsibility is to provide an environment and an infrastructure to ensure that the city retains its function as the core of this area.

"East London's Central Business District (CBD) serves a wide area and important and exciting developments here during the year were the formation of the CBD Association by businessmen in the city, the study undertaken by the CBD Study Consortium and the proposal by the South African Transport Services (Sats) to lease the land it owns adjacent to the CBD for business and ancillary development.

"The council has approved in principle the findings of the CBD consortium and its town planning officials are co-operating with the consortium."

Co-operation with Sats on a master plan for the area had also been discussed, she said.

"The council is making its contribution to the wellbeing of the CBD by embarking on a major upgrading of the city hall at a cost of R2,5-million and on the provision of further office accommodation for municipal staff in the city administrative centre at a cost of about R700 000.

"Plans for further extensions to the city administrative and city engineering centres which will fit in with the CBD consortium's vision of Oxford Street a few years hence, have also been accepted in principle."

She said the council had held discussions with the provincial administration on the developments needed to cope with the annual influx to the city's beaches and the funding of these developments.

"A report setting out development priorities and estimates of costs has been accepted and submitted to the provincial administration.

"An aspect of the city's infrastructure which concerns our residents is the extension and maintenance of the road system.

"Two pluses here are the construction of the third phase of the Mdantsane access road being undertaken by the National Transport Commission and the grant of R7,5-million made to the council towards the cost of constructing the North West Expressway between Albany and Phoenix Streets.

"Tenders have been invited for this and work will commence as soon as the tender has been approved.

"A disturbing feature of our roads programme is the failure of the provincial administration to proceed with the balance of the first phase of the North West Expressway between Phoenix Street and Amalinda Main Road.

"The council is to pursue the whole question of the future of proclaimed main roads in the city.

"On the industrial side, a major step taken this year has been the acquisition by the council of the first phase of the North End industrial area and this land will meet some but by no means all of the demand for light industrial sites close to the city centre.

"The council is also pursuing the zoning and development of land identified by the Louw Report as suitable for industrial development.

"We hope to accommodate members of the Indian community still residing in North End and to acquire and develop phase two of the North End industrial area," she said.

114 900 workers lose jobs

GERALD REILLY

PRETORIA — Job erosion in the manufacturing and construction industries was severe in the three years to June, Central Statistical Services' figures have shown.

The construction industry was hardest hit. Between June 1984 and this June the numbers employed in the industry fell by 114 900 to 300 100.

The loss of jobs in the manufacturing industry was also heavy. In June 1984 the sector employed 1 399 400 — but by this June the number had dropped by 73 600 to 1 325 800.

During the same time, electricity industry worker numbers dropped by 6 450 to 56 850.

However, the expansion of the mining and quarrying sector was reflected — the number of workers increasing by 42 424 to 759 433.

Overall the total employed in the four sectors fell by more than 152 000 to 2 442 183.

(335) DD 15/10/87

Manpower ministers to talk on growing unemployment

Daily Dispatch Reporter

PRETORIA — The ministers of manpower of South Africa, Transkei, Bophuthatswana, Venda and Ciskei will hold discussions today focusing on measures to combat growing unemployment in Southern Africa.

This was announced by the Secretariat for Multilateral Co-operation in Southern Africa (Secosaf) on behalf of the SATBVC states.

The statement said the five states were concerned at growing unemployment that faced Southern Africa if economic growth failed to keep up with the high population growth of its people.

The main issues under discussion will be various labour-related problems and views on co-operation in the training and development of human resources to the benefit of the Southern African region were exchanged.

The work programme also includes discussions on the training of apprentices, the special employment creations programme, industrial relations and unemployment insurance.

Meanwhile, the heads of the departments of transport from these states met yesterday to discuss the implementation of three recommendations of the national tranport policy study, whose aim was to regulate cross-border road transportation services, harmonise road traffic regulations and co-ordinate road safety.

The possibility of negotiating a Southern African drivers' licence separate from identity documents was raised and the meeting recommended that the five states pursue this possibility.

The feasibility of creating a multi-lateral motor vehicle assurance fund was discussed and the meeting agreed to promote and co-ordinate the various road planning programmes of the five states.

FOR SUBSCRIPTION INQUIRIES — TELEPHONE EAST LONDON 261

Transkei says present position bad

335 DD 16/10/87

Six million to be jobless by year 2 000 — SA govt

PRETORIA — It was predicted that between five and six million people in South Africa alone would be unemployed by the year 2 000, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

He was speaking at a press conference hereafter he and the manpower ministers of the TBVC (Transkei, Bophuthatswana, Venda and Ciskei) states had held discussions on measures to counter growing unemployment in Southern Africa.

This, the minister said in his opening statement to the meeting earlier yesterday, was "the result of, among others, the prolonged recession, growing threats of disinvestment and sanctions, and an increase in illegal immigration".

At the press conference, Mr Du Plessis emphasised the inter-dependence of the SATBVC states as a single unit and said that South Africa, which had much to share, especially in the fields of training and development of human resources, was willing to cooperate with its neighbours in finding solutions.

Asked about the present unemployment situation, Mr Du Plessis said he did not have exact figures, but that it was estimated about 20 per cent of South Africa's economically active black population was without work.

Ministers of the TBVC states indicated more or less similar unemployment situations, but Transkei's Minister of Manpower Utilisation and Planning Mr S. P. Kakudi, said conditions in his country were "bad," and that unemployment would continue to increase annually.

Attention was also given to the implementation of reciprocal agreements on the payment of contributions by the five states for unemployment insurance.

A high priority would be given during 1988 to harmonising the Unemployment Insurance Funds legislation of the five states, while taking into account the particular circumstances prevailing in each.

Yesterday's meeting had focussed on provision of unemployent insurance, training the unemployed, the creation of income-generating opportunities and training for work in the informal sector.

"The states realise that such efforts are seriously hampered by immigration, the prolonged recession and the international sanctions affecting Southern Africa," Mr Du Plessis said.



MR DU PLESSIS

His government had offered to negotiate with private sector firms to assist TBVC governments to obtain contacts whereby TBVC apprentices could be trained in certain skills.

"The importance of a sound and effective industrial realtions system as the key to contented labour forces was discussed.

"It was stressed that industrial relations in the broader Southern African context should be seen as an intricate system of national, international, and interstate communication to establish and maintain harmonious labour relations at these levels."

Six million out of jobs by 2000

B/day 16/10/88 (335)



DU PLESSIS

PRETORIA — Up to six-million South Africans could be unemployed by 2000, Manpower Minister Pietie du Plessis said yesterday.

He said — after discussions with TBVC manpower ministers on measures to counter growing unemployment in southern Africa — this would be the result of prolonged recession, growing threats of disinvestment, sanctions and an increase in illegal immigration.

Du Plessis also emphasised the inter-dependence of the SATBVC states as a single unit and said SA, which had much to share in the fields of training and development of human resources, was willing to co-operate with its neighbours in finding solutions.

As far as unemployment now was concerned, Du Plessis said it was estimated about 20% of SA's economically active black population was jobless.

TBVC ministers indicated more or less similar unemployment situations, but Transkei's Manpower Utilisation and Planning Minister S P Kakudi said conditions in his country were "bad" and that unemployment would continue to increase annually.

Informal sector

Du Plessis said the meeting had focused on provision of unemployment insurance, training the unemployed, the creation of income-generating opportuntiies and training for work in the informal sector.

His government had offered to negotiate with private sector firms to assist TBVC governments to obtain contacts whereby TBVC apprentices could be trained in certain skills. The meeting had also given attention to the importance of special short-term job creation and training of the unemployed.

Du Plessis said: "The importance of a sound and effective industrial relations system as the key to a contented labour force was discussed.

"It was stressed industrial relations in the broader southern African context should be seen as an intricate system of national, international and interstate communication to establish and maintain harmonious labour relations at those levels."

Attention was also given to the implementation of reciprocal agreements on the payment of contributions by the five states for unemployment insurance.

A high priority would be given during 1988 to harmonising the Unemployment Insurance Fund's legislation of the five states, while taking into account the circumstances prevailing in each. — Sapa.

Black views mixed on sanctions, Dakar

MM443 19/10/87 (28) (335) (RP) 3004

POLL 1:

MOST South African blacks support economic sanctions, though a majority were reluctant to back sanctions if it meant increased unemployment, a nationwide has revealed.

The survey, released at the weekend, was conducted by the independent Community Agency for Social Enquiry and designed and supervised by sociologist Mark Orkin. It included respondents from metropolitan, small town and rural areas. The so-called "Independent states" were also included.

Of 800 respondents interviewed, 67 percent supported sanctions, while 26 percent opposed sanctions fearing that economic growth would be slowed. Six percent were non-committal.

Twenty-one percent backed sanctions as a means of forcing the Government to hand over power, while 46 percent believed sanctions must be applied until the Government stops the state of emergency, frees political prisoners, unbans political movements and abandons apartheid.

The questionnaire also named the leaders and groups that support each view.

In the pro-sanction group were the Progressive Federal Party and big business, and homeland leaders like Chief Mangosuthu Buthelezi, while the African National Congress and Pan African Congress were in the group supporting unconditional sanctions.

The United Democratic Front, the Congress of SA Trade Unions and Archbishop Desmond Tutu were in the group that sees sanctions as a way of pressuring the Government until "it provides the conditions for democracy."

Asked if they still supported sanctions if it meant job loss, 60 percent of the respondents said they were afraid to risk unemployment, while 26 percent were prepared to see some, but not many blacks lose their jobs as a result of sanctions. Fourteen percent stood by their "hard-line" sanction position whatever the unemployment costs.

Amongst blacks, 27,9 percent believed the Government had gained the greatest advantage from the Dakar meeting while 25,8 percent believed the ANC had gained most from the talks.

The statistics obtained from the survey showed that blacks were less inclined to ascribe negative characteristics to the ANC than whites.

Case found that opinion on this issue had not changed since a similar survey on disinvestment conducted two years ago.

Demand for sanctions was strongest in the big cities, where only 14 percent opposed economic embargo. Here 52 percent favoured conditional sanctions, while 29 percent demanded unconditional sanctions.

Nationwide, 24 percent supported Nelson Mandela or the ANC, 11 percent supported Chief Buthelezi or Inkatha, 10 percent supported the PW Botha or other government figures, seven percent supported UDF or other pro-sanctions groupings, while six percent supported Archbishop Tutu.

The survey that 55,8 percent of blacks believed the ANC was strongly committed to democracy while only 5,1 percent of whites believed this.

More than 90 percent of whites believed the ANC was strongly committed to violence whereas only 39,1 percent of blacks held this view.

POLL 2:

THE Dakar talks had been a propaganda victory for the ANC according to more than half of whites interviewed in a Human Sciences Research Council survey.

The HSRC survey was carried out telephonically between July 27 and August 3 this year among 1 142 whites and 547 blacks.

It found that 58,4 percent of white Afrikaans speaking people believed the ANC had scored a propaganda victory while 37,5 percent of English speaking whites felt the same.

More than half of whites interviewed (52,4 percent) believed the Dakar meeting had not enhanced the ANC's prestige in the eyes of the world.

POLL 3:

THE Conservative Party has rejected as "unscientific" a national opinion poll which shows they have over 22 percent of white voters' support — up from 15,2 percent in February.

The CP feels its support is much higher than that.

The usually-reliable poll conducted by Mark and Menings Opnemers in August, shows a drop in support for the National Party since February from 49,4 percent to 44,1 percent.

The Progressive Federal Party's support took a sharp dive from 19,4 to 10,4 percent.

The Independents, meanwhile, rocketted from 3,7 to 11,9 percent, to top the PFP.

But party leaders said that the position had changed since August, mainly because of the split in the Independents.

The poll was commissioned by an Afrikaans Sunday newspaper which concluded that there had been little growth in CP support since the election, when it had reached its high point.

It said most of the seven percent growth in support for the CP had been between the last poll in February and the May elections.

Mr Frank le Roux, CP MP for Brakpan, rejected the poll as "unscientific."

"It's the usual story, that we have reached our ceiling. But at least they do show we have grown, which they did not say before the elections.

"The results of the election proved the February poll wrong.

"I think our support is more than 22. Also they give our support among Afrikaners as 26 percent. I would say it is more like 50 percent."

Mr Ken Andrew, MP for Gardens and chairman of the Progressive Federal Party's federal executive, said the poll had been done in the worst time for the PFP, just after the controversy about the attendance of three PFP representatives at the Dakar talks with the ANC.

The Independents were now in "disarray" and the PFP may have picked up support from them.

"The results are not all that surprising given the PFP's disappointing show in the elections and the relatively good showing by the Independents.

"I think the PFP has now bottomed out and should soon be a few points above the Independents."

SA needs to create 3,8 million jobs — survey

By BARRY STREEK
Political Staff

Cape Times 20/10/87

ENDEMIC unemployment in South Africa meant that 3,8 million jobs needed to be created, two University of Cape Town academics, Mr Iraj Abedian and Mr Steffen Schneier, have concluded.

They have also found that the real monthly income per capita from formal sector employment was more than ten times higher for whites than for Africans — and that the gap of real income between whites and Africans, per head of population, had increased between 1970 and 1985.

There had been "a definite tendency for real wages to rise for all racial groups" but unskilled labourers had been marginalized, and African and coloured workers had been affected "most deleteriously".

The distribution of income within the African and coloured groups had become "more skewed, causing impoverishment".

This had been illustrated by the increase in dependency on each African worker in the formal sector from 4,32 dependents on a breadwinner in the formal sector in 1970 to 5,32 people in 1985.

They also found that while the formal sector of the economy had been unable to provide sufficient employment opportunities, "the informal sector has also shown little capacity to absorb the unskilled unemployed labourers".

Their study of formal sector employment in South Africa and its implications for poverty and future economic strategies has just been published by UCT's Southern Africa Labour and Development Research Unit (Saldru).

Mr Abedian and Mr Schneier said unemployment was most prevalent in new entrants to the labour market — people between the ages of 15 and 19 — and the elderly.

Statistics for wages and employment in the agricultural sector, domestic service and the homelands were poor and were known to be very low. They were excluded from their estimates of real monthly income per head of black population and this meant their calculations over-estimated these figures.

In 1970, the real monthly per capita income for black people from the formal sector was R9,12 a month. This increased to R13,71 per head in 1980 but dropped to R13,01 in 1985 and had in all probability had continued till the present.

"According to the Manpower surveys nearly 500 000 unskilled workers lost their jobs between 1983 and 1985 and bearing in mind that this is only a sample survey, the figure is particularly alarming."

However, it was clear there was a steady and marked expansion of black employment in "middle class" occupations and doubled from 8,66% of the black work force in 1969 to 17,78% in 1985.

Real monthly incomes per head of population among coloured people also dropped between 1980 and 1985 — from R34,67 to R34,40 — while those for Asians and whites increased.

The most notable expansion of employment among coloured people had been in "middle class" occupations, particularly clerical, sales, representatives and non-manual categories of employment.

There had also been a substantial amount of upward mobility in the Asian work force, Mr Abedian and Mr Schneier said.

Real monthly per capita income for whites rose from R119,26 in 1970 to R138,50 in 1985, showing that the gap in the average income from the formal sector for whites and Africans rose, in real terms, from R110,14 per head in 1970 to R125,49 in 1985.

Strategic programme for the unemployed

SOUTH Africa's poor economy, sanctions, retrenchments, the disinvestment of American companies and the state of emergency, have led to the high rate of unemployment.

By JOSHUA RABOROKO

An article in the newly released magazine *Black Manufacturer*, which is an official voice of the National African Federated Chamber of Industries, says various job creation strategies have been proposed to combat unemployment — some have short-term results, others limited success.

Jobs

The article, Job Creation in South Africa — Assisting the Entrepreneur, makes mention of Nafcoc's president Dr Sam Motsuenyane on the creation of more jobs by business people.

He says: "The main weakness of job creation programme seems to lie in the short-term nature of the majority of the jobs created.

"It will be desirable in future to lay greater stress on job creation programmes which facilitate the promotion of entrepreneurship, thereby contributing more significantly towards sustained long term growth in dynamic business sector," the article states.

It adds that it was with this aim in mind that Job Creation South Africa (Pty) was formed and officially launched in Johannesburg recently.

The company is jointly owned by Nafcoc and Barlow Rand Foundation. One contract the company is working on is to create 500 new jobs in the greater Johannesburg area over a period of three years.

Job creation does not create jobs *per se*, the jobs are created by the entrepreneurs. The company's profits are dependant on the success of its clients.

Value

"We know that entrepreneurs are by definition very independent people. They value their independence and we will not interfere. However, at their request, we offer a number of professional services," Mr Ian Hetherington Job Creation manager says in the article.

The counselling services offered to entrepreneurs are free of charge and include: helping entrepreneurs to decide what business opportunity is right for them; identifying their market and their potential customers.

Organising systems for production; finding suitable premises for production; helping legal and bureacratic rules that entangle any black starting up business and planning it.

The company has so far helped many people and created 93 jobs. The people are involved in a variety of businesses such as tourism, cabinet making, interior decoration, printing and business construction.

Welcome

Entrepreneurs living in the greater Johannesburg area of Alexandra, Tembisa, Soweto and all East Rand townships are welcome to send inquiries to Martin Manala or Phillip Machaba at PO Box 654, Bergvlei, 2012 or call at Job Creations's Office at 779 Andries Street, Wynberg or telephone: (011) 786-5230.



Dr SAM Motsuenyane . . . president of Nafcoc.

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Super
AREA
AREA

Citizen 25/10/87



Elizabeth Mashimbye ... while we are trying to earn a living, we are also helping the community.

Keeping the wolf away

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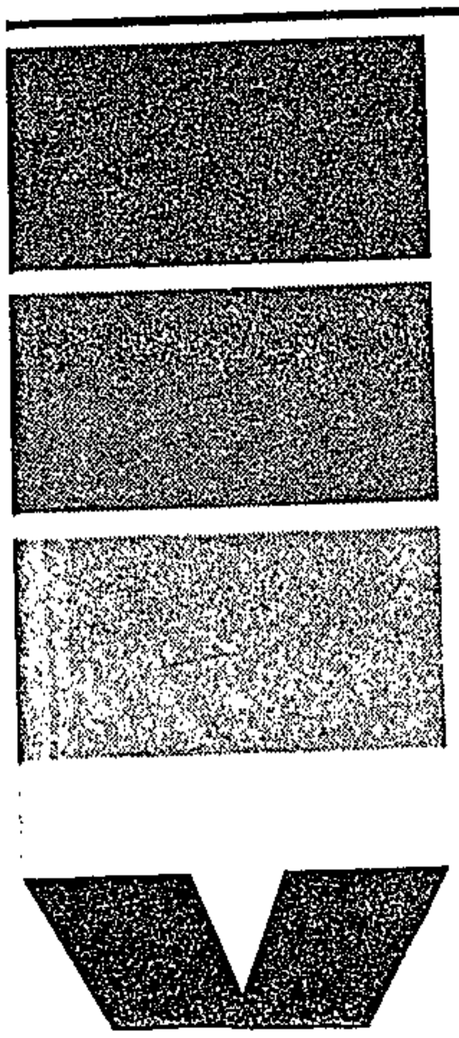
By SIMPIWE NCWANA

HOW does a woman handle the challenge of being an unemployed breadwinner while her prospects of getting a job get bleaker by the day?

With the high rate of unemployment and overbearing poverty, many find an easy way out through theft, begging and petty crimes.

In Kliptown, outside Soweto, a group of women have got together to fight off the proverbial wolf from the door by staging a flea market.



They sell second-hand clothes and edibles like fruits and vegetables. Yet, their way of fighting for survival is the most difficult one.

These women, most of whom have lost their jobs because of retrenchments, or are widowed or divorced, have had to make a living in the open.

Every day they display their garments in the open veld in the hope of attracting buyers.

"It is almost nine years now since I started selling goods here. When my husband deserted me, I was without a job and faced with six mouths to feed. I could not just sit back and watch my kids starve.

"Somehow I have managed, although some days I have to go back home without having made a cent," said Sarah Baloyi, mother of two boys.

It is a long and strenuous process for these women who exchange crafts like potplants and baskets for clothes. Sometimes they travel as far as Cape Town, Bloemfontein, as well as to the suburbs around Johannesburg.

The way they have endured their hardships is remarkable and it has not dawned on them that they are in a competitive business.

They all sell the same kind of wares, but are always ready to share the ground where they display their goods.

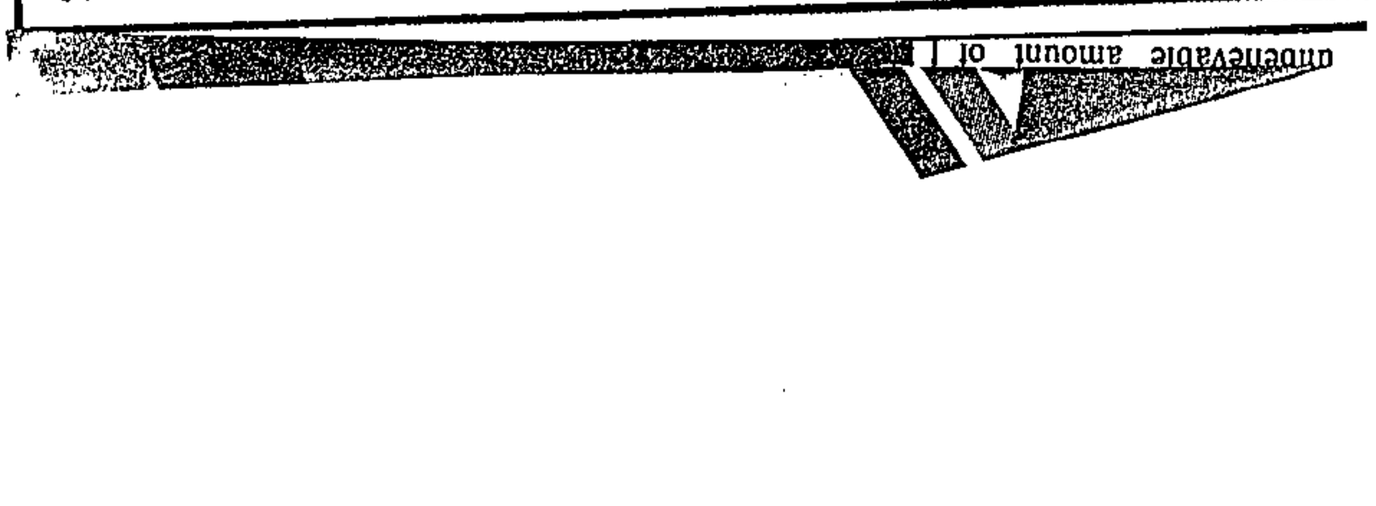
"This is a very slow and costly business. Some people do not want to buy second-hand clothes.

"The weather is also not kind to us. While we rejoice when there is no rain, we still have to contend with too much sun and dust – which usually damage the clothes," lamented Elizabeth Mashimbye, mother of six, whose husband is unemployed.

While they have tried to earn a living in a decent way, believing it would not come into conflict with the law, from time to time police pay them visits to check on their activities.

Elizabeth Mashimbye said that most of them had hawkers' licenses but they had been told they were not valid.

"This is an honest business. It does nobody harm. It is not like gambling. While we are trying to earn a living, we're also helping the community. Things are expensive nowadays and not everybody can afford to buy new clothes from the shops," added Mashimbye.



Fedhasa to fight discrimination

By AUDREY D'ANGELO
Financial Editor

THE Federated Hotels, Liquor and Catering Association (Fedhasa) will launch a nationwide campaign to rid the country of all racial discrimination, its president, Mike Kovensky, announced yesterday.

Warning that large numbers of small family hotels are facing ruin, Kovensky said at the Western Cape regional conference of Fedhasa that hoteliers could not develop the vast potential black and coloured market while there was legislation preventing their guests from using amenities in the surrounding area.

"It is a self-defeating exercise to attract guests to a resort where they find they cannot use the beaches," he pointed out.

Kovensky said SA had about R5 billion invested in hotels, of which R3 billion worth was now at risk.

If this investment were lost, it would be a disaster beside which the damage done by the Natal floods would be negligible.

By the turn of the century it would cost about R5 billion to replace the lost hotels.

But, apart from that, a whole labour-intensive industry with the capacity to become the biggest in the country and provide many jobs would have been lost.

Earlier in the meeting Attie de Vries, economics professor at the Stellenbosch University Graduate School of Business, had pointed out the decline in numbers of hotel guests and said that the wage gap between whites and other races was narrowing.

De Vries advised the hotel industry not to wait for the government to make changes but to set its own house in order and do all it could to attract guests of other races.

Kovensky said Fedhasa had been giving this advice to members for several years and hoteliers had done all they could. The hotels were open and welcoming to all races.

After the meeting he said it was not for business reasons alone that Fedhasa intended to lobby other organizations for support in asking the government to repeal legislation preventing all races from using all amenities.

"A lot of people felt such legislation was wrong, but they did nothing about it.

Financial Staff

LOCAL hotels are doing good business but have not yet raised prices to a level at which they could make reasonable profits, the Cape regional chairman of the Federated Hotels, Liquor and Catering Association (Fedhasa), Jos Kahn, said yesterday.

Interviewed at Fedhasa's Western Cape regional conference, Kahn said the industry was reviving after the recession and bookings from

'Education key to business success'

Financial Staff

BUSINESSES employing well-educated people are the most likely to succeed and the hotel and catering industry must compete with others to attract graduates and matriculants, the MD of Fedics, David Wigley, said yesterday.

Speaking at the Western Cape regional conference of the Federated Hotels, Restaurant and Catering Association (Fedhasa), at the Arthurs Seat Hotel, Sea Point, Wigley said: "At the end of the day, a business will be a success to the degree to which it employs educated, literate, staff irrespective of whether they are selling beds or liquor."

A high educational standard was one of the reasons Japan was now "the winning nation".

About 90% of its population completed high school and its illiteracy rate was less than 1% compared with 13% in the US. In SA, only 50% of the total population passed matric.

Wigley said Fedics insisted on all its employees having Standard 6 and in a year or two it would raise this to Standard 8 for all new employees.

"People must believe that if they spend time and money to be educated, they will be rewarded."

SMK 30/10/87

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Workers out over dismissal

The entire workforce at Checkers' Emmarentia branch is on strike following the dismissal of a colleague.

Checkers' personnel director, Mr Andy McLauren, said the 100 workers went on strike on October 21 after a shop steward was dismissed for suspected theft.

"The police were called in and the worker was handed over to them for further investigations," he said.

A spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) said workers were demanding that a charge of theft be withdrawn.

He said the shop steward appeared in Johannesburg Magistrate's Court last week and was released on bail.

2001: A JOBS ODYSSEY

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Times 1/11/82

By HARRY SCHWARZ
MP for Yeoville

THE most crucial issue in the economic future of South Africa is the gainful employment of its population.

The statistics of projected population growth have for many years been regarded as scare stories of what might at some future date happen in South Africa.

The dates were regarded as so far away, and the statistics with such scepticism, that they were not considered as constituting serious problems.

But the turn of the century is just a dozen years away. Not only are all the new workers entering the labour market in that year already born, but so are the majority of those who will begin secondary education.

The statistics, even allowing for census errors and making conservative assumptions, are frightening.

● The population in the year 2000 is estimated at 45-million as against 28,5-million in 1980, and of the 45-million, 35-million will be black, against 20,5-million in 1980 (including TBVC countries).

PATTERN

● The age pattern will change, with whites tending on average to be older and blacks younger, probably accentuating the drift towards conservatism and radicalism respectively.

● The population in the year 2000 will be more urbanised, with the percentage of blacks increasing from 33 percent in 1980 to 60 percent in the year 2000.

● The population as a whole will be more educated. In particular, by the year 2000 the number of black children in school will have risen from 1,5-million in 1960 to 9,5-million in the year 2000.

● The number of economically active persons will rise from 11-million in 1980 to 18-million in 2 000 and with current economic growth rates close to 9-million people will not be fully employed in the formal sector, and will either be underemployed, exist from subsistence agriculture, somehow engage in economic activity in the informal sector, or be unemployed.

This is the scenario for a time which is only a dozen years away!

The prospects of stability and democratic government are seriously undermined if these statistics of the future turn into reality when the actual date arrives.

FAVOUR

But two factors operate in South Africa's favour.

The first is its vast natural resources which enable not only earnings to be generated from export of primary products, but should enable even greater employment creation to take place from beneficiation and furthermore make South Africa, in respect of most primary products (oil a noteworthy exception), self-sufficient.

The second is a large population which, depending upon perspective and application, can be regarded as being a liability or as an asset.

A liability if it is unemployed, an asset if it is engaged in productive economic activity. In turn, if the producer is a consumer of output, he will contribute towards the creation of more jobs.

The authorities have accepted as a basis of policy that the formal sector will be unable to provide the employment needed to satisfy demand in the growth of the economically active.

As a result they have looked to the informal sector, seeking to encourage its growth and, by deregulation, to give it further impetus.

While laudable, the objective ignores the already large informal sector — and the limitations upon its growth.

The key to the solution of unemployment rests in creating an ability on the part of the individual to become a consumer.

In simple terms it just means earning money. Whether he acquires this from an employer or as a self-employed person from those who buy what he sells, the services he renders or the products he creates, is immaterial.

What is important is that he acquires the ability to consume and to pay for that consumption.

Deregulation may make the establishment of business, particularly small business, easier, but it will in itself not give adequate impetus to the creation of such business activity in sufficient volume to make the impact required to solve the problem.

Economic activity which is inward-looking must be productive. It must create something of economic use and value.

This is why *"work to improve the quality of life"* is the answer to a twofold problem: improving the quality of life will, in itself, be a stabilising factor while those working on it will become consumers.

STANDARDS

What, therefore, has one in mind?

The residential areas of the underprivileged in South Africa need roads, parks, clinics, electricity, sewerage. There is an urgent need for housing, for new business centres, and for small industrial development areas.

Living in such areas will be a major stabilising factor if the standards are improved. To employ people to do this, the private sector will take only a minor initiative. The State needs to provide the funds to get the scheme going.

Much of the work, if not most, can and should be done by private contractors, who will, of course, employ the people I am referring to.

The key to stability and to making people economically active is, therefore, in the stimulation of our own industries by the creation of new demand among those who have until now had very little purchasing power, and by the direction of economic activity into areas needing upgrading where the quality of life of the inhabitants needs this.

South Africa has inherent economic conflict between the need to create capital by savings and the need to consume or create demand for local products.

ANSWER

Almost all of what is needed to upgrade living areas is also locally produced. What is not now locally produced should, in fact, be encouraged by means of a programme of import substitution.

The answer, therefore, lies in stimulating local industry, to engage in employment activity to improve the quality of life.

As time passes, pressures from abroad will unfortunately become greater. Difficulties with our trade will increase. The world is becoming more protectionist, instead of moving towards more free trade.

We need to become more self-sufficient, and we can do so by stimulating industry which caters for our own people and by doing so help our country to maintain stability and peace.

Local clothing prices rise by only 12,8%

By AUDREY D'ANGELO
Financial Editor

PRICES charged by local clothing manufacturers rose by only 12,8% in the year to August, compared with a 16,5% rise in the overall consumer price index (CPI), the Chairman of the Cape Clothing Manufacturers Association, Simon Jocum, said at its 62nd annual meeting.

In the same period, he said, retail prices for clothing rose by 21% and textile prices by 20,5%.

Clothing manufacturers were doing all they could to contain costs and push up sales.

These were still showing too little growth because consumers were suffering from "a persistent drop in disposable income due to inflation and increasing taxation caused by fiscal drag".

As a result the number of people employed in the industry in the past year had grown by only 1 000, to 54 000 compared with 53 000 the year before. This, said Jocum, was an "insignificant" increase.

However, although the situation was fluid following the stock market fall, "I am optimistic that our industry will continue to grow in the Cape".

Calling for closer co-operation between clothing and textile manufacturers and retailers, Jocum urged association members to buy local fabrics whenever possible.

"It is in the interests of the economy and of both the clothing and textile industries if our industry exhausts all possibilities in purchasing the fabrics locally before resorting to imports.

"A fully booked textile industry would display less enthusiasm for applying for increased duties.

"The only way to keep the duty structure constant and even have it reduced is to ensure that there is close co-operation in improving quality and service from the textile industry."

Jocum said the local supply of cloth had improved, and all future requests for import permits would have to be "motivated by sound reasons, such as non-availability or extended delivery dates".

335 B/day 2/11/87.

Deregulation vital to create more jobs

THE VITAL importance of creating new jobs through deregulation was stressed in Pretoria by National Health Director General Francois Retief.

Speaking last Thursday at the congress of the Institute of Public Health, Retief said there was no doubt any longer about the need for deregulation.

The success of deregulating health services specifically would depend mainly on the dedication of the professions involved.

SA was plagued by the dilemma of an unacceptably low economic growth and 300 000 new workers looking for jobs every year.

"It is no secret that with economic growth of 1,1% a year between 1981 and 1985 we will have to cope with a growing problem of unemployment,"

GERALD REILLY

he said.

The problem could only result in further unrest, as well as a further decline in living standards. If the problem was not actively addressed the national objectives of the population development programme could not be attained.

The creation of jobs through deregulation was not a new concept. Small undertakings had supplied 70% of all new jobs in Taiwan, 81,4% in Japan and 40% in the US.

Retief said certain health regulations had no important bearing on the safety of a product. It was the duty of all regulating bodies to review regulations and by-laws.

It was imperative that regulations drafted primarily for the First World section of the population be adapted to fit the needs of the developing Third World section, where there was neither the money nor the knowledge to comply with First World standards.

It was necessary to re-evaluate health priorities. Retief asked why the hewking of vegetables, for example, should be forbidden because a hawker had no storeroom of a specific size, and why there was so much concern with maintaining high standards in towns when people living in nearby areas were often without potable water, latrine facilities and proper housing?

Was it justified to demand that a businessman should build a storeroom or tile the walls in his shop just because it was required by law, without serving an important purpose from a health viewpoint?

45 band together to realise a work dream

By TYRONE SEALE
Staff Reporter

FORTY-FIVE men, working for a meagre R10 to R25 a week each, repair cars, produce building blocks and fix radio and TV sets in an old Philippi factory to realise a dream.

The dream is the success and profitability of the Launisma Self-help Project, a job-creation programme conceived by a group of Cape Flats artisans.

The name Launisma was derived from the surnames of three founder members, Mr Kurt Maurice, Mr Samuel Langa and Mr Pieter Smith.

Key figure

The organisers said in a recent letter to prospective sponsors: "The idea of the project was formulated by a group of concerned, unemployed individuals who got together to discuss how they could improve their situation by pooling their resources and expertise.

"It was decided to try to combine skills under one roof and to present the project as a cheap and efficient means of providing skills to the community."

One of the key figures is Mr Sam Langa, a former Crossroads community leader and qualified mechanic.

He had his first try at business in 1983 when he ran a corrugated iron outlet at his home.

In 1984, he opened a motor workshop in his backyard and trained three friends with Mr Smith's help.

Last year, Mr Smith and Mr Langa launched the self-help project unofficially with a few mechanics, builders and electrical workers.

Rented factory

Work poured in, but profitability remained a dream.

"For a number of reasons, we did not make enough money to pay all the people," said Mr Langa.

"We needed proper premises and got this factory for R2 000 a month.

"We moved in in May and started with car repairs, spray-painting, panelbeating and brick-making.

"We use the bricks for home renovations and hope that contractors will buy from us.

"We are struggling at the moment. Every week, the 45 workers come to me crying for their pay and all I can offer them is R10 to R25.

"In fact, before we employ anyone, we tell him that his income will be very low initially, but he will be part of this project.

"Some people understand, but others leave and you never see them again.

"Our expenses on rent, equipment, cement and other things are so high that we cannot make a profit. We basically charge our customers for labour only, because we do not have enough funds to buy parts on their behalf.

"However, the men work well and quickly.

"We take all the money we make each week and divide it equally among the workers.

Make sacrifices

"Sometimes administrative staff get no wages. That's the sacrifice we have to make."

Mr Smith, acting secretary, said Launisma survived on outside help "from people who know about us and who are keen to get the project off the ground.

"We are here to help the community through training people and generating income."



Pictures: HANNES T

SPARKS FLY AT WORK: Among the panel-l are Mr Mncedisi Ntloko, left, and Mr David



RADIO, TV MAN: Mr Drummond Manyefane, Launisma auto-electrician and electronics whizz, at work.

CHR. TIMES 21/10/87

Gant's to close factory

Own Correspondent

DURBAN. — The Somerset West-based company Gant's, which is the country's second-largest canner, is to close its citrus and pineapple food-processing factory in Empangeni at the end of the year, Mr David Gant, the company chairman, confirmed yesterday.

The processing factory, ZFP (Pty) Ltd, employs a permanent workforce of 230 people — all of whom will be retrenched — and up to 800 in full season production.

Mr Gant said the decision to close had been made "because the factory has been losing money in recent times and because of the group's rationalization programme".

The company will continue its farming operation in the area.

By PIETER LE ROUX
Director of the Institute for Social Development at UWC

No jobs behind stock exchange crash

IN the past week or two the value of stocks sold on the world markets dropped by anything from one quarter to more than one third.

In the case of the Johannesburg Stock Exchange the value of stocks was slashed by R70 billion. Headlines have screamed out messages of despair: "Chaos! Crash! Meltdown!".

For those South Africans who dabble in the stockmarket it has been a traumatic two weeks indeed. But what does all this mean for the ordinary South African who is struggling to eke out a living? What needs to be done if a depression like that of the 1930s is to be avoided? The answer depends on what one sees as the causes and the possible consequences of a stockmarket collapse.

Some have blamed US Treasury Secretary James A Baker III for causing a collapse in confidence when he criticised West Germany for violating a recent agreement to keep its own interest rates low in return for stability in the dollar's exchange rate. Although this remark may have been something of a trigger, it was, however, clearly not the fundamental cause.

Crash

That Baker and the West German officials subsequently emerged with an agreement, did nothing to restore confidence.

Most financial commentators blamed the crash on the dual deficits of the United States. Every year the American government is increasingly spending more money than it collects through taxation. This deficit has to be funded by loans to the American government, with the result that it has fallen deeper and deeper into debt.

The United States is importing far more than it exports. Generally, it is argued by members of the conservative financial press, these problems can be dealt with if the Americans cut their government expenditure. At the same time, it is often added, Japan and Germany will have to lower interest rates to stimulate consumer expenditure. These two countries are left with the task of pulling the world out of any recession which may threaten if the United States cuts back on its expenditure. The old Keynesian formula of demand management, now only on a world scale, is seen as the solution to the economic ills the world faces.

The problem goes much deeper than the idiosyncratic economic policies of a geriatic lame duck president. His deficit spending hides a deeper malaise. In most countries unemployment is today more than three times what it was a decade ago. The growth of the past five or six years has been very sluggish and the rate of overall unemployment is often in excess of 10 percent. Among certain groups, for example the teenagers in Britain's northern cites and the urban black youth in the States, the rate of unemployment is as high as 40 to 50 percent.

Blame for the extremely poor performance of the world economy was at first placed on the sudden increase in oil prices. However, there has now been a period of relatively low oil prices, and growth has remained sluggish. To argue under these circumstances that the American or English economies are "fundamentally sound", as Reagan and Thatcher have done, is to ignore the serious failure of Western economies to provide employment for all. These economies are similar to a six cylinder engine which limps along on five.

Bravado

Unemployment higher than 10 percent does not only imply that many potentially productive people are not able to contribute to economic growth, but it also places a high burden on on the economies that provide financial support for the unemployed.

In the case of South Africa people such as Dr Gerhard de Kock, president of the Reserve bank and Professor Brian Kantor of UCT, proclaim that the economy is fundamentally sound. Die Burger when it initially seemed as though



Pieter le Roux

the South African stock market would not collapse, published a cartoon of South Africa being a lighthouse of stability in an ocean of chaos.

This self-confidence shows a total ingorance of the fundamentals of the economy.

Responding to this bravado, Professor Colin McCarthy of the University of Stellenbosch argued that complacency because of the then high prices of stocks ignored some fundamental problems. He pointed out that during the past five or six years there has been a decline in per capita income in South Africa, that unemployment and underemployment have shown rapid increases, that the inequalities in income and wealth in South Africa were among the highest in the world and that for many South Africans conditions were as bad as the worst that is portrayed in other African countries

In the light of his comments, the collapse in the stock market was not that unexpected. It simply brought the financial world in line with economic realities. The poor have long known that all was not well with these economies. Now at last it has been brought home to the rich that the economy is not as healthy as they pretended when stock prices were sky high. Unfortunately, the collapse of the stock markets will not only hurt the rich. Indeed, if it leads to a deep recession, the poorer classes will suffer most.

American magazines have argued that there is no danger of a great depression. The Federal Bank will never again permit banks to go bankrupt as happened after the last big crash in 1929, they say.

However, this argument ignores the world economy's debt burden. If more and more of the debtor countries default on their payments, it will become an impossible task to shore up the banks.

Potentially, the situation is as dangerous as it was in 1929.

Revolution

As we have noted, right wing economists believe that the solution is simple. They blame the economic sluggishness on too much government involvement in the economy. Clearly some types of government expenditures are too high — the US deficit can partly be blamed on too high defence expenditures.

However, as the example of Sweden shows, where government expenditure is proportionally higher than in any other country in the world and unemployment is virtually non-existent, it is not government expenditure as such which is to be blamed for unemployment. On the contrary, correctly targeted expenditure is essential to overcome the structural problems the economy is facing.

The world is going through another technological revolution. The computer age is upon us. This new age calls for far greater levels of organisational and mathematical skills than what sufficed before. As a consequence, countries that provide unequal eduction and inadequate or no retraining facilities for their workers find that an increasing proportion of the workforce can no longer profitably be employed.

Redistribution

In Western countries, with their welfare systems, this places an increasing burden on government for welfare expenditures. In other countries, such as South Africa, the increasing unemployment is one of the causes of political instability, which also undermines economic confidence.

Only by a radical redistribution of opportunities can this malaise be overcome. In some countries this implies significant increases in expenditure to equalise educational opportunities and large scale programmes to incorporate those who have earlier been denied a proper education. This will call for more left wing governments. Now that the false bubble of economic confidence has burst, it is unlikely that a Thatcherite type of government will survive in any of the Western countries.

In South Africa the short run picture may not be quite so bleak if the gold price increases, but once the demand for South Africa's other exports fall, South Africa will also be hit by the full force of the recession. And here the structural economic problems are far worse, for generations of apartheid education have ensured that a large proportion of the population do not have the skills required to face the challenges of a computer age.

To rid ourselves of this sad heritage, a radical transformation needs to take place not only in the economic, but firstly in the political sphere. Only then is it likely that the policies needed to face the new age will be adopted.

In the meantime one can only hope that further educational upheavals do not forever destroy the possibilities for South Africa to wipe out the disasters of an apartheid system.

Argus 5/11/84

BUSINESS

COMPANIES

Jobs cut as Wispeco acquires Fredk Sage

By DICK USHER

FREDK Sage, Glass SA's shop-fitting and ceiling and partitions contracting company, with two factories in Cape Town, has been taken over by Wispeco.

About 800 workers will lose jobs, some of them in Cape Town, says the chief executive of Glass SA, Mr Rod Fehrsen, who announced the sale.

He said Wispeco would take over many of the employees and contracts of Fredk Sage but "unfortunately Wispeco could accommodate only 300 existing employees. his means about 800 will have to be retrenched".

The Cape operations affected are Fredk Sage in Wetton and Glass SA's contract glazing operation in Epping.

Mr Fehrsen said employees had been told and meetings with them and their unions would take place over the next few days to discuss retrenchments.

He said: "It is no longer a viable proposition for us to offer craft-intensive contracting services on a national basis. Traditional skills such as timber joinery have been overtaken by modular clip-on assembly."

Financial support had to be withdrawn in the face of 50 percent overcapacity in the general aluminium and glass contracting fields and a slow recovery in the building industry.

Pillar Naco, a Maritzburg-based supplier of aluminium fittings, was also acquired from by Wispeco from SA Glass.

Randburg staff fired

Sowetan 335 5/11/87

ABOUT 900 Randburg Town Council employees who failed to heed an ultimatum to call off their work stoppage and return to work have been dismissed.

Town clerk, Mr B J van der Vyver, told the *Sowetan* the strikers were dismissed yesterday.

The council employees, all members of the National Union of Public Service Workers (Nupsw), downed tools this week and demanded recognition of their union.

A NUPSW spokesman said the strikers attending a report-back meeting were dispersed by police with teargas yesterday morning. The NUPSW officials had called the meeting to report back to workers about talks between the union and the council.

The NUPSW spokesman said it had become apparent during talks between the two parties that the council was applying "delaying tactics".

The town clerk said management had undertook to reopen negotiations on the recognition on Friday.

Police confirmed they used tearsmoke to disperse an illegal gathering.

Cape Times, Monday, November 9, 1987

Station sites on offer to traders

Fleamarket at Mitchells Plain

By RONNIE MORRIS

UNUSED South African Transport Services (SATS) land has been made available — even sites on platforms — to create jobs and stimulate the informal trading sector in Mitchells Plain and elsewhere.

Already two sites — at Mitchells Plain and Lentegeur stations — have been contracted out by SATS to someone for use as a flea market.

The sites, 250m² at R250 a month and 1 500m² at R500 a month — would be sub-let to individual traders.

Mr Luther Diederichs, public relations officer for SATS, said SATS have relaxed their hold on unused land and have decided that it could create job opportunities, stimulate the informal sector and raise revenue.

Any person who wished to operate a stall at any station could liaise with SATS and if sites were available at stations, a permit would be issued and a nominal rent charged.

The only condition for the issuing of a permit would be that the trader must already be in possession of a hawker's licence, which was obtainable from the city council.

SATS would not prescribe to traders and had only laid down the minimum rules, he said.

The potential was endless and already 49 permits had been issued for the sale of "softwares" (clothing, fruit and vegetables and other goods) on the Cape Flats line.

However, getting a permit to sell foodstuffs would be more difficult, because SATS' catering division had first preference.

Only at stations where no catering facilities existed could an application be made for a concession, which would then be placed on tender.

At Mitchells Plain station three people are already hiring under cover space from SATS at a rental of R10 a month and elsewhere on the Cape Flats line 49 people have been issued with permits.

To prevent an individual from holding a monopoly, SATS would make a maximum of four 1x2m stands available to one trader, Mr Diederichs said.

Inquiries could be directed to Mr John Basson at 218 5805.

CHC Times 10/11/87 (335)

Race Relations survey on black opinion

Only one in seven support sanctions

LONDON. — The number of black South Africans willing to support sanctions at the cost of their jobs has shrunk from one in four to one in seven in the past two years, the executive director of the South African Institute of Race Relations, Mr John Kane-Berman, said here yesterday.

Addressing British members of the Institute at the Reform Club, Mr Kane-Berman said the weight of opinion-poll evidence contradicted the claim that blacks were willing "to sacrifice their jobs on the altar of economic warfare".

Mr Kane-Berman said: "There seems to be a wide view abroad that most black South Africans favour sanctions and disinvestment. The weight of opinion survey evidence suggests otherwise, however.

"In twelve of fourteen opinion polls conducted among blacks over the past few years, more were opposed to sanctions and/or disinvestment than supported them — and in eight of those twelve cases the opponents outnumbered the supporters by at least two to one."

THE impact of sanctions and disinvestment should primarily hit employers and make whites and the business community aware of the suffering apartheid was causing, according to the general secretary of Cosatu, Mr Jay Naidoo.

"We are looking at measures aimed directly at isolating apartheid — ending loans to this government, an end to emigration and business travel.

"Obviously we are going to have unemployment as well," Mr Naidoo said in an interview with Leadership magazine.

Citing the most recent survey results published, Mr Kane-Bermann said they showed that the number of blacks who think sanctions will work to end apartheid has dropped from 57% to 41% in the last two years, and that the number who support sanctions at any cost has dropped from 26% to 14%, while the number who would not support sanctions if this would mean any job losses has increased from 48% to 60%.

"The weight of opinion-poll evidence thus contradicts the claim that black South Africans are willing to sacrifice their jobs on the altar of economic warfare.

"The most recent poll in fact suggests that even that minority of people willing to support sanctions at a cost to their jobs has shrunk in the past two years from one in four to one in seven," Mr Kane-Berman said.

He added: "This does not mean that blacks oppose all international pressures against the South African government, but that they take a pragmatic view of what kinds of pressures should be applied."

Mr Kane-Berman added: "One of the effects of sanctions will be to augment the reserve army of labour — and so, among other things, increase the supply of potential recruits to vigilante groups, not to mention the police and the Defence Force.

"Such vigilantes are already playing a role in curbing township militancy." — Sapa

B2 10/11/81

Disability has kept woman from job

By Sally Sealey

A Soweto woman who can type in 14 African languages as well as in English and Afrikaans, can use a word processor and has excellent secretarial skills, cannot find a job.

Miss Bridgett Dlamini, believes this is because she is an amputee. She lost both legs in a train accident when she was 12.

Mrs Dlamini would love to work with people.

She said: "Most employers have no problem with my qualifications, what they have trouble with is my disability. They say they have no facilities for my wheelchair."

DIPLOMA

Miss Dlamini (33) attended the Access College last year and graduated with a secretarial diploma .

She previously worked as a secretary in a school in Vryheid and, since arriving in Johannesburg, has had a number of temporary jobs.

Miss Dlamini has her name on the books of a personnel agency but they are finding it difficult to find her a job despite her excellent qualifications.

Miss Dlamini said: "All I need is to be given a chance."

Anyone who can offer Miss Dlamini a secretarial or receptionist job in the city area, should call (011) 633-2265.

Govt programme creates 21 000 jobs

Own Correspondent

PRETORIA. — More than 21 000 unemployed people were given jobs in 1986/87 under the special employment creation programme of the Department of Agriculture and Water Supply.

Superintendant general of the department D J Agenbach said the scheme was making a big contribution in the fight against unemployment and in reducing the incidence of unrest and violence.

A large number of labourers were taken on permanently after the completion of projects.

It seemed, he said, that R66 was spent for every unemployed person and 2,7-million man days were worked.

Among the achievements of the scheme were: Land prepared and drought-resistant fodder crops planted — 3 749 ha. Irrigation canals cleared and repaired — 2 039 km. Buildings established or repaired — 622. Invader plants and weeds combated — 172 726 ha.

THE ECONOMY

The last hope for jobs crisis: Public works

A new study by UCT economists argues that there's only one cure left for the spiralling unemployment crisis: Massive public works programmes. HILARY JOFFE reports

TWO Cape Town economists have calculated what it would cost to solve unemployment.

And the only way to do it, argue University of Cape Town economists Iraj Abedian and Steffen Schneier, is through a large-scale public works programme.

"Any government in this country, no matter who controls it, will have to implement an extensive public works programme if it is going to address economic problems of unemployment and poverty," Abedian says.

In a paper published recently by the Southern African Labour and Development Research Unit, Abedian and Schneier refute the argument that the informal sector is capable of making a sizeable dent in the unemployment problem. And they argue that the formal sector has not performed well in reducing poverty or in creating jobs, particularly for unskilled workers.

The kind of extensive public works programme which is required for significant job creation would involve a political commitment to reallocating resources.

They call for "unswerving political commitment as the overriding factor to allocate the required proportions of the public resources", adding that "There are economic as well as political reasons for justifying such a commitment."

And, they argue, "South Africa's traditional fiscal conservatism should be revised substantially" if unemployment, and the poverty which follows from it, are to be addressed.

They argue for a larger budget deficit than the government allows at present. But, they say, the South African government's expenditure as a percentage of its GDP is among the lowest in the group of countries classified by the World Bank as the "upper-middle income" countries of the world. Revenue is also relatively low. Higher government investment (rather than consumption) expenditure is justified, they argue, in a developing economy such as South Africa's.

The amounts they are talking about make clear that a radical reordering of priorities would be needed.

It would cost between R13,7-billion and R19,2-billion to solve the unemployment problem by creating 3,8-million jobs, the study says.

It would take R18,1-billion, the equivalent of almost 40 percent of the government budget for 1987/88, to create three million urban and 829 000 rural jobs.

But Abedian and Schneier estimate a significant number of jobs (1,5-million) could be created with expenditure equivalent to 12 to 16 percent of the 87/88 budget, or between R5,4-million and R7,6-million.

But these figures are only for the wage bill component of the total costs of job-creating public works programmes: the cost of capital goods and raw materials are excluded.

And Abedian and Schneier are assuming pretty low wages: R420 a month for urban residents and R300 a month for rural people. They do say the wage issue is a sensitive problem politically. But, they write, wages in a public works programme must be sufficient to cover living costs but not to draw labour away from the private sector.

Reviewing the role of the formal sector, the economists find that while real wages rose in the Seventies, they have fallen since 1982. And the rise in real wages has not prevented poverty. Job creation has not kept up with population growth, so that workers who have jobs have to support more people. The dependency ratio for the black population, for example, increased from 4,32 to 5,32 over the period 1970 to 1985.

With more capital intensity in production, the growth in job opportunities has been primarily in semi-skilled and skilled categories. Thus unskilled black workers have less and less chance of a job.

Abedian and Schneier also point to the inadequacy of the informal sector as a solution to unemployment and poverty. Only a small number of entrepreneurs get rich from informal sector activity: for the majority it is a survival tactic, yielding very low incomes.

Also, the informal sector does not provide much in the way of employment since many enterprises involve only one or two people.

PBS 335 Sowetan 13/11/87

The ills of Alex laid bare

MORE than 20 000 people are unemployed in Alexandra Township and this has led to the high rate of political, economical and social problems, a nursing sister in the area says.

Speaking at the launch of an association to help the unemployed in the area, Mrs Mary Jones said unemployment problems had reached such alarming proportions that they needed to be diagnosed.

The association, called Progress Through Employment, was formed by members of the private and public sectors, including the Alexandra Town Council.

By JOSHUA RABOROKO

Mrs Jones said the crisis had led to a high crime rate, divorce, abuse of children and drugs, political unrest, drop-outs at schools and other social problems.

"In spite of the Alexandra renewal programme, it is going to be difficult for many people to buy homes and to educate their children because of unemployment," she said.

She believed the private sector could play a vital role in helping to alleviate the problem by creating jobs for the hundreds of unemployed.

She also felt the launch of the new association would herald a new era in Alexandra and hoped that community organisations would give it support.

The mayor of Sandton, Mr M Strous, said unemployment had caused enormous frustrations for blacks and the project would help to reduce the unemployment rate.

His council would work with other organisations to create jobs for Alexandra people.

He also promised sites for the building of homes in order to improve the quality of life of residents.

The Administrator of the Alexandra City Council, Mr J S Burger, said the council intended to build more than 7 000 homes through its development programme.

However, this project was hampered when unrest broke out in the area in 1986. City councillors also resigned.

The newly-formed association is to create jobs; start home industry projects; provide capital for entrepreneurs and train blacks.



A NURSING sister, Mrs Mary Jones, speaking on unemployment in Alexandra Township at the launch of Progress Through Employment in the township this week.

Seifsa report spells out huge job losses

WEEKLY MAIL 13-19 NOV '87

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Weekly Mail Reporter

HEAVY retrenchments resulted in 124 000 jobs being lost in the metal industries between November 1981 and February this year.

Employers do not expect job opportunities to increase much during the remainder of this year.

According to the recently-published mid-year review of the Steel and Engineering Industries Federation of South Africa, employment in metals has stabilised at about 330 000 workers.

For the economy as whole, predictions of a growth rate of three or more percent for this year proved too optimistic and most economists have revised their forecasts down to two percent or less. The recovery of the latter half of 1986 faltered in 1987.

And production in the metal and engineering industries has been particularly slow to improve. This is not surprising: these industries are involved in supplying heavy capital goods and real levels of fixed investment in new factories and machines have been declining this year.

The level of manufacturing production for South African industry as a whole was 3,3 percent higher in the first half of this year than in the same period in 1986. But the metal and engineering industries lagged behind: production volumes were no higher in the first half of this year than they were last year.

Figures for the second quarter of this year were, however, better than in the first.

But Seifsa's analysts do expect some improvement: 47 percent of the companies they surveyed in the first half of this year reported higher levels of new orders.

Says the review: "Public and business confidence continue to inhibit domestic growth and the combination of threats of further sanctions, improvement in the value of the rand along with inflationary pressures present formidable obstacles to renewed export achievement."

Sanctions have seriously affected exports of steel to the United States and Europe, according to the review, "but steel producers have managed to exploit alternative markets" although they have to cut prices to do so.

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More are jobless as UIF gets R304m

B/day 16/11/87

GERALD REILLY

335

PRETORIA — The unemployment insurance fund has reached a record level of R304m in spite of still unacceptably high levels of unemployment, Manpower director-general Piet van der Merwe said this weekend.

At the end of last year the fund stood at R171m — which meant it had increased R133m in a period of 10 months.

Currently income exceeded monies paid out in benefits by about R10m a month.

Major reasons for the record strength of the fund were the increase in employers' and emplyees' contributions, and the raising of the ceiling below which workers qualifed for membership from R26 000 to R30 000 at the beginning of the year.

Contributions from employers and employees were raised from 0,7% to 0,9% from Janaury.

Van der Merwe said the fund was rescued from a serious situation in 1985 — when cash flow problems would have compelled the Unemployment Insurance Commissioner to sell investments — by a R75m loan from government.

More than R30m had so far been repaid and the rest would be paid back by the end of the financial year next March.

"We now have a substantial cushion against any downturn in the economy and increased unemployment and consequently claims in the fund."

Van der Merwe said last year the monthly average of beneficiaries ranged between 110 000 and 120 000.

So far this year the average was marginally less — between 105 000 and 110 000.

He added the state of the fund confirmed the decision to impose increased payments from the beginning of the year was the right one at the right time.

Sixty OK employees to lose jobs in PE

335 Post 16/11/82

Post Reporter

ABOUT 60 jobs are being scrapped by the OK in Port Elizabeth and given to people in Cape Town and Durban.

The jobs are in the Central Payments Office, where phasing out has already begun. By next year it is expected that only three of the 60 people will be at their desks.

Staff in the CPO were told at the beginning of September that their posts were being phased out. Eight were sacked on October 6 and more left the following week.

"What makes us so bitter," said one who was sacked on Friday, "is that staff have been taken on in other centres to handle our work. They told us they had to teach new staff. New offices have been built.

"Don't they know what the job situation is like in the Eastern Cape? How do they expect us to find work here at this time?"

Mr Heine Cilliers, district manager of the OK, said all the PE workers had been offered jobs in other centres.

Asked if this meant about 60 jobs were being created elsewhere, he said no — OK only expected a few would be free to move.

"We have transferred a couple," he said.

He said the Paterson Road office was being closed "because of advancement in the computer programme and the reorganisation of the company".

Ten to 15 people left a week ago, he said. More would be leaving early in December.

"We are very sorry," he said, "because this office has been the best in the country.

One of those leaving last Friday said: "There are still about 10 people left. Three will return in the New Year.

"They said if we wanted jobs we could go to Cape Town or Durban, but how can you just leave your home and everything?"

Mr Gordon Hood, head of the OK, explained: "It's just a rationalisation of the administrative functions in our business.

"We have got a provincial office in Cape Town, from which we administer what we call the southern provinces and it's really logical that we run the CPO function from there."

He said the bulk of PE's work would be handled from Cape Town and a small part from Durban.

Asked if OK considered the high unemployment in the Eastern Cape before taking its decision, he said: "Well, I am not sure what you are getting at. We rationalised throughout the country by having the specialist CPO function attached to each of our provincial offices."

Asked why the work could not have been carried out in Port Elizabeth through a computer link-up, he said this would be increasing costs.

"The CPO function is the sorting out of thousands of invoices. It's a labour-intensive business — not one to be taken over by a computer. We did need to have it under a central control. I think efficiency is what it's all about ...

"We offered transfers to people in PE, but obviously some could accept and some people had to be taken on in Cape Town."

(335) Bday 20/4/87.

Almost a quarter of a million jobs lost, says CSS

ALMOST a quarter of a million jobs were lost in four major work areas in the three years from July 18 1985, says Central Statistical Services.

This, according to economists, is part of the severe damage done to the economy by the recession.

Unemployed and under-employed workers have been put at more than 2-million.

GERALD REILLY

Some demographers have put the figure as high as 3-million.

The actual percentage decrease in the four sectors — mining and quarrying, manufacturing, construction and electricity — is almost 9%, says a CSS spokesman.

The sectors employed a total of 2 590 456 workers in July 1984.

Four years later, the total had fallen to 2 366 259 — a difference of 224 197.

In the three years, 35 741 whites lost their jobs (7,6%), 23 652 coloureds (7,4%), 2 236 Indians (2,3%) and 162 568 blacks (9,6%). Ratios are in proportion to the racial categories.

In the same period, more than 600 000 new black workseekers came on to the labourmarket. Economists say only a small percentage of them were able to get full-time employment.

337

Sowetan 20/11/87

UWCC man dies from stab wounds

A VAAL official of the Unemployed Workers' Co-ordinating Committee was stabbed to death this week in what the organisation believes was a politically motivated attack.

Mr Petrus Mnisi was attacked in Sebokeng on November 15, and died the following day. He was regional educator of the UWCC as well as executive member of the Vaal Youth Congress.

UWCC general secretary, Mr Dan Mohapi, said this was the second attack on Mr Mnisi. The UWCC official narrowly escaped death when he was attacked by a group of people in the Vaal township last year.

"We are suspicious and feel this incident might be politically motivated," Mr Mohapi said.

The UWCC has condemned the incident, saying this was part of an attempt to destroy the organisation.

OVER POPULATION!



South Africa's fast-ticking timebomb

by FRANS ESTERHUYSE, Political Staff

SOUTH Africa's ticking time bomb — the fast-growing total population — is showing signs of defying all attempts so far to defuse it.

It has become the country's biggest single problem, with nightmarish implications for the country's future if it is not effectively curbed in the next few decades.

The price of failure could mean unmanageable overpopulation, instability, famine, mass unemployment and total degeneration, according to experts.

Economist and leading demographer Professor Jan Sadie, whose population projections and warnings seemed to fall on deaf ears more than three decades ago, is all but optimistic about the way things are going.

"I see a bleak future," he told me in Stellenbosch this week.

His despondency set in over the years as he watched his predictions come true — with a vengeance. Not only was he proved right, but it has turned out that his predictions were, in fact, an understatement of the magnitude of the problem.

He has seen, with growing dismay, how the situations he had predicted from cold statistics in the 1950s turned into grim reality — the vast increase in population numbers, growing housing shortages, unemployment, the emergence of squatter communities around the cities, and threatened political instability.

"The situation is worse than I foresaw at that time," Professor Sadie said.

MEANWHILE the Government — somewhat belatedly — embarked on a huge and comprehensive population development programme in recent years to come to grips with the problem of too rapid population growth.

The Deputy Minister of Population Development, Mr Luwellyn Landers, who works at the heart of the problem, says a key to a solution is in economic growth involving all the country's people.

"If a country cannot feed its people, it will have hunger, frustration and ultimate revolution," Mr Landers told me this week.

ACCORDING to experts, the scenario facing South Africa, if present-day trends continue, is something like this:

- In just 32 years from now there will be 80-million people in the country — nearly three times as many as the present population — and of them only 6,6-million will be whites.
- By the year 2040, the total population could increase to an unmanageable 138-million.
- By the year 2000, more than 8-million people will be unemployed or under-employed.
- Serious water and food shortages will occur — the country's present water resources are not sufficient to meet the needs of more than 80-million people. Shortages of water are expected to occur in various industrialised regions long before a population of 70-million is reached.

If the present population growth continues unchecked, South Africa will have to maintain an economic growth rate of at least five percent a year to accommodate newcomers to the labour market.

Failure to curb the rapid population growth could mean that children of future generations will face conditions similar to those in Ethiopia, the Sudan, Kenya and other struggling African countries.

"Famine, poverty, unemployment and total degeneration will be the legacy we leave to our children," says a Government publication entitled *Population Growth — South Africa's ticking time bomb.*

THE Government's population development programme includes various steps recommended by scientists, academics and other experts to curb the high population growth rate.

These steps include the acceleration of social and economic development of all population groups, and the promotion of family planning with a view to reaching an average of two children a woman by the year 2010.

It is hoped to bring down the birth rate by achieving sustained economic development and higher standards of living for all, and parity in opportunities for development.

A dilemma facing the Government in putting across its message lies in the fact that white population growth has declined to an almost static position, while a high growth rate for blacks continues.

The problem of racial attitudes, encouraged in the past by certain politicians, has bedevilled the issue of family planning to some extent.

Deputy Minister Landers says an important factor that emerged from in-depth studies is a direct correlation between a high fertility rate and poverty.

The answer would, therefore, be to improve the quality of life of all South Africans.

Mr Landers, who visited Eastern countries recently, said there were lessons to be learnt from the success of countries like Singapore and the Republic of China (Taiwan) in curbing population growth.

In such countries, traditional prejudices against family planning were overcome dramatically by means of mass education, especially among rural communities.

Africa's leaders were also increasingly speaking out against traditional beliefs that encouraged large families. They were recognising the consequences of uncontrolled population growth in the light of economic circumstances and food shortages.

"It is imperative that a political solution be reached that will be in the interests of the total South African community. If a community that is involved in the country's economy is not seen to be part of the process of cutting the economic cake then we are going to have problems in South Africa," Mr Landers said.

PROFESSOR Sadie says sustained economic growth at an adequate level, and accompanying job creation, are key factors.

He suggests that mass education and training may not be the only answer.

Greater emphasis should be placed on identifying and training entrepreneurs of the future — the people who will be the creators of economic growth.

"Our problem is how to expand the numbers of the growth initiators. The answer lies in some form of elitist education which can already commence at the primary stage."

Professor Sadie said it was not possible simply to "breed or cultivate" as many entrepreneurs as were required. But it was possible to impart appropriate knowledge and to generate a consciousness and a philosophy of life or code of behaviour among talented persons.

Like Mr Landers, Professor Sadie looks to the East for ways to do things.

The Japanese system is an example worth emulating, says Professor Sadie.

There, pupils spend six hours at the school desk, three to four hours with private instructors (or crammers) and four to five hours doing homework — all in all, some 13 to 15 hours each day.

"And then, when they have entered the labour market, they have on occasion to be kindly requested by the employer to take a holiday. This kind of work ethic and dedication is the source and origin of Japan's economic success."

311 in, but 2 900 still to go, says PO union

By STAN MHLONGO

"THE reinstatement of 311 Post Office workers sacked during the huge strike in September "is only a drop in the ocean – and 2 900 more workers need to be given back their jobs", said the Post and Telecommunication Workers' Association this week.

Potwa president Vusi Khumalo said while the reinstatement of the 311 was a victory, "there was no reason to jump for joy as some 2 900 workers sacked by the Post Office need to be reinstated".

Khumalo added that, on September 3, when Potwa and the Post Office management sealed a deal to end one of the biggest strike the Post Office had ever had, part of the agreement was for dismissals to be suspended.

For this reason, Potwa took the Post Office to task for dismissing two employees in Durban.

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S/Times 24/11/87

St John to teach 400 in self-help scheme

Medical Reporter AK643 15/11/82 335

ST JOHN Ambulance is looking for volunteers to teach basic skills such as sewing and woodwork in a new self-help centre.

St John has been offered the use of the shell of the Nyanga Zolani Centre, which was gutted by fire during the Crossroads violence last year.

A spokesman said St John had names of 400 people who would like to learn skills, but lecturers prepared to give up two to four hours a week were needed. Transport to Nyanga would be provided for volunteers.

The centre also needed equipment to get started, particularly tracksuit material, denim, crochet and sewing thread, wool and needles, wood, nails, screws, glue, a hand sewing machine, a knitting machine and carpentry tools.

Anyone who can help should telephone Grace Elija at ☎ 34 0804.

Slump cost East 14 000 jobs

335 Eve Post 21/11/87



By Bob Kernohan

Business Editor

ECONOMIC depression has wiped out more than 14 000 jobs and 17 years of progress in the Eastern Cape, the Midland Chamber of Industries has revealed in its annual report.

It shows that, gauged from employment figures of member companies, workforce strength in the area has dropped by 19,25% since 1983. Then the figure was 73 480; today it is 59 335 — a drop of 14 145.

"The 1987 figure is almost the same as the employee strengths of member companies in 1970," says the report.

"This, in fact, means a loss of 17 years of creating job opportunities in the private sector in this region.

"As the chamber today still continues to enjoy a high level of representation of industry in its geographical area — the FCI calculated this to be in excess of 90% — the reason for this is not due to a lack of support, but purely the economic conditions that have prevailed in this area."

But MCI president Mr Peter Morum said the figures should not be seen all as bad news.

"Part of the drop is due to increased efficiencies and the trimming down of numbers within existing organisations," he said.

And he added: "The situation is finally turning around and many things are taking place to try to rectify the situation.

The MCI report — to be presented at the organisation's annual meeting on December 2 — vividly illustrates the decline in members' employee numbers in the past five years. Statistic are:

- 1983 — 73 480.
- 1984 — 73 351 (a year-over-year drop of 0,18%).
- 1985 — 66 507 (a 9,3% year-over-year drop and cumulative drop of 9,5%).
- 1986 — 61 805 (7,1%/ 15,9%).
- 1987 — 59 335 (4,2%/ 19,25%)

Mr Morum said that, despite the dramatic drop in numbers, he believed the region was entering an improvement phase, supported by a vital change in attitudes.

"A year ago the area appeared to have a death wish, but now it is pressing ahead in a much more positive fashion.

He pointed to the Mossel Bay fuel project particularly as offering new opportunities and also noted that there was a shortage of factory space, meaning more businesses were being established.

Reviewing the causes of the decline, Mr Morum said it could be traced back to the 1973 fuel crisis and the traumatic effect that had on the motor industry and the city's reliance on it.

"At the beginning of the 1970s, there were a lot of 'fat cat' companies with big payrolls.

"The fuel crisis and the economic depression which followed forced increased efficiencies, which have carried on."

He added that, despite general belief that the departure of Ford had been the biggest loss to the city in recent years, it was actually the decline of the footwear industry in the area that had cost most jobs.

"The Ford move to Pretoria was a major loss as 4 000 jobs were involved.

"But the loss of jobs in footwear manufacture since about 1973 has totalled much more than that — about 19 000."

The MCI president said a major reason for this was the escalation of wages in the area as a result of multinational companies increasing rates.

Mr André Crouse, PE's municipal Development Officer, said that while the drop was a "real problem" for the city he did not believe it was "cause for alarm".

The situation had to be seen against a background of capital expenditure undertaken and the efficiencies created by this having played a role in reducing workforces.

"We take note of the figures, but they should not be interpreted without much deeper analysis," he said.

"What is meaningful is that in general the figures would be the same for the country overall in the job creation stakes as little ground is being made anywhere in this field.

"Port Elizabeth is not unique. We are losing jobs overall — but it is a general phenomenon worldwide.

"Nevertheless, such a drop is a real problem that has to be addressed in PE."

Notes for your diary

MORE than 100 business people and educationists will take part in a Pride in PE outing on Tuesday.

They will vist the southern fire station in Mount Pleasant, the municipal nursery in Mangold Park, the electrical headquarters in Harrower Road, and the Fishwater Flats reclamation works.

□ □ □

AN exhibition of industrial instruments will be held by PE's Fawick Corporation in a city-centre hotel from 8am to 7.30pm on Monday and Tuesday next week.

Inquiries: ☎ (041) 543689.

□ □ □

THE annual meeting of the Institute of Marketing Management will be held at a Walmer hotel next Friday. Inquiries: ☎ (041) 563616.

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THE Eastern Province Clothing Manufacturers' Association will hold its annual lunch next Wednesday.

Inquiries: ☎ (041) 544430.

Foreign interest in PE lots

Business Editor

INTERNATIONAL focus is being turned on Port Elizabeth with the sale on February 10 next year of two major properties by the municipality.

One is the 1,18-hectare Playland site on the beachfront and the other at Greenacres.

"A lot of interest is being shown in the sale of both sites and some of it is coming from foreign investors," said Mr Allan Zeiss, the city's Chief Estates Officer.

The beachfront site is zoned only for hotel purposes and has an upset price of R206 500.

"The second site is next door to Greenacres shopping centre (on the corner of First Avenue, Newton Park) and has been zoned for either a hotel or office block," said Mr Zeiss.

It is on 2,3 hectares of land and has an upset price of R450 000.

"Port Elizabeth is currently experiencing an upturn in its economy. With the advent of Mossgas and its ancillary actvities, the next few years look extremely bright for the city.

"We were perceived as being in the doldrums a year ago, but now our image is one of opportunity," added Mr Zeiss.

'4 000 JOBLESS AFTER STRIKE'

335

30/11/87

THOUSANDS of jobs have been lost in the mining industry as a result of the recent strike by National Union of Mineworkers (Num) members a senior mine official has said.

Western Deep Levels general manager, Mr Fred Bayley, quoted in the *Mining Sun Newspaper*, said 4 000 jobs would be lost due to the closure of two Anglo American shafts. *Mining Sun* is a mouthpiece of the Chamber of Mines.

Mr Bayley said: "On reflection, however, it would seem a small benefit to have been achieved for considerable discomfort and the loss of wages for 21 days. In addition to the loss of wages, board and lodging fees were deducted from each man on strike.

"Far worse is the fact that 4 783 were discharged as a direct result of the strike, and a further 3 456 were discharged as a result of disciplinary action being taken against them for such acts as intimidation, violence, damage to property and for being absent without permission after the completion of the strike."

The mine official said it should be noted that there was a "significant reduction" in the number of jobs available in the industry.

Agreed

He said although it had been agreed "returning labour" would be re-employed, those employees dismissed during or after the strike for misconduct would not be employed again.

"In fact the whole strike was an exercise in futility and human tragedy and our manning programme has suffered as a result of this action," Mr Bayley said.

Num general secretary Mr Cyril Ramaphosa told the *Sowetan* that his union would contest the dismissals in the Industrial Court. He said mine bosses were using the strike "as a pretext to get rid of certain mineworkers."

Thousands of mineworkers went on strike in August this year demanding 30 percent wage increases.

335 ST Times 27/11/88

APPOINTMENTS

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

200 000 vacancies, but 6m jobless

MANPOWER Minister Pietie du Plessis says South Africa could face a shortage of 200 000 skilled workers by the year 2000, but up to 6-million people could be unemployed.

Other estimates are that economic sanctions could cause unemployment to reach nearly 10-million by the end of the century.

The Institute for Futures Research at the University of Stellenbosch reports that the labour pool is likely to grow from 12-million in 1985 to 17,9-million by 2000.

But if past trends continue, the modern economy is likely to be able to employ only 8,1-million people by then.

These figure have been quoted before and are likely to be quoted again. It is all very well to reel off figures, but is anything being done to bring unemployment down?

The two possible solutions given time and again are training coupled with job creation.

The importance of training was stressed at a conference by Andrew Levy & Associates director Gavin Brown, who said it would be a key priority for trade unions.

"Demands for the greater allocation of resources to training would be extremely difficult for management to reject.

"Training and skills improvement are a necessity to the country as a whole irrespective of who eventually becomes the first black occupant of Tuynhuis and irrespective of the economic dogma which he (or she) chooses to follow".



Pietie du Plessis ... shortage of 200 000 skilled workers by year 2000

Up to 45% of the potential SA workforce is still functionally illiterate, and the schools, universities and formal technical institutions alone can make no more than a slight dent in this number.

The informal sector makes a far larger dent in the quoted unemployment figures, but does not help the education problem.

Piet Viljoen of the Development Bank told an Urban Foundation conference that the education system was not providing SA with the entrepreneurial type of person who could take up the challenge in the economic system.

If a coherent development strategy were drawn up it would be possible to assess manpower requirements. But a careful look had to be taken at the educational programme and the training of people in the cities and rural areas for the jobs that would be provided, said Dr Viljoen.

There is no doubt that the Government is trying to improve matters. It announced a plan in March this year whereby the proportion of all races trained in technical skills would be increased.

The object is to raise to 21% the proportion of all pupils who receive technical training, with a long-term goal of 40% or even 50%.

Eventually, it is hoped that about half of all SA's children will be streamed into technical education and technical careers while the other half follow an academic route.

Probably one of the most depressing statements I have heard about training comes from Toyota SA Manufacturing managing director Ralph Broadley.

He says an important reason for the acute shortage of toolmakers is that "many companies do not believe in training apprentices because it costs them too much money".

"This is putting pressure on those companies that are training because the pool of apprentices is not growing as fast as it should. This problem will be with SA for some time. I believe it is an urgent issue the entire country needs to address."

That is why the plan announced last week for R300-million to be spent on training more than 30 000 artisans for the construction of large capital projects is encouraging.

The Mossgas venture will be the first large project to benefit from the training scheme, which is believed to be the biggest in the world. It has two aims — to increase productivity and to increase the supply of skilled and semi-skilled workers for a variety of industries.

The onus is on companies, the Government and the individual to create jobs increase and improve education as well as jack up training.

university courses for the CIS

THE South African Institute of Chartered Secretaries and Administrators has arranged for young people to study at university for its examinations.

After three years of negotiations, five universities have agreed to this arrangement — Witwatersrand, Rand Afrikaans, Cape Town, Natal and Unisa.

To become an institute graduate, a student will enrol for a Bachelor of Commerce degree and register as a student of the CIS. Once he has completed the degree, he will receive exemption from 12 of the institute's 16 subjects.

SUCCESS

Finally, he will write four graduate qualifying subjects: corporate business administration, human resources management, financial management and management: principles and policies.

Chartered secretaries and administrators occupy many senior positions. The job is often advisory — a professional administrator uses his knowledge and training to contribute to the success of business by ensuring that the information required for high-level decision making is obtained from the relevant internal or external specialists.

The institute was founded in the UK nearly 100 years ago.

Cawu, LTA talk on retrenchments

THE Construction and Allied Workers' Union and the LTA company meet today to discuss retrenchments, a union spokesman said.

Cawu's general secretary, Mr Desmond Mahasha, said the talks will focus on the recent retrenchment of union members at the company.

About 450 Cawu members were involved in work stoppages at 10 LTA sites a fortnight ago in protest against the retrenchment of their colleagues.

Talks

LTA employees returned to work pending further talks between the union and management.

Mr Mahasha said management was expected to respond to proposals submitted by the union.

Talks between the two parties will also focus on recognition of the union.

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CITY



TENT TOWN: Children from squatter families moved from Noordhoek play in the Khayelitsha sand and tents.

Squatters fear job losses

Hundreds face uncertain future

Staff Reporter

SQUATTERS from Noordhoek say they will probably lose their jobs because of their removal to Khayelitsha.

At least 600 people living in bush camps in Noordhoek were removed yesterday in a huge operation involving provincial officials and a strong police presence.

Squatters said the operation started at about 4am.

It ended late yesterday afternoon after about 110 families, their possessions and building material had been taken by lorry to Khayelitsha.

Mr George Ortman, one of the squatters, said many had jobs in the area and others had earned money selling braai wood at the roadside.

He said: "We didn't have a chance to tell our employers we were leaving. And how are we going to get to our jobs from here? It's 35km to Noordhoek and none of us has any transport.

"If we travel by bus it'll take hours to get there and back again."

Those removed have been given tents in the township.

According to a statement issued by the Provincial Administration, two days ago there were 111 families squatting on Dassenberg farm. In September 1986 there were six families.

The statement said: "It must be emphasised that the conditions under which these people were squatting were most unsatisfactory."

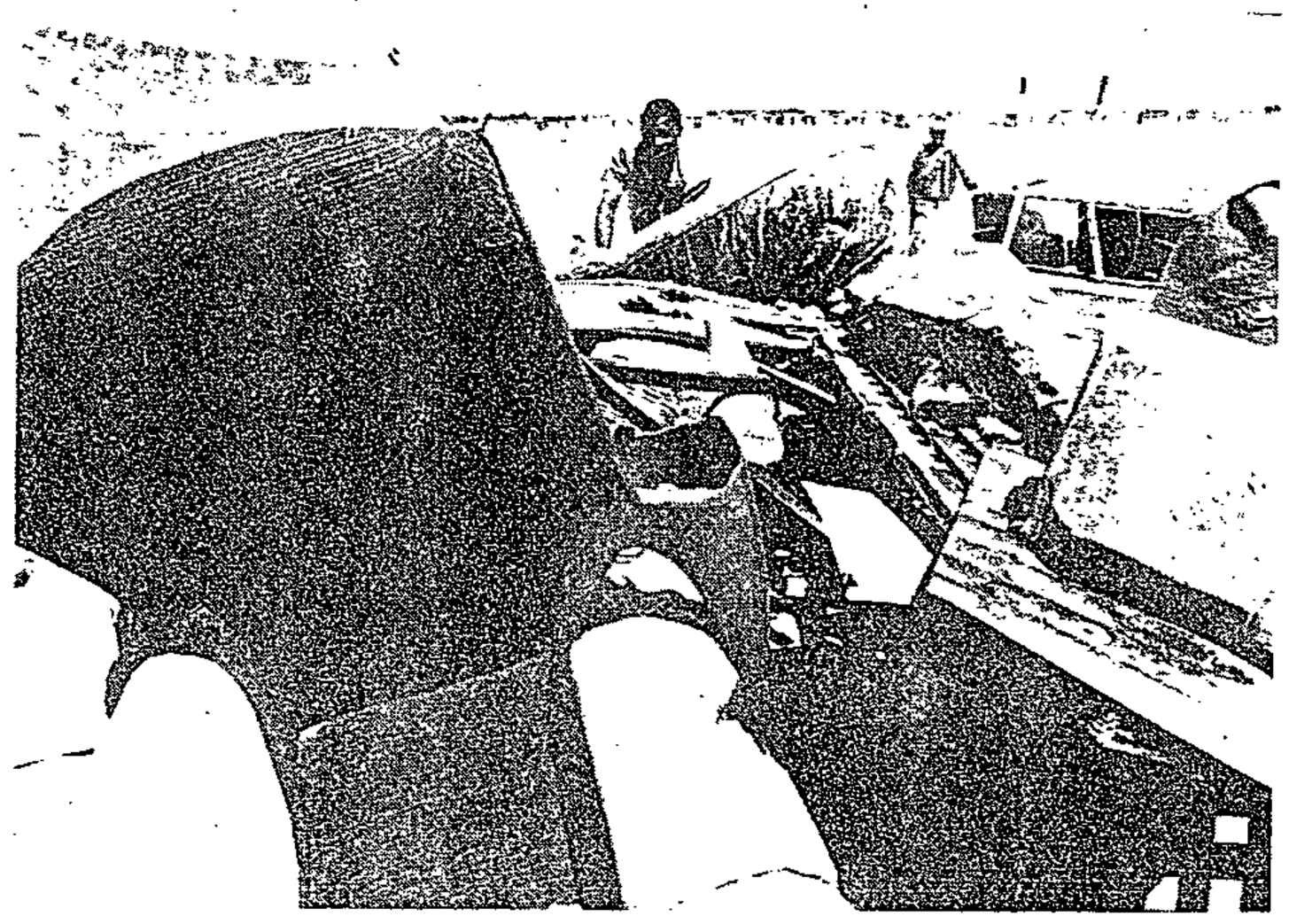
Dassenberg was formerly owned by Mr Dawid de Villiers but was recently bought by Mr J H P Smit and partners who complained about the squatters and asked for action.

Archbishop Desmond Tutu today condemned the removal of the squatters as "vicious".

He said: "Nothing demonstrated the farce of the Government's 'reform' policies and the hollowness of its promise to end forced removals more than yesterday's vicious uprooting of the squatters in Noordhoek.

"Decent people are revolted by the massive display of force used against people guilty of nothing more than trying to eke out a living for themselves and their families in circumstances that were already pitiful.

"To treat ordinary, innocent people with such barbarity cries out for protest from those in the white community who sanctimoniously condemn violence when it is employed by the oppressed but turn a blind eye to the violence practised in their name."



Pictures: ANDRÉ STANDER, The Argus

BROKEN HOME: A Noordhoek squatter starts sorting his possessions after yesterday's removal to Khayelitsha.

Star 7/12/87.

Harder times ahead, says Rand chairman

Coal sanctions cost 800 jobs in mines

By Finance Staff

More than 800 people have lost their jobs on Rand Mines coal mines as a result of sanctions, chairman "Dammy" Watt writes in the group's annual report.

"Regrettably, instead of encouraging reform, the sanctions campaign has resulted in a hardening of attitudes in this country and the sufferers have mainly been the very people who were supposed to have benefited from sanctions," he says.

The Rand Mines coal division has rationalised its operations and reduced production to operate more effectively under the difficult trading conditions expected in the export market in the short term.

Severely prejudiced

South African coal producers are also being severely prejudiced by the substantial increase in the cost of railing coal to Richards Bay for export.

"This increase could well put certain coal producers into loss and thereby cause further reduction of jobs in this industry for 1988," Mr Watt says.

"Sanctions were initiated by Denmark, adopted to some extent by France in 1986 and thereafter applied by the US. Political sentiment in certain other countries, where no formal sanctions have been implemented, has made it extremely difficult for South African exporters to expand sales."

Mr Watt says the position has been aggravated by the fact that some traditional overseas users of South African coal have voluntarily turned to other sources of supply.

In London a Labour MP has called on Home Secretary Mr Douglas Hurd to investigate the operations of the South African coal industry office.

The Star's London Bureau reports that Mr Richard Caborn, who represents Sheffield Central, is worried because Mr Robert Swain, director of the office, is said to be a former captain in British military intelligence.

"Swain admits he is closely monitoring the sanctions campaigns of the Anti-Apartheid Movement and the National Union of Mineworkers, and I regard this as spying," he said.

The office, funded by a group of mining companies, was opened last September, a week after the end of the South African gold and coal miners' strike.

Mr Swain said it was true he had not worked in the coal industry and had never visited South Africa. But he thought there were similarities between army intelligence work and his job.

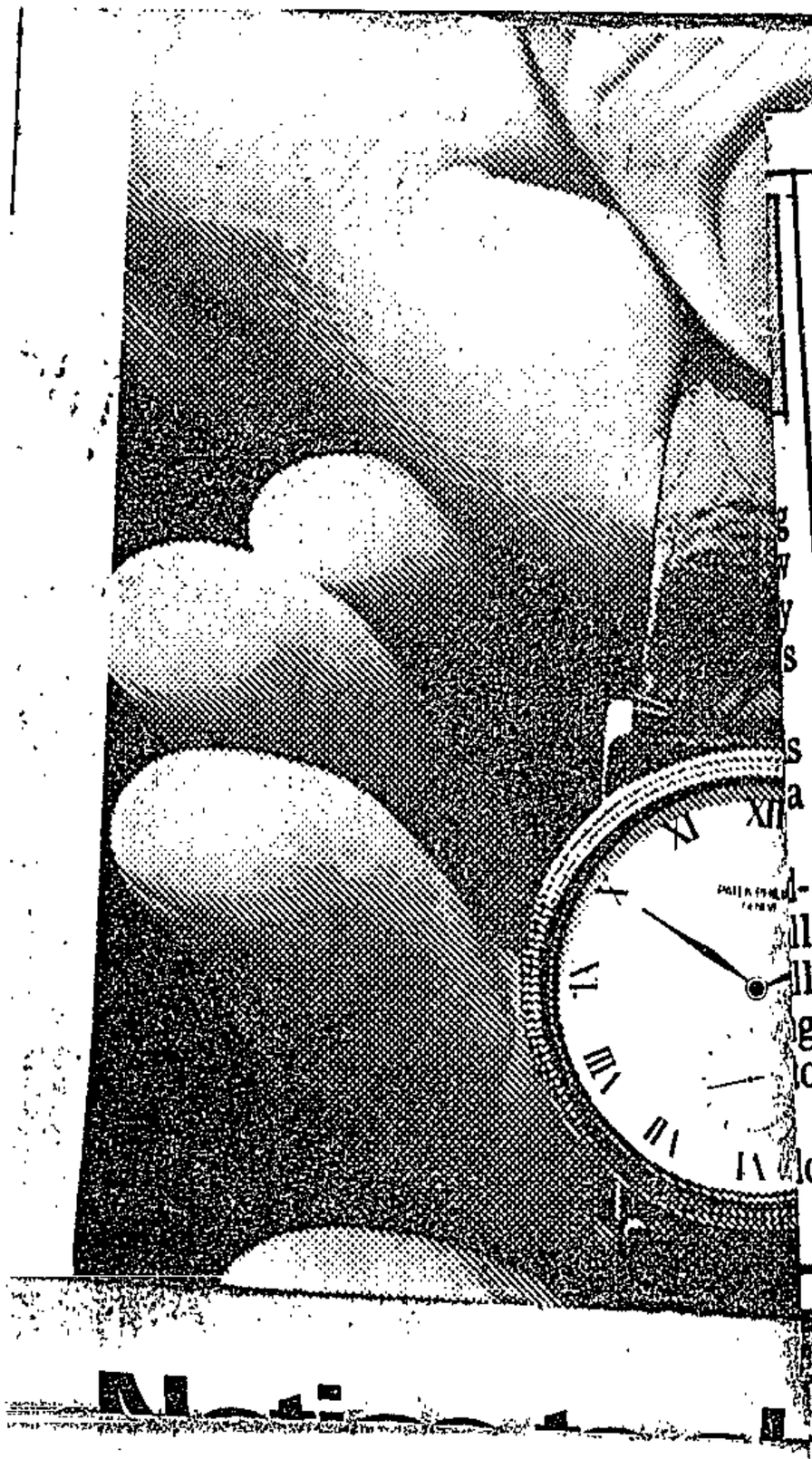
"Both involve information gathering," he said.

The office has been supported by a group of Conservative MPs, led by Mr Michael Brown.

Sales of South African coal to France, Denmark and the United States have fallen because of sanctions.

Britain, which has resisted pressure for a coal ban, imported 725 000 tons in 1985 because of the British coal strike, but imports fell back to 106 000 tons last year and 37 000 tons during the first nine months of this year.

Mr Caborn believes that, with other markets cut off, South Africa is now hoping to increase sales to Britain.



that staff bonuses

Unemployment lower in July

435 10/12/87

GERALD REILLY

PRETORIA — Unemployment among blacks dropped below one-million in July, Central Statistical Services (CSS) "strict" assessment of the problem showed.

Of the 20 172 000 total black population, 6 309 000 were economically active and 995 000 of those, 15,8%, were out of work.

This is 15,7% down on July last year when 1 181 000 were workless.

"Unemployed" was defined by CSS as those not in paid employment and not self employed and who were looking for work.

N CITY EASTGATE

Half of shoe firm's workers retrenched

Argus 10/12/82 335

Labour Reporter

ABOUT half the workers at Panther Shoe Company, Maitland, have been retrenched in an operation linking Panther with another Cape shoe company.

Workers retrenched yesterday said they had been offered one week's bonus and two days' pay for every year of service.

Company spokesmen were not available for comment but Mr Douglas Petersen, assistant area organiser for the National Union of Leatherworkers, said about 160 people had been paid off.

It is understood that Panther and Elliott Footwear, Parow, have been acquired by Con Shu Holdings, a Johannesburg-based firm, which will consolidate operations at Elliott's premises in the new year.

Mr Petersen said he had assurances from management that staff at Elliott would not be reduced.

ARGUS 21/12/82

CAPE NATIONAL

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Lack of jobs is top concern — survey

By LINDA GALLOWAY,
Mitchell's Plain Bureau

A SURVEY among residents of Beacon Valley in Mitchell's Plain has shown that the issues which concern them the most are unemployment, crime and lack of recreation facilities.

Mr Norman Jantjes, a social worker in Nicro's office in Mitchell's Plain, said the survey was designed primarily to assess residents' reaction to the community centre that Nicro was building in Beacon Valley, but had included questions on lifestyles, needs, likes and dislikes.

Unemployment had proved to be a dilemma for welfare agency staff.

"Do we just continue handing out food parcels so that families are fed for another week, or do we pressure the Government into doing something?" Mr Jantjes asked.

"Food parcels and soup kitchens are not constructive. People quickly become dependent on aid when it is easily obtainable.

"Nutrition kitchen"

"Rather, we should be exposing the Government to criticism for allowing people to starve."

An alternative to food parcels and soup kitchens was a "nutrition kitchen" where cheap, nutritious food was sold. One of these had been planned for the new Nicro centre.

According to the survey, the average number of people living in council houses in Beacon Valley was 12.

Other problems pinpointed by the survey were the lack of recreation facilities for children and a lack of community cohesion.

"Crime is a definite cause for concern in an area like Mitchell's Plain and unemployment is one of the biggest causes of crime," he said.

Keep to themselves

"Very few people belong to any organisation or civic body. Most don't know their neighbours and keep very much to themselves."

Mr Jantjes said that response to the Nicro centre had been positive, with a number of people keen to get involved.

A committee of residents would run the centre, co-ordinating programmes and facilities.

Mr Jantjes wants to initiate a residents' association in Beacon Valley

A public meeting is planned for the end of January to discuss the viability of such an association.

White-collar workers at ADE lose jobs

Cape Times 1/12/87

335

Labour Reporter

ATLANTIS Diesel Engines (Pty) (ADE) retrenched about 40 white-collar workers yesterday as a result of the reduction in demand for heavy commercial vehicles and agricultural machinery, a company spokesman said.

One of the retrenched workers, who declined to identify himself, claimed scores more in fact lost their jobs through company "restructuring".

A senior ADE staff member, who declined to be identified, yesterday described the retrenchments as "ADE's annual culling operaton".

A director of the diesel engine manufacturing company, Mr Frikkie Erasmus, said about 40 people were retrenched and "certain people were taking up alternative offers".

He said it became necessary to modify the structure of the company in order to "adjust to the market needs".

He said the postions affected were all salaried and included management.

Mr Erasmus said employees had received a retrenchment package of one month's notice, a pro-rata bonus, and further remuneration linked to years of service ranging from a month to four months.

'Varsities in a cash crisis

Job chances are thin, even for matriculants

335
SMM 21/12/87

Own Correspondent

DURBAN — Matriculants throughout South Africa have little chance of finding jobs or furthering their studies — because employers and higher education institutions face their worst crises for years.

That is the gloomy message from universities, economists and educationists.

Alarming Government subsidy cuts to universities and 20 percent increases in fees are forcing thousands of potential students to abandon thoughts of higher education.

This could mean disaster for a country already suffering a serious brain drain.

Many educationists now fear that unless there is a more rational approach by the Government and commerce, there will be severe breakdowns in the entire higher education system in South Africa.

There is more bad news. Sanlam chief economist Mr Johan Louw says the gradual economic recovery is likely to lead to only a marginal drop in unemployment.

In his economic review for December, Mr Louw said official estimates project that more than 1,2 million blacks — a huge 18,5 percent of the economically active black population — are without work, or not employed fully.

Even worse news comes from Central Statistical Services in Pretoria, who estimate that the recession has cost almost 250 000 jobs in four major work areas since July 1984. In the same period, more than 600 000 new black workseekers have entered the labour market.

Young people face stricter university entrance qualifications and the almost impossible task of paying the fees.

Most universities have announced increases of between 12 percent and 20 percent because of rising costs and further cuts in State subsidies.

Both the University of the Witwatersrand and University of Pretoria have had their subsidies cut by 17 percent.

SAA pilots place ads to thank the public

The South African Airline Pilots' Association (Saapa) is mounting a daily newspaper advertising campaign to thank the public for its support and assure airline passengers that their safety is paramount.

Saapa spokesman Mr Jan Badenhorst said the advertisements would be placed in newspapers throughout South Africa.

The advertisements follow the row between South African Airways (SAA) and its pilots.

Aggrieved pilots have discussed the possibility of pooling their resources and launching an offshore company to market their services.

Pilots' complaints include low salaries and overwork.

The advertisement is to appear in tomorrow's editions of the *Cape Times* and *The Argus*.

Said Mr Badenhorst: "It will be placed in other papers a soon as arrangements have been made and space is available."

The advertisement begins: "All the pilots of South African Airways wish to thank the public for their generous support and understanding." — Sapa.

WE IMPORT DIRECT — WE IMPORT DIRECT — BE FROM WHOLESALE IMPORTATION

Angolans homing

Men stranded after losing jobs



Far from home in Natal and stranded in Johannesburg . . . the eight would-be security guards are (from left) Mr Arthur Hlope, Mr Mandla Bhengu, Mr Denis Dlamini, Mr Darrington Dube, Mr Mlungisi Ngema, Mr Micah Zulu, Mr Arthur King and Mr Thulani Hadebe.

● Picture by Alf Kumalo.

23/12/87

By Mike Siluma, Labour Reporter

Eight security guards from Durban are stranded in Johannesburg after their employer, Springbok Patrols, allegedly failed to keep its promise of free accommodation, food and uniforms.

The workers' claims were yesterday rejected by a Springbok Patrol spokesman, who said they had, in management's view, deserted.

The eight — Mr Arthur King, Mr Denis Dlamini, Mr Thulani Hadebe, Mr Mlungisi Ngema, Mr Mandla Bhengu, Mr Darrington Dube, Mr Micah Zulu and Mr Arthur Hlophe — claimed they were fired on Sunday after querying their conditions of employment. They claimed that they did not receive pay due to them after working for a week.

The guards, whose ages range between 19 and 25, claimed that prior to their being recruited by Springbok Patrols, they had been out of work for periods of between two months and two years.

When recruited, they were promised a monthly wage of R450, hostel accommodation, canteen facilities with free food and double pay for working on Sundays.

"We arrived in Johannesburg on Tuesday last week and were dispatched to Witbank to guard a construction site on a coal-mine. We had to sleep on the floor in a prefabricated kitchen and received one meal a day, payment for which, we were told, would be deducted from our pay," said the men.

COULD GET LOAN

They claimed that when they returned to Johannesburg on Saturday, they were again assigned to do night shift. However, when they refused to return to work without their grievances being addressed, they were fired.

Denying the allegations, the Springbok Patrol spokesman said: "They cannot complain about pay because the usual payday for our employees is the 30th of the month. There was no accommodation for them at Witbank because they had gone there to work, but in Johannesburg they lived in a hostel where they were provided with food."

The spokesman said that employees could apply for a loan to tide them over until pay day and said some workers employed at the same time as the eight were still working for the company.

Referring to the allegation that the workers were dismissed for complaining, the spokesman said: "They took off their uniforms and said they did not want to work. In our view they have deserted. When they reported to the Department of Manpower offices on Monday, we sent a truck to fetch them, but they refused to return to work."

Yesterday, the men, carrying some of their luggage, came to The Star to report their plight. They were hoping to be able to raise enough money to return home to Natal.

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RETRENCHED SCIENTIST TO HIT BACK AT CSIR

ROBIN TAYLOR

ANOTHER eight scientists have lost their jobs at the Council for Scientific and Industrial Research (CSIR) as it rationalises its operations.

The "enforced early retirement" of eight scientists in their 60s brings to 14 the total number retrenched recently in the CSIR's restructuring of 23 existing research institutes.

One of the six chief directors whose retrenchment was announced last week has started legal action against the CSIR.

The CSIR confirmed the eight extra posts had been made redundant and that the incumbents had retired. Their names have not been disclosed.

The six men in their 50s who were retrenched do not qualify for pensions. They are T C Erasmus, J R Bull, L R P Butler, J Morris, K van Zyl and D Turpie.

All six had worked for the CSIR for between 20 and 40 years.

One of them, who did not want to be named, confirmed yesterday he had already briefed lawyers to institute court action against the CSIR. He declined to comment on the basis of his application.

Morris, former chief director of the National Building Research Institute, said the CSIR had made no provision for early retirement.

He said all the newly employed managers were younger and fitted the CSIR's "revolutionary" new image.

He said several of the people whose positions had been made redundant served on international scientific committees.

Retrenchments cause uproar at the CSIR

PRETORIA — Large-scale discontent is said to have surfaced among staff of the Council for Scientific and Industrial Research after a further eight scientists were retrenched as the council rationalises its operations.

This brings to 14 the number of top officials who have lost their jobs as a result of "re-organisation" within the council.

The "enforced early retirement" of eight scientists in their 60's and six in their 50's comes as a part of the CSIR's restructuring of 23 existing research institutes into 11 industry-related divisions.

Those retrenched include two deputy presidents and seven chief directors.

One of the chief directors is considering legal steps against the council in terms of an alleged unfair labour practise.

According to one of the retrenched officials, there was a definite feeling of bitterness among those affected and the general feeling was that the matter had been "badly handled".

The cost of the retrenchments to the CSIR, including pension payouts, could run into "several million rand".

The reason given by the CSIR for the reorganisation programme was "to be more market-related and to be able to serve industry better".

The men had apparently been given three months special leave "and we were told not even to come back".

They said that in terms of the settlement — a few were close to retirement age — they would suffer a financial loss with the lump-sum payments being taxable and subject to the whims of inflation.

In terms of the deal, those under 60 — excluding the Deputy President, Dr Koos Kemp, 59, — will receive a lump sum package.

This consists of 15,5 per cent of their current salary multiplied by their number of years service from the pension fund, said to be only what they have paid into the fund, plus a year's salary. They will also receive accumulated leave payouts from the CSIR.

One of the retrenched men said: "The psychological shock was tremendous. We were all part of a team working towards the benefit of South Africa."

The six men in their 50's who had between 20 and 40 years experience with the CSIR do not, however, qualify for pensions.

The ex-chief director of the National Building Research Institute, Doctor John Morris, said the CSIR had made no provision for early retirement.

He said all the newly employed managers were younger and fitted the CSIR's "revolutionary" new image. — Sapa

Discontent among CSIR retrenched

PRETORIA. — Large-scale discontent is said to have surfaced among staff of the Council for Scientific and Industrial Research (CSIR) after 14 top officials lost their jobs as a result of "reorganization" within the council.

Those retrenched include two deputy presidents and seven chief directors. One of the chief directors is considering legal steps against the council in terms of an alleged unfair labour practice.

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The men had apparently been given three months' special leave "and we were told not even to come back".

The men said that in terms of the settlement — a few were close to retirement age — they would suffer a financial loss.

The lump-sum payments, although large in rand terms, did not take inflation into account, they said. This, with the fact that the payments were taxable, reduced them considerably.

In terms of the deal, those under 60 — excluding deputy president Dr Koos Kemp, 59 — will receive a lump sum of 15,5% of their current salary multiplied by their number of years service from the pension fund (said to be only what they have paid into the fund), plus a year's salary in one sum, and accumulated leave pay-outs from the CSIR.

It is understood that Dr Kemp will take leave in April until he turns 60, when he will retire.

Those who have been declared redundant are two deputy presidents, Dr Koos Kemp and Dr G Heymann, and six chief directors under the age of 60, Dr John Morris, Dr Pat Butler, Dr Theuns Erasmus, Dr Jimmy Bull, Dr Derrick Turpie and Mr Kobus van Zyl, chief director Mr Neil Walker, who is over 60, and five other senior officials to whom it was "suggested" they should go on pension for being over 60. They are Mr Frank Anderson, Mr Naude van Wyk, Mr Raymond Vice, Dr Mike Hunt and Mr Vic Shaw.

The chief directors were heads of institutes and in control of R15-million to R20-million budgets or more.

The CSIR said in a statement yesterday, its 23 existing research institutes and laboratories had been reorganized into 11 industry-related divisions and its administrative and support services had been rationalized.

The new top management posts were widely advertised and in June 1987 were filled by 14 people who met the demands — two people were appointed from outside the CSIR while the others were chosen from within.

The process of restructuring would be completed early in the new year, and the "new CSIR" will come into operation on April 1. — Sapa

Multiple

UNEMPLOYMENT — 1988

Job prospects for matriculants and unskilled workers are bleak for 1988

Daily Dispatch Reporter

EAST LONDON — Job prospects in 1988 for matriculants and the unskilled are bleak, according to East London personnel firms.

The director of a personnel agency here, Mrs E. Bradburn, said that because many companies had scaled down their staffs they "can no longer afford to employ people with no experience".

A good matric was no longer guaranteed a school leaver employment in a bank or building society, she said, adding that most banks and building societies here had a full complement of staff this year, and were not taking in their usual quota of matriculants.

This was confirmed by the staff clerk of a bank here who said that they did not have any vacancies.

The owner of another employment agency here, Mrs P. Dossin, said that she had seen fewer school leavers this year than last year.

"I presume this means they have either decided to study further or, as in the case of some males, are off to the army."

Mrs Dossin said that for the last 18 months there had been a shortage of skilled people on every level.

"If one is skilled with a good track record the possibilities of finding a job are that much more greater. Companies here are looking for people with both experience and qualifications," she said.

Mrs Dossin added that compared to Johannesburg, salary increases had been low, especially for school leavers. Secretaries and bookeepers here, however, had a substantial increase this year, and there had been a slight increase for artisans.

The owner of a computer training and personnel company, Mrs Nola Johannsen, said that in the computer industry there had also been a drop in the number of jobs available.

"There are jobs if you are experienced, but unfortunately there is a vast gap between training and experience resulting in many school leavers struggling to find suitable jobs in East London," she said.

Scientists may sue the CSIR

PRETORIA — The CSIR faces lawsuits from several senior staffers who have been declared redundant, one of them said yesterday.

A top scientist said they had been treated "unfairly" and court action in terms of labour legislation was their only recourse.

Two deputy-presidents and six directors were declared redundant in moves to streamline the CSIR, he said.

He claimed the CSIR — SA's largest research organisation — was in "a state of internal revolt" as a result of a decision to retrench an undisclosed number of staff.

A CSIR statement said the restructuring of the CSIR would not entail a general curtailment of staff.

The CSIR said apart from six people who had been declared redundant, seven other former chief directors who could not be accommodated in the new structure, and who had reached retirement age, would leave the CSIR under the normal pension benefit scheme.

Allegations that the six affected people were leaving the CSIR without pension benefits were not correct, the CSIR said.

Scientists at SA universities said SA could expect to lose many of its graduating and post-graduate researchers. They believed government would in future attach an even lower priority to scientific research because it needed to channel its available funding to defence, agricultural and emergency social programmes.

"This is a pity, because SA has outstanding scientific research potential," said one. "Our universities are already a few years behind in some research areas because of a lack of funding, and academic isolation." — Sapa.

No major job cuts — CSIR

The "restructuring" of the Council for Scientific and Industrial Research (CSIR) would not entail an immediate general curtailment of staff, a spokesman for the CSIR, Mr Beau Pautz, said yesterday.

He was responding to reports that several senior CSIR staffers axed in the "restructuring process" were considering legal action.

Seven chief directors, two deputy presidents and six "other individuals" have already been sacked by the CSIR.

Mr Pautz did not rule out the possibility of further retrenchments of personnel who were presently jobless but who would be requested to undertake important "ad hoc" projects.

These would be evaluated after a period of a year, when it was possible that a number of the employees concerned could also face the sack.

The president of the CSIR, Dr C F Garbers, recently stated in an open letter to personnel that a "large-scale redundancy of staff" was not foreseen, Mr Pautz said.

"The CSIR would like to stress the fact that the process of restructuring in which it is presently involved does not entail a general curtailment of staff."

The redundancies which had occurred were the result of a well-planned restructuring process during which all possible candidates for management posts were carefully considered. Unsuccessful candidates were considered for other posts.

"The fact that certain individuals could not be retained does not in any way reflect on their competence or capabilities.

"Allegations to the effect that the six individuals in question are leaving the CSIR's service without pension benefits are not correct." — Pretoria Correspondent, Sapa.

Fewer unemployed blacks, says govt

DIANNA GAMES

THE estimated number of unemployed blacks for August decreased by 12,7% compared with August 1986, Central Statistical Service said in its latest figures.

The current population survey, based on a new sample, said the number decreased from 1 160 000 to 1 013 000 for those months.

CSS said the unemployment rate for blacks in August 1987 in SA (13,2%) was lower than that for the self-governing territories (23,1%).

According to its figures, the number of unemployed blacks as a percentage of the economically active population were, in July and August 1986, nearly one-fifth of the total (respectively 19,9% and 19,4%).

Those for the same months in 1987 were 15,8% and 15,9%.

CSS estimates the total number of blacks in SA in August last year — including self-governing states — was 20,2-million, of which the economically active population was estimated to be 6,3-million.

Of the latter only 2,4-million work in the cities, it said.

Of 8,5-million people in the self-governing territories, only 1,7-million were economically active, it said.

Of nine economic regions, the Eastern Cape and parts of the Free State showed the highest rise in unemployment from July to August 1987 — nearly 7% — with the PWV area and KwaNdebele second with a rise of 0,9%.

(335) Bl 7/11/88

CSIR 'will not sack all excess staff'

GERALD REILLY

PRETORIA — There will not be a large-scale sacking of surplus CSIR staff, a council spokesman said yesterday.

He said surplus staff are inevitable when 23 institutes and laboratories are consolidated into 11 divisions.

However, he said, less than 5% of the total 4 780 CSIR staff is affected by the reorganisation.

"The objective is to make the CSIR into a leaner and more effective organisation, better able to serve the needs of the private sector — and you can't make omelettes without breaking eggs.

"The need for administrative and support staff would obviously diminish under the new structure."

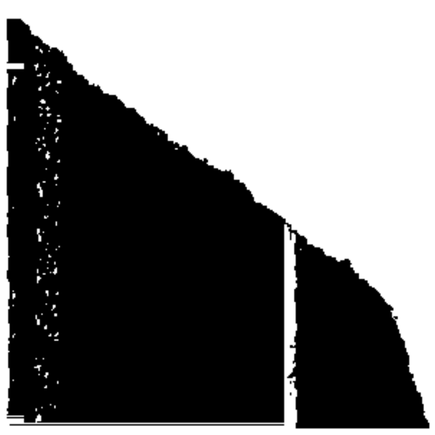
However CSIR President Chris Garbers has informed potentially redundant staff they will be employed for a year in ad hoc projects.

Opportunities for retraining staff will also be created.

The services of a maximum number will be retained, the spokesman said.

Meanwhile one of the seven division heads declared redundant last year is to contest his "unfair" dismissal in court.

The CSIR will defend any legal action taken, the spokesman said.



Institute chief explains staff retrenchment

PRETORIA — Some 237 "support" staff at the Council for Scientific and Industrial Research in Pretoria face possible retrenchment in about a year's time.

This emerged at a press conference yesterday at which the chief executive and president of the CSIR, Dr Chris Garbers, explained the restructuring and streamlining process the institute had embarked on.

Seven executives were declared redundant in moves which saw 21 former research institutes restructured into 11 research and development divisions.

One redundant chief director, whom Dr Garbers would not name, has taken legal action for reinstatement.

Dr Garbers dismissed allegations that the redundant executives had been treated unfairly.

Some 95 per cent of the CSIR's 4 747 staff members — including all its scientists, researchers and technicians — had been placed in the restructured CSIR. A total of 237 as yet unplaced support staff would be retained to assist in the restructuring process. They may or may not be retrenched in a year's time.

"Contrary to reports of general dissatisfaction, uncertainty, unrest and even mutiny, I am convinced that the vast majority of CSIR staff have accepted the necessity of change and the accompanying discomfort," he said.

The 42-year-old organisation had been overhauled because of changes in science policy, cutbacks in budgets, the need to strengthen university research, the demands of industrial development, worsening international relations and the withholding of technology.

The group executive for corporate services, Dr Neville van Deventer, said the CSIR had set up a National Technological Information Service to acquire information for South African use from world sources. It would operate above board and not covertly. — Sapa

Court upholds mine dismissals

ALAN FINE

The Industrial Court has refused a NUM application for the reinstatement of 73 former President Brand gold mine employees dismissed during the August wage strike.

Anglo American said 47 essential-service workers had been dismissed after ignoring an ultimatum to return to work. An agreement between NUM and the mine provided that workers in that category could not strike.

Another 26 officials, whilst members of the NUM, were employed in job categories covered by an existing agreement between the Chamber of Mines and officials' associations.

300 lose jobs as factory closes

ABOUT 300 garment workers are involved in a dispute with their employer after the closure of a Parow factory.

The workers, who are members of the Garment and Allied Workers Union (GAWU), claimed the management of Teconit failed to consult them about the closure of the factory or offer them retrenchment benefits.

A spokesperson for GAWU said an ultimatim had been given to the firm to negotiate a retrenchment procedure. He said legal steps were being planned.

Expired

The manager of Teconit, Mr Stan Wood, said the factory had been closed because it was uneconomical and that a lease on the property had expired.

"All the Parow workers were offered employment at our Claremont factory but they've refused."

No unemployment benefit after 2½ years

Despair of a jobless man

335 Sowetan 15/1/88.

By SY MAKARINGE

AN unemployed Soweto man, who has made countless trips to the New Canada labour bureau in an attempt to get his unemployment benefits, hung his head in despair this week when he was told he was no longer entitled to them.

Mr Nicholas Dyani (28), who resigned as a retail salesman for the now defunct West Rand Administratioin Board in August 1985, applied for unemployment relief in October of that year, but officials of the Department of Manpower allegedly sent him from pillar to post.

"When I went to New Canada to submit my application, the clerks sent me to 80 Albert Street in town. Clerks at 80 Albert Street sent me back to New Canada. This went on and on until I decided to give up. I suppose this is the price I had to pay before I could get what I was entitled to," a disgruntled Mr Dyani said.

A spokesman for the Department of Manpower in Johannesburg said this week that Mr Dyani, who was born in the Eastern Cape, applied for unemployment relief during the time the influx control regulations were still in force.

Alien

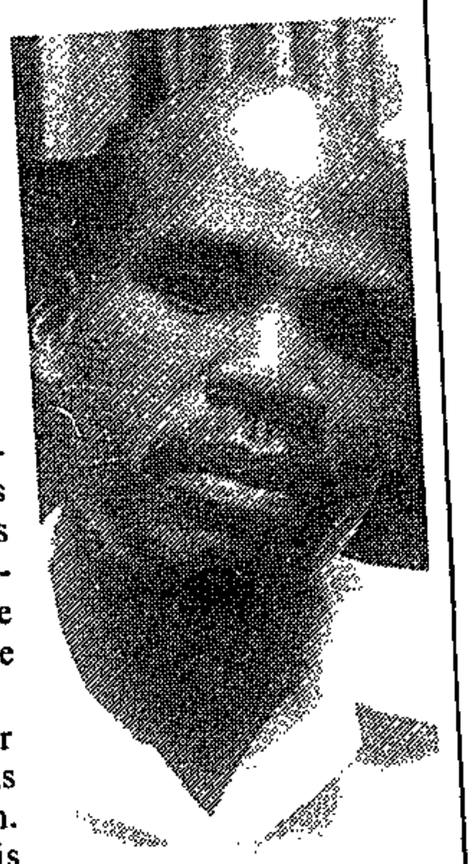
He said because Mr Dyani was then regarded as an alien in the prescribed area of Johannesburg, he was supposed to have sought permissioin to remain in the area before his application for unemployment benefits could be considered.

"But now everything has changed," the spokesman said.

However, the spokesman said, Mr Dyani was no longer entitled to his benefits as the nine-month period in which he should have lodged the application had lapsed.

"According to our records Mr Dyani has not made an application. I'm afraid there is nothing we can do for him now. He can submit an application for formal refusal," he said.

Mr Dyani, who is still unemployed, said life had become unbearable for him since he resigned. He said jobs were very scarce and sometimes he did not know where his next meal would come from.



MR DYANI . . . in a bureaucratic bumble.

Cape Times 16/11/88

47 labourers fired by Crossroads committee

Staff Reporter

AT least 47 casual labourers employed in upgrading Old Crossroads have been fired by the township's committee because they are not committee "subjects" or members of the conservative faction.

One squatter camp leader put the sacking figure at "several hundred", but Mr "Toppie" du Toit, managing director of Topcor, the construction company involved, said only 47 workers were fired by the committee on Monday.

He said his company had agreed at the beginning of the R3,2 million contract that the Old Crossroads committee could choose casual labour.

"We quite like it because we don't want any bad feelings there. We're a handful of whites among thousands of blacks," Mr Du Toit said.

He confirmed that his work force were summoned to the Old Crossroads committee headquarters last Friday where they were quizzed about their home addresses, but denied the committee had acted arbitrarily. "We've got an agreement with the committee that only people of Old Crossroads can come and work there," he said.

Portland Cement squatter leader Mr Christopher Toise handed the Cape Times a list of 61 people allegedly fired and said there were "hundreds more".



Teconit workers wait for the outcome of negotiations at the offices of the Garment and Allied Workers' Union in Salt River. They later accepted the management's retrenchment offer of R50 000 to be divided among 300 workers

335 21-27/1/88

Retrench us — 300 demand

A DISPUTE at a Parow knitwear factory has had an unusual twist — 300 workers are demanding to be retrenched!

Now the workers have accepted a retrenchment package involving R50 000.

The dispute arose after the Parow factory of Teconit was closed down at the end of last year, and the workers told to report to the firm's Claremont factory on January 13.

Not consulted

The workers, all members of the Garment and Allied Workers' Union (Gawu), claimed they had not been consulted about the closure and were informed about it only hours before the start of the year-end holidays.

Gawu shopsteward Ms Magdalene Jacob said the directors of Teconit had assured the workers that their jobs would be secure until September this year.

"We were informed to report at the Claremont factory in January this year. All the workers were upset about this because it meant additional transport cost.

"Most of the workers live in outlying areas and are already paying more than a quarter of their earnings in transport."

Jacobs said the workers preferred retrenchment to seek jobs closer to their homes.

"Our demand is that Teconit negotiate a proper retrenchment procedure with our union and that a satisfactory settlement be reached."

Teconit's manager, Mr Len Wood, said the workers' jobs were "at no time in danger" and they had been informed at the end of last year that they had to report for duty "merely at a different factory".

"We are expanding our Claremont factory, where we have 520 workers, and desperately require the expertise of these highly-skilled workers."

335

21/1/88 Sowetan

Bid to create jobs

THE newly-formed Self-Help Industries for the Blind is to help create more jobs for blind people.

A co-ordinator of the association, Mr Patrick Moripe, who is blind, said yesterday that they wanted to reduce the high rate of unemployment, expecially among blind people.

The association operates from a centre in Wadeville on the East Rand where members assemble fruit boxes and other containers for the private sector.

The members, who come mainly from the East Rand and Soweto, earn their living by selling their products and other goods.

Mr Moripe said blind people could not easily get jobs.

"Our members are taught to assemble these products and other articles," Mr Moripe said.

He added: "We also want to get into other business ventures."

Their association is not sponsored, and benefitted from charity organisations.

Jeffy has been pounding the streets looking for a job for three years

By Winnie Graham

Mr Jeffy Mabizela has been looking for a job for three years.

The 35-year-old father of six, employed as a steak griller for 14 years, lost his job at a Robertsham, Johannesburg, restaurant when the Greek owners emigrated in 1985. Since then he has tried, in vain, to find work.

He has walked the streets of central Johannesburg asking for a job. He has tried his luck in the suburbs. He has waited, hoping, outside shops and restaurants for hours — only to make his way home without an answer.

Mr Mabizela is convinced that employers are afraid to employ an unknown Soweto man — and he did not get a reference when he lost his job at the steakhouse.

If jobs become available, he says, they are given to friends of existing staff members, people the restaurant owners believe they can trust.

Mr Mabizela is an "outsider", someone without the right friends or contacts. His chances of finding work are low, but he keeps trying.

He lives in a "back room" in Soweto. His wife and children have returned to kwaZulu to wait, hopefully, for their breadwinner to summon them back — or at least to send money for food and clothes.

After three years, they are still waiting. Mr Mabizela hasn't found a job. And if his wife and children are hungry, so is he.

"After I lost my job, I made a little money selling flowers outside a shopping centre, but since Christmas, things have been tough," he says.

"I have to find a proper job this year. I will do anything to earn a living. I cannot keep asking friends to help me with loans and food."

Mr Mabizela's story is typical of the hardships still being endured by jobless workers in the urban areas. The gradual recovery of the economy, says economists, has done little to improve unemployment levels.

Sanlam's December economic review shows that more than 1,2 million blacks, or 18,5 percent of the economically active black population, are without work or not fully employed.

The review says it is a matter of further concern that 60 percent of unemployed blacks are under 30, and that 65 percent have either had no schooling or only primary schooling.

Central Statistical Services said recently that almost 250 000 jobs were lost in the four major work areas in the past three years.

It put the number of unemployed and under-employed workers at more than 2 million.

In three years 35 700 whites, 23 600 coloureds, 2 200 Indians and 168 500 blacks lost their jobs. In the same period 600 000 new black work-seekers came on the market but economists say, only a few were able to find full-time jobs.

Little wonder that Jeffy Mabizela must keep walking and looking.



Jeffy Mabizela, father of six, has tried in vain to find work.

W/G ARGUS 23/1/88 335

Economy upturn — more staff wanted

Weekend Argus Correspondent

JOHANNESBURG. — Job opportunities in most sectors of the economy are increasing by the day as companies expand their workforces to keep pace with the upturn and to replace staff who left at the end of the year.

According to Mr John Dawkins, managing director of Kelly Personnel, demand for general office staff, particularly temporary, has increased by more than 100 percent since last June.

"This was followed by an increased demand for permanent staff. This seems to imply that there is a more active and positive economy.

"When companies first experience an upturn in business they are reluctant to recruit permanent staff immediately. They are more likely to employ temporary staff while they gauge if the upturn is going to last.

"As soon as they feel confident about the upturn continuing they look to increasing their workforce and take on permament staff."

The greatest demand is for secretaries with shorthand, word-processing operators and bookkeepers. At the same time a salary survey made by the group shows that in certain job categories where there were shortages last year salaries have risen considerably.

For instance, salaries of bookkeepers, secretaries and executive secretaries have increased by 18,3 percent, 18,1 percent and 12,5 percent respectively.

Mr Dawkins says that with the increasing demand for skilled staff, starting salaries will become progressively higher as companies strive to retain their staff and to attract additional staff with the necessary skills.

He says consumer demand is increasing and this is fuelling the production side of most companies to the extent that many are finding it difficult to keep up with the demand for services and goods.

Mr Ray Rosse, general manager, Professional Assignments, says that in the past year there has been a 200 to 300 percent increase in the demand for senior professional people.

"Two years ago we had a surplus of applicants and no opportunities. This year there is a complete reversal.

"Clients are also taking a much more positive approach to the future and are opening their doors. Discrimination is falling away."

Mr Bruce Herholdt of Don Gray Technical Management Services says the high-technology industry in the Transvaal is desperately in need of graduate and diplomat engineers and technicians for the light current electronics area.

Agency owner fleeces the poor

Pat Devereaux,
Star Line

An employment agency which has lured hundreds of unemployed people to its doors promising to secure jobs for a fee has disappeared with the work-seekers' money.

The agency, owned by Soweto businessman Mr Junior Ngubeni, operated under the names of S A Employment Representative Council and later Funda Employment Training College.

In the past three months the bogus employment agency has moved its offices at least twice.

Mr Ngubeni's business first attracted Star Line's attention in October last year when Mrs Lorrain Mollo said she had paid R20 deposit to the Funda Employment Training College at their Bree Street premises in Delbree House.

But she did not get any of the training promised to her.

The director of the Education Information Centre, Mrs Marion McNair, tried in vain to get Mrs Mollo's money back.

She then called Star Line.

Investigating further complaints in December last year, the reporter found the agency had moved to Ascot Mansions in Von Wielligh Street.

The entrance to the building was so crowded with eager job seekers that it was impossible to get into the offices.

ID CARDS

Job seekers coming out of the building told Star Line they had paid R9 to register with the firm and were told to collect identity cards, bearing the agency name, the following week.

They said they were told this would allow them to get a full salary at the end of the month.

This week a reporter once more went to the agency's premises in an attempt to speak to Mr Ngubeni but found the agency had disappeared.

An employee at the agents for Ascot mansions last week said Mr Ngubeni's agency had been evicted as he had failed to pay rent.

Heerengracht Hotel closes on Sunday

Municipal Reporter

THE five-star Heerengracht Hotel, which has been in operation since 1970, is to close down on Sunday.

Legal counsel for the Cape Town municipality and Trust Bank said yesterday that an out-of-court settlement had been reached before the municipality's application for an interdict against the hotel's closure had come to court.

In terms of the Deed of Settlement, the municipality had agreed not to proceed with its application for an interdict.

The now-abandoned interdict had sought to restrain the Trust Bank from ceasing to use the building as a hotel and from using it for any other purpose.

According to the settlement, the municipality has undertaken to institute another action if it intends to take the matter any further.

The lawyers declined to provide further information yesterday, or to release a copy of the three-page agreement.

However, it is understood that the municipality's legal advisers felt it was useless to proceed with the urgent interdict to stop the hotel from closing.

The best they could hope for was compensation for damages, should the court find that an agreement had been breached.

It has been learnt that an understanding was entered into between Trust Bank and the municipality in September 1965, requiring a hotel to be operated in a portion of the Trust Bank building for 25 years from the date of the commissioning of the hotel in 1970.

Mention was made in the undertaking of a penalty of R20 a day for each day in the period of the agreement that the building is not used as a hotel.

It is reliably understood that the hotel has been losing far more than R20 a day.

Father of seven waits for steady job

Six years ago Mr Philemon Mashegoane (47) — then a Pretoria municipality nightwatchman — was told to return home to Sekhukhuneland and wait for a call back to work.

He has been waiting ever since.

The frail father of seven is just one of the out-of-work men in the Sekhukhuneland area where unemployment is believed to be as high as 75 percent in adult males.

When The Star spoke to Mr Mashegoane, he had just had one of his luckiest days in years.

That morning he had been successful in signing on for a Lebowa Department of Works drain digging project. He and scores of unemployed men and women had been assigned to dig a trench. For this he would receive R3.

Until his retrenchment in 1982, he had always been able to find regular employment on the Reef.

Although unskilled and illiterate, he had worked for Sappi and South African Railways as a labourer.

When he finished his digging job, he would return to doing what he normally does ... sitting at home and waiting, he said.

Mine lay-offs

About 1 700 mineworkers are to be retrenched from Gencor's Stilfontein gold mine at the end of this month, with a further 3 000 to be laid off in July, according to the National Union of Mineworkers.

African Bank chief deplores inflation and joblessness

Unemployment and inflation constitute a significant threat to stability in South Arica today, says Dr Sam Motsuenyane, chairman of The African Bank Limited (African Bank).

In the bank's annual report, he says inflation and unemployment in South Africa remained disturbingly high against a background of continued socio-political unrest.

He calls on the Goverment to give priority to promoting economic recovery, developing job-creating programmes and stimulating black business ventures.

The role of small, black-owned businesses in improving the economic situation cannot be over-emphasised as they provide a sure way of job creation. They also bring more black people into the realm of ownership.

"Although the Government and private corporations have done much to expand black participation in business, much remains to be done.

"The growing hardships experienced as a result of rising unemployment, contribute to the tensions now prevaling in black areas," Dr Motsuenyane says.

A significent proportion of South Africa's population exists in a Third World context and spends an inordinate portion of its income on food.

Food inflation is currently running at 24%, compared with the overall inflation rate of 17% in South Africa and single-digit inflation among its major trading partners.

"The major victim of inflation in South Africa is invariably the black community, which is often not in a position to take adequate steps to adjust to circumstances," he says.

"Unless significant strides are made in the political area, the prevailing unrest is likely to continue and, in these circumstances, South Africa has little hope of ever attaining the vast economic potential for which there is ample scope," Dr Motsuenyane says.

FINANCE STAFF

"The reforms implemented by the Govenrment thus far have not brought about significant attitudinal changes among blacks, largely because these reforms all too often come too late or are not far-reaching enough to resolve the present impasse."

Dr Motsuenyane says one of the more pleasing aspects of the bank's operating results is the growth of more than 16% in the issued ordinary share capital. Total growth over the past two years was just over 26%.

"This is a clear indication that



Dr Sam Motsuenyane

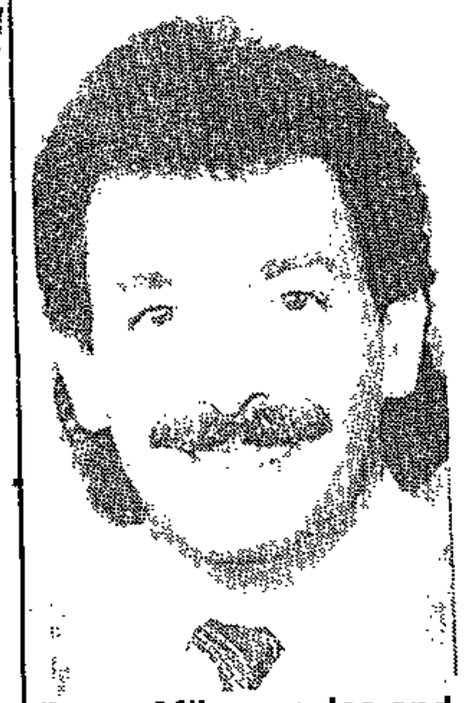
the black community has begun to appreciate the value of share ownership and supports the African Bank on an increasing scale," he says.

Income after tax and transfer to internal reserves for the year ended September 30 1987 was R639 000, compared with R83 000 the previous year. After preference dividends, reserves available for distribution to ordinary shareholders are R276 000.

An ordinary dividend of 4c per share, absorbing R133 000, has been declared, leaving a retained income of R143 000.

"We have budgeted for improved results in the current year," Dr Motsuenyane says.

APPOINTMENTS



Bryan Milner, sales and mar keting manager of Rebsons.



Mike Tagg, general manager, precious metal operations of Gold Fields South Africa.

LABOUR AFFAIRS

DICK USHER



Hiring and firing — the times they are a-changing

MANY employers have in the past few years found themselves facing actions for unfair dismissals.

In many cases they come across all injured innocence and blame "the union" for "stirring things up".

"We know we'd win if it went to Industrial Court, but that's going to cost too much. It's a form of blackmail. The union knows it will be cheaper for us to settle than fight the action so they take a chance and go for unfair dismissal," is a very common reaction.

But in many cases employers could save themselves a lot of trouble if they took more care with their hiring practices in the first place. A case in point was the employer who fired a worker because he'd given a policeman uphill and the employer decided he didn't need that kind of problem.

SOMETHING OF A NUISANCE

The dismissal was, on the face of it, both substantively and procedurally unfair. It didn't reach court because a settlement was made, but further information was that the employee was something of a nuisance all round and even his fellow workers were relieved when he went.

However, it could all have been avoided if the employer had taken the trouble to do some basic checking on the person's record before hiring him.

Times have changed. In the old days (some would say good old days) job protection applied mainly to white skilled workers, represented through craft unions. The workers' powerbase was their skills and one of the main ways in which unions protected jobs was through limiting the number of available artisans with these skills.

This had the incidental effect of ensuring relatively high wages and job security for skilled workers.

The employer still had the power of arbitrary dismissal, but faced with a skills shortage tended to be rather cautious in exercising that power.

In a sense, the protections against dismissal were there even before you had a job. The protections were in the barriers against easy entrance to a job.

For unskilled workers no such restraints applied and those who didn't perform adequately, or stepped out of line, or had unfortunate faces, found management's prerogatives swiftly exercised and themselves looking for a job.

RESURGENCE OF UNIONS

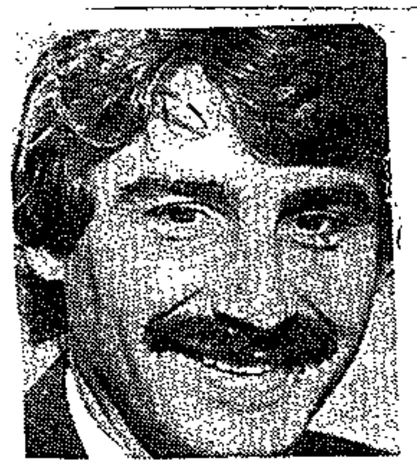
But with the resurgence of the union movement, followed by the new labour dispensation, a profound change has come about. Membership of the "new" unions is mainly unskilled and semi-skilled workers and their powerbase is in numbers rather than skills. This is speaking generally, because there are many exceptions, workers with skills whom employers would find difficult to replace at short notice.

Backed by the unair dismissal and unfair labour practice concepts in the Industrial Relations Act, they have whittled away at what management traditionally regarded as its prerogative to hire and fire. Especially fire.

They have used their powerbase and the law to persuade often unenthusiastic managements into agreements that include dismissal procedures and disciplinary, grievance and retrenchment procedures.

They've also acted against selective rehiring after mass dismissals for industrial action and sought protective procedures for rehiring retrenched workers.

The barriers are now much stronger at the other end of the process — the exit.



Peter McBride, branch manager of M-Net's PWV branch office.



Richard Robinson, manager commercial division of Gold Fields South Africa.

'Lost' UWCC man is in jail

By KHUME KANGALA

THE mystery surrounding the disappearance of regional secretary of the Unemployed Workers Co-ordination Committee, Peter Xaba, ended this week when it was discovered he was in detention in KwaNdebele.

According to Joseph Ntsibe, the committee's chairman, Xaba went missing on January 15.

It could not be established how Xaba had ended up in KwaNdebele. A Johannesburg lawyer said action was underway to secure his release on the grounds that he was a "South African citizen" and his detention by the homeland government was, therefore, "illegal".

335 clipped

Ntsibe said UWCC's organiser, Patrick Gadebe, who was detained in December last year, had not yet been released. He added that last year UWCC educator, Petrus Mnisi, had been killed and last week UWCC's national secretary, Daniel Mohapi, had been taken in by the police for questioning.

7/2/88

Unemployed in SA drops by over 9%

Argus 11/2/88

335

The Argus Correspondent

PRETORIA. — The average number of unemployed workers in South Africa decreased by 9,6 percent from 1 098-million in September 1986 to 993 000 in September 1987, says the Central Statistical Service (CSS) in its latest survey.

A disturbing factor, however, was that most unemployed South Africans were under 34 years of age.

An analysis of age distribution among the unemployed showed that 68 percent of last year's figure appeared in the 15-34 age group and only 31,8 percent in 35-plus age group.

This also meant that 15,4 percent of the economically-active population of 6 432-million was unemployed at the end of September last year, the CSS indicates.

Of South Africa's total estimated population of 20 251-million, 13 626-million were "non-economically active".

Of the balance of 6 625-million, 5 439-million were employed, leaving a residue of 1 186-million unemployed, said the CSS.

Another 237 CSIR staff face the axe

(335) B/day 14/11/88

PRETORIA — About 237 "support" staff at the CSIR in Pretoria face possible retrenchment in about a year.

This emerged when CSIR president and CE Chris Garbers explained the restructuring and streamlining process the CSIR had embarked on.

Seven executives were declared redundant in moves which saw 21 former research institutes restructured into 11 research and development divisions.

One redundant chief director, whom Garbers would not name, had taken legal action for reinstatement. Talks between his and the CSIR's lawyers were proceeding in a "positive manner", Garbers said.

Staff turnover

He repudiated allegations that the redundant executives had been treated unfairly.

About 95% of the CSIR's 4 747 staff members — including all its scientists, researchers and technicians — had been placed in the restructured organisation. A total of 237 as-yet-unplaced support staff would be retained to help in the restructuring process. They might eventually be offered permanent positions as a result of a 12% staff-turnover rate.

"But there may be certain retrenchments after a year," Garbers said.

"Contrary to reports of general dissatisfaction, uncertainty, unrest and even mutiny, I am convinced that the vast majority of CSIR staff have accepted the necessity of change and the accompanying discomfort," he said on Friday.

The 42-year-old organisation had been overhauled because of changes in science policy, cutbacks in budgets, the need to strengthen university research, the demands of industrial development, worsening international relations and the withholding of technology.

Group executive for corporate services Neville van Deventer said the CSIR had set up a National Technological Information Service to acquire information for SA use from world sources. It would operate aboveboard and not covertly.

The CSIR would be working with SA universities and the private sector, but would also maintain fundamental and high-risk research.

It would become more market-directed, implement its findings (such as taking out patents and applying innovations rather than publishing papers), and apply cost-benefit analysis to evaluate its performance, Garbers said.

Group executive for research, development and implementation Brian Clark said the streamlining process had been decided on internally and had not been ordered by government. — Sapa.

Workers try for pay-offs

Labour Reporter

NEARLY 300 workers at Knitwear Industries, Parow, have mandated their union to negotiate retrenchment deals with Teconit (Pty) Ltd, following the transfer of the factory to Claremont.

A spokesman from the Garment and Allied Workers' Union said it was demanding that the company keep the Parow branch open for three months while negotiations were in progress and that workers be given the option of retrenchment.

Most of the workers lived in the northern areas and as far away as Paarl, and had transport problems, he said.

The union said management yesterday gave workers 48 hours to report for work at Teconit, Claremont, or face dismissal.

The managing director of Teconit, Mr Len Keating, said the factory had "transferred", and that the 287 workers had been guaranteed jobs at Claremont. He said workers had not been dismissed. He would review the situation after Friday.



Oscar Dhlomo ... let's use all human resources.

Re-employ retrenched teachers, says Dhlomo

DR Oscar Dhlomo, co-ordinator of the Kwazulu/-Natal Indaba and chairman of the Joint Executive Authority in Natal, this week called for the re-employment of all retrenched white and Asian teachers.

Dhlomo had an address to the Natal African Inspectors' Association conference at the Umbumbulu College of Education presented on his behalf by DY Zimu, Secretary for Education and Culture in Kwazulu.

Dhlomo said one of the most pressing problems, "that of the under-utilisation of existing schools and teacher-training facilities must be addressed immediately".

This would entail the re-employment of these dismissed teachers to ensure that every available human resource was utilised to the full.

Hoewever, Dhlomo accepted that rationalising education in KwaZulu/-Natal would drastically increase government spending on education in the area.

He further went on to say legislation should provide for a provincial education council representative of the entire "education community", elected representatives of school committees, departmental nominees, members of teachers' and parents' organisations, religious and cultural interests, and local government.

"Race will cease to be a criterion for admission to a public school, with the only applicable criteria being appropriate residential, age and academic qualification," said Dhlomo.

Citing demographic factors, he said: "This does not necessarily mean, however, that all schools will automatically be intergrated.

"They will continue to serve the needs of their particular geographical communities while the short to medium-term prognosis is likely to be that many schools will become fully intergrated."

Dube youth club gets big boost

CP Reporter

MEMBERS of the Dube Youth Club were all smiles when the club's chairman, David Mogari, received a R2 000 cheque from Sam Dubazana, director of Dubs Paint and Hardware Stores, at the Dube Young Women's Christian Association this week.

The youth club, in their efforts to raise funds, appealed to business people in and around Dube.

DYC president Ali Mphaki told *City Press* that the project, initiated late last year, was an effort to collect funds to build a centre for Dube youths.

Mphaki said the response to their appeal has so far came from Dubazana and Dube Chicken Lickin, who donated R250.

The initial amount collected will help stage a "Miss Dube '88 Show" to be held at the Dube YWCA, on January 30.

Dubazana, who also sponsors Diamini Dubs Spurs, said he was donating the cheque because people "have become too scared to involve themselves with anything involving the youth".

Retrenchments on coal mines

SMM 19/1/88 **Highveld Bureau** 335

More than 2 000 eastern Transvaal coal miners have been retrenched as the coal industry heads further into the doldrums.

Assistant general-secretary of the National Union of Mineworkers' (NUM), Mr Marcel Golding, says the mining houses have indicated that this is only the beginning of retrenchment.

Anglo American's Amcoal chairman, Mr Graham Boustred, said in his annual report that the industry was expecting a R1,3 billion loss in foreign earnings for the past year.

Gencor's Ermelo Mine has cut production by 40 percent and paid off 1 165 men last month.

COLLIERY TO CLOSE DOWN

Last April the same mine retrenched 400 workers.

Anglo American is to close its Landau Colliery, near Witbank, within the next few months.

Other mines in the area have retrenched or are planning retrenchments.

The general-secretary of the white Mine Workers' Union, Mr Peet Ungerer, said all white miners who had been retrenched had been placed elsewhere.

"Our members are mostly skilled and have been transferred to other mines within a group," Mr Ungerer said, adding that in some cases, the miners were being retrained to work on gold mines, while others had gone on early retirement.

Sats cut labour force by over 30%

Cape Times 19/1/88

Own Correspondent

JOHANNESBURG. — Sats has cut its labour force by more than 30% in the last six years, according to figures supplied by the organization, and the process is probably not yet completed.

Sats has adhered to an undertaking given by the Minister of Transport that there will be no retrenchments, and the process will be carried out through natural attrition.

Indeed, according to a Sats spokesman, there are now 2 000 "redundant" employees on the payroll, who will be placed in posts as they become vacated through retirement, resignation or death.

But unionists in the sector say workers still have some fears over their job security.

From a peak of more than 279 000 in 1982, the Sats work force fell by 84 500 to 194 600 by December.

Employment at SAA fell by about 10% to 10 500 in the period. But the bulk of the decline was in the railways section, which now employs just over 166 000 workers.

The recently publicized "rationalization" of mainline passenger services is one reason for this.

But, as Federal Council of Sats Staff Associations general secretary Abraham Koekemoer pointed out, goods transport services represent a far more significant proportion of railways activities.

Tonnages carried have varied with the fortunes of the economy.

But, the Sats spokesman said, better technology and work methods, and particularly the blockload fastfreight system, has enabled Sats to move greater tonnages with far fewer people.

Koekemoer said the unions had often asked management when the process would end. However, there had never been a definitive reply.

Koekemoer expressed concern about the 2 000 surplus staff, most of whom are artisans, he said. "If they keep on reducing the number of available posts, what will they do with these people," he asked.

300 in R50 000 retrenchment deal

Labour Reporter

NEARLY 300 Teconit employees, previously working for the company in Parow, have accepted a R50 000 retrenchment deal negotiated by their union.

The settlement follows the closing of Knitwear Industries at the end of last year.

The management told the Garment and Allied Workers' Union of the closure and its intention to lay off 285 workers.

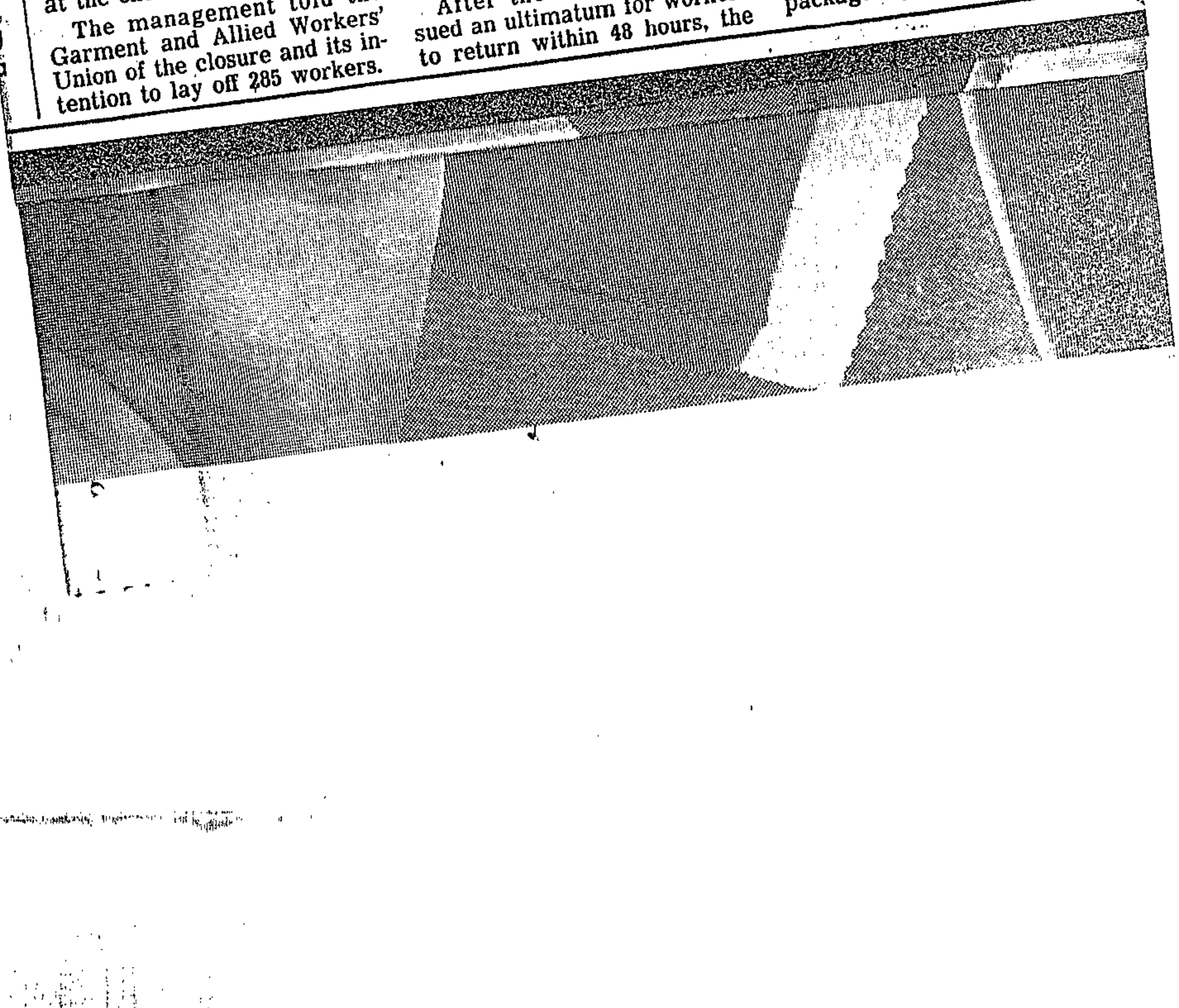
The union threatened to seek a court interdict and the company agreed to transfer all workers to its Claremont plant.

This was not acceptable and workers started a stayaway. They demanded that management negotiate a retrenchment package.

After the management issued an ultimatum for workers to return within 48 hours, the union declared a dispute and threatened action in the Industrial Court.

A series of negotiations followed over worker demands, including a permanent free bus service from Parow, in which Teconit offered a bus service until April or a R36 000 retrenchment package.

A final offer of the R50 000 package was accepted.



South LABOUR



This newspaper vendor just got a wage increase. Sixty-eight other vendors were not so lucky

South 28/1–3/2/88

Vendors retrenched

SIXTY-EIGHT casual newspaper vendors were recently paid off in Cape Town by Allied Publishing, the country's largest distribution company, while 45 others were given permanent positions.

This leaves only 290 permanent vendors to sell the Argus and the Cape Times.

The retrenchment of the vendors followed negotiations between Allied and the Media Workers Association of South Africa (Mwasa).

Mwasa officials see the retrenchments as a loss, but pointed out that a number of victories had been scored by the union.

Not only was the union able to stall management for four months on the issue, but it ensured that casuals who lost their jobs were given "golden handshakes", while they would also be employed first should vacancies arise, a Mwasa shopsteward said.

Mwasa also claimed victory for "massive" wage increases of between R60 and R100 granted by the company. It amounts to an increase of about 66 percent.

According to Allied this raised the cost of street selling from 21 cents a copy to 32 cents.

Allied's provincial manager, Mr J A Rayner, told SOUTH the retrenchments were an "internal matter".

"The retrenchments were done in consultation with the union," he said.

Vendors were in the past recruited by delivery van drivers.

"It used to be a very casual thing - the sellers were just picked up on the way to town to fill up the team," a Mwasa spokesman said.

Many vendors are children.

A recent Leadership magazine survey has found that 40 to 50 percent were below the age of 16.

This is changing however.

Mwasa officials point out that due to union activity it is now unwritten policy that vendors should be over 17.

A few years ago a 14-year-old vendor, known as Ernest, who supported his family, was run-over and killed. A crew of vendors also burnt to death in the back of a van when it caught fire.

Some distributing companies now insure the lives of newspaper vendors, who each pay about 15 cents a week for insurance, a Mwasa spokesman said.

The permanent employment of vendors would help to formalise any future negotiations, he said.

DD 02/02/88

60 pc jobless in E. Cape

335

CAPE TOWN — The Eastern Cape has an extremely high unemployment rate of about 60 per cent, says the Chief Director of Community Services in the Cape Provincial Administration, Mr Louis Koch.

This meant that about 900 000 blacks were unemployed he said in evidence to the Standing Committee on Public Accounts.

In its fourth report, tabled in Parliament yesterday, Mr Koch, formerly chief director of the defunct Eastern Cape Area Development Board, said it was estimated that 60 per cent of the economically active population was unemployed.

Asked what was being done about the increase in debts from R17,4 million to R34,9 million, he said: "We are busy with a campaign.

"Most of the towns were destabilised as a result of the unrest.

"Many of the councils also had resignations, and therefore no legal authority in the interim period.

"The position has since been rectified through the appointment of legal authorities."

The collection of arrear rents was no longer a criminal matter, but a civil matter. Distinction had to be made between unemployed people who could not pay rents, people who wanted to pay but could not pay because of intimidation, and those who did not want to pay because of civil unrest.

"We believe that the situation in the Port Elizabeth area is going to improve with developments at Mossel Bay.

"Our indications are that there is a great deal of industrial activity taking place, which will help the unemployment situation in that area enormously," Mr Koch said. — DDC

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the lowest since March 1986, saying it

1 700 to be laid off at Stilfontein gold mine

5/2/88

b/day

335

ALAN FINE

GENCOR'S Stilfontein gold mine is to reduce its workforce this month by at least 1 700 employees — 18% of the present 9 485 complement.

And the National Union of Mineworkers (NUM) is expecting at least another 3 000 to be made redundant by mid-year.

NUM assistant general secretary Marcel Golding said yesterday the union had been told that 3 977 underground and 1 106 surface workers would have to be made redundant by June — 2 000 of them this month.

He understood this was part of the process of closing down the mine in about four years.

Golding said the union had asked for geological reports to back up management claims on the reasons for the layoffs, and was also trying to negotiate an improved redundancy package.

While a Gencor spokesman confirmed that 1 700 would be laid off this month, gold and uranium CE Bruce Evans said no further decisions had been made on retrenchments or the future of the mine.

The spokesman said this month's layoffs were because the mine was ageing, ore reserves were diminishing, production costs had increased and the rand gold price was weak. Production had fallen 25% towards the end of 1987.

Evans said the NUM's assertions about further redundancies and the future of the mine were no more than speculation. It was possible the figures had arisen as a possible scenario at one of the regular consultations between Stilfontein management and worker representatives.

He stressed any such decision depended largely on the future gold price. He pointed to the fall in the price from more than R30 000/kg to R28 000/kg in recent weeks.

The Gencor spokesman said efforts to find alternative employment at other mines for the 1 700 officials, miners and other staff being laid off would continue.

w/c ARGUS 6/2/88

1 700 gold miners to lose jobs

Weekend Argus Correspondent

JOHANNESBURG. — About 1 700 mineworkers are to be retrenched from Gencor's Stilfontein gold mine at the end of this month, according to the National Union of Mineworkers.

And 3 000 are expected to laid off in July.

Union spokesman Mr Marcel Golding, describing the retrenchments as the biggest on any one mine, said Stilfontein management had told the union that an estimated 5 000 jobs are on the line at Stilfontein as a result of depleted ore reserves.

Mine to close

The management had told the union the retrenchments were part of a programme aimed at eventually closing the mine, which employs about 9 400 people.

Gencor has confirmed the retrenchment of the 1 700, but said a decision on further redundancies and the mine's future had not yet been made. A Gencor spokesman said production at the mine had declined by 25 percent by the end of last year.

The company would continue efforts to find alternative employment for those retrenched.

Mr Golding said the number of retrenchments was "far too high" and the union had requested geological and other information about the state of the mine, but not all the information had been forthcoming.

The union was dissatisfied with the severance package offered by management.

Cart Trib 12/2/88

Sanctions have failed — De Kock

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THE West's economic sanctions against South Africa have failed, the governor of the Reserve Bank, Dr Gerhard de Kock, said yesterday.

The South African economy, far from collapsing under the strain of sanctions and withdrawals by foreign companies, was buoyant, he said.

A cheerful Dr De Kock, who said his golf handicap had gone down as the economy had picked up, gave a bullish assessment of the South African economy in a briefing to foreign reporters.

He said sanctions had not brought the country to its knees or forced the government to end apartheid.

"Sanctions have not turned out to be the quick fix that people thought they would be," he said.

Dr De Kock said he respected the sincerity of people who wanted to end apartheid, but their methods had been counter-productive.

If anything, sanctions had helped slow down the cautious apartheid reforms implemented by the government of President P W Botha in the early 1980s, he said.

The South African economy had been seriously buffeted by a combination of factors this decade, including a wave of black rebellion in the townships, but prosperity was returning after a deep recession, he added.

Growth rate

"We are not going to shatter any growth records. We are not going to do a Taiwan or a South Korea.

"But we have done much better than I thought we would.".

He said South Africa's real economic growth in 1988 was likely to be around 3% and this could be sustained in coming years. The economy recorded inflation-adjusted growth of 2,6% last year, up from 0,5% in 1986.

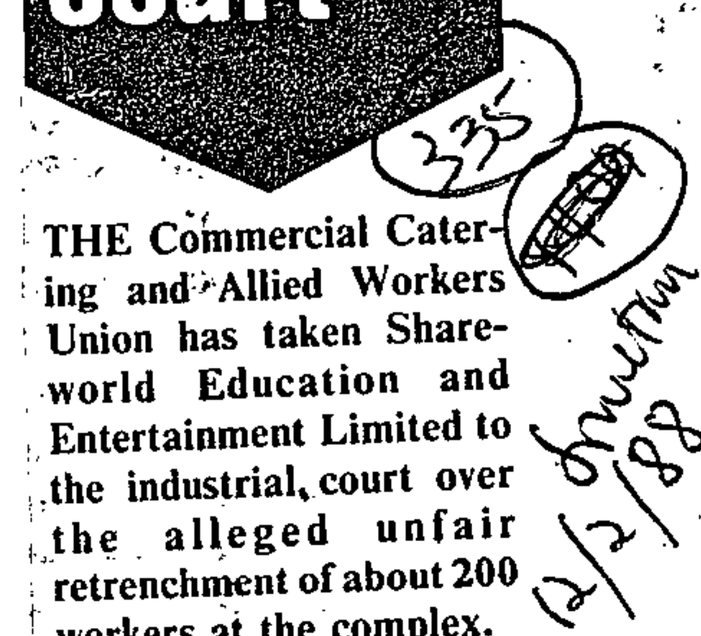
Although his overall tone was optimistic, he conceded that a three per cent growth rate was not enough to keep pace with rising unemployment, which is far higher — at least 30% — among the country's black majority than among whites.

He said inflation would decline to about 14% this year from its current level of 14,7%. In a speech to Parliament last Friday, President Botha pinpointed inflation and government overspending as key problems.

Foreign perceptions of South Africa had improved, Dr De Kock said. Fewer people were convinced that this country was about to be engulfed in revolution.

"Confidence is improving every single day," he told reporters. — Sapa-Reuter

Union goes to court



THE Commercial Catering and Allied Workers Union has taken Shareworld Education and Entertainment Limited to the industrial court over the alleged unfair retrenchment of about 200 workers at the complex.

Ccawusa Johannesburg branch co-ordinator, Mr Kaizer Thibedi, said papers challenging the December 18, 1987 retrenchments had been filed with the industrial court.

Shareworld management had also received papers through the union's lawyers, Mr Thibedi said.

Shareworld managing director Mr Reuel Khoza and Mr Maile Boshego could not be reached for comment.

Jobs plan for 500

THE Diepmeadow City Council is to embark on a clean-up campaign which will create casual jobs for 500 unemployed people later this month.

The project takes place in the Diepmeadow and Meadowlands townships between February 22 and March 4.

Those interested in taking part in the campaign should report at the Diepkloof and Meadowlands administrative offices and Meadowlands hostel.

Sowetan 12/2/88 (33)

DD 13/2/88

Claim: union not informed of staff cuts

Daily Dispatch Reporter

EAST LONDON — A member of the South African Textile and Allied Workers' Union (Satawu) charged with intimidation told the regional court here yesterday that management had informed a rival union of retrenchments before telling Satawu.

Mr Boy-Boy Loliwe, who is one of six accused, said that before Satawu or its committee was able to negotiate with management on the retrenchments, "workers of the Garment Workers' Union (GWU), were openly talking about the matter in the factory".

Mr Loliwe said he believed that GWU members were talking about the retrenchments at the top of their voices in order to taunt Satawu workers.

He added that although workers were taunted, there were no disturbances as a result of this.

Mr Loliwe, who was one of 15 retrenched workers, said that he was angry when he first heard of his retrenchment.

He said that, although there was a lot of unfriendliness and misunderstanding between the two unions when the retrenchments were announced, "I was angry with management and not with the GWU".

He added, however, that his anger had soon subsided.

At the time of Mr Loliwe's arrest, he was found to be in possession of a flick knife.

Mr Loliwe denied that the knife belonged to him or that he was aware that it was in the pocket of his trousers.

"At the time of my arrest I was wearing trousers which I had previously lent to my brother.

"He had obviously left his knife in the trousers.

"From 7 am, the time I got ready for work, until my arrest, just before noon, I was unaware that I was carrying it in my back pocket," Mr Loliwe said.

He added that he had received "quite a fright" when the knife was discovered.

The other accused are Mr Lungisile Bless, 22, Mr Lungelo Sidwell Skepu, 20, Mr Mziwonke Mzendana, 24, Mr Patrick Mlamli Yoyo, 24, and Mr Dally Qoni, 21.

The case was postponed to June 6 and bail was extended to the accused on condition they appear in court on that date.

Mr N. R. Oosthuizen presided, Mr H. Hannan prosecuted and Advocate V. Soni, instructed by Magqabi and partners, appeared for the defence.

Fewer are jobless in E Cape

Cape Times 16/2/88 335

Own Correspondent

PORT ELIZABETH. — Registered unemployment among whites, coloured people and Asians in the Eastern Cape last month was down sharply on a year earlier, but showed a big increase on the figures for December when registrations usually drop.

Figures from the Port Elizabeth divisional inspector of manpower show that 4 107 whites, coloured people and Asians were registered as unemployed last month, up 33,2% on the 3 083 in December, but down 44,2% on the 7 358 in January 1987.

Comparisons of African unemployment are no longer possible because of the change in the geographical composition of the area since the abolition of the East Cape Development Board.

The latest available figures show that last month 4 159 African men and 711 African women were registered as unemployed against 2 673 men in December and 717 women.

White women workers up

Last month 758 white men were registered as unemployed, up 58,2% on the 479 in December, but down 36,9% on the 1 201 in January last year while 1 545 coloured men were registered, up 14,2% on the 1 383 in December and down 55,6% on the 3 479 in January last year.

The number of white women registered as unemployed last month was 972, up 60,1% on the 607 in December and down 12% on the 1 104 in January last year. Unemployed coloured women amounted to 818 for a rise of 35,9% on the 602 in December and a drop of 45,3% on the 1 496 in January last year.

The number of Asian men and women registered as unemployed continued to be negligible.

Moonlighting

Mercs 24/2/88

That's what more people are doing to make ends meet

335

Staff Reporter

THOUSANDS of people in South Africa are turning to home industries to supplement their salaries — and in Cape Town in particular this has been gaining momentum because of the city council's deregulation policy.

However, the executive director of the Self-Employment Institute in Bleackheath, Mr Theo Rudman, believes a lot more can be done, maintaining that the council is actually reregulating rather than deregulating.

If tackled properly, home industry could become the backbone of the country's economy, he said in an interview.

"For instance, provision is now made for dressmakers, but if somebody wanted to make curtains or other soft goods, he would be breaking the law. The same applies to knitting being allowed, but crocheting not."

Mushrooming informal businesses are starting to attract large numbers of whites as well. Research shows that the number of white families running sideline businesses from their homes to supplement their incomes has soared to almost 300 000 — about one in every five white households — in the battle to cope with inflation and high income tax.

The phenomenal growth of mini home business operations in the white as well as black communities has been traced by the Self-Employment Institute, which was launched to encourage the unrecorded informal sector of the economy.

Mr Rudman estimates that the total supplementary earnings of white families with home businesses is now running at no less than R148-million a month.

The operations — invisible to official economic statistics — range from housewives baking cakes and bottling jam for sale to neighbourhood shops, dressmaking, running newspaper rounds or selling knitted goods at local flea markets, to architects, accountants, carpenters, plumbers and electricians on freelance moonlighting assignments.

Average extra monthly incomes work out at about R500, varying from a few rands to hundreds and sporadically even thousands of rands.

"Until now there has been an impression that informal sector activities have been almost exclusively confined to the urban black townships," said Mr Rudman. "However, our research shows an incredible expansion into all communities.

"Nor are the home businesses confined to the lower-income groups. Among the whites, relatively affluent families also account for a high percentage of the total — largely motivated by a determination to defend their living standards from the impact of inflation and high taxation.

"Black families, on the other hand, are often forced to launch home businesses by dire necessity, especially if the breadwinner is officially unemployed.

"There are now at least 1,5 million informal sector operations being run by the black community, from street trading and part-time jobs as gardeners to knitting and sewing circles producing goods to sell to retail shops.

"There are carpenters, bricklayers, welders, all using their initiative to build mini businesses of their own — and their contribution to the economy, though impossible to quantify with any accuracy, is enormous.

"Thankfully, the Government has finally ordered the dismantling of at least some of the ludicrous regulations that have hampered the development of home industries. But there is still a long way to go before there is full official recognition of the crucial role being played by the informal sector.

"Clearing the decks to allow the informal sector to get into full stride has now become a matter of urgency."

Mr Rudman quoted projections compiled by the Institute of Futures Research at Stellenbosch University showing that the modern formal business sector may have jobs for only about half the total labour force of the country within the next decade or so.

Because of the swelling numbers of school-leavers caused by the population explosion, the total labour pool looked set to climb from 12 million in 1985 to 17,9 million by the year 2000.

Formal sector

The number of workers needed by the fully developed formal sector looked likely to grow to 9,4 million at best and perhaps only as high as 8,1 million if the average rate of economic growth worked out at only about two percent a year.

"Whichever scenario proves accurate," said Mr Rudman, "that means the informal sector will need to absorb about nine million workers if jobs of some sort are to be found for everyone."

The role of the Self-Employment Institute would be to train and prepare more workers to launch their own business enterprises.

A pilot training scheme had been started in Cape Town and negotiations were now under way to introduce full-scale operations in Johannesburg within the next few months.

Courses would embrace not only basic training in various artisan skills but also how to launch and run a small business — how to apply for loans to cover start-up costs, how to keep accounts, harness costs, how to tackle market research.

The institute hoped that the courses would be provided free under the training schemes run by the Department of Manpower.

More courses were planned for Durban, Port Elizabeth and East London. It was hoped to help launch at least 20 000 new mini businesses a year.



Picture: DION TROMP, The Argus.

Learning new skills at the Self-Employment Institute in Blackheath are, from left: Lettie Mljamjana, Yvonne Sitole, Clementine Mpomane and Cyntha Govuza.

Cape Times 24/3/88

Only 36% employed

THE 1 679 000 members of the public sector comprise 16,1% of the 10 459 000 economically active people in South Africa, according to the Commission for Administration. The commission's annual report, tabled in Parliament yesterday, said that 36% of South Africa's total population of 29 025 000 were economically active.

'We are being ripped off'

UNEMPLOYED workers in Elsies River claim they are being ripped-off by shop owners who force them to buy goods they do not need.

But the shop owners claim they are providing a service to the community and that it is only fair that the unemployed workers buy some goods before their cheques are cashed for them.

"I've been unemployed since August last year when we lost our jobs at Spekenham after we went on strike," said Mrs Ellen Jantjies.

"In December I got my first UIF cheque of R124.66. This is all the money I have to support my husband who is unemployed, and my two sons."

Mrs Jantjies said, like most people in the area, she does not have a bank account and this was the first time she had ever handled cheques.

"I take my cheque to shopkeepers to ask them to change it for me," she said. "But most of them insist that I buy a certain amount of goods from them before they will change it."

A butcher in Elsies River made her buy R10 worth of meat before he would give her the balance of the cheque.

"That is a luxury I can't afford. Since I lost my job I've had to be very careful about spending money."

Mr Cyril Clarke had the same experience. "I went to a clothing store because a friend told me they would change my cheque.

"They told me to buy something first, so even though I did not need it, I bought two pairs of socks and a handkerchief.

"The bigger the amount of the cheque, the more they want you to spend."

Mr Stanley Gilliomee said he was forced to spend R40 at a local supermarket.

"If we take our cheques to the bank, they want us to open an account and have a certain amount of money in it all the time.

Mr L Sunday, manager of the Epping Avenue Meat Market, said it was the firm's policy not to cash cheques, but they made an exception in the case of unemployed workers with UIF cheques.

"These people are desperate for cash so we do try to help them. However, we are also a business and I don't think it's unreasonable to expect them to buy R10 worth of meat if we are going to go out of our way to cash the cheque for them.

"After all, the cheques will have to sit in our accounts for a week before they are cleared. Why should we have to wait if we are not going to get something out of it?" he said.

"We never force the customers to buy the meat. If they don't want to buy anything, we just suggest they cash their cheque somewhere else."

The divisional manager for Pep Stores, Mr Chris Mayne, confirmed that it was his company's policy to cash UIF cheques only if the unemployed worker made a purchase.

"We don't care if they only spend R5 but we can't cash it for them otherwise," he said. "We receive literally hundreds of these cheques and it costs us a lot in time and effort to process them.

"If they don't want to do that, I then suggest to them that they take it to a building society where they can open an account. We try to assist them as much as possible," he said.



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A TOTAL of 600 members of the Black Allied Mining and Construction Workers Union at Grasvally Chrome Mine in the Northern Transvaal are to lose their jobs when the mine closes down next month.

Bamcwu publicity secretary Mr Mbulelo Rakoena said yesterday the union will early next week hold talks with management to discuss the implications of the closure.

He said Bamcwu received a letter from management informing the union of the closure and that the main reason was that the mine was no longer productive and operated at a loss.

• Mediation talks between Bamcwu and Anglo-Alpha to resolve a wage dispute involving about 900 workers at two plants in the Northern Cape begin on March 14.

Mr Rakoena said the union declared the dispute with management after it failed to accede to a 23 percent wage increase and stood firm on an average 17 percent.

26/2/88. Sowetan

Woodcutters to learn charcoal production

Municipal Reporter

A TRAINING centre to teach woodcutters and bush clearers to make charcoal will soon be established at the Good Hope Reserve in Noordhoek.

According to a City Planner's report, jobs could be created at a low capital cost and would help conserve indigenous bush, as the the charcoal is made from alien vegetation.

The centre will be an extension of the research project of Mr Gareth Shaw, a University of Cape Town masters student in the Alternative Energy Research Unit.

He found that while self-employed woodcutters in the area earn R90 a month, charcoal producers can expect to make R150 a month for a R70 investment.

The MINISTER OF AGRICULTURE:

(a) R1 255 000 for the twelve months ending on 31 March 1987,

(b) Opuntia species and Naselle tuft-grass,

(c) R989 000 and R266 000 respectively.

Road transport operations: privitization

221. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

Whether any South African Transport Services road transport operations were privatized in 1987; if so, (a) how many, (b) which specified road transport operations and (c) to whom was each sold?

The MINISTER OF TRANSPORT AFFAIRS:

No.

(a), (b), and (c) Fall away.

Public Service: employees

269. Mr S S VAN DER MERWE asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(a) How many (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks were employed in the (aa) A Division and (bb) any other specified division of the Public Service, and (b) what total number of persons in each race group were there in the Public Service, as at the latest specified date for which figures are available?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

Information in regard to persons in the Public Service, as defined in section 7(1) of the Public Service Act, 1984 (Act 111 of 1984), excluding the National Intelligence Service, as at 30 September 1987 is as follows:

(a)

			(i)	(ii)	(iii)	(iv)
(aa)	A Division	:	79 375	6 020	4 030	2 631
(bb)	B Division	:	70 591	23 914	7 900	38 130
	Services	:	72 522	10 449	3 172	34 380
	Non-classified	:	4 267	27 476	1 619	114 963

(b)

Whites	:	226 755
Coloureds	:	67 859
Indians	:	16 721
Blacks	:	190 104

(ii) falls away, no school in this sense falls under head office.

The above information is as on the 10th school-day of 1987.

Own Affairs:

Primary/secondary schools: teacher/pupil ratio

13. Mr R M BURROWS asked the Minister of Education and Culture:

What teacher/pupil ratio was applicable in (a) primary and (b) secondary schools in (i) each of the provincial education departments and (ii) his Department as at the latest specified date for which figures are available?

The MINISTER OF EDUCATION AND CULTURE:

		(a) primary	(b) secondary
(i)	Cape Province	1:20.9	1:16.0
	Natal	1:21.2	1:16.4
	OFS	1:22,5	1:16,1
	Transvaal	1:22.6	1:17.1;

High/primary school: teachers made redundant

14. Mr R M BURROWS asked the Minister of Education and Culture:

(1) Whether any (a) high and (b) primary school teachers employed by (i) his Department and (ii) each of the provincial education departments were made redundant in 1987; if so, how many in each case;

(2) whether any of these teachers were subsequently employed in another capacity within his Department; if so, (a) how many and (b) in what capacity was each of these teachers employed in each province?

The MINISTER OF EDUCATION AND CULTURE:

(1)

		(a)	(b)
(i)	Head Office*	—	—
(ii)	Cape	51	234
	Natal	18	11
	OFS	—	—
	Transvaal	19 in (a) and (b) together;	

(2) no, (a) and (b) fall away.

*Head Office does not employ any teachers in a teaching capacity.

Average expenditure per type of school

15. Mr R M BURROWS asked the Minister of Education and Culture:

What was the average expenditure, excluding expenditure of a capital nature, per type of school falling under the control of his Department in 1987?

The MINISTER OF EDUCATION AND CULTURE:

(a) Ordinary schools: R809 477

(b) Schools and centres for special education: R1 428 853

Primary/secondary schools: pupils enrolled

16. Mr R M BURROWS asked the Minister of Education and Culture:

What total number of pupils enrolled in 1988 in (a) primary and (b) secondary schools in each specified region of each education department falling under the control of his Department?

The MINISTER OF EDUCATION AND CULTURE:

	(a) primary	(b) secondary
Natal	55 360	44 806
OFS	42 946	31 355
Transvaal		
Southern Transvaal	40 176	20 284
Central Rand	39 016	32 285
Eastern Transvaal	37 927	23 922
Western Transvaal	24 921	19 913
East Rand	44 876	29 940
West Rand	32 943	21 670
Far Northern Transvaal	17 993	12 783
Northern Transvaal	52 866	39 501

Cape information in respect of 1988 is not yet available.

School hostels: vacant places

17. Mr R M BURROWS asked the Minister of Education and Culture:

What was the total number of vacant places in school hostels for (a) male and (b) female pupils at schools falling under the control of his Department as at the latest specified date for which information is available?

The MINISTER OF EDUCATION AND CULTURE:

(a)	Cape	4 741	as at 1987-12-31
	Natal	1 030	as at 1988-02-01
	OFS	1 316	as at 1987-05-20
	Transvaal	5 656	as at 1988-02-23
(b)	Cape	4 328	as at 1987-12-31
	Natal	644	as at 1988-02-01
	OFS	1 173	as at 1987-05-20
	Transvaal	4 778	as at 1988-02-23

School buildings constructed

18. Mr R M BURROWS asked the Minister of Education and Culture:

(a) How many school buildings were constructed or caused to be constructed by his Department in 1987 and (b) what was the average capital cost of constructing these buildings?

The MINISTER OF EDUCATION AND CULTURE:

	(a) Number of schools	(b) Average cost
Cape	—	—
Natal	—	—
OFS	3	R2 575 229.00
Transvaal	4	R4 630 600.00

Black students at universities for Whites

20. Mr R M BURROWS asked the Minister of Education and Culture:

(a) How many foreign Black students were enrolled at universities for Whites in the Republic as at the latest specified date for which figures are available, (b) what was the country of origin of each such student

Lugunya Secondary School (two)
Crossroads No 3 Secondary School

(b) Yes

(i) 7

(ii) Masiyile Secondary School
Maliso Secondary School
ID Makize Secondary School
Crossroads No 3 Secondary School
Fezeka Secondary School
Langa Secondary School
Sizamile Secondary School

Teachers retrenched

*31. Mr K M ANDREW asked the Minister of Education and Development Aid:

(1) Whether any qualified teachers employed by his Department were retrenched during the past 12 months; if so, (a) how many, (b) why in each case and (c) in which regions were they teaching when they were retrenched;

(2) whether any qualified teachers employed on a temporary basis were not re-employed when they re-applied for their posts during the above period of 12 months; if so, (a) how many, (b) why in each case and (c) in which regions were they teaching?

The DEPUTY MINISTER OF EDUCATION:

(1) Yes

(a) Eleven (out of a total of 44 090)

(b) Two because of unprofessional conduct, two because they submitted false information on their application documents, one was dismissed due to inefficiency, absenteeism and lack of interest in his work and six had their probationary appointments terminated because of unsatisfactory service.

(c) Natal Region nine and Highveld Region two

(2) Yes

(a) One

(b) The school committee and principal concerned were not satisfied with the quality of his work during 1987.

(c) Highveld Region.

*32. Mr M J ELLIS—Home Affairs. [Reply standing over.]

Black employees: promotion

*33. Mr M J ELLIS asked the Minister of Agriculture:

(a) What is the policy of his Department with regard to the promotion of Black employees and (b) what is the highest level to which Black employees can be promoted?

The MINISTER OF AGRICULTURE:

(a) The Department of Agricultural Economics and Marketing follows the policy laid down in accordance with the provisions of the Public Service Act, 1984 (Act 111 of 1984), with regard to the promotion of Black employees, namely according to the relative merit, proven work achievements, skills, level of training and in consideration of the suitability for the higher post within the rank structure determined for Black employees; and

(b) to the highest level according to the post classification in the Public Service in terms of the said Act, but with due observance of the qualifications required for the post concerned.

Black employees: promotion

*34. Mr M J ELLIS asked the Minister of Environment Affairs:

(a) What is the policy of his Department with regard to the promotion of Black employees and (b) what is the highest level to which Black employees can be promoted?

†The MINISTER OF ENVIRONMENT AFFAIRS:

(a) The promotion of Black employees is based on relative merit, level of training and suitability for the post.

(b) Taking (a) into consideration there is no limitation to the level to which Black employees can be promoted.

Own Affairs:

Paarl Teachers' College: reasons for closing

*1. Mr A GERBER asked the Minister of Education and Culture:†

(1) What are the reasons for closing the Paarl Teachers' College;

(2) whether these reasons were discussed with the interested parties beforehand; if not, why not; if so, (a) when and (b) with whom;

(3) whether these reasons were accepted by the interested parties;

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

The MINISTER OF EDUCATION AND CULTURE:

(1) The College is being closed as part of the rationalization of teacher training necessitated by the decrease in pupil numbers;

(2) yes, the reasons were discussed at meetings on 9 September 1986, 11 June 1987 and 9 October 1987 with a delegation from the Regional Development Advisory Committee (Region A) (Western Cape) and also on 25 September 1987 and 9 October 1987 with a delegation from the Paarl Teachers' College;

(3) an understanding for the necessity of rationalization was shown;

(4) no.

†Mr A GERBER: Mr Chairman, arising out of the hon the Minister's reply, can he tell us whether it was originally agreed that the teachers' college in Wellington would close instead of the one in Paarl, and whether he informed the hon member for Paarl about this informally?

†The MINISTER: The answer to that is "no".

Mr D J DALLING: Mr Chairman, further arising out of the hon the Minister's reply, may I ask him to what use the buildings of the Paarl Teachers' Training College are going to be put now that they are no longer going to be used for teacher training?

†The MINISTER: Mr Chairman, there is a question on the Question Paper in this regard, and if the reply to that does not satisfy the hon member is at liberty to have a further question on that placed on the Question Paper.

Paarl/Wellington Teachers' College: facilities offered

*2. Mr A GERBER asked the Minister of Education and Culture:†

(1) What facilities offered at the Paarl Teachers' College are not offered at the Wellington Teachers' College;

(2) what facilities offered at the Wellington Teachers' College are not offered at the Paarl Teachers' College;

(3) whether certain facilities will have to be transferred from the Paarl Teachers' College to the Wellington Teachers' College after the former is closed; if so, (a) what facilities and (b) what will be the cost involved;

(4) whether the financial implications of transferring facilities were considered before the Paarl Teachers' College was closed; if not, why not?

†The MINISTER OF EDUCATION AND CULTURE:

(1) One handwork centre
one swimming-pool
two more rooms for tuition in Physical Education
four more netball fields;

(2) music laboratory
music theatre
six more rooms for tuition in music
hostel accommodation for 119 more students
tuition facilities for 50 more students
six more tennis courts
one cricket field;

(3) yes,

(a) facilities for tuition in Woodwork and Metalwork,

(b) R1 150 000;

(4) yes,
Rationalization of any type generates certain costs. These costs must be evaluated against the overhead saving brought about by the rationalization.

Facilities that became redundant during the process of rationalization are utilized, in every instance, in the interests of the country.

fied as doctors at the end of 1987 at each specified medical school falling under the control of his Department?

The MINISTER OF EDUCATION AND CULTURE:

The information is not available at present. It is being processed and will be available during the second semester of 1988.

Requests to make use of unutilized space in schools/teacher training colleges

35. Mr M J ELLIS asked the Minister of Education and Culture:

Whether, with reference to his reply to Question No 5 on 28 July 1987, any further (a) requests have been received and/or (b) meetings have been held in connection with permission for self-governing territories to make use of unutilized space in (i) schools and (ii) teacher training colleges falling under his Department; if so, (aa) from which self-governing territories were requests received, (bb) with which such territories were meetings held, (cc) when was each such request received and meeting held and (dd) which schools or colleges were involved in each case?

The MINISTER OF EDUCATION AND CULTURE:

(a) yes,

(b) (i) no,

(ii) yes, a request has been received to assist with the in-service training of teachers;

(aa) and (bb) KwaZulu,

(cc) 1 December 1987 and 12 February 1988,

(dd) Natal College of Education.

HOUSE OF ASSEMBLY

†Indicates translated version.

For written reply:

General Affairs:

Religious objectors: alternative service

19. Mr P G SOAL asked the Minister of Manpower:

(1) How many national servicemen who had obtained the status of religious objectors were assigned to his Department for placement in alternative service in 1987;

(2) whether any of these religious objectors remain to be placed in alternative service: if so, how many (a) had and (b) had not been so placed as at the latest specified date for which information is available?

The MINISTER OF MANPOWER:

(1) 261

(2) (a) Placements as at 18 February 1988 — 240

(b) Not placed as at 18 February 1988 — 12
Reclassified — 4
Overseas — 1
Deferment granted — 4

Religious objectors

21. Mr P G SOAL asked the Minister of Manpower:

(1) How many national servicemen (a) applied for and (b) were granted the status of religious objectors in 1987;

(2) how many of these persons were (a) Jehovah's Witnesses, (b) Roman Catholics, (c) Anglicans, (d) Methodists, (e) Baptists, (f) Presbyterians, (g) members of the Dutch Reformed Church and (h) members of any other specified religious denominations?

The MINISTER OF MANPOWER:

(1) (a) 305

(b) 316 (11 carried over from 1986)

(2) (a) 208

(b) 11

(c) 8

(d) 18

(e) 4

(f) 3

(g) 1

(h) 63—Buddhism 1
Christadelphians 8
Church of Christ 2
Full Gospel Church 2
Greytown Christian Centre 1
New Covenant 1
NG Sending Kerk 2
Noakes Fellowship 1
No Church 9
Pentecostal Protestant Church 1
Plymouth Brethren No 4 6
Rosebank Union Church 2
Royal Priesthood Ministries 1
Seventh Day Adventists 8
Spiritualists 1
Vineyard Fellowship 3
World Wide Church of God 14

Work-seekers

24. Mr P G SOAL asked the Minister of Manpower:

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1987?

The MINISTER OF MANPOWER:

The figures for Black males and females registered as work-seekers in the RSA up to October 1987 are as follows:

Month	Male	Female
January	40 678	15 225
February	59 547	24 177
March	51 731	18 951
April	45 721	15 696
May	45 420	16 173
June	48 421	16 479
July	52 049	16 047
August	54 882	18 451
September	58 109	19 224
October	55 819	19 506

Argus 2/3/88

CITY/NATIONAL

State scheme helps thousands find jobs

By Tyrone Seale, Staff Reporter

MORE than 30 000 unemployed people attended State-subsidised training programmes in the Western Cape between April and December last year, improving their chances of finding a job or starting a small business.

The 30 463 Western Cape trainees were among 157 000 unemployed people who were trained at more than 300 centres throughout South Africa during this period, said Dr Piet van der Merwe, director-general of the Department of Manpower.

Opening the Exhibition of Training at the Cape Show, Dr van der Merwe said "a substantial number" of trainees had found work while others were self-employed or worked as independent contractors.

He said the State had allocated R246,6-million between June 1985 and March this year for courses including personal computer operation, word processing, security, pipe installation, welding, storemanship, quality control, typing, domestic help, building and motor vehicle driving.

By the end of December last year more than 700 000 people had been trained in about 200 job types on courses varying from three to eight weeks.

In terms of this scheme, the Department of Manpower pays the trainer for hosting the course and pays the trainee a nominal fee for transport and lunch.

Dr van der Merwe said one of the greatest needs in South Africa was to create jobs and "to give people the skills which will give them the confidence to fill a job and do a solid day's work, which both fills them with dignity ... and injects vigour into employment creation.

"It is so admirable that such excellent progress has been made with the short-course training, as it is in this field that there is such a vast need.

"This many-sided training has placed so many people in a position either to obtain employment or to enter the small business sector or the informal sector. It has given people new hope through making them feel more useful, providing them with marketable skills and increasing their efficiency and productivity."

● The Exhibition of Training shows opportunities under the State-subsidised scheme as well as projects and individual items completed by trainees.

The exhibition is the brainchild of the Association of Training Centres of the Western Cape. This body was formed in 1986 to promote training in the Western Cape and to help trainees market their skills to commerce and industry.

(b) Applications accepted

University	White	Coloured	Indian	Black	Other	Total
Orange Free State	110	1	—	—	—	111
Witwatersrand	142	11	37	24	—	214
Pretoria	236	—	—	—	—	236
Stellenbosch	169	13	—	—	—	182
Cape Town	115	16	12	7	—	150
Natal	—	2	39	40	—	81

HOUSE OF REPRESENTATIVES

†Indicates translated version.

For oral reply:

General Affairs:

Mitchell's Plain branch office: persons registered as unemployed

*1. Mr P C HARRIS asked the Minister of Manpower:

How many persons were registered as unemployed at the Mitchell's Plain branch office of his Department in the 1987 calendar year?

The MINISTER OF MANPOWER:

23 196.

335

Own Affairs:

Macassar Senior Secondary School: report on incident

*1. Mr W J DIETRICH asked the Minister of Education and Culture:

(1) Whether his Department has received a report on an incident which occurred at the Macassar Senior Secondary School on or about 11 February 1988, details of which have been furnished to the Minister's Department for the purpose of his reply; if not, why not; if so, (a) what is the purport of the report and (b) what steps have been or are to be taken in this regard;

(2) (a) what policy does his Department follow with regard to discrimination against sportspersons at schools and other institutions falling under its control and (b)(i) when and (ii) why was this policy formulated;

(3) whether any exceptions have been made to this policy; if so, (a) in what cases and (b) when;

(4) whether any incidents of discrimination against sportspersons at the above institutions were reported to his Department prior to the above incident at Macassar; if so, (a) when, (b) what was the nature of these incidents and (c) what action was taken as a result;

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

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND AGRICULTURE (for the Minister of Education and Culture):

(1) No. The Department has of its own initiative obtained a report on the matter from which it appears as if athletes at an interhouse athletics meeting of the school refused to participate in the 5 000 metres running event if a certain pupil did also participate.

The impression was gained that the particular pupil was affiliated to the Federation Sports body. In order to prevent the disruption of the athletics meeting, the principal requested the pupil to withdraw from the meeting which he did voluntarily.

The matter was later resolved at a meeting of athletes where it was decided to repeat the 5 000 metres running event but at this stage, the particular pupil was no longer prepared to participate. Departmental action is under consideration.

(2) The policy of the Department is that there should not be discrimination against any person attached to a school or other institution under its control in the exercise of sport, culture or other outdoor activities. This policy has been applied for a number of years and is aimed at giving pupils the opportunity to develop their potential in the field of sport, culture and other outdoor activities irrespective of their personal political, cultural or religious convictions.

(3) No.

(4) Yes.

Work-seekers: registered at labour bureaux

26. Mr P G SOAL asked the Minister of Manpower:

How many males and females, respectively, were registered at labour bureaux as work-seekers in terms of the Guidance and Placement Act, No 62 of 1981, as at the end of each month in 1987?

The MINISTER OF MANPOWER:

Figures up to October 1987 are as follows:

Registered as Work-seekers
All Races

	January		February		March		April		May	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Bloemfontein	2 182	1 672	3 592	1 921	3 069	1 976	2 946	1 932	3 076	2 101
Cape Town	15 478	6 990	18 192	8 473	16 776	8 232	17 106	7 944	17 264	8 925
Durban	21 750	11 746	27 970	14 585	23 714	12 202	20 751	11 206	21 250	11 104
East London	3 288	2 068	5 467	3 423	3 518	2 283	2 779	1 619	3 225	1 721
George	1 637	629	1 597	713	1 663	777	1 776	836	1 771	879
Johannesburg	21 585	12 225	27 834	15 764	28 050	14 938	25 679	13 482	24 381	13 766
Kimberley	2 312	890	2 453	944	2 044	682	1 972	766	2 112	687
Port Elizabeth	10 007	3 788	9 830	4 715	6 772	3 049	6 979	2 892	5 777	2 755
Pretoria	10 079	4 992	12 548	6 233	12 537	5 907	10 844	4 995	11 611	4 773
Total	88 318	45 000	109 483	56 771	98 143	50 046	90 832	45 672	90 467	46 711

	June		July		August		September		October	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Bloemfontein	3 128	2 133	3 133	2 035	3 346	2 134	3 681	2 229	3 711	2 237
Cape Town	16 670	9 017	16 066	8 839	16 520	8 619	17 381	8 823	17 174	8 826
Durban	22 536	11 029	23 546	10 983	23 900	11 658	24 170	11 329	23 333	10 083
East London	3 187	1 718	2 726	1 404	2 618	1 188	2 870	1 344	2 749	968
George	1 739	821	1 924	876	1 449	805	1 718	978	1 748	1 087
Johannesburg	25 046	13 856	26 111	12 999	27 512	13 688	28 735	13 541	27 355	12 800
Kimberley	2 102	722	2 006	682	2 167	761	2 140	745	2 539	874
Port Elizabeth	5 900	2 582	5 981	2 652	6 081	2 230	5 871	2 781	4 923	2 272
Pretoria	12 482	4 713	12 751	4 851	12 836	5 400	13 590	6 002	12 493	4 934
Total	92 790	46 591	94 422	45 321	96 429	46 483	100 156	47 772	96 025	44 081

Persons registered as unemployed

27. Mr P G SOAL asked the Minister of Manpower:

How many Whites, Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest specified date for which figures are available?

The MINISTER OF MANPOWER:

	Whites	Coloureds	Asians
Bloemfontein	1 647	619	—
Cape Town	4 340	17 635	28
Durban	4 555	2 439	8 638
East London	238	296	2
George	407	1 581	—
Johannesburg	9 978	3 291	774
Kimberley	257	1 482	8
Port Elizabeth	1 220	1 631	5
Pretoria	2 109	232	57
Total	24 751	29 206	9 512

NOTE: These figures are as at 31 October 1987.

Religious objectors: alternative service

30. Mr P G SOAL asked the Minister of Manpower:

Whether any national servicemen who were granted the status of religious objectors have had to wait to be placed in alternative service; if so, how many such religious objectors were not placed in alternative service for (a) 12 months, (b) 9 months, (c) 6 months and (d) 3 months in 1987?

The MINISTER OF MANPOWER:

(a) 0.

(b) 1.

(c) 7.

(d) 17.

Strikes work stoppages

32. Mr P G SOAL asked the Minister of Manpower:

(a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1987 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

The MINISTER OF MANPOWER:

(a) (i) Whites 83
Coloureds 14 855
Asians 2 181
Blacks 523 925

(ii) Whites 7
Coloureds 1 504
Asians 85
Blacks 48 781

(b) (i) and (ii) Whites 778 hours
Coloureds 750 138 hours
Asians 138 536 hours
Blacks 45 712 400 hours

(Separate statistics for strikes and work stoppages are not available).

Conciliation boards/mediator

35. Mr P G SOAL asked the Minister of Manpower:

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35, and (ii) appointment of a mediator in terms of section 44, of the Labour Relations Act, No 28 of 1956, were (aa) made and (bb) approved in 1987 and (b) in respect of what percentage of the approved applications were the disputes settled, in each case?

The MINISTER OF MANPOWER:

(a) (i) (aa) 2312.

(bb) 779

(ii) (aa) None.

bb) None.

(b) Conciliation boards 33,5 per cent
Mediators Fails away

NOTE: As at the end of 1987, 272 disputes were still under consideration by conciliation boards.

'Work seekers wasting time'

THE management of Highgate, the Reef's newest regional shopping complex situated about 10 kilometres west of Johannesburg, is concerned about the large number of unemployed people who hang around the centre in the hope of getting jobs.

Mr Marshall Finlay, managing director of Finlay and Associates, said yesterday the shopping centre, which is expected to open next month, had been fully staffed for some time.

He said work seekers who flocked to the shopping centre daily seemingly ignored the "no vacancies" signs which had been prominently displayed around the premises.

"The problem is that being a huge centre, people just can't believe there aren't jobs available. It's a sad indictment of the unemployment situation in this country. To see hundreds of people without jobs standing around daily is a source of great concern to us," Mr Finlay said.

He recommended that the work seekers contact the Department of Manpower which has a vocational and placement service.

"They are wasting their valuable time standing around Highgate when they could be applying for jobs somewhere else," he said.

Ccawusa retrenchments

EAST LONDON. - The Commercial, Catering and Allied Workers Union (Ccawusa) has condemned the retrenchment of its members from American Flair Products earlier this month.

A union spokesperson said 14 workers were retrenched after the firm was taken over by new management, and while negotiations for them to be employed permanently were still underway. The union was only informed of the retrenchments on the day they were implemented.

The retrenched workers, all promoters, said the management had on the first of this month issued them with retrenchment forms to sign. The workers had refused to sign.

The workers said management had complained of a lack of productivity, but said management itself was to blame. They had presented several grievances, including that the firm no longer gave them sample demonstrations. Mr Rob Korb, the new managing director refused to comment. - *ELNEWS*

South 10-16/3/88

Four metal unions unite on wage talks

By HILARY JOFFE

THE trade unions affiliated to the South African council of the International Metalworkers' Federation (IMF) will present a united front when national wage negotiations open in the metal industry's industrial council next week.

The four IMF unions, which represent 128 556 workers, most of them black, have co-operated in the past. But this year workers from all the unions have held general meetings to formulate joint demands and the unions will decide together whether to accept or reject the employers' wage offer.

The IMF unions are this year demanding an increase in the minimum hourly wage from R2,61 to R5 and an across-the-board increase of R1,50 an hour.

The more conservative ex-Tucsa unions in the industrial council, aligned with the Confederation of Metal and Building Unions, are demanding a 20 percent across-the-board increase.

Both unions and employers expect a tough battle.

Brian Angus, executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), says: "Employers are not of the view that these wage demands are realistic: they are out of all proportion to what the industry can afford."

But Geoff Schreiner, national organiser of the industrial council's largest trade union, the National Union of Metal Workers of South Africa (Numsa), says: "The economic situation should be favourable to substantial increases. Manufacturing sector profits increased last year by an average 56 percent and that applies equally in the engineering sector.

"That increase in profits was generated largely through increasing productivity and rationalisation — as a result of which a lot of our members have lost their jobs. Companies are in a position where they are well able to afford increases substantially above inflation."

The IMF unions are also demanding:

- a 40-hour week (at present the industrial council agreement specifies a 45-hour week);
- an increase in overtime rates;
- six months' paid maternity leave (the present agreement grants only unpaid leave) and 14 days' paternity leave;
- March 21, May 1 and June 16 as paid public holidays;
- a guaranteed annual wage.

The negotiations could see a dispute declared almost as soon as they open. The IMF unions want a response from Seifsa to the Labour Relations Bill at the opening of negotiations — if they are not satisfied they will consider declaring a dispute.

They will also want to discuss the effective banning of opposition organisations and the latest restrictions on the Congress of South African Trade Unions.

The largest of the unions — the Metal and Allied Workers' Union (now merged with the National Automobile and Allied Workers' Union into Numsa) has declined to sign the industrial council main agreement every year since it joined the council in 1983. Last year it declared a dispute with employers and called a strike, which was halted when the minister of manpower gazetted the industrial council agreement and extended it to non-parties, making the strike illegal.

Angry words at Ccawusa talks

BY MONO BADELA

THE troubled Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) stumbled over the second-last hurdle towards unity on Sunday — bruising its shins badly.

At Sunday's annual general meeting of the Johannesburg branch, the largest in Ccawusa, one of the two rival factions dissociated itself from proceedings, describing branch elections at the meeting as "undemocratic and unfair".

The Johannesburg branch was the sixth of eight to hold AGMs before a national conference due on May 15. Two factions are contesting leadership of the union: a pro-Freedom Charter group under the leadership of Papi Kganare and an opposing group led by national secretary Vivian Mtwa.

It was the Kganare group which refused to participate in Sunday's proceedings, seeking observer status.

Five of the eight branches have elected delegates to support the Kganare group at the convention: the Pretoria, Northern Transvaal, Eastern Cape, Natal and Orange/Vaal regions. The Klerksdorp and Western Cape branches have yet to vote.

The division within Ccawusa resurfaced on Sunday, only weeks after the two factions had resolved their dispute through an out-of-court settlement.

The Johannesburg branch meeting on Sunday was characterised by intermittent angry exchanges between the two groups.

The Johannesburg branch resolved, among other things, that:

- The Freedom Charter was a divisive document
- Under no circumstances would officials who operated under Kganare during the split be re-absorbed into the union

Newly-elected treasurer Kaizer Thibedi said members of the Kganare group had realised they were a minority, hence their decision to abstain.

Miners make Anglo pay for dismissals

By HILARY JOFFE

SOME 9 500 miners dismissed in last year's wage strike are to be reinstated in terms of a settlement reached between the Anglo American Corporation and the National Union of Mineworkers yesterday.

The NUM estimates that the agreement, which also makes provision for notice and severance pay for those not re-employed, will cost Anglo R60-million, making it the largest settlement of its kind in South Africa.

"The agreement is a major concession by the country's largest corporation that dismissal is not the appropriate response to a lawful strike," the NUM's Marcel Golding said.

In terms of the settlement, Anglo gold mines will offer jobs to half the 18 000 workers dismissed during the strike and not re-employed, and Anglo coal mines will offer jobs to 500 of 1 600 such workers.

These workers will receive compensation for the period they were out of work. Workers not re-employed will receive one month's notice pay and severance pay.

In effect, the NUM says, the settlement means no workers have been dismissed for participation in the 1987 strike.

The settlement is likely to have an important influence on future bargaining relations between Anglo and the NUM — this year's round of wage negotiations begin in May.

An important feature of yesterday's settlement is that the union and the mining house have both agreed to negotiate a code of conduct and a procedure for resolving disputes arising from individual dismissals.

Negotiations over mine violence broke down during the strike.

According to Anglo's Michael Spicer: "AAC has long held the view that such a code will address the problems which have concerned it in labour relations over the past couple of years, namely those of workplace violence, coercion and union accountability".

NUM and Anglo had agreed to an arbitration hearing, presided over by W Schreiner SC and empowered to act as an industrial court. The two parties settled after two days of the arbitration hearing.

A significant advantage of the settlement is that it covers all the dismissed Anglo workers, whereas a decision by the arbitrator would only have covered union members.

Anglo sacked some 40 000 workers during the strike but 25 000 were subsequently re-employed.

Thomas lauds Western Cape growth potential



Mr Thomas

By DEREK TOMMEY,
Finance Editor

YOUNG go-getters who believe that the Reef might offer them a better future than the Cape should not be in too much of a hurry to pack their bags.

One of the Cape's most prominent economists, Mr Wolfgang Thomas — in a survey of the Western Cape's prospects prepared for a Cape Town-based advertising agency — strongly refutes claims that the Cape is stagnating and has no future.

Mr Thomas, a former professor of economics at the University of the Western Cape and now deputy general manager for the Western Cape region of the Small Business Development Corporation, contends that far from stagnating, the Western Cape has shown significant growth in recent years, though the absence of flashy new industries had tended to conceal the achievements.

Furthermore, he believes the Western Cape possesses a development potential as promising as any other area. Its resources just needed to be harnessed in an appropriate way. He believes the area may actually be better prepared for some of the structural changes which all regions and metropolitan areas in the country will have to face in the coming years.

The growth of employment in the Western Cape in the past 10 to 15 years has been relatively high in a number of sectors.

In the 18 years ended 1982 it grew on average by 2,6 percent a year which, he says, is remarkable given the widespread belief that the Western Cape's industrial sector is lagging behind other regions.

A recent study by the University of South Africa concluded that the employment base in the Western Cape was relatively stronger than that of other metropolitan areas as its economy was less dependent on sectors with a declining job creation trend. Looking ahead, Mr Thomas estimates that the area's population is likely to grow from its prsent 3-million to about 3,8-million by the turn of the century and could reach 4,6-million by the year 2010.

On these figures about 35 500 jobs have to be created a year in metropolitan Cape Town to keep the unemployment rate rising above the present estimate of 26,8 percent of the population.

Surveying the area's potential, Mr Thomas says that the most visible weakness of the area is the lack of mineral resources. But in international perspective this was not especially significant as there was no direct link between mineral riches and regional income — an obvious example of this was California in the US.

The Western Cape's population was rapidly increasing, and the impact of the region's more than 3-million coloured and white inhabitants on product markets should not be under-estimated.

While the Western Cape missed all the important linkage effects of industrial and services expansion on the Reef, it still had enough other 'growth sectors' or growth stimuli to maintain and improve the living standards of its growing population, he says.

Diversification

Agriculture, forestry, fishing, some important industries, construction, trade, financial services, the education and health infrastructure, public administration, tourist and recreation and a potentially buoyant informal sector were all significant sectors and each one displayed a distinct potential for expansion and diversification.

18% jobless jump

By Robyn Chalmers

UNEMPLOYMENT in SA's labour force rose by 18% in 1986-87 fiscal year — double the level shown in official statistics, says the SA Institute of Race Relations.

It is estimated that if the 300 000 to 400 000 entrants to the labour market are to be accommodated and unemployment eliminated, about 10-million jobs will have to be created between 1980 and 2000.

Almost 4-million school leavers could join unemployment queues in the next 15 years, and a "massive increase in unemployment has to be regarded as inevitable", it says.

In February 1986, Manpower Director-General Piet van der Merwe saw "no real improvement in the unemployment situation for at least five to 10 years".

He said the high population growth rate, the influx of foreign workers and continuing urbanisation were reasons why "there is no short-term solution to the unemployment problem".

The survey shows that of the R6,7-billion spent on education in 1986, about R3-billion was for whites, R1,1-billion for blacks, R868-million for coloureds, R608-million for Indians and R6-million for the Department of National Education.

Per capita expenditure on blacks in white areas was R387, for coloureds R891, Indians R1 386 and whites R2 746.

Based on 40 primary pupils to a classroom and 35 in secondary, in 1985 there was a shortage of 2 896 classrooms at primary and 2 221 at secondary levels which would take R348-million to eliminate.

However, there were 205 000 vacant places in white schools.

(ii) Falls away.

(b) 59 486

(c) 10 March 1988.

(2) Yes: —

(a) A simplified and more concise application form for informal housing was introduced.

(b) Middle of October 1987.

(3) Yes, by the KwaZulu Committee in respect of KwaZulu.

(a) Figure not available.

(b) The main reason being that the form did not make provision for a certificate by the magistrate of the district in which the property is situated.

(4) (a) There is no such fund as the "Natal Flood Relief Fund". After the floods in Natal and KwaZulu were declared a disaster and prior to the floods in the OFS and Northern Cape an amount of approximately R7,5 million was contributed by the public to the Disaster Relief Fund.

(b) R15 000 000 up to 10 March 1988.

(5) No.

Amygdalien banned in RSA

756. Mr C J DERBY-LEWIS asked the Minister of National Health and Population Development:

(1) Whether a certain remedy, the names of which have been furnished to the Minister's Department for the purpose of his reply, has been banned in South Africa; if so, (a) why, (b) when (c) to what extent and (d) what are the names of this remedy;

(2) whether his Department has information on whether this remedy has been banned in any other countries; if so, in which other countries has it been banned?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) No.

(a) Falls away.

(b) Falls away.

(c) Falls away.

(d) Amygdalien, also known as Vitamin B17 and Laetrile.

(2) No.

Foreign Blacks: unemployment benefits in RSA

789. Mr C J DERBY-LEWIS asked the Minister of Manpower:

(1) Whether it is permissible for foreign Blacks to draw unemployment benefits in the Republic of South Africa; if so, (a) in terms of what statutory provisions and (b) under what conditions;

(2) whether his Department takes precautions to ensure that persons drawing unemployment benefits are not receiving remuneration for employment at the same time; if so, what precautions?

The MINISTER OF MANPOWER:

(1) Foreign Blacks (excluding workers from the TBVC countries) basically do not qualify for unemployment benefits in the RSA. Contract workers and commuters from the TBVC countries have to apply for unemployment benefits in their own countries because their contributions are, according to agreement, paid over to the unemployment insurance funds of the countries concerned.

(a) Falls away.

(b) Falls away.

(2) Yes. Claims officers must inter alia satisfy themselves that applicants are unemployed, available for work and are not able to find suitable employment, prior to the paying-out of benefits.

Printing contracts awarded to two companies

832. Mr D J DALLING asked the Minister of National Health and Population Development:

(1) Whether his Department awarded any printing contracts in 1987 to two companies, the names of which have been furnished to the Commission for Administration for the purpose of the Minister's reply, or to their associated companies and printing oeprations; if so, (a) in respect of what publications or printed matter, (b) how many copies of each publication or item were ordered from each company and (c) what are the names of the companies concerned;

(2) whether these contracts were put out to tender; if not, (a) why not and (b) what was the total amount paid by his Department in respect of each of these contracts; if so, what was the (i) tender price originally accepted, and (ii) total amount paid out, in respect of each contract;

(3) whether his Department subsidizes any publications published by the above companies; if so, (a) which publications and (b)(i) why, and (ii) what is the amount of the subsidy, in each case;

(4) what total amount was spent by his Department in 1987 on printing and publishing involving (a) the above companies and (b) any other specified companies?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) No; (a), (b) and (c) fall away.

(2) (a), (b), (i) and (ii): fall away.

(3) No.

(a), (b), (i) and (ii) Fall away.

(4) (a) and (b) The following amounts were debited to the Department by the Government Printer in 1987 for printing done by;—

(a) Press Co-operation of South Africa	R524 316,30
(b) National Press Ltd	None
(c) Promedia, Pretoria	R213 941,69
(d) Silverray, KwaZulu	R14 685,44
(e) Embossed Labels, Johannesburg	R2 914,28
(f) Pretoria Printers, Pretoria	R778,40
(g) Veriprint, Johannesburg	R428,60

Former development boards: members employed

867. Mr P G SOAL asked the Minister of Manpower:

Whether any members of the former development boards are in the employ of his Department; if so, (a) how many, (b) what positions do they hold, (c) what period of time elapsed between the dissolution of the development boards and their present appointments and (d) what was the cost to his Department of employing these individuals?

The MINISTER OF MANPOWER:

Yes.

(a) 886.

(b) Director
Deputy Director
Assistant-Director
Senior Manpower Administration Officer
Manpower Administration Officer
Assistant Manpower Administration Officer
Chief Manpower Administration Clerk
Senior Manpower Administration Clerk
Manpower Administration Clerk
Assistant Manpower Administration Clerk
Personal Secretary
Chief Inspector
Senior Inspector
Inspector
Senior Training Officer
Senior Artisan
Artisan
General Assistant I
General Assistant II
General Assistant III
Typist
Constable
Sergeant
Senior Artisan Foreman
Driver
Chief Personnel Clerk
Handyman
Vocational Counsellor

(c) None.

(d) Exact figures are not available, as the cost of employing the personnel of former development boards is integrated in the total personnel expenditure of the Department. It was estimated that this takeover would cost the Department approximately R14,6 million per annum.

Union denies worker strike

Daily Dispatch Reporter

EAST LONDON — The National Union of Metalworkers of South Africa (Numsa) has denied that workers at the Tek group held a strike on Thursday.

The union's regional secretary, Mr Viwe Gxarisa, accused the company of dismissing more than 900 union members because of a breakdown in discussions.

He said the union had demanded that the company hold discussions with its shop stewards' committee and union representatives, following the dismissal of 20 of their colleagues.

Tek management, however, had refused.

Report-back meetings were held in various plants to discuss the "outdated attitude of the company," he said.

The company's human resources manager, Mr Gerrie Uys, said on Thursday that workers declined to work after four ultimatums and negotiations at plant level.

Mr Gxarisa said there were no ultimatums and attempts to organise a meeting on Thursday and Friday had failed.

Mr Gxarisa denied that the 20 workers had been fired because they would not accept conditions of employment.

He said they were dismissed because they had refused to sign individual agreements which they felt should be discussed at union level.

"Since Tek started operating in Wilsonia in 1974, the workers have not had a representative union and have been exposed to naked exploitation," he said.

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Future graduates face work problems

PRETORIA — Finding work for the mass of students who would graduate at SA universities in the years ahead would be an enormous problem, said Unisa principal designate Cas van Vuuren last night.

Speaking at a graduation ceremony, he said SA had a small economy compared with other First World countries, and disinvestment had to be contended with.

It might sound like a solution to say

GERALD REILLY

SA was a Third World country, and should accept the lifestyle and economy of the Third World.

However, the economy had reached a level of sophistication where it was impossible to turn back without disastrous consequences for both first and Third World components.

A great worry, too, was the financing and provision of education for the expected huge increases in school and university populations.

The flood of students to universities threatened standards, and one of the greatest challenges next century would be to maintain quality and standards without imposing "inhuman" admission requirements.

D|D 15/4/88

Court grants interdict against EL workers

Daily Dispatch Correspondent

GRAHAMSTOWN — Factory workers from an East London furniture manufacturer were interdicted yesterday by the Grahamstown Supreme Court for refusing to work overtime without first complying with the provisions of the pre-strike procedure in the Labour Relations Act.

Mr Justice Mullins ordered that 178 employees of Bebel Investments be restrained from refusing to work normal overtime with the intention of persuading the firm to reinstate employees it had retrenched.

The judge also ordered that the Paper, Printing, Wood and Allied Workers' Union be interdicted from instigating, inciting or taking part in any refusal by the workers to continue to work normal overtime.

The judgment was the outcome of an urgent application brought in February by Bebel Investments against the Paper, Printing, Wood and Allied Workers' Union, a union organiser, three shop stewards representing the workforce in the factory and 175 factory workers.

In a judgment handed down yesterday, Mr Mullins said on December 4 last year the firm had given written notice to approximately 36 of its employees that they were to be retrenched one week later.

The retrenchment led to correspondence and meetings between the firm and the union's organiser, Mr D. Mabhengeza, as to the legality of the retrenchments and what form of action would be taken by the union on behalf of the workers.

However, before the question of the retrenchments could be resolved, the remainder of the workforce decided to refuse to work overtime until the retrenched workers were re-instated.

The reason given for this ban on working overtime was that the firm had not complied with a dispute procedure prescribed by a Recognition Agreement entered into between the firm and the union.

The judge said in his view, it was quite clear the the overtime ban imposed by the workforce was in protest against the retrenchments and was intended as a form of pressure on Bebel Investments to reinstate the retrenched workers.

The argument in court centred principally around the definition of the word "strike" in the Labour Relations Act.

Mr K. R. McCall, SC, for the applicant argued that the conduct of the employees in refusing to work overtime fell squarely within the definition of "strike".

Mr McCall said that the collective action of a number of employees in refusing to work with the purpose of pressurising the employer was unlawful unless it was preceeded by a procedure provided for in Section 65 of the Act.

The judge said he found this argument not only appealing but sound.

He said he trusted that the union would explain to the workers that the effect of the judgement was not to compel them individually to work overtime, but to restrain them from collectively refusing to do so without first complying with the pre-strike procedure.

He left open the question of whether it was a term of their contract to work overtime.

Mr McCall was instructed by Bate, Chubb and Dickson in East London and Whitesides in Grahamstown.

Appearing for the defence was Mr Van Niekerk. He was instructed by the Bax Partnership in East London and Wheeldon, Rushmere and Cole in Grahamstown.

...ropment and ... ...

Reunis, announced at the opening of a Grahamstown bypass yesterday. CAPE Times 16/4/85

Work for 41 000 jobless 335

MORE THAN 41 000 jobless people had been employed in terms of the state unemployment programme over the past three years, the Minister of Manpower, Mr Piet du Plessis, said yesterday. In a written reply to a question by Mr Francois le Roux (CP Brakpan), he said his department paid out R44,3 million during this period.

Frame to retrench 1 850 workers

DURBAN. — The Frame group yesterday announced plans to retrench about 1 850 of its 21 000 employees, "as part of a plan to re-organize with the aim of becoming competitive in local and international markets".

Frame's human resources director, Peter Richardson, said, "we know it will create hardship and it's not an easy decision to make, but unfortunately there is no viable alternative".

No date has been set for the cut back, Richardson said. "The retrenchment programme has been discussed at length with the Amalgamated Clothing Textile Workers Union of SA (Actwusa).

"Formal notice of the plan was served yesterday in terms of agreements with the union."

Richardson said its cuts would affect employees at mills at Jacobs, Mobeni, New Germany, East London and Ladysmith.

All workers will receive compensation. The effective date is still "being negotiated". — Sapa

D/D 24/4/88

Frame Group to retrench 1 850 workers

Director: cuts will affect East London

Daily Dispatch Correspondent

JOHANNESBURG — The Frame Group is to retrench 1 850 employees — about nine per cent of its 21 000-strong workforce — as part of a programme of reorganisation to become competitive in local and international markets, according to a statement released yesterday.

The human resources director, Mr Peter Richardson, said the need for the layoffs arose out of a legacy of benign neglect in which the Frame Group lost its ability to perform efficiently.

"We know it will create hardship and it's not an easy decision to make, but unfortunately there is no viable alternative.

"The group's operating company, Consolidated Frame Textiles, has an abysmally low return on capital compared to other industries and competitors," Mr Richardson said.

A spokesman for the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) said retrenched workers would receive compensation of at least one week's pay per year of service, or part thereof.

In addition, they would receive both their employer contributions to the company's provident fund, plus interest, he said.

The retrenchment programme has been discussed with Actwusa. No date has been set for the implementation of the job cuts.

Mr Richardson said the cuts would affect staff at Jacobs, Mobeni, New Germany, East London and Ladysmith.

The retrenchments follow restructuring of the group since new management took over in 1986.

A complete reorganisation has simplified the complicated system of cross holdings and interlocking minority shareholdings of the various companies making up the group.

The group's return on capital is 10,3 per cent at historical costs, or 5,7 per cent allowing for depreciation of plant and machinery.

This compares unfavourably with competitors' returns at 34,3 per cent for Mooi River and 33,9 per cent and 31,8 per cent for Da Gama and Romatex respectively.

The financial director, Mr Stephen Leggat, said yesterday the group aimed to achieve a 25 per cent return on capital in the next two years.

Given Frame's R300 million property portfolio, this would enable it to compete effectively, as property tends to hold or appreciate in value compared with as opposed to machinery.

The intention is to produce the lowest priced cloth in the country, Mr Leggatt said.

Tight cost controls and the introduction of a new management team in 1986 have already been showing benefits.

"At the interim stage for the 1988 financial year pre-tax profits were up 27 per cent to R14,9 m.

Mr Leggatt says the group is looking for pre-tax profits of R55 million for the current year.

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Union claims workers detained after dispute

Daily Dispatch Reporter

EAST LONDON — The National Union of Metalworkers of South Africa (Numsa) has accused the Tek group of appealing to the Ciskei government to intervene in its dispute with the union.

The company denied any knowledge of security police action.

The chairman of the local Numsa branch, Mr Mtutuzeli Tom, said eight former Tek employees had been detained at their Mdantsane homes by Ciskei security police last week.

The names of those allegedly detained are: Shadrack Busika, William Mbovane, Mxolisi Bhisholo, Vakele Kraqa, Odwa Dyani, Mpumzi Mkosi, Julius Sleku and Sarah Mabhija.

The Ciskei police public relations officer, Colonel Avery Ngaki, said he could not comment until he had received a telex from the security police confirming or denying the alleged detentions.

The Tek group human resources manager, Mr Gerrie Uys, denied any knowledge of security police action and said there had been no contact with Numsa since the workforce of almost 700 was dismissed two weeks ago.

Mr Tom said the detentions had occurred when the workforce was locked out of the factories by management after demanding the unconditional re-instatement of dismissed union members.

He accused Tek of employing "scab labourers" through an East London employment agency.

Mr Uys confirmed that Tek was on a recruitment drive and said staff figures were "close to full strength".

Mr Uys said none of the former workforce had been re-employed, although some 350 new workers had been signed up for the television factory alone.

1 800 to lose jobs

21/4/88

335

DURBAN — About 1 850 employees of the giant Frame Group are likely to lose their jobs as the company embarks on a retrenchment drive as part of a programme of re-organisation.

The cuts will affect employees at mills in Jacobs, Mobeni, New Germany, Ladysmith and East London.

This was announced in Durban yesterday by the company's human resources director, Mr Peter Richardson, who said the staff cuts were necessary to enable the company to become competitive in local and international markets. — DDC

Full report page 13

Frame 'forced to retrench 1 850 workers

Star 22/4/88

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By Dave Canning

Candidly admitting that its returns on capital are unattractive to investors and that "benign neglect" has caused inefficiency, textile giant Frame has prescribed the retrenchment of 1 850 of its 21 000 workers to try to remedy the situation.

Amplifying on what group personnel director Peter Richardson described in a statement yesterday as "abysmal returns", financial director Stephen Leggat said today they were 10 percent up on an historical basis and five percent on the basis of replacement cost.

"The immediate objective of the retrenchment programme is to raise this to 25 percent on an historical basis within two to three years," said Mr Leggat.

"It takes a while for these things to work through; if the whole exercise were achieved immediately, we would see no benefit by the financial year end on June 30.

Market share

"Even if the programme was in place by early in July — which is unlikely — the full impact will not be apparent by the following year-end."

Frame was losing market share, he said, in the sense that the size of the market was growing while its sales levels were not. "In effect, that means we are going backwards".

Textile sales were "Highly competitive" with fabric from low-cost producers like Taiwan and Turkey making the market hotter. In addition, sanctions meant the group was rapidly being shut out of traditional export markets, such as Australia and the United States which was "getting worse by the day".

While it was unclear exactly what categories of employee would lose their jobs, said Mr Leggat, the brunt of the exercise would be felt on the factory floors and to a lesser extent in the administrative areas.

Cuts would affect mills at Jacobs, Mobeni, New Germany, East London and Ladysmith.

Union involvement in the production areas would make the exercise more difficult for the company but it should be understood by workers that sacrifices had to be made to make the entire operation "viable".

"If the business isn't viable we risk getting into a spiral of losing customers and laying off workers. It was imperative that we take drastic action and get it right once, not let the situation drag on for years in the hope that it will eventually sort itself out," he said.

"We know it will create hardship, and it's not an easy decision to make, but unfortunately there is no viable alterative," said Mr Richardson.

The Amalgamated Clothing and Textile Workers' Union said retrenched workers would receive compensation of at least one week's pay for each year or part thereof of service. They also would get back contributions to the company provident fund, plus interest.

olic.

here's laughte

MUSA ZONDI joins the jobless on the pavements of Albert Street

EARLY morning on Albert Street this week.

Crowds of black men are lining the pavement in apparent disarray, but every man is there for one reason: work. Any work.

It's been a familiar sight to Johannesburg's motorists for many years, but I thought it might have changed with the scrapping of the pass laws.

It hasn't.

Outside the shabby office — only four streets down from the Carlton Centre, one of the most glamorous complexes in South Africa — scores of people still hang around in desperation.

Most of them are waiting for a *bakkie* or truck to come around, driven by someone who can offer them employment — for a day, or a week, or anything.

I found out quickly that nothing much has changed for Albert Street. Work permits are still being issued — the difference that "reforms" have made are that permits are issued only to people who come from the "independent homelands" of Transkei, Venda, Bophuthatswana and Ciskei.

For "South African citizens", the office is now responsible for issuing identity documents rather than processing passes. This has reduced the work-load significantly, but the feeling has hardly changed.

I ask one of the work-seekers, Joseph Manana, if he thinks things are different. He sighs: "There's still as much trouble and suffering as before the abolition of the passes. For my part, I can't see any change."

I join the throngs of hopefuls in the scorching sun. A *bakkie* pulls up and stops, and we all run like hell for it. It makes a U-turn and drives off.

We go back and lounge around for a long time. Joseph says he's been there since about 7 o'clock. It's usually like this, he says matter-of-factly. I see desperation in his face.

He gets more talkative. "These people who come around here and take us for work are just using us. You work for one day and the next you are stranded. This whole thing is *kak*. They just use our manpower for nothing, and don't ever employ us fully."

A former mineworker, dismissed during last year's strike, leans over: "What can we do?" he says. "We need the money. We get anything between five and 15 rand for the day, but even that makes a difference. You've got to have something to live on for the time being."

James Makhura, who joins us, is 21. He wrote matric but failed. Not



...stage of the pass office, he sells ID photos
Picture: ANNA ZIEMINSKI, Afrapix

r in the jobless qu

Albert Street, Johannesburg, was notorious for years as the grim street where people's lives could be altered with a rubber stamp in a pass book. The laws have move on a little, but not Albert Street, where the unemployed still line the pavements

quite youthful-looking, his face is somewhat worn. This is his third week on the streets, looking for work. He wants to listen, not talk.

Wilson Malaji has been out of work since November last year. He has three kids at school, thanks to the help of his brother, who is working.

"There comes a time when you lose respect from your wife when you are jobless," he says. "When the kids are crying to their mother for food, she just sends them to you, and you know you are hopeless.

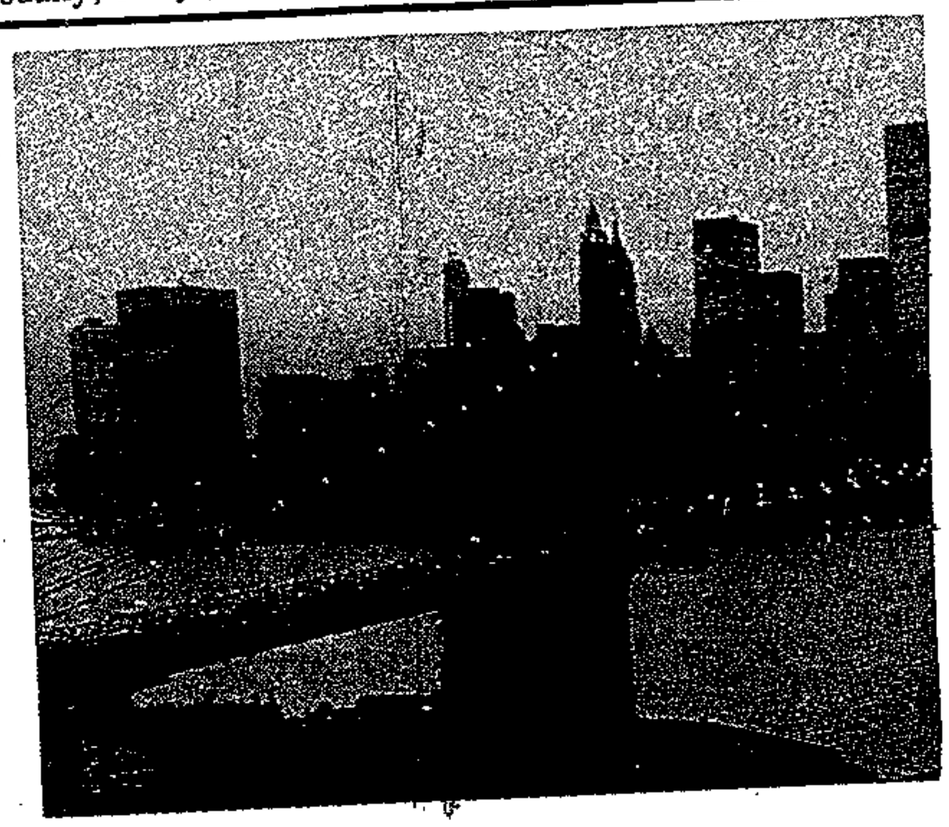
"Lots of people turn to crime," he says, and pauses. "You can't blame people who get involved in this sort of naughtiness, can you?" The question is addressed straight to me.

He speaks with authority — an "expert" in his field. Tall, dark-complexioned, he does not just narrate. He speaks as if giving an oration..

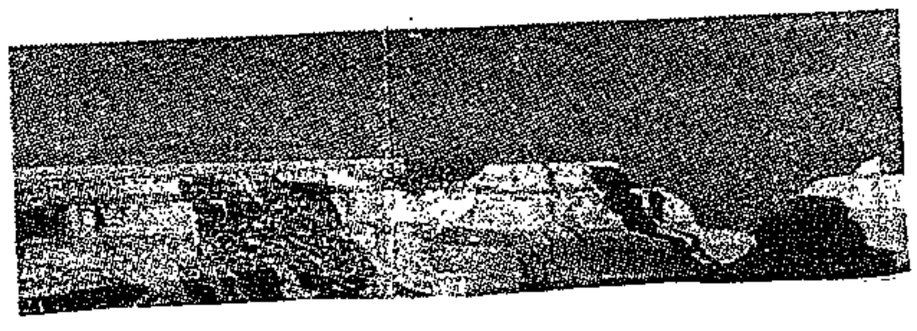
Malaji comes from Pietersburg and stays with his uncle at Meadowlands. He travels to Albert Street every day — begging lifts, usually, or by train if he's managed to get a job in the last two or three days.

There are still no more *bakkies*, and someone next to me is getting rather restless. "Why are you asking all these questions?" he says. "It's been five years since I had a permanent job." I shut up.

As the waiting drags on, I notice how people rely on their own sense of humour. Very few passersby escape comment. For a woman, such things as the legs are thoroughly scrutinised. Couples are teased with-



SEEING



eue. It hides the sadness

WEEKLY MAIL
22-28/4/8

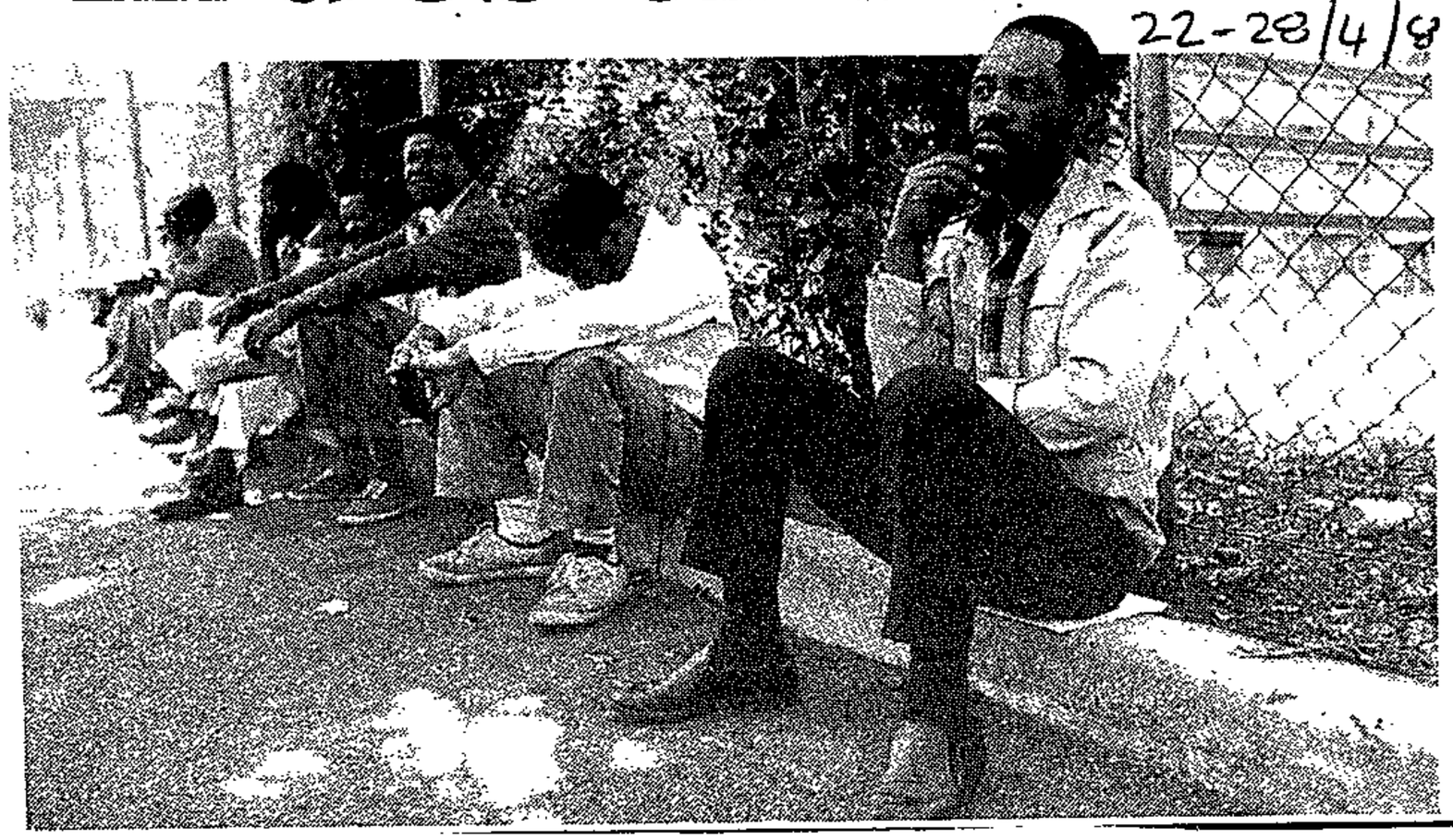
out mercy, and there is a lot of laughing.

But as the day goes on, sadness takes over.

Then one by one they leave, either to get *amahewu* (wet maize meal porridge made sour for quenching thirst), or for another place where they think they might strike it lucky.

By two o'clock only a handful stay in the faint hope of a latecomer-employer.

Joseph goes half an hour later, and I give up too. I'm happy to leave this sad place. But I think, as I head off, that in some ways it felt worse for me because these people have learnt to live with each other — even formed a sort of community of their own. They know each other, and they have learned patience. They have had to.



Outside No 80 Albert Street the unemployed learn patience. Day after day they sit and wait for work. Perhaps they will be lucky today — someone may hire them. But most will go home with their pockets still empty.
Picture: ANNA ZIEMINSKI, Afrapix

DD 22/4/88

Frame group says 390 will lose jobs in EL

Daily Dispatch Reporter

EAST LONDON — The Frame Group has revealed that 390 workers at the East London plant will lose their jobs as part of a move to retrench 1 850 employees nationwide.

The group's director of human resources, Mr Peter Richardson, said the figure represented approximately 9 per cent of the 4 100 people employed at the Chiselhurst plant.

He said the move was intended to reorganise work practices at Frame factories all over the country without affecting production.

Discussions would be initiated at a local level with the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) within the next two weeks, in accordance with agreed retrenchment procedures, Mr Richardson added.

The general secretary of Actwusa, Mr John Copelyn, confirmed that formal notice of retrenchment had been served on the union.

He said some discussion had taken place with Frame management, although no agreement had been reached on severance packages, selection criteria or the date of implementation of the purge.

"We are obviously extremely disturbed by the plans and have made proposals which we believe will best serve our members' interests.

"Our first priority is to our members and it is our duty to protect their continued employment," he said.

Mr Copelyn said a national meeting of Frame Group shop stewards had been arranged for Saturday, April 23, to "determine Actwusa's position in respect of Frame's plans and to adopt a plan of action".

Meanwhile, the Amalgamated Clothing and Textile Workers Union of South Africa is convening a meeting of all Frame group shop stewards at the weekend to discuss the company's retrenchment plans.

Mr John Eagles, a spokesman for the union, said yesterday that the union's position in respect of the Frame Group's plans would be determined at the meeting and a plan of action would be adopted.

1 600 may lose jobs

Sowetan 25/4/88

335

THE Commercial Catering and Allied Workers' Union of South Africa said that about 1 600 workers faced retrenchment from Checkers stores because of "unsatisfactory profit margins."

The union said in a statement to Sapa on Friday it was told this by Checkers' management during the course of negotiations over shop floor conditions which are currently in progress.

As a response to this, the union handed petitions signed by thousands of Checkers workers throughout the country objecting to the retrenchment threats to management.

Security

"As an alternative to retrenchment the union tabled a package proposal interlinking a number of areas which would ensure job security for all Checkers workers.

"In response the company stated they are prepared to withdraw their retrenchment programme on condition that it receives concrete proposals of measurable action that the union will take on four areas.

- Shrinkage, customer service, unconstitutional work stoppages and staff transfers," the union statement said.

The union said it was considering the company's proposals and it will hold a meeting of all shop stewards at Checkers' branches on April 27. — Sapa.

house. No crime is suspected.

Retrenchment of 1 600

JOHANNESBURG. — The Checkers group has told the Commercial Catering and Allied Workers' Union that it is considering retrenching 1 600 workers, a union spokesman said at the weekend. Checkers management has said it was necessary because the company profit margins were unsatisfactory.

Textile union to oppose proposed retrenchments

DURBAN. — The Amalgamated Clothing and Textile Workers' Union has decided to oppose the Frame Group's decision to retrench 1 850 workers.

A special national council meeting of the union was called at the weekend after Frame's human resources director, Mr Peter Richardson, said last week that unless the company took action by cutting staff to arrest a spiralling cost base, there was a "real prospect of structural damage being done to the business", which could lead to "forced closure in certain areas of operation".

The union's general secretary, Mr John Copelyn, said it wasn't that Frame was not making a profit but that it was not making enough profit.

"The jobs of these workers are going to have to be done by the remaining workers," Mr Copelyn said.

It was a typical case of tightening the screws on workers who were already over-exploited.

Mr Copelyn said that in the absence of an agreement between them Frame threatened to conduct the retrenchments without the union.

The Frame Group's industrial relations manager, Mr Keith Robson, said the company was disappointed with the union's statement. — Sapa.

Union rejects Frame firings

JOHANNESBURG. — The Amalgamated Clothing and Textile Workers' Union of SA has rejected the Frame group's decision to retrench 1 850 workers as "fraudulent".

Shop stewards rejected the retrenchments at a national council meeting on Saturday and resolved to oppose the plan vigorously.

The .1 850 workers to be entrenched represent about 9% of the Frame group's 21 000-strong work force.

Cap

1 600 Checkers workers face axe

Staff Reporter

ABOUT 1 600 Checkers workers face being axed from their jobs following a company admission that it was achieving "unsatisfactory profit margins".

This was announced in a statement released at the weekend by the Commercial, Catering and Allied Workers' Union of SA (Ccawusa). The union said the company was considering the retrenchment of the workers.

Thousands of employees had signed petitions protesting against the proposed retrenchments, the union said.

Ccawusa said it had tabled a package proposal that would ensure job security for all Checkers workers.

In response, the company stated that it was prepared to withdraw the retrenchment programme if it received concrete proposals that the union would take "measurable action" in the areas of shrinkage, customer service, unconstitutional work stoppages and staff transfers.

The union said it was considering the company's proposals, and all Checkers shop stewards would meet to discuss the proposals on April 27.

Union rejects plan

THE Amalgamated Clothing and Textile Workers' Union of SA has rejected the Frame group's decision to retrench 1 850 workers.

Shop stewards rejected the retrenchments at a special national council meeting at the weekend and resolved to oppose the plan.

Last week, Frame's human resources director, Mr Peter Richardson, said unless the company took action by cutting staff to arrest a spiralling cost base, there was a "very real prospect of structural damage being done to the business and this could lead to forced closure in certain areas of operation."

The union's general secretary, Mr John Copelyn, said the problem was not that Frame was not making profits but rather that it was not making enough profits.

Mr Copelyn said it was not a matter of life or death, but a matter of Frame's being jealous of the position of the other manufacturers in the industry.— Sapa.

Retrenchment decision rejected as fraudulent

25/4/88

Daily Dispatch Correspondent

DURBAN — The Amalgamated Clothing and Textile Workers Union of South Africa (ACTWUSA) has slammed the Frame Group's decision to retrench 1 850 workers as "fraudulent".

Shop stewards rejected the retrenchments at a national council meeting at the weekend and resolved to oppose the plan.

The workers to be retrenched represent about nine per cent of the Frame's 21 000-strong workforce.

The group's human resources director, Mr Peter Richardson, was reported as saying that the need for the retrenchments arose from a legacy of benign neglect in which the group had lost the ability to perform efficiently.

However, ACTWUSA's General Secretary, Mr John Copelyn, said the problem was not that Frame was not making profits but rather that they were not making sufficient profits.

"It is not a matter of life or death for Frame. It is a matter of them being jealous of the postion of other manufacturers.

"It is a typical case of tightening the screws on workers who are already over exploited."

Mr Copelyn said that Frame had threated to conduct the retrenchments without notifying the union.

"That will be Frame's biggest mistake," he said. "They do not realise the anger and bitterness which is boiling up."

B/D ays
27/4/88

(35)

Slight employment rise

EMPLOYMENT in the non-primary sector had increased by 0,3% at the end of December 1987, compared with the previous three months, according to the Central Statistical Service.

Total employed stood at 4 241 575. White employment decreased by 0,5%, while coloured, Asian and black employment increased by 0,7%, 1,1% and 0,6% respectively.

Row at Highgate

Sowetan 29/4/88 335

By SY MAKARINGE

MORE than 300 workers at the newly-opened Highgate shopping complex were allegedly dismissed by the management of Pick 'n Pay on Monday — barely a week after they had been employed.

The workers, who filled in application forms in September last year, and started working for the supermarket chain when the new store opened last Tuesday, said this week they were shocked when they reported for work on Monday morning to find all their clock cards missing.

They said they were told by Pick 'n Pay's manager at Highgate, a Mr Albert Maponyane, that they had been in the employ of the supermarket on a temporary basis. They also alleged that Mr Maponyane told them they should not have been employed in the first place as the shopping complex was situated in a coloured area.

"When I applied for a job in September last year, nobody told me I would work only for a week. Had I been told this, I would have looked for another job. I thought I had secured permanent employment. Here I am again, back in the streets," an angry Mrs Florence Tsutsu, of Soweto, said.

Sacrifice

Mr Godfrey Mpesi (28), of Soweto, who thought he had secured permanent employment when his application for a job was accepted about seven months ago, said he and other workers made a lot of sacrifices for the supermarket since last Tuesday.

"We used to knock off as late as 10 o'clock at night. We risked our lives in the belief that we had been employed on a full-time basis. Now the company, which is not even ashamed of saying publicly that it made a turnover of more than R1-million on Tuesday alone, is treating us like dogs.

Mr Chris Murch, general manager of Pick 'n Pay at Highgate, said it was not true that the workers had been fired. He said they had been employed as casual labourers only for the opening of the store.

He said the workers had been told that they would not be employed on a permanent basis. staff started working three to four weeks before the supermarket opened, he added.

Reinstatement for Robertson workers after written judgement

W/t ARCUS 30/4/AP 335

WRITTEN judgment was recently handed down in the case in which the Industrial Court ordered the reinstatement of 80 workers dismissed from Cape Lime, Robertson, after they took part in a strike.

The dismissals followed a series of industrial actions at the plant in 1987.

These actions involved, among other issues, demands for management intervention over the detention of a national organiser of the Chemical Workers' Union and a strike in sympathy with union members on strike at Sasol.

"Fairness"

On one occasion a form of disciplinary inquiry had been held after which workers were given "final written warnings" and the dismissals followed another strike in November.

In his judgment the presiding officer, Mr P Roux, said he took into account the "reluctance ... of the Industrial Court as a matter of policy to come to the relief of persons engaged in unlawful strike action".

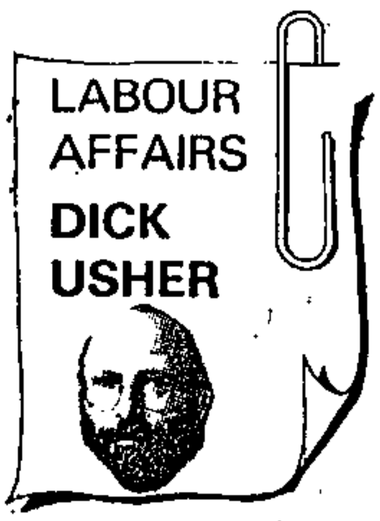
Unlawful

"But even if the actions ... may have been unlawful, regard still has to be had to both the fairness of ensuing procedural steps and the fairness of the sanction."

He considered in particular "the failure or refusal of the respondent (Cape Lime) to respond or timeously to respond to a request by shop stewards in respect of alleged assaults by the police of fellow union members at Sasol".

Failure

Also "the failure (notwithstanding an avowed intention to negotiate collectively with the union) to negotiate concerning the nature of the procedural steps to be taken against the members of the union ... and particularly whether such persons



should be dealt with individually or collectively and whether they should be individually or collectively sanctioned for their behaviour".

"40 years"

Mr Roux said that the decision, unilaterally taken, to implement for collective industrial action a disciplinary code which had probably been designed to deal with individual transgressions smacked of "paternalism in the unfavourable sense of the word".

Stoppage

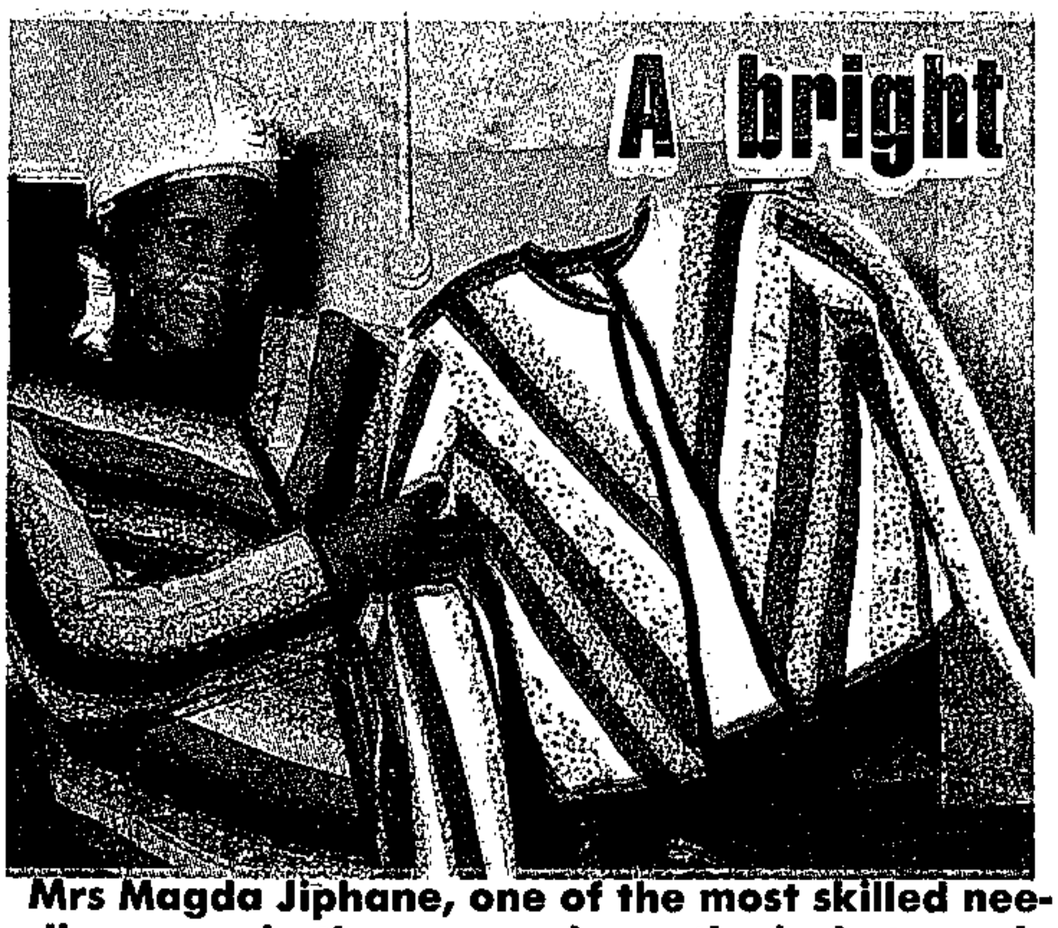
It was also important that the company was not faced with a continuing work stoppage which could not be abated, nor was it accompanied by an unreasonable demand; that the stoppage had apparently been peacefully conducted without any "criminal or delictual conduct; and that the applicants had periods of long service with the company, in some instances between 23 and 34 years' service with one worker having "devoted a working life time of 40 years" to the company.

"Although regard had been given to previous transgressions in the disciplinary inquiry, apparently no regard was given to individual periods of service," said Mr Roux.

Disrupt

Also, the cause for the work stoppage was not "in the nature of a planned or concerted effort to generally disrupt industry".

Mr Roux also said that if the union official involved had been "timeously consulted and had negotiations with the union ensued, the nature of the disciplinary inquiry would have been different and ensuing sanctions would possibly, if not probably, *not* have resulted in dismissal."



A bright

Mrs Magda Jiphane, one of the most skilled needlewomen in the group, shows the jackets made by the sewing group on commission.

Pictures: LEON MÜLLER.

Mrs Arends is the "mother" of the project. She first launched a sewing group for Crossroads women in 1984 after retiring from nursery-school teaching at Vista Nova, the cerebral palsy school.

"I thought I was going to have a quiet life after retirement," she said, smiling.

The group met at the Sacla clinic in Crossroads, where Dr Ivan Toms lent his support.

The volunteers were members of Anglican women's groups from Plumstead and Pinelands.

The project flourished in Crossroads until the 1986 violence that left thousands homeless and closure of the clinic halted the project.

weekly mail

30/4/88



Volunteer Mrs Elin Botha, left, demonstrates sewing skills to a "student" while Mrs Lynette Hauptfleisch looks on.

hread . . . woven into bleak survival battle

Sewing seeds for success

by SUE LUPTON, Weekend Argus Reporter

EVERY Tuesday morning in Khayelitsha — the bleakest of Cape Town's townships — a group of women flock to a prefabricated building to learn to sew.

Often, disappointed women are turned away from the building, which houses Shawco clinics for the rest of the week, because the self-help group has only 18 sewing machines and can accommodate a maximum of 25 people.

When Weekend Argus visited



At a meeting of the Masiphathisane ("work together") sewing group, a Khayelitsha resident makes a tracksuit for her baby, perched on her lap.

However, Mrs Arends managed to trace some of the keenest needlewomen who had scattered when Crossroads burnt. They continued meeting at St

One of the aims of the project is to spread skills by sending women who have learnt to sew back into the community to teach others.

transport. Also needed are hand-operated sewing machines, lengths of fabric (small material scraps are not needed), scissors, thread, pins, nee-

the project — known as Masiphathisane (Xhosa for "work together") — it was a bustling hive of activity.

Twenty-five women, many with a baby on the back or in the lap, were industriously stitching by hand or machine, while young children played on the floor with scraps of material and older ones romped outside.

Tracksuits

Project co-ordinator Mrs Beth Arends and four volunteers were fully occupied, correcting mistakes and demonstrating new techniques.

Many women were creating tiny tracksuits for their babies from lengths of stretch fabric.

The aim of the project is to improve the lot of women in Khayelitsha by helping them acquire a skill.

Learning to sew enables women to make clothing for themselves and their families, thereby saving money, and also to make items for sale.

Project "mother"

Apart from selling their wares to neighbours and other township residents, the women hold stalls at craft markets and similar events. The group's creations will soon be available from the new Operation Hunger showroom in Wynberg.

Faith's Anglican Church in Plumstead, in spite of transport difficulties.

When Sister Ndileka Tshaka, who had been on the Sacla clinic staff, joined the Shawco clinic in Khayelitsha, she discovered an alarming helplessness and lack of motivation among the mothers who attended the nutrition clinic.

Recalling the active sewing group from Crossroads, Sister Tshaka suggested to Mrs Arends that the group came to Khayelitsha "to spread the message of self-help".

So, for the past year, the group has met at the Shawco centre.

Mrs Arends's concern for the women who attend the group has earned her the fond nickname, "Mama Beth".

Intricate patterns

At the weekly sewing mornings, women are taught from scratch. First, they make pincushions, then bags, aprons and garments for themselves and their children. Then they progress to making clothes for sale to neighbours.

Some women have progressed to intricate patchwork creations which they sell and several have been helped to buy their own machines.

Two women from Mrs Arends's group have helped Sister Tshaka establish another group in Shawco's satellite clinic in Khayelitsha's Site C. This group is running as a co-operative commercial concern.

For many of the women who attend, the weekly sewing group is a single bright thread woven into the tough battle for survival.

Mrs Elin Botha, one of the project's volunteer sewing teachers, said: "It means more than just learning to sew — it's the only enjoyable event in a terribly depressing life.

"See that woman over there — she has so many problems.

"But, on Tuesdays she can get out of the house and enjoy herself. I can't believe how cheerful she is every week."

However, the project workers are intensely aware that a single sewing group barely begins to meet the overwhelming need for self-help projects in impoverished communities like Khayelitsha.

Mrs Arends said: "If we had the resources to hold a group like this every day of the week, we would still have to turn away countless people."

● The sewing group needs volunteers who have their own

Mrs Arends also helps find jobs for unemployed women and their families involved in the project and can recommend domestic workers and gardeners.

She can be contacted at ☎77-1214.



Mrs Beth Arends, who started the self-help project, has earned the nickname "Mama Beth".

1/5/88 335 STimes

Samcor strike halts a Mazda launch

By Robyn Chalmers

THE wildcat strike by 3 000 Samcor workers at Silverton, near Pretoria, has cost the company about 2 100 vehicles — worth more than R50-million.

Lost production will aggravate the shortage of cars and trucks. Samcor has had to cancel the launch of the revamped Mazda 323 planned for May 20.

The company says the strike has stopped production and insufficient cars are available for the launch.

Closure

The strike ended last Monday, but rebellion against the union-supported company share scheme is not over, and workers have elected a new shop stewards' committee.

When Ford Motor Company pulled out of SA last year, it gave 24% of Samcor Holdings to employees and stipulated that dividends be paid into a community trust and not be given directly to employees.

The trust was aimed at improving the quality of life in black townships.

Workers now want their share of the company assets to be paid to them.

Head of the National Union of Metalworkers of SA (Numsa) motor section Fred Sauls says the strike was a result of misunderstanding on the part of workers.

"They believe the shares are worth R40 000 each, and want that money now. They do not understand that if the company is forced to sell its assets it will have to close."

Frame threats

In Durban, the Frame Group announced that it planned to retrench 1 850 employees. Trade unionists threaten a court action against the company.

Frame human resources director Peter Richardson says the company plans to retrench about 9% of its 21 000 employees and reorganise work practices at its factories.

The Amalgamated Clothing and Textile Workers Union of SA has rejected the retrenchment programme, and union spokesman John Eagles says Actwusa will present a proposal to Frame management in a few days' time.

Frame has made it clear that it will go ahead with the retrenchment.

Mr Eagles says: "There will be a great deal of resentment if this happens, and the only option we will have will be to take the company to court.

"We are trying to work out some agreement, but our priority is to protect the interests of our members."

Mr Richardson says "agreed retrenchment procedures" will be followed.

Checkers has also announced its intention to retrench 1 600 workers because the company is achieving unsatisfactory profit margins.

Checkers public relations officer Adele Gouws says the company stands by its promise to withdraw the retrenchment programme — if it receives concrete proposals of action from the Commercial Catering and Allied Workers Union (Ccawusa).

Checkers seeks to eradicate in-company theft, improve service to customers, avoid unconstitutional wage stoppages and facilitate staff transfers.

A Ccawusa spokesman says the union will put its proposals to management on Wednesday.

'Many would lose jobs' if countries ban tourists to SA

JOHANNESBURG. — If countries place a ban on foreign tourists visiting South Africa, many of the 250 000 people employed as a result of tourism would lose their jobs, the chairman of the South African Tourism Board, Mr Danie Hough, said at the Fedhasa International Conference in Madeira.

"This would directly result in a falling standard of living and an increase in unemployment."

In spite of the negative publicity which South Africa received from the international media, the growth figure for the tourist trade for 1987 was 14,2 percent compared to 1986.

However, he said the South African Tourism Board had already been forced to close its offices in Canada and Australia due to political pressure.

"The same may happen in America depending on the next move by congress regarding sanctions," Mr Hough said.

"In countries where we were forced to close our offices, we have instituted a desk system at head office in Pretoria where links are maintained with these countries and the promotion of tourism is continued through identified operators and wholesalers."

He said the system had been implemented with regard to the Australian, Canadian, South American and Spanish markets.

The South African Tourism Board has 13 offices overseas which promote South Africa as a tourist destination in the various countries in which they operate and 13 regional offices in South Africa.

Mr Hough said of importance to the industry was that 40 percent of tourists returned for at least a second visit.

"One of Satour's main objectives is to formulate a video project which will involve at least 50 000 South Africans promoting South Africa as a tourist destination to their friends and relatives overseas."

Other objectives include activating dormant South African clubs and friendship associations and establishing new ones, instituting an incentive scheme to involve returning overseas visitors to promote South Africa as a tourist destination and involving moderate groups overseas in the promotion of tourism.

"It is envisaged to invite some of the leaders of these groups to South Africa as guests of the South African Tourism Board."

Mr Hough said the Board planned to bring foreign journalists to South Africa as a way of generating favourable publicity.

On the issue of peak holiday periods, Mr Hough said although Satour was striving to have holiday periods scheduled by schools, universities and the industry scattered more evenly during the year, the task was an "insurmountable one".

However, he said it was time for private enterprise to come up with "innovative and new vision regarding the development of adequate infrastructure".

A joint Satour/Fedhasa committee was also reconsidering current registration and grading requirements for hotels, said Mr Hough.

"The committee's aim is to simplify the requirements for one-star hotels by having them meet certain basic standards only.

"They are also looking at ways and means to adjust the points system to bring our star categories more in line with those found overseas, as we feel that we perhaps have been too stringent in the past, thereby underselling our hotels abroad." — Sapa.

The Argus, Monday

2/5/88

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Craftsmen 'turned' to chairs

Suurbraak's skilful bodgers shape 'old' designs for new clients

By MICHAEL DOMAN
Staff Reporter

IF Dutch master Vincent van Gogh wandered down the winding main road of Suurbraak today he might be surprised to find "bodgers" busily fashioning hand-made chairs just like the one in his 100-year-old *Chair and Pipe* painting.

Suurbraak, about 20 km from Swellendam, was founded by the London Missionary Society in 1812 and is known for a storm in 1984 which left more than 800 people homeless.

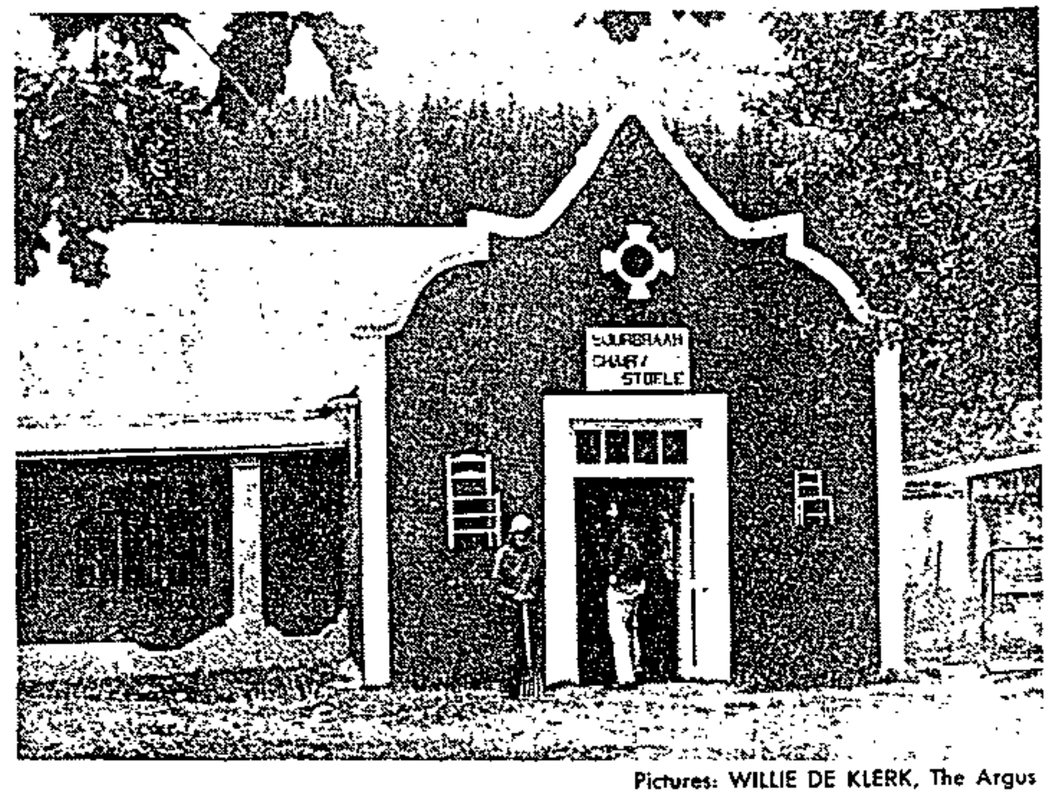
In 1982 community workers wrestling with joblessness in the secluded hamlet pondered what kind of business could be set up to create employment and came up with an unusual project called the Suurbraak Chair Bodgers.

"Bodger" means "chair-leg turner", a trade which requires more skill than the name suggests.

The chairs, of heavy Canary pine with seagrass seats, are hand-made in centuries-old style with tools such as the draw-knife and shaving-horse.



SHAVINGS GALORE: Suurbraak "bodgers" Mr Henry Wildschutt and Mr Stanley Govender, at their shaving-horses, whittle away at rough pieces of wood to produce chair parts.



Pictures: WILLIE DE KLERK, The Argus

IDYLLIC SETTING: The modest chair "factory" at Suurbraak, against the background of the Langeberg forests.

Challenge

The project was initiated by the Montagu-Ashton Community Service (Macs) to create jobs and, in spite of numerous logistic problems and mass-produced machine-made competition, the six-man operation struggles to keep up with the demand for its products.

The challenge at the outset was to find an up-market product, yet one which could not easily be reproduced by the machines of big companies.

Said Macs employee and overseer of the workshop Mr James Taylor: "The chairs are obviously hand-made, but they fit in well with all sorts of interiors. They are strong and durable."

Chairs and stools of various sizes and benches roll off the human production line at the rate of about 12 a week and no two are the same.

The beauty of the Van Gogh chair lies in its simplicity of design and robust construction.

Mr Stanley Govender and Mr Hendrik Wildschutt, who patiently bodger away at rough poles to shape them into legs and other chair parts, say they wouldn't give up their work for the world.

The important shaping is all done by hand, but machines are used for certain rounding-off functions.

According to Mr Taylor, the co-operative has lots of potential for expansion.

The chair-making venture is run as a co-operative and the bodgers themselves are able to make the major decisions which affect their livelihood.

Last year, for instance, they voted themselves a 40 percent wage increase.

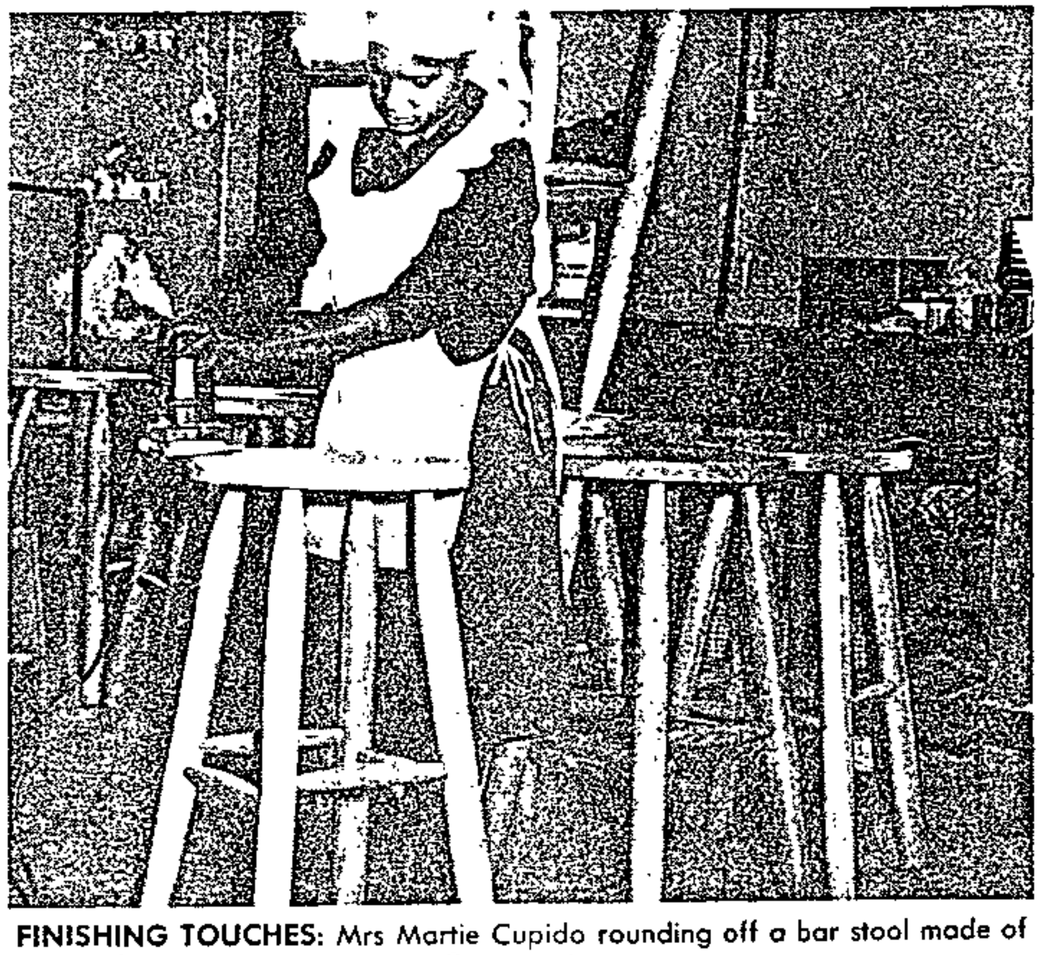
The bodgers make all decisions affecting the production process at the workshop but enlist the assistance of outsiders in buying and selling.

"I'm confident the Suurbraak co-operative will be fully independent in the near future," said Mr Taylor.

"The chairs have been well received, but we are looking for just the right type of shops to sell them.

"And we may be linking up with a jersey co-operative due to be set up in Cape Town soon."

The Suurbraak furniture is also sold from the workshop in the town's Main Road, where the age-old manufacturing process fascinates visitors who stumble upon it.



FINISHING TOUCHES: Mrs Martie Cupido rounding off a bar stool made of Canary pine.

Unemployment figures top 2,4m

Political Staff

THE current Population Survey has estimated that more than 2,4 million black, coloured and Indian people in South Africa were unemployed or visibly underemployed, the National Manpower Commission reported yesterday.

Although 1 087 000 were unemployed in terms of the strict definition, according to international norms, that the relevant person should actively try to find work, 1 298 000 were unemployed in terms of an expanded definition and 59 000 were visibly underemployed.

The expanded definition includes people who want to work but do not actively seek work while underemployed workers are those who work less than 35 hours per week but wish to work full-time.

The survey showed that black people constituted 2 086 000 of the 2 444 000 people unemployed or visibly underemployed.

However, unemployment among blacks, under the strict definition, decreased from 1,18 million in July 1986 to 922 000 in November 1987.

In the self-governing homelands, the unemployment rate was 20,2%.

Among blacks, the unemployment rate was still much higher among women (21,5%) than men (11,4%) and more than half of the unemployed workers were under the age of 30 years, the commission said.

President P W Botha said: "If we could get rid of the number of Mozambican citizens today, our unemployment would be of little magnitude."

'Talks on 'unfair' dismissals

The Paper, Printing, Wood and Allied Workers' Union will meet the management of Afcol today following a dispute over the dismissal of 340 Star Furniture workers in Johannesburg, the union said yesterday.

The workers were dismissed on April 20 after a stoppage in protest at the allegedly unfair dismissal of four workers.

ARMED GUARDS

"They were dismissed despite an agreement regarding a return to work. Workers were prevented from returning to work by armed security guards," the union said.

It is demanding the reinstatement of all the workers.

Afcol spokesman Mr George Kenmont yesterday confirmed today's meeting. — Sapa.

DD 7/5/88

Numsa, Tek to meet over mass dismissal of workers

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Daily Dispatch Reporter

EAST LONDON — Representatives of the National Union of Metalworkers of South Africa (Numsa) and the Tek Group of companies will meet later this month to discuss the mass dismissal of Tek employees a month ago, a union spokesman said.

The Numsa regional secretary, Mr Viwe Gxarisa, said the meeting scheduled for May 20 had been arranged as a result of a union application to the industrial council that the group should "urgently consider convening a meeting for reconciliation between the parties".

"This will be the first formal discussion with Tek management since the dismissals on March 7," Mr Gxarisa said.

The workforce of over 700 was fired after what Tek management termed "an illegal strike and repeated ultimatums to return to work".

The workers claimed that management refused to negotiate the reinstatement of 20 colleagues and locked them out of the premises when they downed tools to demand a meeting.

The union denied that any ultimatums were issued and said they had not been consulted on the group's decision to dismiss the workforce.

The Tek Group has since embarked on a recruitment drive and claims that staff figures are close to full strength — although none of the former employees have been re-employed.

Sacking threat dropped

JOHANNESBURG — Checkers has agreed to withdraw a threat to retrench 1 600 workers after "helpful" discussions with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) on the issue of worker productivity, the group's human resource director, Andy MacLaurin, said yesterday.

Mr MacLaurin said that Checkers had the right to re-implement discussions on retrenchment if "need be" but he hoped this would not be necessary.

A spokesman for Ccawusa said that the union had drawn up cost cutting exercises as an alternative to retrenchment.

He said that these programmes were being drawn up independently and said the union was acting "in good faith" — but Checker's management was making no attempt to reach a written agreement with Ccawusa, he said.

Negotiations continue today. — DDC

Solidarity strike: Gwusa 365 sacked

Sowetan 17/5/85

335

ABOUT 365 members of the General Workers' Union of South Africa have been fired from Silverton Tannery in Pretoria following a solidarity strike, writes ALINAH DUBE.

A spokesman for Gwusa told the *Sowetan* yesterday that the dismissals came after the workers had defied management's ultimatum to return to work or face expulsion. The workers, he said, had gone on strike in protest against the suspension of some of their colleagues on May 3.

"The strike emanated from the suspension of 14 Gwusa members. Due to lack of communication between the company and worker representatives, the move led to a rumour that the workers in question had been dismissed," the spokesman said.

He added that the workers decided to down tools after hearing about the alleged dismissals. They resolved not to return to their posts until their colleagues had been reinstated.

The spokesman further said the company announced at a meeting held last Wednesday (May 11) that all the workers had dismissed themselves by going on an illegal strike. Company officials, he stated, would not listen when he explained that management had acted in violation of the recognition agreement by acting against the 14 workers without consulting the representative body.

The dispute is to be referred to arbitration in the meantime. Gwusa is preparing to apply for the immediate reinstatement of the dismissed workers.

Repeated attempts to contact management for comment were unsuccessful. A Mr Manley, who was said to be the only person authorised to speak to the Press, was either said to be attending a meeting "or to be somewhere in the factory".

sent, (iii) to which countries did each of these persons accompany him and (iv) why;

(3) whether any costs were incurred by his Department as a result; if so, what total amount in that year?

The MINISTER OF EDUCATION AND CULTURE:

(1) (a) and (b) No.
(i) and (ii) Not applicable.

(2) and (3) Not applicable.

Overseas visits

*2. Mr C R REDCLIFFE asked the Minister of the Budget:

(1) Whether he undertook any overseas visits in 1987; if so, (a) which countries were visited and (b) what was the purpose of each visit;

(2) whether he was accompanied by any officials on these visits; if so, (a) what are the names of the officials involved, (b) which State Departments did they represent, (c) to which countries did each of these persons accompany him and (d) why;

(3) whether any costs were incurred by his Department as a result; if so, what total amount in that year?

The MINISTER OF THE BUDGET:

(1) No

(a) and (b) fall away.

(2) Falls away.

(3) Falls away.

Overseas visits

*3. Mr C R REDCLIFFE asked the Minister of Local Government, Housing and Agriculture:

(1) Whether he undertook any overseas visits in 1987; if so, (a) which countries were visited and (b) what was the purpose of each visit;

(2) whether he was accompanied by any officials on these visits; if so, (a) what are the names of the officials involved, (b) which State Department did they represent, (c) to which countries did each of these persons accompany him and (d) why;

(3) whether any costs were incurred by his Department as a result; if so, what total amount in that year?

The MINISTER OF THE BUDGET (for the Minister of Local Government, Housing and Agriculture):

(1) Yes
(a) West Germany and Singapore
(b) West Germany: Investigation and evaluation of co-operative system of farming
Singapore: Attendance of the 15th World Housing Congress

(2) Yes
(a) West Germany: Messrs P D McEnery, C O du Preez, J J C Boshoff and J H Loots
(b) Administration: House of Representatives
(c) West Germany: Officials mentioned in paragraph 2(a)
Singapore: Private Secretary — Mr I Adams
(d) Investigation into and evaluation of co-operative farming in West Germany.
Execution of Private Secretarial functions in Singapore.

(3) Yes
R122 961,42

Uitenhage area: housing projects

*4. Mr P J MÜLLER asked the Minister of Local Government, Housing and Agriculture:†

(1) Whether any additional housing projects are envisaged by his Department for the Uitenhage area; if not, why not; if so, what are the relevant particulars;

(2) whether any negotiations have taken place in this regard; if not, why not; if so, (a) what negotiations and (b) with whom;

(3) whether any decisions have been taken on the matter; if not, why not; if so, what decisions;

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

The MINISTER OF THE BUDGET (for the Minister of Local Government, Housing and Agriculture):

(1) No.
The Department does not own land in the area but the local authority plans an extensive housing programme.

(2) Falls away.

(3) Falls away.

(4) No.

*5. Mr P J MÜLLER — Health Services and Welfare. [Reply standing over.]

HOUSE OF DELEGATES

†Indicates translated version.

For written reply:

General Affairs:

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Unemployed Indians

53. Mr K CHETTY asked the Minister of Manpower:

(1) (a) What is the latest estimate of the number of unemployed Indians in the Republic, (b) in respect of what date is this figure furnished and (c) on what basis was this estimate made;

(2) (a) (i) how many of these unemployed persons are regarded as persons who have never been economically active on a regular footing and (ii) what criteria are used in determining this figure and (b) how many of them lost their employment in each of the latest specified three years for which information is available;

(3) (a) how many of the unemployed persons who lost their employment in the above-mentioned three years were covered by the Unemployment Insurance Fund and (b) what amount was paid out in this connection in each of these three years;

(4) (a) what was the amount received by the above-mentioned fund in each of the three years concerned by way of contributions by (i) members/employers and (ii) the State and (b) what was the level of the assets in the fund at the end of each such year?

The MINISTER OF MANPOWER:

(1) (a) and (b)

	1985	1986	1987	1988
January	5 501	12 743	12 368	8 801
February	7 353	13 246	12 116	
March	8 584	11 887	11 701	
April	9 157	12 485	11 471	
May	9 537	13 309	11 448	
June	10 901	14 058	11 402	
July	11 605	14 762	11 049	
August	12 139	15 004	10 355	
September	12 449	15 200	9 773	
October	13 498	14 809	9 512	
November	13 861	13 798	9 327	
December	14 208	12 539	9 937	

(c) The figures represent the actual registrations of workseekers with the Department of Manpower or its agents.

(2) (a) (i), (ii) and (b)

These particulars are not kept.

(3) (a) The Unemployment Insurance Fund does not differentiate between the various population groups and consequently separate figures in respect of individual groups are not kept.

(b) The figures for all population groups are:

1985	1986	1987
R325 133 883	R386 467 103	R388 274 527

(4) (a) (i)

1985	1986	1987
R189 098 864	R392 173 971	R622 686 728

(a) (ii)

1985	1986	1987
R7 000 000	R7 000 000	R7 000 000

(b)

1985	1986	1987
R157 046 843	R171 352 894	R309 650 152

Own Affairs:

Social pensions

95. Mr M RAJAB asked the Minister of Health Services and Welfare:

(a) How many persons in each specified category are in receipt of social pensions from his Department and (b) in respect of what date is this information furnished?

The MINISTER OF HEALTH SERVICES AND WELFARE:

(a) Old Age: 27 184
Blind: 318
War Veterans: 243
Disability: 20 342

(b) 30 April 1988

Occupational rehabilitation centres

96. Mr M RAJAB asked the Minister of Health Services and Welfare:

Whether his Department has established any

Dismissals: Union talks to lawyers

THE Black Allied Mining Construction Workers' Union has sought legal advice over the dismissal of its 450 members by a Pretoria construction company, writes LEN MASEKO.

Bamcwu official, Mr Tsheko Ngalo, said the union's lawyers were in contact with those of the construction company, Kroon en Seuns, in an attempt to resolve the matter.

Mr Ngalo said the dismissals follow unsuccessful attempts by the union to negotiate a recognition agreement with the company.

Row

According to the official, the row was sparked by management's insistence that the two parties embrace a recognition agreement prepared by the company's lawyers. The union had rejected this condition, he said.

The company's director, Mr Herman Kroon, was not available for comment yesterday.

Mr Ngalo said Bamcwu members this week rejected an attempt by management "to persuade workers to sign forms classifying them as temporary staff".

'PO did not keep strike agreement'

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By Adele Baleta

A worker fired during last year's postal strike told the Rand Supreme Court yesterday that he had been denied the opportunity to re-apply for his job despite an agreement between the Post Office and the Post and Telecommunications Workers Union (Potwa).

Mr T M Mampa was one of 112 former employees of the Crown Mines depot who have applied for re-instatement. Star 1/11/1988

The applicants are asking the court to declare the dismissals unlawful.

Alternatively, they are asking that the dismissal of workers, such as technicians and telecommunication assistants, be nullified and that the Department of Posts and Telecommunications allow the applicants to re-apply for their posts.

Mr Mampa said he had been informed by Potwa officials at a rally that all workers dismissed during the strike should re-apply for their jobs on September 7. Those who had not been dismissed should return to work on that day. But when workers arrived at the depot, the gates were locked.

Mr Mampa said he returned to work on September 11, 14 and 16, according to the agreement between the union and postal management, but never had the opportunity to re-apply for his position.

The hearing continues.

Such courses could include the community and its needs, income-generating projects, ru- which will enable them to contribute to a shared and happy future for all," she said.

shop window for industry in Ciskei as a whole." — DDR

900 workers allegedly dismissed

Daily Dispatch Reporter

EAST LONDON — Some 900 workers have allegedly been dismissed from a Fort Jackson clothing factory after stopping work to back demands for increased wages.

The management of Steed Enterprises has refused to comment on the claims.

The workers are not members of any trade union. Unions are prohibited under Ciskei law.

The workers claim that weekly wages of less than R25 are being paid to unskilled labourers at the factory.

It is believed that a counter-offer by management was rejected by the workforce before the mass dismissal.

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T CLEARLY — ONE WORD PER BLOCK

Mass dismissal discussed

Daily Dispatch Reporter

EAST LONDON — Representatives of the National Union of Metalworkers of South Africa (Numsa) and the Tek Group of companies met yesterday to discuss the mass dismissal of Tek employees a month ago.

The regional secretary for Numsa, Mr Viwe Gxarisa, said the meeting ended in deadlock, although the union tried to settle the matter by proposing that the workers be reinstated with pay, under the conditions that existed before the dispute arose.

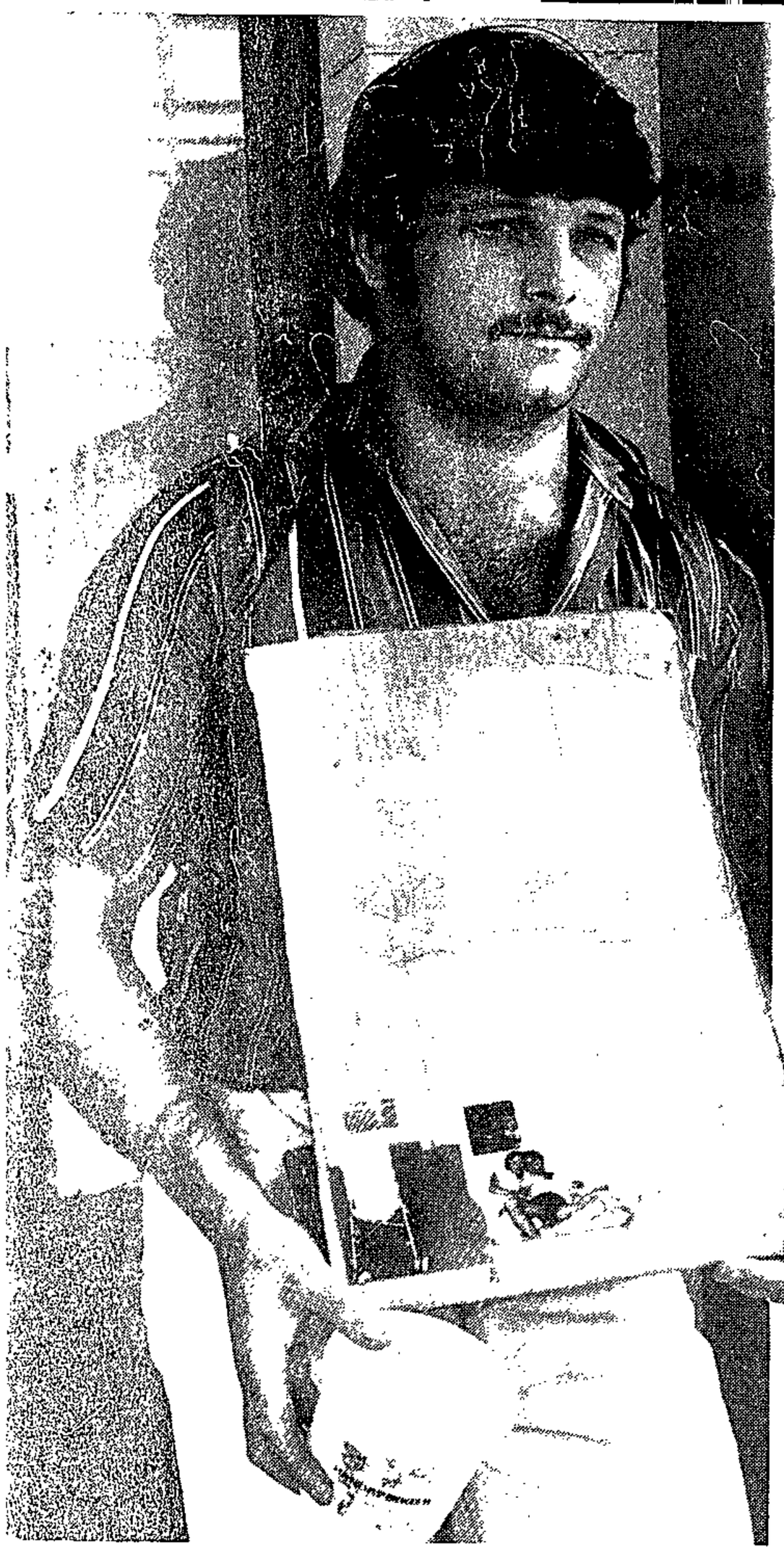
The workforce of over 700 was fired after what Tek management termed "an illegal strike and repeated ultimatums to return to work".

The workers claimed that management refused to negotiate the reinstatement of 20 colleagues and locked them out of the premises when they downed tools to demand a meeting.

Mr Gxarisa said the union believed that their members had been unfairly dismissed, as Tek management had not exhausted all the avenues available to them to settle the dispute before resorting to dismissal.

The Tek human resources manager, Mr Gerrie Uys, could not be contacted for comment yesterday.

Mr Gxarisa said the parties had agreed that written representation would be made to the industrial council to try to break the deadlock and allow negotiations to continue.



A plea of **an unemployed South African ... "I am unemployed. I have a wife X baby to support, please help."**

Combined action is needed to employ SA's jobless

Prospects Reporter

NOTHING can be as distressing to a person with Western values as being unemployed. If the humiliation does not cause anguish, the lack of material means will.

Although unemployment is a worldwide problem, the situation in South Africa is especially problematic as this country does not have an effective welfare network like many developed countries have.

It has been calculated that 4,5-million South Africans out of a population of just under 29-million are unemployed.

The unemployment situation in South Africa is aggravated by a hight growth in population which means hundreds of thousands of new work-seekers enter the labour market each year.

Director of the Institute for Future Research at the University of Stellenbosch, Prof Philip Spies, says the past 20 years have shown that with an increase of one single percentage point in the Gross National Product, South Africa can expect an increase of only 0,5 percent in employment opportunities in the long-term.

This means that as the economy grows, the amount of work opportunities grows by only half that amount.

A growth rate of 5,4 per cent in the national product is necessary to keep pace with a growth rate of 2,7 percent of the labour force, according to a report published by the institute.

In recent years, attempts have been made by the private sector to create employment and encourage the development and deregulation of small businesses.

Since the financial year 1985/86, the government has spent close to R1-billion to relieve unemployment in the short-term. Since June 1985 more than R373-million has been spent on training the unemployed.

Another R75-million has been provided for training and R100-million for job-creation projects.

State President PW Botha said recently in Parliament that "unemployment must receive the highest priority in the formulation and application of the general economic development and growth policy"

The informal sector has been seen as an alternative for unemployed people who cannot be immediately assisted by the formal sector.

Managing Director of the Small Business Development Corporation, Dr Ben Vosloo, said: "The informal sector is putting life into the intrepreneural culture. I hope more and more people will be drawn into this culture.

"During the past seven years the corporation noted the importance of the rediscovery of the entrepreneur. They are people who take risks and who depend upon themselves. Furthermore, their biggest resource is man's creative power.

"Our country can be saved if entrepreneurship can be developed on a broader base."

More attention is also being given to the training those in the informal sector. Self-help housing projects are an example of this.

But how big is the unemployment problem?

The National Manpower Commission has found it difficult to answer this question. For instance, the nomadic nature of workers in the informal sector limits calculations of the number of people who are active in this sector

Unemployment is determined either through registered unemployment – which is being monitored in more than 400 offices of the Department of Manpower or through the Current Population Monitor.

Chief director of the Manpower Commission, Frans Barker said: "For various reasons the particulars about registered unemployment must not be seen to be a precise reflection of the extent of unemployment." This applied especially to blacks, he said.

"For example, the initial sharp decrease and later increase of registered unemployment within this population group probably has a stronger relationship with a change in registrations – due to the scrapping of influx control and related developments – than with a real change in the unemployment pattern.

The Current Population Monitor undertakes to conduct surveys among blacks, coloureds and Indians. According to Barker these surveys were not being undertaken among whites because unemployed whites usually register with the Unemployment Insurance Fund.

According to the Monitor, the extent of unemployment is being determined by the so-called "strict definition", according to which an unemployed person takes active steps to obtain employment.

In October last year a total of 96 025 registered men and 44 081 registered women of all races were looking for employment in South Africa. The majority of the 27 355 men and 12 800 women were in Johannesburg. Registered unemployment among non-black workers decreased meaningfully from 84 400 in September 1986 to 64 800 in December 1987.

The Current Population Monitor indicated that black unemployment decreased from July 1986 to September 1987 from 1 181 000 to 922 000, or from 19,9 percent to 14,5 percent of the black labour force.

The President's Council submitted a report last year on strategies for the creation of jobs and labour intensive development.

They are mainly aimed at enhancing a job-creating economy. According to the State President this is consistent with the long-term economic strategy which the government accepted in 1986.

The report recommended the development of rural areas be enhanced and that the policy of decentralisation be reviewed to bring it in line with a more integrated regional development policy.

More than R663,9-million – including R100-million for 1988/89 – has been authorised for job creation and training programs. A total of R373,6 million – including R83 million for 1988/89 has been made available for training.

Until January this year 326 training program contracts were entered into with training schemes in the private sector.

But Vosloo raises his voice from the private sector: "Not enough attention is being given to the training of entrepreneurs. The Department of Manpower refuses to finance us in the development of entrepreneurship

"To have the qualities only, is not enough. People must be taught managerial skills.

"Development does not take place through deregulation alone. Training, managerial assistance, advice and information cost money."

Union considers legal action after dismissals

Star 23/5/88

Labour Reporter

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) may take legal action against the Lothlorien group following the dismissal of more than 400 striking members.

A Ppwawu spokesman said at the weekend that the workers were dismissed after going on strike in the group's four plants in Alberton and Roodekop, near Wadeville, on Wednesday. The workers had downed tools after the promotion of three shop stewards into management positions.

● Annual wage negotiations between the National Union of Mineworkers (NUM) and the East Rand Gold and Uranium Company resume today, with the union demanding a 30 percent increase.

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BTR defends sacking 950 at SA plant

The Star Bureau

LONDON — The BTR group has defended the sacking of 950 workers at its Sarmcol plant in 1985 and claimed that its South African subsidiaries have progressively achieved targets set by the European Community's Code of Conduct.

It was replying to a letter in *The Guardian* from Dr Roger Southall of Leicester University, who pointed out that some shareholders at BTR's recent annual general meeting had challenged the board.

The challenge had concerned the "brutal sacking" of the Sarmcol workers just two days after they had gone on one of South Africa's very few legal strikes.

Dr Southall said the BTR chairman, Sir Owen Green, had failed to give any satisfactory answer on why BTR failed to recognise and negotiate with the National Union of Metalworkers of South Africa (Numsa) as the representative union at its Sarmcol plant, nor why it failed to comply with the minimally acceptable conditions of work recommended by the EC.

Replying in a letter to *The Guardian*, Mr D F P Sharrock, the BTR secretary, said the BTR subsidiaries in South Africa had maintained and extended a wide range of employee benefits. These had been introduced at Sarmcol "decades" before the EC Code of Conduct was conceived.

On the sackings, he said the May 1985 dispute at Sarmcol was unofficial, in breach of employment contracts and followed a sustained period of industrial action prior to the principal strike.

CM.F 76-15 30/5/88 335

Drop in jobless figures

PRETORIA. — The number of unemployed SA blacks decreased by 12% from just over one million in January 1987 to 924 000 in January this year, according to a survey by the Central Statistical Service.

The survey, released in Pretoria last week, says 57% of those unemployed were between the ages of 15 and 29, 31,4% between 30 and 44, and 11,6% 45 years and older.

A similar survey estimates that the number of unemployed coloureds in January 1988 compared with November last year decreased by 1,5% from 132 000 to 130 000, with 77,7% in the age group 15 to 34 years, while comparative figures for Asians show an unemployment increase of 6,5% from 31 000 to 33 000 for people 15 years and older. — Sapa

Cape Times 11/6/88

Warning on rise in jobless graduates

Own Correspondent

JOHANNESBURG. — Underemployment of university graduates will grow as increasing numbers of graduates are unable to find suitable posts, according to a recently released SA Institute of Race Relations report.

Underemployment of university graduates has emerged as a far more serious problem than unemployment. This could have potentially serious socio-economic and political consequences, the report, "The role of the SA government in tertiary education," says.

Author John Dreijmanis says underemployed workers are more dissatisfied, have poorer mental health and poorer work performance than others.

Failure to ensure work opportunities commensurate with one's level of education means that through SA's educational policies the seeds of revolution are being sown, the report — quoting a 1982 Herman Giliomee research report — says.

"The solution lies in relating individual actions to societal needs. Incentives or disincentives of or sort or another appear to be necessary, such as a differentiated fee structures and the limiting of enrolments ...", the report says.

335

Graduate under-employment warning

UNDER-EMPLOYMENT of university graduates will grow as increasing numbers of graduates are unable to find suitable posts, says a recently released SA Institute of Race Relations report.

Under-employment of university graduates has emerged as a far more serious problem than unemployment. This could have potentially serious socio-economic and political consequences, says the report, The Role of the SA Government in Tertiary Education.

Business Day Reporter

Author John Dreijmanis says under-employed workers are more dissatisfied, have poorer mental health and poorer work performance.

Failure to ensure work opportunities commensurate with people's level of education means that through SA's educational policies the seeds of revolution are being sown, says the report, quoting a 1982 Herman Giliomee research report.

"The solution lies in relating individual actions to societal needs. Incentives or disincentives of one sort or another appear to be necessary, such as a differentiated fee structure and the limiting of enrolments in those disciplines which produce labour surpluses," the report says.

The report also says the number of university graduates, especially blacks, is increasing every year.

"The prestige associated with academic subjects is great. The problem is in trying to relate this education to the world of work."

Fair deal for retrenched SA workers urged

By Adele Baleta

Retrenched workers should be given adequate compensation to soften the material and psychological blow of being jobless, Dr Petrus Claasens of Eskom's personnel department, said in Johannesburg yesterday.

He was addressing personnel managers at a conference on the theme "Crises in the workplace — how to cope". It was organised by the National Council for Mental Health.

The three-day conference, which began yesterday, focuses on crisis and the employer (retrenchments, strikes and burn-out), the employer and the family crisis (how crises in the workplace influence family violence and vice versa), and crises at work (how existing community resources can help the individual, family and employer).

Dr Claasens, speaking on "Retrenchments: coping with the crisis", advised managers to handle the firing of workers with the least amount of stress and trauma to themselves and the individual.

He said management and unions should agree on the amount of money to be paid to the retrenched worker.

"Compensate the individual to such an extent that he or she has a fair chance to find a new job.

"Remember you are not only ridding yourself of excess fat in the company. You are also creating unemployment. It is in the company's interests to help the worker find an alternative job," Dr Claasens said.

Other suggestions for coping with retrenchment were:

- Show unemployed workers their rights and advise them on how and where to claim unemployment money.
- Assist retrenched workers in informing their families.
- Negotiate jobs on their behalf at other institutions.

LABOUR BRIEFS

Union to sue firm

THE South African Laundry Dry Cleaning and Dyeing Workers' Union is to take legal action after 400 of its members at an East Rand laundry outlet were dismissed over a work stoppage. Sowetan 2/6/88

Salddwu's general secretary, Mrs Agnes Molefe, said management of Dunswart Provincial Laundry dismissed the workers on May 26 after they downed tools because the company refused to recognise their union. 335

A management official, a Mr Crawford, yesterday refused to speak to the *Sowetan*.

Mrs Molefe said management had been refusing to recognise Salddwu since April, 1987.

A statement issued by the National Council of Trade Unions, to which Salddwu is affiliated, said what annoyed the workers was that management deducted R2 from their wages for the Hospital Workers' Association which they never joined.

According to Nactu, management argued that no trade union was allowed in the company because it was government-owned and as such not covered in the Labour Relations Act.

HOUSE OF REPRESENTATIVES

†Indicates translated version.

For written reply:

General Affairs:

Sheltered employment: salary parity

18. Mr T R GEORGE asked the Minister of Manpower:

(1) What procedure is followed in determining the salaries of (a) White, (b) Coloured and (c) Indian persons employed in sheltered employment facilities;

(2) whether salary parity has been attained in respect of Whites, Coloureds and Indians employed in such facilities; if not, (a) why not and (b) when is it anticipated that parity will be attained;

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

The MINISTER OF MANPOWER:

(1) (a), (b) and (c)

The salaries of employees who are employed under the sheltered employment scheme are coupled to the salary scales of the occupational class maintenance officer (post class factotum) in the Public Service on condition that the salaries for each population group must correspond with the gradings per population group for the post class factotum.

(2) No.

(a) Attention is being given to the attainment of parity for employees under the sheltered employment scheme.

(b) Once the necessary approval has been obtained and funds become available.

(3) No.

HOUSE OF ASSEMBLY

†Indicates translated version.

For written reply:

General Affairs:

Privatisation policy: reserve values

938. Mr C J DERBY-LEWIS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

Whether any reserve values are being placed on the assets of the State prior to selling them in terms of the current privatisation policy; if not, why not; if so, what formula is used in this regard?

The MINISTER FOR ADMINISTRATION AND PRIVATISATION:

The question bears on a policy matter concerning which decisions still have to be taken. Rest of question falls away.

Organization: criminal proceedings

1068. Mr R M BURROWS asked the Minister of Justice:

Whether, since 12 January 1987, any criminal proceedings have been instituted against a certain organization, the name of which has been furnished to the Minister's Department for the purpose of his reply; if so, (a) in which regions, (b) when, (c) on what charges, (d) with what results and (e) what is the name of this organization?

The MINISTER OF JUSTICE:

I caused enquiries to be made from all the attorneys-general and according to them no prosecutions in this regard have been instituted up to 26 May 1988.

Drug-related crimes: statistics

1150. Mr C J DERBY-LEWIS asked the Minister of Justice:

Whether his Department keeps statistics on drug-related crimes committed in the Republic; if not, why not; if so, what percentage of crimes committed by (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks during the latest specified period of 12 months for which statistics are available were drug-related?

The MINISTER OF JUSTICE:

No. Statistics regarding prosecutions for and convictions of offences are kept by the Central Statistical Services. The information is however not available there in the required form. The number of convictions for offences with regard to drugs and dependence-producing substances for the period 1 July 1986 to 30 June 1987 was however obtained and is as follows:

(a) Whites: 2 965

(b) Coloureds: 10 359

(c) Indians: 1 676

(d) Blacks: 21 777

Own Affairs:

Educational Institutions: properties purchased/expropriated

134. Mr R M BURROWS asked the Minister of Education and Culture:

(a) in respect of what schools or educational institutions were properties purchased or expropriated for educational purposes in each of the provinces in the 1986 and 1987 financial years, respectively, and (b) what sum was paid for each of the properties so purchased or expropriated?

The MINISTER OF EDUCATION AND CULTURE:

1986

Cape

(a)	(b) R
De Grendel Special School, Milnerton	475 000
Beaconhurst Primary School	2
Hudson Park High School	250 000
Victoria Girls High School	1
Denneoord Primary School	25 000
Denneoord Preparatory School	122 500
Diamantveld High School	2
Knysna Proposed High and Primary School	720 000
Dirkie Uys High School, Moorreesburg	159 000
Swartland High School	1

Bleak road ahead for city workers

AAGUS 7/6/88

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By ANTHONY DOMAN
Municipal Reporter

PRIVATISATION and dwindling funds have raised the threat of unemployment for Cape Town City Council's road construction workers, who face a bleak future without enough work to keep them going.

During this financial year they will "barely be kept fully occupied" and next year will be worse, city engineer Mr Des Riley has warned.

For some years the road-building department's annual volume of capital work had steadily shrunk in real terms, Mr Riley said in a report to the utilities and works committee.

A further blow was a privatisation guideline requiring public tenders for main road widening projects costing more than R150 000. This would "seriously reduce" the amount of work available.

"There will not be enough work in 1988/89 to keep them fully occupied unless unexpected work is generated by the private sector or the State," Mr Riley said.

He asked for permission to undertake six road-widening projects, each costing more than R150 000, in the coming year.

Consideration had been given to reducing staff, either by retrenchment or by "natural wastage", he said.

However, retrenchment had "many ramifications" and was not recommended.

"Natural wastage will be a slow process dependent on retirement and resignation, but will have to be pursued if the volume of work continues to decrease."

Reducing the workforce too much would be imprudent, he said.

"Some recent tenders for small jobs have been much higher than the cost of carrying out the work departmentally. Moreover, it is essential to maintain an adequate workforce to carry out urgent work at short notice."

● The committee has supported Mr Riley's request in principle.

7 Mercedes workers sacked

EAST LONDON — Seven employees at the Mercedes-Benz of South Africa (MBSA) plant in East London have been dismissed after ignoring an ultimatum to return to work by normal shift starting time on Friday last week.

Sources among the workforce reported that some shop stewards of the National Union of Metalworkers of South Africa had been too scared to return to work after the violence that erupted at the plant on May 25, when nine people were injured in a bloody inter-union battle involving more than 400 hourly-paid workers.

Appeals have been lodged against the dismissals. — Sapa.

Argus 9/6/88 335

'Obstacles to small businesses must go'

The Argus Correspondent

DURBAN. — There is little prospect of peaceful change unless legal obstacles to small business are removed, according to Dr Ben Vosloo, managing director of the Small Business Development Corporation.

Speaking at the Chartered Accountants' congress today he said: "As many as 500 000 businesses out of one million in South Africa may be unrecorded, providing an income base for as many as 3,5 million people."

He pointed out that research in high growth economies such as Japan and Taiwan had shown small business to be the most effective job creator in a free-enterprise economy.

Frightening

But in South Africa, much business conducted within the informal and unrecorded sector was illegal because it did not comply with many laws and regulations governing business activity, he said.

In spite of the frightening prospect of unemployment growing to five million by the turn of the century, the Government continued to force small businesses to operate outside the mainstream economy.

Regulation was a great time-waster which hit hardest in small businesses where the owner-manager was responsible for the whole operation.

Over-regulation discouraged potential entrepreneurs and drove existing small business into the informal, unrecorded economy, Dr Vosloo said.

"It is the small and new businesses which are precisely those we need to encourage to set up, expand and take on employees and become part of the mainstream economy."

About 40 percent of the population received less than three percent of the national income. Development of small business would help to achieve a greater spread of wealth distribution.

Existing unemployment problems were far more serious than the Government was prepared to admit and the population growth rate was reaching "crisis proportions", said Dr Vosloo.

"If present trends continue our population can be expected to double in 25 to 30 years, and an estimated 1 500 to 2 000 jobs a working day will have to be created if we are to avert a major unemployment crisis in this country.

"Small business is a logical starting point for the black entrepreneur, who for generations has been denied free and equal access to participation in the South African economy."

Another factor which would play a major role in shaping the future economy was black consumer power which was increasing at a dramatic rate.

Rudolph Valentino

Workers fired after stayaway

Trade union and employer spokesmen have confirmed that a number of workers have been dismissed as a result of this week's three-day stayaway.

The National Council of Trade Unions (Nactu) reported that 60 workers were given final warnings at Tzaneen Bakery.

A total of 91 workers in the metal and farming sectors were dismissed, a Nactu spokesman said.

Transport and General Workers' Union (TGWU) general secretary, Ms Jane Barrett, said it was difficult to assess the extent of dismissals.

Ms Barrett said final warnings were given to 30 workers at Main Line Carriers in Alrode, Johannesburg.

About 30 TGWU members were dismissed at the Mathebula Bus Company in Nelspruit in the Eastern Transvaal.

She said 500 bus drivers went on strike at the Sizani depot of kwazulu Transport after administrative staff participated in the protest action.

Eight workers were dismissed at Rent-a-Bakkie in Port Elizabeth, Ms Barrett said.

"A small number of employees were fired from the Fidelity and Pritchard security firms in Martizburg."

500 DISMISSED OVER STAYAWAY

Sowetan 10/6/88

335

By LEN MASEKO

MORE than 500 members of the Transport and General Workers' Union were dismissed for failing to report to work during the three days of "Peaceful protest," a spokesman for the union said yesterday.

TGWU official, Ms Kelly Forest, said similar dismissals had led to a strike by more than 200 bus drivers in the Maritzburg area yesterday.

She said the drivers, employed by Sizanani KwaZulu Transport, were protesting against the dismissal of their colleagues.

Ms Forest said: "The drivers had not taken part in the three-day protest for fear of attacks which accompanied a similar action last year.

"But they decided to go on strike after their colleagues in the workshop and administration sections — who had observed the stayaway call — were dismissed".

Warnings

She said TGWU members had been fired and others given warnings at the following companies: Mainline Carriers' Alrode plant, Wilton Transport, Orbit Dry Cleaners, Pretoria Coal Distributors, Pritchard, Cleaning and Security (Maritzburg), Fidelity Guards (Maritzburg), Alrode Express and Frasers' Moving Machine.

In Johannesburg, about 200 members of the National Union of Metalworkers of SA (Numsa) — reporting for duty yesterday morning — were told by management to return to work on Monday.

The workers said they were surprised to find the company's gates locked.

Meanwhile Sapa reports that the National Council of Trade Unions claimed yesterday about 2,5 million workers stayed away from work during the three days of protest against the new labour Bill and the crackdown on groups opposing racial segregation.

Stayaway: nearly 2 000 get the sack

Cosatu vows to contest management retaliation

Star 11/6/88

335

Almost 2 000 workers had been dismissed and 1 000 more faced some form of "disciplinary action" following this week's three-day stayaway, Cosatu said in a statement yesterday.

"The action follows warnings from management to Cosatu affiliates that they 'reserved the right' to take retaliatory action," Cosatu said.

"Cosatu affiliates are fighting each and every dismissal as well as lockouts, suspensions, cancellations of stop orders and agreements with unions.

"As far as dismissals, suspensions and lockouts are concerened, union officials have told management that it is unreasonable, drastic and premature to crack down on individual workers when they protested in line with a community decision over the controversial labour Bill, which has not yet been resolved.

"It is mostly small companies which are taking punitive action. In negotiations on the issue, Cosatu unions have warned management that their actions could jeopardise and undermine sensitive discussions with the SA Consultative Committee on Labour Affairs (Saccola) at national level, as well as the proposed meeting with Manpower Minister Mr Pietie du Plessis," the statement said.

"There are widespread examples of management 'lockouts', where workers were told to return to work on Monday as punishment. This is spiteful and vindictive action and makes nonsense of management opposition to stayaway action. Workers refer to this as illegal strike action by management," the statement said.

"Obviously Cosatu will be raising this matter with Saccola and calls on them to intervene to advise against chaotic management actions which stoke the tension and conflict.

"It is unfortunate that Saccola and various business leaders last week discredited the protest as nothing more than political power play by union leaders and not really to do with the new labour Bill.

"Statements like these, along with SABC propoganda against the union movement, tend to stick in the minds of management of small firms who have a very shallow view of legitimate trade union and democratic rights."

The statement said the Paper, Printing and Allied Worker's Union had told Cosatu that many companies, including major ones like Mondi and Sappi, were beginning to attempt disciplinary action through "kangaroo courts".

The statement said the National Metal Union of South Africa (Numsa) had said in a letter to one of the companies where Numsa members are facing management action, that any steps taken by the company might prejudice any discussions Cosatu might have with Saccola and might pre-empt a negotiated resolution of the problems of the Labour Relations Act.

The letter said:

"Discussions have been held between Saccola and Cosatu with regard to ... The Labour Relations Act (LRA). These discussion are at a very sensitive stage.

"The Minister of Manpower has indicated that he intends issuing a formal invitation to Cosatu to meet regarding the proposed amendments.

"Any steps which may be taken by your company may severely prejudice any discussion with Saccola and the Minister and may pre-empt a negotiated resolution to the problems attached to the LRA.

"In the circumstances we consider any steps taken against our members to be drastic and premature and not conducive to good labour relations."

Checkers looks at retrenching 1 500

ALAN FINE

A FAILURE by Checkers and the Commercial, Catering and Allied Workers' Union to reach a satisfactory settlement would leave management with no choice but to resucitate plans for the retrenchment of 1 500 workers, Checkers human resources director Andy MacLaurin said yesterday.

Checkers declared a dispute with Ccawusa this week, saying it appeared differences could not be resolved without third-party mediation.

The union is demanding a R140 monthly across-the-board increase from July 1, while the company is offering R90 from October.

Earlier Ccawusa said Checkers had failed to explain why it could afford to embark on a major expansion programme while saying it was unable to improve on its wage offer.

MacLaurin said Checkers' profit levels were way below those of its major competitors.

Staff cuts no answer — adviser

THEO RAWANA

COMPANIES faced with shrinking export markets and the temptation to cut costs by staff reduction should seek advice on developing the domestic market and investing in black advancement.

That is the opinion of Manchu Associates CE Joseph Manchu whose Johannesburg-based management consultancy specialises in strategic planning and in working with corporations and individuals to improve black and white economic interaction with a view to promoting black advancement.

The 32-year-old former African Bank GM runs his management consultancy with three associates — an MBA (black) and two chartered accountants (one white and one black).

Manchu said: "With their export markets shrinking, companies should develop the local market and focus on long-term solutions rather that short-term options, like cutting staff. Companies need to be assured their future lies in SA.

"We feel we are well-placed to give sound advice. While we are exposed to the white way of doing things, we also know the problems that blacks have. We are in a position to serve as a bridge between them.

"Companies need to be shown how to restate their objectives and wake up to the wealth of markets in SA waiting to be developed.

"Cutting costs by reducing staff may seem to be the solution in the short term but it is no solution at all — it does not create stability and does nothing to improve the image of the company.

"In our strategic planning project, we try to move employers from the myopic thinking of short-term advantages. They must realise that discontent will show and work against them in the long run."

The company develops plans for black economic development, undertakes economic surveys, conducts feasibility studies, undertakes market surveys, develops marketing plans, human resource plans and management systems and recruits and places managerial personnel.

74 FIRED BY HOTEL GROUP

SEVENTY-FOUR workers have been fired at Karos Wilderness Hotel, South-Western Cape, for staying away from work on June 16, a union spokesman said yesterday.

Forty-nine other workers who were allowed to resume work after participating in the Soweto Day stayaway were refusing to go back to work in sympathy, Mr Alan Horwitz, spokesman for the Hotel and Restaurant Workers' Union, said.

The hotel has also threatened to sack them, he added.

Background

Approached for comment, a hotel spokeswoman said negotiations were underway with union officials.

She said: "There is a lot more background to it than the absenteeism."

Karos is the largest private hotel company in South Africa.— Sapa.

Sowetan 21/6/88

Numsa 60 are given sack

ABOUT 60 members of the National Union of Metalworkers of South Africa had been fired by Richard Hirschmann for failing to report for duty on June 16, a spokesman for the union said yesterday.

A Numsa spokesman said these workers were dismissed by the Krugersdorp-based company last Thursday. The same workers had been given final warning for staying away from work during a three-day protest against the Labour Relations Amendment Bill, he said.

Mr M Speinacher, a manager at the plant, was not available for comment yesterday.

Awol

Meanwhile about 20 workers in a three-day stayaway during the protest against the Labour Bill a fortnight ago, have been dismissed by Cylinder Components company in Roodepoort.

A Numsa spokesman said these workers were fired for being "absent without leave" from work.

Mr Tommy Botha, a manager of the company, said these workers were dismissed for breaching a disciplinary code drawn by management and shop stewards. "The dismissals had nothing to do with ideological or political issues," he said.

Numsa slates stayaway sackings

By Adele Baleta

The National Union of Metalworkers of South Africa (Numsa) has condemned the dismissal of its members from several companies following recent stayaways.

A Numsa spokesman warned this week that Iscor's disciplining of its Vanderbijlpark plant employees who responded to the Congress of South African Trade Unions (Cosatu) call for a three-day stayaway could spark off new conflict.

He said 7 000 workers had been given disciplinary warnings and at least 55 had been dismissed.

An Iscor spokesman said final warnings depended on the individual employee's overall attendance.

The Numsa spokesman said 60 union members were fired from the German multinational Richard Hirschman company in Krugersdorp for being absent on June 16.

The same workers had been given warnings after taking part in the three-day stayaway protest against the Labour Relations Amendment Bill.

At the Roodepoort-based Cylinder Component company, a British multinational, 23 workers were fired for "being absent without leave" during the three-day protest.

Spokesmen for the two companies were unavailable for comment at the time of going to press.

'Gunman haunts dismissed six'

Sowetan 28/6/85

335

By JOSHUA RABOROKO

SIX employees who were dismissed after a strike at a Soweto supermarket yesterday claimed that they narrowly escaped death when a gunman opened fire at them while they were travelling in a car in Orlando East.

The workers said that they were now living in fear of their lives after many attempts were made by the gunman to kill them. The latest attack happened on Saturday night.

They believed that the gunman wanted to kill them for being shop-stewards of the Federal Council of Retail and Allied Workers' Union.

Major Noel Hartwell of the Soweto Police yesterday confirmed the incidents and said the police were investigating a case of attempted murder.

The workers are part of the 80 employees of a giant supermarket who went on strike over the cancellation of a medical aid scheme at the company.

The workers were later dismissed and the union is presently holding talks with management in an attempt to have them reinstated.

A shopsteward Mr Norman Pule told the *Sowetan* that on Friday night they were returning from a union meeting when they were stopped by a strange man in a car.

"The man called me to get out of the car. I refused and drove off. Several shots were fired at us, but we were not hit. Two bullets dented the car," Mr Pule said.

He added: "The gunman followed us in a car and fired shots at us. We managed to escape and reported the incident to the Orlando police."

Another worker Miss Barbara Mpawu, said she cowered under the car's dashboard when the shots were fired.

Mr Pule said on Saturday night they were again attacked by a gunman, but managed to escape.

"We are now living in fear that we will be attacked and are presently living with relatives," he said.

1 000 jobless after protest

335

By Adele Baleta

Unionists said this week that although a large number of workers fired during the June 6 to 8 stayaway had been reinstated, more than 1 000 previously employed workers were now without jobs.

Paper Printing Wood and Allied Workers Union general secretary Mr Jeremy Baskin, said 1 300 workers had been fired.

Most of them were employed by companies in the Eastern Transvaal.

The union had negotiated the reinstatement and re-employment of 1 080 of these workers, he said.

The Transport and General Workers Union (TGWU) reported that of the 361 workers dismissed, 214 had their jobs back. Star 30/6/88

A National Union of Metalworkers of South Africa (Numsa) spokesman said it was not yet certain how many of the the almost 500 Numsa members who were fired were now reinstated.

US Bill a threat to 82 000 jobs

ROGER SMITH

IT was an almost impossible task to pin down the number of jobs lost directly because of sanctions, Assocom manpower secretary Vincent Brett said.

He said companies might cut back staff for a variety of reasons and only in certain cases such as the coal industry could a direct correlation be made with the impact of sanctions.

Aside from lay-offs resulting from sanctions, however, Brett pointed to the greater implications of the effects on the country's growth rate.

He said if the growth rate fell as a result of sanctions, obviously unemployment would increase.

American Chamber of Commerce executive director Adrian Botha said the effects of disinvestment in terms of job losses was not particularly high. Companies generally changed hands rather than being closed down, although this was sometimes accompanied by retrenchments.

He warned, however, if the Dellums Bill before the US Congress became law, the effects would be massive, as US companies would simply withdraw. About 82 000 employees could lose their jobs.



Before his departure to Moscow, Archbishop Desmond Tutu flanked by well-wishers. With him is his wife, Leah.

Jobless recruits for Tutu demos

PORT ELIZABETH. — Unemployed workers who "protested" against Archbishop Desmond Tutu on his arrival at the airport here recently were "loaded on buses" and given placards "they did not understand".

This was said by the Rev de Villiers Soga of the Interdenominational African Ministers Association of South Africa who interviewed some of the workers at the local labour bureau after the demonstration.

"The workers were told to get on the buses if they wanted jobs. They did not know what was on the placards," Soga said.

Among the demonstrators were white members of the National Students Federation, Victims Against Terrorism, the Positive Students Organisation and people recruited by the Labour Party-controlled Northern Areas Management Committee.

Some of the placards read: "We want jobs not starvation" and "Sanctions breed violence".

Tutu, head of the Anglican Church in South Africa, walked smiling past the demonstrators.

The former mayor of the Ibhayi Town Council, Mr Tamsanqa Linda, confirmed he had recruited the unemployed workers for the demonstration and had transported them in two buses to the airport.

Linda said he "dealt with job seekers everyday. I drew the posters myself".

"We want to show our little bishop that what he's doing overseas is not in the interest of our country. People need jobs. We wanted to say thank you for what he had done to Ford and other companies which have pulled out of South Africa.

"My organisation, the United Conciliation Party, brought these jobless people here (the airport). Tutu can't come here after all this suffering. He has no mandate among my people," Linda said.

He walked directly behind Tutu during the demonstration chanting: "You're a liar. No one gave you a mandate to call for sanctions. You are a Marxist agent. To hell with you."

An official of the Ibhayi Town Council said Linda had acted in his personal capacity and his actions should not be associated with the council.

The police liaison officer for the Eastern Cape, Captain Bill Dennis, said the particulars of seven people had been taken after the demonstration because "certain airport regulations were contravened".

He said the matter would be investigated and referred to the Attorney-General.

335 B day
14 6 88

Sanctions endanger 82 000 jobs

ROGER SMITH

IF SWEEPING new sanctions against SA were approved by the US Congress soon it would place 82 000 jobs at stake, in spite of a clause requiring companies to negotiate withdrawal with their employees, American Chamber of Commerce executive director Adrian Botha said yesterday.

He said the figure of 82 000 was the total number of jobs with US companies in SA.

If the Bill before Congress became law, companies would have to withdraw within six months.

Although they would have to negotiate their withdrawal with their employees, it could not be said they would leave their assets behind.

Botha said this would depend on how that clause was perceived by individual companies.

Asked whether US companies were making any provision for withdrawal should the Bill become law, Botha said as the chamber was committed to US business staying in SA it would not make any such recommendation. However, he assumed "any businessman thinks further than six months ahead".

Union asks for a Ministerial inquiry

Sowetan 14/6/88

335

THE independent Black Allied Workers Union of South Africa in Louis Trichardt has asked the Minister of Manpower to appoint a concilliation board to look into allegations of union bashing tactics by R Pennels.

According to the union's regional organising secretary Mr Tshivilaeli Mutobvu the request for a conciliation board followed the retrenchment of 28 union members in January and another 48 last month.

"These so-called retrenchments came as we were involved in negotiations for a recognition agreement. We have information that new workers have been hired, and after protracted negotiations over the matter, we were left with no option but the concilliation board," Mr Mutobvu added. Pennels management was not available for comment"

Labour Update

Protest aftermath:

Dismissals on the increase

Soweton 14/6/88 335

MORE dismissals resulting from last week's protest against the Labour Amendment Bill were yesterday reported in different sectors.

In Soweto, workers employed by Mzamo Moleko Enterprises claimed they were dismissed after failing to report for duty during the three-day protest. These workers said the dismissals had led to the temporary closure of the company's three liquor outlets in Dobsonville, Diepkloof and Moletsane.

Mr Jackie Motlogeloa, a director of the company, could not be reached for comment yesterday.

• A spokesman for the National Council of Trade Unions said dozens of the federation's members were fired and others threatened with dismissal.

He said 97 members had been dismissed and 655 others given final warnings.

• At least 75 members of the National Union of Furniture and Allied Workers who took part in the protest have lost their jobs in Tzaneen, reports MATHATA TSEDU.

Sixty-eight of them were fired on Friday by Hunt Leichers and Hepburn (HLH). The other seven are from Hickson Timber Preservation.

An HLH spokesperson yesterday confirmed that 68 workers had been dismissed for not reporting for work from Monday to Wednesday last week. The spokesperson said any dismissal had the potential of "negative repercussions." He said the company was in touch with the union.

A spokesperson for Nactu, Mr Phosakuwa Mashele, said many other firms that were affected by the protest had given workers last written warnings. He said some had refused to sign them. More than 3 000 workers are estimated to have lost their jobs as a result of last week's protest which was called by both the Nactu and the Congress of South African Trade Union (Cosatu).

Meanwhile a strike by more than 300 bus drivers in the Maritzburg area has been resolved, a spokesperson for their union said.

The bus drivers, who belong to the Transport and General Workers Union, had embarked on a strike in protest against the dismissal of their colleagues employed by Sizanani KwaZulu Transport. These workers were dismissed for staying away from work during last week's protest.

A spokesman for the TGWU said the strike was called off after the bus company reinstated all workers dismissed after the stayaway.

By LEN MASEKO

Housing crisis 'getting out of hand' in Cape

w/t MGWS 18/6/88 335

by TYRONE SEALE, Weekend Argus Reporter

CAPE TOWN, an expanding city that urgently has to find homes for 46 000 coloured and African low-income families, also needs hi-tech industries to provide jobs and to save the city from its serious economic problems, says the Mayor, Mr Peter Muller.

At the same time, tourism has to be planned to create income throughout the year and to attract low-income visitors to the city.

The biggest challenge facing the city's planners between now and the turn of the century is accommodation for about 200 000 people squatting or sharing homes around the Peninsula, Mr Muller said.

This does not include families who because through their relatively high incomes do not qualify for State assistance through the City Council.

"Pretty static"

Opening a new creche in Woodstock recently, Mr Muller said the council was "deeply concerned about macro economic forces which appear to be getting out of hand in this city".

"At a time when we are supposed to be generating wealth in this country the growth pattern is pretty static in Cape Town and could, in real terms, be said to be declining," he said.

"We are worried that every year we are slipping back in the provision of housing. There have been noises (in the council) to abandon the waiting list.

"We have 46 000 families who need homes but the extra funds allocated for the poor and very poor by the National Housing Fund and the Government do not seem to make any kind of dent in this great backlog.

Great influx

"Some of us believe that we should keep the waiting list alive because it is some system of providing for those in need. We also believe that it is the best way of providing for the needy when the funds do become available eventually."

In a subsequent interview Mr Muller said the increasing demand for housing stemmed from a great influx of people from rural areas to the city and from those who are now putting their names on the waiting list after years of living with other families.

"We aren't coping with the existing demand, never mind creating enough houses for the future," Mr Muller said.

"While it is true that the Government is doing more in building houses, most of it is going into black (African) housing."

Speaking about Cape Town's economic state Mr Muller said: "At the moment our growth rate is absolutely minimal, almost static. In terms of inflation and real value we are slipping.

"Primarily the basic consumer markets are concentrated in the PWV (Transvaal) area. If businessmen and industrialists are looking for a place to set up operations their decision would inevitably be to be near the markets, particularly given the high cost of transport."

140 jobs a day

Mr Muller said that Cape Town needed such industries to provide jobs for its growing number of unemployed.

Quoting statistics from the city planners Mr Muller said the prediction was that the number of job-seekers in the Cape Town metropolitan area from Simon's Town to Durbanville would increase from 1 000 568 in 1985 to 1 176 000 in 1990.

This meant that about 140 new jobs had to be created every day to accommodate this growth.

"We can say to prospective investors that, by and large, the bulk of the population here is fairly sophisticated labour with high productivity potential. So we should try to get hi-tech companies here.

"People here have a relatively good quality of life. They don't just work but spend their leisure time in pleasant surroundings with plenty of facilities for sports and hobbies.

"We have good schools and it is relatively cheap to put together an effective, relatively inexpensive production package.

"Also, the cost of land is not very high."

Mr Muller said tourism was an important factor in promoting economic prosperity. It had to be tailored to attract low-income groups and to make the city affordable and attractive for 12 months a year.

Mr Muller said problems in the city were compounded by a rapid population growth, which was expected to rise from the present 2,2-million to 3,8-m by the turn of the century.

Cape Times, Friday

'R30bn will be lost in foreign reserves'

DURBAN. — The net loss of foreign reserves as a result of sanctions and disinvestment will total some R30bn by 1990, Trust Bank MD Chris van Wyk said yesterday.

Speaking at the annual conference of the SA Institute of Chartered Accountants, Van Wyk said the cumulative net capital outflow of R20bn in the form of disinvestment and debt repayments which had occurred since mid-1984 would probably rise further to R25bn by 1990.

"Add to this an estimated cumulative export loss of R10bn, subtract a saving of about R5bn in interest and dividend payments, and the total net cumulative loss of foreign reserves due to sanctions and disinvestment will amount to some R30bn by 1990.

"Apply the relevant multipliers to this huge loss of foreign exchange and one arrives at a substantial cumulative loss of productive economic activity by 1990.

"This implies that by then the average South African could be as much as one-third poorer than he or she would otherwise have been.

"Constraints imposed by the balance of payments apparently limit SA's annual real economic growth rate to at best the population growth rate — too low to create net new employment.

"Consequently, SA apparently has to accept recurring annual increases of 200 000 in total unemployment — an additional one million jobless every five years.

"That is the stark, sombre reality confronting us."

Van Wyk said a new strategy, headed by a team of the State President and the private sector, was needed to break the economic log-jam and the dire potential of higher inflation and unemployment.

He outlined a six-point programme that would create work and increase output in many areas as well as solving some of the problems facing SA.

- There was need for a national housing drive that would encourage the supply of basic building materials and spread over into household goods.
- An accelerated drive to provide electricity for everyone.
- This could be linked to 'televising' the nation, providing audio-visual education which could help to diminish the unacceptably high birthrate.
- Importers should be making greater use of supplier credit.
- The development of a vibrant jewellery manufacturing industry.
- The further expansion of tourism. — Sapa

Union's stayaway firings claim 'incorrect'

In a report in The Star of June 10 the Transport and General Workers' Union (TGWU) said workers at two Rennies' subsidiaries — Rent-a-Bakkie in East London and Fidelity Guards in Maritzburg — were dismissed as a result of the stayaway last week.

Rennies' spokesman Mr Graham Peinke said yesterday that the TGWU statement was incorrect. The eight workers said by TGWU to have been dismissed by Rent-a-Bakkie on Thursday (June 9) had in fact, been asked to report to work on Monday (June 13).

He said the TGWU claim that a number of Fidelity Guards employees had been dismissed as a result of the stayaway was also untrue. Two employees were dismissed on May 10 in an unrelated matter.

SADF recruits jobless men

THE South African Defence Force is recruiting the unemployed residents of Soshanguve near Pretoria, to join the army.

The campaign started last week after the Defence Force had pitched a number of tents at the entrance to the township. A spokesman for the SADF in Pretoria confirmed that the Defence Force was recruiting "infantry soldiers" from Soshanguve because of "a limited vacancies available in a branch unit near Soshanguve."

He declined to give the number of vacancies available or name the unit which had the vacancies and said "it is not the SADF's policy to reveal such information to the public."

The spokesman added that it was difficult at the moment to give the number of applications received but "the response from the local residents was good" and that applications kept pouring in.

Labour Update

42 BACK AT WORK

FORTY-TWO members of the National Union of Metalworkers of SA dismissed by Richard Hirschmann company after staying away from work on June 16 had been reinstated, a Numsa spokesman said yesterday.

Mr Hassan Lorgat, a Numsa official, said the dismissals were reversed mainly due to pressure from the union's mother body, the International Metalworkers' Federation, which pursued the matter with the company's headquarters in West German.

Earlier, Mr Lorgat said, management had warned these employees for staying away during a three-day protest against the Labour Relations Amendment Bill.

Among those dismissed was Orlando Pirates' player, Vincent "Last Born" Makroti.

Meanwhile Numsa is involved in another row with the company over the alleged retrenchment of 14 workers.

Mr Lorgat said: "We wanted the 14 workers reinstated because we believe that they were victimised as a result of the stayaways."



IT WAS all systems go as these workers, dismissed after failing to report for duty on June 16, returned to work yesterday.

- An American multinational company, Alfred Teves Technology, has dismissed 26 workers who failed to report for duty during a three-day protest against proposed amendments to the Labour Relations Amendment Bill, according to Numsa.

A Numsa official said the 26 were some of the 74 employees dismissed after the three-day stayaway. Forty-eight of these workers were later re-instated after the union launched investigations into the matter, he said.

These workers were to be given a final warning as a result of their absence from work on that day, the Numsa spokesman said. He said this "hardline attitude" was not expected of a company which was a signatory of the Sullivan Code.

Numsa is to challenge the dismissals in the metal industry's industrial council.

Sanctions are for those who live well

Mahlatsi looks for ways to beat the Vaal unemployment crisis

By KLAAS MOTLOUNG

LEKOA mayor Esau Mahlatsi plans to invite the Minister of Constitutional Development and Planning, Chris Heunis, to the Vaal to see for himself the number of unemployed in the area.

This is part of Mahlatsi's drive against unemployment in the Vaal area.

He told a packed meeting at Sebokeng's Mphatlalatsane Hall this week that those people who called for sanctions and disinvestment were living a life of luxury.

Sanctions were a result of the government's refusal to allow blacks into Parliament, he said.

Disinvesting American companies were responsible for the high rate of unemployment, while they claimed they wanted to see South Africa liberated.

By disinvesting, the US was allowing "the white oppressors" to put "the boot" against the necks of black people.

Mahlatsi said that under the present situation blacks were the first to be retrenched while whites retained their jobs.

He encouraged black industrialists to set up firms and make job opportunities available for the unemployed.

He added that he was going to negotiate with the Vereeniging Town Council for a site to set up industries for the unemployed.

He invited unemployed people to report to the local unemployment bureau to register so that more accurate unemployment statistics could be obtained.

Dismissal declared null and void

OFS might have to pay sacked workers

Own Correspondent

BLOEMFONTEIN — The Free State Provincial Administration might face the prospect of having to find in excess of R500 000 to meet the wages of about 280 employees who were dismissed unlawfully in August and September last year.

On Thursday Mr Justice A P van Coller upheld an application by three employees of Pelomoni Hospital in Bloemfontein.

He declared their dismissal null and void because they had not been given the opportunity to state their case prior to being sacked.

The three were chosen to represent all the employees who had been dismissed following a strike on August 25 and 26 last year.

The strikers wanted a democratically elected workers' committee; recognition for their trade union, the National Educational Health and Allied Workers Union (Nehawu); an end to "harassment" by hospital security personnel; a living wage and permanent status.

Some employees alleged they had been on the temporary staff for about 20 years. The workers also complained about the disappearance of a colleague just before the strike.

A spokesman for Nehawu, whose members were dismissed, said the 280 employees involved earned between R142 a month — the normal starting wage — and R500 for a clerk.

Sang and danced

About 100 of the employees affected sang and danced in the union's offices in Bloemfontein on Friday after the instructing attorney, Mr Phaketi Masekela, explained the terms of the judgment.

A spokesman for the provincial administration said it had made an application for leave to appeal against the judgment but a final decision on the move to appeal had not yet been taken.

2000 lose their jobs

Sowetan 7/7/88

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MORE than 2000 members of the Media Workers' Association of South Africa, who took part in a wage strike at Perskor plants last week, were dismissed and told to collect their pay yesterday, a Mwasa spokesman said.

Mr Sthembele Khala, Mwasa's general secretary, said union members had, however, ignored management's request to collect their wages. He said these workers were fired in spite of the fact that Perskor and Mwasa had reached a wage agreement — the issue that had sparked the strike.

The dismissals followed a strike by about 3 500 Mwasa members who downed tools after talks between the union and Perskor collapsed a week ago.

Agreement

The two parties have since reached agreement on across-the-board increases of R16, minimum pay of R109 for "factory aids" and a minimum weekly wage of R118.

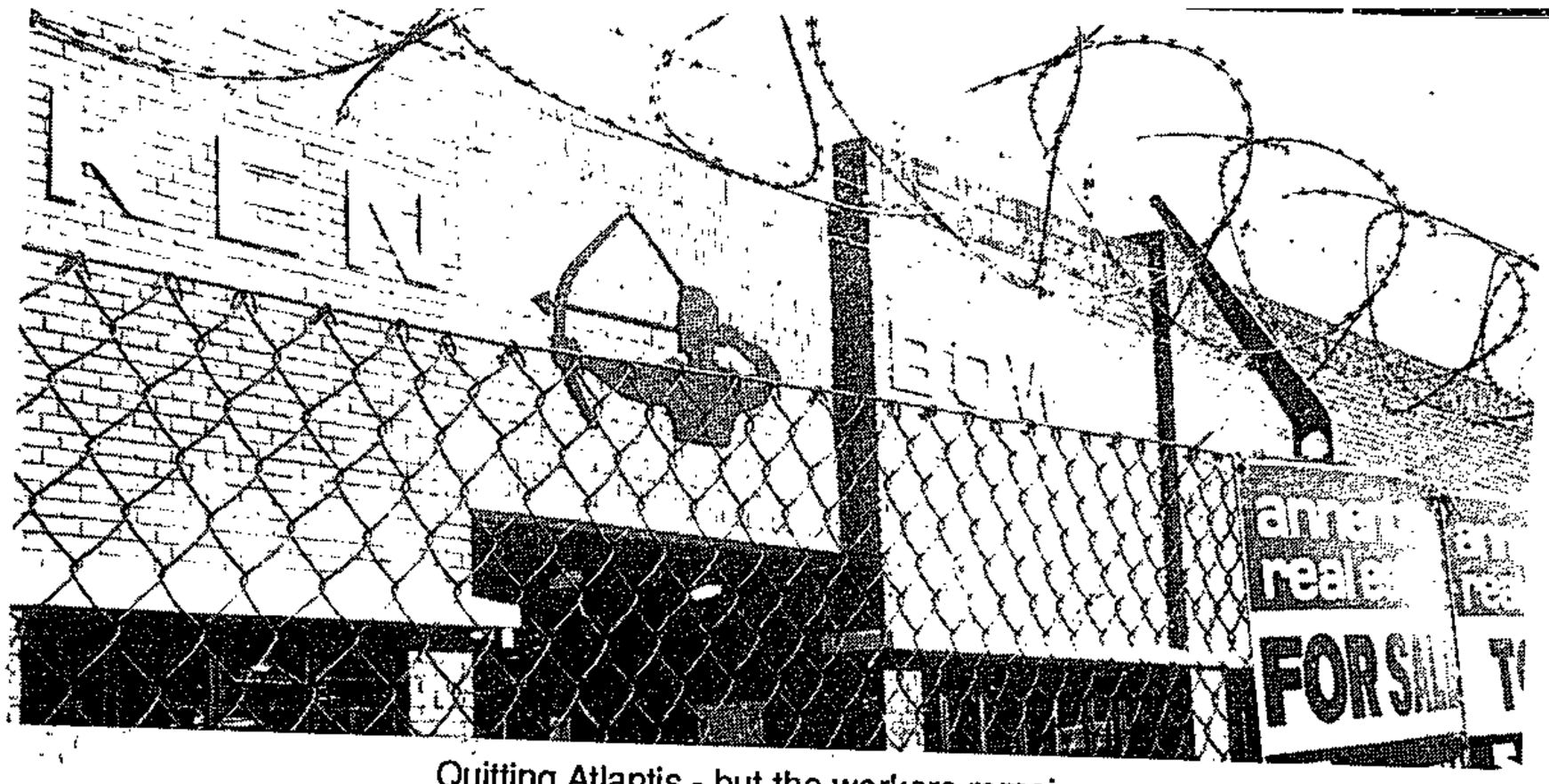
Mr Khala said Mwasa had instructed its lawyers to challenge the dismissals.

Before the wage settlement, Mwasa had demanded a weekly wage of R180 while management offered R100. Perskor management has declined to comment.

Support

Meanwhile two international organisations have entered the fray, calling on Perskor management to reinstate the dismissed Mwasa members.

Mwasa's president, Miss Sandra Nagvaal, said the union had received messages of support from the International Confederation of Free Trade Unions and International Federation of Journalists. The two bodies, she said, had sent telexes to the newspaper group urging it to unconditionally reinstate Mwasa members.



Quitting Atlantis - but the workers remain.

Nightmare for jobless

7-13/7/88

South

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LIFE for the unemployed in Atlantis can be a nightmare. If no jobs are available in this decentralisation point, finding work in Cape Town can turn into a time-consuming and expensive task.

When the Kenbow furniture factory announced on June 16 it was closing its doors in Atlantis and relocating in Bophutatswana, there was much anger among workers when the terms of the retrenchment package were revealed.

Only those workers who had been with the company for three years or more were offered severance pay. Most of the 82 workers had been with the company for a shorter period.

Those who had been employed for at least three years were offered a week's wages, with an extra week's wages added for every additional year.

Angry workers slammed the factory for offering them "peanuts" and for only giving them 14 days' notice of the closure.

What angered them most was that their union negotiated the package without consulting them.

The company has a "closed-shop" agreement with the National Union of Furniture and Allied Workers, which is not affiliated to Cosatu or Nactu. All employees of the company automatically became members of the union.

They were informed by the union secretary, Mr G Fletcher, on June 16 they were to be retrenched.

"We heard the factory was closing down and that we were getting this retrenchment deal," said Mr Martin Aarens, chairperson of the Kenbow interim workers' committee.

"We had no consultations with the union about the closure and the union was certainly not given a mandate from us to accept the retrenchment package."

Fletcher said he had only been briefed by the company on June 15. The company wanted the news broken on June 16 to give a full 14 days' notice.

"I only had half a day. The time limit did not allow for any consultations with the workers," he said.

Legal advice was taken and the matter went to the Industrial Court last week. A settlement agreement was reached in which each worker got a week's wages for every year or part thereof worked for the factory.

The "For Sale" signs have meanwhile gone up outside Kenbow's smart Atlantis premises.

Kenbow director Mr Brian Rubinstein said the company's decision to move to Babelegi in Bophutatswana was not related to the lapsing of some of the company's decentralisation benefits.

The company was moving as it was currently "not a viable unit".

Trust in God

Rubinstein said all the workers had been offered the opportunity to move with the company to Babelegi. He agreed it was unlikely that any workers would eventually do so.

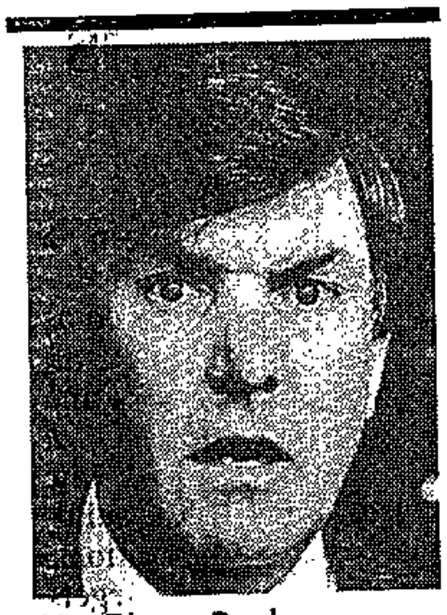
A spokesperson for the Decentralisation Board in Pretoria said it was rare that the board would allow a company to leave one decentralisation point for another and still retain its concessions.

As far as he knew Kenbow would not be taking advantage of new concessions in Bophutatswana.

About 25 former Kenbow workers workers have still not found alternative jobs. Many of them are married with children. Looking for work will now become their total preoccupation.

Maintenance mechanic Mr Jacob Cornelissen, 39 says he is trusting in God to help him find another job.

Star 7/7/88



Mr Theo Rudman ... urges the dismantling of outmoded regulations.

Informal sector vital to avert new SA crisis

By Michael Chester

South Africa must explore the economic potential of its vast Third World element if solutions were to be found to chronic unemployment problems that had now grown to crisis level, the Long Range Planning Society was told at a meeting in Johannesburg this week.

Mr Theo Rudman, executive director of the Self-Employment Institute, said recent trends had proved that if the country hoped to solve the unemployment dilemma, it had become imperative to dismantle the outmoded regulations and red tape obstacles that held back the informal sector.

Mr Rudman — author of the controversial new book "The Third World: South Africa's Hidden Wealth" — said the formal business sector alone had little chance of creating the 4,5 million new jobs needed in the next decade to cope with the population explosion.

Warning signals were provided by figures showing that South Africa should have created more than two million jobs between 1980 and 1987 to keep pace with the flow of school-leavers to the labour market — yet in fact the number of jobs inside the formal sector actually shrank by 5in simple terms, with economic growth dragging behind the birth rate, average living standards were on a downward slide.

BEYOND REACH

It was now estimated that at least 450 000 extra jobs had to be created every year over the next 13 years to avert a worse crisis. By conventional routes via the formal sector the annual cost would be R4,5 billion, and economic growth would have to be 5 or 6 percent a year — "clearly beyond reach."

Problems would be compounded by the migration of more than 15 million black people from the rural areas to the towns.

Mr Rudman predicted the ratios would worsen over the next decade, threatening South Africa with a devastating crisis, unless the Third World element was allowed into the economic mainstream by launching its own small and mini-businesses in the informal sector.

He urged five steps:

- Mobilise South Africa's hidden wealth by the elimination of restrictive legislation, with the establishment of special independent commissioners or ombudsmen to monitor fair play for small enterprises.
- Launch a nationwide training programme to provide artisan and business skills for the emerging informal sector.
- Provide special small loans for entrepreneurs, easily understood and without complex First World collateral formulae.
- Open business premises in white areas to all racial groups.
- Gradually transform the new traders into taxpayers with a proper place in the mainstream of the formal sector.

Among the results of more encouragement of free enterprise and competition, promised Mr Rudman, would be far more socio-political stability, less crime, less unrest, lower inflation and fewer welfare costs for taxpayers to shoulder.

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Seminar for jobseekers

By MARTIN WELLS
Business Staff

PEOPLE who are frustrated in their jobs but who still fail to find acceptable alternatives may take recourse in a seminar to be offered by TST Consulting in the coming week.

The seminar, entitled "Managing Your Job Change", is intended for a wide-range of job-seekers, including those who are on the job-hunting circuit and not succeeding; people who have been in one job for a long time and want to change; retrenchees; new-qualified professionals.

The seminar leader, Miss Sue Kingma, is a qualified personnel consultant. She will outline all the pros and cons involved in the complex decision of job-changing and pit-falls to be avoided.

The course will focus on: establishing why you want to change your job; planning the preliminaries; promoting yourself in the job market; obtaining the initial interview; after the interview — etiquette; the acceptance; your rights and the Contract of Employment.

The seminar is being offered on Wednesday, July 13 (from 5.30 to 8pm), and on Saturday July 20 (9 to 11,30am). The venue is the Josephine Mill, Boundary Road. Newlands and the cost per delegate is R60. Inquiries can be made at ☎ 753-677.

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HOTEL WORKERS WIN BACK JOBS

MORE than 40 workers fired by the Palm Beach Hotel during a strike in May are to be reinstated this month following an industrial court ruling in their favour.

At the hearing the court ruled the 41 workers, all members of the Black Allied Workers Union (Bawu), must be reinstated by the hotel on terms and conditions not less favourable to them than those which applied before their dismissal.

The order is effective from July 18, but applicants may be employed before.

Cape Times 12/7/88

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Unemployment lowest in 2 years

By BARRY STREEK
Political Staff

THE unemployment rate in South Africa dropped to its lowest level in almost two years in March.

But, according to the Current Population Survey, 17,5% of economically active black people are unemployed. Most are prepared to accept employment.

In terms of the expanded definition of unemployment, 1 159 000 black people in South Africa, including the non-independent homelands, were looking for work in March.

Professor Johan Maree of the Labour Monitoring Group in Cape Town said yesterday that these figures demonstrated that unemployment "still remains extremely high".

He understood that the Current Population Survey used fairly strict definitions of unemployment, particularly in the rural areas, and the real unemployment rate was probably higher than revealed by the survey.

"It is also high among other black population groups," he said.

"Due to the inadequacies of the Unemployment Insurance benefits, unemployment is the cause of many health and social problems, directly linked to poverty.

"Unemployment remains one of South Africa's major economic and political problems."

The survey said 24,6% of economically active black women in terms of the expanded definition of unemployment or 20,6% in terms of the strict definition of unemployment were jobless in March.

Highest rate

Region D — the Eastern Cape and parts of the Free State — had the highest unemployment rate, 23,3% in terms of the strict definition of unemployment — with a third of the economically active black women out of work.

This means that the unemployment rate in Region D is higher than even the self-governing homelands, where 19,2% were unemployed in terms of the strict definition.

The survey found that 14,8% of black people were unemployed in March this year, compared to 16,3% in March last year and 19,4% in July 1986.

Among economically active black men, 11,5% were unemployed, in terms of the strict definition, compared to 12,8% a year previously and 15,4% in July 1986.

The survey estimated that the population of South Africa and the non-independent homelands was 20,49 million in March 1988, of whom 6,43 million were economically active.

Region H, the PWV/KwaNdebele, had the highest number of economically active people, 2,07 million. In terms of the strict definition, 18,3% in Region H were unemployed.

In the Western Cape, there was an economically active black population of 510 000 with an unemployment rate of 8,4%, down from 10,4% in January, while in Natal, there were 1,45 million economically active black people with an unemployment rate of 17,9%, down from 18,3%.

The survey also found that the unemployment in the non-independent homelands was 19,2% of the 1,7 million economically active black people.

17,5% of blacks unemployed

335 B/day 12/7/88

Jobless figures at a 2-year low

CAPE TOWN — The unemployment rate in SA dropped to its lowest level in almost two years in March.

However, 17,5% of economically active black people were unemployed, according to the Current Population Survey.

In the expanded definition of unemployment, 1 159 000 black people, including the non-independent homelands, sought work in March.

The survey said in its latest news release that 24,6% of economically active black women, in terms of the expanded definition of unemployment, or 20,6% in terms of the strict definition, were jobless in March.

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Own Correspondent

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The survey estimated that the population of SA and the non-independent homelands was 20,49-million in March 1988, of whom 6,43-million were economically active; 2,4-million in the cities, 1,1-million in towns and 2,9-million in non-urban areas.

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In the Western Cape, there was an economically active black population of 510 000 with an unemployment rate of 8,4%, down from 10,4% in January, while in Natal, there were 1,45 economically active black people with an unemployment rate of 17,9%, down from 18,3% in January.

DWEP organising in the townships

DOMESTIC workers were becoming organised in the townships to fight exploitation, the Domestic Workers and Employers Project publicity secretary, Mrs Margaret Nhlapho, said yesterday.

She said this exploitation was prevalent not only by whites, but by other races as well.

DWEP membership was increasing significantly which would enable her union to fight the low wages paid to domestic servants, which in many cases was simply "modernised slavery."

"A full-time servant should receive at least R200 a month for a $5^1/_2$-day week of eight hours a day," she said.

"This was for a live-in position and if the worker lived out, additional transport expenses should be paid. In addition workers should get 10 percent more for each year of service."

Commenting on the R120 a month that a Durban honorary consulate was paying a servant who had worked for him for 16 years, she said: "This is not much when you consider how much work a servant does and the number of hours worked.

"It must also be taken into consideration that the benefits like time off and sick leave are paid by hardly a single employer." — *Sowetan Correspondent.*

Sitting on an economic tim

Star 14/7/88

By Michael Chester

Studies by the Econometrix think-tank into longer term economic trends are ringing alarm bells over disclosures that the rate of new fixed investment in business expansions and modernisation programmes has now been on a downward spiral for almost a decade — with still no sign of a significant reversal.

"It means that South Africa, at a time when new business ventures are crucial to create millions of new jobs to defuse an unemployment time bomb, is running into industrial obsolescence, with even fewer jobs in the pipeline," warns Dr Azar Jammine, director of the research unit.

"The chain reactions of a chronic decline in new fixed investment in industry and commerce can be temporarily camouflaged, but the longer-term implications are alarming," he said.

"Concern over disinvestment pressures from overseas has captured all the attention lately. Yet it is the tardiness of our own domestic investment spending that also needs examination — tantamount to home-grown disinvestment.

"Scenarios for the future envisage an economy threatened with stagnation as cobwebs start to spread over antiquated industrial buildings and machinery, with less and less chance of producing all the goods and services needed on the home market — let alone think of competing in overseas export markets.

"On current investment performance, South Africa will stand little chance of coping with threats of an economic siege from sanctions and political isolation — nor with finding the extra jobs that must be planned to hold the lid on unemployment problems and cope with 4,5 million more school-leavers streaming into the labour pool in the next decade or so.

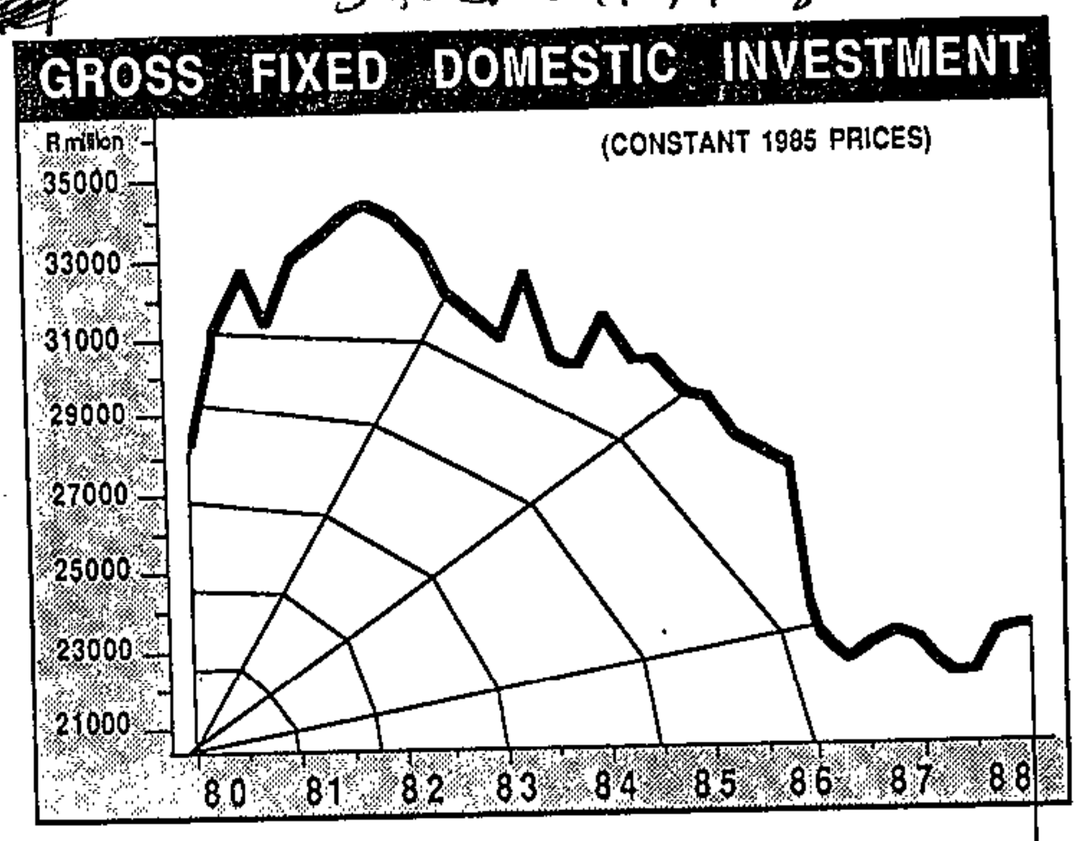
The fretfulness of economists has been compounded by studies carried out by the Self-Employment Institute, which is plugging the potential role of the informal sector.

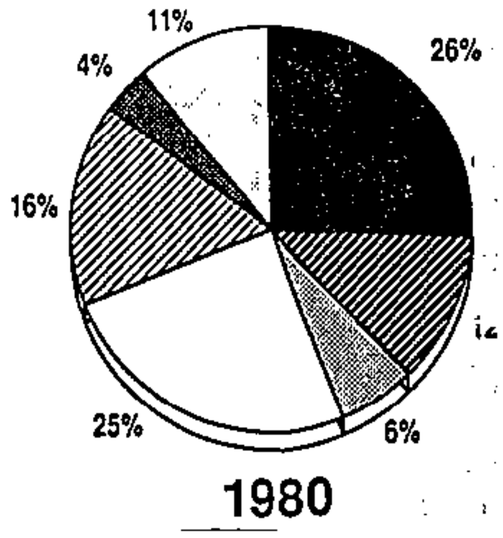
These show that while South Africa needed to create as many as two million new jobs between 1975 and 1986 to keep pace with the population explosion, the number of jobs inside the formal private sector actually shrank by 150 000.

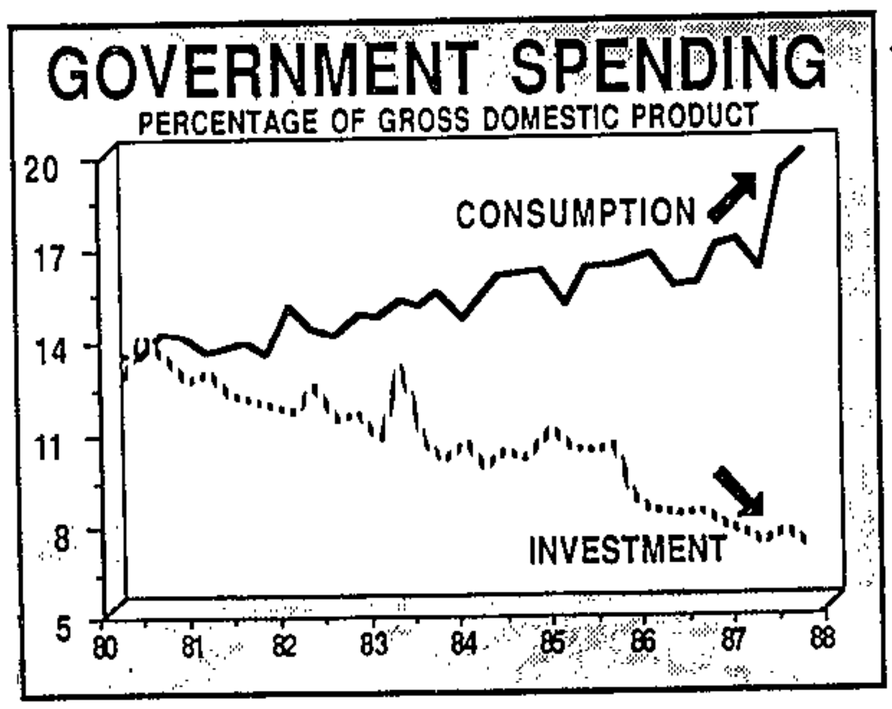
What troubles the Econometrix researchers is evidence showing that overall new fixed investment made no more than only a feeble response to the recent economic upswing that normally should have inspired expenditure on projects to allow for future growth.

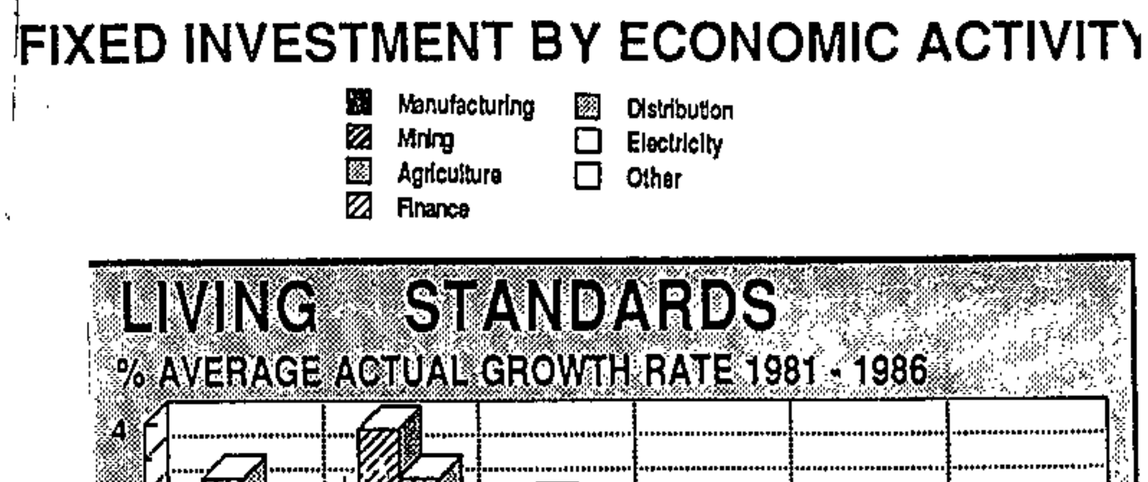
The longer-term downward drift in investment is confirmed by statistics compiled by the South African Reserve Bank.

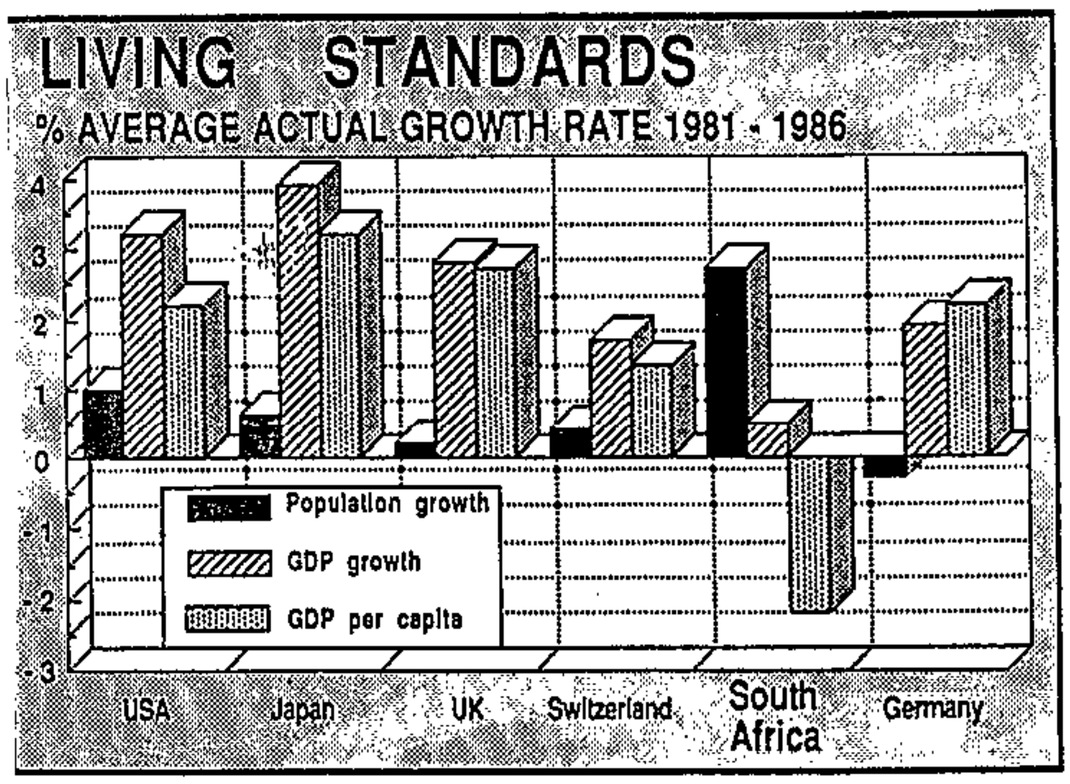
These show total fixed investment — measured in constant 1985 monetary terms and thus eliminating distortions caused by inflation — plummeted from R33,8 billion in 1981 to R23,3 billion last year.

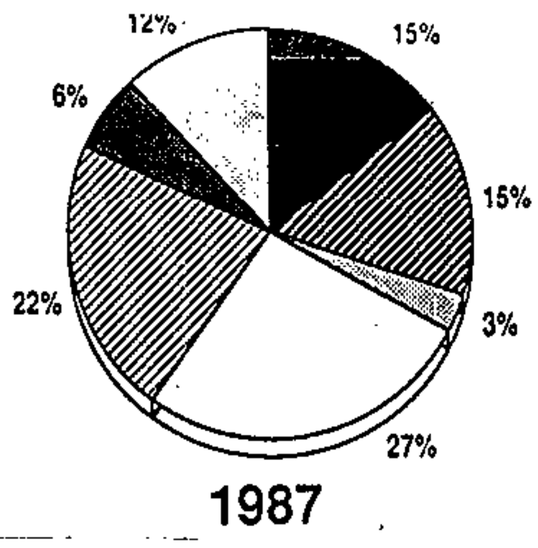










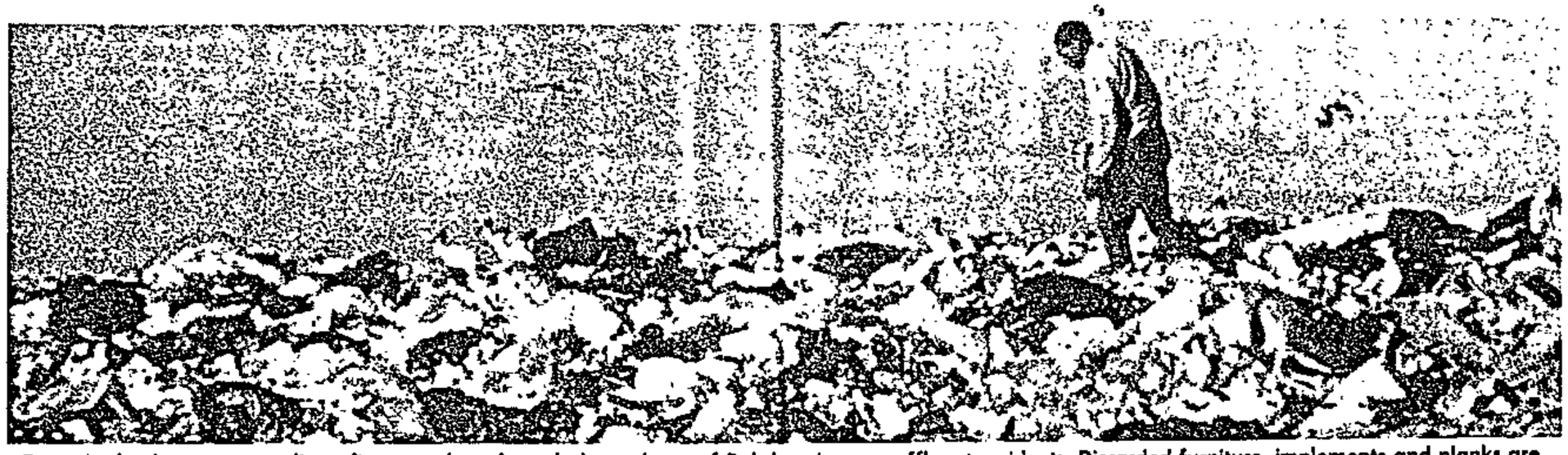


bomb

Old bones and scraps — and people are living there

Story and pictures by
SEBASTIAN BALIC

A rubbish dump in Boksburg is home to a growing number of unemployed people who make ends meet by rummaging through trash.



Down in the dumps . . . a solitary figure trudges through the garbage of Boksburg's more affluent residents. Discarded furniture, implements and planks are unearthed by scavengers, refurbished and sold, but some rely on the dump for food, clothing and 'shelter'.

The municipal dump, Wit Deep, is less than 2 km from the centre of the middle-class Boksburg suburb of Witfield. The dump is home to an entire community of unemployed people who derive a living scavenging in the piles of garbage.

One of the primary sources of income at the dump is from collecting and selling copper and aluminium.

For many others the dump is a source of food and clothing. Some of these people travel in from Daveyton each day; others are forced to make a home on the dump itself.

TALES OF UNEMPLOYMENT

The stories told by individuals at the dump are depressing tales of unemployment and desperation:

- Andries Vundla. Unemployed for four years. Feeds his wife and four children by scavenging for broken implements, which he repairs and sells. Lives in Daveyton.
- Elizabeth Twala. Unemployed since 1987. Travels in from Daveyton each day. In her mid-twenties.
- Albert Matuwani. Came to the Reef in 1967 from King William's Town. Unemployed since 1984. Albert has been living at the dump since last year.

While there is no community to speak of, the dump people help each other in their attempts at subsistence.

Another of the residents at the dump is Simon Fagude, whose home is on the lower slopes of the dump. Invisible to the Boksburg residents who offload garbage here every day, there is a living area far down the slopes of the huge dump. "Home" is a tiny space separated from the others by knee-high earthen walls. Some have constructed windshields from planks. There is no overhead shelter.

The odd assortment of things collected from the dump are stored neatly in a variety of containers. Disused steel drums serve as utility wardrobes. On a table lies the thighbone of an animal, pieces of its flesh drying in the winter sun.

Some of the people are sufficiently resourceful to subsist off the dump's offerings.

Duster Maila has been living at the dump for two months. He lives in Moutse, and has been supporting himself in the informal economic sector since 1969.

At home in Moutse he used to be a photographer, until he discovered he could earn more by making napthalene, for mothballs, in old cookie pans.

He stays at the dump to collect as much discarded furniture and planking as possible, before returning home where he plans to refurbish and sell it.

Boksburg City Council public relations officer Ms Leonie Badenhorst told The Star: "I didn't even know the problem existed."

Chief health officer Mr Willie Coetzee would speak to The Star only in his personal capacity. While he was unaware of people living at the dump, he acknowledged that squatting was a major problem that had escalated in the past year.

"If there are people living there, it is in contravention of the Group Areas Act, but it is not the function of the local authority to prevent these people from living there, unless it is a health hazard. In the light of this we have taken the SAP up to the dump on occasion.

"The function of my department is to ensure that when people are living, or squatting, on someone's land where rent is being charged, that they are provided with adequate site and service facilities.

"Often these landowners are not willing to improve the facilities, even of their own employees, and they are told to move on. There should be some sort of social welfare. I know of no State body whatsoever that is concerned with the rehousing or rehabilitation of such people. To merely have the SAP move them on is useless and not constructive."

Mr Coetzee considers the plight of the homeless a major social problem which should be dealt with by the local authorities involved.

Another point of concern are the city council workers at the dump site. One of the workers told of the conditions under which he was employed: the unskilled workers earned R170 a month. They were supplied with working clothes and basic food.

NO RUNNING WATER OR TOILETS

The problem was that they lived near the dump in shacks of corrugated iron and cardboard. The roofs reached no higher than waist level. There was no running water or toilet facilities at the shacks. The closest water and ablutions were provided at the entrance to the dump, a few hundred metres away.

Boksburg's acting town clerk, Mr J J Mare, denied the claims in the strongest terms:

"The council provides a hostel in Vosloorus for our employees. If an employee owns a house, we offer a subsidy. There is no truth in these allegations."

The lowest council wage at present was R377,44 and it was policy to provide protective clothing, but not food. "If there is any one of our workers staying at or near the dump site, it must be because they prefer it there. We certainly do not allow it."

259 retrenched at Cape security company

Staff Reporter

PENINSULA Security Guards (PSG), the company which supplied security personnel to coloured schools during the 1985 school boycotts, has retrenched 259 workers following the expiry of a three-year government contract.

PSG chairman Mr X de Gouveia confirmed the retrenchments yesterday, and said his company had supplied guards to 234 schools. He was "guardedly optimistic" that the workers would be re-employed.

A spokesman for the Vukani Guards and Allied Workers' Union said shop stewards met yesterday to discuss support action, as negotiations between the union and PSG deadlocked earlier this week.

Worker wants his job back

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15/7/15 Sowetan

AN APPLICANTION for the reinstatement of a Wilgespruit Fellowship Centre employee, Mr Mandla Seleoane, was yesterday withdrawn in the Pretoria Industrial Court.

Mr Seleoane, who is also a Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) official, was dismissed from work on January 12 for allegedly being insubordinate.

His counsel, Mr Modise Khoza, told the court that he was withdrawing yesterday's case in order to arrange for an application for a permanent order against his client's employers. He said such an order will be sought on September 26 and 27.

335 cpress 17/7/88

Strike ballot as metal talks deadlock

By KERRY CULLINAN

Employers in the metal industry and unions from the SA Council of the International Metalworkers' Federation have once again reached deadlock on wages and working conditions.

And preliminary results of a strike ballot over the last few weeks reveal that 87 percent of workers are in favour of a strike.

Last week, after holding a number of mass meetings with its members, the IMF unions submitted six revised demands to employers, who are organised in the Steel and Engineering Industries Federation of SA.

These included reducing wage demands from 40 percent to between 14 and 23 percent.

However, the employers' reply this week indicated that they were determined to stick to their proposals.

According to the employers' federation: "Employers are prepared to make the final employer offer – a 17,4 percent increase – retrospective to July 1, 1988, but are not in a position to make a further offer on wages."

Seifsa also refused to endorse the call for the suspension of the Labour Relations Amendment Bill and discuss a proposal for an internal dispute procedure to establish labour relations for the industry.

"Seifsa supports the decision of the Minister to promulgate the Bill on September 1, to allow more time for the discussions currently taking place between Saccola, Cosatu and Nactu," said Seifsa.

Union observers believe that, following the Chamber of Mines' settlement of a wage dispute with the National Union of Mineworkers – more or less on its terms – metal employers are determined to do the same.

However, since last year's planned strike in the metal industry was outlawed by a Government Gazette, anger has been steadily building up among workers on the factory floor, and the IMF may be compelled to call a strike.

POTWA CASE RESUMES TODAY

Sowetan 18/7/88

By MANDLA NDLAZI

THE case in which 112 post office workers have applied for reinstatement will resume in the Rand Supreme Court today.

The workers, all members of the Post and Telecommunications Workers Association (Potwa), were dismissed following a three-month strike that ended in August last year.

Their application, before Mr Justice Melamet, is for an order to declare their dismissal on September last year wrongful and unlawful.

The appliocation is also for an order to direct the two respondents, the Minister of Home Affairs and Telecommuniations and the Postmaster-General, including "relevant" officials of the Department of Posts and Telecommunications, to permit the dismissed workers to apply for their jobs and that such applications should be considered.

Workers

An estimated 4 000 workers were involved in the strike and about 2 800 are still unemployed. The workers are represented by advocates Mr D A Kuny, SC, and Mr P Pauw and the respondents by advocates Mr R D Levine, SC, and Mr D Pine.

The case started in May and several witnesses have told the court that they were locked outside the gates of their work place in Crown Mines, when they attempted to return to their jobs after the strike had ended.

HOTEL

SOWETAN, Monday, July 25, 1988

WORKERS WARN

THE Hotel and Restaurant Workers Union has warned that its members would go on a national strike beginning from today if their dismissed colleagues were not reinstated.

The warning was issued at a weekend Press conference in Johannesburg by the union's executive members,

By MANDLA NDLAZI

among them Mr Chris Mahulatsi and Mr Allan Horwitz.

"The bosses have declared war and we will retaliate in the fight for our rights," said Mr Horwitz, adding, "and if these companies refuse to reinstate the dismissed workers, we have no option but to go on strike at national level."

He warned that the strike action was being considered to start today.

Fired

The conference was told that an estimated 160 workers were fired for having stayed away from work on June 16 and "seemingly more will be dismissed for the same reason", said Mr Mahulatsi.

Several other workers were given "last warnings" for having stayed away from work on June 6, 7 and 8, Mr Mahulatsi said.

Mr Horwitz said the union and management signed an agreement in January this year that May Day and June 16 would be regarded as paid public holidays. "But it seems the bosses want to retreat on this issue, if not then they seem not to understand the significance of these days among the black people."

'Officials sabotaged meeting'

POST office officials "sabotaged" a meeting that was set to resolve the issue of employees who had attempted to return to work after their strike had ended, Mr D Kuny, SC, told a Rand Supreme Court judge yesterday.

This was one of the submissions Mr Kuny made when he argued the case of 112 former employees of the Post Office who applied for an order to declare their dismissal in September last year, wrongful and unlawful.

Mr Kunny based his argument on evidence before court that three members of the negotiating team from the workers' committee were told they had been fired and could therefore no longer represent workers.

This resulted in a breakdown of talks between the officials and the workers' committee, said Mr Kuny.

He said the three men were apparently given no notice or reasons for being sacked and this caused a breakdown in attempts that were made by both parties to resolve the plight of the workers.

Mr Kuny said another factor that caused confusion was that workers were locked outside the gates of the Crown Mines depot when they attempted to return to their jobs.

There was further confusion, he said, on the list of workers who were fired and those who were to reapply for their jobs.

He said a Mr Muller did not unlock the gates for those who were not dismissed to start work or explained to those dismissed that they should go home but reapply for their jobs.

The case is before Mr Justice Melamet and the court's public gallery was again packed to capacity.

The application is also for an order to direct the two respondents, the Minister of Home Affairs and Telecommunications and the Postmaster General and other "relevant" officials of the Department of Post and Telecommunications to permit the dismissed workers to reapply for their jobs and that such applications should be considered.

(Proceeding)

'Union men misled fired PO workers'

Nov 26/1985

335

By Dawn Barkhuizen

Postal employees dismissed during the national strike last year were "pawns in the hands of union leaders who misled them and did not have the courage to tell them that some would not be allowed to return to work".

This was stated in the Rand Supreme Court yesterday by Mr R D Levin SC, for the Minister of Home Affairs and the Postmaster-General, in argument against an urgent application by 111 former workers from the Post Office's Crown Mines depot to have their dismissals declared unlawful.

TERMS OF AGREEMENT

He submitted that the position of those dismissed was fixed in terms of the agreement on the national strike signed by the Post and Telecommunications Workers Association (Potwa) and Post Office management on September 3.

By motivating that their dismissal was unlawful, they were attempting to "go behind the agreement and deal with things that the agreement was trying to finalise".

Arguing the case for the applicants, Mr Denis Kuny SC argued that the strike by Post Office employees had been a "heaven-sent" opportunity for management to effect dismissals at a time when rationalisation was already under way.

Mr Justice D A Melamet was on the Bench.

The hearing continues.

computer programmer, a part-time model and has taken part in a number of beauty contests.

ARGUMENT ON COSTS

COUNSEL for the Minister of Home Affairs and the Postmaster General applied for the legal costs of former post office employees who failed in their application for reinstatement to be borne by the Post and Telecommunications Workers Association (Potwa).

In argument before Mr Justice D A Melamet in a packed courtroom in the Rand Supreme Court, Mr R Levine, SC, said the legal costs of 111 former employees from the Crown Mines depot who were dismissed for striking last year would be considerable.

And it would be unfair to expect them — many of whom were out of work — to finance court proceedings.

"It appears the true litigant is Potwa," he said, "because Potwa entered into the agreement which gave rise to these proceedings."

Mr Justice Melamet, however, said it was unfair to make this appeal at this stage.

"If notice had been given earlier on, the attitude of Potwa could have been very different and influenced the outcome of this case," he said.

Counsel for the respondents had initially asked that the applications be dismissed with costs.

Mr Denis Kuny, SC, appearing for the 111, said there was no basis for Potwa being held responsible for costs as it was not party to the proceedings.

Applications

"The applications were from individuals," he said.

He submitted that the question of costs be dealt with after judgment.

Arguing that the dismissal of the 111 had been unlawful, Mr Kuny submitted that the bulk of dismissals had not been properly dealt with and workers had not been given a chance to challenge these.

He said the agreement between Potwa and post office management signed on September 3 was a settlement relating to a strike situation and not a dispute relating to dismissal.

"It should not constitute a new regime wiping out the past and regulating the future to become the sole source of right for the post office and its workers."

Judgment was reserves to an unspecified date.

800 bodies for gravediggers

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TCP is the effective oral antisept
mouth and throat, helping to keep th
harmful bacteria.

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...sides, JDW says: "It is reported that one
...ing in business over the medium-term.

First dismissals today

335

Bday 28/7/88.

ALAN FINE

THE first dismissals arising out of industrial action in the metal industry during the past week are set to occur today.

Dorbyl industrial relations adviser Neville Jordan said some employees at the group's Palaborwa structural engineering site were involved in unlawful action and had been given an ultimatum to return to work today.

Most of the plant's 240-strong workforce were conducting an overtime ban. However, only about 80 were members of unions party to the dispute and had followed the correct procedures.

The remainder, who faced dismissal if they did not return to work today, had joined the action in solidarity with their colleagues. Their non-membership meant their action was unlawful and in contravention of employment contracts.

A Seifsa spokesman said the situation in the industry had remained unchanged with six firms affected. He said 1 977 workers were on strike while another 360 were taking part in overtime bans.

Anglo company

Pa... Anglo American also wanted Posei-

Our wealth must be shared: Kent Durr

Mwasa to act against Perskor dismissals

Sowetan 29/7/85

335

THE Media Workers' Association of South Africa will challenge the dismissal of the union's 2000 members who lost their jobs at Perskor after participating in a wage strike early this month.

And yesterday Mwasa lodged papers at the Department of Manpower in an application for the reinstatement of the workers.

Mr Sthembele Khala, Mwasa's general secretary, said the union recently filed papers in the Industrial Court seeking reinstatement of the dismissed workforce.

The dismissal followed a strike by about 3500 Mwasa members, who downed tools after talks between the union and Perskor management reached a stalemate. The two parties later reached agreement on across-the-board increases of R16, minimum pay of R109 for "factory aids" and a minimum weekly wage of R118.

Mr Khala said: "The Mwasa national council decided over the weekend to go full blast against Perskor for dismissing the union's 2000 members."

Meanwhile the union has decided to hold its annual congress early in September to enable the outgoing treasurer, Mr Thami Mazwai, who will be going overseas later this year, to attend the meeting.

Mr Khala said: "Our union has also resolved to co-operate with media organisations such as the South African Society of Journalists, Association of Democratic Journalists and Anti-Censorship Action Group in the fight against the registration of journalists and news agencies."

Judgment reserved in reinstatement case

By Dawn Barkhuizen

Argument in an urgent application for reinstatement by 111 Post Office employees, dismissed from the Crown Mines depot following a national strike last year, closed yesterday with judgment reserved to an unspecified date.

In his closing argument, Mr Denis Kuny, SC, contended that workers participating in a national strike had been dismissed unlawfully and had not been given the opportunity of a fair hearing.

The agreement — signed by PO management and officials from the Post and Telecommunications Workers Association on September 3 — whereby they were dismissed amounted to a "new regime which wiped out the past and regulated the future to become the sole source of rights for the Post Office and its workers".

Mr R D Levin, SC, for the Minister of Home Affairs and the Postmaster-General, said the issue hinged on whether workers had gone to work on September 7 — the cut-off date for a return to work agreed on by management and union officials. If they had failed to report for work, why had they not given valid reasons for not doing so?

Half jobless in 12 years unless..., warns academic

By REHANA ROSSOUW
Staff Reporter

A LEADING academic has warned that South Africa's demographics are ticking away like a timebomb and half the eligible workforce is likely to be jobless in less than 12 years' time.

Professor James Leatt, deputy vice-chancellor and professor of social ethics at the University of Cape Town said between 33 and 44 percent of the economically active workforce could not be accommodated in the private sector at present.

He told delegates to the Black Management Forum annual congress that while businessmen were discussing the economic future, the demographic time bomb was "ominously ticking away".

Of the total population of 34 million, half were African with a steadliy increasing birthrate.

More than 50 percent of the African population was under the age of 20 and half lived in urban areas.

By the turn of the century, 50 percent of the workforce would be unemployed if more jobs were not created.

"There is this fiction being spread abroad that we are a rich country whose problem is that the wealth is in the wrong hands," he said.

South Africa's gross national product per capita was at least four times lower than New Zealand's.

Capitalism and apartheid had piggy-backed for far too long, Professor Leatt said.

"Our economy has been run like our society has — as though only whites live here."

Another myth spread abroad was that South Africa was a first world/third world country.

The truth was that it was a developing country grappling with the problems of industrialisation and democratisation.

"A great deal of nonsense is being talked about economistic solutions to our problems," he said.

Responsible

"This ignores the legitimisation of the system — giving full political participation to all the people."

Professor Leatt said the only corporate culture likely to survive in South Africa in the 21st century was a socially responsible one.

Corporate leaders should be wary of falling into the trap of seeking to westernise the workforce or Africanise the workplace.

Half the workforce may become jobless — expert

'Demographic time bomb ticking away'

2/8/88 B/Day 335

CAPE TOWN — A leading academic has warned that SA's demographics are ticking away like a time bomb and half the eligible workforce is likely to be jobless in less than 12 years' time.

Cape Town University deputy vice-chancellor and social ethics professor James Leatt said between 33% and 44% of the economically active workforce could not be accommodated in the private sector at present.

He told delegates to the Black Management Forum annual congress that while businessmen were discussing the economic future, the demographic time bomb was "ominously ticking away".

Of the total population of 34-million, half were African with a steadily increasing birthrate.

Unemployed

More than 50% of the African population was under the age of 20 and half lived in urban areas.

By the turn of the century, 50% of the workforce would be unemployed if more jobs were not created.

"There is this fiction being spread abroad that we are a rich country whose problem is that the wealth is in the wrong hands," he said.

SA's gross national product per capita was at least four times lower than New Zealand's.

Capitalism and apartheid had piggy-backed for far too long, Leatt said.

"Our economy has been run like our society has — as though only whites live here." — Sapa.

orders signed

But their mistake is that they fail to realise that each are complementary links in the marketing chain and the informal sector has the advantage of seeking out demand where it did not exist before, or where it existed but could not be served by big business.

The time to start is immediately, the place to start is with local authorities and licensing regulations.

Rudman says that licensing procedures are clearly used to protect the formal sector against competition and, by setting arbitrary but extremely high standards, hinder people from entering economic activity and reinforce the pernicious principle of privilege. The argus

Taxi trade 5/8/80

Not only should licensing boards be abolished and the registration of businesses made a routine responsibility of local authorities, but getting licences should be simplified and any trade be allowed from any premises — within acceptable parameters of nuisance and morality.

Among other illustrations, he cites the example of the taxi trade as one that emerged and survived because it filled a definite need which neither big business nor the public sector could fulfill.

It thrived in spite of official harassment and flouorished to the extent that it is now a powerful and organised industry with enough clout to cut deals with oil companies, motor manufacturers and others.

His programme calls for the government to return to the broadly nationalistic principles it espoused when coming to power in 1948 — the building and development of South Africa.

This means "putting all South Africans first, not just the wealthy and powerful ones".

Rudman says this would require five major measures:

- Eliminating restrictive legislation on small enterprises;
- Establishing a national training programme aimed at the informal sector;
- Making small loans easily available to informal operations;
- Opening business premises in "white" areas to all; and
- Converting the informal trader into a taxpayer in the formal sector.

Free of regulations

He urges the institution of a small enterprise commissioner with sweeping powers to "excise the cancer of vested interest from the body economic of our country."

The commissioner would monitor all laws and regulations for their impact on small enterprises, leaving small businessmen free to regulate their relationships with customers, employees, landlords and others through common law.

Normal business activity in the informal sector would be decriminalised, creating a climate of free enterprise and stability in which crime, social unrest and welfare costs would decline.

"By freeing the informal or unrecorded sector and by allowing business, generally, to operate easily and economically, South Africa will really take off and achieve its promise of becoming an economic giant," says Rudman.

"These proposals could easily form part of the recovery package that would put South Africa on the high road, where productivity and national pride by all race groups, and a striving for real excellence, are the order of the day." ●

BLAIN ● BROOKLYN ● CODRWOOD ● WARREN

Spectrum

The 'illegal' wealth hidden

By DICK USHER
Staff Reporter

CENTRAL to the South African dilemma is the lack of jobs for the country's ballooning population.

Not only has the formal, developed sector of the economy failed to create enough jobs to keep pace with the army of workseekers who leave school and enter the market each year, but the number of jobs available actually shrank by about 147 000 between 1980 and 1986.

And the prospects of the formal sector ever being able to grow sufficiently to satisfy the need are almost non-existent. So the cure must be found in freeing the informal sector.

This is the central theme of a new book called *The Third World: South Africa's Hidden Wealth* by Theo Rudman, executive director of the Self-Employment Institute.

The crisis is already here and is not waiting poised to trouble some future generation. And related to it are the socio-political problems which have been endemic in South Africa for many years but have swelled in the past 12 years.

All of the 4,5-million people who will need jobs in the next 12 years have already been born, and the race to create gainful employment for them is being inexorably lost.

Already the country is poorer than it was a decade ago.

Gross domestic product declined by about 8,5 percent (measured in constant 1980 rands) from 1975 to 1985 while in many countries — about which white South Africans, existing in what Rudman terms the modern sector of the economy, are often so scornful — grew during the same period. Taiwan's GDP



Theo Rudman

grew by 96 percent, Mexico by 15 percent, Portugal by 30 percent.

In Kenya the GDP has remained at least static while in Tanzania it has declined by only one percent.

Rudman estimates that the capital cost of creating the necessary jobs in the formal sector by conventional means at around R4,5-billion a year — and this does not include training.

Third World

Against this, the efforts so far produced in the battle for jobs seem a drop in the bucket — R75-million on training the unemployed in the 1987/88 financial year, the Small Business Development Corporation's mini-loan programme for the informal sector granted 1 730 loans totalling about R3-million in 1986/87.

Meanwhile the peripheral sector of the economy continues to swell. By the year 2000 the supply of job seekers will have grown to an estimated 17,9-million while jobs in the developed sector will have grown from about 7,7-million in 1985 to about 8,1-million.

The peripheral sector, those who will not be able to find jobs in the modern sector, will have grown over the same period from 4,3-million to 9,8-million.

It is this sector which, Rudman believes, freed from the unimaginative shackles of restrictive bureaucratic practices, has the potential to be, not the burden that many see it as, but the powerhouse of development.

"In the past we have always applied First World criteria to solving our problems. Now we need to look for answers in our Third World element if we are to develop our First World goal," Rudman contends.

Unrecorded

Already this is happening as thousands upon thousands of people cut, sew, hammer, bake and hawk their way to a living.

Officially unrecorded, most of their activities are illegal, strictly speaking.

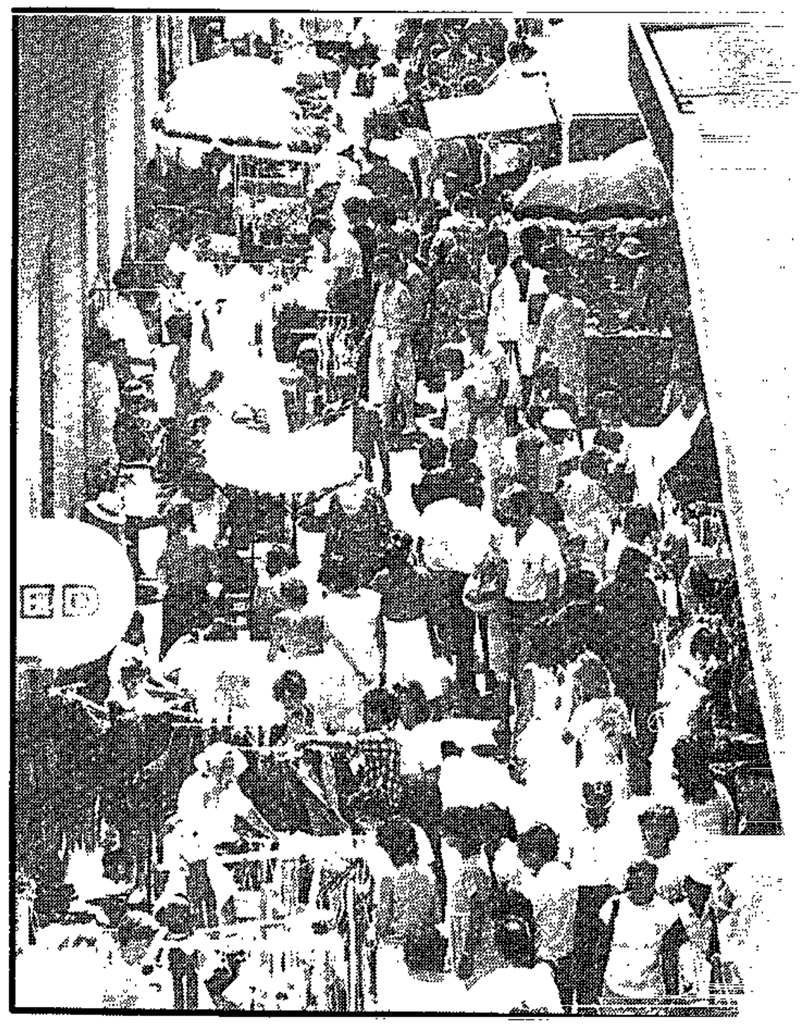
They have no trade licences, they pay no GST or income tax and operate from homes, backyards and in the streets without benefit of trade organisations and other supporting infrastructures and too often subject to official harassment.

But the wealth they create through their entrepreneurial ventures now account for an estimated 27 percent of South Africa's GDP.

In the white community Rudman estimates that as many as 300 000 families are running unofficial businesses worth as much as R1,8-billion from their homes.

But this is far outstripped in the black community where, he estimates, informal economic activity (which ranges from "legal" activities such as sewing and baking to those such as drug dealing and prostitution) produces between R15 and R20-billion a year.

The only way out for South Africa is to encourage these people, and the millions to come, by encouraging them, by making things easier, by removing as many restrictions as possible.



Flea markets: where self-employment is making an impact.

And yet, although the government has made a start on encouraging small business, has taken policy decisions on deregulation and privatisation, the process is too slow, too hesitant.

Almost begrudging, which is an attitude Rudman cannot comprehend, given the magnitude and urgency of the problem and the potential rewards for its solution.

As his chapters on street traders and other informal activities illustrate, authority has appeared unwilling to loosen the strangehold of controls to the extent that Rudman feels is necessary.

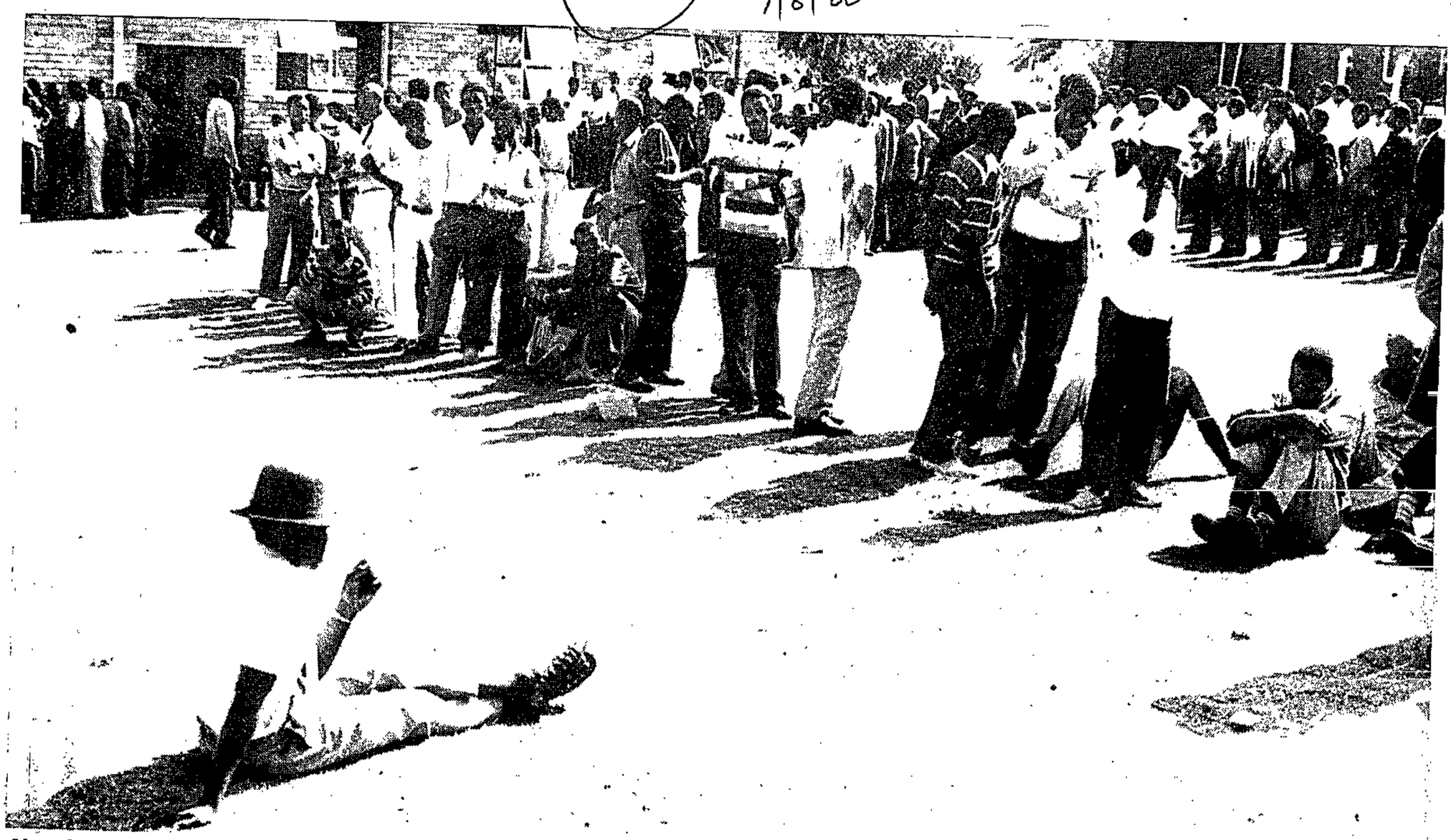
But it is not only authority which has proved reluctant.

Rudman reserves special castigation for big business.

"The real reason for slow or ineffective deregulation is not government bureaucracy or lack of interest, but rather the vested interests of big business, who are lobbying secretly to maintain the regulations which they usually lobbied for in the first place," he says.

And while this type of resistance may be understandable, it is certainly not in South Africa's best interests either sociologically or economically.

"It is a regrettable fact that big business sometimes feels itself threatened by what it considers the uncontrolled freedom of the informal sector," he says.



Already about a third of the people who want jobs can't get them. A top academic foresees that queues of jobless will grow even longer in future.

Unemployment ticking away like a time bomb

Half of us won't have jobs by 2000

CP Correspondent

HALF the country's eligible workforce is likely to be unemployed at the turn of the century, according to University of Cape Town deputy vice-chancellor Prof James Leatt.

At the Black Management Forum congress in Cape Town he called for South Africans to be given full political participation.

Leatt said the population time-bomb was "ominously ticking away" while business men discussed the economic future.

He said between 33 and 44 percent of economically active people could not be accommodated in the private sector at present.

Africans formed half the total population of 34-million. More than half the African population was under the age of 20 and lived in urban areas.

Leatt predicted that by the turn of the century, 50 percent of the workforce would be unemployed if more jobs were not created.

"There is this fiction being spread abroad that we are a rich country whose problem is that the wealth is in the wrong hands."

South Africa's gross national product per capita was at least four times lower than New Zealand's and capitalism and apartheid had piggy-backed for far too long, said Leatt.

"Our economy has been run like our society has – as though only whites live here."

A myth was being spread that South Africa was a First World/Third World country, but the truth was that it was a developing country grappling with the problems of industrialisation and democratisation, he said.

"A great deal of nonsense is being talked about economic solutions to our problems.

"This ignores the legitimisation of the system – giving full political participation to all the people."

Leatt said the only corporate culture likely to survive in South Africa was a socially responsible one.

"People do not abondon their cultural identities or their experience of oppression at the factory gates.

"It is only rational to take into account culture in any enviroment," said Leatt.

NEWSVENDORS ADVICE OFFICE*

57 pc of blacks jobless in PE, Uitenhage

ARGUS 11/8/88 335

The Argus Bureau

PORT ELIZABETH. — Black unemployment here and in Uitenhage has soared to 57 percent, an increase of 11 percent over last year.

At the height of the unrest in 1985 the unemployment rate was 56 percent.

The latest figures were provided by Vista University.

White unemployment in Port Elizabeth increased from 1 664 in June last year to 2 009 in July, an increase of 20 percent.

Coloured unemployment dropped from 3 762 in June 1987 to 3 003 in June 1988, showing that there had been a substantial substitution of black workers with coloured.

A factor was that the government's job creation projects were being terminated and this source of employment was disappearing.

An explanation for white unemployment was that people had come to Port Elizabeth in hopes of being employed on the Mossgas project. This work had not yet materialised.

Miners paid off

12/18/83
B1 Day 2nd 335

Own Correspondent

MARITZBURG — About 500 mineworkers had been paid off after a Dundee coalmine, Talana Anthracite, closed down this week, senior inspector of mines in Dundee Clarence Russell said yesterday.

Russell said he understood the white staff — believed to number about 50 — had been absorbed by other mines in the area. He did not know what arrangements had been made for black miners.

Attempts to contact the mine — owned by Anglo-Belgian Coal — were unsuccessful yesterday.

KAROO POVERTY REACHING CRISIS SITUATION, SAY RURAL EXPERTS

W/G ARGUS 20/8/88 (2nd) 335

by ROBERT HOUWING
Weekend Argus Reporter

AN already "desperate" state of poverty and hunger in Karoo communities is worsening as wages increasingly slip below the cost of living, analysts on rural areas have warned.

Unemployment of up to 50 percent has been reported in some regions and job opportunities are decreasing, rather than improving.

The Administrator of the Cape, Mr Gene Louw, acknowledged recently that 40 percent of coloured people in rural areas were jobless.

Diminishing demand for labour has resulted in some farmers and employers in country towns reducing workers' wages.

The depressed economic situation has driven people to antisocial behaviour like alcohol abuse — widespread in the Karoo — and had an adverse effect on children's development.

Tuberculosis and other diseases have been described as "rife", and illiteracy is common.

Last week, Weekend Argus reported that children in underprivileged communities throughout the territory were increasingly dependent on food provided by Operation Hunger for survival.

Mrs Roselle Frasca, the organisation's Western Cape director, said the Karoo had become "the biggest crisis area" in terms of hunger.

Health conditions bad

"While the cost of living soars, there are no increases in salaries or job opportunities in the Karoo."

Professor Aubrey Redlinghuis, of the University of the Western Cape's Institute for Social Development, who has done much research into Karoo communities, said unemployment was "extremely widespread".

This had been aggravated lately by a significant influx of farm workers into rural towns.

"Another serious problem is the low wages. These wages are often much lower than welfare payments received by pensioners, unmarried mothers and the disabled."

Health conditions, he warned, were deteriorating to "a very disconcerting level" and tuberculosis was rife.

"Housing is extremely bad and basic necessities are not available. The energy needs of the rural poor also require urgent attention."

Health authorities have acknowledged economic hardship in the Karoo, but denied that the situation was worsening.

The director-general of the Department of National Health and Population Development, Dr C F Slabber, said they were "aware of economic difficulties that exist countrywide and that certain families or groups are more affected than others".

"Inadequate economic growth as a result of the worldwide recession of the past years, aggravated by years of drought and the recent flood disasters, have all contributed to these difficulties.

"The situation is not expected to worsen unless new contributing factors occur."

Dr Slabber said the most serious threat would come from "the introduction of new measures to apply economic sanctions against this country.

"Our approach to the problem is to co-operate actively with other state departments and the private sector on a total population development programme.

"We do subsidise a milk-powder scheme for undernourished children, run by local authorities, and also fund these authorities to provide health services combating illnesses which often threaten impoverished communities."

The media liaison officer for the Department of Health and Welfare in the House of Representatives, Mrs Ansi Strydom, said Beaufort West had been identified as particularly in need of assistance.

Various schemes had been introduced there and in other areas to help families whose breadwinners were unemployed, in prison or unable to work for health reasons. Assistance was also provided in cases where people could not pay rent.

The Rev James Buys, rector of the NG Sendingkerk in Calitzdorp's Bergsig township and an executive member of the South African Council of Churches, said it was a "fallacy" for the government to partly ascribe rural poverty to the sanctions threat.

"The crisis in the Karoo is not something that happened overnight — it goes back several generations; long before sanctions even became an issue.

"The State must shoulder the blame for not educating farmers in appreciating the value of labour."

...gs at last."

Small is best for more jobs

By Robyn Chalmers

ALMOST a million new jobs will be required in the Cape Peninsula alone in the next 12 years to wipe out unemployment, says Cape Town Mayor Peter Meuller.

Mr Meuller has called on the private sector to sponsor all forms of entrepreneurial development.

He says: "The Cape Peninsula has the fastest population growth in the whole country."

A management consultancy specialising in the promotion of entrepreneurs is Job Creation SA. Managing director Ian Hetherington says growth and no corresponding job creation will be disastrous.

"Unless jobs can be created, the Cape will shortly take on the appearance of Lagos or Bombay — a few small islands of prosperous residential property surrounded by poverty and degeneration.

"Such a catastrophe is over the horizon. There is no reasonable possibility that a solution can be found by the expansion of larger businesses in the formal sector."

Mr Hetherington believes that the only path to job and wealth creation is through entrepreneurs.

"One of SA's largest companies told me recently that in their new facilities the capital investment behind every additional job was R360 000.

"In contrast, African Council of Hawkers and Informal Businesses general secretary Lawrence Mavundla can get a man or woman into business as a hawker for R130.

"For the same capital investment there can be 2 750 hawkers for every one new job in that particular large company," says Mr Hetherington.

R11m for 3km road

STOCKS Civils, the civil engineering division of the Stocks & Stocks group, has been awarded a R11-million contract for three kilometres of road at Olifantsfontein by the Transvaal Provincial Administration.

The contract involves the construction of surfaced road, four bridges and several box culverts.

The work will be completed in 18 months.

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ST mns

21/8/88

Court curb on hotel leaflets

By RONNIE MORRIS
Supreme Court Reporter

AN interim interdict restraining 103 dismissed hotel workers and three organizations from distributing pamphlets to guests and employees at two City hotels was yesterday extended until judgment is given at a later date.

This was the order yesterday of Mr Acting Justice Comrie in an application by the Townhouse and Vineyard Hotels, interdicting and restraining the Unemployed Workers' Movement (UWM), The Townhouse/Vineyard Workers' Support Committee, the Liquor and Catering Trades Employees' Union and Mr Winston Kom and 99 others.

Mr Francois George Petousis, managing director of the Townhouse, said that up to mid-June, Mr Kom and 99 other workers were all employed at either the Townhouse or the Vineyard hotels.

After a stayaway on June 6,7 and 8 this year, a disciplinary hearing was held between June 11 and 17, and they were dismissed.

On June 21 he found pamphlets — issued and printed by the UWM — on a bench at the front of the Townhouse Hotel.

Replacement workforce

Mr Richard Johnston, general manager, of the Vineyard Hotel, said that on June 20 his attention was drawn to a man distributing pamphlets in the coffee shop by placing them on the tables.

The man ran off when approached, he said.

Mr Shaheed Mohammed, treasurer of the UWM, said that after the dismissed workers had approached the movement, it was decided to distribute pamphlets to the replacement workforce and guests at the hotel.

Mr W G Thring and Mr J A Newdigate, instructed by P Faber of Sonnenberg, Hoffman and Galombik, appeared for the Townhouse and the Vineyard Hotel. Mr L A Rose-Innes, instructed by E Moosa and Associates, appeared for the UWM. Mr K Engers, instructed by Bernadt, Vukic and Potash, appeared for Mr Kom and remaining respondents.

Govt 'tackling jobs problem'

CHRIS CAIRNCROSS

CAPE TOWN — Government is to intensify its efforts to deal with the cyclical unemployment problem SA is experiencing, Manpower Minister Pietie du Plessis indicated here yesterday.

His statement coincides with the tabling in Parliament of a report from the National Manpower Commission (NMC) recommending a number of measures to counter this sort of short-term unemployment problem.

Du Plessis said although structural unemployment was the main component of the country's unemployment problem, cyclical issues could not be ignored and deserved the attention of both the public and private sectors.

The NMC had, accordingly, set down the following principles — endorsed by government — which it recommended should be applied in creating special employment programmes:

- ☐ The Department of Manpower should retain overall responsibility for co-ordination and monitoring of such programmes;
- ☐ It should issue guidelines to institutions involved as to the type of projects that should get preference;
- ☐ Employment-creation programmes should be directed at both urban and rural areas, and must include self-governing territories and the TBVC countries;
- ☐ Financing of projects should be temporary and must not place a permanent burden on public funds; and
- ☐ Projects which were self-governing and production-generating, thus leading to permanent employment opportunities, should receive the highest priority.

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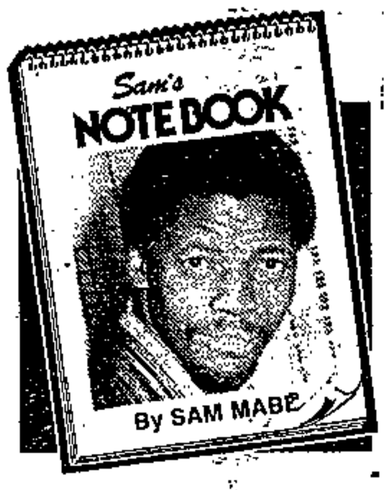
Sorry, no jobs!



HAPANA basa is an East African word which means "no vacancies".

It is a general practice that whenever factories or some kind of business premises are built, immediately at their completion, a notice carrying this message is placed at a convenient place where it will be visible to all prospective job-seekers.

I've seen it a few times around Johannesburg. And it hurts. It has often turned me into a bundle of misery because I can imagine the impact these signs have on an unemployed person who leaves his home every morning to look for work.

I have a feel of how such a man's hopes to get a job are raised when he sees a factory being built in some industrial area and then shattered when he is confronted by a notice saying, "no vacancies".

Obviously, this message is directed at us blacks.

I say this because we are the people who move around from shop to shop and factory to factory asking for jobs.

When I read newspapers I spend time reading the situations vacant columns.

I know that most of the people who are confronted by these "no vacancies" signs every day of their lives do not read these columns.

There are many reasons for this. They probably cannot afford to buy newspapers. Or if they could, some of them would not be able to read because they have never been to school or they did not stay long enough in the classroom to have learnt how to read.

Also, they do not have the right credentials or any marketable skills that can impress prospective employers.

As a result, they move around looking for any kind of job available — it can be washing dishes at a hotel, scrubbing floors or any such job. Not that I find anything wrong with those kind of jobs.

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Any kind of job

• From page 7

But it is disheartening when a man avails himself for any kind of job he can stumble on simply because he cannot afford the luxury of being choosy.

Whenever my three sons tell me they are not going to school because of a school boycott of some kind, I always fear that I might be rearing future parents who may never match my own generation in anything.

They may never be able to call their own tune at the job market-place.

They may grow up illiterate and unable to express themselves. They may not even be able to read my column to know how strongly I feel about nation-building, a concept whose success depends entirely on the education of our children.

Even if they could read, they would dismiss my views, not so much because they do not share them, but because they would be embarrassed by the truth that will be exposing their blunders.

They might end up being a burden to me and I might not enjoy my retirement in peace because every little cent I will get from my pension fund, I will have to share with them.

They could become thieves or engage in some vices through which they would try to make ends meet. Then I would probably be ashamed of them. They would become an embarrassment to me and their mother. And to my friends and colleagues.

They will ultimately become an embarrassment to the nation I am trying to build because they will not be able to run their lives, let alone run the nation.

This is the tragedy that makes me feel like weeping. I only hope they will listen to me when I tell them not to leave their classrooms to hang around in the streets without doing anything to change the system of education I hate as much as they do.

Botha opens Crossroads centre

By TOS WENTZEL
Political Correspondent

PRESIDENT BOTHA today opened a new training and work centre in Crossroads and was taken on a tour of the squatter settlement lasting several hours.

He said that because the government was serious about addressing the problem of unemployment, R1 235-million had been allocated for this purpose since October 1985 and training and employment creation projects had been privatised.

Training was provided at more than 300 training points countrywide and in more than 180 occupations.

Since the beginning of the special training programme almost 800 000 unemployed people had been trained.

A total of 86,4-million man days had beeen worked on the employment creation programme and more than 100 000 employment opportunites had been created or maintained.

The average number of people employed most recently on employment creation projects was 115 000 a month.

Referring to the Crossroads training and work centre, he said it was a monument to what could be achieved by a positive approach, self-help and participation, and by acting in wisdom and faith.

Crossroads had its beginnings early in 1975 and between 1976 and 1978 community structures were established.

A unique pattern of management and leadership and a unique culture developed with the growing informal sector.

Because of circumstances, Crossroads developed in a unique manner, in particularly the development of local management based on old traditions and concepts.

The progress seen there today was achieved because the town council and the community co-operated spontaneously and with the right attitude to make it possible.

FINE TEAM EFFORT

The building of the Crossroads centre and houses by unemployed Crossroads residents as part of their training was the result of a fine team effort.

The training centre contained administrative offices and a work centre consisting of workshops where people who had been trained could hire space to make goods, mostly for the informal sector.

There was also a buying and stores section from which raw material could be drawn and which assisted in developing basic business skills.

Sat Star 3/9/88

NEWS

suffer from depression and anxiety — HSRC

DEBORAH SMITH

eenagers experienced symptoms of depression while nearly five percent often thought of ways of committing suicide.

Over four percent said they would rather chose to be dead.

Slightly over 90 percent of those canvassed felt they needed vocational guidance while about 88 percent sought study guidance.

Communication with parents and teachers was important, with 82 percent of the teenagers indicating they needed improved communication while 89 percent wanted to learn how to gain self-confidence.

Sex counselling and information on contraception, though, were lower on their list of priorities with 67 and 63 percent respectively.

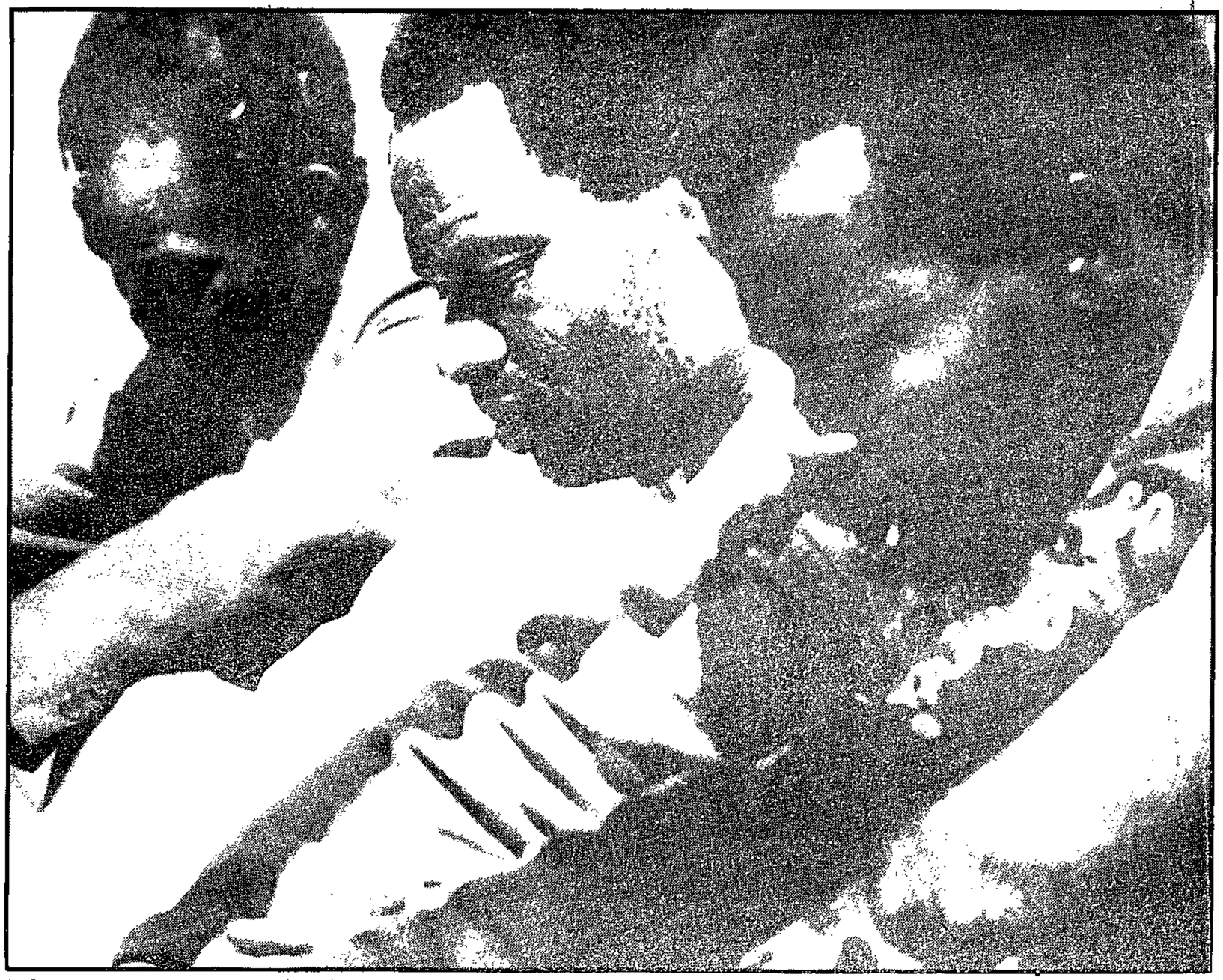
Ms Haasbroek said it appeared most adolescents weren't allowed, or weren't given the necessary guidance, to make decisions.

Parents exercised the strongest influence in adolescent decision-making, with 585 youths indicating their parents influenced their decisions compared to 14 who answered their friends influenced them.

It also emerged that, while 61 percent needed the guidence and advice of a father figure, only 59 percent of the fathers were available when they were needed. In contrast, 86 percent of the mother figures were available when needed by 76 percent of the respondants.

Both parents had the same degree of authority in the home, according to nearly half the youths, while in the remaining cases the mother more often was in authority.

The results indicated the importance of the mother figure in the adolescent's life, said Ms Haasbroek.



PICTURE OF DESPAIR: Unemployed men outside an Isando factory. ● Picture: Ken Oosterbraek.

For some, life is an endless search for work

THE Saturday Star recently accompanied employees of the African Council of Hawkers and Informal Businesses (Achib) to assess the unemployment situation outside factories in Isando.

An air of depression hung over the crowd of about 200 unemployed men waiting outside one factory's gates. Most hoped to get some job — even if only for a couple of hours. Many of those interviewed were skilled workers.

Every day for the past three years Mr Paul Mantli of Pietersburg, a father of three, has caught the train from Tembisa to the industrial area to look for work.

PAT DEVEREAUX

"I worked in a radio factory assembling radios for 10 years; now my relatives have to help me out with train fares," he said.

Mr Shepherd Dlova, whose wife and three children live in East London, said: "I used to be a credit control clerk at a furniture store. I feel embarrassed that I have not been able to get a job for the past two years. Sometimes I find work as a labourer for two or three days."

Mr Ruben Pitjeng matriculated in 1986 at a technikon in the northern Transvaal but has not been able to find a job.

He said he did not want to go home without any money because his father was also unemployed and his family was totally dependant on him.

After handing out pamphlets to the men advising those interested in hawking to visit their offices for further details, Achib employee Ms Vicki Sussens said: "There is no way big business and Government can absorb unemployment.

"What is needed is deregulation of legislation, encouragement of the informal sector — such as hawkers — and funding for entrepreneurs to start out on their own," she said.

Many young urban adolescents

Symptoms of depression and anxiety were disconcertingly high among black adolescents, according to a Human Sciences Research Council project among 803 urban black adolescents.

Psycho-physiological symptoms included almost always having headaches, almost always having stomach ache, loosing their tempers quickly and not being able to trust people, said Ms Connie Haasbroek, of the Centre for Child and Adult Guidance, at a Paediatric Congress in Pretoria this week.

Black adolescents expressed a great need for advice and guidance, especially in the interpersonal and academic areas.

Nearly 12 percent said they became so angry they had the urge to avenge themselves by killing or hurting and nine percent felt like breaking and kicking things.

Ms Haasbroek questioned why children were so often involved in anti-social behaviour or even in stone throwing, arson and murder.

The youths, 330 males and 473 females, answered questionnaires in interviews with trained field workers.

Statistics revealed that about two out of every 10

'Half SA workers jobless in 12 years'

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PAT DEVEREAUX

IN LESS than 12 years half the eligible workforce in South Africa is likely to be jobless, say labour experts, unless there is a much quicker tempo of job creation.

Statistics show South Africa should have created more than two million jobs in the last eight years to keep pace with the flow of school leavers into the labour market.

In fact the number of jobs inside the formal sector fell by 150 000.

According to Professor James Leat, Cape Town University's Deputy Vice Chancellor and professor of social ethics: "Capitalism and apartheid have piggybacked for far too long and our economy has been run like our society has — as though only whites live here."

He estimates that at present between 33 and 44 percent of the economically active workforce cannot be accommodated in the private sector.

And of the total population of 34 million, more than half were black, with a steadily increasing birthrate. More than 50 percent were under 20 years old and 50 percent lived in urban areas, he said.

But Professor Leat's statistics on the percentage of unemployed and the present South African population differ widely from the latest unemployment figures released by the Central Statistical Services.

According to the CSS, unemployment in March this year dropped by just over five percent compared to figures for the same period last year.

The CSS estimates, based on the 1985 population census, indicate that of the total population of about 20,5 million (presumably excluding the homelands), 14,8 percent were unemployed in March 1988 compared to 16,5 percent in March 1987.

Comparing the CSS's figures for the last two years it appears that while unemployment in cities and rural areas increased by over three percent it dropped in towns by over four percent.

However, Mr I Heatherington, managing director of a company researching job creation said: "Not even the Government knows the correct population figure or the number of unemployed."

He criticised the latest attempt to limit the growth in the economy to three percent because it would not solve the problem. Economists say the growth rate will have to be more than four percent.

Head of the African Council of Hawkers and Informal Businesses, Mr Lawrence Mavundla, and Mr Theo Rudman, director of the Self-Employment Institute, have urged a nationwide training programme for the emerging informal sector, provision of small loans for entrepreneurs and the opening of business premises in white areas for all races.

Free Market Foundation's Mr E Davie agrees but asks: "If hawkers are allowed to trade anywhere how will shopkeepers who pay for their premises be protected?"

The executive with nowhere to go

by CARRIE CURZON
Weekend Argus Correspondent

THIS is William Walsh's executive suite.

A spartan office. A desk. No curtains. No carpets. A kettle. A telephone. Two chairs. And, a cardboard box which he uses as a wastepaper basket.

He earns less than R2 000 a month — for doing nothing.

Seven months ago it was a different story for 51-year-old Mr Walsh.

R11 000 monthly

He was a highly paid executive for Anchor Life, was responsible for six branches of the company, a staff of 10 and had 100 agents working under him.

He says he enjoyed an income of about R11 000 a month and worked in a large wood-panelled office with curtained windows, a bookcase, a bar cabinet, a refrigerator, a large desk, high-backed swivel chair, five visitors' chairs, a seven-seater lounge suite, a glass-topped coffee table, plants, a microfilm reader, *two* telephones and coffee-making equipment.

Then, he was fired.

Mr Walsh took his case to the Industrial Court and won a temporary reinstatement. He reported back to work on July 29 — and found himself in this spartan office.

"I just want compensation for my livelihood being destroyed," he said.

Mr Walsh, who lives in Weltevreden and has five children, was an agency manager with Anchor Life for 15 months before he was fired.

Last month, the Industrial Court in Pretoria found the dismissal to be an unfair labour practice and made an interim order reinstating Mr Walsh to his former position.

Mr Walsh was reinstated retrospectively for 90 days, extended for a further 30 days — this period being renewable until the case was finalised.

A further court hearing is pending.

An angry Mr Walsh now claims his employers are in contempt of the court order; that he has only been part-paid since January ("my basic salary is about 10 percent of my earnings") and his work has been taken away from him.

"They are withholding certain remunerations, such as my car allowance and bond subsidy, quite contrary to the court order," alleges Mr Walsh.

"I am getting only a fraction of my former monthly income, which amounted to about R11 000.

"I cannot carry on like this," he told Weekend Argus. "Because of their (Anchor Life's) money and position, they have ground me down to where I must compromise from a financial point of view.

"I felt I had been unjustly treated. I went to court for relief, which was granted — but, they have still not complied."

After the first week in his bare office across the road from his former luxury accommodation with Anchor Life, Mr Walsh's attorneys advised him to stay at home until the matter was resolved.

Speaking for Anchor Life, attorney Mr Alan Gordon said: "He has been totally reinstated in his former position and has been paid his basic salary.

"Commission is no longer due to him — that has to be earned — but he was paid whatever had accrued to him by way of agreement up until the time he left."

According to Mr Gordon, the essence of the submission by Anchor Life is that Mr Walsh "was the author of his own misfortune".

"The bone of contention is that he repudiated his contract of service at the beginning of this year and he was then dismissed. He chose to treat the dismissal as an unfair labour practice.

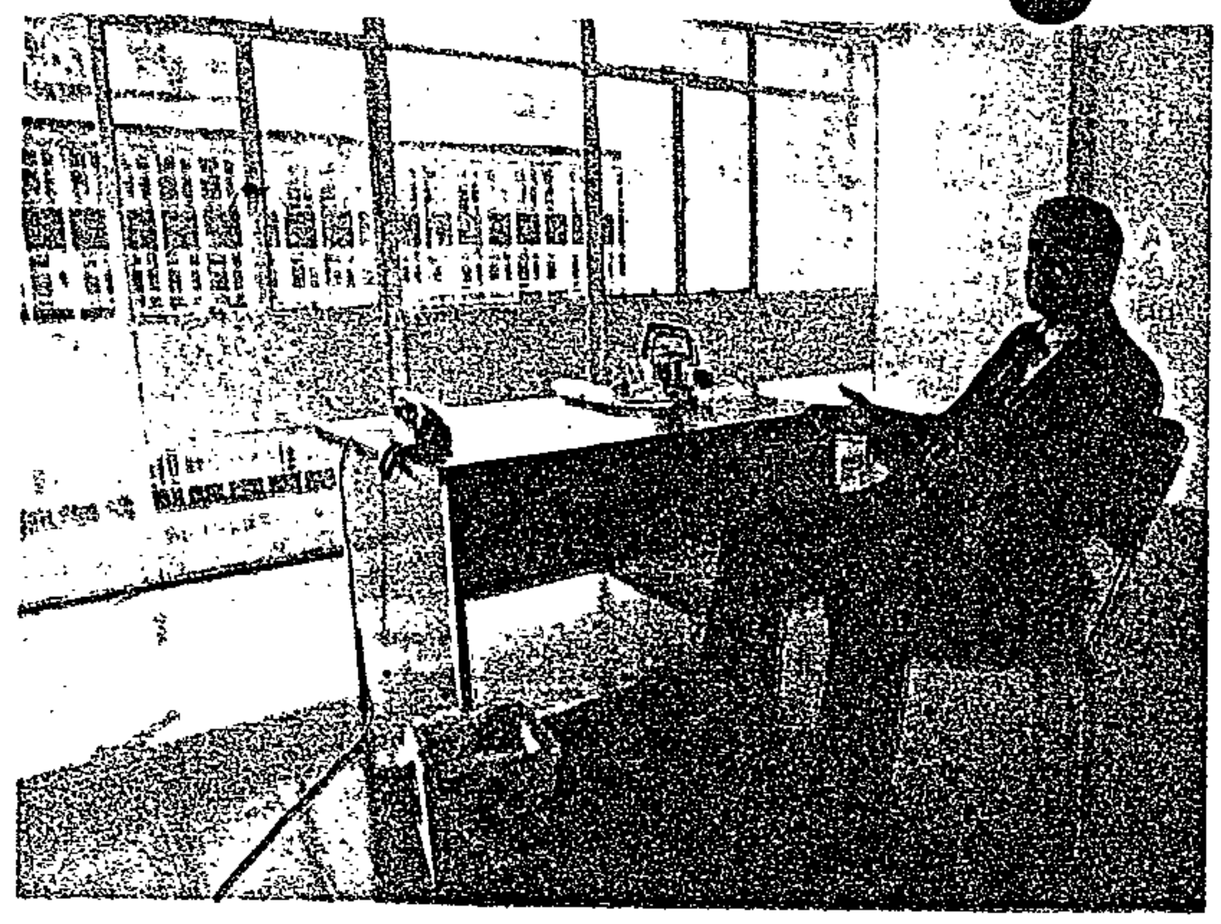
"Everything Mr Walsh complained about has been treated with great seriousness by the managing director and general manager," added Mr Gordon.

Things have changed

"They spent many hours going through what was upsetting him and deciding how best to reinstate him to his former position.

"Although the court ordered this, things have changed since Mr Walsh left. You cannot turn back the clock."

"Mr Walsh has received R14 497,26 since the repudiation of his agreement. The greater bulk of his original monthly earnings constituted commission earned through the efforts of subordinates."



Govt 'not addressing unemployment'

Jobs plan has failed: FCI report

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HELOISE HENNING

JOBS created through government's decentralisation policy had not replaced the number of jobs lost in industrialised areas, a Federated Chamber of Industries (FCI) report said.

The report, written by FCI consultant Professor Piet Haasbroek, of the University of Pretoria, has been adopted by the FCI and submitted to a panel which recently completed a report on decentralisation for the SA Development Bank. The report is also being considered by the TBVC countries before the contents or policy shifts are made known.

The report said the problem of growing unemployment in metropolitan areas, after the scrapping of influx control, was not being addressed through the decentralisation policy.

Decentralisation was not only too costly but inappropriate, given the capital restraints inherent in the economy. It fuelled inflation when supported by loans. Subsidisation did not broaden the tax base. The stated objective of the policy had been to create a tax base for the homeland administrations.

During the past five years, the regional development plan created 137 467 jobs in decentralised industrial points. In the same period, about 150 000 employment opportunities disappeared from the economy. Metropolitan areas, therefore, had lost about 290 000 employment opportunities.

The report said of interest was that in the 20 years after 1961 the decentralised incentive scheme created 150 000 jobs which was the same number of jobs destroyed in the five years thereafter.

It asked if the R4bn spent in that five-year period were to have been applied in metropolitan areas would the decline in employment have been so high?

Concessions

M Holden, of the University of Natal, had established that 23 out of 35 industries settled in decentralised areas should not have been subsidised on economic grounds. Incentives which, from 1982 to 1987, amounted to R1,5bn. The largest portion, 39%, was spent on transport concessions.

The report said the largest cost had been the invisible indirect costs of tax concessions and the resultant drain on the fiscus. Government's intervention in setting up industries in remote areas had led to higher input costs for the relocated industries and, in many cases, rendered them unprofitable. Apart from cheap labour, costs of marketing and communication were higher.

Just to create a single job in a decentralised growth point, the incentives and the cost of infrastructure were excessive. To create a job in the OFS cost

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Govt jobs plan has failed: FCI report

● From Page 1

R7 756 whereas a job in the eastern Cape, including the Ciskei, cost R3 531.

Studies had predicted that by 2000, 20,7-million blacks, or 60% of the total population, would be urbanised. A 1980 study showed that 76% of urbanised blacks lived in and around the four largest industrial metropolitan areas.

The report said the economy could no longer afford the policy of decentralisation. The policy did not address poverty through job creation and decentralisation. And it was an added drain on the fiscus. Funds were being drained away from urbanised areas diluting the establishment of infrastructure.

The report asked whether the benefit of establishing an economic base for the Transkei should overrule the problem of rapid urbanisation and surging rates of unemployment?

It said: "Government must define its priorities. It is debatable whether industrial development is a necessary condition for success. It is clear that it can never be a sufficient condition."

Govt policy undermining job creation

Decentralization plan 'fuelling inflation'

From HELOISE HENNING

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It asked if the R4bn spent in that five-year period were to have been applied in metropolitan areas would the decline in employment have been so high?

Decentralization benefits had generally attracted the "wrong type" of firm, such as a branch plant of large metropolitan firms which could survive without incentives.

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Priorities

He said: "Government must define its priorities. It is debatable whether industrial development is a necessary condition for success. It is clear that it can never be a sufficient condition."

"In the past the SA government could afford to settle an Iscor in Van der Bijl Park, and very successfully. But we just cannot afford to shift large industries around any more."

FCI senior economist Roelof Botha says government could cut its incentive costs by 75% by concentrating its regional development projects in deconcentration areas (towns closer to metropolises) where there is existent infrastructure.

Cutbacks threaten 5 300 Eskom jobs

● From Page 1

germane to the plans to rationalise.

Eskom's decisions were in the interests of the consumer and tariff targets, but were not taken without great concern for employees.

Smaller, mostly coastal, plants which had come to the end of their economic life were being closed, while newer plants — more efficient and environment-sensitive — were being brought on stream.

The schedule for shutting or slowing generation would be:

☐ By December 1988, Umgeni and West Bank would be closed and the partial mothballing of Wilge, Camden, Ingagane, four OFS generation plants, Grootvlei, Komati and Salt River would take place;

☐ Eskom planned to put into total storage by December 1990 Ingangane, Wilge and the OFS generation plants. By 1990, the number of jobs that could be lost at generating plants would in the region of 3 760.

About 1 850 service and auxilliary jobs could also be lost by then.

Human resources GM George Lindeque said Eskom had given its assurance to its employees and the unions that everything would be done to avoid retrenchments.

● See Page 9

Educated 'could become unemployed'

GERALD REILLY

THE educated could become the unemployed unless the system was changed to place greater stress on vocational education and training, Manpower director-general Piet van der Merwe said last night.

He said at the Cape Town Technical College that the trained manpower shortfall was hampering the development of the economy.

The direct cause was the lack of career-directed education.

The education system had always been directed mainly at preparing students for university. That had resulted in a large percentage of new entrants to the labour market without vocational qualifications or skills.

Van der Merwe said: "It goes without saying this situation could result in the educated becoming the unemployed."

Where a lack of sufficient career-orientated training could contribute to unemployment, it could equally be because of forms of education and training for which there was no market.

Career-orientated technical training and vocational education was the form of general education to develop the abilities and interests of many students.

Van der Merwe said: "Likewise the so-called academic education is more correct for a minority of students preparing for university."

The supply of vocationally directed and technical teachers was becoming critical. It was hoped the status and image of the education profession would be uplifted soon.

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5 000 may lose their jobs

Sowetan 16/9/88

MORE than 5 000 Escom employees — mainly unskilled blacks — may lose their jobs due to the scaling down of activities of the company in the next three years.

Addressing a Press conference in Johannesburg yesterday, the company's generation general manager, Mr Paul Senmark, said as a result of changing circumstances in the environment certain activities within the company would become redundant.

He said Escom had presented revised and updated facts affecting the operation of the organisation to 15 trade unions.

The unions include the National Union of Mineworkers, National Union of Metalworkers of SA, SA Boilermakers and the Electricity Workers' Union.

Mr Senmark said Escom as "a responsible and concerned employer," will try to avoid retrenchment by exploring all viable alternatives, but the retrenchment of some employees would be unavoidable.

He announced that the company would hold further talks with the unions on September 22 and 30.

335 B/days 21/9/88.

Haggie Rand fires striking workers

HAGGIE RAND wire-rope producers have locked out 1 800 members of the National Union of Metalworkers of SA (Numsa) after they went on strike protesting management's wage offer, Numsa organiser Tony Kgobo said yesterday.

Kgobo described the lock-out at Germiston and Jupiter plants as "null and void" as workers were already on strike when it was implemented on Monday — the wage dispute was declared by Numsa on August 16 and workers struck on September 17.

But Haggie Rand MD John Millburn said all workers had dismissed

BRONWYN ADAMS

themselves and were offered re-employment yesterday with an across-the-board wage increase of 18,6%.

Workers are demanding a 31% increase, bringing the minimum wage to R4,25 an hour.

Numsa rejected Millburn's claim that the workers had dismissed themselves and ignored management's wage offer. The union was still waiting to hear the company's response to the dispute over wages.

Haggie was the scene of a 7-week strike in 1985.

Millburn said 50 workers in the Germiston plant accepted the wage offer and formed a skeleton staff. Trained emergency crews were handling essential work at Jupiter.

The dismissals followed a strike ballot taken last week, after Numsa had rejected a final offer by Haggie Rand.

Millburn said: "We are hoping the logic of accepting our offer is going to get through.

"We met Numsa officials yesterday afternoon and are waiting for their reaction to the re-employment offer."

335 B/day 23/9/88

NUM WARNS ESKOM ON RETRENCHMENT OF 5 000

BRONWYN ADAMS

THE National Union of Mineworkers (NUM) rejected Eskom's decision to retrench 5 000 workers in the strongest terms yesterday, warning management that failure to accede to demands for negotiations would jeopardise the peaceful climate of labour relations.

NUM said this could also affect Eskom's attempt to raise loans internationally.

NUM assistant general secretary Marcel Golding said Eskom's decision to scale down its operations reflected mismanagement over the past decades, for which workers now had to pay.

He said the decision to mothball various power stations was unjustifiable, as thousands of the country's black community still did not enjoy electricity in their homes.

Golding questioned Eskom's motives, claiming the decision to retrench workers was part of a broader programme of privatisation and greater profit-making at the expense of consumers and workers.

He demanded that no retrenchments should proceed until NUM was satisfied that the reasons necessitated a dramatic reduction in the workforce and that economic viability required such actions.

Golding also demanded a programme for the retraining of workers for other sectors of the industry.

Eskom met 15 trade unions yesterday and the parties are to meet again on September 30.

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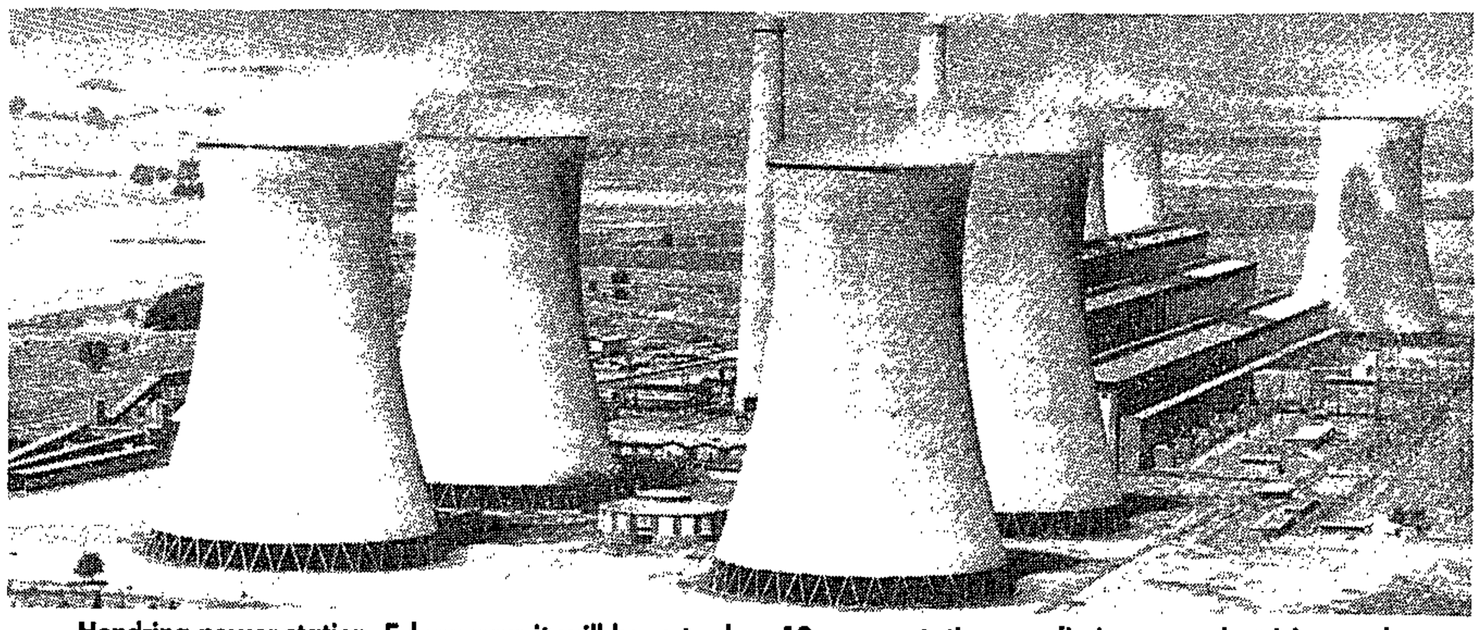
Star 3/10/88

Eskom states case on workforce cu

Eskom recently announced a rationalisation programme involving cutting back its workforce by 5 000 and mothballing 13 power stations. Eskom's chief executive, Mr Ian McRae, said economic sanctions were the reason why the corporation has a electricity oversupply. Below, Eskom replies to a number of questions posed by **THERESE ANDERS.**



Hendrina power station. Eskom says it will have to close 13 power stations to eliminate an electricity surplus.

Question: Eighteen months ago I was told by a senior Eskom employee during a visit to Kendal (power station) that Eskom at that time had a major problem with overcapacity. Why has it taken so long to react to this problem, during which time the situation has obviously worsened?

Answer: Eskom's position of overcapacity goes back beyond 18 months: in fact before 1983 signs of a drop-off in demand-growth became evident. Since then various initiatives have been launched to manage the surplus, and the media were kept fully informed throughout. Actions included the delaying and extending of contracts at Lethabo and Tutuka, followed by similar moves at Kendal and Majuba. We also instituted reserve-storage programmes at the stations which are being mothballed and Klip power station was closed down ahead of schedule. Our present action is merely the latest step in a series.

Q: Two unions leaders claim the downscaling is really Eskom paving the way for privatisation. They also predict that there are substantially more retrenchments on the horizon as Eskom goes down the privatisation path. Your comments please.

A: Since our actions began several years ago, there is obviously no link with privatisation. This is the responsibility of a specially appointed task force which has been kept distant from operations and line management. As a result, privatisation has not been allowed to play any part in our planning or decision making.

A decision on privatisation has still to be taken. Any possible effect on staffing is, therefore, pure speculation, and would have to be seen against a background of many factors, including the trend in demand for electricity.

Q: What effect will Eskom's rationalisation have on tariffs in the near and medium term?

A: Eskom has been able to keep tariff increases below inflation for the past two years and the current phase of rationalisation will assist us to repeat this in 1989. It should also help us to contain costs for some years to come. The main purpose of our current action is to keep the cost of electricity as low as possible, even though Eskom has to endure pain in the process.

Q: Has the public's money been wasted through the over-capacity that has developed?

A: Please note that Eskom does not use "the public's money" — all our revenue is generated by sales of electricity or funds borrowed on the financial markets. It is incumbent on Eskom to be able to meet the demand for electricity at all times, so spare capacity is vital. It is not wasted; it will be required later in the next decade even if growth in demand continues to be slow.

Q: There has been strong public criticism of why the rationalisation was necessary. Has anyone in management been reprimanded, disciplined, demoted or dismissed for bad planning on this issue? Or will they be?

A: It is an oft-quoted fact that it takes up to 15 years to get a power station from the drawing board to fully operational. When our latest stations were planned, both the country and demand for power were in an upward phase. No one foresaw a significant downturn. So our current situation is not the result of bad planning, and to talk of reprimands and dismissals is inappropriate.

Q: Almost 5 000 of your workers are to be retrenched. Are your remaining staff having to pull in their belts?

A: Yes, belts are being pulled in. For the past three years at least Eskom has cut costs to a minimum, while still maintaining a high quality of supply. Eskom has contained salary and wage increases to the point where we have disputes on our hands. Apart from this, a significant number of jobs identified as redundant will not result in retrenchment; other arrangements, such as redeployment, will be made for many affected employees.

Q: Have terms of retrenchment been negotiated with the unions?

A: Terms of retrenchment are being negotiated with trade unions.

Q: In reacting to the cutbacks, a union leader said Eskom had until very recently continued to advertise for operators and craftsmen for its new power stations. Was this after attempts to recruit men internally from the old power stations due for closure?

A: Eskom has attempted for years without notable success to retrain and transfer certain categories of specialist operators, while shortages for artisans and other categories of staff still exist. Prior to this latest announcement, an embargo was placed on advertising for recruits in areas of surplus.

Q: One union member charged Eskom with planning bordering on "folly grandeur". He said Eskom charged ahead building bigger, better and more expensive power stations despite the economic recession of the early 80's and the unpredictable nature of our economy. Comments please.

A: Our latest generation of power stations were agreed to after decades of stable growth and before the economic recession of the early 80's. Bigger power stations are more efficient; their economies of scale keep tariff increases down below where they would

backs

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have been with small, inefficient stations. Star 3/10/88

Q: Several coal mines are also seriously affected by the planned closure or mothballing of the power stations. Is any compensation being offered to the mines?

A: Eskom has helped some coal mines to find other markets which have, at least in part, compensated for our reduced consumption. Eskom is not paying compensation to coal mining companies as this would have a negative effect on our tariffs; we are operating within the terms of our current contracts with the various mining companies.

Q: Who will pay for the retrenchment of mineworkers resulting from the power station rationalisation?

A: The costs associated with retrenchment are always the responsibility of the employer.

Q: To what extent would you say pollution factors had a bearing on which power stations would be affected by the rationalisation?

A: In as much as our oldest power stations are also the worst polluters it is logical that they would the first candidates for reassessment.

Q: To what extent did the possibility of Cahora Bassa hydro-electric power from Mozambique influence your decision to rationalise the Eskom power grid?

A: The possibility of power from Cahora Bassa was deliberatedly excluded from this decision-making process.

Q: If an assured supply of Cahora Bassa electricity does come on stream from 1989, will this force a further rationalisation of Eskom's internal power grid?

A: Even if the governments of both countries assured the supply from Cahora Bassa, no such assurance is possible from natural phenomena such as lightning, earthquakes, forest fires and floods, all of which manage to interrupt power supplies with distressing regularity. Eskom is compelled to maintain backup generating capacity to meet these eventualities, so Cahora Bassa in itself will not lead to further retrenchments.

Workers demonstrate over dismissal dispute

335 Star 4/10/88

By Adele Baleta

Workers at Haggie Rand sister companies demonstrated yesterdayin sympathy with 1 800 Haggie Rand employees involved in a dismissal and wage dispute since last month, according to the National Union of Metalworkers of SA (Numsa).

ANumsa spokesman, Mr Tony Kgobe, said the lunchtime demonstrations took place at Consolidated Wire Industry (CWI) in Pretoria and Germiston, Maksal Tubes in Springs and Denver Metals in Benoni.

Workers at Haggie Rand's Germiston and Jupiter factories went on strike on September 17 following a deadlock in wage negotiations.

Managements of CWI and Maksal Tubes could not be reached for comment.

Dismissal of Afcol employees upheld

5Star 6/10/86

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Labour Reporter

The dismissal of nearly 300 workers by Afcol's Star Furniture, about four months ago, has been upheld by an arbitrator, the company said yesterday.

An Afcol statement said the arbitrator, had, however, decided that the furniture manufacturer must pay each of the 290 dismissed workers the equivalent of five months' pay.

The employees were dismissed after striking in solidarity with four fired colleagues. Up to 1 200 Afcol employees in several other Transvaal plants subsequently embarked on a six-week-long sympathy strike before the dispute was referred to arbitration.

Workers still jobless

THE 180 workers dismissed from Boland Hout in Kuilsriver last week are still without jobs.

The workers, all members of the Paper, Print, Wood and Allied Workers Union, were fired last Thursday following a work stoppage to protest delays in wage negotiations.

Police arrested two workers, Mr Norman Solo and Mr Nelson Dodo, who were subsequently charged in terms of the Illegal Gatherings Act. They were released on bail on Monday after appearing in the Kuils River magistrates court.

Meanwhile, Boland Hout has turned down Ppwawu's offer of a moratorium on strikes for the rest of this year in return for the reinstatement of all the dismissed workers and an across the board increase of 25c an hour. Instead the company wants to selectively rehire workers.

A spokesperson for Ppwawu, which began organising at the plant at the beginning of last year, described the union's relationship with the company as "stormy" with management from the outset.

The spokesperson claimed the minimum weekly wage of R38 meant that Boland Hout workers were the lowest paid workers in the Kuilsriver area and that this, coupled with poor labour relations, resulted in a high staff turnover with an average of two workers leaving every week.

There were a series of work stoppages at the plant last year over a wage dispute and an interim agreement was signed. This year the company suspended the recognition agreement following the June stayaways. It then demanded that any agreement with Ppwawu cover stayaways as well as strike action. Wage negotiations subsequently resumed with Ppwawu demanding an across the board increase of 70c an hour. Management offered an increase of 25c.

At present negotiations are deadlocked with Ppwawu refusing to accept selective reinstatement. Production at the plant has been halted as there no workers other than two drivers.

The manager of Boland Hout refused to comment.

335 [redacted] Smith 6-12/10/88

Dismissals upheld by arbitrator

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Star 7/10/08

The dismissal of nearly 300 workers by Afcol's Star Furniture about four months ago has been upheld by an arbitrator.

An Afcol statement said the arbitrator had, however, decided that the furniture manufacturer must pay each of the 290 dismissed workers the equivalent of five months' pay.

The employees were dismissed after striking in solidarity with four fired colleagues. Up to 1 200 Afcol employees in several other Transvaal plants subsequently embarked on a six-week-sympathy strike before the dispute was referred to arbitration.



Locked-out hotel workers held a lunch-time placard demonstration outside the Johannesburg Sun yesterday.

Strike-hit hotels take legal action

By Mike Siluma,
Labour Reporter

Industrial action affecting at least 18 hotels countrywide and involving nearly 3 000 workers, continued yesterday as management proceeded with legal action.

A spokesman for the Hotel and Restaurant Workers' Union (Harwu) said yesterday that an application by the Karos hotel chain, seeking to restrain the union from conducting pickets and demonstrations on or near the premises of Arthur's Seat Hotel, was brought in the Cape Supreme Court yesterday.

In Johannesburg, a similar application against the union in the Rand Supreme Court was postponed this week until October 18.

At least seven of the group's hotels are presently affected by strike action in protest against the sacking of 125 workers for being absent from work on June 16.

Southern Sun workers, locked out since Monday, yesterday staged a lunchtime placard demonstration outside the luxury Johannesburg Sun, demanding, among other things, the reinstatement of more than 100 colleagues fired for absenteeism on June 16. The demonstration ended after the arrival of several van loads of policemen.

Southern Sun employees have been given until noon today to agree to work on June 16 and May 1.

However, Southern Sun spokesman Mr Carl Ludick said the company was "looking sympathetically at extending the deadline" due to the union's Industrial Court application against the lockout, due to be heard today. The company would oppose the application, he said.

According to a union spokesman, the union's argument is that the company has "no material interest" in the workers accepting management's demand that they be willing to work on June 16 and May 1 when required to do so.

The union feels that there is enough time to re-negotiate the issue before May 1 or June 16 next year.

The dispute between Southern Sun-Holiday Inn and Harwu centres on the company's insistence that workers agree to work on June 16 and May 1 when called upon to do so — at double pay. The union regards the days as symbolic, and wants working on those days to be optional.

Karos management could not be reached for comment at the time of going to press.

335 Chron 9/10/88

Union may go to court over retrenchments

CP Correspondent

RELATIONS between the Transport and General Workers' Union and the Interstate Busline Company are tense after the union rejected the company's decision to retrench 192 of its members.

The workers, mainly bus drivers and mechanics, were told of their retrenchment after three buses were set alight at KwaNyuswa depot, near Durban.

The buses were set alight after residents in the area demanded that the buses stop operating on days regarded by blacks as holidays.

Local Interstate Buslines traffic manager Robert Curtis confirmed his company had decided to retrench the workers.

"The continued political conflict in the areas we are serving has forced us to close our service. We are a small company and we cannot afford to continue working at a loss," said Curtis.

He said the company had this year alone lost four buses through fire, and an unspecified number had been badly stoned, resulting in a loss of R1,5-million.

Drivers for the bus company said management told them they were being retrenched because the company was closing down.

The management retrenched the workers without consulting the union, although the TGWU has a recognition agreement with the company which stipulates that retrenchments be negotiated.

Union organiser Thulani Dlamini said representatives of the company confirmed at a meeting at the weekend that the company was closing down its service and tried to convince the union to negotiate the retrenchment of its members.

He said the union refused because it had not been mandated by workers.

"We are considering making an urgent application for an interdict to prevent the company from retrenching our members," said Dlamini.

According to the workers, management ordered them to work during the national stayaway on June 5,6,7 and on June 16, Soweto Day, despite the real fear that they would endanger their lives should they go to work.

Management said it would arrange police protection, which did not help because buses were stoned, drivers got injured and one bus was burnt on that day, according to the workers.

The areas that will be directly affected by the closure of the service include Dassenhoek, Kwandengezi, Kwanqetho, Fredville, Khizwana and KwaNyuswa. – Concorde

higher administration fees.

The industry statement add that it is not an agent "for th redistribution of wealth or t undertake any other form of so cial or economic engineering - the only approporiate considera tions for a life insurance com pany, when deciding whether t make a specific investment o not, is whether the investmen offers a low enough economic risk to ensure the preservation of policyholders' savings against the risk of financial volatility and a high enough return to ensure the preservation of policyholders savings against inflation." Star 11/10/88

Coloured jobless total down

Star 11/10/88

Current population survey results showed that the coloured population for July 1988 numbered 3,13 million people, the Central Statistical Service said in a report released in Pretoria last week.

It said the unemployment rate for coloureds during this month was 9,2 percent against an unemployment rate of 10,4 percent in June 1988 and 10,3 percent in May 1988.

The highest rate of unemployment occurred in the cities (10,4 percent), while it was respectively 10 and 5,1 percent in towns and non-urban areas.

The estimated number of coloured workers for July 1988 compared with the previous month, showed that the number increased from 1 059 000 to 1 074 000, or 1,4 percent. — Sapa.

Army seeks young unemployed

Defence Reporter

THE army is to recruit young jobless and unskilled coloured men in the Western and Southern Cape for training in Kimberley with 1 Special Training Unit.

After recruitment — between October 17 and 22 — volunteers will receive nine weeks of basic training followed by a 13-week trade course, ranging from welding and bricklaying to cooking.

After training they will be given the choice of a two-year SADF posting or a civilian job.

RUN JOINTLY

The programme, which is said to have been a success, is run jointly with the Department of Manpower and Training.

The unit is based on the Special Services Battalion in Bloemfontein, founded during the depression of the 1930s to help jobless whites.

Its temporary camp at Diskobolos outside Kimberley provides for 600 men every six months, but the number of recruits will be almost trebled when a new camp is completed near the coloured township of Midlands at the end of next year.

Technology will mean 'de-skilling'

335 B/day 14/10/88 14/10/88

BRONWYN ADAMS

THE technologically developed phase into which SA had been launched would cause the "de-skilling" of work, which would result in an economy based on assembly lines and microchips, thus necessitating a new dimension in education, Acting Director of Education Dirk Meiring said this week.

Speaking at the Institute for Personnel Management seminar at Sun City, Meiring said a closer liaison between formal education and non-formal work situation was needed.

He said at the turn of the century 300 000 people would enter the job market and 40-million individuals, of whom 60% would probably be dependent on secondary industries for their living, would live in the metropolitan areas. However, the formal sector would only be able to absorb 30% of all work-seekers.

SA, therefore, required an investment in relevant education imparting basic personal and vocational skills to meet the ability of the pupil and the needs of the working world — "career education", Meiring said.

Skills training should begin at school rather than at work and be directly related to job achievement, he said. There should be a flow of information between the formal education and the non-formal work sector.

Demand for pay sparks sit-in strike

Sept 14/1985

By Adele Baleta

Seventeen Construction and Allied Workers' Union (Cawu) members were arrested and three wounded when riot police used dogs to break up a sit-in by about 100 workers at Faiart Ceramics in Rustenburg, the union said yesterday.

The workers, according to Cawu, were demanding wage increases for over 30 colleagues reinstated earlier this year.

According to Cawu, the court found that workers had been unfairly dismissed for joining the trade union.

The company's lawyers, however, said workers were dismissed for incompetency and the court ruled that the dismissal procedure was unfair.

A union spokesman said workers staged the sit-in on Tuesday after meetings with management had failed to secure the wage increases for the reinstated workers.

He said the company called in the riot police and dogs were set on the workers.

A police spokesman confirmed the riot unit was called by management to help remove the workers from the company's premises.

He said five workers had paid admission of guilt fines, three were released after a warning and nine were due to appear in court yesterday.

Lawyers for the company said attempts by management to find out why employees had staged a sit-in were fruitless.

They said that according to the Industrial Court ruling, the reinstated workers were entitled to the same increases as their colleagues. Star 14/10/85

Create jobs by cutting on overtime

W/L MR645 15/10/88

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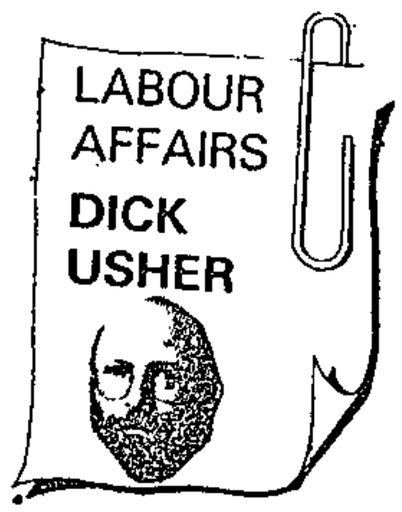
STARTLING figures from the Labour Research Service show that about 100 000 jobs could be created in the manufacturing sector alone by cutting overtime.

A spokesman for the Cape Town-based organisation said that official statistics showed the average worker in the manufacturing sector did five hours a week overtime, a total of 6,7-million hours a week.

Since 1985, the low point of the recession, overtime had increased by 32 percent while employment had fallen three percent in the same period.



There had been very little increase in employment as a result of the recent "boom" and employment was still well below its peak level in 1983 before the recession started.

Overtime stood at 12 percent of ordinary hours worked.

"Increased production in the manufacturing sector is being accomplished not through employing more staff but by existing staff working longer hours," he said.

It could not be eliminated altogether, but if employers reduced this to four percent, or two hours a week per worker, that would release about 4-million worker hours which could be used to create jobs.

This was in the manufacturing sector only, and did not include commerce, the service sector, mines and other sectors of industry such as construction.

Manufacturing and construction accounted for about 20 percent of total jobs so the possibilities for job creation should expand greatly if other sectors were included.

He said unions should back their demands for job creation with a two-pronged approach to overtime."Management should be told that workers did not want to work overtime and that they want to see more staff on the payroll," he said.

He agreed that cutting overtime might reduce wages to already badly paid workers, but would broaden the base of wage-earners.

"Employers have a problem because of the shortage of skilled workers which means they have had to call on those people to work longer hours as the economy expanded, but to some degree they have only themselves to blame because they seem to prefer the cheaper method of paying overtime rather than investing in training programmes to expand the supply of skilled workers, he said.

Create a job for students

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Sunstar 20/10/88

AN APPEAL has been sent out to businesses around Alexandra to "create a job" for students for a four-week period during the December school holidays.

The summer vacation employment project is the brainchild of an organisation called Progress Through Employment. Its employment officer, Mr Nigel Roach, said the organisation was established last November with its objective being to alleviate the plight of thousands of unemployed Alexandra residents.

According to Mr Roach, although Alexandra is changing, it still remains one of South Africa's worst inner-city slums with a population of 138 000 living in a minute area of 4 square kilometres.

The township, he said, had a staggering 48 percent unemployment rate and this is one of the major factors hampering the township's urban renewal scheme. The scheme is designed to provide essential basic services such as electricity, sewerage, decent housing, better schools, clinics and recreational facilities.

"What is the use of a flushing toilet when there is no food on the table? What is the use of building decent houses if a man cannot purchase or pay rental because he is unemployed," he asked.

Mr Roach said because of the high-rate of unemployment, they had now appealed to the commercial and industrial sectors to play an increased practical and positive role by "creating a job" for students at a nominal fee.

For those companies who cannot assist in creating a short-term job due to its business nature, the organisation suggest they sponsor a student to work in a community project.

Any company that can assist or needs more information should contact, Nigel Roach, Murray Opperman or Simon Nxumalo at Progress Through Employment. Their telephone number is 887-8600 Extension 125.

Project is bringing skills for unemployed people into their neighbourhoods



Douglas Busakwe, second from left; Zola Makosana, Virginia Ogilvie-Thompson, from Southern Life, sponsors of the project; and James Thomas with a group of trainees.



Gladys Pringane, a "graduate" of an earlier training course, shows off one of the handbags made from off-cuts that she makes and sells.



Georgina Nyarashe, a trainer for the sewing course, helps the learners with their problems . . . bringing skills to the areas where they are needed.

ARGUS 24/10/88 335

It's barefoot training

By DICK USHER, Labour Reporter

THE small group watches intently as Douglas Busakwe sews two pieces of cardboard together.

It may not sound like the most auspicious start to tackling South Africa's unemployent problem, but former merchant seaman Mr Busakwe is training a group who will fill an order from the United States for 100 pairs of sheepskin slippers and learn a skill that will enable them to earn an income.

Barefoot training, as the organisers call it, is bringing skills for unemployed people into their neighbourhoods.

The sheepskin slipper project, organised through the Nyanga branch of St John Ambulance with the help of social worker Zola Makosana, is using the newly rebuilt Zolani Centre at Nyanga.

Recognising that the desperate need of many unemployed people is for a marketable skill but that existing training schemes have flaws which hamper this, the Triple Trust Organisation has evolved a scheme to train people by using the most basic appropriate technology, give them business skills and financial backing and help with buying materials and marketing products.

It was developed by Mr James Thomas and Mr Tony Davenport and, working through community organisations since September last year, has trained about 250 people people in several simple skills.



Pictures: PETER STANFORD, The Argus.

Douglas Busakwe demonstrates the correct method of sewing sheepskin slippers.

Mr Thomas, formerly a training officer in the clothing industry and a religious objector who performed alternative service with the Department of Manpower, said their programme had several important elements absent from others.

Training is done through the Neighbourhood Training Trust, the first leg of the Triple Trust.

"For a start, we don't impose on the community, but work as helpers and facilitators through and with established organisations.

"We use existing neighbourhood facilities, which means that the people we train do not have to travel. Our concept of the neighbourhood is that people should be able to walk to the place where training takes place," he said.

This immediately removes one obstacle because mothers can bring children with them rather than leave them at home in the care of others.

"They are given 15 days' basic skills training, not by us, but by people from the community who have been trained through programmes developed by drawing on specialists in the field," said Mr Thomas.

"We also keep the equipment as simple as possible, at the basic level of what people can operate in their own homes. There's no point in training someone to use equipment that runs off electricity when the person lives in a shack in Khayelitsha."

Once the people have been trained, and progress is rigorously monitored, they are given four days' training in basic business methods — costing, how to operate a calculator, simple bookkeeping, what profit and turnover are all about.

At this stage the Self-help Financing Trust, the second leg of the scheme, comes in to organise small loans.

"But Western standards of creditworthiness, which other schemes try to apply, aren't used," said Mr Thomas. "Our evaluation takes place during training on criteria such as enthusiasm and attendance.

"Loans bear interest because people cannot be insulated from the realities of the marketplace. They're repayable over two years, quicker if possible.

"Overheads are financed out of the interest.

"We stop where the Small Business Development Corporation starts. Our top limit is about R500, which is their bottom limit."

Even then, the trainees are not left to sink or swim on their own.

Because the training is neighbourhood based, they can stay in contact with others from their training group, and for a half-day each week for 10 weeks they go to follow-up meetings at which they can share problems. The trust does troubleshooting, monitors their bookkeeping and helps with problems of business and quality control.

After that they're encouraged to form local groups to stay in touch with one another. Once they're off and running, the third leg of the scheme, the Africa Trading Co-operative Trust, comes into the picture.

"We seek out marketable commodities around which the training in based," said Mr Thomas.

"Sheepskin slippers, for example, for which we've just had an order from the United States, require only simple skills.

"But the raw materials are quite expensive. However, through applying first world bulk-buying power we can get discounts and then we apply first world marketing techniques to sell their products.

"We pay cash at the time of delivery and profits are ploughed back into expanding marketing possibilities, more training and to generate capital to provide loans.

"At this point we're looking to the private sector for about R1-million for each initial capitalisation for the finance and marketing trusts.

"We calculate we can create jobs for less than R1 000 each and the scheme also has the advantage that the base can be expanded very quickly to meet large orders.

"It attacks the unemployment problem at root and marketing strategies are aimed at drawing wealth out of the affluent sectors. Basically, with unemployment at such a high level, we feel that any addition to household income is valuable.

"People can work from home so there's no time or transport costs involved and there's no disruption of child-caring and other household routines," said Mr Thomas.

'Black Monday' for 200 as firm sells out

• No reason to sell off – Numsa

• Over-capacity in market – bosses

By LEN MASEKO

NEXT Monday, October 31, will just be another working day for many, keeping the wheels of the country's economy going. But for more than 200 members of the National Union of Metalworkers of South Africa — employed by Barlow Rand's Almex company — it will be a "Black Monday."



NUMSA president Mr Daniel Dube.

For on this day, most of these workers will join thousands of job seekers in the labour market because Almex — the company which they have been associated for many years — is closing down and selling its assets to another firm, Wispeco.

Although Wispeco has indicated that it would need a workforce to continue production when it takes over Almex's Isando plant on November 1, the company will not offer all of the more than 200 workers alternative jobs. Seventy-three workers will be offered jobs.

Explaining its reasons for not guaranteeing jobs for all of its employees, Almex management has told its workforce that it cannot sell them to another company, "because they are not assets," according to a Numsa spokesman.

Among reasons given by management for selling the company are:

- A 30 percent "over-capacity in the market;"
- New machinery would have to be purchased to "become competitive in this market (aluminium extrusion)" — at a cost of R6 million. The company says no investors are willing to pay this amount in a market "which already has over-capacity;" and
- Relocation costs on expiry of the lease (at Isando) will result in a further cost of approximately R2 million.

The Numsa spokesman says management has cited — among its reasons for the sale — labour unrest.

But management has refuted this claim, saying: "Labour unrest over a considerable period of time while being harmful, was not an important factor in considering the sale."

Numsa believed that the company's decision to close shop "is not economically necessary and that this represents yet another attempt by big business to try to smash strong trade unionism."

Although the company has promised to place some of the Almex employees at other associate companies only 15 white workers have been offered jobs at Barlow Rand's Robor company, according to Numsa.

The sale is likely to lead to a bitter clash between Numsa and Barlow Rand. The union has already called a shop steward council meeting of all Barlow Rand companies — where it has membership — to "discuss ways of responding to this attack."



BARLOW Rand chief Mr Mike Rosholt.

Approached for comment, Almex managing director Mr Ian Lawson said: "The company requested Wispeco to offer employment to as many people as possible and as a result, Wispeco has offered alternative jobs to 73 hourly paid employees of the company. However, only 42 employees have accepted these alternative jobs."

The majority of these employees, Mr Lawson said, would be receiving wages "which are higher than or equal to their wages, and will all be credited with their previous service at Almex."

He added: "Regrettably, 31 employees have rejected this offer of alternative employment at Wispeco and it would appear that they prefer retrenchment to alternative jobs, although the reasons for their refusal have not yet been ascertained."

Eighteen employees, the director said, would be placed at Robor. Of these 12 were white — "not 15 whites only as claimed by Numsa," he said.

Negotiations between the two parties are continuing.

"Almex employees feel that the company has given them a raw deal, dumping them after many years of loyal service," the Numsa spokesman said.

For the past few weeks, he added, Numsa members have been staging placard demonstrations on the company's premises protesting against the sale as well as management's failure to guarantee jobs for the entire workforce.

Sanctions will cost one million jobs and erode living standards

Star 29/10/88

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THE EFFECT of sanctions and disinvestment means the period 1989-90 holds out little prospect for satisfactory real growth and employment creation, says Trust Bank in its October *Economic Report*.

In a gloomy prediction, it says: "By 1990, the average South African will be more than 10 percent poorer — and black unemployment between 500 000 and one million higher — than would have been the case without sanctions and disinvestment."

The bank says that over the period from 1985 to 1990 about R12 billion will be lost in capital inflows, while punitive measures against exports and the higher price that will have to be paid for imports could cost the country a further R10 billion.

Estimated capital outflow over the period will be about R26 billion, mostly comprising large-scale debt repayments.

On the positive side, South Africa saved R8 billion on interest payments that would have had to be made to foreign creditors and investors, if we had enjoyed a capital inflow or R12 billion, instead of the R26 billion outflow.

FINANCE STAFF

"All in all, the country would have had a cumulative amount of about R40 billion, had sanctions and disinvestment not occured at all.

"This amount could have been used to finance an additional R40 billion of imports and, consequently, an additional total domestic expenditure of R100 billion."

Gross domestic product (GDP) would have been R70 billion higher for the period as a whole, which by the end of 1990 would have seen growth rates of about four percent, against the projected trend of just over one percent (see graph).

"Sanctions and disinvestment have considerably lowered the balance of payments ceiling on growth. In 1988 the economy has already run up against this ceiling. It is now becoming evident that the real pain of international economic isolation will be felt from 1989."

But the harmful effects of isolation are not limited to the economic front, says Trust Bank.

The unemployment and impoverishment it inflicts generate serious political polarisation.

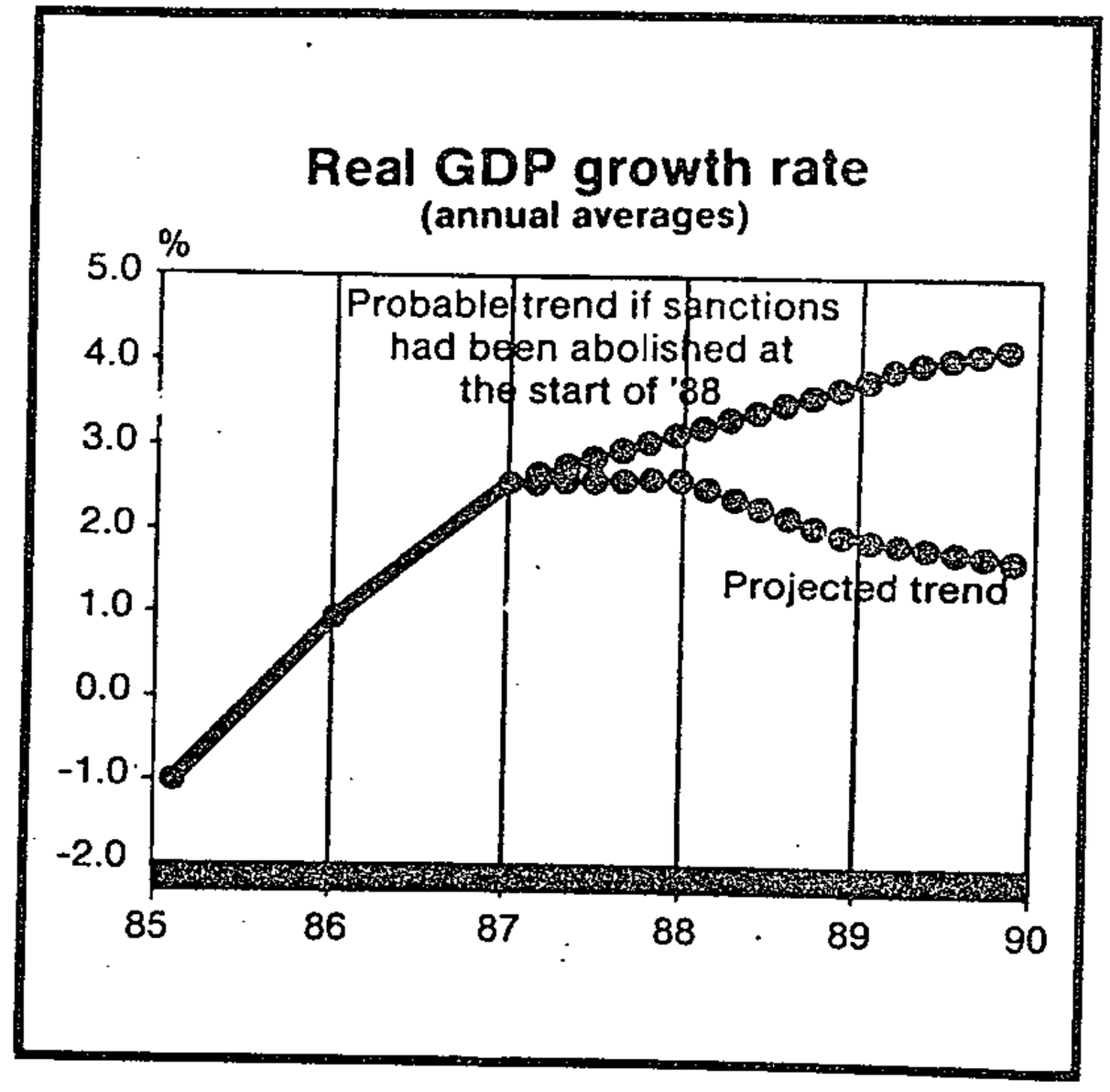
"Increased security spending is demanded of the state, but important long-term investments are prejudiced.

"One of the most important casualties is the quality of education the country can afford."

Trust Bank says international pressure has already aggravated economic, social and political problems, which are likely to deteriorate even further over the next few years.

The bank says it is clear that short-term measures cannot effectively address these problems and that no single interest group is in a position to solve the key problem.

"Government, domestic black leaders, leaders in the rest of Southern Africa and Western leaders will all have to come to the realisation that, politically, socially and economically, the ultimate consequences of this country's increasing international isolation and domestic conflict are simply too ghastly to contemplate."



300 dismissed after assault

DURBAN — About 300 workers have been dismissed from the Republican Press factory after an incident in which a shop steward, Mr Kheswa Damane, was assaulted by a white staff member, the Paper, Printing Wood and Allied Workers' Union said on Friday.

"The workforce demanded an explanation from the company after being dissatisfied about the decision taken by management.

"Instead of the explanation which workers requested, they were all dismissed".

The union said negotiations deadlocked last week after management refused to discuss union proposals on reinstatement of workers and joint union-management negotiations to settle the assault issue.

The shop steward was previously reinstated after an earlier incident. — Sapa.

Court stops hotel pay increase

335

Star 3/10/88

By Dawn Barkhuizen

An interdict restraining Karos Hotel Group management from granting a unilateral wage increase was granted to the Commercial Catering and Allied Workers' Union (Ccawusa) in the Johannesburg Industrial Court late on Friday.

The court ordered that the matter be referred to an industrial council within 10 days, a union spokesman said.

This followed sporadic striking by hundreds of Karos employees over the company's dismissal of workers who did not report for duty on June 16.

According to Ccawusa's spokesman, other developments on Friday included:

- The release of Karos Wilderness Hotel shop steward Mr Gladwell Somana from police custody.
- The lockout of striking workers from the canteen at the Karos Safari in Rustenberg.
- The detention of four workers from the Johannesburger Hotel for picketing outside the hotel. The four were released later that night.
- Three visits by police to Arthur's Seat Hotel in Sea Point, Cape Town, after management alleged that strikers were picketing.

Meetings between management and the union on police intervention and lockouts continued on Saturday with the union attempting to obtain the assurance that the company would not invite police to intervene.

A Pretoria police spokesman said it was not policy to give details of detentions or routine police action.

Karos Hotel Group management could not be reached for comment.

Other hotels affected are: the Bayshore Inn and Karos Richards in Richards Bay, the Manhattan in Pretoria, and the Karos Tzaneen in the north-eastern Transvaal.

1 352 striking Sats workers are dismissed

Star 2/11/88

EAST LONDON — A total of 1 352 striking South African Transport Services workers at East London have been dismissed from railway depots and the harbour.

Yesterday the first group of 270 workers from the harbour, as well as another 206 workers from railway depots, were dismissed.

The regional manager of Sats, Mr Louis du Toit, said there were about 80 workers still on strike in the railway depots. They would have until the end of the week to return to work before facing dismissal.

The public relations officer for the harbour, Mr Clive Boucher, said he did not know exactly how many workers were still striking in the harbour, but the balance of the workforce there was about 100.

The strike, now in its third week, started over dissatisfaction with re-employment conditions for 790 workers dismissed during a two-week long strike in support o a 300 percent wage increase in September.

Mr du Toit confirmed a statement by the branch organiser of the South African Railways and Harbour Workers' Union (Sarhwu), Mr Derek Simoko, that had workers accepted the re-employment package, some of their salaries could have been affected.

He said the package had included a formula which recognised service but it was obviously not reinstatement.

Some workers who had a number of years' service would have gone back into the top grade.

"It was the best package we could offer," he said.

Sarhwu's spokesman could not be contacted for comment. — Sapa.

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Business Report

Fewer blacks unemployed

PRETORIA. — The number of unemployed blacks has declined — notably over a period of less than two years, according to the Bureau for Information.

The bureau says in an information document released here that in April this year 14,7% of the economically active black population was unemployed against 18,4% in September 1986.

The bureau says that in March this year the number of blacks registered as unemployed stood at 75 000.

The highest percentage of unemployed — 22,3% — was in the Eastern Province and on the Witwatersrand 18,2%.

The bureau says that 6 000 projects had been undertaken and that these had provided jobs for about 200 000 blacks.

About R300m of the R400m allocated for job creation had now been spent. — Sapa



FLASHBACK: Some of the SATS employees who participated in the large-scale strike which crippled the railways last week.

Sats, union head for big clash

THE dismissal of about 900 members of the South African Railway and Harbour Workers' Union by the South African Transport Services may trigger a conflict of similar or greater proportions than the one which rocked the railways last year.

This warning was sounded by Sarhwu's assistant general secretary, Mr Stanley Nkosi, as the union and SATS management flex their muscles in preparation for a major clash over the issue.

Underpinning railway workers' grievances — which have led to a strike by more than 7000 employees in Durban and an unspecified number in East London — is SATS' discriminatory practices, according to Sarhwu.

Their grievances include discriminatory salary structures and grievance procedures. Additional union demands, tabled at a recent meeting between SATS and Sarhwu, include:

- An across-the-board increase of R1 000 a month;
- Extensive revision of the current disciplinary procedures;
- Equal provision of medical aid to all employees;
- Pension scheme for all employees; and
- Recognition of March 21, April 22, May 1, June 16 and December 16 as paid holidays.

Significantly, most of Sarhwu's demands seem to address the age-old problem prevalent in the public sector — discrimination against black workers. The question of pay parity still remains a focal point for many trade unions organising in this sector, including the post office and health sector.

But it is unlikely that the SATS management will accede to the union's demand of a R1 500 minimum wage and an across-the-board rise of R1 000. This represents, in some cases, a hike of about 300 percent.

The recent 12-percent wage agreement between railways' management and other SATS unions suggests that the transport body may settle for a much lesser figure than Sarhwu demands. Whether SATS will settle for a figure at all, is still another question.

"We did not negotiate for that increase, but it was discussed exclusively with those unions that SATS chose to recognise," Mr Nkosi said.

Management has already indicated that Sarhwu's pay demands are subject to the arbitration agreement which effected the 12 percent increase.

FOCUS

By LEN MASEKO

Dismissed

The East London strike, now in its third week, was sparked off by workers' dissatisfaction over conditions of re-employment for 790 workers who were dismissed during a two-week strike in support of a demand for a 300 percent wage increase.

The regional manager of SATS in East London, Mr Louis du Toit, has confirmed to Sapa that the re-employment package offered by SATS will affect workers' pensions, bonuses and leave but said this would have minimal effects and that workers would still enjoy the benefits.

This has been disputed by Sarhwu which contends that workers would lose long service benefits as well as taking large drops in salaries.

Sarhwu members at SATS' Durban harbour have gone on strike to express their solidarity — with the sacked East London workers. In addition, they demand a minimum of R1 500 a month in salaries and recognition of the union — the main demands presented to SATS management by the union at recent negotiations.

A SATS spokesman in Durban says local management has made it clear to worker representatives that the reinstatement of East London workers was a local issue and that they were not prepared to negotiate this demand.

But Sarhwu has urged SATS management to deal with the matter at national level "seeing that East London management have gone back on their undertakings not to dismiss workers who do not accept their financial penalisation for going on strike".

The two parties, in addition, seem to be at odds over another important issue — the recognition of the union. SATS has apparently requested certain documents regarding registration before recognising it.

Sarhwu believes that management, in demanding registration documents before recognising it, is marking time.

"We are presently busy with registration of the union, and this will take a long time. But this should not prevent us discussing worker issues with SATS," Mr Nkosi adds.

- Last year, a conflict between railways and Sarhwu culminated in a large strike involving close on 23 000 employees in the Southern Transvaal. The action was sparked by the dismissal of a Sarhwu member.

Less black unemployment

PRETORIA — The number of unemployed blacks had declined — notably — in less than two years, the Bureau for Information said.

The bureau said in April this year 14,7% of the economically active black population was unemployed, against 18,4% in September 1986.

In March this year, the number of blacks registered as unemployed stood at 75 000. The highest percentage of unemployed — 22,3% — was in the Eastern Province and on the Witwatersrand 18,2%.

The bureau said 6 000 projects had been undertaken and that these had provided jobs for 200 000 blacks. — Sapa.

(335) B/day 4/11/88.

. G. Volmer.

Hotel chain 'to retrench strikers'

By Adele Baleta

The Karos Hotel chain will begin retrenching striking workers on January 1, according to a Hotel and Restaurant Workers' Union (Harwu) spokesman.

He said the Karos group announced its intentions at a meeting this week, the 10th week of the strike over a demand for the reinstatement of about 100 employees who were fired by the hotel chain for absenteeism on June 16.

The union regarded the proposed retrenchment of 254 out of 500 striking workers as disguised dismissals, the Harwu spokesman said.

He said management's withdrawal of previous wage offers and its tabling of a lower offer at the meeting was "another form of punishment" for striking employees.

Karos management maintained that its retrenchment campaign was part of a productivity drive to bring staffing levels in line with the rest of the industry.

Responding to the dispute over wage increases, the spokesman said when the group wanted to implement wage increases on September 1, it received a court interdict initiated by the union restraining it from implementing a unilateral wage increase.

The spokesman said new staff had been employed since the start of the strike on the new scales of pay.

Black unemployment rate down

Star 9/11/88

The Bureau for Information's latest Social, Economic and Constitutional Statistics report for the period April to June 1988 has revealed that the percentage of unemployed urban and rural blacks has declined from 18,4 percent of the economically active population in September 1986 to 14,7 percent in April 1988.

According to the report, in the phase one towns (36 towns initially identified for upgrading and in which unrest was worst) the unemployment figure stands at an average of 10 percent. About 75 000 blacks were registered as unemployed in March 1988.

It says that regionally the Eastern Province (22,3 percent), the Witwatersrand (18,2 percent) and Natal (17,6 percent) have the highest unemployment percentages.

335

The report also reveals that 40 percent of all unemployed blacks are on the Witwatersrand and among the black residential areas, Mamelodi (14,4 percent) and Soweto (13,5 percent) have the highest unemployment rates.

During the 1986/87 and 1987/88 financial years, 12 departments, administrations and local authorities were involved in the creation of jobs.

It says R400 million has been set aside for the provision of jobs.

Showdown over wages 'looms'

335 NCOF 8/day ALAN FINE 10/11/88

TEXTILE giant Romatex and the Amalgamated Clothing and Textile Workers' Union (Actwusa) may be headed for a showdown, a union spokesman said yesterday.

Actwusa, which represents more than 90% of Romatex employees at three Natal plants, said the dispute hinged on management's refusal to agree to long-service benefits worth 50c a week per year of service, and the offer of a 5,75% wage increase for six months.

A Romatex spokesman said the company would respond today.



Picture: DION TROMP, The Argus.

OVEN FRESH: Mr Julius Bambane and his wife Elizabeth with some of the homemade cakes which are much in demand. At left are two of their four assistants, Mrs Emily Blaai (in black) and Mrs Nowest Jongiwe.

Argus 10/11/98

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Khayelitsha couple's last throw bakery dream takes off

By EDWARD MOLOINYANE
Staff Reporter

A KHAYELITSHA couple, who gambled their life savings on a dream and a small gas stove, are today successful confectioners, whose home-baked cakes sell in some affluent areas of Cape Town.

For Mr and Mrs Julius Bambane of M Section and their eight children, the decision to invest in the gas stove was virtually the last throw of the dice.

Attracted by the promise of more money and better prospects in the "big city", they left the farm in the Hex River valley where they had lived for many years and moved to the new township of Khayelitsha in 1985.

But their dream of prosperity soon turned into a nightmare. No matter how hard they tried, neither Mr Bambane nor his wife could find work.

It was then that they took the gamble on the gas stove.

"When we came to Khayelitsha we didn't have enough money to start a business, though we knew we could make it as confectioners," said Mr Bambane.

DOMESTIC WORKER

"When we couldn't find work, however, we were desperate. There were ten mouths to feed and eight children to send to school. So, with the little money we had, we bought a stove and started doing what we knew best — baking cakes."

In spite of their lack of formal training, the Bambanes had the qualifications to make a success as confectioners.

While living on farms in the De Doorns area of the Hex River valley, they had both been associated with baking one way or another — Mr Bambane as a driver for a local bakery and his wife as domestic worker on the farm where they lived.

The farmer's wife was well known throughout the district for her wedding and birthday cakes and Mrs Bambane learned all she could from her.

Almost from day one, their "home" bakery in Khayelitsha was a success.

It wasn't long before they couldn't cope with the demand for cakes from local people. About three months later they bought three more gas stoves and employed four assistants to help them meet the increasing demand and to help them widen their scope of operation.

Orders began to pour in, some from the more affluent areas of the southern suburbs such as Wynberg and the business is still growing.

Shebeeners rat on each other as police move in

M645 11/11/88 (335)

By STEPHEN WROTTESLEY
Crime Reporter

SHEBEEN clients' worst enemies are not the police, but other shebeeners.

This became apparent yesterday when police swooped on Atlantis in an anti-crime operation aimed at securing the safety of residents in the run-up to Christmas.

"Why are you here? Why don't you go to John's (fictitious name) house? You'll find lots more stuff there," a self-confessed ex-convict in the backyard of one alleged shebeen said to police searching for illegal liquor, arms and drugs.

"What do you mean more? We haven't found anything here," retorted one of the reaction unit members. He had just come from John's house — where he had been given the present address.

The raid followed a police decision that crime in the wind-swept West Coast town needed special attention.

Station commander Lieutenant Arno Lamoer said there were 400 serious crimes a month in Atlantis.

Police singled out shebeens as prime trouble-spots.

Occupants of a small house close to the police station suddenly found armed police on the front doorstep.

Protesting his innocence, Mr Andy Demas asked why he was being visited.

He said he was a victim — gangsters had shot up his house earlier in the day.

Neighbour Mr "Sailors" Crocket said he was standing outside Mr Demas's home when two cars sped up the road.

One stopped, a gunman leapt out, fired three shots, one of which went through a window, and the car sped off.

WARNING SHOTS

One of the bullets narrowly missed his wife, Hazel, Mr Demas said.

The shooting was a warning because he had not dropped an earlier case against gangsters who had tried to kill him , he said.

Asked why gangsters would make an attempt on his life, he said he was a hawker and it was for "business reasons".

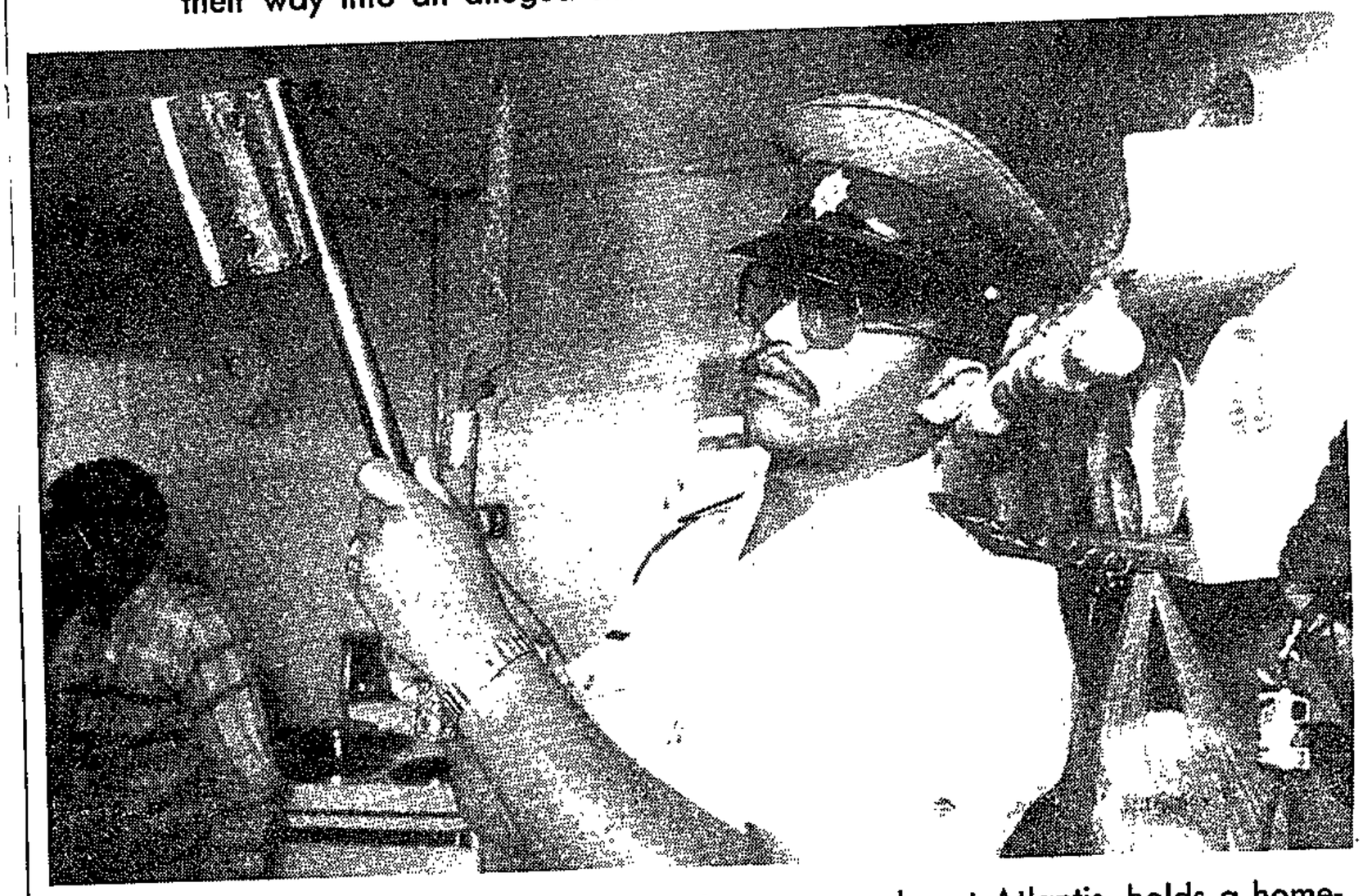
At another alleged shebeen, police clambered through a small door cut into a metal garage gate and they found two pool tables in a makeshift room in the backyard.

In Fernandes Street a tranqui! street scene was transformed into chaos as the police vehicles moved in.

As sharp-shooters took up positions, police moved in on suspect houses — only to find the most important one unoccupied.



MOVING IN: Members of the reaction unit force their way into an alleged shebeen.



WEAPONS: Lieutenant Arno Lamoer, station commander at Atlantis, holds a home-made axe and part of a set of garden shears — two weapons found in a kitchen during yesterday's raid.

MONDAY, NOVEMBER 21, 1988

Jobless figures 'lowest level in almost two years'

JOHANNESBURG. — The unemployment level in SA dropped to its lowest level in almost two years in March 1988, the SA Institute of Race Ralatons Survey for 1987/88 reports.

The survey said unemployment nevertheless remained a major problem.

It reports an estimate by the Minister of Manpower, Pietie du Plessis, that up to 6m South Africans could be unemployed by the year 2000, and notes other estimates that the implementation of economic sanctions agaist SA could see unemployment reach nearly 10m by the end of the century.

SA would have a surplus of more than 9m unskilled and semi-skilled workers, according to figures from the Institute for Futures Research at Stellenbosch University which are quoted in the survey.

The survey noted about 5 000 jobs could become redundant over the next three years as a result of Eskom's decision to close or mothball 13 of its power stations.

Its expansion programmes had been based on an annual 8% growth rate in demand for electricity, but actual growth was now only 4%.

The survey reported Eskom as saying sanctions had slowed down the economy and therefore the demand for energy. — Sapa

Bazaar for Cape Flats unemployed

335

BH645 25/11/85

Staff Reporter.

UNEMPLOYED people in some of the poorest areas of the Cape Flats will have an opportunity to earn some money at a "people's bazaar" in Heideveld next month.

The market on December 10, organised by the Heideveld Advice Office, will provide an outlet for unemployed people in Elsies River, Belhar, Manenberg and Heideveld to sell goods they have made or collected, according to Mr Mark Abrahams, chairman of the Advice Office.

"The idea is also to sell these goods at affordable prices to other unemployed people."

He said shopkeepers in the area had reported a decline in the buying power of the community and churches were unable to meet all requests for help from poverty-stricken families.

Stalls at the bazaar, to be held in the parking lot near the Chain supermarket, will be provided free. Marimba groups and other bands will perform.

Unemployed people who want to take part should contact the organisers at ☎ 638 3525 before the end of the month.

Jobs: '89 looks good for those with drive

By ELAINE DURBACH

NEXT year promises greater opportunity for jobseekers than the past four — but competition will be tougher.

The same cautionary encouragement comes from employers, counsellors and employment agencies: skilled people are needed but the economic picture is too cloudy for employers to welcome risks. Jobs will go to those who inspire confidence in their ability.

Those leading the job hunt, young white males, are finding competition on all sides. With training courses — public and private — opening to all races and women being welcomed all-round ability is being tested as never before and demand for experience is giving the edge to those already in the swim.

People are Cape Town's strength — as tourists or incoming workers; their needs spell demand for goods and services and thus for jobs. It is estimated that for every 11 tourists a job is created.

But people also mean competition and the region now has a higher ratio of workers to jobs than exists in the Transvaal. A business executive cited an example: two companies advertised for computer staff. In Johannesburg 45 people responded; in Cape Town 250.

It is not necessarily negative. Sonja Muller, regional manager of Drake International, describes the local situation as more "balanced" and therefore healthier in terms of salary expectations and competition.

Perceptions

Colin McCarthy, director of the Cape Chamber of Industries, said: "The order books look better than the perception surveys indicate, particularly in the Cape where the mood tends to be gloomy. People are anticipating a tough time and a downturn in business would result in fewer jobs. But in fact, except in certain areas, consumer demand does not seem to be diminishing."

There is certainly an awareness of potential growth in the region. With the Mossgas project taking off on the Cape south coast, the UN Transition Assistance Group (Untag) coming into Namibia and plans for the Stellenbosch Technopark rapidly taking shape, the demand for locally supplied commodities could surge.

A leading Johannesburg white-collar recruiter is moving down to Cape Town — a gesture of faith in the local job market — though he was too guarded to want the move publicised.

Employers are looking for people, Drake's Sonja Muller said, but they were hesitant, waiting to see which way things would go in the new year, whether there was going to be a downswing. The combined uncertainty in recent months about factors such as tax changes, rising interest rates and the American presidential election had frozen some sectors of employment.

"I don't believe it's as bad as people think it's going to be," she said.

Public sector

For the first time in six years, South African Transport Services is recruiting from outside its own ranks, according to a Western Cape spokesman.

Cost-cutting, restructuring and privatisation since 1982 has meant the loss of 100 000 jobs and most replacements had come from internal transfers. Outside applicants were now being considered, particularly for clerical positions (requiring a minimum of a standard eight) and as train drivers and heavy-duty drivers (with standard six, and a code 11 or 14 driver's licence). Race was not a consideration.

The raised educational require-

☐ To Page 14

Oh for 170 000 tourists...

IF THE calculations are right and every 11 tourists generate one more local job then another 15 500 jobs of all kinds should be within reach in the Western Cape.

All that's needed, says Professor Marius Leipold of Stellenbosch University who drew up Captour's newly approved Business Plan, is a way to attract another 170 000 tourists.

The Western Cape is expecting 500 000 tourists for 1988. It sounds a lot and it is 70 000 more than last year but it still adds up to only a 15% share of the country's tourism. The Cape needs to lure another 5% of the market.

Those working on the problem say the Cape's distance from Johannesburg and the unpredictable nature of the weather give Durban the edge. To overcome that, they are chasing three types of visitor: holidaymakers, business and professional groups and special interest visitors such as botanists, climbers or sailors. That demands expansion in a diverse range of services.

With local hotels 90% booked and more for December more visitors could cause problems with accommodation. The goal is to sell the Western Cape as a year-round attraction. The tourism season has already been extended from the six-weeks of 10 years ago to around six months.

50s (335) ST, was 27/11/88

A brain drain, but no work for the over-

THOUSANDS of highly skilled, experienced and well-qualified executives over the age of 50 are put out to grass every year.

The injustice of this is heightened when considering the amount of publicity which is given to the brain drain, yet little effort is put into recruiting people in SA.

One letter addressed to Manpower Mirror says: "All we read about is the shortage of good managers, yet when an executive with all the qualifications and a good track record approaches an executive placement company for a job he doesn't even get the courtesy of an interview if he is between 40 and 50 years old.

"If a man of 50 is considered a senior citizen by the business sector then I give up. If you think that a man of 76 was running America and a man of 65 runs SA, why then is a man of 45 or 49 too old to hold an executive position in this country?"

There are always exceptions to the rule — people such as Anglo American's Harry Oppenheimer, Lonrho's Tiny Rowland, Sanlam's Fred du Plessis and Rembrandt's Anton Rupert. But they are high-profile men who could get a job anywhere.

One executive placement company spokesman says there are numerous reasons why good executives who pass 50 cannot obtain a job.

[redacted]

"We often find that if a person has been working for one company too long or has been in a certain position for an extended period, he becomes set in his ways and cannot adapt to the culture of another company.

"It is only the really top executives — the type who are regularly headhunted — who can call the shots and move around.

"The company to which a 50-year-old moves realises that within 10 or 15 years it will be paying his pension, which is also a drawback."

Another possible reason is illustrated in a study by the professor of management at Baruch College in New York, Abraham Korman. It shows that people who have been successful in their careers often suffer from deep depression in the mid-to-late stages.

"A phenomenon that has become increasingly a matter of concern for human resources management is the occurrence of feelings of personal failure among some mid-life individuals who have been successful in a career sense.

[redacted]

"There are more and more reports of the agonies associated with career success among older executives and of the depression that sometimes comes at the pinnacle of a career."

The study lists numerous reasons for these feelings, among them the mid-life crisis and that there is little or no relationship between career success and personal reports of well-being.

Although studies in America show that executives become depressed in spite of being successful, real-life experience in SA seems to indicate they feel worthless because they cannot find work.

SA cannot afford to let valuable skills go to waste. No amount of youth, energy or enthusiasm can replace the lessons learned through years of experience.

Cape Times 29/11/88

Mayor plans 500 new jobs in city

Municipal Reporter

THE Mayor of Cape Town, Mr Peter Muller, has taken the lead in spearheading a new private-sector job creation initiative in the Western Cape aimed at creating at least 500 new jobs in the townships.

He announced at a press conference yesterday that his office would be involved in the five-year project and had already co-ordinated a successful feasibility study which indicated it should be well-received in the townships.

"The private sector felt the city ought to be taking a higher leadership profile in relation to our two major problems — low cost housing and job creation," he said.

Mr Eric Ismay, the director of Barlow Rand Cape and executive member of the Cape Chamber of Industries who was responsible for a similar job creation project in the Reef's Alexandra township, said the project should help "start-up entrepreneurs" to become involved in small-scale manufacturing of such items as furniture, burglar bars and gates.

These activities had a particularly high multiplier effect and could create many more jobs than the expected 500.

Xhosa-speaking

"We will not be handing out money, but we will help small businessmen to raise capital," Mr Ismay said.

Mr Muller estimated it would cost R5 000 to create each job. The city council would not contribute any funds, but it will work closely with a team of full-time Xhosa-speaking consultants who will give legal, financial and property advice to the new entrepreneurs.

"We have a very successful model to build on, as Barlows have run a similar project in Johannesburg," Mr Muller said. That one started in April 1986 and has 81 entrepreneurs who have already created 303 jobs. Only one businessman, who hoped to create six jobs, had thus far failed.

Barlows commissioned a company called Job Creation SA, which is partly owned by the National African Federated Chambers of Commerce, to run the three-year Johannesburg project. One of its directors may lead the Cape Town scheme.

On January 24, 50 to 60 top companies in the Western Cape will be invited to launch the Cape Town project.

"Job creation is absolutely critical to the survival of this city," said Mr Muller. "This is a city-wide initiative, it does not apply only to the Cape Town municipality."

Many of the new jobs would be created in Crossroads and Khayelitsha, he said. The project will probably hire the Urban Foundation centre behind the cement factory at Crossroads, but entrepreneurs need not operate from there if it does not suit them.

Big spin-off seen in city job creation

Staff Reporter

A DRIVE to create 500 new jobs in Cape Town over the next five years aims to stimulate spin-off employment and to open up markets for small entrepreneurs.

Budding entrepreneurs will be backed up by resources and specialist consultants to ensure "success, growth and permanence", mayor Mr Peter Muller said yesterday.

The project, initiated by the private sector and spearheaded by the Cape Town Chamber of Industries, will be launched officially on January 24.

It would complement similar programmes run by such agencies as the Small Business Development Corporation, he said.

The initiative has resulted from meetings by a consortium of leading businessmen and companies. The group commissioned an investigation into "what is undoubtedly the most pressing socio-economic issue in the Western Cape".

Results of this probe — reported to be "very positive" — will be presented at the official launch.

Deregulation

Mr Muller emphasised that the scheme would be run entirely by the private sector.

"It is essentially businessmen doing something for other would-be and could-be businessmen," he said.

"We as a city have been looking at aspects of deregulation and privatisation," he said.

The Regional Development Association had also been sounded out.

Although 500 new jobs might not sound like "a terrific lot", it was a realistic target.

The "multiplier effect" — entrepreneurs' potential for creating jobs — was crucial to the success of the venture.

Although the initial costs of the operation would be high, expenditure would be kept to "an absolute maximum" of R5 000 a job.

500 new jobs

The core group of the consortium consists of Mr Muller, Cape Chamber of Industries president and Seardel director Mr Mike Getz, Caltex chairman Mr Denis Fletcher, Regional Development Association chairman and city councillor Mr Clive Keegan, Barlow Rand (Cape) director Mr Eric Ismay, Small Business regional manager Professor Wolfgang Thomas, deputy city administrator Mr Harry Carstens and Mr Kerry Capstick-Dale (secretary).

The group's immediate objective was to raise funds to help achieve its goal of 500 new jobs, Mr Muller said.

Permanent staff working under a professional project leader would be appointed. This "team of mentors" would include people with "high acceptability" in the townships.

a major force, says | Uncertainty

What happens after the layoff?

Eskom retrenchment talks have again raised the question: What happens to workers once it is agreed to shed staff? By **MIKE SILUMA, Labour Reporter.**

The current retrenchment dispute between two trade unions affiliated to the Congress of SA Trade Unions (Cosatu) and Eskom has again highlighted problems related to layoffs and the search for new ways of helping retrenched staff.

About 5 000 jobs will be made redundant following Eskom's decision to mothball 13 of its power stations due to over-capacity.

Eskom has already reached agreement on a retrenchment package with 13 of 15 unions representing its employees.

Mr Marcel Golding, a spokesman for the National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa), which are still in dispute with Eskom, said the unions had not accepted that there was a need to retrench workers to maintain the electricity giant's profitability.

The unions had proposed a shorter working week, an exercise "which can go a long way to addressing the question of oversupply". But, said Mr Golding, Eskom had refused to explore all feasible alternatives to retrenchment.

'Prelude to privatisation'

NUM and Numsa suspect that the retrenchments are "a prelude to privatisation", a charge strongly denied by Eskom.

According to Mr Golding, the unions would have considered retrenchment if alternatives had been fully explored and found unsuitable. An added worry for the NUM is the more than 1 000 jobs which it says stand to be lost at three mines which supply coal to the threatened power stations.

An Eskom spokesman said the company believed in "full consultation with unions". In addition, the company has pledged to find jobs for some of those facing retrenchment.

Although talks on the Eskom retrenchments have yet to be concluded, the dispute has raised an issue related to all layoffs: What happens to retrenched workers once a union and management agree on the need to shed staff?

Traditionally, retrenched workers have had only severance pay and, perhaps, pension to fall back on, with no relief once the money dries up.

In what could signal a radical departure from this trend, the Frame group and the Cosatu-affiliated Amalgamated Clothing and Textile Workers' Union (Actwusa) have agreed to start a clothing factory project to employ some of the workers due to be retrenched by Frame over the next few months.

According to Actwusa, the capital to start the worker-controlled factories, about R2,5 million, would be provided by Frame. The factories, expected to initially employ about 300 workers, are to be set up in Durban, Ladysmith and East London. Only retrenched Frame workers would be eligible for employment.

Frame chairman, Mr Mervyn King, said instead of lump sum payouts to retrenched workers, the money would form the basis of capital for the proposed venture, with the capital being owned by the workers.

Frame would also provide management expertise. "The idea is to make simple, non-fashion items of clothing for sale to hawkers," said Mr King, adding that Frame had agreed to help the retrenched workers as a community service.

It was stressed, however, that the specifics of the venture were subject to further negotiations.

Although the Actwusa-Frame project is, to date, the biggest operation of its kind, other unions have, over the past four years, established co-operatives in an effort to cushion workers from the blows of joblessness.

Job creation schemes

Numsa also initiated a co-operative for workers dismissed during the BTR Sarmcol in strike in 1985.

The Actwusa project, like others before it, will have to grapple with crucial issues relating to economic viability, management structures and the disposal of profits.

The Deputy Director-General of Manpower, Mr Joel Fourie, said Government help for the jobless depended on the availability of money. Presently, the Department of Manpower was spending available money on occupational training and job creation schemes.

Mr Fourie said he did not, in principle, foresee problems with possible requests for help in establishing co-operatives or training facilities. However, any training venture receiving State assistance would have to meet criteria laid down by the Government.

Okiep won't be a ghost town if they can help it

Fickle copper forces search for new livelihoods

THE sleepy little village of Okiep once boasted the richest copper mine in the world.

Battered for years by the fickle fortunes of the copper industry, the community is determined to avoid its — perhaps inevitable — fate as a ghost town.

Report
KAREN STANDER
Staff Reporter

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Pictures
LEON MÜLLER
The Argus

The village is in a sparsely vegetated valley between the copper-coloured stony hills of Namaqualand about 600km north of Cape Town.

Almost everyone in Okiep works for "The Company" — the O'Okiep Copper Company (OCC) — which owns all land in the town, including the sites of businesses — a hotel and off-sales, a cafe/restaurant and a few shops.

Over the years, the district has had to contend with retrenchments when the bottom dropped out of the international copper market.

Like other once-rich mines in the area, the Okiep mine is closed, the metal mined out.

The OCC effectively controls the exploration rights over about 200 000ha, but only two mines — Carolusberg, about 10km to the south-east, and Spektakel, about 20km south-west of Okiep — are still operating.

The mine at nearby Nababeeb has also closed, but the smelting works still operate there.

Prospering

The Okiep community has been fortunate in that the remaining mines are fairly close and the OCC provides daily transport for its workers.

Today the industry appears to be prospering and the OCC has plans to open another mine soon, but the question being asked is: "How long will it last?"

The extreme poverty of the 1970s and early '80s when the price of copper was rock bottom is still fresh in the memory and the community is thinking ahead of ways to become less dependent on the copper industry for its jobs and prosperity.

limited value of copper made it unprofitable. It was only 200 years later that serious mining began.

The 1850s brought a rush to the area and hordes of prospectors and adventurers poured into Namaqualand expecting to find copper — and possibly gold — just waiting to be picked up.

More than 40 companies were formed, although almost nothing was produced.

Many of the citizens of Cape Town were left bankrupt, but the boom resulted in the formation of South Africa's first stock exchange in Cape Town.

After the collapse, two companies remained: the Namaqua Copper Company and the Cape Copper Mining Company.

In the 1870s the Okiep mine ranked as the richest copper mine in the world and by 1904 had produced a million tons of ore.

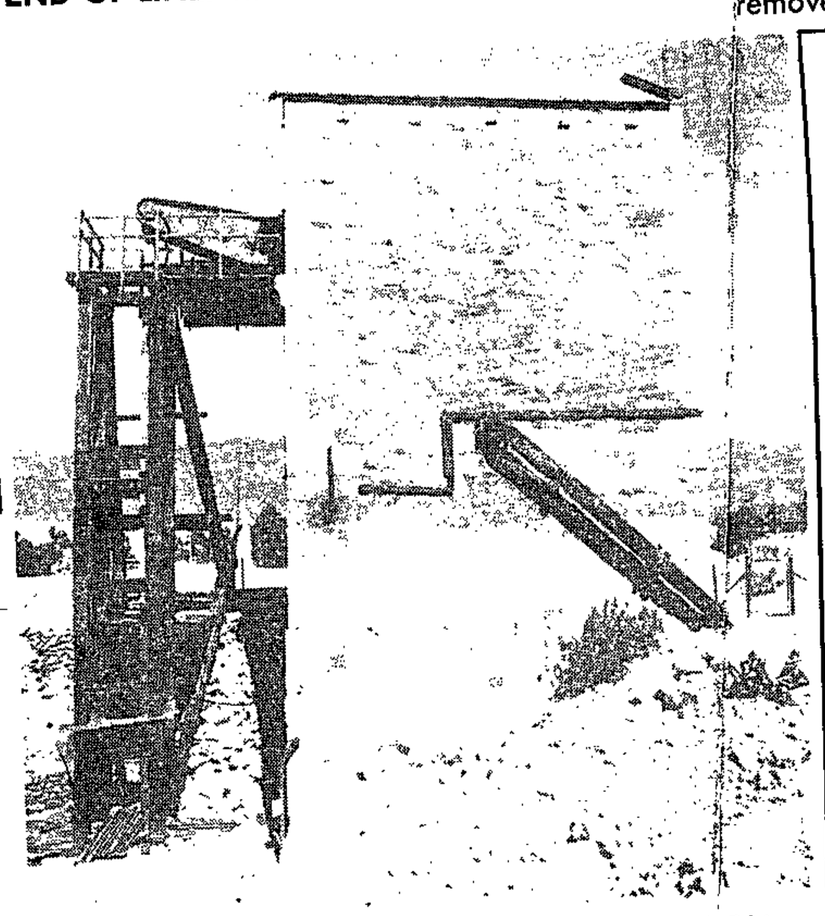
Transport was the greatest problem. Ox wagons carried the ore to the Orange River, from where it was floated on barges to Alexander Bay and shipped to Swansea in Wales to be milled, smelted and refined.

Later a narrow-gauge railway was constructed between Port Nolloth and Okiep, serving as the principal outlet to the sea for 68 years.

The companies fell on hard times and in 1919 the Cape Copper Company closed its operations, the Namaqua Company following suit in 1931.



END OF LINE: The disused Okiep copper mine, which closed in 1984, is slowly being demolished and the scrap removed.



MONUMENT: The structure housing the old Okiep mine water pump — now a national monument.

The Anglican priest in Okiep, the Rev Andrew Wyngaard, said the OCC had given the community a large piece of land.

Residents who had built houses on company land would be eligible to take over ownership of the land in return for a payment of R7 000 for the development of infrastructure.

A number of community-based projects, including a chicken farm, were being planned. The projects would be owned and built entirely by the community and would provide additional jobs, Mr Wyngaard said.

Expeditions

Copper mining in Namaqualand dates back to long before the colonisation of Africa by Europeans. The Nama Hottentot tribe bartered copper tools, weapons and ornaments with neighbouring tribes.

The first major prospecting expeditions set out from the Cape after 1681. Shallow prospect shafts yielded ore of impressive richness, but the cost of primitive transport and the

Water supply

In 1937 the two companies merged to become the O'Okiep Copper Company (OCC). The 1950s and 60s were profitable decades. However, in the mid 1970s the price began to decline and in 1984 Gold Fields of South Africa became the major shareholders.

The Okiep mine was closed in 1984.

When an Argus team visited the village recently, the dusty streets were almost deserted. At the old mine we were greeted by "Oom Willem" Mouton, 60, who has a lonely existance as sole guard of the disused mine.

His radio keeps him company as he mends the villagers' shoes and waits for the occasional lorry to pull up at the gate and ask for entry.

He walks the 1½km home to his family once a week or so, otherwise he is alone but for a man on duty at the pump on the hillside. The mine's pump now supplies water for the surrounding area.

Oom Willem has lived in Okiep all his life and has seen various mines open and close. Not much else has changed over the years.

Life has been hard for the people of Okiep, he says, but it is a bit easier now.

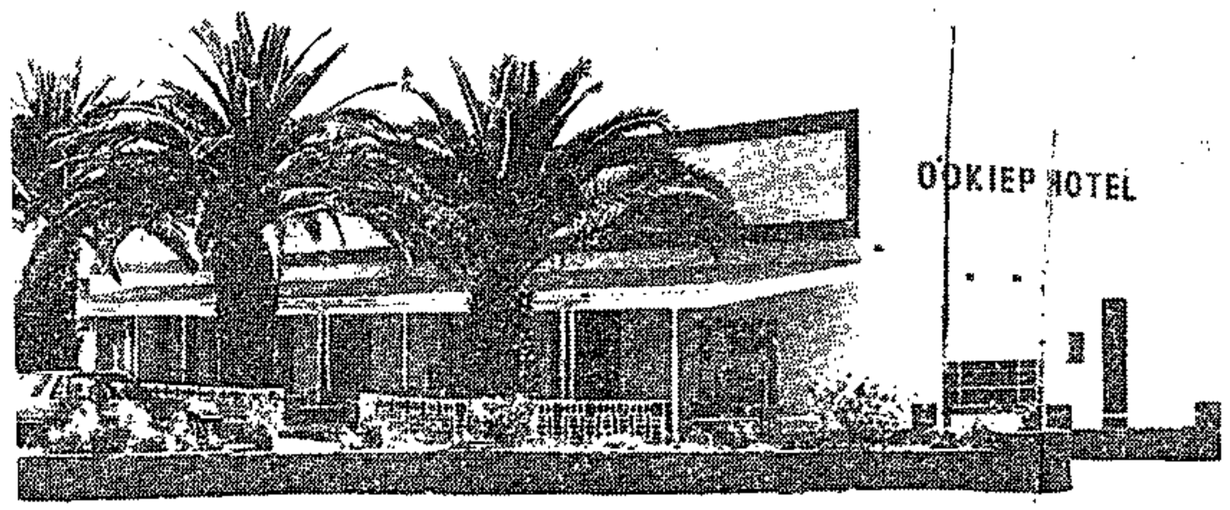
Some of his friends have been forced to move to Cape Town in search of jobs, but it is not a fate he fancies. There is not enough space in the city for someone used to theopenness of Namaqualand.

"There are too many cars. You can't walk in the streets for all the cars."

Mrs Nellie van de Westhuizen, who owns the Okiep Hotel with her husband, has lived in the area since 1944.

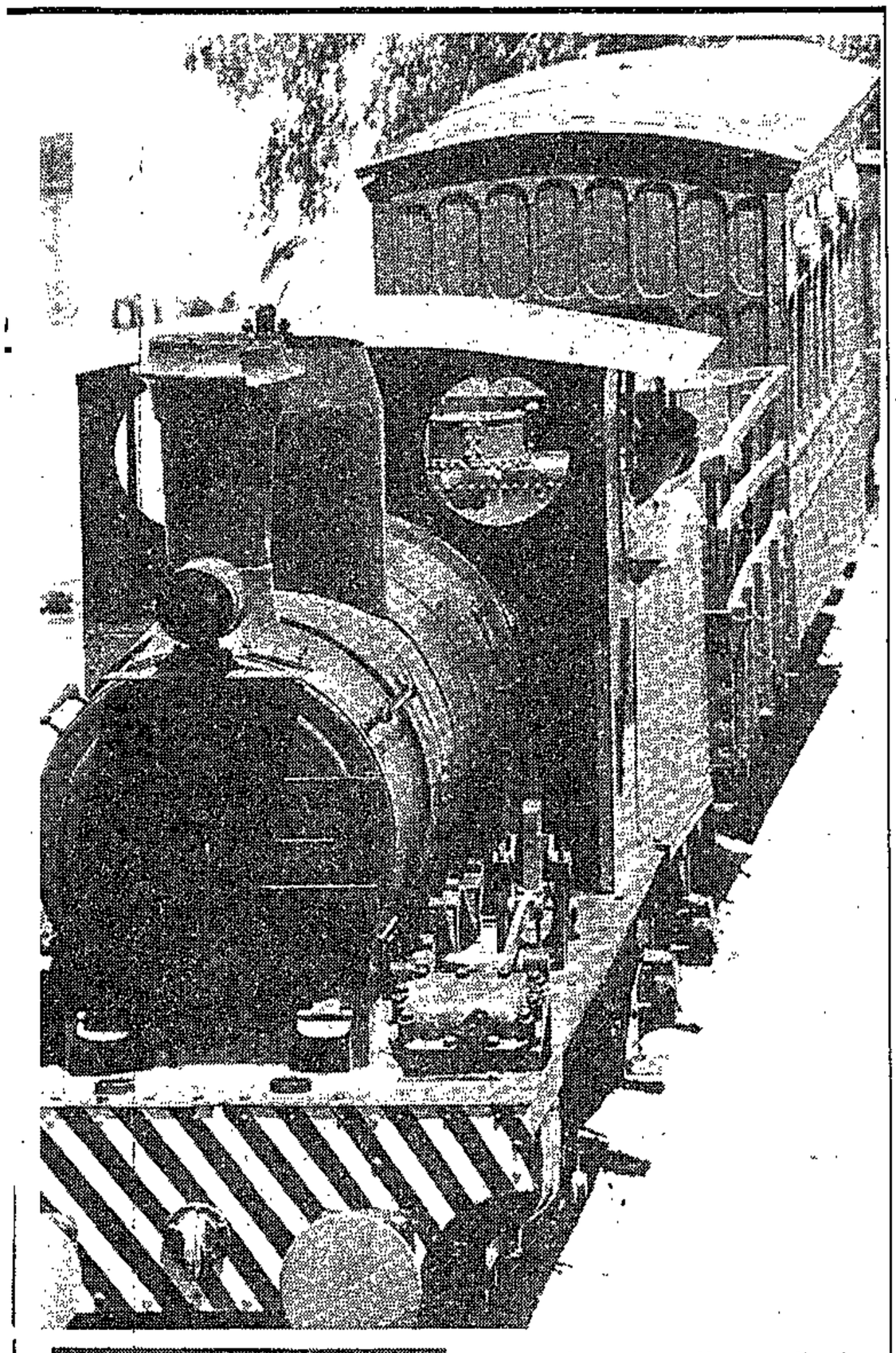
The village had increased slightly in size durig her time but this is the only change she can remember.

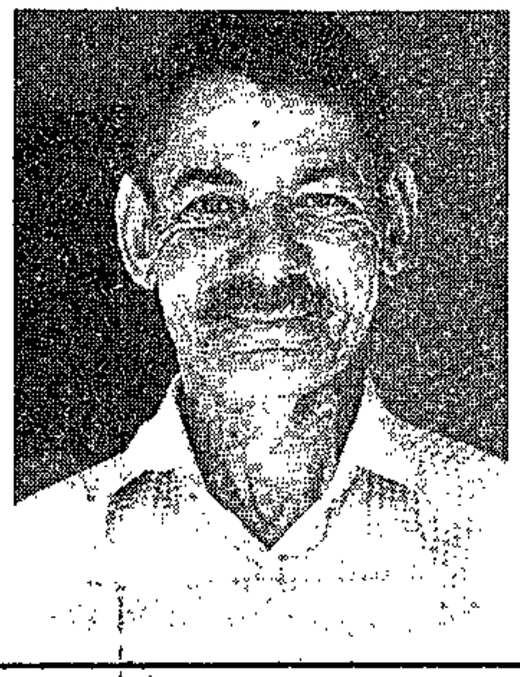




LONG STANDING: No one can remember when the Okiep Hotel, above, was built, but it was already there when the present owners moved to the district in 1944.

OLD ACQUAINTANCES: Mrs Nellie van der Westhuizen – "Everyone knows everyone else here."





PRESERVED: "Clara", the last steam train used on the mines' private railway line between Okiep and Port Nolloth, is preserved in the company's museum at Nababiep.

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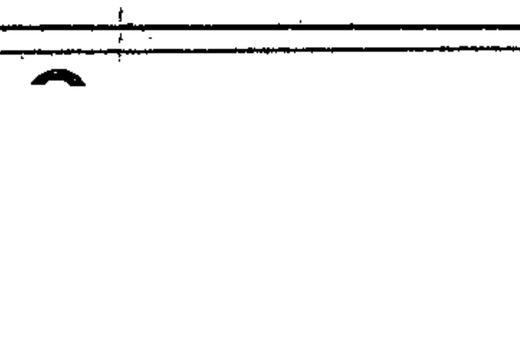

LIFE'S HARD: "Oom Willem" Mouton, left ... "Life is hard for the people of Okiep."

Natal sacks 2 000

DURBAN — More than 2 000 workers from the Natal Provincial Administration, mostly from Durban and the surrounding areas, have been fired for taking part in a two-week strike.

A spokesman for the National Education, Health and Allied Workers' Union, Themba Nxumalo, said yesterday workers from the works branches and the Roads Department had been told to collect their pay at the NPA offices in Mayville yesterday. Workers from the Road Department had also been told to vacate the the NPA compounds by 5pm, he said.

Deadline set

Nxumalo said most of the fired workers were from Durban and the surrounding areas, as most places in Maritzburg had abided by the decision taken at the weekend between NDM MP for Greytown Pierre Cronje, and Provincial Secretary Roy Hindle.

However, Hindle issued a statement on Tuesday saying the Administrator-in-Executive Committee had considered the present circumstances and had decided to abide by the previous announcement which set the close of duty on November 28 as the deadline for the return to work. He said a third of 3 100 workers who were originally on strike had resumed work. NPA officials met again yesterday. — Sapa.

Jobless people's bazaar

Staff Reporter AR645 7/12/88 335

UNEMPLOYED workers are holding an all-day "people's bazaar" tomorrow at the Khayelitsha Civic Centre, featuring stalls selling handicrafts as well as poetry and dance performances.

About 15 co-operatives will be providing goods, ranging from mohair mats and woodwork to building materials and food.

The event, which starts at 8am and ends at 5pm, is being organised by the National Unemployed Workers Co-ordinating Committee (Nuwcc), which is likely to affiliate to Cosatu next year.

Bleak Christmas for the jobless

Cpress 4/12/88

335

By SOPHIE TEMA

DESPITE the 230 000 jobs created for blacks through government-initiated projects, massive unemployment, tough credit and high prices are going to make for a bleak Christmas and a gloomy new year for thousands of struggling families.

As the economic recession takes its toll, more and more people have little hope of finding work.

Official figures released in a population survey put the figure for registered unemployed blacks at about 65 000 in June this year.

However, unofficial estimates put the figure at three-million – including other population groups.

These figures are expected to increase when thousands of school leavers and graduates enter the job market in the new year.

Although the government claims the number of rural and urban unemployed blacks has declined, thousands are still jobless and feeling the bite of recession.

The survey states that unemployment declined from 18,4 percent of the economically active population in September 1986 to 12,7 percent in July this year.

In the larger urban areas, unemployment averages 9,5 percent, according to the survey.

Following is a regional breakdown of unemployment percentages: the Eastern Province (17,6), the Western Province (17,6), the Witwatersrand (15,9) and Natal (15,9).

Forty percent of all unemployed blacks are on the Witwatersrand and in Atteridgeville, (13,1 percent), and Soweto, (12,6 percent). Between them they have the highest unemployment rates among black residential areas.

The survey claims that during the 1986/87 and 1987/88 financial years 12 government departments, administrations and local authorities were involved in the creation of employment opportunities in black areas to negate the growing unemployment rate.

More than 6 000 projects have provided about 230 000 blacks jobs, according to the survey.

Until the second quarter of 1988 – between April and June – about 230 000 blacks had received training in terms of the special employment provision programme at a cost of R80-million.

● Meanwhile, Operation Hunger has revealed that more than 9 000 children will have no food this Christmas season.

SA's skills shortage gets worse — and so does unemployment

5/Times 4/12/88

335

BY ROBYN CHALMERS

THE skills shortage is becoming an increasingly serious problem for South Africa by severely inhibiting economic growth — and it's on the increase.

The shortage is largely attributable to the huge exodus of professional people from SA and the decrease in the number of people immigrating, which is heightened by the lack of education and training within the country.

This is obvious from a recent statement by Manpower Minister Piet du Plessis. He said SA could face a shortage of 200 000 skilled workers by the year 2000, yet up to six million people could be unemployed.

He also noted other estimates that the implementation of economic sanctions against SA could see unemployment reach nearly 10-million by the end of the century.

The Institute for Futures Research at the University of Stellenbosch reports that the labour pool is likely to grow from 12-million in 1985 to 17,9-million at the turn of the century.

Yet by that time, if past trends continue, the modern economy is likely to be able to employ only 8,1-million people.

The shortage of people in the construction, engineering, banking and various other industries is offset by this huge surplus of unskilled, mostly black, workers.

The Year of the Great Brain Drain was 1986 when 2 164 professionals emigrated and 1 206 immigrated — a loss of 1 138, or an average of three people a day.

Latest figures released by the Central Statistical Services show there was a significant increase in the number of people coming to live in SA between January and September this year.

The number of immigrants jumped 47% in the first nine months of this year to more than 7 800. During the same period 6 200 people left SA — a 33% decrease.

This means there was a net gain of 1 600 people during the period compared with a net loss of nearly 4 000 last year.

Although this is encouraging, economists and labour authorities believe that the country cannot bank on continued immigration, especially if there are any further political upheavals.

Unfortunately, studies have shown that the people who are most likely to leave SA are young, highly skilled and generally more liberal, which means that in 10 or 15 years there is going to be a large gap in SA's political and economic leaders.

This costs the economy an enormous amount. Taxpayers contribute much to educating professionals so not only are millions of rand lost each year, but valuable knowledge and leadership as well.

The fact that SA's economic growth is lagging behind a rising population makes the problem worse, because it

A report by the Institute of Personnel Management (IPM) shows that between 1980 and 1985, real gross domestic product (GDP) showed an average annual growth of 1,1%, the population grew at a rate of 2,3% and employment rose by a mere 0,4%.

"These figures represent real cause for concern, and demonstrate the cause for the very real problems of unemployment, due to the perceived correlation of unemployment with unrest and social instability," says the report.

It says it is essential that deregulation and promotion of the informal sector proceed rapidly. Political stability is a vital component, as is a decrease in the present high taxation.

The Department of Manpower itself sees the critical lack of skilled manpower as a top priority problem, saying it could cripple economic growth.

At its symposium in October, speakers stressed there had been grave consequences for the training of skilled workers due to cuts in State subsidies to technikons.

Manpower director-general Piet van der Merwe stated recently that a drastic shift from the overemphasis on formal academic education to technical and occupational education was urgently needed, yet the subsidy cuts could be highly detrimental to such a move.

Ultimately SA must call on its entrepreneurial spirit and look inwards to solve the dual crises of unemployment and a skills shortage, but economists are urging immediate action to halt the looming crises.

LABOUR

Rumblings on the shop floor

By CHIARA CARTER

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has begun preliminary discussions with the Western Cape Traders' Association (WCTA) over work conditions of shop workers.

Ccawusa has members at several stores owned by WCTA members and has signed a recognition agreement with one supermarket chain.

Mr Yusuf Pahad, a WCTA spokesperson, confirmed its representatives met the union recently.

He said one of the issues discussed was the problems of the small trader which distinguished them from the giant retail chains Ccawusa normally dealt with.

An earlier meeting broke down after the traders objected to the inclusion of workers from their stores in the Ccawusa delegation.

The two groups are to continue discussions in an attempt to reach what the spokesperson termed a "broad understanding".

The next meeting is planned for early in the new year.

One of the topics for discussion is the possibility of a closed shop agreement to cover all WCTA stores, according to a reliable source.

He claims that many workers at small stores in the Western Cape are exploited because they do not have the protection of a union.

Improve conditions

Workers were demanding that black business owners improve their working conditions.

"One cannot be an oppressor and the oppressed at the same time," he said.

Ccawusa recently signed a full recognition agreement at Matco Supermarket in Paarl, where it has majority membership.

About 20 of the 85 workers employed at Elite Supermarket in Athlone have joined the union.

Elite manager, Mr Aziz Banderker, said the company did not plan to meet with Ccawusa as the majority of staff members were not union members.

Bandeker claimed Ccawusa was encouraging workers to be "obstructive".

CONCORDE NEWS reports from Durban.that a three-week tussle between Ccawusa and Bond Hyper Supermarket, a black-owned business in Durban's Grey Street area, ended with the supermarket agreeing to re-employ 55 workers fired after they downed tools to demand a meeting with management.

Among the workers' grievances was that the lunchbreak of half an hour was too short and that they did not get an afternoon tea break.

Call to help dismissed workers

EAST LONDON. — Residents here have been asked to support workers dismissed by Checkers and the South African Transport Services.

The call, made in a pamphlet issued by "the community" this week, follows lengthy union disputes with Sats and Checkers.

Checkers dismissed 105 workers several weeks ago after they went on strike in support of a shopsteward dismissed at the Queenstown branch.

The man was allegedly fired because he wore a hat in contravention of company rules.

Checkers' management declared a dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) over the issue. Negotiations have deadlocked.

This week Ccawusa issued a statement condemning Checkers' actions.

Ccawusa accused the company of using clauses in the recognition agreement as an excuse to harass the workers.

They said this was done to make the workers lose confidence in the agreement.

Mr J Christenson, of Checkers' regional administration, said the situation at the chain's stores in the region was normal. "There's no boycott oif stores here," he said.

At Sats, over 1 000 workers were dismissed last month after two disputes began in September.

The disputes began when workers demanded a minimum wage of R1 500, an increase of 340 percent. Sats refused and hundreds of strikers were fired.

The strikers were eventually offered re-employment, but went on strike again to demand full reinstatement.

As a result, over 1 000 were again fired.

They have again been offered re-employment and the strikers decided to apply for this as a temporary measure.

Many applied last week for re-employment but have not heard from Sats yet.

A Sats spokesperson, Mr Martin Slabber, said train services and passenger levels were "normal".

- *ELNEWS*

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Cape Democrats
Kaapse Demokrate

Urges the South African Government, which claims to be democratic, to:

- lift the State of Emergency
- release all political prisoners
- negotiate with the people
- bring peace to our land

HERO'S DAY SERVICE
METHODIST METROPOLITAN CHURCH
GREEN MARKET SQUARE
DEC 15TH, 1pm

The argus 8/12/88
CITY NATIONAL

Ensuring that SA won't have to rely on foreign manpower

PE's five-star 'skills factory'

By PAT CANDIDO
The Argus Bureau

PORT ELIZABETH. — The Eastcape Training Centre, a five-star facility for training and conferences 15km north of the city, has come a long way since it first opened its doors in 1976 as the Emthomjeni Training Centre.

Not only has the R3,5-million conference centre put it firmly on the map, but it has trained thousands of people in a wide variety of jobs.

The phenomenal growth from the 300 people trained in 1976 to the 25 000 this year indicates the success of the venture.

The director, Mr Leon de Villiers, said there was a huge shortage of skilled manpower in South Africa.

By 1992 the centre will have trained 7 000 people for the Mossel Bay oil project.

To cope with the enormity of the training programme, satellite centres at a cost of R1,5-million have been built at Mossel Bay, Oudtshoorn, George, Vredenburg, Benoni and Vereeniging.

Since training started last August, 1 200 have graduated and of those only 300 are still unemployed. Another 550 trainees will graduate soon and will be registered with the centre's placement department, which keeps in touch with the main Mossgas contractors.

Mr de Villiers said there had never been more opportunity for unemployed people in the Eastern Cape to receive training.

Finding jobs

Mrs Melanie Harrison, public relations officer for the centre, said the ETC was a registered non-profit organisation governed by a board consisting of leaders in commerce and industry.

Over the years the centre had been transformed from a small operation which trained people for basic skills into South Africa's fastest-growing training institution, training 25 000 a year in administration and related courses, computer skills, catering and related fields, technical skills, enrichment courses, building and construction, artisan and apprentice training, driver and operator and security training.

Central position

Mrs Harrison said the enormous growth could be attributed to one primary objective — meeting the needs of commerce and industry.

The centre was centrally situated in the Port Elizabeth-Uitenhage metropole and boasted some of the most modern and sophisticated training facilities available.

One such facility was the computerised driving centre where drivers were taught on simulators. This was the only facility of its kind in the Southern Hemisphere.

Other facilities include fully-equipped lecture rooms, workshops, audio-visual and development equipment, a computer training centre and the ultra modern conference centre which could accommodate 500 people.

Mrs Harrison said the centre had a highly competent team of instructors who presented training courses at the centre or in the workplace if required.

Most of the courses were approved by the Department of Manpower and were therefore subject to the benefits of the rebate system.

Rebate system

Mrs Harrison said that with regard to the centre's training programme for unemployed persons for the Department of Manpower during the past 10 years, the centre had additional satellite training centres at Cradock, Graaff-Reinet and Queenstown.

The handicraft training courses had been popular with trainees, who were eventually equipped to be self-supporting by making and selling handicraft items to the public and by establishing home industries.

The Mossgas training course, under the auspices of the South African Engineering Industry Construction Association, is designed to enable South Africa to achieve self-sufficiency in the labour requirements to avoid the importation of skilled labour.

The excellent conference facilities offer everything from simultaneous translation services to kitchen facilities able to cater for a banquet for 300.

The modern auditorium is extremely flexible in that 500sq m of floor space can be divided into partitioned halls.

The latest in audio-visual aids is available in three special rooms. Video recordings or presentations of conferences can be made available to delegates.

There are four simultaneous translation booths.

At present 500 people from various parts of the country are attending the three-day Humans Rights Conference at the centre.

The HERMITAGE ART CO.



FOUNDATIONS: Building houses — only to knock them down again. These 420 men were attending a five-week basic building course at the Centre.

Unemployment fund has a healthy glow

GERALD REILLY

(335)

8/12/88. B/day

THE balance of the Unemployment Insurance Fund is expected to be well over R500m by the year end.

Pretoria sources said this was in spite of record monthly payouts of up to R45m during the year.

The fund at end-September was spiralling at an unprecedented rate of about R19m a month when the balance was R480m. At the end of last year its accumulated balance was R309,6m.

Dependants

Last year the fund's payout to 285 253 unemployed people was R266,5m. Other benefits — dependants, maternity and illness — totalled R121,8m.

The healthy state of the fund is due mainly to the raising of the ceiling below which workers must contribute.

The earnings ceiling was raised from R30 000 a year to R35 000 a year in May.

(332)
Cat. 7(a)(i) 8/12/81

Taxi contempt case on hold

Supreme Court Reporter

AN APPLICATION to have four taxi drivers imprisoned for contempt of court was yesterday postponed in the Supreme Court by agreement between the parties.

The application was brought by Messrs Douglas Boltman, Gordon Makaluza, Menville Poole, Lennox Raba, Maxwell Mzotsho and William Daniels — members of the South African Black Taxi Association (SABTA) — against Messrs Maxwell Nonkonyana, Lawrence Memani, Victo Ntsoko and Wellington Matyolo — members of the Western Province Black Taxi Association (WPBTA) and the Langa, Guguletu, Nyanga Taxi Association (Lagunya).

Mr Gavin Woodland, instructed by R H Sturrman and Co, appeared for the applicants. Mr P A L Gamble, instructed by Mr F van Dijk, appeared for the four men.

Star Wed 11/1/1988

Home for the less lucky

CP Reporter

A CENTRE designed to benefit the unemployed and the underprivileged will be officially opened in Soweto tomorrow.

The brain-child of a consortium of black home-builders, the Mafube Paint and Interior Decorating Centre will be run in conjunction with the Plascon Paint Company.

Realising the great need for quality decorating material for the average homeowner, the consortium devised means of beautifying houses at minimum cost.

Besides a large selection of products that will be available at low cost, customers will be able to buy paint cheaply by bringing their own containers as there will be flowbins installed.

This means that everybody will be able to afford superior paint.

Arguably the most important facet of the centre is the Design VIP club. The club is open to the unemployed in the home decorating industry.

Experts will hold training sessions to refine the skills of carpenters and carpet layers. After the training, the trainess will be adopted by the various companies.

To find employment for these people, the three full-time representatives employed by the centre will visit the different areas of Soweto, canvassing work for their members.

In the event that a member displays extraordinary talent in his chosen field, Mafube will try to obtain a small business loan for him. The VIP Club hopes, in time, to be able to guarantee employment for all its members.

Mafube will also run regular interior design courses at minimum cost. The centre also intends employing full-time, specially trained interior design consultants who will visit homes to give professional advice.

The centre is in the process of developing a range of inexpensive wooden furniture.

Jobless blacks back trade unions

S/Times 11/12/88

ALMOST 70% of black prospective labour market entrants interviewed in a survey would join a trade union.

Vista University department of business economics member Christo Boshoff told a conference in Stellenbosch about the findings of a pilot study he conducted on the views of black prospective labour market entrants regarding certain aspects of free enterprise.

The survey covered a sample of 175 black males and females not older than 30 and who had not been in full-time jobs before they were interviewed. 335

The survey indicated a high level of awareness of the existence of trade unions, 69,8% of respondents saying they would join one, 2,7% saying they would not and 26,2% claiming to be unsure. A total of 1,3% did not respond.

Respondents were asked to indicate how important possible objectives of a trade union ought to be. To protect workers from exploitation, to ensure continued employment and to negotiate with management on behalf of members were respectively regarded by 77,2%, 76,5% and 75,8% of respondents as important.

Serving the political aspirations of members and protecting the interests of members outside the work environment were seen as important by 45% and 28,2% of those interviewed.

The survey asked whether unions should strive to achieve political objectives, and the result was somewhat confused, almost 25% of respondents replying that they were unsure.

"The findings allow us to hypothesize that blacks who have never been employed may feel that trade unions must pursue political objectives, but not to the detriment of more work-related objectives."

Looking at the reasons for high unemployment, more than 65% of respondents said a reason was discrimination against blacks. Also responsible was inadequate training (59,7%) and mismanagement of the economy (54,4%).

Respondents were asked whether they believed it was the State's responsibility to provide jobs for all its citizens. A total of 81,9% said yes, 9,4% no and 8,7% were unsure.

Salaries 'rise swifter than inflation'

PRETORIA. — Salaries and wages had increased by more than the current rate of inflation, the Reserve Bank said in its latest quarterly report.

The bank added that black unemployment had shown a marked drop in 1988.

The year-on-year wage increase for the third quarter of 1988 averaged out at 17,5%, well in excess of the year-on-year increase in the consumer price index of 12,5%.

The bank said: "Reflecting substantial wage increases in the first half of the year, the annualised rate of increase in total nominal remuneration of employees rose from 14,5% in the first quarter of 1988 to 15% in the second quarter."

It said this figure remained level in the third quarter, mainly as a result of a lack of increases in the public sector.

However, the bank pointed out, the rate of quarter-on-quarter increases had risen from 18,5% in the second quarter to just under 20% in the third.

It said savings by individuals declined in the third quarter while corporate savings rose slightly.

The ratio of personal savings to personal disposable income had continued to decline and was about 1% in the third quarter, compared to 2% in the first six months and 3% for the same period last year.

Turning to unemployment, the bank said there were more than 1,2 million black unemployed in July 1986.

The number fell to 940 000 in April this year and then to 817 000 in August.

The bank said about 12,5% of the black work-force were unemployed.

The Reserve Bank said the number of white, coloured and Indian employed increased slightly during 1988.

The number of registered unemployed dropped by 12% from its peak in September 1987 to a low of 121 900 in May.

However, the number increased to 126 000 in July. — Sapa

Workers re-employed

(Son 152 335) Sowetan 14/12/85

THE Soweto City Council this week started re-employing some of the 1 700 council workers who lost their jobs when the council fired all those who were on strike during August this year.

The council started re-employing the workers on Monday at the Zondi offices of the council. Those re-employed were to be placed with the cleansing section of the council which is presently engaged in a massive pre-Xmas clean-up operation. The operation was launched by the council last week.

The mayor of Soweto, Mr Sam Mkhwanazi, last week said that he had requested the council to re-employ the remaining workers as most of them have been unemployed since the former council administration fired them in August. He could not say how many of the remaining 1 700 will be re-employed.

The clean-up operation, in which the workers are being re-employed to assist with, was progressing at a fast pace this week with scores of children and youths filling plastic bags with refuse and queueing for the 50 cents reward. Several teams continued working throughout the weekend. Mechanical loaders and tipper trucks assisted with the clean-up.



15-19/12/88 Patricia de Lille at the Nactu office this week (10) 335 South

Nactu VP appeals dismissal

THE vice-president of the National Council of Trade Unions (Nactu), Mrs Patricia de Lille, has appealed against her dismissal from Plascon-Evans Paints.

De Lille, an executive member of the South African Chemical Workers' Union, was dismissed following a disciplinary hearing last Tuesday.

The company alleged she stayed away without leave.

De Lille missed five days work when she was delayed while visiting France last month.

She claims she sent a telex to the company informing them of her delay, but did not receive official acknowledgement.

De Lille has worked at the company for 14 years as a laboratory assistant.

The appeal was postponed to allow De Lille more time to provide further information.

Unionist sacked for missing work

Star 21/12/84 By Adele Baleta

The vice-president of the National Council of Trade Unions (Nactu), Mrs Patricia de Lille, has been dismissed by Plascon Evans Paints n Cape Town for being absent without leave, Nactusaid.

The general secretary, Mr Pirosha Camay, said Mrs De Lille was dismissed on Monday after she missed five days' work last month. (335)

She had been invited to a conference in France by the French Socialist Federation. She was given leave until November 28, but was unble to return on that date as she was delayed in Euppe.

Plascon's managing director, Mr RP Johannsen said that at a disciplinary inquiry and at subsequent appeal hearings it was found Mrs De Lille's "reasons for her unauthorised absenc from work were not borne out by the facts established by the company".

"Mrs De Lille's conduct justified lismissal in terms of the disciplinary procedures. lowever, she has been offered re-employment fron January 1 next year under the same conditions asbefore."

25 toilet company workers dismissed

Star 21/12/88

335

By Adele Baleta

At least 25 employees of Easy Loo, a Sweto-based toilet hiring company, were dismisse(yesterday after failing to heed a return to work ultmatum according to a spokesman for the workers.

She said employees stopped work on Monday to back a demand that they be informed when they would receive their annual bonuses and December salary.

"In previous years workers' salaries were paid on December 11. This year has been differet. We have still not received our money so we canno budget or buy gifts and food for the festive season," he spokesman said.

She said employees were given untilyesterday morning to 'eturn to work or be fired.

When workes arrived at the company premises, the gates wee locked. Before taking up their posts they asked for an undertaking tht they be informed by te end of the day's shift hen they could expect their money.

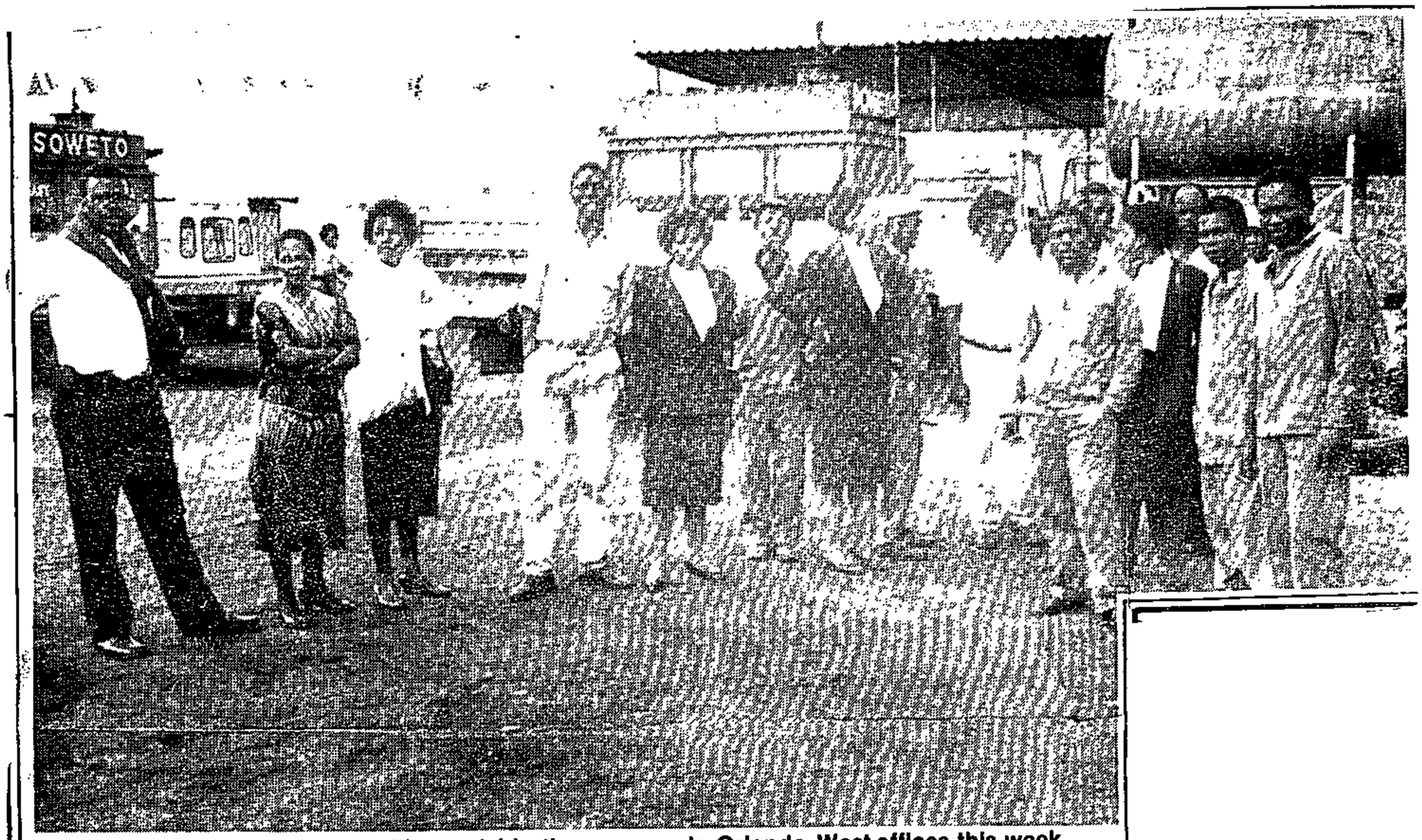
"We were tod not to order management about and were then fred," she said.

The spokesnan said workers had several grievances withhe company, which is wned by Mr Sam Matona.

"We have ofen been insulted, accused of stealing company mney and ganging up aganst Mr Matona.

"This is particulaly worrying as Mr Matona, a black businessman, should know better," he said.

Mr J Howard, the company's industrial relations consultant, refused to comment.



EASY-LOO employees waiting outside the company's Orlando West offices this week.

24 sacked by loo firm

A SOWETO rent-a-loo company has dismissed 24 employees who took part in a work stoppage this week.

Soweto Easy-Loo director Mr Sam Matona, in letters handed to the workforce, said the 24 were being sacked for ignoring a management ultimatum to return to work on Tuesday morning.

The dispute within the R1,5 million-a-year company revolves around workers' demands for their December salaries and 13th cheques which, they say, are "long overdue".

Sowetan's efforts to contact Mr Matona for a comment have been unsuccessful. He has not responded to messages left at his company's Orlando West offices.

By LEN MASEKO

Meanwhile the dismissed employees have been asked to fetch their pay today.

One worker said they embarked on a work stoppage after several attempts to resolve the dispute failed. "We have had three or four meetings with Mr Matona and each time had to listen to him threatening to fire the staff and get other people to work for him," the worker added.

Some of the dismissed employees have approached the South African Black Municipal and Allied Workers Union for help.

Sabmawu's general secretary, Mr Phil Dlamini, said his union was looking into the matter.



EASY-LOO managing director Mr Sam Matona.

City facing challenge on housing and jobs

by MICHAEL MORRIS
Staff Reporter

SHORTAGES of land and money are "aggravating an already severe situation" in the provision of houses and jobs in Cape Town, but new strategies are being devised for the new year to meet the demands of a growing city.

So says executive committee chairman Mr Dick Friedlander in a wide-ranging New Year message.

Housing, the city's economy and the need for financial discipline are among the chief themes. Cape Town's commitment to an open society is reiterated.

Mr Friedlander says: "It is one of the goals of the city to provide shelter and employment for all.

"Regrettably these are major problems with no immediate solutions in sight. The shortage of land and inadequacy of available funds aggravate an already severe situation for which new strategies are being devised."

Home industries

Deregulation in industry and the encouragement of home industries are among the steps the council is taking to "overcome the region's major disadvantage of limited primary industrial activity" ... and contribute to the "economic development for all the people of the region".

Continuing financial discipline will be necessary in 1989.

"The past year has of necessity seen a policy of financial discipline which restricted the increase in rates to 12,4 percent — about two percent below the rate of inflation.

"With rising interest rates, escalating fuel prices and other cost increases, this discipline must be maintained in 1989 in the face of an inevitable escalation in the inflation rate."

Private sector

Mr Friedlander says privatisation of city services will continue and close links with the private sector will be nurtured.

Welcoming visitors to the city, Mr Friedlander says: "The enhancement and development of our environment and the provision of recreational facilities to cater to the needs and aspirations of all our citizens, sees the city literally bursting at the seams."

On the city's commitment to an open society, he said: "I am proud to say that Cape Town is a city which believes in the democratic right of all of its people regardless of race, colour or creed, to participate fully in the city and its City Council, and is actively committed to achieving an open society for all."

The message concludes: "May 1989 be a year of peace, health and progress for our city and all the citizens of this, the fairest cape in all the circumference of the earth."