MANPOWER — GENERAL

1982, 1983 — 1984 — Nov.

SA ranks high in staff turnover stakes

RDM 5/1/82 (173)

Financial Reporter

SOUTH Africa now has one of the highest staff turnover rates in the world because of the stiff competition for scarce human resources.

A continuing high demand for skilled staff will also continue in spite of the downswing in the economy.

These points emerge from two employment surveys.

Mr Martin Westcott, managing director of Human Resource Development, a subsidiary of P-E Consulting Group, says the heavy staff turnover is a clear indication that insufficient attention is being paid to the retention of key personnel.

A survey of employment prospects for the first quarter of 1982 by Manpower International shows that the demand for staff will continue. This demand is for skilled and qualified people who are efficient.

"It is unlikely that we can meet this demand in the time available," says Mr Ralph Parrott, the chairman.

Employment prospects appear to be poor in the retail and wholesale sectors, according to the survey. The building industry is fairly optimistic but, once again, the shortage of materials and skilled employees will present a problem.

Mr Westcott says an attractive salary and a concomitant surge in spending power is a powerful incentive to change jobs, but the employee is often blinded by the scope of the offer and fails to carefully examine it in terms of the disadvantages of leaving his present position.

"It is however an unfortunate fact that the majority of employers adopt the attitude that all employees are dispensable. Rather than investigate the options open to them, they tend to 'cut their losses' and set the recruitment process in motion."

Mr Westcott says this would often be unnecessary if the employer was prepared to discuss in detail the offer made to his employee and then to review the employee's prospects with the present company.

The employee might discover that he would be exchanging long term benefits for short term ones. An employee earning R20 000 a year should not move for less than R5 000 more if an inflation rate of 15% is taken into account.

With most companies increasing salaries in line with the inflation rate, the employee could expect an increase of about R3 000 a year from his present employee.

"It is also worth pointing out that new employees seldom receive increases at the same level as those given to existing staff. With this in mind one would probably take two to three years before he receives the 15% a year increase he would have earned had he stayed in his old job."

Companies know when they are paying competitive salaries, says Mr Westcott, and the person changing jobs will soon find that over time his salary will slip back into line, while in the process some excellent long term benefits may have been forsaken.

Mr Parrott says many company managements are tending to look at 1982 with some apprehension, not so much because the economic boom is coming to an end, but because they are beginning to wonder if they will be good enough to handle it.

"We in South Africa are starting to view with gloom and pessimism a coming degree of depression or recession that would be gratefully seized on in many other sophisticated and developed countries in the world today as a golden economic opportunity," he adds.

"It is accepted that the economy is cooling off, but this does not have to make a depression."

Long queues at City labour office

Staff Reporter

UNEMPLOYED workers are flocking to the Department of Manpower Utilization labour bureau at the Thomas Boydell Building in Parade Street in search of employment, but many are unable to get jobs there and have to rely on offers of casual work.

The offers of casual work are made to them as they queue up outside the building. Members of a group outside the bureau said they stood a chance of earning better money by taking up casual employment, rather than jobs through the bureau. But the offers did not come every day.

R30 a week

Through casual work they stood to earn between R10 and R15 a day, whereas for jobs offered by the bureau they were usually paid R30 a week, they said.

Others said they were unable to get into the building to register because they did not have unemployment cards.

A spokesman for the labour bureau, Mr G M Matthee, said the reason for the long queues outside the office was that the factories were still closed and people were looking for casual employment because they had "spent all their money".

Permanent work

"Unfortunately there is no act that may make a man work and these people don't want permanent work," he said.

"If a man is prepared to work we will find him a job. There is no reason for anyone to be unemployed in Cape Town."

"We try and assist them but we can't let all the elements inside."

A common complaint among the men was that they were often harassed by police and arrested while waiting outside the building.

"Yesterday 12 people were arrested and charged with loitering. I have been arrested before, and was fined R30," said one man.

Job adverts draw 1 000 to factory

Staff Reporter

AN offer of employment drew more than 1 000 people to a factory in Parow East early yesterday.

A queue began forming outside the factory gates about 7am. By 8am more than 1 000 people, mainly coloured women, had gathered and more trickled in throughout the morning.

"The response has been overwhelming," said Mr Terry Shulver, general manager of I L Back which placed three advertisements in the Cape Times over the Christmas period advising people interested in joining its clothing factory to queue there yesterday. The advertisements also offered benefits such as a six monthly service bonus and an attendance bonus.

Said Mr Shulver: "We aim to double our productivity over the next 12 months. I'll take on as many people as come to the gate. If 2 000 come I'll take on 2 000.

"It doesn't matter if they're untrained. We have six training schools in our building."

According to recent figures produced by the Department of Statistics, unemployment among coloured people in the Cape is on average 4,4 percent, being 3,6 percent for men and 5,9 percent for women.

"But unemployment among coloured people is probably higher than that by less rigorous definitions of the term," said Mr Charles Simkins, researcher at the South African Labour Development Research Unit at the University of Cape Town.

He suggested that the large turnout at the factory probably included people who already had jobs but were drawn by the benefits offered.

Part of the crowd of more than 1 000 people who applied for jobs at a clothing factory in Parow East yesterday.

Pakistan press ban eased

ISLAMABAD. — Pakistan's President Mohammad Zia-ul-Haq partly lifted press censorship yesterday, but then made clear that a ban on political reporting would continue.

He was opening the inaugural session of a civilian council charged with recommending ways of quickly ending martial law.

President Zia told the council that daily newspapers would no longer have to submit articles for censorship. But he later told reporters that as political activity was still banned in Pakistan, nothing could be written on this subject.

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Staff R

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No shortage of jobs for those with matric

(173)
D: Dispatch
14/1/82

EAST LONDON — There is no local shortage of jobs for whites, coloureds and Indians with matric, according to a spokesman for the Department of Manpower.

The spokesman said there were more job opportunities than applicants but that those with lower qualifications would find it more difficult to get jobs.

He said there was no problem in getting jobs for ex-servicemen. "There are numerous jobs available from clerks to technicians. There is especially a shortage of apprentices such as fitters and turners."

The spokesman said workseekers who had just left school and had to do their national service training in July were finding difficulty in getting jobs. "Employers are reluctant to take on employees they will lose in a few months time.

"Those who have to do their national service can, however, get a deferment by doing an apprenticeship."

He said white and coloured women with matric were in a position to get jobs easily but those with less education were at a disadvantage against blacks.

"What we are finding is job reservation in reverse. Many whites and coloureds cannot get less skilled jobs, which they would be quite prepared to take, because employers only get tax concessions on black workers."

The spokesman said there were a number of jobs available in the public service but the manpower shortage was not as critical as in other areas.

No statistics on black employment opportunities were available from the Department of Co-operation and Development yesterday. — DDR

Lesbians make good employees — HSRC

Cape Times 22/1/82

173

Staff Reporter

LESBIANS make good employees. The overwhelming majority of them attach a great deal of importance to their work and regard their jobs as offering more than a mere income.

This is one of the findings of Mr Willem Schurink of the Human Sciences Research Council in a report on lesbianism released yesterday. The report, made after four years of research, is the first of its kind in South Africa.

Of the 24 lesbians studied, the youngest was 20 and the oldest 55. Five were divorced, one widowed, one married and the rest were single.

'Gay girls'

Citing comments made by the women, the report found that work for lesbians was generally of more importance than for their heterosexual counterparts. As a result, the report stated, their work record in general was stable and what job changes they made were for the most part to do with aspirations for better work opportunities.

Explained one lesbian in the group: "I think work is of the utmost importance to gay girls in that they are unlikely ever to marry and therefore their earning capacity is obviously of greatest importance, so whatever they're going to do must be terribly important."

Said another: "You won't believe this but I love working." And another: "The most responsible and trustworthy workers I know are lesbians."

On the question of children, the lesbians' views conflicted. Some, particularly those who already had children, believed their life-style would not adversely affect their offspring. Another felt strongly that "children were for heterosexual marriages only".

Feminine

Explained one lesbian: "Many femme (as opposed to butch) lesbians have a need for children. It brings doubt and confusion to her friend, who has to hear daily about how much she wants a child. The relationship suffers. The butch partner is more stable on the subject. The mother instinct is diminished in her."

Other observations in the report were that lesbians prefer the women with whom they enter into affairs to act in a feminine way towards them; most of the women in the study could not be described as physically unattractive; love was important in their lives; with only one exception, they maintained contact with family members and there was usually at least one in the family who accepted their sexual orientation.

The HSRC emphasized that the study was objective and made on a non-statistical basis to determine the way of life and way of thinking of lesbians and not to determine the causes of lesbianism. The findings were tentative and subject to further research.

LABOUR MOBILITY

Deeds, not words

173

FM 29/1/82

Co-operation and Development Minister Piet Koornhof said recently that blacks should be given greater freedom to sell their labour. It's one of Koornhof's pearls of wisdom that sober-minded people would be happy to pick up. The trouble is that he is seldom able to translate good intentions into reality.

The whole question of labour mobility in SA is a sensitive one. White governments have for more than a century devised policies aimed at controlling the flow of black labour from rural to urban areas. This has reflected the job security fears of whites — once real, now largely illusory.

Since 1948 successive Nationalist governments have put an ideological cast on this practice and the party still clings to the belief that the homelands can provide an answer to the country's political problems.

It has changed its tune by tacitly recognising the permanence of urban blacks and scuttling the old decentralisation policy based on political, rather than economic considerations. However, it is important to note that this has not been done through any mitigation of influx control.

The misery that influx control inflicts on blacks has been well documented. What is not often appreciated is the harm that the controls have done to *whites* by preventing the economy from functioning at full capacity.

Research conducted by labour economist Charles Simkins of UCT shows that compared to some other countries SA is about 10% under-urbanised because of influx control. The country's cities and towns are therefore capable of supporting more people. Other researchers believe a significant level of home industry and self-employment can be created in urban squatter communities.

Minister Koornhof; Crossroads community ... cities can support more

Ultimately, the crucial question which remains is simply this: just how much more freedom of movement is government prepared to allow blacks? It seems likely that it will accept the Riekert proposals which will allow those blacks with permanent residence rights in urban areas to move freely from one urban area to another. This may be a welcome change, but as Simkins points out, it will not ease the disparity in incomes between the urban and rural areas.

Legislative obstacles

There are sound economic reasons why government should allow a far greater mobility of black labour — and move swiftly to remove legislative obstacles to this process.

- ☐ Labour mobility restrictions create more expensive labour and this encourages a trend towards capital-intensive industries.
- ☐ Labour is a production factor which SA has in abundance. By making it more expensive through mobility restrictions, SA's ability to compete in world markets is circumscribed, while the strength of the rand is undermined.
- ☐ Government accepts that while homelands are intended to reduce political problems, the economy must function as a unit. However, restrictions on black labour mobility contradict government's new growth point decentralisation policy.
- ☐ In an immobile labour force, skills are acquired less rapidly. Wages of a small number of skilled workers rise very rapidly creating inflationary bottlenecks and restricting economic growth.

Influx control also has the effect of making poverty and unemployment less visible and therefore less embarrassing and uncomfortable.

Experience and commonsense combine to show that the less governments interfere with the market's allocation of its basic means of production — land, capital and labour — the more productive they become.

Little rise in labour

(173)

S. Times 14/3/82

By Elizabeth Rouse

SOUTH Africa sailed through the biggest boom in its history on a remarkably small increase in its mining and industrial labour force.

The workforce of the mining, quarrying, manufacturing, construction, electricity, transport and communications sectors rose by a mere 6% from November 1979 to November 1981 from 2 869 802 to 3 045 029.

The increase from November 1980 to November last year was a minor 2,4%.

These small percentage increases in the labour force reflect the greater degree of mechanisation in South Africa's industries — a trend which started in the 1970s.

The high degree of mechanisation could have been achieved only in a young industrial country. Even the labour-intensive mining and construction industries underwent a transformation.

The number of black workers, who make up 63,7% of the total workforce in these sectors, increased by an overall rate of 6% over the two years, while the number of white workers rose by 5%.

Last year the monthly wage bill of workers in these sectors showed an increase of 26,2% to R1 434-million at November 1981. Since November 1979 it had leapt by 50,3%.

On a year's basis whites earned 24,5% more and on a two-year basis 46,8% more, with their total wage bill at over R760-million in November 1981.

On similar bases, blacks earned 27,6% and 54,4% with their total wage bill at R505-million in November last year.

Job situation will have to be watched, says chamber

Chief Reporter

THE economic affairs committee of the Cape Chamber of Industries said last night that the Budget would, as expected in the circumstances, dampen growth and expansion and that its effects would have to be closely watched "in relation to the creation of jobs for our growing population".

The committee said "regettable circumstances, many of them of external origin", had left Mr Horwood little alternative but to take the fiscal action he had announced yesterday.

"His efforts to restrain State expenditure are to be commended, as well as the priority he has accorded education and the country's manpower needs.

"He has attempted to finance the State's requirements in a non-inflationary way, but taking into account the additional tax on companies, the recent rail and postal tariff increases, the rise in fuel costs, high interest rates etc, industrialists are bound to feel the cost-squeeze.

"They are also likely to experience cash-flow problems."

The committee said the position would be exacerbated by an expected drop in consumer demand, which the increase in general sales tax and personal income tax was likely to have.

These may also encourage demands from labour for higher wages.

"The smaller entrepeneurs who need to be encouraged are likely to be particularly affected, and in the interests of employment creation it is important that their situation should not be overlooked.

Argus

Colder wind for unskilled, says survey

13/4/82

A SURVEY by Manpower International for the second quarter to June this year shows that the demand for labour in South Africa has dropped about 25 percent and is now lower than it has been since the last quarter in 1979.

For unskilled workers the 'winds of unemployment could start to blow a little cold,' the survey says.

The fall in diemand in the Transvaal is about 16 percent for whites and 13 percent for blacks, which apart from the first quarter of 1981, makes employment prospects in the Transvaal lower than they have been since early 1979.

In the Free State the corresponding figures are 50 percent and 65 percent which is nearly as low as the last quarter of 1979.

On average the decline in labour demand in the Cape has not been as marked as either the Free State or the Transvaal and the major drop tends to be in the Peninsula, with the rest of the province relatively stable.

The position in Natal is akin to the situation in the second quarter of 1976 shortly before the whole country experienced a sharp drop in labour demand across the board.

'In the industrial sector there are still a few sections where demand appears to be relatively strong.

'These include building construction and housing, computers and food and drink. Among the heaviest falls in demand are clothing and knitwear, fishing and shipping, engineering, hotels and tourism and pharmaceuticals.'

NATIONALLY

The survey found that nationally 21 percent fewer firms, compared with the second quarter of last year, were planning increases in white staff, while 23,6 percent fewer firms were planning increases in black staff.

At the same time 20 percent fewer firms intended to reduce the number of their white employees while 3 percent more companies planned cuts in black employment.

'In the Western Cape 5 percent more companies planned to increase white staff, 16 percent fewer planned to increase black staff, 80 percent more planned to decrease white staff and 107 percent more planned decreases in their black labour force.

Argus 13/4/82

'No job choice for most blacks'

173

Education Reporter

THERE is no occupation choice for the majority of black workers and guidance teachers should not even talk about choice as this leads to daydreaming which becomes increasingly abstract, according to a careers counsellor in Soweto.

Mr Edwin de Broize, who is establishing a careers centre in Soweto, was speaking at a conference on Guidance in a Developing Community at the University of Cape Town. The title of his address was Guidance for Unemployment.

He said the link between employment and politics was unavoidable.

POINTLESS

It was pointless to talk about self-fulfilment through work when the majority of people were driven through economic need to accept any job. There was alienation and rejection of work.

'Unemployment is linked to the economy. It is a social problem, not a personal problem. Guidance teachers must get across to the people in Guguletu, Nyanga and Langa that if they can't get jobs it is not because they are failures. It is because the system does not accommodate them in their country.'

ALTERNATIVES

On the positive side, Mr de Broize said teachers could give guidance on possible alternatives to formal employment.

These included job-sharing and development of 'leisure skills', or community activity people can engage in while unemployed.

Argus - 13/4/82

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...committee for investigation and report. His proposal was unopposed. — Sapa

...House, page 9

Cape Times 17/4/82 (173)

4m SA blacks are registered workers

Political Staff

HOUSE OF ASSEMBLY — New procedures have been introduced for the recruitment of black workers for employment in South Africa.

The Department of Co-operation and Development said in its annual report, which was tabled in Parliament yesterday, that the licensing of runners in the white areas of South Africa had been discontinued.

In future only salaried labour agents of employers or employer organizations would be licensed to recruit labour in the white areas of South Africa.

The department said labour agents would in future have to make their own arrangements for the conducting of recruited workers to their places of work "without the conductors having to be licensed".

It said that in June 1980, 4 005 909 "registered South African blacks" were employed in the Republic.

Of these, 554 967 came from Transkei, 613 416 from Bophuthatswana and 85 854 from Venda.

There were also 295 026 "registered foreign blacks" working in South Africa at the time, most of them on the mines, the greatest number of these from Lesotho (50 772).

The department also said "considerable headway" had been made in the implementation of the recommendations of the Riekert commission, as accepted by the government in a White Paper.

These included the elimination of discriminatory provisions, streamlining the labour bureau system and the elimination of some penalty provisions, as well as adaptations of more recent legislation.

The department said that negotiations were continuing with the governments of Transkei, Bophuthatswana and Venda as well as the governments of the national states "with a view to establishing central labour assembly centres on the main labour supply routes near the borders of these states" to facilitate the distribution of the labour influx and improve conditions for work-seekers.

provide a 24-hour service.

"For the amount of work we do here, the staff is not enough," the nurse said. "Fortunately we haven't had cholera yet," she added.

The Chief Commissioner of the Department of Co-Operation and Development in the Orange Free Stare, Mr A P Kruger, pointed out in an interview that a hospital was "only 12 km away" from Overwacht, in Thaba Nchu.

Onverwacht came into being as a result of people fleeing from the impending independence of Bophutatswana. The people were originally resident at Thaba Nchu location, but because they were South Sotho-speaking they were discriminated against.

The people were then moved to Onverwacht farm, 15km from Thaba Nchu.

Onverwacht is part of a comprehensive long-term plan to establish a new city for the South Sothos. According to a projection by the Department of Co-operation and Development, the city will have a population of 200 000 by the year 2000.

When the people first moved to Onverwacht, they were given tents for shelter and buckets for toilets. They shared communal taps.

The tents have all gone now and the khaki plains are covered by tin shanties and mud huts.

But more than three years after the camp was

A fair cry from Ploughton

WATER: People have to queue sometimes for almost the whole day in Onverwacht — there is only one tap to a hundred houses.

there was a tap at every home, more than 10 stands — which in some cases accommodate double that number of families — share one tap. Taps often run dry

the job-seekers from the camp.

Father Peter Brislin, of the Catholic Church in Thaba Nchu, estimates that 40 percent of the

for living, even under such subhuman conditions.

One woman said: "This is my house," referring to a craggy tin

Desperate youths swindled

BY ALINAH DUBE

ONVERWACHT has become the target of conmen who prey off its misery.

The SOWETAN heard a startling tale from two young men lured out of the Free State labour pool with the promise of a job.

Mr Johannes Lekgotlana (18) and Mr Lazarus Tinte told how two men, one white and one black, came to Onverwacht and told them "to prepare your things as fast as you can — if you want to find yourselves good jobs in Jo'burg."

Said Johannes: "We were all excited, but little did we know what we were in for.

"These men had showed us a corner where they would wait for us, and they warned us to be as fast as we could.

"Wishing us luck, some of our parents offered their hard-earned cents to us to buy food on our way. I, for instance, was given R10."

Lazarus said that "this white man often comes to Onverwacht for youths."

The youths said they became suspicious when the white man, whom they knew only as "Oubaas", suddenly stopped the car and demanded that each pay R10 for petrol.

But a bigger shock awaited them in Johannesburg, when "Oubaas" dropped them outside Ellis Park Stadium.

"Oubaas said he had lost interest in our labour. We told him we had no money but he dismissed us and said: 'Gaan julle weg'," said Lazarus.

30/4/82

Black workers in clothing industry in PWV area

173 Hmsard Q.61. 743 - 744

581. Mr. J. J. B. VAN ZYL asked the Minister of Industries, Commerce and Tourism:†

(a) In respect of how many Black workers was application made by the clothing industry in the PWV area in terms of section 3 of the Physical Planning Act in each of the latest specified five years for which figures are available and (b) in respect of how many Black workers were these applications granted in each such year?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM:

(a)	1977	.....	1 830
	1978	.....	761
	1979	.....	3 368
	1980	.....	1 701
	1981	.....	941
(b)	1977	.....	1 271
	1978	.....	720
	1979	.....	3 158
	1980	.....	1 701
	1981	.....	796

West Cape labour 'best in country'

ARGUS 5/5/82

173

Year		Total	
1970			
1971			
1972			
1973			
1974	20	418	x
1975	94	322	x
1976	05	331	x
1977	01	222	x
1978	47	377	x
1979		..	
1980		445	$
		460	

Fosatu Annua Report 1980/81

THE quality and sophistication of the labour force in the Western Cape were superior to the rest of the country, Mr J Roos, director of the Cape Chamber of Industries, said last night.

Speaking at the opening of the fourth Cape International Electric Exhibition in the Good Hope Centre, Mr Roos said although the Western Cape was relatively poor in minerals its excellent labour resources could act as an attraction in bringing industrial investment to the area.

HIGH TECHNOLOGY

He said that in view of the growing importance of the electric and electronic industries in society and the economy, labour "should to an increasing degree be channelled towards the so-called high technology industries."

He said the future of the economy and the solution to many of the country's economic ills depend on an adequately trained labour force.

While welcoming the recent announcement of special concessions to encourage industrial development at Atlantis, Vredenburg and Saldanha, Mr Roos said he was disappointed in the relatively low priority rating accorded the Western Cape in the Government's White Paper on deconcentration.

PERIMETERS

It was essential that encouragement be given to the development of industries on the perimeters of large residential areas, such as Mitchell's Plain, for a variety of reasons, including the need to reduce demand on public transport services, he said.

The exhibition was opened by the Administrator Mr Gene Louw. In welcoming representa-

tives from the United States, Germany and Taiwan, he said this was the first time that overseas interests had been involved in the exhibition.

DISCOVERIES

New discoveries and industrial developments, such as the integrated circuit and micro-computer, had opened up fascinating fields in the electronic industry, affecting the daily lives of all, he said.

In 1977, the total South African market turnover for electronic components was R23-million. This had almost doubled to R42-million by 1981.

More than 60 companies are participating in the exhibition.

Address

Telephone: (021) 433658

Officia Frazer

Area of n Cape

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1974 aff nd had disaffiliated by 1977/78 and with other ur in 1979

X WEDNESDAY, 5 MAY 1982 X

Hansard Q. Col. 749-751

†Indicates translated version.

For oral reply: ~~25+~~ 173 ~~200~~ ~~7~~ 5/5/82

Repatriation of foreign Black workers

*1. Mr. P. R. C. ROGERS asked the Minister of Co-operation and Development

What procedure is followed by his Department in regard to the (a) repatriation of foreign Black workers and (b) wives and children of such workers?

†The DEPUTY MINISTER OF CO-OPERATION

(a) The repatriation of a foreign Black worker is undertaken only when such person has been identified as a national of a foreign country. Thereafter he is granted the opportunity to withdraw or collect all moneys belonging to him from private institutions or persons. As far as his personal belongings are concerned he is allowed to either take it with him or to dispose thereof. When a Commissioner of the Department of Co-operation and Development is satisfied

that such a foreigner has been granted the abovementioned opportunities the latter is requested to complete a certificate to the effect that he has been informed of his repatriation and the opportunities referred to above have been granted to him. A rail ticket to his place of origin and sufficient rations are issued and he is escorted to a border post.

(b) The South African born wife of a foreign Black and her children born in the Republic of South Africa have a legal right of residence in the Republic of South Africa and they cannot be removed or ordered to leave the country if the man is repatriated. If they wish to accompany or follow him to his country of origin they are granted the opportunity of doing so. In such a case they are provided with the necessary travel documents, rail tickets and rations.

Repatriation of Mr. Philemon Sithole

*2. Mr. P. R. C. ROGERS asked the Minister of Law and Order:

(1) Whether the South African Police was involved in the repatriation of Mr. Philemon Sithole to his country of birth recently; if so, (a) why and (b) to what extent;

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

†The MINISTER OF LAW AND ORDER:

(1) (a) and (b) Apart from transporting this person at the request of the Commissioner (Co-operation and Development) between the latter's office and the prison and to and from Mr. Sithole's place of residence, the South African Police was not involved in his repatriation.

(2) No.

(173) Harvard Q.61.882 - 983

National states: industrial sector

21/5/82

631. Mr. R. A. F. SWART asked the Minister of Co-operation and Development

What amounts were invested by (a) the State and (b) foreign agencies in the industrial sector in each of the national states in 1979-'80 and 1980-'81, respectively?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a) *Amounts invested by State:*

	1979-'80	*1980-'81*
	R	*R*
KwaZulu ...	3 546 000	9 135 000
Gazankulu ..	259 750	98 575
Lebowa	—	1 365 000
Ciskei	1 532 000	7 883 000
QwaQwa ...	1 369 000	307 000

(b) *Amounts invested by Foreign Concerns*

	1979-'80	*1980-'81*
	R	*R*
KwaZulu ...	3 096 000	6 795 000
Gazankulu ..	72 000	100 000
Lebowa	—	1 007 000
Ciskei	969 925	6 593 000
QwaQwa ...	607 300	234 800

Amounts invested by Overseas Companies

	1979-'80	*1980-'81*
	R	*R*
KwaZulu ...	—	500 000
Gazankulu	—	
Lebowa .	—	
Ciskei .	300 000	3 818 000
QwaQwa . .	—	8 400

P.T.O.

(1) *Administration Board* *1980*

Western Transvaal	—
East Rand	98
West Rand	1 306
Eastern Cape	11

(2) Yes.

Administration Board	*1981*
Oranje Vaal	68
Southern O.F.S.	4
Highveld	73
Western Transvaal	4
East Rand	403
West Rand	1 593
Eastern Cape	51

Blacks: work opportunities

605. Mr. P. R. C. ROGERS asked the Minister of Co-operation and Development:

(1) What statutory bodies in the (a) national states and (b) Republic are responsible for the creation of work opportunities for Blacks;

(2) whether any such bodies are assisting in creating work opportunities within the national states at present: if so, (a) which bodies, (b) what was the number of additional work opportunities created for Blacks by each such body in 1981 and (c) what is the planned number of work opportunities to be created for Blacks by each such body in 1982?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) (a) The National Development Corporations in the various national states in conjunction with the Corporation for Economic Development.

(b) The Corporation for Economic Development Ltd.

(2) Yes.

(a) The Corporations mentioned in (1)(a) above.

(b) A total of 11 654 work opportunities were created during the period 1 April 1980 to 31 March 1981, namely:

Commerce and Industry

Economic Development Corporation	3 426
Ciskei National Development Corporation	1 403
Gazankulu Development Corporation	763
Lebowa Development Corporation	1 171
Qwaqwa Development Corporation	84
KwaZulu Development Corporation	719
Kangwane Development Corporation	190

Agriculture

Economic Development Corporation	1 996
Ciskei National Development Corporation	492

Transport

Economic Development Corporation	1 326
Ciskei National Development Corporation	84

(c) It is estimated that approximately 16 000 work opportunities will be created by the various Corporations during 1982, namely:

Commerce and Industry	12 600
Agriculture	2 700
Transport	1 000

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Black Allied Workers Union
Cape Explosives Industrial Workers Union
Chemical and Allied Workers Union
Chemical Workers Industrial Union
Chemical Workers Union
Durban Rubber Industrial Union
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
Federated Mining, Explosives and Chemical Employees Union
Industrial Salaried Staff Association
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial & Allied Workers
National Union of Motor Assembly & Rubber Workers of South Africa
S.A. Chemical Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
[illegible] Union

THE number of black apprentices jumped sharply last year to 495 from 82 in 1980, the National Manpower Commission says in its latest report.

The total number of apprentices rose from 10 527 in 1980 to 11 967 in 1981, with the sharpest increases occurring in the building, metal and mining industries and the South African Railways.

The commission says the slow increase in the number of apprentices gives cause for concern, especially if account is taken of the number of apprenticeship contracts in operation.

Interest in in-house training schemes grew further in 1981. The number of training schemes registered for tax concessions rose from 562 to 690 and the number of training centres registered from 52 to 218.

The number of people trained under the schemes rose from 150 174 to 226 244 in 1981, while the number of people attending the centres rose from 25 538 to 77 275.

WHITE PUPILS

The number of white pupils in South Africa last year increased by only 0,84 percent after rising by an annual average rate of 1,2 percent in the previous 10 years. The levelling off is expected to become even more marked in the years ahead.

The same trend is noticeable in the number of coloured and Asian pupils though it is far less marked.

On the other hand, the number of black pupils continued to increase, rising by 4,5 percent last year against an annual average increase of 2,6 percent in the previous 10 years.

Black pupils in matric increased last year to 43 000 from 30 000 in 1980.

The commission says the teacher-pupil ratio in black schools continues to improve, rising to 44:1 last year. In 1970 it was 65:1.

The drive to train more black teachers should bring about a further improvement.

Blacks at schools and colleges for technical education rose to 5 105 last year from 3 145 in 1980.

TRADE UNIONS

In 1981 11 black and 15 mixed trade unions were registered. One of these was a new union while 14 extended their scope. By the end of 1981 there were 200 registered trade unions with a total membership of 1 050 000, of which about 260 000 were blacks.

It is estimated that membership of unregistered trade unions is about 100 000.

The commission says the significance of the development of black trade unionism should not be underestimated.

"Blacks are gaining a substantially improved position from which to exercise a significant influence on their conditions of employment. This will not only improve the quality of their lives but will also affect the cost structure of businesses, which in turn may lead to productivity improvements.

"The improvements in the conditions of employment often do not remain limited to businesses or industries directly involved in negotiations but spread to others — this is how the free-market mechanism works."

ACTIVE POPULATION

The commission estimates the economically active population in 1980 (excluding Transkei, Bophuthatswana and Venda) was 8,7-million, which means there was an average annual increase of 1,6 percent from 1970. In this period the economically active black population rose by 1,2 percent.

People employed in the non-agricultural sector, based on sampling, rose by 144 000 or 3 percent in 1981. Job opportunities for blacks rose by 98 000 or 3,7 percent.

The number of people trained under the

Big jump in number of black apprentices

Argus 2/6/82 (173)

Tax-free cash subsidies for labour training

ARGUS 4/6/82 1726 173 1769

THE Minister of Manpower, Mr Fanie Botha, yesterday introduced a Bill providing for non-taxable cash subsidies for employers providing approved labour training schemes in decentralised areas.

This provision in the Manpower Training Amendment Bill replaces the existing system of tax rebates for training schemes.

"It is important to note that the subsidy will be payable to any employer except the State and that the training need not necessarily take place on the premises of the employer himself or in the same region," Mr Botha said.

"It could even take place in a self-governing or independent national state."

Employers in industrial development regions in self-governing states would also qualify for the cash subsidies, but this would have to be arranged with the co-operation of the governments concerned.

Mr Fanie Botha

In independent states, administration of the subsidies would be dealt with by the governments concerned, but the South African Government would contribute a rand for every rand contributed by the states themselves.

The Bill would be retrospective with effect from April 1 and the subsidy would be payable to employers who established themselves in the industrial development regions after April 1.

Employers established in the regions before then would be able to choose between the subsidy and the tax rebate.

The Bill went through all its stages with the support of all parties.—Sapa. 215

Year | | |

Cape Times 22/6/82

Servicemen need jobs

(234) (173 KB58)

Municipal Reporter

THE Mayor of Cape Town, Mr M J van Zyl, yesterday appealed to the business sector to help returning national servicemen find work.

Several hundred men would be returning to Cape Town soon, he said. They deserved "our full co-operation and help to find jobs and to resolve any other problems they may experience while adjusting back to civilian life".

"To this end, employers are asked to help by offering them jobs."

Employers in industry and commerce who were seeking young men for training in various fields could submit their requirements to the Department of Manpower Utilization and to firms that specialized in personnel placement.

People to contact were Mr Roux, Department of Manpower Utilization (45 7110 ext 98), Mr Clements of Management Placements (25 3890) or Mr Batty of MSL International Management Consultants (43 5286).

Mr Van Zyl said these people could also be consulted by former national servicemen and their parents.

Colour barriers inhibit growth'

Staff Reporter

MORE members of the labour force would have been able to contribute to the growth of the economy if discriminatory measures had been absent in South Africa, Professor J L Sadie of the University of Stellenbosch, said yesterday.

Professor Sadie, a professor of economics, was giving evidence before the President's Council's Committee for Economic Affairs.

He said among the most inhibiting were measures protecting white workers. This made it difficult for other groups to progress and hampered them from moving up to management and executive positions.

Although many discriminatory measures had been abolished, they were still practised, particularly in the central business district, Professor Sadie said.

'Will benefit all'

"It is difficult for other groups to participate in the central business district. If they could participate and use it as a learning experience, it would be beneficial to all."

In answer to a question, he said the black population appeared to be supporters of the capitalist system and were still prepared to accept the benefits of the system.

But the "new black entrepreneur" needed the liberating influence of the urban community. One would therefore have to look to Guguletu and Soweto to find him, as this could not come about in the rural areas.

RAND DAILY MAIL, Thurs

'950 new jobs needed for blacks every day'

Pretoria Bureau

AN "IMPOSSIBLE" 950 jobs had to be created for black workers every day, the annual conference of the Transvaal Agricultural Union was told in Pretoria yesterday.

The Letaba district union chairman, Mr Edward Vorster, also claimed the Government's industrial decentralisation programme had failed so far in its aims to control and reduce the flow of people from the platteland to urban areas.

Control measures so far instituted had not had the desired effect, he said.

In the forthcoming decade, he said, the picture was "anything but rose-coloured" — an estimated 305 000 extra blacks would join the urban labour force every year.

For blacks alone, it was neccessary to create 228 000 jobs every year and, if the flow to the Republic from the homelands was to be stopped, 118 000 jobs would have to be created every year in or near the national states.

Broken down, this meant an average of 950 new jobs a day had to be created.

Excluding new black workers entering the market, the figure dropped to 500 a day.

According to the economic development programme, industry had to create 35 000 new posts every year.

But over the past 21 years, the decentralisation effort had only created 151 744 new posts for blacks in decentralised areas — an average of only 7 226 a year, Mr Vorster said.

In 1981, 214 projects had been established in decentralised areas.

The total investment in the projects totalled R303-million — of which a large proportion was paid out in cash.

The total value of benefits to industrialists was R129-million.

This meant that for every job created, industrialists were offered R10 970 in concessions, he said.

It was apparent from this that efforts to decentralise industry had failed.

But agriculture had a part to play in job-creation — it had scandalously neglected the processing of its own products.

The time had come for agriculture to become more involved in the secondary processing of its own products.

This would not only advance decentralisation, but would be financially rewarding for farmers, he said.

By MIKE PEIRSON
Finance Editor

Be proud of our industrial relations laws, says Botha

S. Tribune 5/9/82

SOUTH Africa has nothing to hide and much to be proud of in its industrial relations legislation, Minister of Manpower, Fanie Botha, told a gathering of Durban businessmen on Friday.

"I believe the time has come for us to face our critics," he said, "and to prove to them that our industrial relations system and the well known principles on which it is based, is a sound one and is producing results — despite the desperate attempts by some elements to abuse the system for political and personal gain."

In 1981 the country lost four-and-a-half days for every 100 workers employed in the modern sector of the economy. This compared with Sweden 105 days, Australia 51, UK 45 and the US 35.

The average duration of strikes was reduced to 1,9 days during the first half of this year compared with three days in the same period last year.

At the end of 1981 there were 200 registered trade unions representing 1,1 million workers. A total of 260 000 black workers were represented by 61 of these unions compared with 150 000 at the end of 1980.

The Minister, however, sounded the same warning as he had to businessmen in Pretoria and Johannesburg early in the week: "Any employer who neglects the interest of the responsible and loyal part of his workforce is courting disaster and deserves little sympathy.

"It is beyond comprehension that any employer can forsake the loyalty of that part of his workforce which acts reasonably and which still rejects the rule of law.

"The time has come for many employers in South Africa to practice the philosophy of bowing backwards to the dictates of outsiders or militants. The choice is theirs.

"My message to them is stop hiding behind government, put your house in order and face up to your responsibilities. Stand on your own feet and be proud of it.

"To all trade union leaders I would say: sort out the false from the truth. There are too many people feeding off your backs who have not spent a single day at the work bench. Ask them what they are doing with your membership fees; ask them to expose their books to public scrutiny as any respectable company is required to do; and ask them who they serve."

The Minister said it was intended to modernise and extend the vocational guidance and placement services sponsored by his department.

"It makes no economic sense to train our workers if we do not also ensure that their skills are applied effectively. Too little attention is often devoted to this and too few employers and employees are utilising the free service at their disposal."

He asked during question time for more co-operation between companies over training programmes to avoid expensive and unnecessary duplication of ideas.

On the unemployment front the Minister provided some devastating figures. At a growth rate of 3,6 percent, unemployment can be expected to increase from 10,6 percent of the labour force (900 000) in 1977 to 21,9 percent (2,4 million) in 1987.

At a "favourable" 5 percent the figure is expected to reach 1,3 million by 1987.

"Even this second figure is a dangerous one," he said. "The challenge is clear. We must create 250 000 new jobs every year. The way to do it is through balanced regional development and growth and Natal and KwaZulu is of particular importance on account of the high rate of unemployment and fast population growth."

He added that the labour scene in this country was in a state of constant change and it was essential to ensure labour policies and legislation kept pace with labour practice.

There would be continued consultation with business in regard to legislative adjustment. The most important due in Parliament in the 1983 session were: the Condition of employment Bill; and the Machinery, Occupational Safety and Occupational Hygiene Bill.

These Bills will lead to the repeal of the Shop and Offices' Act 1964 and the Factories and Building Work Act 1941 respectively.

Also in the pipeline are amendments to the Labour Relations Act 1956 and legislation aimed at drastically streamlining the machinery and procedures for settling disputes.

"Further changes are due to follow in 1984 on the difficult and sensitive issue of the registration of trade unions; and the levels of collective bargaining; and the functions of the Industrial Court," he explained.

"Many employers in Durban are faced with demands for plant level bargaining and some of you have indeed negotiated such agreement in accordance with the philosophy of self government and also because there are no legal restrictions on such bargaining. And the Industrial Council System which has served South Africa so well for so long is under attack from certain quarters."

The Minister said, in question time, that while it was necessary to protect existing legislation it was also necessary to adapt to changing circumstances.

1,6m more jobs in SA by 1987, say the experts

Mail Correspondent

CAPE TOWN. — Job opportunities in South Africa — already suffering from a crippling shortage of skills — will increase from 5 400 000 in 1977 to 7 000 000 in 1987, an increase of 1 600 000, according to projections by experts.

The projections also show that by the end of the century only about one in 10 workers will be white.

An analysis by Professor J L Sadie of the Bureau for Economic Research at the University of Stellenbosch shows that whites will constitute a decreasing proportion of the labour force. Over the 20-year period from 1980 to the turn of the century, 80% of the additional supply will come from blacks.

Since the white population is already fully drawn into the skilled manpower market, the acceleration in meeting skilled manpower demand will have to come almost entirely from the ranks of the blacks.

According to Prof Sadie's analysis, about 900 000 blacks will have to be drawn into traditionally white management positions by the year 2000.

The most critical shortage of skills is in the technical field. A recent report by the Federation of Societies of Professional Engineers shows that the current number of engineering graduates is about half the demand. By 1985 supply is likely to shrink to one-third of demand.

It is at the technician and artisan level that the skills shortage is most crippling.

The Higher Level Manpower report of the National Manpower Commission says that for an annual growth-rate of 4,5%, South Africa should produce 9 500 technicians and 23 000 artisans annually. But the present output is 2 000 technicians and fewer than 10 000 artisans.

These are some of the Manpower Commission's projections of employment opportunities for 1987 (the 1977 figures are in brackets):

- Professional and related workers: 790 000 (481 000).
- Managerial and administrative workers: 212 000 (149 000).

Cost of creating new jobs predicted

PRETORIA — The South African Government will have to spend an average of R1 200 million a year to maintain the status quo in its national states, according to the chairman of the Economic Development Corporation, Dr J. Adendorff.

He said this in a speech at the 25th annual congress of the South African Bureau for Racial Affairs (Sabra) here yesterday.

Dr Adendorff predicted that more than 1 300 job opportunities needed to be created each working day to accommodate the number of workseekers in black communities.

Approximately half these jobs would have to be created in the national states, Dr Adendorff said, to maintain the population ratio between these states and the rest of South Africa.

"If we can't do this, we will have to deal with labour unrest and a drop in the standard of living," he said.

Taking into account the capital cost of approximately R8 000 for each new job created, R1 200 million would have to be spent in the national states each year to accommodate the approximately 300 000 workseekers entering the market. He predicted that the new decentralisation measures announced recently would do a lot to increase industrial development but said there was also a need for agricultural expansion in the national states.

It was unfortunate that industrial decentralisation was largely ignored by the bigger undertakings, he said.

The national states possessed 23 per cent of South Africa's agricultural potential which could feed 25 million people if fully utilised.

But the communal land ownership system posed a serious threat to the achievements of this goal.

A member of the EDC, Dr Paul Hoogendyk, said education was not keeping pace with the rapid population growth in black states.

The teacher—pupil ratio in primary schools was roughly 1-60. Commercial and technical training — the most essential for economic development — did not receive the necessary attention.

Professor Hercules Booysen, head of the department of constitutional and international law at the University of South Africa, told the congress that power-sharing between whites and other groups in South Africa would fail because of considerable ethnic differences. — DDC.

Section D

FM 17/9/82

173

JAN HUPKES

Hidden costs

Jan Hupkes, Professor of Economics at Unisa's School of Business Leadership, is to chair a study group on tax legislation as it relates to leasing. He spoke to the *FM* this week.

FM: What status will it have? When do you hope to report and when will you call the first meeting?

Hupkes: It will be a study group composed of government and private sector representatives from banking and industry. It will report to the standing committee on tax reform, which is an adjunct of the Department of Inland Revenue. I hope to call the first meeting in September and report back not later than January 1983.

Bankers are very keen to see one act, instead of the current four, to cover all aspects of leasing.

That is our ultimate aim, to rationalise the relevant legislation.

I understand that the terms of reference will embrace all non-cash transactions. Where do you think the emphasis will fall within this broad classification?

The intention is to cover the whole spectrum from ordinary hire purchase to project finance transactions. I don't want to get bogged down in detail but I feel that the emphasis will be on the larger deals. But really the only terms of reference I have are to approach the whole thing as an economist and look at the broader applications, as well as costs like opportunity and hidden costs. I will also look at the effect of leasing tax on the economy and the whole question of labour versus capital intensive industry.

Are you saying that a project, perceived by the authorities to be detrimental to growth in job opportunities, now or in the future, might be penalised from a tax point of view?

You can't be too hard and fast on this one. But in the past the whole structure of our economy was based, probably unintentionally, on becoming more capital intensive. We have the Physical Planning Act which limits the number of Africans a company may employ and negative real rates of interest which artificially lower the cost of capital goods. These are actually contrary to the broader requirements of this economy which should be to become more labour, not capital, intensive. I don't want to go off beam and say "Small is beautiful" and Schumacher and all that, but I will look at the implications of certain fiscal policies.

Could the group herald a shift in policy emphasis towards a more labour intensive economy?

That may well be the case.

You mentioned cost implications. Could you explain what you meant?

This is one of my hobby horses. There are so many hidden subsidies in this economy that you really don't know what the cost of a tax is. For example, we didn't assess the cost to the economy as a whole of allowing the commercial banks to take the Land Bank debentures as part of their liquid asset requirements. It hit the discount houses and money supply growth went out of control and up to 41% in the first quarter this year. So the cost to the economy of that subsidy to the agricultural sector was the potential for inflation which those measures created. I will bear this in mind when considering things like the cost of tax officials policing contracts.

To what extent do you think the consumer should be protected by the authorities in a free enterprise economy?

Basically my approach is free market. But we must face the fact that people come into our money economy from a subsistence economy and they are unsophisticated buyers. In general these people need protection in commerce. But it must always be related to the cost of the benefit derived.

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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● NEAR 43% LEAP IN TURNOVER BAFFLES EXPERTS

Big surge in job-hopping costs R1 500-m

173 S. Times 26/9/82

JOB-HOPPING South Africans cost private sector employers a staggering R1 500-million in the year to end-July.

At least three million workers of all races switched employment. As surprising, turnover among white staff in the period February to end-July this year leapt an unprecedented 40%-plus to 34%.

This compares with only 24% in the previous six months, in which turnover subsided.

These findings emerge from the most comprehensive employment and salary survey yet conducted in South Africa, covering more than 500 companies and 550 000 employees.

The survey was conducted by the survey unit of the P-E Consulting Group, the country's largest firm of management consultants.

Ian Hipkin, manager of the P-E survey unit, notes that the figures "represent a staff turnover rate of about 30% of the country's entire economically active population".

He says Asians were the most mobile, at a whopping 36%, followed by whites.

Coloureds came next, on 33%, while — another surprise — blacks were the most stable on 26%.

By STEPHEN ORPEN

Women changed jobs more frequently than men, and Transvaal companies saw more new faces than industry elsewhere.

Mr Hipkin: "The relatively high turnover among whites could indicate that the demand for highly skilled staff has not been affected by the downturn in the economy.

"Usually, for instance, we see construction sector people hanging on to the jobs they've got more grimly, and sooner, than employees in other areas.

"Of course, this is because construction typically reacts first to any change in the economy's groundswell.

"Yet this time round the construction industry was by far the most fluid employment sector."

Other leading personnel and placement specialists are bewildered by the new figures.

Says one: "Job-hopping has typically been cyclical, increasing during boom times and contracting during recessions.

"Suddenly the trend appears contra-cyclical, which can mean only two things.

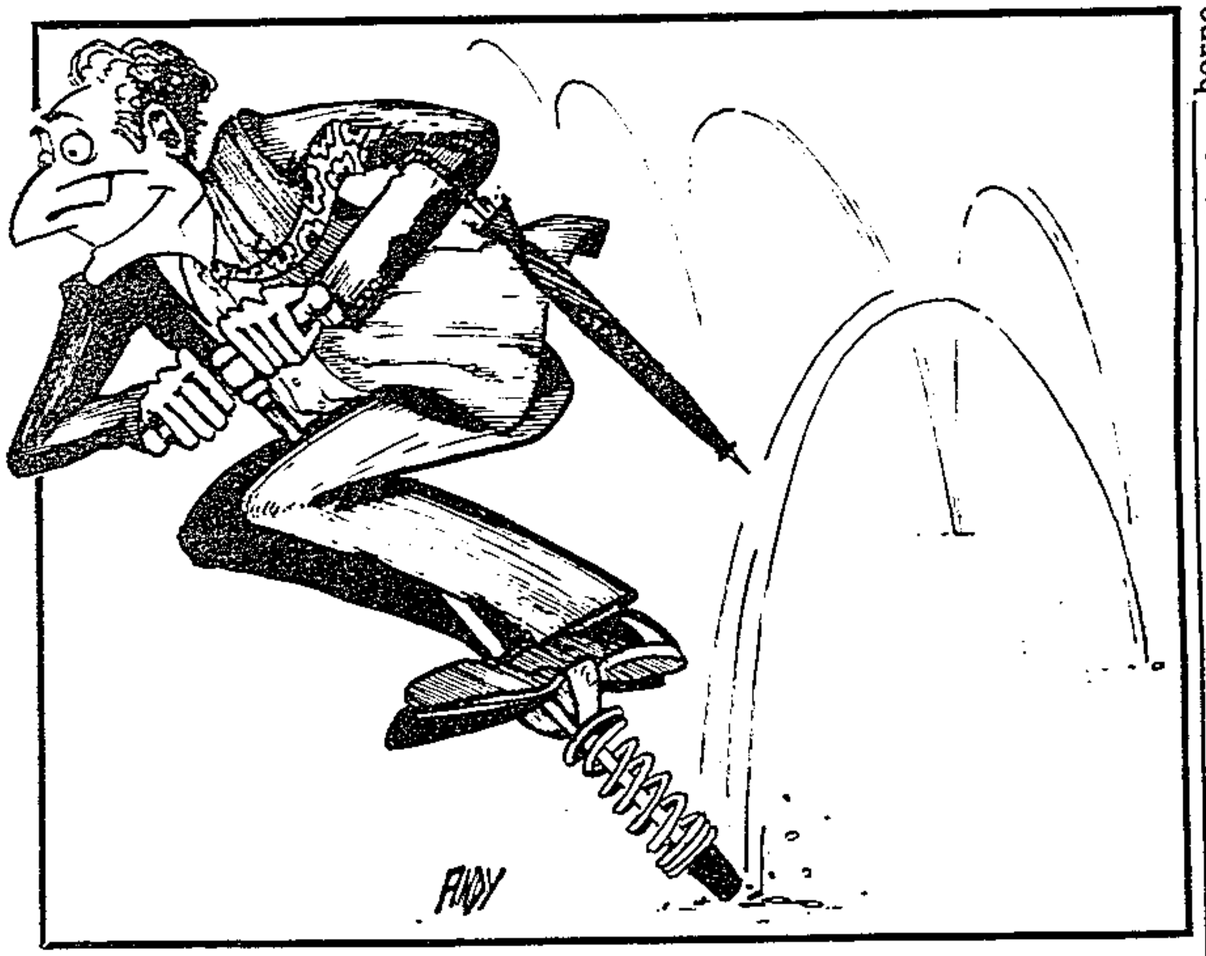
"Either we're not yet in true recession but in a phantom one. Or the shortage of skills at all levels in the country has become so acute that, even in conditions of zero economic growth, we are desperately short of good workers, so that employees can afford to risk switching between organisations.

"If the second case applies, one wonders how we will ever have another boom, which will demand another upswing in employment.

"The leap in the turnover among whites is perhaps understandable, as in this sector we still have virtually full employment.

"But the movement among blacks, although much more modest, is puzzling."

Artisans continued to be the most nomadic employees in the primary production, mining and manufacturing fields, although they were overtaken by clerical and secretarial staff as the most mobile job-hoppers.



General administration personnel and operations and management staff filled the third and fourth positions respectively.

The survey also revealed that 75% of resignations and dismissals in the participant organisations occurred within the first two years of service, with the first year being the most susceptible period.

"By far the most stable bracket was that embracing people with 10-15 years service, where there was very little movement, whilst the mobility rate slackened off noticeably after three years," adds Hipkin.

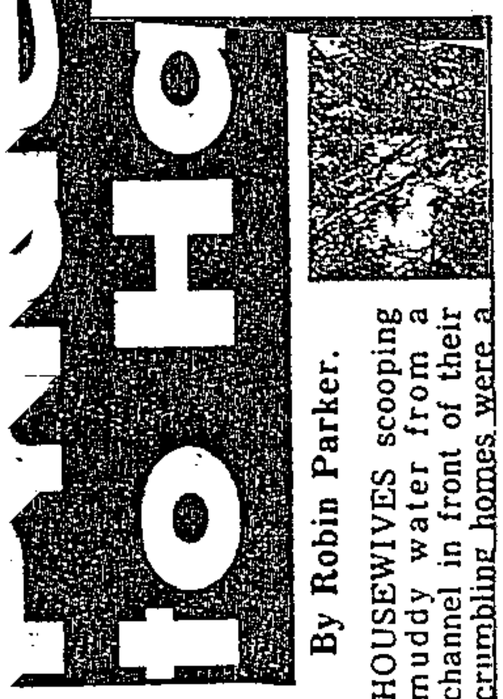
Significantly, amongst wage earners the highest turnover was in the R1,25 and R2,50-an-hour bracket, which accounted for 65% of the mobility figure.

The unpredictable construction industry, and mining and manufacturing concerns, were the major employers involved.

Salaried staff receiving pay slips for less than R750 a month made up two out of every three job changes, followed by those in the R750-R1 000 bracket, who experienced a 16% turnover.

The survey stresses, however, that these figures are

● To Page 3



HOUSEWIVES scooping muddy water from a channel in front of their crumbling homes were a

By Robin Parker.

760 jobs a day needed, says expert

Star 29/4/82 (173)

By Jean Hey

South Africa would have to create 760 new skilled jobs every day, or open a new gold mine every three weeks by the year 2000 to avoid drastic unemployment and revolution, a leading historian has warned.

Professor A P J van Rensburg, professor of African history at the University of Pretoria and author of more than 12 books told the Barclays Executive Women's Club in Johannesburg yesterday that for South Africa to survive, apartheid must die and the country's economic growth rate must improve drastically.

"South Africa is the only industrial nation in Africa, but it ranks third from the bottom in the industrial world. Skilled labour and industrial growth is what South Africa needs," he said.

"Before 1980, the only people who talked about change in South Africa were the blacks and the English Press. But all of us must decolonise our attitudes and accept blacks as fellow South Africans, otherwise we will not survive. Without a change in attitude, no policy in South Africa will be effective."

Blacks also needed to change their view of whites and realise that not all of them were racists, he said.

"Afrikaans and English people only learnt to appreciate each other in 1910 when they sat in the same Parliament and talked about the future of South Africa. Sooner or later there must be a new dispensation in South Africa."

Professor van Rensburg said that though there had been a move away from racism in South Africa during the past five years, the changes were not big enough.

"It is very possible that at present the Russians are pressing Samora Machel of Mozambique to open a second front against South Africa, and Robert Mugabe to open a third front on the Limpopo River in 1984," warned Professor van Rensburg, who described Mr Mugabe as a man of integrity and great political ability.

If Mr Mugabe should become a strong marxist, the white electorate in South Africa would swing to the right and the potential for revolution in this country would double, he said.

Discussing the black leaders of South Africa, Professor van Rensburg said he believed that with the possible exception of Chief Gatsha Buthulezi, they had all lost their credibility among the black people, who believed they had become part of the system.

Professor van Rensburg warned that those who believed the African National Congress was not active in our urban centres were "living in a dream world."

MR ROEL Reitsma, who wants to employ retired people.

Work plan for the retired

Mercury Reporter

PENSIONERS who find they are getting bored in their retirement and would like to earn extra money may have the opportunity of doing so.

Mr Roel Reitsma, joint owner of a light engineering firm in Umbilo, recently placed an advertisement in the Press offering part-time jobs for pensioners.

'I think that some old people, who are still perfectly capable of working, get bored in retirement. Playing bowls and golf cannot keep a person fully occupied all the time.

'I also think that some pensioners could use extra money.'

Mr Reitsma said he needed employees at his firm to help with various jobs, ranging from lawn mower sharpening to bookkeeping.

Part time

'But I only want to employ pensioners on a part-time basis. If they each work for one or two days a week, I can employ a few people to fill each available vacancy and give more pensioners a chance to earn a little extra money.'

He said the response to his advertisements had been 'overwhelming'.

'The amount of experience the people who have written to me have is unbelievable.'

Meanwhile, a national organisation for pensioners and retired people intends opening a branch in Durban.

The Association of Retired Persons and Pensioners will be holding a meeting on Thursday at the Royal Durban Light Infantry Bowling Club and retired people and pensioners are invited to attend.

Manpower at critical stage, says Hersov

JOHANNESBURG. — In his annual review, Mr Basil E Hersov, chairman of Anglovaal, said complex problems were emerging in the manpower field because of the local shortage of skills and because of the difficult period the country was undergoing while effective collective bargaining methods were being developed.

But he said the critical industrial relations issue must not be seen in isolation as there were many factors which influenced this sensitive area. These ranged from the exclusion of blacks from the proposed constitutional reform, to controlling the movement of people and thus their ability to offer their services in terms of free-market principles and contribute to the country's economic growth.

Mr Hersov continues: "For as long as one of the main platforms for effective expression of black political opinion remains the labour field, commerce and industry must be prepared to face particular challenges in this area. The manner in which the government proceeds to deal with these and other issues will, accordingly, strongly influence development in the field of industrial relations."

He was encouraged by the way the government changed the draft bill covering new local government structures for blacks, following pressures from the private sector headed by the Urban Foundation. Although the "critical issue" regarding the provision of finance still had to be resolved, the act seemed to confer real power on the new black municipal authorities and had removed the ministerial discretion.

On the other hand, the proposed Community Development Bill appeared to contradict the new direction of the local government act. Mr Hersov hoped the parliamentary select committee, which now has the bill, would change it "to bring it into line with the spirit of the new local government legislation".

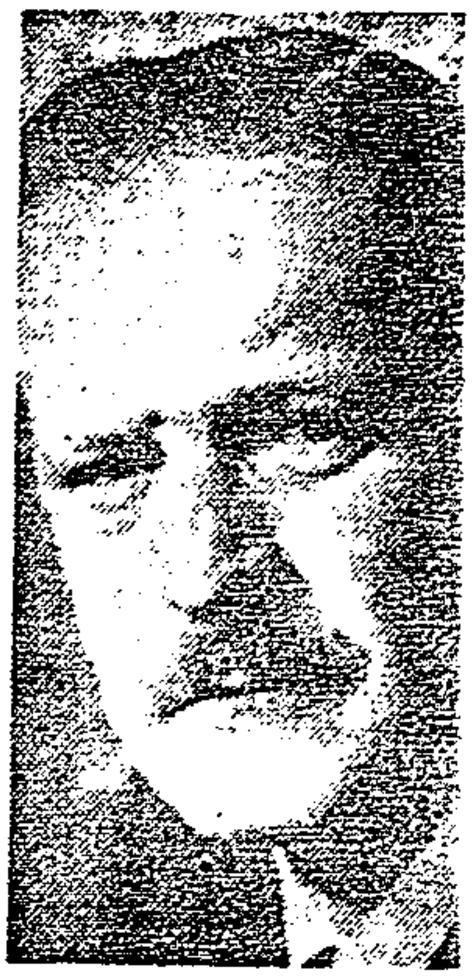
The third bill covered influx control and was the most critical.

"In many respects," the chairman continues, "it falls short of the recommendations of the Riekert Commission accepted by government and fundamental amendments will have to be made to bring it into conformity with the minimum requirements of business in South Africa. The continuing affront to human dignity, the adverse impact on race relations and the frustrations and cost to commerce and industry in the past are too heavy a burden to pay for the futile attempts to control urbanization through penal provisions."

Encouragingly it had been decided to postpone introduction of this legislation until after the election of local black authorities in terms of the new act.

GENERAL NEWS

Step up training, industrial chiefs told



Dr Hennie Reynders

By Tony Davis, Labour Reporter

The private sector is still not doing enough to improve labour relations in the workplace, says a report released by the National Manpower Commission last week.

The chairman of the commission, Dr Hennie Reynders, says in the preface to the report on labour relations and funding for industrial training, that blame was laid at the door of top management for not being active enough in training.

"A change seems to be taking place, but it is still unfortunately slow to manifest itself and seems to be occurring only in the larger businesses," Dr Reynders says.

The report found there was still a great need for labour relations training in South Africa and says that:

- In a free enterprise system the State should not be involved directly in labour relations training.
- For the foreseeable future the State will have control over private training centres although this will be constantly under review.
- The National Training Board should launch "as a matter of urgency" a programme to promote labour relations training and provide guidelines on financial support for such training.

The NMC report also looked at the issue of a levy system to promote and finance industrial training, and concluded that preference should be given to voluntary action by the private sector.

Compulsory levies would be contrary to the principles of a free market economy and could lead to more administrative red tape, the report says.

However, legal provision had to be made for some form of State intervention in industries with sizeable training requirements, but which had not made use of the voluntary arrangements, and to expand training schemes for artisans in all fields.

F CAPE TOWN
ANSWER BOOK

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Business urged to recruit locally

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Financial Staff

Urging employers to recruit locally for their labour needs, the Minister of Manpower, Mr Fanie Botha, said yesterday that South Africa had the manpower to fill even the highly technical jobs.

On productivity, the Minister laid the blame squarely on the shoulders of the employers.

"The productivity of the South African worker is among the lowest in the world and the people responsible are the employers who are generally loathe to train until the carrot of tax concessions and cash payments by the Government is introduced," he said.

Opening the new Germiston premises of chemical processing group Magcent, Mr Botha said a sustained rise in the level of living could only be based on a simultaneous increase in productivity and this could only be achiveed hrough the joint and genuine efforts of employees and their workers.

"I am concerned that South Africa should still find it necessary to import skilled workers on every occasion that some jobs have to be done which require special expertise."

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WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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Rem 30/1/82

More black interest in skills

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By SAM MASEKO
Pretoria Bureau

BLACK youths with high school training are more interested in technical work than clerical employment, according to a report by the Human Sciences Research Council.

An investigation into labour potential conducted by Mr Kobus Slabbert, of the Institute for Manpower Research, shows that urban youths prefer semi-skilled labour, trades, transport and delivery work, whereas rural youths were mostly interested in trades.

"Urban youths are realistic in their first and second choice of work, since the qualification that they have exceeds or equals the required norm for the job concerned.

"Rural youths, however, are unrealistic in their first occupational choice, since 95% prefer to practise a trade, but do not have the minimum qualification of Standard 7 required for admission to an apprenticeship," Mr Slabbert said.

He said salary played the most important role in youths' choice of an employer, and unsatisfactory working conditions were the main reason for avoiding a particular organisation.

He said rural youths expected a higher salary than that offered by employers, whereas urban youths' salary expectations corresponded with what employers had to offer.

The principle of employing well-trained persons in high-level occupations was not yet general practice.

"In more than a quarter of cases, youths with Standard 10 are still employed as labourers, operators, and semi-skilled workers. Bearing in mind that youths are often unwilling to do manual work, this situation could give give rise to unemployment."

According to the report, unemployment among black youths is a serious problem, and the negative image that employers have of them could further increase unemployment in this group.

1982 recession, 1983 consolidation and adjustment — Seifsa

THE final quarter of last year reflected definite recessionary conditions in a number of major sectors, particularly the important iron and steel industries, the Steel and Engineering Industries Federation of South Africa (Seifsa), said in their review of business conditions in the metal and engineering industries during 1982 and outlook for 1983.

Real economic activity in the metal and engineering industries started to slow down towards the end of 1981, but retained some carry-over momentum from the relatively satisfactory growth rate of 1981 during the first half of 1982.

But it declined sharply from the third quarter.

In addition to softening domestic demand, widespread reductions in inventories towars the end of the year, and some postponement of planned capital investment, both in the public and private sectors, aggravated the general downswing.

During 1982, conditions generally, reflected the overall contractionary phase in national economic activity. However the heavy electrical machinery industry, the telecommunications and electronics sectors and some sub-sectors of the large and heterogeneous engineering industries were able to report growth rates above the estimated 1% rate for the economy as a whole.

Physical production volumes in the basic metals sector, particularly in the ferrochrome sector of the ferro alloy industries, showed a month by month downward trend during 1982. Both domestic and export demand for steel products weakened considerably in the final months of the year and output of steel ingots is now expected to be some 8 500 000 tons as compared with the 8 800 000 tons of 1981.

The continuing crisis in the Western European steel industry also severely affected steel exports which are expected to show a drop of some 36% in tonnages exported for 1982 compared with the previous year.

Steel producers are not anticipating any turn around in the world steel market until mid-1984. Despatches of rolled and drawn steel products, including stainless steel also expected to drop by some 15% during 1983, and entered a new term prospects look bleak.

In contrast the steel construction industry reported an overall drop in activity which accelerated towards the end of the year with the severe pruning of development programmes in the public sector, including the South African Transport Services.

Fabricating shops also reported considerable unused capacity in the second half of the year and no correction is seen in the short to medium term. Despite this downturn, the structural steelwork sector, in particular, reports a continuing shortage of artisans, draughtsmen and technicians and is busy with intensifying its efforts in the field of manpower development and training.

Despite the current severe economic slowdown in the metal and engineering industries, the 1980 phase of expansion during 1981, maintained relatively satisfactory production levels and, despite the overall recessionary trends, anticipates some further potential for import eplacement and export demand in the medium term.

The export-intensive ferro alloys industry faces similar difficult trading conditions to the iron and steel industries and is operating at substantially reduced capacity. Output for 1982 is now estimated at some 1 100 000 tons 7,7% below 1981.

The substantial capacity in the foundry industry continued underutilised during 1982 and demand is expected to weaken further during 1983 in line with the declining activity of major end-users in the automotive, heavy engineering and mining industries.

The metal fabricating and engineering industries reported a general slowdown in activity with substantial deterioration in trading conditions during the final quarter of the year.

In particular, manufacturers of agricultural and irrigation machinery and equipment experienced a considerable drop in order intake and production levels in the latter half of the year as a result of the overall deepening downturn, higher interest rates on loans from the bank and the fall in real agricultural output due to unfavourable weather conditions.

Automotive component manufacturers reported relatively satisfactory demand throughout the first three quarters of the year with a marked fall-off in demand in the final quarter, where new passenger and commercial vehicle sales dropped by some 20% compared with the same period of 1981.

The

SA needs 1 300 new jobs a day — EDC chief

(173) RDM 5/1/83

By PATRICK LAURENCE
Political Editor

THE creation of jobs for the fast-growing black population is the biggest challenge facing South Africa today, according to the chairman of the Economic Development Corporation, Dr Johannes Adendorff.

The annual increase in black work-seekers will rise from the present 230 000 to 360 000 by the turn of the century, he says in the latest Journal of Racial Affairs.

"Roughly calculated that means nearly six-million new work opportunities for blacks alone will have to be created by the year 2 000 — not less than 1 300 every working day of every year," he says.

To maintain the present population ratio between the black "national states" and white-designated South Africa, about half the jobs will have to be provided in these states, he says.

"If this demand cannot be fulfilled labour unrest and and a lowering of living standards will follow," he warns.

He calls the financial implications of the challenge "disturbing" and says at least R1 200-million a year will have to be spent in the national states merely to prevent worsening unemployment.

He says the difficulties facing his corporation's task of creating more jobs are compounded by the limited funds made available by the State.

It provides only 24% of the financial needs of the corporation, forcing it to seek loans on the capital market at high rates — with the result the development tempo is slowed down.

In conclusion Dr Adendorff says it has become customary among some to criticise development programmes.

"Magic words like rationalisation, private sector involvement, establishment of a development bank and so on are seized and admired as if (they) will open the sluice gates of scarce development capital and, with the wave of magic wand, provide all the necessary skills."

SA's future in 'sweat equity'

(173) E. Post 15/1/83

ONLY through labour-intensive "sweat equity" methods does South Africa stand a chance of coping with its massive and growing housing problems.

This is the considered view of Mr H G Jesson, well known in Port Elizabeth building circles for his efforts to design and evolve low-cost building systems which match muscle, not just money, against the problem.

By Owen Parker
Property Editor

"I believe the time has come when we in South Africa should introduce a new concept into the building industry, based as much as possible on manual labour.

"This should operate parallel with, but independent of, the existing capital-intensive/labour-saving industry," says Mr Jesson.

This innovation would furnish work for thousands of untrained people, and provide homes for hundreds of thousands more, he believes.

The South African situation, he said, was unique in that the population comprised of several totally different ethnic and economic groups.

"One such group, by far the largest, consists of millions of black people, the majority with little education and consequently with little prospect of getting a remunerative job.

"For logical reasons, South Africa's existing building industry, greatly influenced by European methods, developed quite naturally into a capital-intensive/labour-saving operation."

What training schemes existed in this section of the industry were geared to those with fairly good educational standards, he said.

To stimulate a housing programme and at the same time provide many job opportunities, Mr Jesson suggested that a national building and housing board, similar to one operated by the then Rhodesian Government between 1946 and 1950, should be formed.

Such a body, he said, could rally support and specialised knowhow for the project to build simple but adequate housing.

Mr Jesson told Property Post: "I have tried to rediscover and up-date the lost art of manual building techniques and show how they can be implemented profitably.

"Properly organised and with minimum 'on-site' training, unsophisticated people could build all the houses they need in double quick time."

Organisations like the Urban Foundation, he suggested, could play a part in helping to train people in the use of the very simple hand-operated equipment.

During this process those displaying inherent ability as site supervisors could be chosen to over-see the making of the building blocks and the operating of the hand-operated concrete mixers.

To produce a concrete or "breeze" of a satisfactory quality, Mr Jesson suggests the use of a hand-operated concrete mixer and gauge boxes.

"This should eliminate all guesswork by ensuring the proportions of aggregate to cement to water do not vary," he said.

There were several different ways of tackling construction, the most satisfactory being to confine each man (or gang) to a minimum number of operations.

Several of these gangs, each specialising in a particular type of work, formed a complete construction unit.

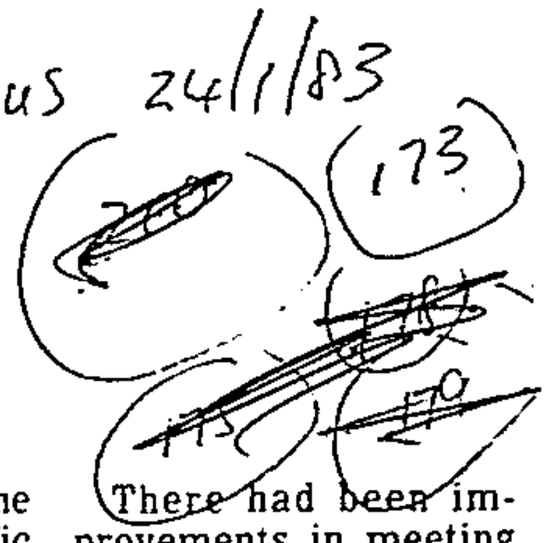
Transport requirements for supplies in different areas would vary widely, he said, and in country areas even the scotch cart and donkey should not be scorned.

Mr Jesson's dedication to solving South Africa's housing dilemma through these "grassroots" means has firmly entrenched his faith in hand-operated concrete machines.

His firm is now responsible for the manufacture of a compact and portable hand-operated machine capable of making six bricks at a time.

Public Service 'leaders in training'

ARGUS 24/1/83



Political Staff

THE chairman of the Commission for Administration, Mr Jimmy van der Merwe, says the Public Service has taken the lead in the utilisation and training of personnel from all population groups.

The staff situation was not as bad as some people made it out to be, and considerable use was already being made of coloured, Asian and black personnel, he said.

Mr van der Merwe had been asked to comment on reports about serious staff shortages in the Public Service, including reports based on evidence to the Select Committee on Public Accounts.

The committee's latest reports indicated that the State was losing millions in uncollected tax because of staff shortages, and that most departments had staff difficulties.

Mr van der Merwe said the need for more personnel was a matter that could not be generalised. There were many facets of personnel requirements, some unrelated to others.

Although certain needs existed in some areas of the service, there were other areas where considerable progress had been made in the use and training of personnel.

CIRCUMSTANCES

He did not like the term "shortage" and preferred to speak of "needs".

Personnel needs in the public sector were also determined by circumstances, such as in times of drought or when disasters occurred.

Public Service personnel needs were also related to conditions in the labour market in specific fields.

Mr van der Merwe said some Press reports about the reports of the Select Committee on Public Accounts had given a distorted impression of the personnel situation.

Asked whether any steps were being considered to use more black, coloured and Asian staff, he said he preferred not to consider this matter in terms of race.

The Public Service had made considerable use of personnel from all population groups over the years.

Because of steps taken by the State in recent years, there had been "good progress" in the personnel situation in such areas as Inland Revenue, Finance and the judiciary.

There had been improvements in meeting qualitative needs. In education there had been considerable improvements through the upgrading of black, coloured and Indian teachers, for example.

Full use would be made of all personnel, irrespective of race, if they had the right qualifications.

Many job opportunities had been created for black personnel through the development of the national states.

UNDERESTIMATED

The total utilisation of personnel from all population groups by the Public Service was under-estimated.

The public sector was giving the lead in the utilisation and professionally orientated development and training of personnel from all the population groups, Mr van der Merwe said.

10/2/83

(173) Hansard Q.61.67 -70

Economically active persons

31. Mr H. H. SCHWARZ asked the Minister of Constitutional Development and Planning

What is the total number of (a) White, (b) Coloured, (c) Asian and (d) Black (i) males and (ii) females in each age group from the age of 17 who were economically active in the Republic as at the latest specified date for which figures are available?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

	(a)	(b)	(c)	(d)
(i)				
Age group:				
17–19	58 560	55 700	9 900	205 580
20–24	166 820	111 640	31 740	693 620
25–29	179 920	93 960	34 240	651 500
30–34	183 560	75 880	30 220	535 120
35–39	166 220	58 140	25 040	442 500
40–44	136 880	50 780	19 660	363 800
45–49	112 160	41 620	14 540	295 940
50–54	97 540	30 580	10 700	227 600
55–59	80 920	21 360	7 160	164 080
60–64	47 900	12 100	3 700	90 360
65–69	25 440	4 640	1 500	46 500
70+	16 780	2 720	740	38 980
(ii)				
17–19	44 700	43 980	8 140	123 240
20–24	117 280	86 800	16 460	345 140
25–29	93 000	60 440	11 820	306 440
30–34	83 580	43 920	9 680	239 280
35–39	75 360	33 100	7 020	197 980
40–44	63 040	27 460	4 880	164 340
45–49	51 680	19 540	3 400	130 360
50–54	41 000	13 520	1 500	90 380
55–59	31 380	8 860	960	59 680
60–64	15 920	3 600	220	32 200
65–69	7 660	1 340	160	11 280
70+	4 500	820	80	8 180

Population Census 6 May 1980.

CAPE TIMES 11/2/83

Report 'highly critical in parts

Industrial E[illegible]er

THE Kleu study group report on industrial development strategy is highly critical of several facets of South African industry.

Economic achievements of industry did not meet the requirements which could be expected of a leading sector, the group found. Key shortcomings included:

- In contrast with the primary production sectors, manufacturing was a net consumer of foreign exchange.
- Industry was more capital intensive than the primary production sectors and the gap would widen unless steps were taken to encourage more labour-intensive production techniques.
- Manufacturing compared poorly with the primary sectors in terms of the productivity of its employment of capital.

"As things stand at present, therefore, there is no economic justification for developing industry at the cost of the primary production sectors."

Efforts would have to be made to improve the economic performance of the manufacturing sector and it was recommended that immediate attention be given to the overhauling and refurbishing of technological policy.

The study group recommended that an intensive effort be made to raise the productivity of all resources in industry and that the government regard this as a matter of the highest priority in its financial support.

Sanlam Economic Survey.

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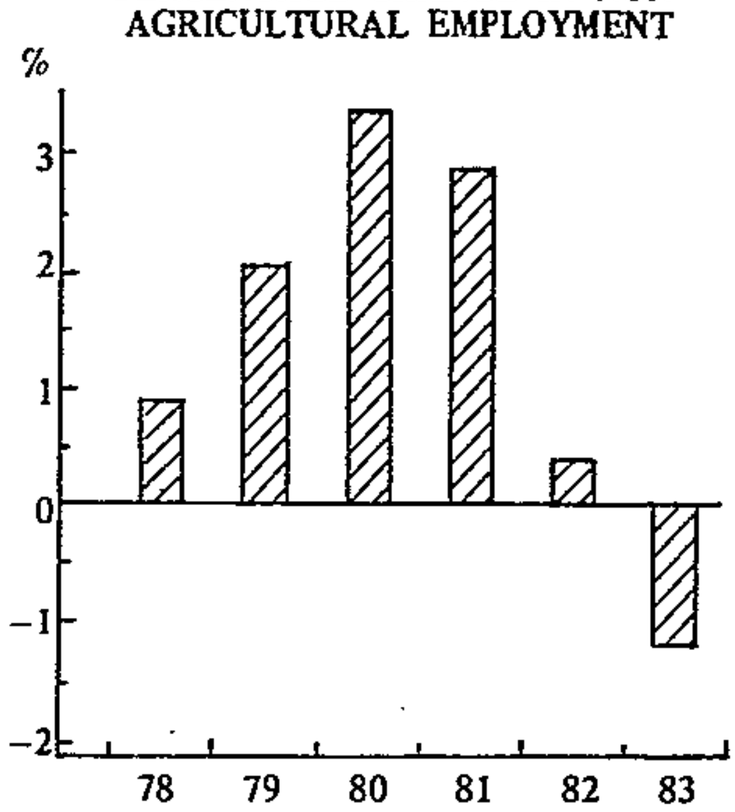
We nevertheless expect liquidity conditions in the money and capital markets to improve in the latter half of 1984. Taking into account the fact that the latest increase in general sales tax could enable the government to restrict its loan requirement to the budgeted amount, we predict that short-term interest rates and long-term interest rates will drop by 3 to 4 and 1 to 1½ percentage points respectively.

3. THE SOUTH AFRICAN LABOUR MARKET

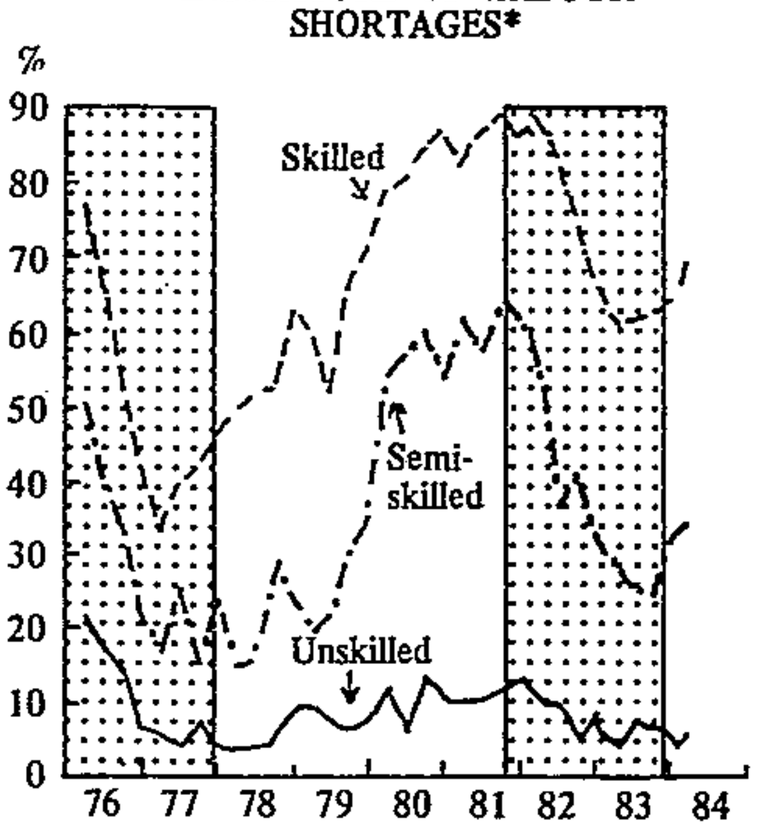
3.1 Employment

PERCENTAGE CHANGE IN NON-AGRICULTURAL EMPLOYMENT



Source: Quarterly Bulletin of the S.A. Reserve Bank; 1983 our estimate

INDICATORS OF LABOUR SHORTAGES*



*Percentage of respondents who indicated that labour shortages caused a bottleneck in the manufacturing industry
Shaded portions indicate downswings in the economy
Source: Opinion Survey Reports; BER

The sharp decline in the growth rate of the South African economy from 4,9% in 1981 to –1,2% in 1982 and –2,9% in 1983 has to a significant extent had a retarding effect on employment in the non-agricultural sectors of the economy. Employment in these sectors was about 1,2% lower in 1983 than in 1982, compared with increases of 0,4% in 1982 and 2,9% in 1981. This decline in total employment in 1983 may be attributed to decreases in the following sectors : mining (excluding gold) 8,5%; manufacturing 4,5%; S.A. Transport Services 8,7% and construction 3,9%. As against this there were sharp increases in the Post and Telecommunications (7,9%) and in the central government sector (6,7%).

The moderate improvement in economic activities during the final two quarters of 1983, however, confirmed the bottleneck surrounding skilled and semi-skilled workers in South Africa. This is clearly shown by the adjacent graph which reveals the tighter conditions of the labour market. It is obvious that a sustained improvement in economic activity will again result in a considerable shortage of skilled workers in particular.

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Although the net immigration figures of 1983 show a decrease of 43% as against those of 1982, the incessant flow of trained workers to the Republic also reflects the underlying shortages of skilled and semi-skilled workers in spite of the recession.

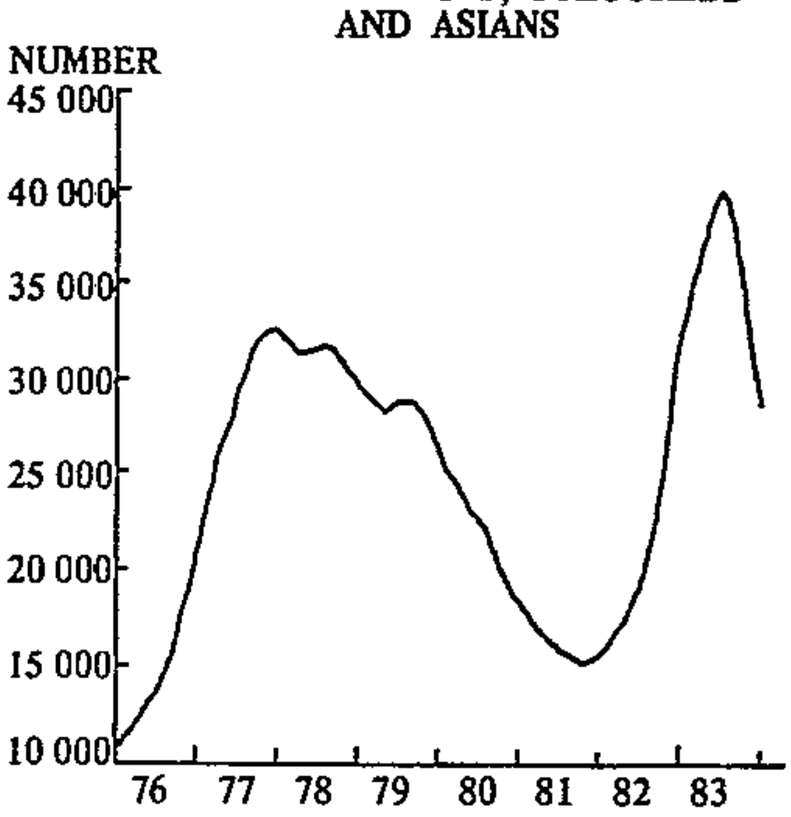
Net immigration

	Average per year				
	1972–76	1977–80	1981	1982	1983
Professional workers	6 880	105	3 652	4 918	2 764
Administrative and clerical workers	2 980	645	3 175	3 963	2 670
Sales workers	701	285	750	951	672
Service and production workers	4 857	724	5 458	7 839	3 672
Other occupations	1 057	51	631	1 234	882
Economically non-active	11 883	2 652	19 085	20 047	11 576
Total	28 358	4 462	32 751	38 952	22 236

Source: Central Statistical Services

3.2 Unemployment

NUMBER OF REGISTERED UNEMPLOYED WHITES, COLOUREDS AND ASIANS



Source: Central Statistical Services

After unemployment amongst Whites, Coloureds and Asians reached a low turning point late in 1981, the number of unemployed rose sharply from approximately 16 000 in January 1982 to just over 40 000 in June 1983. The improvement which took place in general economic activity during the latter half of 1983 is reflected in the drop in unemployment to about 31 000 in December 1983.

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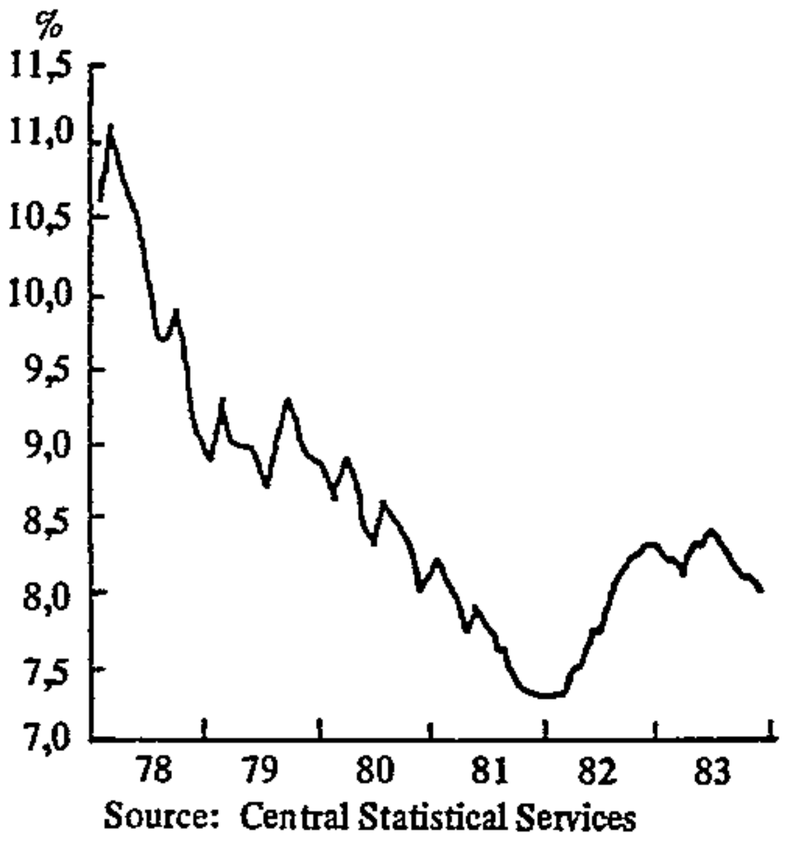
UNEMPLOYED BLACKS AS A PERCENTAGE OF THE ECONOMICALLY ACTIVE BLACK POPULATION

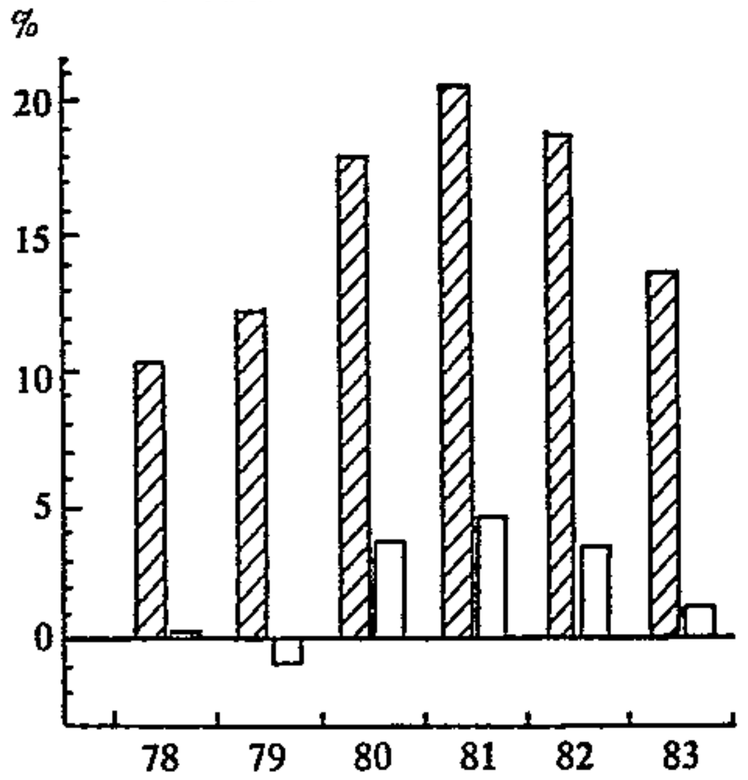


Source: Central Statistical Services

The slight improvement in economic activity during the latter half of 1983 also affected the Black unemployment rate. According to the current population survey of the Central Statistical Services the number of unemployed Blacks dropped from 483 000 in June 1983 to 456 000 in November 1983. Expressed as a percentage of the economically active Black population this represents a fall from 8,5% to 8,0%.

3.3 Labour remuneration

PERCENTAGE CHANGE IN AVERAGE EARNINGS PER WORKER IN THE NON-AGRICULTURAL SECTOR OF THE ECONOMY



Shaded portions indicate changes in nominal values

Source: Quarterly Bulletin of the S.A. Reserve Bank; 1983 our estimate

It is estimated that the average remuneration per worker in the non-agricultural sectors of the economy rose by approximately 13,6% in 1983 compared with the increases of 18,6% in 1982 and 20,5% in 1981. This sharp decline in the rate of increase in nominal remuneration in 1983 is in line with the considerable dwindling in general economic activity, the attendant easier labour situation and the lower rate of inflation.

Taking the rise in the cost of living into consideration, the real increase in the average remuneration per worker was a mere 1,1% in 1983 as against 3,5% in 1982 and 4,6% in 1981.

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3.4 Labour Productivity

Labour productivity in the non-agricultural sectors of the economy decreased by an estimated 0,3% in 1983 after a drop of 0,9% in 1982 and increases of 2,1% and 3,4% in 1981 and 1980 respectively. The lower rate of increase in remuneration per worker, however, contributed to a deceleration in the rise in labour unit costs to 14,0% in 1983, after increases of 19,8% in 1982 and 18,0% in 1981.

3.5 Prospects

In view of the indications that general economic activity will be relatively sluggish until late 1984, we believe that employment will rise only slightly this year. A sharp rate of increase is foreseen for 1985, however.

Although much has been done during the past few years to raise the level of skills in the South African labour force, the full effect of this will only become apparent in the longer term. It therefore seems likely that the serious shortages of skilled workers in particular, experienced during the previous upturns, will be repeated in 1985.

Judging from the slow economic expansion predicted for the rest of 1984, one would expect labour remuneration to rise at a relatively moderate rate. In an attempt to bring the salaries of civil servants more into line with those of the private sector, the government seemed to take this matter so far, however, that the remuneration currently being paid for certain posts in the public sector does in many cases in fact exceed that of the private sector. This action is not only difficult to reconcile with the appeals being made to the country's citizens to tighten their belts, but will also heighten the competition for skilled labour which is so hard to come by. Employers in the private sector will be left with no other choice than to make significant adjustments to their levels of remuneration. This situation will become evident especially from early in 1985 when the economic recovery is expected to start gathering momentum. Apart from the fact that it will exert strong upward pressure on the cost structure of businesses, the confidence in the government's declared intention to further reduce inflation has been severely damaged by this action of theirs.

SANLAMHOF
May 1984

Spring: bridge the skills gap

EAST LONDON — Although the Border region had a massive unemployment problem, commerce and industry was short of 6 000 skilled and semi-skilled people, the mayor, Mr Errol Spring, said last night

Officially opening the academic year of the East London division of Rhodes University, Mr Spring said the challenge of the future was to provide top and middle management people.

"Our problem in South Africa with unemployment is that while we have a vast pool of untrained and unskilled labour, we are desperately short of skilled people."

He said that unless this gap was bridged, the country could not maintain a growth rate necessary to provide jobs.

"We are told that merely to accommodate those coming onto the labour market each year, this country must provide 1 000 new job opportunities every working day up to the turn of the century — a frightening challenge, but a challenge that will have to be met if we are to maintain peace, stability and economic progress."

Mr Spring said that if free enterprise meant that all within the system were free to work and achieve to the best of their potential with minimum restraints, then South Africa fell far short of a free enterprise system.

"The unfair restrictions that have been placed on people in the economy because of their race, colour or creed have been the greatest inhibiting factor in the economic growth of this country."

He said it was because of misguided ideology that South Africa found itself "desperately short of skilled people."

Quoting a survey by Manpower 2000, Mr Spring said that 2,7 million economically active people would have to undertake some form of training before 1987 in order to service growth.

He said such a challenge needed the student of today to qualify in order to meet the challenge.

"The privileged few who come into the economy with a university education are those destined for middle and top management.

"I urge you to use this period of preparation to familiarise yourselves fully with the challenges that await you in your time of maturity and contribution."

The Dean of Studies, Mr Jonathan Stead, said that last year the East London division had firmly established itself as a separate identity.

He said student enrolment this year had increased to 160, a 40 per cent increase on last year's enrolment of 72 —"a tremendous increase that was far greater than we expected only three months ago."

Mr Stead announced that the division would soon introduce a mathematics course for teachers who wanted to teach maths but had no real qualification.

The chairman of the division's board, Mr Ashton Chubb, said that a number of black students had been admitted for the first time this year.

He said he was thankful that the authorities had permitted their enrolment, but said that admission, irrespective of race, should be "an absolute right".

Mr Chubb said he did not think that the "thirst for education" in East London had been fully assessed yet, and suggested that the time had come for the establishment of a non-racial technicon in the city.

The official opening of the academic year was attended by the principal and vice-chancellor of Rhodes University, Dr Derek Henderson. — DDR

The mayor of East London, Mr Errol Spring, speaking at East London division of Rhodes

Informal sector is only hope for jobless

By Anthony Duigan

One out of every three Africans entering the South African labour market in the coming decade will not get jobs — even with a reasonable annual growth in the economy.

This estimate, based on a Human Sciences Research council study of projected job creation and economic growth in South Africa, indicates that at least 1,5 million African workers alone (this includes the current registered unemployed) will be without work and income by the early 1990's — and an annual growth rate of nearly five percent will not change this.

The great majority of these people will not be entitled to any unemployment benefits and experts believe the only refuge for these folk and their families will be the informal sector of the economy — work opportunities created by backyard industries, hawking, etc in the black areas.

Mr Hennie Reynders, chairman of the National Manpower Commission, said in an interview that the informal sector played a very important role in providing work in Africa and it was being looked at from this point of view in this country.

"Up to 40 prcent of workers in Africa are employed in this sector — a normal occurence in less developed countries — and it is something we are looking at here," he said.

Mr Steve Terblanche of the manpower planning section at the HSRC, said their analysis of the labour supply and anticipated demand between 1977 and 1987 indicated that the formal economy was incapable of supplying the number of jobs needed.

At an average annual growth rate in the GDP of 4,5 percent the estimate of jobs created in the decade to 1987 would be in the region of 1,6 million, he said. But the number of workers, mainly black, coming onto the market in the same period was at least 2,7 million.

The Small Business Development Corporation, meanwhile, has actively entered the informal sector to try and stimulate development there in a limited way without destroying its fabric.

"The SBDC has started a small loans programme directed at the semi-formal and informal sectors," said Mr Jacques Verster, a spokesman for the Corporation.

Under this scheme amounts of between R250 and R1 000 are lent out with a minimum of formality to applicants starting small businesses in the black and coloured areas.

The allocation of loans is done by a committee of local businessmen chosen for their knowledge of local situations, he added.

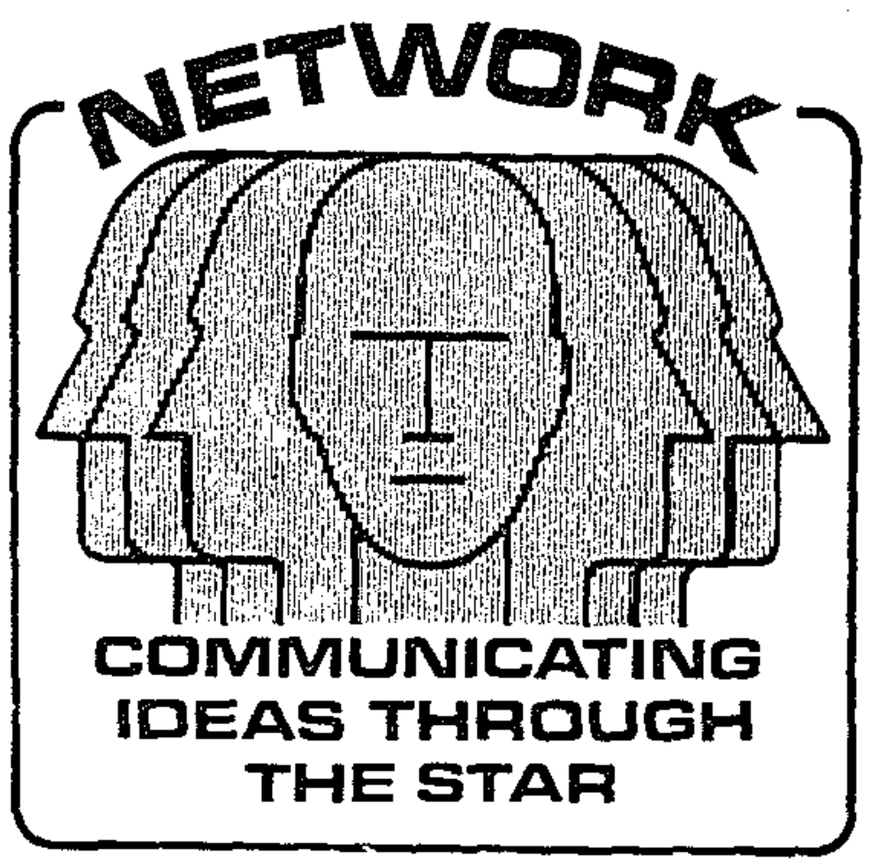
To date the SBDC has financed more than 10 000 big and small businesses employing about 17 000 people. Besides this the property development arm of the corporation has provided accommodation for 623 businesses to date employing another 11 224 people.

Loans to date for small businesses amount to R52 million and for property development another R43,5 million.

Skill, not capital, is the answer . . .

Placing 600-m work seekers

(173) Star 24/2/83



This fourth "briefing", by Andre Spier for The Star's Network series on the unemployment problem, is one of a series of six. The briefings are intended to give readers just the basic facts relating to major problems affecting South Africa.

The series will also mention suggested solutions. Above all, Network is seeking YOUR views and, particularly, YOUR solutions. Founder and director of the think tank group, Syncom, Mr Spier has already said how useful solutions and observations often come from people quite unconnected with a particular problem area.

If necessary Network, via Syncom, will organise public meetings on the subject areas discussed in its briefings. It will be happy to publicise any meetings already arranged by others.

Write to Network, The Star, Box 1014, Johannesburg 2000.

The increase in the numbers of people entering the jobs market by the end of this century — one constantly has to remember how soon that will come — is expected to be 10 percent in the industrialised countries and a shattering 80 percent in Latin American and African countries.

The Asia/Pacific region's increase will be somewhere in between — about 55 percent.

Western definitions of employment and unemployment have little meaning in the Third World. Two examples:

- India, with a population of some 700 million, registers an official unemployment figure of 18 million. In reality 100 million to 130 million are estimated to be unemployed, in the sense that they are not earning enough to claim even a subsistence level of living.
- In most of Africa five percent of the population earns up to 80 percent of the income. The rest ekes out a miserable existence, or perishes.

REALISTIC

With present world unemployment close to the 300 million mark, plus the 300 million who are underemployed, an additional 600 million new job seekers will be appearing in the job queues over the next 17 years. How are we to deal with this?

A realistic approach might be to send skilled people to the south, since it is skill, not money, which propels development.

Between 1820 and 1920 some 44 million people emigrated from Europe under the pressures of the first industrial revolution. A similar exodus can be expected once the second industrial revolution starts to bite — and the welfare coffers are empty.

These skilled people would create new jobs in small ventures and make room for the next stage of technological development in the north. Sending more money will only increase the debt burden of the Third World. In all likelihood it would never be repaid anyway.

SOUTH AFRICA

Having reviewed the rather grim situation elsewhere in the world, we now turn our attention to South Africa. It has often been said that South Africa is a mix of the First and Third Worlds. Whatever the truth, it certainly does not apply to the employment situation. Here we face a clear Third World situation.

To begin with there is hardly any unemployment among whites. But before white people take comfort they would do well to read the report of the chairman of the National Manpower Commission, Dr Hennie Reynders, on high-level manpower.

One crucial finding: more than 80 percent of all economically active whites in South Africa are employed in professional and management positions. A nation of chiefs where the "red Indians" are all black! Unhealthy indeed.

No homogeneous population anywhere in the world has a management component of more than 20 percent. Two conclusions are obvious:

- Many whites hold positions far above the requirements of the job.
- A further management call on whites is unthinkable. Of engineers alone, we will have a shortage of 3 500 within the next five years. The higher skills will have to come from the black and coloured populations.

In order to move halfway to Western ratios between skilled and unskilled workers, the number of blacks in management and in the professions must be raised from the present 15 000 to 200 000 by 1990 — a task for which we are just not prepared.

Instead we turn out matriculants by the hundreds of thousands, whose educational preparation bears little relationship to the requirements of a modern technological society.

Black matriculants want white collar office jobs but such workers are being replaced to a considerable degree by computers and allied equipment.

Those who opt for a university degree study mostly "soft subjects", for which there will be fewer and fewer job opportunities.

In addition, present trends persisting, blacks will reach white urbanisation levels by the year 2010.

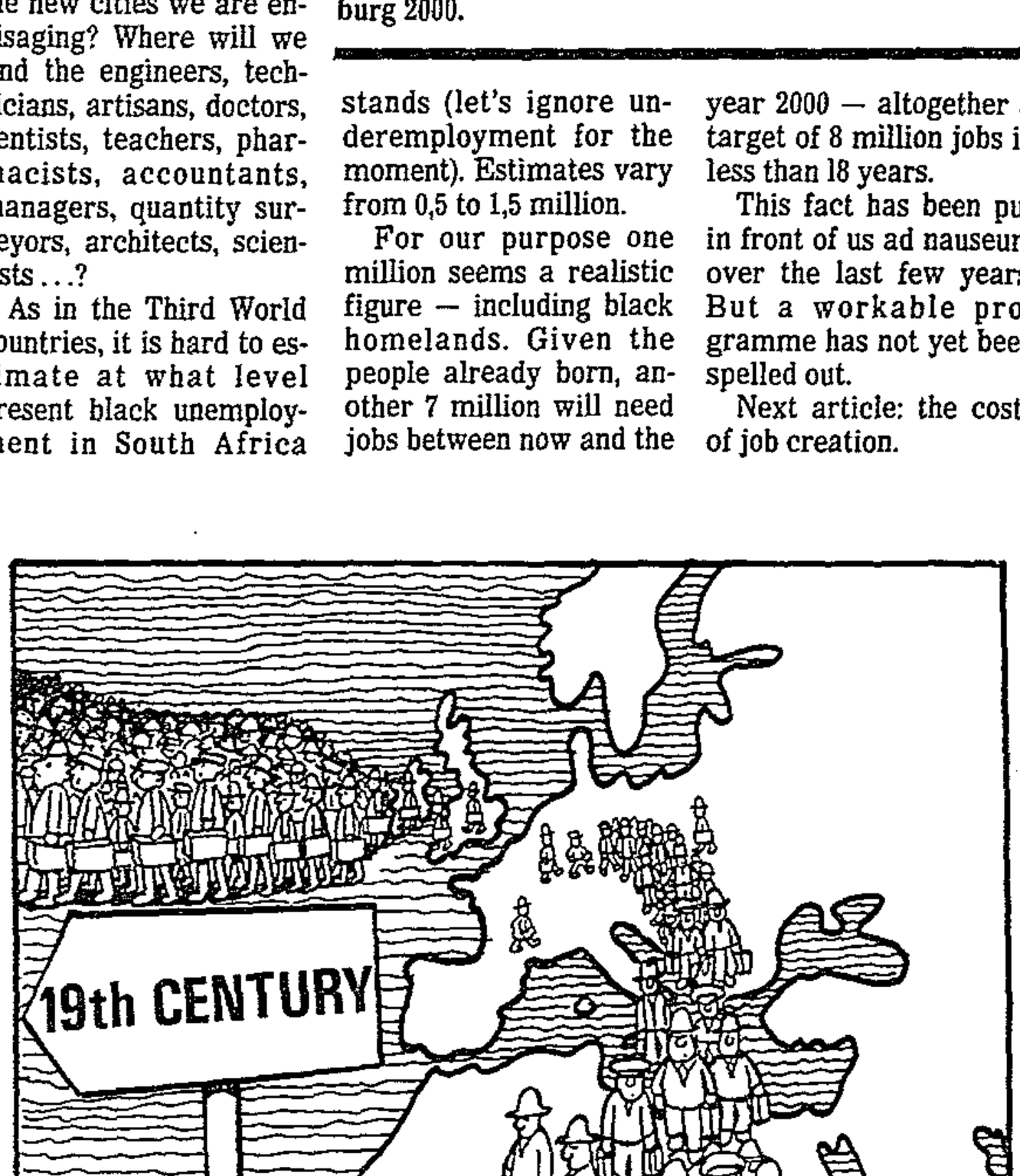
Question: who will run the new cities we are envisaging? Where will we find the engineers, technicians, artisans, doctors, dentists, teachers, pharmacists, accountants, managers, quantity surveyors, architects, scientists . . .?

As in the Third World countries, it is hard to estimate at what level present black unemployment in South Africa stands (let's ignore underemployment for the moment). Estimates vary from 0,5 to 1,5 million.

For our purpose one million seems a realistic figure — including black homelands. Given the people already born, another 7 million will need jobs between now and the year 2000 — altogether a target of 8 million jobs in less than 18 years.

This fact has been put in front of us ad nauseum over the last few years. But a workable programme has not yet been spelled out.

Next article: the costs of job creation.



Star 28/2/89 173

"South Africa has a legacy of neglect of its black communities. Although it remains the prime responsibility of the government to correct this, I believe industry and commerce have an important role to play," says the new co-ordinator of the Sullivan Code in South Africa.

For a normal society in the workplace

By Moira Levy

New life is to be given to the Sullivan Principles code of employment with the appointment of Mr Roger Crawford, Personel Manager of Ethnor Pty Ltd, as co-ordinator of the scheme.

The Sullivan Principles, designed by American preacher the Rev Leon Sullivan in 1977, prescribe a code of management conduct for American companies in South Africa. It aims to remove discrimination and unfair labour practises.

Mr Crawford's job will be to liase between the seven committees behind Sullivan's guidelines for fair employment practises, and to work in hand with South African organisations, such as the Manpower Management Foundation, involved in similar social responsibility projects.

"I see myself as a referral point, as a base where signatory companies can find the information and knowledge they need for their projects.

When the Sullivan Principles were introduced they provoked a storm of controversy. Black community and trade union leaders slammed the proposals, saying they did not go far enough to combat discrimination and inequality in South African industry and commerce.

"We have achieved a great deal," Mr Crawford said. "We have created a normal society in the workplace, and the rub-off effect of that is apparent.

"South Africa has a legacy of neglect of its black communities. Although it remains the prime responsibility of the government to correct this, I believe industry and commerce have an important role to play," said Mr Crawford.

He said individual American subsidiaries could not hope to solve the deep-rooted problems of South African society — "the Sullivan Principles cannot be the panacea for all our labour ills" — but they could provide a model for South African firms and labour officials.

The first phase of the implemenation of the Sullivan Code has been largely achieved, he said. The 147 signatories have deseggregated their facilities and introduced equal pay for equal work.

"But that was the easy part.Referring to the role American companies have played in uplifting black education, Mr Crawford said "providing the school buildings, equipment and facilities is not enough. Now we have to concentrate on upgrading the quality of education.

"Last year's black matriculation rate was very low. In spite of what we have contributed to township schools we still have matriculants ill-equipped to take part in the modern world of industry.

"The white labour pool in South Africa has practically dried up and industry is going to have to look more and more to black school leavers as their future management".

He emphasised that his job is not to monitor the implementation of the Code: "I am not here as Sullivan's prefect."

He has been released from his duties at Ethnor to take up his new position for two years.

Star 2/3/83 173

The awesome cost of creating just one job

By Andre Spier

What are the costs of creating a job?

The Chamber of Mines announced a few years ago that the mining industry planned to create 100 000 new jobs between 1980 and 1985. It put an investment figure of R12 000 million to it.

This amounted to R120 000 to create a single job in mining at 1980 price levels.

Apart from the fact that the present recession will have made cuts in this programme, inflation and mechanisation will have raised the cost for one mining job to R200 000 by 1985.

Mining will, for two reasons, not make a large dent in future black unemployment figures:

● A considerable percentage of black miners is still recruited from neighbouring countries.

● Recent research in Anglo American's Gold Division among black stope leaders has shown that the miners dislike their work, consider it dangerous, show signs of alienation and do not wish their children to be miners.

These findings, together with the trend within the Southern African Development and Co-ordination Conference (SADCC) to keep their people at home for political reasons, could develop into a real threat to this vital industry.

The creation of jobs in other advanced sectors of industry is not much less costly than in the mining industry.

The cement industry used to calculate R400 000 for one job. The cost of creating just one job in power generation, a growth industry, may well be in excess of R500 000 — and as much as R2 million a job if one talks of the nuclear power industry.

The price tag for each job in so called labour-intensive industries, such as textiles, will not be lower than R10 000 and is rising because of increasing mechanisation.

If we put the costs of an average industrial job at a modest R50 000, then the accommodation of just 2 million job seekers in the next two decades — that's just a quarter of the total number of jobs we have to find — would require new investment of R100 000 million.

In this context one must recall the fact that 1 000 large corporations in the United States did not create a single new job in seven years.

There is at present little evidence that our industrial sector will perform differently. There will be new industries established, but existing industries will either show "jobless growth" or shrink their present labour component.

The solution to our present black jobs crisis will therefore not come from the white core economy. In this context it seems irresponsible to blame the influx laws for the jobs crisis.

An unchecked flow of unskilled millions to the cities would most likely create appalling slum conditions similar to those in Mexico City, Lagos and Calcutta.

We would like to take the argument one step further. We would like to offer the suggestion that it is not the primary task of industry to create jobs.

It could be argued that its primary task is to remain competetive in international markets. And if this requires automation, then this is the road industry must, and undoubtedly will, take.

Increasingly the creation of wealth, the principle engine of the free market, becomes uncoupled from human labour.

IN A NUTSHELL

To sum up our five articles on the facts and theories of the unemployment crisis:

● Roughly 300 million people are presently unemployed in the world and at least that number is underemployed (unable to earn a living wage).

● The odd 30 million who are unemployed in the rich countries still enjoy some measure of protection through social security and charity. But there are now doubts as to how long this protection can last.

● The hundreds of millions in the Third World hover just above starvation level and their numbers will increase dramatically unless there is a profound turnaround in the global economy.

But, under the present cirumstances and under the present economic system, there is very little likelihood that 1 000 million jobs will be created in the next 18 years — and that is what will be required if we are to have full global employment.

● The danger of the collapse of the international monetary system under the burden of internal and external debts is still very real. Perhaps a return to a fractional gold standard could check it.

● Next article: Strategies for a way out.

NETWORK
COMMUNICATING IDEAS THROUGH THE STAR

Employment prospects plummet

~~395~~ 173

Industrial Week 2/3/83

OVERALL economic problems, further compounded by SA's worsening drought, have brought unemployment to alarming proportions.

This conclusion is drawn from the latest unemployment figures completed last week by the Department of Statistics which indicates that the number of jobless is probably highest in the Eastern Cape.

Although latest figures, (November last year) show the total number of registered unemployed hit 548 505 compared with 503 667 in July, the figures could be much higher: it has been widely acknowledged that January's unemployment figures were the single biggest since last July.

By Lynn Carlisle

Doubts

Some sources believe that official figures cannot account for all the black workers mainly from the more rural areas, who are without work or are "under-employed".

"July's unemployment figures for coloureds and blacks have just been revised, showing that there were more out of work at that time than original figures indicated", a Department of Statistics spokesman told Industrial Week.

He would not speculate on whether the escalation in jobless over the past three months had been the highest yet.

November figures just compiled show that the number of registered white unemployed had reached 10 227 (6 825 in July) and Asians out of work totalled 5 278 (2 832 in July).

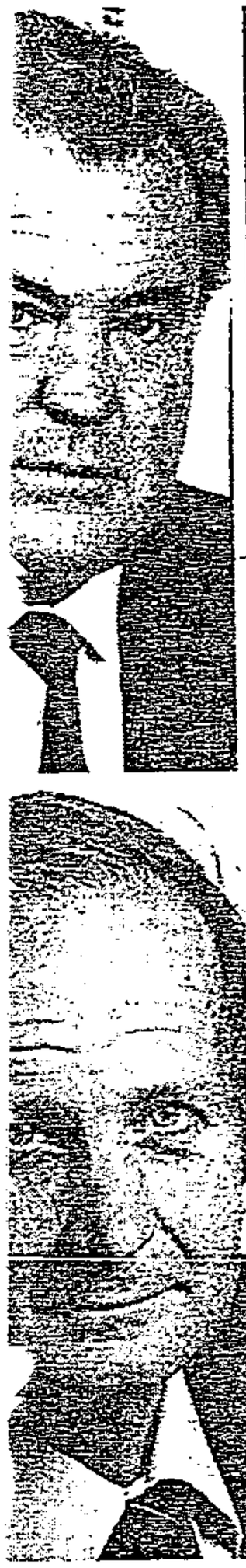
"Our records and calculations show that in November, there were 471 000 blacks and 62 000 coloureds without work," he added.

Reports that as many as 800 000 people could be unemployed in the Eastern Cape have been labelled "speculative" by Port Elizabeth's mayor, Hendrik van Zyl Cillie.

Van Zyl Cillie, who has had sight of a confidential report on unemployment in region "D" – the area designated the highest priority for development in terms of the Prime Minister's decentralisation policy – said that although the area was regarded as the worse affected the unemployment was nowhere near the 800 000 being publicised.

"I believe, however, that the drought has recently led to widescale layoffs by farmers of workers.

"Many of these people are now adding to squatter problems in the metropolitan areas", he said.



"Sandy" Jamieson has been appointed nan of Group Five eering in succession Fred Law.

board changes Mr Clogg (above) has appointed chief tive of the construc- ision and Mr Syd ler Walt (below) be- s chief executive of ndustrial division.

n Hodgson, chairman arling & Hodgson, p Five's new parent any, joined the board ecember 3.

A McLaren, a former man of Group Five, ed from the board from the group's ser- at the end of Febru- Mr R C Heddon and K Massey have also ed from the board, remain with the group ir Heddon as chair- of McLaren & Eger Mr Massey as techni- consultant.

Irrational results from a rational market set-up

LONDON. — Information that is widely and rapidly available, ease of entry into markets with many participants and of great liquidity — one would hope and imagine that these were the ingredients needed to produce perfect and rational prices for any commodity or currency.

But the facts suggest otherwise, writes Nicholas Colchester in the Lombard column of the Financial Times.

The major disappointment of the 10-year experiment with floating currencies is that exchange rates have proved volatile and have seldom seemed able to settle at reasonable levels. Commodity prices, too, have become more mobile and more illogical.

The point-and-figure men, wired up to computer models, have recently pushed copper prices up in the face of stocks in the London Metal Exchange warehouses that are at a four-year high — and still climbing.

These phenomena seem to reinforce my long-standing hunch that the perfection of modern markets is an important cause of their instability. Today's instant-information, instant-transaction markets behave like mechanical systems devoid of friction or of damping.

In each market large weights (speculative capital) are linked by weak springs (the fundamentals of supply and demand) and the whole shuddering blancmange is subjected to the impact of unfolding events. Ideally, such a market should glide smoothly between position of perfect equilibrium for each new situation: in practice, it wobbles hopelessly beyond and around them.

The rapid rise of the commodity and financial futures markets is the latest development in this process of theoretical improvement and practical discomfort.

Leverage, or gearing, is a key characteristic of these markets. The hedger or speculator has to put up less than 10% of the value of the commodity from whose price movements he is seeking protection or profit. This appealing feature attracts both kinds of participant to the market, giving it added liquidity and depth trade, adds a diversity of view.

So gearing, through liquidity and diversity, should stabilise the market. In practice these benefits are outweighed by the way that speculative capital is given still more influence over the market's prices relative to the underlying flow of supply and demand.

Take the gold market. Even without a futures market the price of gold is dominated by movements of capital more than by physical supply and demand — it is that sort of commodity. But gold experts say unequivocally that the rise of the futures market has increased the influence of speculative capital and increased the volatility in the price.

The extent of the rise in the gold price from $300 an ounce last June to almost $500 in September is said to have been due to covering of short positions by Middle Eastern investors in the futures market.

Futures markets and spot markets remain closely tied because there is a continuous possibility of arbitrage between buying a commodity for delivery at a future date and buying it today and holding it until that date. So the capital attracted by the leverage of the futures market increases the volatility of the underlying spot market.

This is, on the face of it, a disappointing result for those who imagined that futures trading would somehow improve a market by giving risks to those who wanted them and by taking risk away from those who did not.

The paradox is that futures markets have indeed made markets safer for the individual, but stormier and less predictable as a whole. By mobilising speculative capital they have made it easier for the user or producer of a commodity to hedge, but they have also made it more necessary for him to hedge.

Futures trading is a contribution to the manic modern market that comes fittingly from Chicago: protection is readily available to the innocent for a small fee, and life will prove extra uncomfortable without it.

Scaw MD

MR RICHARD Boustred, previously deputy managing director, has been appointed managing director of Scaw

Mr Brian McDonald has been appointed manager of the coal division of Boart Drilling.

Japan's exports slide

TOKYO. — Japanese exports declined in February for the 14th month in succession. The biggest drop of 8% was in exports to Europe, say the Bank of Japan and the Ministry of Finance.

A monthly letters of credit report said total exports in February of $6 990-million were 7% down on last February's figure.

Exports to Asia and the United States were down 7% and 3% respectively.

Shipments of iron and steel decreased 20% and those of food by 16%. Exports of chemical goods and machinery were down 7% and 6% respectively. Exports of motor vehicles and textiles both declined 4%. — UPI.

Loan sought

BUDAPEST. — Hungary is negotiating to borrow more than $200-million from the World Bank for energy and agricultural projects this year, according to Mr Miklos Pulai, vice-president of its National Planning Office.

W Cape as an export base

Own Correspondent

CAPE TOWN. — The Western Cape could be an even more important source of manufactured goods for export, but a determined effort was required from industry, along with a consistent and helpful policy from Government, said the chairman of Rex Trueform, Mr Stewart Shub, in Cape Town this week.

He said at a luncheon at which he was awarded the Cape Businessman of the Year award for 1982 that skilled labour and inventive managment in the Western Cape were important assets in producing for export markets, but an extra effort was required.

Stressing that labour-intensive industries would continue to contribute to the industrial development of the region, he said that "something important will have to be done to encourage such industries to grow at a faster rate if all our peoples are to be usefully employed in the years that lie ahead".

"I know that many people in official circles have come to this same conclusion, such that they now believe that labour-intensive industry must receive priority."

He appealed to the Government to give priority to ways of encouraging such industry, particularly when they served the export markets.

"This might require incentives, such as those already given in decentralised areas, but certainly something needs to be done, and done soon."

"It is possible for us to compete successfully in world markets, but to do so encouragement is necessary, as well as tangible assistance in the form of strengthened and improved export facilities."

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LANDMARK

Fewer jobs in Western Cape

CAPE TOWN — The Western Cape is increasingly feeling the effects of the recession.

In February more than 1 000 people registered as unemployed — nearly half the total increase of unemployed for the whole of last year.

Figures released by the Western Cape branch of the Department of Manpower show that there are now almost 6 000 people unemployed — 1 600 more than at the beginning the 1977.

The figure for February marks a 150% increase over the figure of 2 329 a year ago.

The Divisional Inspector of Labour, Mr N J Hechter, said unskilled and semi-skilled workers were the hardest hit and the engineering, motor, building, clothing, leather and hotel industries were worst affected.

His figures show that unemployment began increasing steadily from about June last year and reached 4 768 in January this year. The February total is 5 915.

They show that coloured men and women between the ages of 21 and 65 have been worst affected by the downturn in the economy.

The number of unemployed coloured men rose from 2 106 in January to 2 742 at the end of February and the number of coloured women from 798 to 978.

The number of unemployed white men in the same age group rose from 655 to 672 and of white women from 609 to 739.

The total figure for unemployed whites is comparatively low with 175 more people unemployed than in January. At the end of February a total of 1 785 whites were unemployed compared to 4 130 coloured people.

The department's figures for the number of black unemployed are not very reliable as blacks are afraid to disclose the fact for fear of being repatriated to the homelands. — Sapa.

'Alarming' labour turnover

By PHILLIP VAN NIEKERK

THE Cape clothing industry recorded an "alarming" labour turnover of 55 560 last year out of an average employment figure of 59 324, according to the annual report of the Industrial Council for the Cape Clothing Industry.

The report said the number of employees involved in movements into and out of the industry continued to "cause concern". The clothing industry is the biggest employer in the Western Cape.

"The number of movements in relation to the industry's total employment strength is alarming and ways and means will have to be found to curb this disturbing situation," the report said.

It said the Industrial Council had received 56 500 notifications of engagement during 1982, made up of 20 400 new entrants who had never worked in the industry and 36 100 employees with previous clothing experience.

Mr Cedric Petersen, assistant secretary of the Garment Workers' Union of the Western Province, said the "terrific" amount of movement in the industry was due to its predominantly female nature.

"If Sarah leaves factory A to work in factory B, her friends go with her," he said. "Pregnancy is also a major factor."

Mr Petersen said the absentee rate in the industry was also very high, because "if anyone stays at home to look after a sick child, it's the woman". In some of the bigger firms the turnover and absentee rate was much lower.

A University of Cape Town industrial sociologist, Mr Johan Maree, said there was something "structurally wrong" in the industry for there to be such a high turnover.

"It is important to determine what is going on. The major problem in the industry is that the union has become very remote from the workers," he said.

The Garment Workers' Union operates as a "closed shop". Employees in the industry automatically become members of the union and cannot be represented by other unions.

Mr Alec Rosenberg, chairman of the Industrial Council, said the figures were not "startling". Most of the terminations were inter-factory movements. In addition, eight percent of employees in the industry at any one time were pregnant.

16/4/83

Civil service keeps growing

By GERALD REILLY
Pretoria Bureau

VIRTUALLY the only area of the economy which is showing employment growth is the country's swollen public sector, according to latest statistics.

In spite of the Government's campaign for a smaller and more efficient service, the numbers have continued to escalate over the past three years — and there is still an official 14% shortage.

In the year to the end of June last year, the public service establishment increased by more than 10 000 posts.

However, there are serious shortages of professional and technical personnel in some departments — a shortage which is hobbling planning and development.

But in other areas of the economy, the latest central statistical office figures show, there has been a steady drain of workers to the ranks of the workless.

In five major areas of the economy — mining, construction, manufacturing, transport and communications — total employment dropped between December 1981 and December last year by 104 402 to 2 918 243.

In mining the drop was 25 630 to 683 782; in manufacturing a huge 62 800 to 1 413 900; in construction 17 200 to 421 200; and in South African Transport services by 12 993 to 256 549.

Since December last year, retrenchments have continued particularly in the steel, car and manufacturing industry. The railways policy is still not to replace those who retire and to put off re-employed pensioners.

Economists said that, if the threat of industrial power cuts became a reality towards the end of winter, unemployment would be seriously aggravated.

According to the latest report of the commission for administration, the central government departments were still unable to recruit and retain sufficient personnel in a large number of fields of work.

This led to the employment of part-time and insufficiently qualified workers.

Hansard Q. Col. 1004

Employment opportunities 1006

18/4/83

(173)

360. Mr. R. A. F. SWART asked the Minister of Co-operation and Development:

(1) How many new employment opportunities were created for Blacks in each national state by its development corporation in 1981-'82;

(2) what was the cost to the corporation concerned per employment opportunity created in each sector of employment?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) Corporation for Economic Development (CED) 18 504
Ciskei National Development Corporation (CNDC) 2 865
Shangaan/Tsonga Development Corporation (STCD) —
Lebowa Development Corporation (LDC) 1 219
QwaQwa Development Corporation (QDC) 255
KwaZulu Development Corporation (KZDC) 1 213
KaNgwane Economic Development Corporation (KEDC) 293

The figure for the Economic Development Corporation includes 3 924 job opportunities created in Bophuthatswana in so far as the said Corporation is involved in industrial, agricultural and transport activities at the request of the Government of Bophuthatswana and with the permission of the Department of Foreign Affairs.

(2)

	Agriculture	*Industry*	*Transport*	*Commerce and Industry*
	R	R	R	R
CED	3 254	7 881	13 616	—
CNDC	—	9 000	—	—
STDC	—	—	—	9 238
KZDC	—	—	—	11 878
LDC	—	—	—	4 846
QDC	—	—	—	5 730
KEDC				9 362

Figures in respect of Transkei, Bophuthatswana and Venda are excluded.

The figures in respect of the Corporation for Economic Development, however, include 2 864 (1980-81) and 3 924 (1981-82) job opportunities created in Bophuthatswana in so far as the Corporation for Economic Development is involved in industrial, agricultural and transport activities at the request of the Government of Bophuthatswana and with the permission of the Department of Foreign Affairs of the R.S.A.

The job opportunities created in the agriculture and transport employment sector are only reflected in the figures for the Corporation for Economic Development. As far as the other Corporations are concerned the agricultural and Transport activities are carried out through Agricultural and Transport Companies in which both Corporations involved have equal shareholding.

MONDAY, 18 APRIL 1983

†Indicates translated version.

For written reply: 173

Work opportunities

183. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

(a) How many new work opportunities were created for Blacks in each employment sector by each of the development corporations in 1980-'81 and 1981-'82, respectively, and (b) what was the cost per opportunity in each sector?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a)

	1980-'81	1981-'82
Agriculture		
Corporation for Economic Development (CED)	2 361	10 509
Industry		
CED	5 201	6 626
CNDC	827	2 143
Transport		
CED	1 408	1 103
CNDC	—	165
Commerce and Service		
CED	1 654	266
CNDC	1 152	544
STDC	763	—
LDC	1 171	1 131
QDC	84	255
KZDC	719	1 213
KEDC	190	293

(b)

	Agriculture	Industry	Transport	Commerce and Services
CED	R3 254	R7 881	R13 616	—
CNDC	—	R9 000	—	—
STDC	—	—	—	R9 238
KZDC	—	—	—	R11 878
LDC	—	—	—	R4 846
QDC	—	—	—	R5 730
KEDC	—	—	—	9 362

Figures in respect or Transkei, Bophuthatswana and Venda are excluded.

The figures in respect of the Corporation for Economic Development, however, include 2 864 (1980-'81) and 3 924 (1981-'82) job opportunities created in Bophuthatswana in so far as the Corporation for Economic Development is involved in industrial, agricultural and transport activities at the request of the Government of Bophuthatswana and with the permission of the Department of Foreign Affairs of the RSA.

The job opportunities created in the agriculture and tranport employment sector are only reflected in the

figures for the Corporation for Economic Development. As far as the other Corporations are concerned the agricultural and transport activities are carried out through Agricultural and Transport Companies in which both Corporations involved have equal shareholding.

Capital intensive 'no dirty word'

By SIMON WILLSON
Industrial Editor

SOUTH Africa had little choice but to follow trends towards capital intensive development if the country was to remain competitive on world markets, an industrial development conference heard yesterday.

Mr J R Wilson, chairman of Shell SA, told the conference, organised in Johannesburg by the Business School of the the University of Stellebosch, that economic survival often depended on keeping ahead in the race to be more capital intensive.

"One gains the impression that 'capital intensive' is being regarded as a dirty word, whereas it is one of the facts of life on which so much of our twentieth century progress depends," he said.

Mr Wilson, who is also president of the Cape Chamber of Industries and vice-president of the SA Federated Chamber of Industries, was adding to the increasing criticism of the Kleu study group's report on industrial development strategy.

The group, headed by Dr Sebastiaan Kleu, chairman of the Board of Trade, tabled its report in Parliament in February after sitting for six years.

The report came in for heavy criticism last month from speakers at a conference called by the Association of Chambers of Commerce.

The report called for less Government favouring of capital intensity in manufacturing industry, saying capital intensive development was out of line with the availability of South Africa's resources.

But Mr Wilson defended capital intensive industry yesterday, saying that manufacturers would not have progressed the way they had in recent years had they not increased their capital intensity.

He emphasised the consequences of failing to keep up with overseas innovation and of interfering with the free market forces governing industrial development.

"If industry is to survive it must not be induced for sociological, political or other reasons not based on sound business considerations to apply ox-wagon technology in the jet age."

Allowance cuts 'may reduce jobs'

Industrial Editor

LESS investment and fewer jobs were the likely results of the Budget's withdrawal of investment allowances, Mr Wilson told the development conference.

He criticised the measure as a possible discouragement of industrial growth in South Africa.

"Was one of the reasons for this action the argument that it has the effect of encouraging capital intensive rather than labour intensive developments?

"I believe the withdrawal of the incentives will have very little effect in bringing about a shift of to labour intensive production. However, it is far more likely to make it less attractive to multinational companies to invest . . ." Mr Wilson said.

Incentives like the investment allowance often had the effect of tilting the balance in favour of an investment in one particular country rather than another.

If South Africa was suffering from an inadequate supply of growth-producing capital, the State should go out of its way to encourage industrial investment from abroad, irrespective of its capital or labour intensity, Mr Wilson said.

Call to decide on Kleu report

Industrial Editor

IT was highly desirable that early decisions be taken on the findings and recommendations of the Kleu report, Mr Raymond Parsons, chief executive of the Association of Chambers of Commerce, told the industrial development conference.

Major employer organisations should present their views on the report to the authorities as soon as possible. The Government should then publish an official statement on development strategy showing which parts of the report are acceptable and which have been rejected.

"It is also essential that uncertainty among businessmen about particular aspects of policy — such as about future levels and methods of industrial protection — shoudl be eleiminated as soon as possible.

"This can only be done by reaching finality on the outcome of the Kleu report as soon as possible," Mr Parsons said.

There was an important role for private enterprise to play in promoting the objectives of a population control programme, as outlined by the President's Council demographic trends report.

The pace at which South Africa could reach its economic destiny would ultimately be governed by five things:

- Power to control population growth
- Determination to avoid political instability by increasing constitutional and economic opportunities for all race groups
- Willingness to use technology relevant to the country's circumstances
- Ability to remain competitive; and
- Proprensity to save, as fixed by the margin between production and consumption.

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West Cape has second highest staff turnover

WHITE and coloured workers in the Western Cape have received higher pay increases in the nine months to March than workers elsewhere in the country, while blacks generally fared better in other areas.

But the Western Cape had the second highest staff turnover, ranking after the Eastern Cape.

This picture emerges from the Johannesburg-based P-E Consulting Group's latest survey on salaries and working conditions.

The survey, which is representative of 300 general staff and a 12 top executive positions and has a date base of more than 500 organisations, is twice the size of its 1982 equivalent.

ALL GROUPS

Among its findings is that all race groups throughout the country have seen their earnings fall further behind inflation, and retrenchment and redundancies have increased.

Between July 1982 and March this year whites have seen their salaries rise by just under 11 percent, compared with an inflation rate of almost 15 percent.

In the Western Cape, however, their earnings have improved by slightly more than 12 percent.

Asians received the best increases on a national basis (13,5 percent), while coloured people (12,7) and blacks (12,4) filled second and third spots.

TYPICAL PATTERN

All these increases are two to three percent down on those awarded in the July 1981 to March 1982 period.

But Mr Ian Hipkin, manager of P-E's salary survey division, says this is the typical pattern that emerges in times of recession and even people in demand have had to make do with smaller pay rises.

"An interesting feature of the survey is that non-white artisans have gained larger percentage increases than their white counterparts in what seems to be a determined bid by employers to reduce the wage gap.

"It is also significant that sales and marketing people have fared best overall in the increase stakes, due mainly to their involvement with domestic consumer goods, which have not suffered big slumps in demand."

STAFF TURNOVER

Although staff turnover on a national scale has decreased from 30 to 26 percent, it has gone up by nearly five percent among blacks and coloured people.

But this must be viewed in relation to staffing cutbacks in many labour intensive industries.

Turnover among whites has shown a healthy drop of 14 percent and Asians have reduced their mobility from 36 to 20 percent.

While staff turnover levels are directly related to the availability of alternative employment on the job market, they are also important indicators of to the economy.

REDUNDANCY

"The sad state of the economy in recent months is borne out by the fact that redundancy and retrenchment, as reasons for termination of employment, have shot up from rock-bottom to third and fifth positions for wage and salary earners respectively."

More and more companies have formulated retrenchment policies in the past 12 months to deal with the laying off of staff should the need arise.

PE pupils are part of work force

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KAS

Argus Bureau

PORT ELIZABETH — A survey has found that more than 25 percent of white Port Elizabeth high school pupils do part-time work.

Conducted at Westering High School by teacher Mr Gavin Akers, the survey found that 156 out of a total of 616 pupils from Standards 6 to 10 had some form of paid part-time employment.

Mr Akers, an executive member of the South African Teachers' Association, said the survey applied to all schools in Port Elizabeth, with adjustments for differing socio-economic areas.

The survey found that 50 percent of Standard 10 pupils worked, decreasing to 10 percent in Standard 6. The reasons varied from "economic necessity" to "philanthropic".

Mr Akers said: "Those working out of economic necessity make some definite contribution to the family's income, while those working for philanthropic reasons would work even if they were not paid.

"But well over half said they worked only to get money for themselves."

He said that while he felt part-time work should not be banned, it should definitely not be encouraged because it did have an effect on the child's school performance.

"The work these children do varies quite a lot; from the afternoon paper run which takes up 30 minutes to an hour a day, to the extreme of one boy who works a 40-hour week in his father's shop during school terms and up to 70 hours a week during holidays."

	1979	1980	1981	1982
UCT	9	15	8	18
WITS	7	9	10	15
Post-graduate Diplomas:				
US	—	3	—	—
Diplomas:				
Vona du Toit College for Occupational Therapy (TPA)*	19	20	15	2

*As from 1982 the course is being offered by the University of Pretoria.

(2) According to a manpower survey conducted by the Human Sciences Research Council, the number of vacancies in the public and private sectors during 1979 totalled 18%. A more recent figure cannot be furnished. The results of a survey undertaken by the Directorate of Macro Education Policy of the Department of National Education should be available during the latter half of 1983.

(3) It is the responsibility of employer authorities to recruit students.

(4) No. Bursaries are made available by the Commission for Administration, provincial administrations and universities.

(a) The number of bursaries made available, is as follows:

	1979	1980	1981	1982
Commission for Administration	5	7	9	16
Transvaal Provincial Administration	33	36	60	60
Provincial Administration of the Orange Free State	8	8	10	10
Natal Provincial Administration	2	2	4	4
Cape Provincial Administration	22	26	24	25
Universities:				
UOFS	30	17	34	33
UCT	9	5	8	3
US	25	16	37	27
WITS	3	5	4	3
UP*	—	—	—	15

*As from 1982 only.

(b) The number of applications received for these bursaries, is as follows:

	1979	1980	1981	1982
Commission for Administration	23	56	45	32
Transvaal Provincial Administration	56	80	110	105
Cape Provincial Administration (new applications only)	22	19	21	19

The annual number of applications received by the Provincial Administration of the Orange Free State is estimated at 30. The Natal Provincial Administration and the Universities of the Orange Free State, Stellenbosch, Cape Town and the Witwatersrand are not in a position to furnish the information. The University of Pretoria, which is offering the course as from 1982, received 15 applications.

(5) Bursaries are made available by the Commission for Administration in accordance with the needs of the Departments of National Education and Health and Welfare. The Transvaal Provincial Administration does not experience a need for more bursaries as the number of students in training is sufficient to provide for the need. The Provincial Administration of the Orange Free State is considering reducing the number of bursaries as the supply exceeds the demand. The Cape and Natal Provincial Administrations award bursaries in accordance with the availability of funds. The number of bursaries allocated by the universities concerned, is revised annually and awarded according to merit

Juvenile rape

813. Mr. P. R. C. ROGERS asked the Minister of Justice:

What are the latest available figures in respect of juvenile rape in (a) the Western Cape and (b) each province of the Republic with regard to the (i) number of (aa) cases heard, (bb) persons found guilty, (cc) persons acquitted and (dd) second offenders and (ii)(aa) sentence in each case of those found guilty and (bb) first and subsequent sentences in the case of second offenders?

The MINISTER OF JUSTICE:

The required information is unfortunately not readily available, The collecting thereof will be a time consuming task requiring additional staff.

South African/foreign workers

842. Dr. A. L. BORAINE asked the Minister of Co-operation and Development:

(1) How many (a) South African and (b) foreign Black workers were registered as at 30 June 1982 in each category of labour defined in the regulations promulgated in terms of the Black Labour Act;

(2) how many of the foreign workers in each category were from (a) Transkei and (b) Bophuthatswana;

(3) (a) what were the countries of origin of the other foreign workers and (b) how many in each category of labour were from each of these countries?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) (a) South African Black Workers

	Male	Female	Total
Agriculture	323 994	95 024	419 018
Mining and quarrying	166 441	3 626	170 067
Manufacturing	505 739	108 149	613 888
Construction	308 973	5 179	314 152
Wholesale and retail trade	236 017	73 502	309 519
Government services	337 629	47 385	385 014
Domestic services	85 934	342 095	428 029
Other	147 960	50 212	198 172
Total	2 112 687	725 172	2 837 859

(b) Foreign Black Workers

	Male	Female	Total
Agriculture	147 971	22 225	170 196
Mining and quarrying	668 003	3 378	470 381
Manufacturing	149 044	25 155	174 199
Construction	124 887	1 753	126 640
Wholesale and retail trade	78 241	25 499	103 740
Government services	119 257	19 151	138 408
Domestic services	34 867	154 570	189 437
Other	62 796	30 156	92 952
Total	1 185 066	280 887	1 465 953

(2) (a) Transkei

	Male	Female	Total
Agriculture	52 445	6 468	589 913
Mining and quarrying	176 949	257	177 206
Manufacturing	59 883	6 655	66 538
Construction	61 639	968	62 607
Wholesale and retail trade	22 984	5 919	28 903
Government services	53 404	5 844	59 248
Domestic services	4 515	45 442	49 957
Other	19 290	4 476	23 766
Total	451 109	76 029	527 138

(b) Bophuthatswana

	Male	Female	Total
Agriculture	71 360	11 554	82 914
Mining and quarrying	66 576	1 967	68 543
Manufacturing	66 607	16 360	82 967
Construction	45 454	651	46 105
Wholesale and retail trade	43 337	17 715	61 052
Government services	46 638	12 010	58 648
Domestic services	16 403	97 477	113 880
Other	30 347	22 754	53 101
Total	386 722	180 488	567 210

(3) (a) and (b)

Angola

	Male	Female	Total
Agriculture	45	2	47
Mining and quarrying	16	—	16
Manufacturing	14	—	14
Construction	10	—	10
Wholesale and retail trade	6	—	6
Government services	14	—	14

Domestic services	6	2	8
Other	5	—	5
Total	116	4	120

Botswana

	Male	Female	Total
Agriculture	1 188	458	1 646
Mining and quarrying	18 895	—	18 895
Manufacturing	1 369	46	1 415
Construction	864	2	866
Wholesale and retail trade	575	43	618
Government services	1 034	14	1 048
Domestic services	289	706	995
Other	715	64	779
Total	24 929	1 333	26 262

Lesotho

	Male	Female	Total
Agriculture	1 933	305	—
Mining and quarrying	119 146	8	119 154
Manufacturing	3 491	360	3 851
Construction	6 164	17	6 181
Wholesale and retail trade	1 110	178	1 288
Government services	3 799	186	3 985
Domestic services	97	1 912	2 009
Other	1 354	659	2 013
Total	137 094	3 625	140 719

Malawi

	Male	Female	Total
Agriculture	3 754	8	3 762
Mining and quarrying	16 968	1	16 969
Manufacturing	1 224	10	1 234
Construction	423	—	423
Wholesale and retail trade	712	3	715
Government services	582	2	584
Domestic services	2 080	641	2 721
Other	1 147	3	1 150
Total	26 890	668	27 558

Moçambique

	Male	Female	Total
Agriculture	4 950	27	4 977
Mining and quarrying	51 017	—	51 017
Manufacturing	801	9	810
Construction	613	—	613
Wholesale and retail trade	378	2	380
Government services	211	5	216
Domestic services	788	92	880
Other	429	1	430
Total	59 187	136	59 323

Zimbabwe

	Male	Female	Total
Agriculture	1 359	1	1 360
Mining and quarrying	603	—	603
Manufacturing	421	6	427

Construction	279	1	280
Wholesale and retail trade	788	–	788
Government services	245	16	261
Domestic services	5 953	25	5 978
Other	1 631	4	1 635
Total	11 279	53	11 332

Swaziland	Male	Female	Total
Agriculture	611	25	636
Mining and quarrying	10 843	—	10 843
Manufacturing	667	46	713
Construction	145	—	145
Wholesale and retail trade	152	22	174
Government services	155	22	177
Domestic services	73	577	650
Other	216	105	321
Total	10 862	797	13 659

Zambië	Male	Female	Total
Agriculture	256	—	256
Mining and quarrying	42	—	42
Manufacturing	104	—	104
Construction	39	—	39
Wholesale and retail trade	65	1	66
Government services	37	—	37
Domestic services	117	2	119
Other	122	2	124
Total	782	5	787

Venda	Male	Female	Total
Agriculture	9 573	3 361	12 934
Mining and quarrying	6 631	145	6 776
Manufacturing	14 067	1 610	15 667
Construction	8 658	113	8 771
Wholesale and retail trade	8 085	1 594	9 679
Government services	12 842	1 038	13 880
Domestic services	4 521	7 645	12 166
Other	7 372	2 078	9 450
Total	71 749	17 584	89 333

Other	Male	Female	Total
Agriculture	497	16	513
Mining and quarrying	317	–	317
Manufacturing	396	53	449
Construction	599	1	600
Wholesale and retail trade	49	22	71
Government services	296	14	310
Domestic services	25	49	74
Other	168	10	178
Total	2 347	165	2 512

Fewer black pupils pass examinations

20/6/83 Mercury Correspondent

JOHANNESBURG—The number of black pupils will rise to 7 000 000 by 1987 and South Africa will face large-scale unemployment unless the economy can train and absorb them.

These are the findings of the Research Institute for Education Planning, directed by Prof D Vermaak, at the University of the Orange Free State.

In a comprehensive study of black education trends in South Africa and the homelands in the past decade, Prof Vermaak disclosed that the percentage of pupils that passed each standard had dropped significantly in recent years.

And illiteracy was running at a rampant 24 percent, with a massive 29,18 percent of school-leavers semi-literate and only 27,31 percent of black pupils at high school.

There was a steady decrease in the total number of pupils in higher standards, and last year's Sub A pupils represented 19 percent, or more than 690 000, of all black pupils.

However, the institute estimated that almost 7 percent of the total number of 659 247 black pupils matriculated last year, releasing nearly 64 000 young people onto the job market.

'Both the education system and the economic system will have to make provision for these numbers in order to prevent large-scale unemployment,' the study warned.

According to the 1980 census, more than 30 percent of all blacks, aged 15 years and older, were illiterate.

And in 1981, just over half of matriculants passed their exams, while in 1977 three-quarters of the candidates were successful.

During the past decade a 'phenomenal' increase in the number of black pupils occurred and according to forecasts, it would continue, the report disclosed.

The Government had more than doubled its expenditure on black education over the past five years 'to keep up with the rapid increase in pupil numbers'. In real terms this represented 'a moderate increase'.

The Government spent an average of R126 on each black schoolchild this year compared with R62,37 in 1978.

TUESDAY, 28 JUNE 1983

† Indicates translated version.

For written reply:

National states: persons employed

906. Mr. R. A. F. SWART asked the Minister of Co-operation and Development:

How many Blacks in each national state were employed in undertakings established (a) on an agency basis and (b) by development corporations for national states as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a)

National State	Employment as at 31/3/183
KwaZulu	9 578
QwaQwa	2 391
Lebowa	4 267
Gazankulu	1 316
KaNgwane	310
KwaNdebele	—

Since the 1982/83 financial year the Corporation for Economic Development only made loans available to the Bophuthatswana National Development Corporation and the Ciskei National Development Corporation and not to specific individual industrialists and for this reason figures for Bophuthatswana and Ciskei was not readily available. However as at 31/3/1982 the employment created was 17 731 for Bophuthatswana and 5 221 for Ciskei as at the date the Corporation for Economic Development was still involved in industrial activities at the request of the Governments concerned.

(b)

National State	Employment as at 31/3/183
KwaZulu	10 967
QwaQwa	1 019
Lebowa	6 342
Gazankulu	3 513
KaNgwane	2 195

Irrespective of the figures in (b) above the Economic Development Corporation has created 22 831 job opportunities in the Agriculture and Transport activities in Bophuthatswana, Transkei and Ciskei as well as in areas not allocated to a specific National State.

National States: Investments

807. Mr. R. A. F. SWART asked the Minister of Co-operation and Development:

What amounts were invested by (a) the State and (b) foreign agencies in the industrial sector in each of the national states in the 1981-'82 financial year?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

National State	(a) State	(b) Foreign Concerns	(c) Overseas Companies
	R	R	R
KwaZulu	26 221 712	11 753 000	1 041 600
QwaQwa	2 285 553	110 400	—
Lebowa	2 317 798	1 020 400	—
Gazankulu	1 543 673	168 100	—
KaNgwane	754 951	—	—

It is not clear what is meant by foreign agencies. Therefor the amounts given in (b) above represent total contribution by White industrialists overseas and local while the amount mentioned in (c) above represents only the contribution from overseas companies.

Business goes for the Govt's 'gold'

Investment of R2 000 million to create 65 300 jobs in one year is impressive by any standards — which is no doubt the impression Dr Piet Koornhof meant to convey this week when he announced the homelands' jobs scheme. But there are several questions about what happens between totting up work opportunities on paper, actual jobs created and the development it brings the homelands, reports ANTHONY DUIGAN.

Businessmen have seen a pot of gold waiting for them in the homelands and decentralised white areas. The generous incentives offered those who set up in these areas have resulted in an avalanche of applications from local and foreign entrepreneurs who want to be there when the handouts are made.

The 777 firms and businessmen who have applied to set up factories in either homelands or deconcentration points (industrial settlements in white areas on the peripheries of metropolitan zones) during the 1982/83 financial year are more than double the number of previous applications in any one year.

The total investment envisaged in this package was about R2 000 million, the Minister of Co-operation and Development, Dr Piet Koornhof, said. It includes the estimated investment by businessmen, loans by the Government and the cost of putting up factories.

In other words, a cost of more than R30 000 a job compared with about R17 000 it cost the Corporation for Economic Development to create a job in the homelands during the last financial year.

All told 65 342 jobs will be created if all those who have applied to the Decentralisation Board are approved and finally go into production, board chairman Mr Dougie de Beer said.

However corporation sources doubt that even as many as 50 000 people will get work. The feeling is that about 30 000 workers will finally be accommodated in the new factories which will take up to three years to go into production.

"Quoting figures of R2 000 million and 65 300 jobs is misleading," a Government source said. "But even so, if it ends up with half that number of jobs, it will still be good progress."

The new incentives offered businessmen to set up in decentralised areas had been responsible for the rush of applications, Mr de Beer said.

"It is difficult to say just how many of these firms will actually set up business." In 1981/82 355 applications with a capacity for nearly 29 000 jobs were approved by his board. The applicants were still being processed so the final number of jobs available was not yet known.

Most of the 777 applications being processed are for white deconcentration areas. Less than a quarter — 185 factories — are for the homelands (independent homelands are not included in the R2000 million scheme), Mr de Beer said.

Many industrialists applying for the homelands have centred on Isithebe (kwaZulu) — 105, Phuthaditjhaba (QwaQwa) — 32 and Seshego (Lebowa) — 20.

A debate has begun in some homeland circles about the real efficacy of the Government's incentive scheme. In Transkei 60 manufacturing concerns employing about 12 000 workers have been set upe. At 1983 prices, the public sector investment in factory buildings, loans and incentives to those firms amounted to R300 million or R25 000 a job. Investment from the firms has accounted for only one third of the total investment.

"The annual cost of subsidising foreign firms operating in Transkei is about R15 000 or R1 000 a worker," a Transkei official said. "Half this cost is borne by Transkei and the other half by the RSA."

With the generous incentives being offered there was no shortage of potential investors now but it was questionable whether the cash grants paid to those firms was really the answer to long-term development.

In many cases all the firm contributed to Transkei was the wages — often appallingly low — which could be taxed and no value was added to the economy.

"We have begun questioning whether we should not rather be spending more money on our own small business sector — there are 4 000 small backyard manufacturers giving jobs to 6 000 people and contributing six percent of the demand for consumer goods — rather than on incentives to firms with no real roots in Transkei," the official said.

Transkei needs more aid from SA

By Anthony Duigan

Transkei is to look for hundreds of millions of rands more aid from South Africa each year in an effort to overcome its cripplingly high unemployment level.

This emerged in a policy speech to the Transkei Legislative Assembly yesterday by the Prime Minister, Chief George Matanzima.

Introducing the White Paper on development strategy for the next five years, Chief Matanzima said two-thirds of Transkei's male labour force, about 400 000, were migrants working in South Africa.

This number was unlikely to increase at anything like the annual increment of 27 000 entering the labour market.

"Therefore a concentrated effort is needed to create employment and income in Transkei to avoid large-scale unemployment," he added.

The system of budgetary support from South Africa which comprises R250 million in the current financial year would continue for years to come and Transkei was now working on a more realistic basis for negotiating this support.

"It is Transkei's view that RSA budget support should be based on the contribution which Transkei migrants are making to the RSA economy and internal revenue in South Africa," Chief Matanzima said.

"In the White Paper it is pointed out that the contribution of migrant labourers to the Gross Domestic Product in RSA may be valued at R3 000 million a year. Of this, some R600 million went into internal revenue in RSA."

The total economic development cost proposed by Transkei over the next five years is R1 650 million at 1983/84 prices, most of which will have to come from RSA.

20 000 NEW JOBS ... AND A SAVING FOR THE TAXPAYER

JOBS can be created in the homelands for considerably less than the cost incurred at present, thus saving the South African taxpayer millions of rands each year.

This is the view of Industrialist Ernest Brivik

Finance Reporter

who this week announced the formation of two companies, the Brivik Group and Interco Management Services (IMS), whose joint objective is to create 20 000 jobs for the emerging black workforce in the indepen- vik.

dent and national states over the next four years.

"Together with a Durban-based clothing manufacturer, we established our first shirt factory at Isithebe, KwaZulu, last November", said Mr Bri-

"It cost R3 500 to create each job as against Government estimates of around R10 000. In less labour intensive industries Government estimates can run to R25 000 for each employment opportunity. So the potential savings are enormous."

The secret to the Brivik Group's success on its first of 30 projects now in the pipeline lay in making judicious use of Government concessions for decentralisation as well as centralising recruitment, training, administration and other services.

Just how effective the IMS operation has been can be gauged by looking ar the Isithebe pilot project.

"We achieved 35 percent efficiency in just two weeks training whereas the accepted norm is only 25 percent — and that's at the end of six weeks' training", said Mr Brivik.

and Shipping

Creation of new jobs must double, MCI chief warns

SOUTH AFRICA needs to double its existing job-creation rate between now and the year 2000 to achieve satisfactory levels of employment, Mr Wally Life warned yesterday.

Addressing the mid-year general meeting of the Midland Chamber of Industries (of which he is president), Mr Life said though a daunting task "South Africa, with its wealth of natural and human resources, can and must rise to meet this challenge".

A possible solution to the problem lay in the "vast and virtually untapped reservoir of entrepreneurial potential among the black, coloured, and Asian communities, said Mr Life.

However certain major hindrances remained, such as.

- The restrictive aspects of the Group Areas Act.
- The legacy of an inadequate education system.
- Limited access to capital.
- An almost total lack of experience in coping with the competitive pressures of a free enterprise economy.

Mr Life said it was up to the Government to eliminate legal restrictions on black business development. The private sector, too, could play an important role in making funds available for small business development "as well as assisting fledgling entrepreneurs to find their feet".

In addition, "there is a definite need for a change in attitude on the part of the black, coloured and Asian communities," said Mr Life.

"There are enough business success stories among each of these communities to underscore the fact that hard work, initiative and perserverance will bring results — irrespective of the hardships and disadvantages which they face.

"The day of figuratively sitting in the sun and waiting for a free hand-out are over. That sort of attitude kills initiative and destroys self-respect.

"What is needed is a resolve to go out and take the entrepreneurial risks inherent in starting any business, and a development of self-confidence in being able to handle the various problems associated with running a small company."

Mr Life said the MCI represented 275 manufacturing companies who together employed 74 000 people.

A striking feature of this complement was that multi-national companies employed fully 40% of this total workforce, while 101 companies — just over one third of the member companies — employed only 2% of the total workforce.

"And at the other end of the scale just three companies employ 25% of that total of 74 000 workers."

This meant the chamber had to supply services to three very diverse groups, said Mr Life.

The chamber's approach to fulfilling these services, said Mr Life, would shortly be redrafted into a five-year business plan.

The first of these plans was nearly complete and "very soon the direction that the chamber will follow in the next five years will be clearly defined".

"Each of the three groups I mentioned earlier will then easily be able to determine which services meet their specific needs," said Mr Life.

Mr WALLY LIFE, chairman and managing director of Goodyear (SA) Pty Ltd, and president of the Midland Chamber of Industries.

4. Direct Job Creation

a) through expanding public sector employment on special short-term projects
b) through provision of special, community based, projects
c) through earmarked subsidies to private enterprises for short-term projects

5. Anti-Discrimination Measures

a) designation of certain standards/practices governing hiring, promotion and firing
b) requirement that enterprises/organisations formulate and publish an affirmative action programme
c) requirement that enterprises/organisations achieve a designated mix of employees with respect ot racial background, sex etc.
d) provisions for enforcement of anti-discrimination guidelines, and prosecution for breach of these

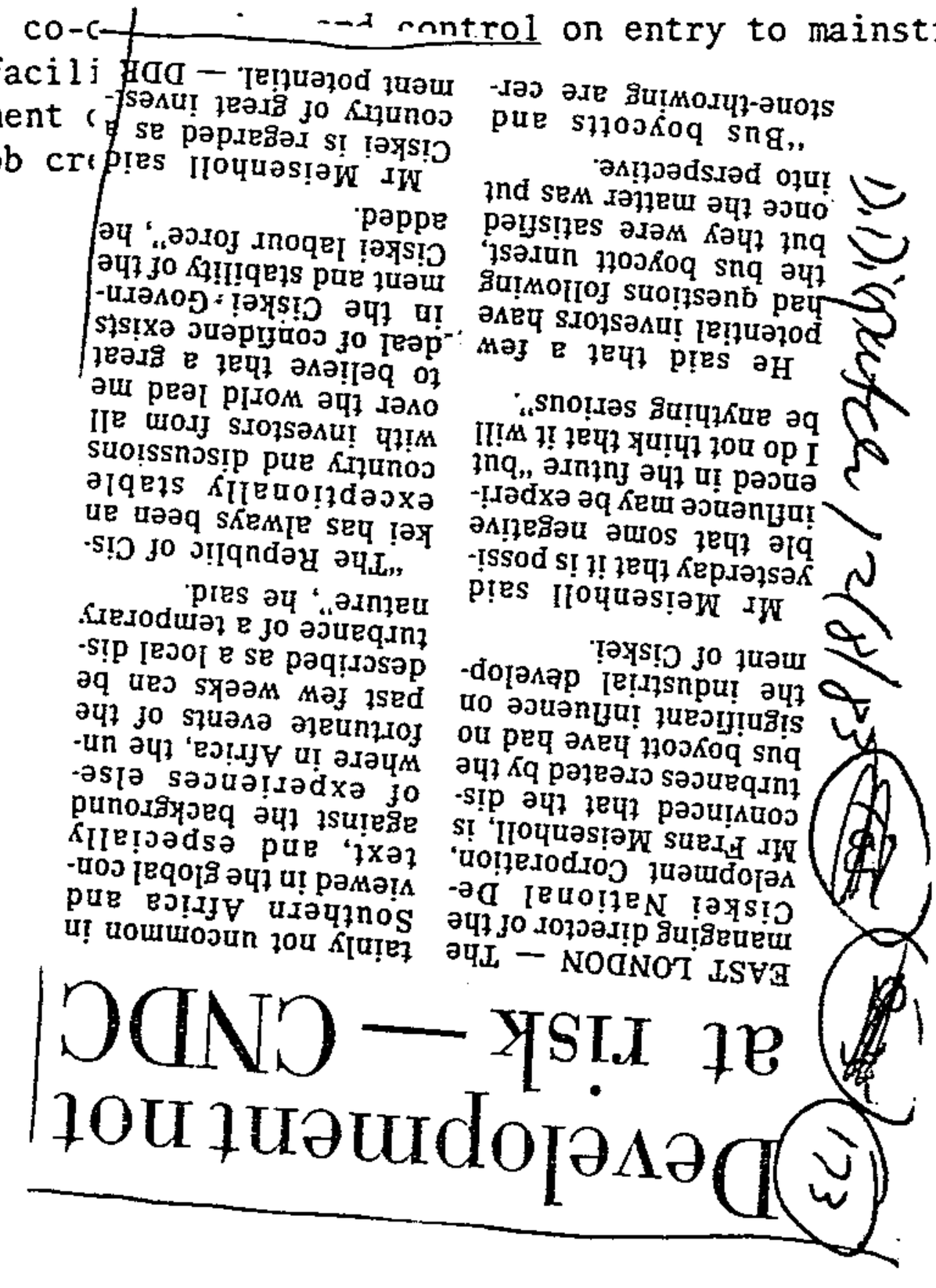
TRANSITION FROM SCHOOL TO WORK

1. In-School Programmes

a) improved data on requirements and opportunities in the education/training/occupation relationships
b) vocational counselling
c) work experience programmes
   i) for academic credit
   ii) for non-credit in academic programme

2. Post-School Programmes

a) subsidies, co-c[illegible] control on entry to mainstream training facili[illegible]
b) establishment [illegible]
c) special job cr[illegible]



Development not at risk — CNDC

EAST LONDON — The managing director of the Ciskei National Development Corporation, Mr Frans Meisenholl, is convinced that the disturbances created by the bus boycott have had no significant influence on the industrial development of Ciskei.

Mr Meisenholl said yesterday that it is possible that some negative influence may be experienced in the future "but I do not think that it will be anything serious".

He said that a few potential investors have had questions following the bus boycott unrest, but they were satisfied once the matter was put into perspective.

"Bus boycotts and stone-throwing are certainly not uncommon in Southern Africa and viewed in the global context, and especially against the background of experiences elsewhere in Africa, the unfortunate events of the past few weeks can be described as a local disturbance of a temporary nature", he said.

Mr Meisenholl said Ciskei is regarded as a country of great investment potential. — DDR

"The Republic of Ciskei has always been an exceptionally stable country and discussions with investors from all over the world lead me to believe that a great deal of confidence exists in the Ciskei Government and stability of the Ciskei labour force", he added.

Employed persons

*2. Mr. H. H. SCHWARZ asked the Minister of Constitutional Development and Planning:

Whether, with reference to his reply to Question No. 8 on 30 March 1983, the figures for the total number of employed persons as at 31 December 1982 are available as yet; if so, what are the relevant figures?

†The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

Yes.

4 833 821.

Domestic and agricultural workers are excluded as no surveys are undertaken for these sectors.

Strategic stock piling

*3. Mr. H. H. SCHWARZ asked the Minister of Industries, Commerce and Tourism:

Whether, with reference to his reply to

BER worried by black labour trends

By MIKE JENSEN

DISTURBING structural trends in the black labour market have been shown by a study by the Bureau for Economic Research at Stellenbosch.

Underlining deep-rooted faults in the educational and training systems for blacks, the BER found that even with the economic downswing, 60% of manufacturers were still blaming the shortage of skilled labour for bottlenecks and 60% of blacks had reached Standard 5 at best.

Between 1970 and 1982 the economically active population increased by an estimated 2 400 000 (two-thirds of them blacks) and job opportunities by 1 600 000.

The BER identifies part of the problem as being the result of a swing to capital-intensive activity. Between 1970 and 1980 the average cost of creating a job increased from R9 000 to R14 000. In transport and communication it was R32 000.

Economic growth has been traditionally advocated as a solution to the unemployment problem, but the BER says that although gross domestic product grew by 15,6% between 1972 and 1977, the number of jobs created went up by 16,2%. Between 1977 and 1982 GDP climbed by 20,2%, but job opportunities rose only 7,3%.

Aside from urging more educational programmes for blacks, the BER also wants the elimination of the red tape which holds back businesses in the informal sector.

The BER advocates the use of more labour-intensive means of production.

The study concludes: "The responsibility for such measures lies exclusively with the Government.

"Consideration should therefore be given to changing the pattern of public sector spending with the specific aim of putting more people to work."

NATIONAL SERVICEMEN, SOON . . .

W/E Argus 22/10/83 (254) (235) 173

On the march — for jobs . . .

Defence Correspondent

THOUSANDS of national servicemen — at least 800 in the Cape Town municipal area alone — will return to civilian life in December after their two year period of service and all of them will be looking for jobs.

Mr G B McKenzie, an employment officer for the Cape Town City Council and co-ordinator of the job-finder section of the Military Servicemen's Centre, says that every effort is being made to make it unnecessary for demobilised servicemen to "pound the streets looking for jobs".

"We are asking employers, as we did in June and July, to contact us with information about any jobs they can offer returning servicemen," he said. "We particularly need contact with employers needing apprentices, storemen, security personnel, drivers or similar staff where the possession of a senior certificate is not a requirement."

Mr McKenzie said more than 800 servicemen returned to Cape Town in June and many others to the outlying municipalities of Parow, Bellville, Paarl, Garies and other areas within the Western Province Command.

"We need job offers from all these areas. We also liaise continuously with the military servicemen's centres in these areas to exchange information and, where possible, job offers and job seekers. This way we are able to place a very large proportion of those "klaaring out" at the end of each period of service. After the June appeal, we received offers from as far away as Oudtshoorn."

He said employers in the Cape Peninsula metropolitan area and surrounding towns who could offer employment should telephone 210 2502, 210 3038 or 210 2596 before the end of December with details of their vacancies.

Objectives:

Address: P.O. Box 324
Kingwilliamstown
5600

DIMBAZA BEADCRAFTERS

(iii) Cattle project.

12

DEVELOPMENT STUDIES RESEARCH GROUP (DSRG)

Address: University of Natal
Pietermaritzburg
3200

Telephone: (033) 63320 Ext. 313

Contact: Norman Bromberger

Objectives: (i) Research on incomes, formal and informal
(ii) Unemployment project

Lengthy crisis is diagnosed for manpower

By Carolyn Dempster, Labour Reporter

South Africa faces a critical unemployment problem in the years ahead with an annual need to create an estimated 134 000 new job opportunities and a projected 292 000 annual increase in the labour force from 1980 to 1985.

These predictions appear in a short report entitled "The Manpower Scene 1982" researched and produced by the Institute for Manpower Research of the Human Sciences Research Council.

The aim of the report is to collate information on aspects of the South African labour force to provide manpower planners with further information on probable changes on the labour front.

While vacancies for skilled and semi-skilled workers calculated by the Department of Manpower in 1981 stand at 167 000, filling the gaps with unskilled work seekers is no solution to the skills problem, state the researchers.

The figures for registered unemployed with the Department of Manpower show that the unemployment rate reacts very quickly to changes in the economic cycle. However, in the upturn phase the researchers have noted a time lag of between 12 to 24 months before the situation improves.

TRAINING

The report also shows a declining growth rate among the white labour force with an increase in the ranks of the black labour force. This means that employers will have to concentrate on training population groups other than white if they are to plug the skills shortage.

Particularly affected will be clerical, sales and production workers. This has important manpower planning implications for organisations such as banks and building societies which employ large numbers of clerical workers and recruit their managers through a system of in-house training and promotion of clerical workers.

In addition, the gap between the educational levels of the population groups is narrowing rapidly and indications are that in 1984 black matriculation pupils will outstrip white matriculants. This factor should make it possible to alleviate the skills shortage through training.

The main problem in the use of labour and the upward mobility of the coloured, Indian and black people lies not so much in their educational ability but in attitudes.

"The white artisan, especially, perceives himself to be an endangered species which should be protected.

173 RDM 1/1/84

White work-seekers 'assured' of finding jobs

Pretoria Bureau

THERE should be jobs for all this year when thousands of white matriculants, university graduates and national servicemen enter the job market over the next few weeks.

That is the news from the Department of Manpower's director of vocational guidance and placement services, Mr P J Benade.

"We don't expect too much difficulty placing them," he said.

But he warned that those with a Standard 8 certificate or lower would find it hard to land a job, although they would be accommodated eventually.

He invited jobseekers to approach the department's vocational guidance services to assist them in finding jobs in both the public and private sectors.

The director of publicity and recruitment for the Commission for Administration, Mr Martin Raath, said the civil service was experiencing a shortage of job applicants in the PWV area, while there was an abundance of them in the coastal towns.

In Port Elizabeth, for instance, 200 jobseekers could not be placed, but only because they insisted on working in that city.

Mercury 2/2/84

173

Govt won't ease labour restrictions

Parliamentary Correspondent

RECOMMENDATIONS made in a White Paper that 'the restrictions on the geographic mobility of labour be removed as far as possible' have essentially been rejected by the Government.

The recommendations are made in a White Paper on A Strategy for the Creation of Employment Opportunities which was released yesterday.

The White Paper adds that the regional development policy should be applied in such a way as to contribute as much as possible in order to create employment opportunities.

While the Government has accepted these proposals, it has done so only in as far as 'they are reconcilable with other national objectives'.

The Government agrees with the report in seeing 'the largest possible role for the private sector and the elimination, where possible, of measures that inhibit the satisfactory operation of a market-orientated system'.

In this regard, the Government also emphasises that 'all public institutions, while not disregarding other national objectives, must keep in mind the importance of employment creation when performing their functions'.

The Government accepts that market forces should be given free play as far as possible and also affirms its intention 'to eliminate measures which directly or indirectly distort the relative prices of production factors'.

It also restates its commitment to the promotion of small business development and accepts that steps be taken 'to identify and remove measures and practices that unnecessarily restrict the development of the formal and informal small business sectors'.

White Paper aims at more jobs

~~3~~ 173 Star 2/2/84

Own Correspondent

CAPE TOWN. — Strategies for creating employment opportunities should be developed within the framework "of a market-orientated economic system" and should be based as much as possible on the role of the private sector, according to a Government White Paper released yesterday.

The White Paper, entitled "A strategy for the creation of employment opportunities", said that the Government had been "aware for quite some time of the alarming proportions of unemployment in times of economic slackness".

However, the problem should be dealt with in a Southern African context because of the distribution of unemployment among the geographical regions of the area.

The White Paper, commenting on recommendations of the Economic Advisory Council and the National Manpower Commission, said that unemployment had both "a cyclical and a structural dimension.

"Regarding the structural side, it is pointed out that the problem is the most serious among blacks and that even after four years of vigorous economic growth from 1977, there was still a relatively high level of unemployment among members of this group."

Among recommendations made by the NMC and EAC are:

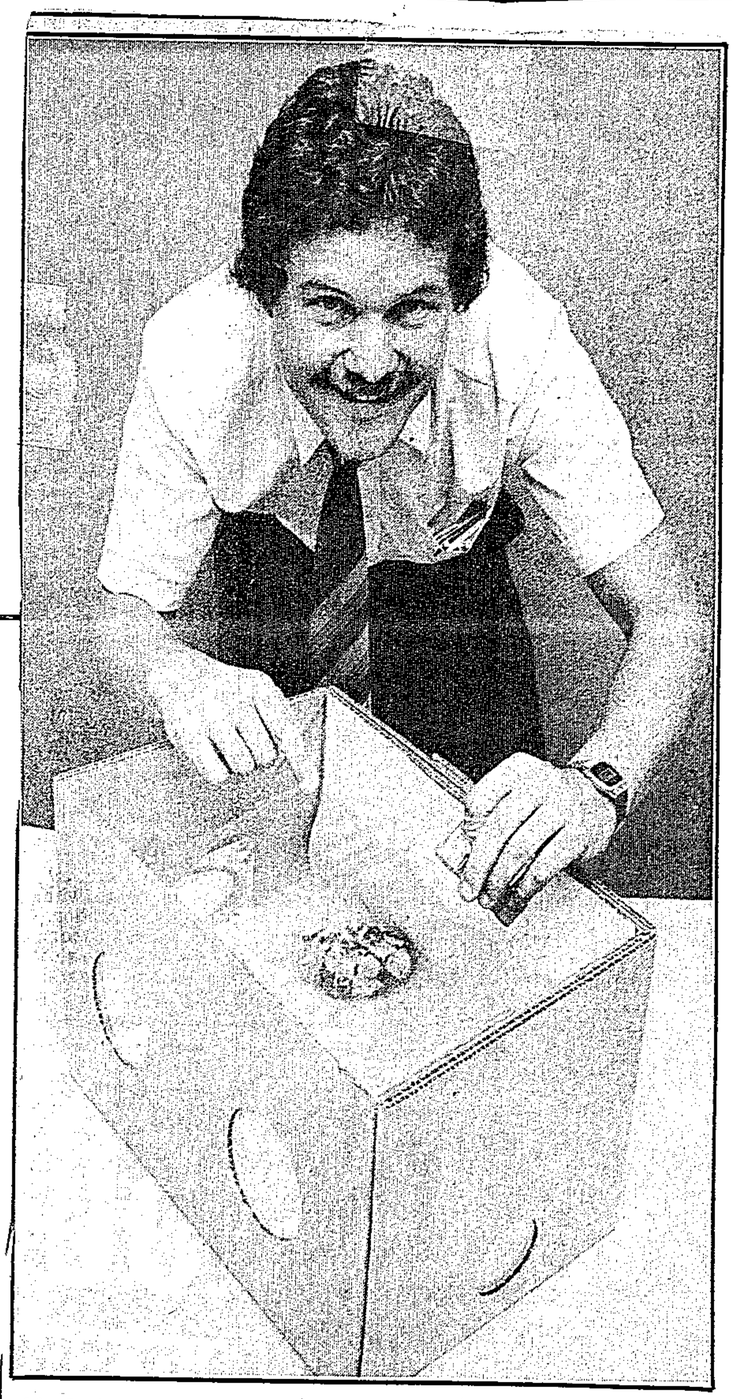
- The formulation of a new system of influx control along the lines recommended by the Riekert Commission — ie, that availability of work and accommodation should be principle conditions for admission to "controlled" areas.
- The creation of open trading areas and the repeal of measures which limit vertical mobility of labour.
- The formulation of alternative measures to section 3 of the Physical Planning Act.

The NMC and EAC said that capital, a relatively scarce resource, had been kept at an artificially low cost because of control of interest rates and generous tax concessions on certain types of investment.

The price of unskilled labour, although relatively abundant, was kept artificially high by administrative controls, such as the system of influx control and the application of section 3 of the Physical Planning Act.

The Government would continue to eliminate measures which distorted prices of production, said the White Paper.

As soon as current investigations into other restrictive measures were complete the "Government will, as a matter of priority, give attention to the implementation of those recommendations it finds acceptable".



Mr Craig McMurray and the fascinating cardboard fishtank. Mr McMurray is development manager of a packaging company. The fishtank is one of the exhibits at the Careers Spectrum exhibition

Cape Times 6/2/84 173

Jobs for all in 1984, says Dept of Manpower

THERE should be jobs for all this year when thousands of matriculants, varsity graduates and national sevicemen enter the job market.

That's the news from the Department of Manpower's director of vocational guidance and placement services, Mr P J Benade.

"We don't expect too much difficulty placing them," he said.

But he warned those with a Standard 8 certificate or lower would find it hard to land a job, although they would be accommodated eventually.

He invited job seekers to approach the department's vocational guidance services that would assist them in finding jobs, in both the public and private sectors.

The director of publicity and recruitment for the Commission for Administration, Mr Martin Raath, said the civil service experienced a shortage of job applicants in the Pretoria-Witwatersrand-Vereeniging area, while there was an abundance of applicants in the coastal

In Port Elizabeth, for instance, 200 job seekers could not be placed, but only because they insisted on working in PE.

He said the public service experienced a chronic shortage of male matriculants ever since the Defence Force implemented the two-year national service system.

He asked matriculants to consider the public servic's career opportunities.

He cited a three-year diploma course for technicians, where matriculants are paid to attend courses at technikons.

Applicants may write to the commission at Private Bag

Cape Times 21/3/84

Race counts least for employers

By BARRY STREEK

HOUSE OF ASSEMBLY. — Race is ranked the least-important criterion used by employers in selecting people for jobs, a National Manpower Commission study has found.

Sex was found to be the next least-important criterion, the study of in-service training in South Africa in 1980-81 found.

The study findings, tabled in Parliament yesterday, show that work experience, intelligence, specific expertise and basic educational levels were the highest-ranked criteria.

The study, conducted among 2 194 organizations representing 43 percent of the labour force in sectors involved, also found that although unemployed people were one of the largest pools available for recruitment, they were not used as the largest source of employment by these organizations.

It found that although whites constituted 20 percent of the economically-active population, they formed 30 percent of the labour force, while blacks, who constituted

68 percent of the economically-active population, held only 59 percent of the jobs.

Although people completing their military service were not yet numerically an important source of recruitment for organizations, they could become so in the future.

The survey, conducted by the National Productivity Institute on behalf of the National Manpower Commission, found that subjective methods such as recommendation by a supervisor were much more common than more objective methods that might lead to more realistic levels of selection for training.

The education of whites working at all skill levels except unskilled was rated as more adequate than the education of other population groups.

But the percentage of organizations which rated the education of black people as poor or fair was more than twice as large as the number which rated it as good and very good.

It also found that the labour turnover of unskilled employees was more than three times as high as that of highly-skilled employees.

The survey showed that 6,8 percent of the organizations felt they had "many" black workers capable of being trained as artisans, 26,7 percent felt "some" black workers were capable of being trained as artisans, 32,6 percent felt "few" of their black workers were capable of being trained as artisans while 17,5 percent felt "none" were capable of being trained.

THE LABOUR MARKET

When the referee joins in

For a country which professess to endorse free enterprise, SA has a remarkably unfree labour system. It's time government stepped back and allowed employers and employees to sort out their problems. New legislation to place tighter controls on the market are badly timed and inequitable.

Not to put too fine a point on it, government should get the hell out of labour. Its ideological fixations distort the supply, marketing and mobility of manpower, cause endless human suffering, and hamper the economy at a time when it can least afford restrictions.

Pretoria should, in fact, follow the advice of its own Director General of Manpower, Piet van der Merwe, who preaches a doctrine of minimal official intervention between management and workers. No doubt it would argue that it does so. But as is so often the case where racial ideology is concerned, such protestations reflect, at best, a half truth.

Certainly officialdom tries — not always successfully — to avoid entanglement in management-union disputes. But that is only a part, and not the largest part, of the interface between employment opportunities and people.

It's no use preaching, and even in some ways promoting, a free labour market and a free collective bargaining system while at the same time legislating thoroughgoing systems of control. But it is at Pretoria's discretion where *all* blacks may work or live.

The Labour Relations Act, for all its faults, is basically a fine and enlightened piece of legislation. It is the basis of SA's present industrial relations system. But it makes a bad partner for totally unenlightened laws like the influx regulations, the Blacks (Urban Areas) Consolidation Act, the Physical Planning Act, the Group Areas Act, and the proposed Aliens and Immigration Laws Amendment Act.

At present, a businessman who takes some workers from the West to the East Rand for a particular job could find himself in court for employing workers in an area where they have no legal right to be. In fact, in the Randburg courts recently, a magistrate, after dishing out a suspended sentence, advised the accused to write to Minister of Co-operation and Development Piet Koornhof, and ask him to amend the law.

Indeed, if anything gives the lie to the impression government is so carefully trying to create that reform is permeating all sectors of society, it is the annual figure for pass law convictions.

In February Koornhof revealed that 140 000 black people, many thousands of whom must have been in full employment, fell foul of the pass laws in 1983. Koornhof is the man responsible for administration of these laws — and also the man who declared war on the "dompas" and said that "apartheid is dead." Yet his own figures show that pass convictions have risen substantially from 98 000 in 1982 and even more from 75 000 in 1981.

So influx control, it seems, remains a cornerstone of the National Party's ideology and strategy. And there is a great deal of truth in the observation that this kind of action significantly interferes with the functioning of a free enterprise system in labour.

The nature and degree of interference is diverse. Some of it covers purely labour issues while other elements are more oblique.

There are a number of different schools of thought on the role government should play. Free marketeers argue that any interference is too much interference. Others support the view that government must create the framework for labour relations and then act as the referee between employers and workers. But, generally speaking, some principles are regarded as inviolable.

It is acknowledged that since 1979, when the Wiehahn Commission of Inquiry into labour legislation tabled the first of its six reports, there has been a liberalisation of labour matters. The key reform was that blacks, who had been excluded from the definition of "employee" in labour law, took their rightful place in the labour process. Black trade unions have mushroomed since then and the Department of Manpower (DM) has been hailed as the most progressive of all government departments.

Possibly as a result, there is tension between what the DM has been trying to achieve and actions by other departments. Influx control as applied by the Department of Co-operation and Development (CAD) is a major problem.

It cannot be argued that black workers have been granted the same freedom as their white counterparts when their right of movement is still restricted. Until June 1980 most blacks were condemned to remain in the area in which they were born — without the right to move in search of better job opportunities.

Since then a lucky few who qualify for Section 10 rights in terms of the Urban Areas Act have, theoretically, been granted the opportunity to move to other urban areas. But they must have a job there, and "approved" accommodation.

UCT's Jowell ... a matter of rights and duties

Housing shortage

That provides the sting in the tail. There is a housing shortage in all black townships. So in the critical area of mobility, even blacks with Section 10 rights are severely disadvantaged. Those without these rights are restricted to the homelands — or to a joyless hostel existence as short-term contract migrants.

This is not the only barrier to entry or mobility. The Laws on Co-operation and Development Amendment Act, passed last year, reduces the effect of the court victories won in the Rikhoto and Komani cases, which were supposed to extend the rights of certain migrants to claim urban residence. Again the possession of lawful — usually unobtainable — housing became the deciding factor.

Last week the first reading of the Aliens and Immigration Laws Amendment Bill, which will be implemented by the Department of Internal Affairs and CAD officials, signalled government's intention to extend its powers of control.

It is widely believed that this Bill will replace the draconian Orderly Movement and Settlement of Black Persons Bill as the main instrument of influx control — at least as far as citizens of independent homelands are concerned.

There are numerous other areas in which government interferes in labour. One is Section 3 of the Physical Planning Act. In general terms this measure stipulates that employers must maintain a ratio of 2.5:1 between blacks and whites in their labour

Fm 16/3/84

force. If employers wish to exceed this, special permission must be obtained from a committee operating under the auspices of the Department of Industries and Commerce.

Over the years hundreds of thousands of workers have been denied jobs through this mechanism. Despite the fact that the Riekert Commission recommended in 1979 that Section 3 should be abolished, it remains on the statute book.

Similarly, the definition of a "scheduled person" in the Mines and Works Act protects white miners by stopping blacks from taking up skilled jobs on the mines. Despite government's acceptance of the Wiehahn Commission's recommendation that it be scrapped, it remains in force — seemingly out of fear of the conservative white mining unions.

Then there is the issue of police and security police (SP) intervention in labour matters. Almost since the advent of black trade unionism in SA unionists have been prime targets for harassment.

SP intervention in labour matters seems to be picking up again. Last month witnessed the arrest of at least four unionists. These include "Skakes" Sikhakhane, general secretary of the Food and Beverage Workers' Union; Jeremy Baskin of the Paper, Wood and Allied Workers' Union; and Robert Mkhize, a Commercial Catering and Allied Workers' Union shop steward. Officials of the National Union of Mineworkers have also been harassed.

The homelands policy causes other labour tensions. A Federation of SA Trade Unions (Fosatu) spokesman cites the example of some workers resenting the fact that their tax rebates will have to be claimed from homeland governments now that the "harmonised" taxation system is in operation. "The homelands policy is starting to bite more and more into our affairs."

Manpower's Van der Merwe ... minimal official intervention

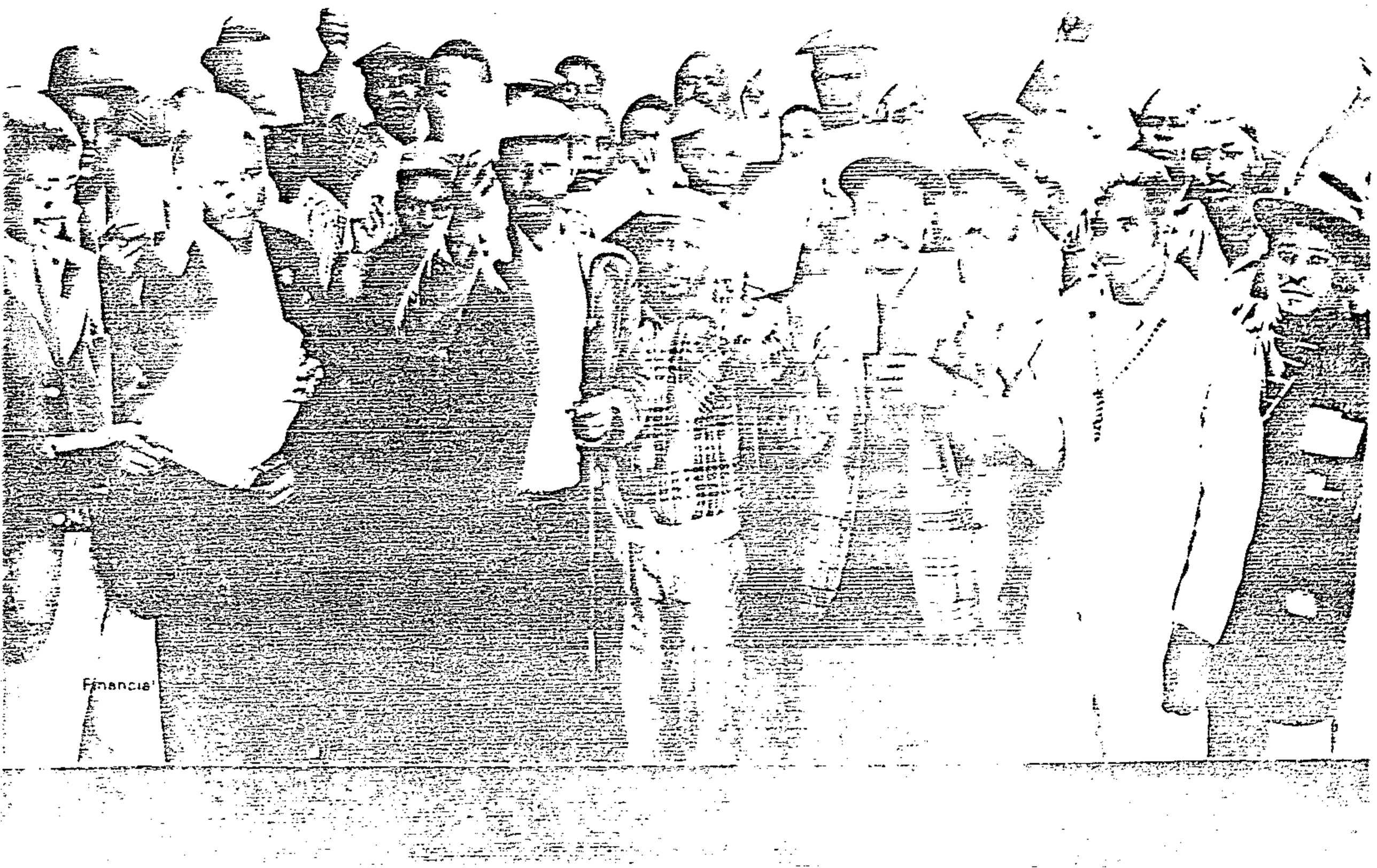
Strikes are another source of tension. Most strikes that take place in SA are illegal in terms of the Labour Relations Act. But observers point out that even when unions take the long and complex road to a legal strike there are a number of other statutes — like the Intimidation Act and the Trespass Act — under which unionists and workers can be prosecuted for strike-related activities.

These factors all constitute interference in the labour market which are beyond the control of the DM. Even within the department's own domain there are questionable practices. The ultimate power to appoint a conciliation board when disputes are declared lies with the Minister of Manpower. He has the power to decide on its terms of reference, and this enables him to prevent disputes from reaching the Industrial Court. If the Minister does not define a dispute as involving an unfair labour practice the court cannot take up the matter.

"The Minister's role should be to see that these things happen — like a referee — rather than make judgments and involve himself in the issues and perhaps hinder their resolution." Kate Jowell, assistant director of the University of Cape Town's Graduate School of Business told the *FM*.

She sums up the debate: "I expect government to establish a few ground rules for labour and management by which they can conduct their affairs. The Queensberry rules for bargaining, if you like, which establish the rights of each party and also the duties which they must accept in exchange for these rights."

It's time for government to climb out of the ring.



Call to ban job discrimination

Cape Times 9/4/84 173

Political Correspondent

THE MAN who started recent labour reforms believes South Africa now needs laws to make discrimination in the labour field a criminal offence.

Professor Nic Wiehahn, whose commission reports in 1979 led to recognition of black artisans and black trade unions, said yesterday that this was no longer enough.

In an interview published in the Nationalist newspaper Rapport, he said South Africa could face the sort of labour unrest which broke out in the United States in the 1960s unless labour discrimination was prohibited legally.

Professor Wiehahn called for laws to forbid labour discrimination on the grounds of race, colour or sex.

It was no use removing discrimination from labour legislation while allowing it to continue in practice.

He said America's "black revolution" arose largely because US legislation paid only lip-service to non-discrimination. The laws were non-discriminatory, but discrimination was not actually prohibited.

"It was only after the coloured minority in America, prompted by discrimination in practice, began burning down the cities that the American government realized it had explicitly to prohibit discrimination."

While white workers might resist such legislation because they felt threatened, Professor Wiehahn believed all minority groups, including whites, would benefit in the medium and long term from anti-discriminatory legislation

'Affirmative action'

There were indications that multinational companies would be forced by labour codes and legislation in their own countries to apply reverse discrimination and the promotion of racial quotas irrespective of merit — the American phenomenon of "affirmative action".

Everybody, including whites, would be protected against this by anti-discriminatory legislation. It would also help whites get away from their obsession with colour.

Professor Wiehahn regretted the reaction of some who regarded his ideas as revolutionary. Not only were labour reforms irreversible in that it would be disastrous to reintroduce job reservation and ban black unions and apprentices, but prophesies of doom made when the reforms were instituted had not materialized.

The abolition of job reservation had not produced white unemployment, nor were there indications that black unions were about to dominate the labour field in a sort of "black Solidarity".

It reminded him of when the government changed the law to allow black people to buy liquor. They had not become alcoholics as was predicted, in fact their drinking habits had changed little if at all.

Professor Wiehahn also called for "ideologization" of trade unions in favour of the free-market system. Employer bodies made public comments and took part in symposiums, but nothing was done to encourage similar activities by the unions.

The unspoken fear was that they would not come down in favour of free enterprise. But what was happening instead was that black union leaders attended seminars from Socialists International and communists in Europe and America.

He believed it was no foregone conclusion that black unionists here would be overwhelmed by communism or similar ideologies, especially if their support for the free-market system was actively sought.

Professor Wiehahn pointed out that black unions had existed since 1919 and Trotskyites and communists, even when legal, had not had much influence or success.

(1) (a) What amount was paid out by the State in respect of Coloured persons to unmarried mothers in the form of children's allowances in the 1983-84 financial year and (b) how many children were involved in payments of this nature;

(2) whether any changes in policy in respect of such payments were adopted in the course of that financial year; if so, what is the nature of these changes?

†The MINISTER OF INTERNAL AFFAIRS:

(1) (a) and (b) The figures are not available as separate statistics on allowances paid to unmarried mothers are not kept.

(2) Yes, the major policy change being that with effect from 1 September 1983 the payment of children's allowances to unmarried mothers is, with due regard to certain qualifications, limited to one child and in highly exceptional cases, in the discretion of the Director-General of Internal Affairs, to one additional child born out of wedlock. The hon member is referred to Government Notice 1811 which appeared in *Government Gazette* 8851 of 19 August 1983 in which the regulations on the payment of *inter alia* children's allowances were amended.

Sandton police station: fire

*9. Mr D J DALLING asked the Minister of Law and Order:

Whether a fire occurred in the Sandton police station recently; if so, (a) when, (b) what was the cause, (c) in what section of the police station, (d) what was the extent of the damage and (e) what is the estimated cost of restoration?

†The MINISTER OF LAW AND ORDER:

Yes.

(a) Approximately 19h30 on 29 February 1984.

(b) A short-circuit in the electric current.

(c) In the office of the branch commander of the detective branch.

(d) The walls, floor and roof of the office, as well as furniture and registers were badly damaged.

(e) R8 000,00.

SAP in Port Elizabeth: complaints laid

*10. Mr D J N MALCOMESS asked the Minister of Law and Order:

(1) Whether any complaints have been laid with the South African Police in Port Elizabeth concerning alleged incidents at the home of and threats made against a certain person, whose name has been furnished to the Minister's Department for the purpose of his reply; if so, (a) when, (b) what was the nature of the complaints in each case and (c) what is the name of the person concerned;

(2) whether the South African Police have investigated the complaints; if not, why not; if so, with what results in each case?

The MINISTER OF LAW AND ORDER:

(1) Yes.

(a) On 7 December 1983 and on 29 March 1984.

(b) In the first instance alleged malicious damage to property and in the second instance alleged *crimen injuria* and cruelty to an animal.

(c) It is not customary to disclose the names of persons lodging complaints with the Police, but since a report disclosing these particulars has already appeared

in the Press, the names of the complainants are Mr and Mrs Arnot of Port Elizabeth.

(2) Yes. Owing to a complete lack of clues or other information the first-mentioned case was closed as undetected, while the latter cases are still under investigation.

Hansard Q 61. 901

SA Transport Services: main line services/suburban services

11/4/84

*11. Mr P C CRONJÉ asked the Minister of Transport Affairs:

What was the total cost to the South African Transport Services in the 1982-83 financial year in respect of (a) (i) first-class, (ii) second-class and (iii) third-class main line services and (b) (i) first-class and (ii) third-class surburban services?

†The MINISTER OF TRANSPORT AFFAIRS:

(a) (i) R101 million

(ii) R157 million

(iii) R221 million.

(b) (i) R237 million

(ii) R368 million.

†Mr P C CRONJÉ: Mr Speaker, arising out of the hon the Minister's reply, which he read so fast, I only missed the last part of the reply, and now I want to know whether he is also satisfied that third-class passenger tariffs cover the largest percentage of the cost?

†The MINISTER: Mr Speaker, third-class passengers are by far the largest number of passengers we transport and *pro rata* the amounts they pay are in proportion to what first-class passengers pay.

173 Hansard

Job creation programme for Blacks in Cape Peninsula

Q. 61. 901 11/4/84

*12. Mrs H SUZMAN asked the Minister of Co-operation and Development:

(1) Whether a job creation programme for Blacks in the Cape Peninsula is to be undertaken; if so, (a) when will the programme (i) commence and (ii) be completed; (b) who will be in charge, (c) what amount has been allocated in respect of the programme, (d) how many jobs will be created and (e) who will qualify to apply for these jobs;

(2) whether this programme is to be extended to any areas other than the Cape Peninsula; if not, why not; if so, which areas;

(3) whether discussions on this programme were held with any persons recently; if so, (a) when, (b) with whom, (c) what was discussed and (d) what were the results of these discussions?

The DEPUTY MINISTER OF CO-OPERATION:

(1) The Department of Co-operation and Development is not aware of any special job creation programme for Blacks that is to be undertaken in the Cape Peninsula.

(a) (i), (ii) and (b), (c), (d) and (e) Fall away.

(2) Falls away.

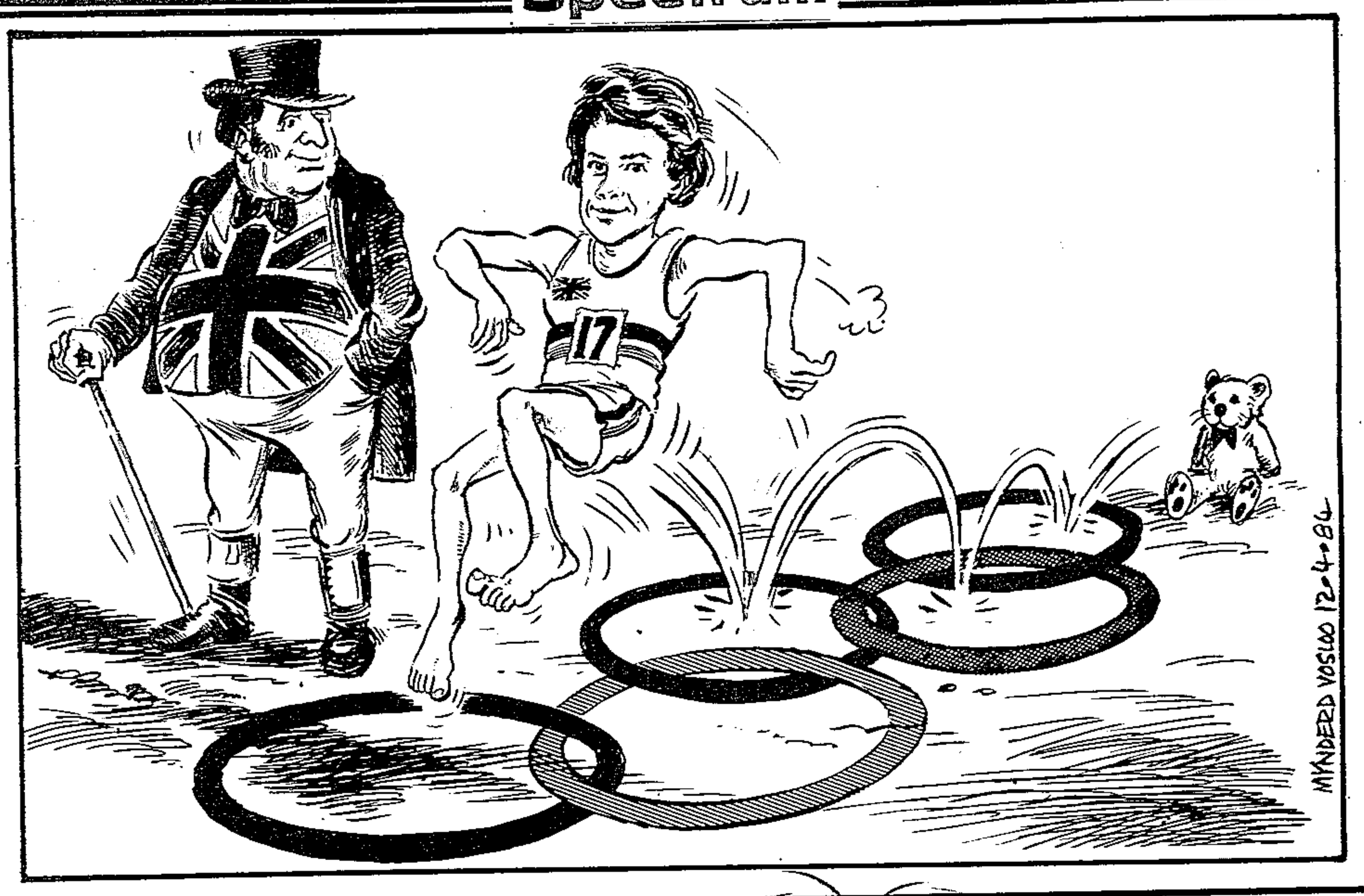
(3) Falls away.

Sasol: hydrogen sulphide pollution

*13. Mr P G SOAL asked the Minister of Mineral and Energy Affairs:

(1) Whether any complaints and/or representations concerning hydrogen sulphide pollution allegedly emanating from Sasol in the Transvaal have been received by his Department: if so, (a) from whom, (b) when and (c) what was (i) the nature of the complaints and/or representations and (ii) his response thereto in each case;

(2) whether his Department has taken or



POLITICO-ECONOMICS

ARGUS 12/4/84 (173)

Apartheid is not the only culprit

In this, the first of three weekly articles, Jan Sadie, former Professor of Economics at the University of Stellenbosch, deals with "misconceptions" about the problems of South Africa.

ALL kinds of realities, particularly in the unpleasant category, obtain in South Africa — poverty, squalor, malnutrition, discrimination, inequality, disaffection, apartheid ...

Of equal reality and importance are the beliefs of people. If these are founded in disinterested observation and fact, their validity ("legitimacy") cannot be questioned.

Some are, however, based on association of contemporaneous occurrences which is transformed into causal connection by presumption, regardless of the nature of the relationship.

In this way many misconceptions, or illusions, or legends have come into being, reflecting beliefs at both poles of the spectrum of socio-political thinking.

The man in the street, the politician and, perhaps, journalists can be excused for succumbing to the temptation, but academicians are equally guilty.

In the interest of reason and objectivity such legends have to be challenged.

An outstanding example of misconstruction in this country is the unquestioning attribution of most unpleasant phenomena to the existence of apartheid. Being all-pervasive, with repeated unhappy manifestations which excite emotions, it has become the natural singular source of imagined causality. We have unemployment and poverty in South Africa and we have apartheid, *et voilá* — such is logica — the latter is the cause of the former.

The conclusion, if not spelt out, is there by implication, underscored as a rule by a reference to South Africa as a "rich country" (another legend). The insidiousness of the belief lies in the self-evident solution which it proffers — abrogate apartheid and poverty, squalor and all other economic ills will vanish. This is a dangerous delusion in as much as false hopes are based on it.

Human resources

Apartheid is a determinant of the geographic location of economic ills, not their existence. It is incumbent on the academician to lift the veil of apartheid and look beyond it.

The fundamental fact or truism of economic life in South Africa, as in other countries, is that the economic well-being of the people is a function of the quantity and quality of human resources in relation to the quantity and quality of non-human resources and efficiency of their exploitation. The former category embodies two of the five factors of production: entrepreneurship and labour; and the latter the other three: natural resources, capital and technology.

Dominant group

Apart from exceptional situations as presented, for example, by oil-rich countries — where this one natural resource is quite adequate to provide the community with an affluent level of living even without local effort, since foreigners can always be hired to handle the total process of exploitation — the fount and origin of economic growth and development is human material. This will always be true as long as economic growth is not an abiogenetic process and cannot be initiated by inanimate factors of production.

Differences between countries in economic performance — whether this be between South Africa and Europe, or Germany and the United Kingdom, or Japan and Europe — derive from their populations as economic material.

Part of the misconception of the South African situation arises from an erroneous consideration of the country as a member of the First World, whereas, demographically and economically, its population represents preponderantly a Third World society. The error is caused by the fact that the politically economically dominant group, the whites, do enjoy a First World type of life. When they transmit their own impressions to their acquaintances, friends and colleagues abroad, the latter's understanding of the South African situation is badly impaired.

To characterise the South African population as economic material, without introducing the emotive element involved in the customary classification into four ethnic groups, recourse can be had to a structuring of the aggregate population into four classes, built up round the male members of their labour force whose employment status and skill levels serve as norm, as follows: Class I, the executive (or entrepreneurial) class; class II, the highly skilled; III, the less skilled; and IV, the unskilled, the peasants and the underemployed. The structure of the population can then be presented as follows, in terms of percentages and for heuristic purposes, compared with an approximation of the Canadian population structure:

POPULATION	S African	Canadian
1980		
Class I	2%	8%
II	10%	23%
III	35%	53%
IV	53%	16%
	100%	100%

The important aspect of this hierarchy is that the line of dependence runs from the bottom upwards, members of class IV depending for their unemployment on the supply of the other three, III and IV depending on classes I and II and in the last resort, classes II to IV deriving their livelihood from the availability of class I.

Members of the latter are responsible for the decisions which initiate economic growth and employment. An adequate supply of this class — in quantity or quality or both — will mean unemployment, underemployment and low incomes per capita. Of this human material we have too little in South Africa and it is already an over-extended group. Its scarcity is evinced in the comparison of the South African 2% with the Canadian 8% or the 5 to 6% minimum obtaining among the developed countries in the world. Equally striking is the abundance of class IV in South Africa: 53% against the 16% of Canada.

It should not, therefore, come as a surprise that no more than about three-quarters of South Africa's labour force are, in fact, fully employed in the modern sector at any moment; which in the circumstances, must be considered a very creditable performance. Hence the squatter camps, poverty, malnutrition and squalor. A cessation of apartheid practices, however, desirable in itself, will not alter this situation.

Views conflict on labour intensive development

ARGUS 4/5/84

173

CONFLICTING views on the need for capital as opposed to labour intensive industries were presented at two meetings in Cape Town yesterday.

Mr Wynand van Graan, managing director of the Bophuthatswana Development Corporation, told members of the New Southern Africa Club that developing countries should not steer away from capital intensive industries.

He said capital intensive industries had become a fact of life without which development would not be possible.

But Mr P T C du Plessis, Minister of Manpower, speaking at a Cape Chamber of Industries at a luncheon, appealed to employers in South Africa to retain as many jobs as possible.

He said the concerted efforts of both government and private enterprise were needed to overcome the problem of the country's oversupply of unskilled workers.

DECENTRALISATION

The Government had made generous concessions for the decentralisation of industry to promote the creation of employment opportunities in rural areas, where large numbers of unskilled workers were concentrated.

The key to the unemployment problem lay partly in a more aggressive effort to decentralise industry and employers could help with this process, especially if emphasis were placed on labour-intensive projects, Mr du Plessis said.

Mr van Graan said South Africa had promoted labour intensive activities by means of concessions, which had put a heavy emphasis on large-scale employment of labour.

Development corporations boasted that they were investing only about R7 000 to create a job opportunity and as this was labour intensive it had to be commended.

But concessions for the employment of more labour for a given job could promote inefficiency.

COMPETITIVE

An inefficient manager would hire twice as many people to perform a given task than an efficient manager.

The world was moving towards employing less labour. One could not go against this trend and still remain competitive.

Industry in less developed areas had to be competitive. If the competition became computerised, for instance, then it had to follow or else it would not survive.

Labour intensive activities were on their way out. The last remaining would be the the production of handcraft which sold because it was made by hand, Mr van Graan said.

POLITICO-ECONOMICS

Dark future for SA's growing labour force

In this, the last of three weekly articles, JAN SADIE, former Professor of Economics at the University of Stellenbosch, focuses on the problem of providing work for the country's growing population.

FROM the demographic movements depicted in the preceding articles, one would expect growing surpluses of workers at the lower end of the occupational hierarchy. But the disequilibrium extends to the upper end as well — in this instance taking the form of deficits or severe scarcities.

The disequilibrium can be quantified by means of an excercise which assumes that the 1960—'80 experience with respect to growth rate of the GDP, the increase in numbers of workers demanded in the various skill categories and the skill-class mobility, but not the immigration, will be repeated during the 1980—2000 period. Teachers are excluded.

We then have the incremental "demand" and "supply" of labour as set out in the accompanying column.

The extent of the disequilibrium between incremental demand and supply is best guaged, not by the (net) difference of 2 218 000 between the two aggregates, but by the sum of the deficits and surpluses (with sign ignored), which is 3 318 000.

	DEMAND	SUPPLY	DEFICIT/SURPLUS
I Executives	197 000	94 000	-103 000
II High skilled	897 000	455 000	-442 000
III Less skilled	2 500 000	2 495 000	-5 000
IV Unskilled	1 028 000	3 796 000	+2 768 000
	4 622 000	6 840 000	+2 218 000

Minimum estimate

This is only a minimum estimate, since the South African economy, moving along the downward phase of the long wave of economic growth, may be considered fortunate were it to register a GDP growth rate of 3,5 percent during the two decades 1980—2000, compared to 4,7 percent during the preceding comparable period, part of which fell within the upward phase of the long wave.

In the event, the gross disequilibrium (in the absence of immigration) may be almost 4-million workers with an incremental unskilled labour surplus of just over 3 000 000.

Looking back by the end of this century at the employment history of the preceding two decades, it is improbable that one would find any direct statistical evidence of the disequilibrium at the upper skill level described here. Because, in one way or another, the economy simply adjusts to these conditions.

In so far as immigration cannot compensate in full for the lack of high-level manpower, local talent will be appointed in the vacancies, not necessarily because it is of the required quality in terms of qualifications, experience and know-how, but because the vacancies have to be filled. The candidate does not need to be the right man, but only the man at the right place at the right time.

Work ethic

High level manpower is, moreover, being created by the simple expedient of raising the happiness about not being paid enough in accordance with the norm of entitlement.

The customary and logical remedy for the above situation is education and training, particularly for classes III and IV. Unfortunately, in at least its undifferentiated and non-specific form, it is not a panacea. The content and the cultural ambience are all important.

When a majority of pupils do not proceed beyond standard IV, a good deal of resources are expended in doing little more than keeping children off the streets.

If those who continue their studies, do so, in the tradition of the "liberal education", with the objective of obtaining a certificate or diploma regardless of its applicability or relevance for jobs on offer and particularly if it is acquired in a traditional ambience not hospitable to modernisation through individual enterprise, we may have "educated unemployment", but not appropriate economic material.

Migrant labour

Not to be avoided, but actively targeted for, in the first place by classes IV, are the many blue collar skills which can be said to be culturally neutral in the sense that their acquisition does not demand nurturing in a technically sophisticated environment. And there is no reason why those participating in the migrant labour system should be excluded.

While, in the meantime, there are growing surpluses of unskilled labour, one would expect the economy and the conditions of employment to reveal some evidence of an accommodation of the situation, in accordance with the principle of the optimal use of productive factor endowment. But this is not so.

The abundant unskilled labour in this country is being used as if it were scarce — and amount of capital employed per additional worker in the secondary and tertiary industries was double that of the 1960's. Part of the explanation is to be found in the more or less unaltered capital intensity of projects such as Sasol.

Autonomous force

Furthermore, there is the autonomous force of unreasoned adoption and importation of First World technology embodied in machines, without regard to its appropriateness in South African conditions, as underscored by the research undertaken at our own CSIR.

There may also be attempts at transferring the skill requirements lacking in the labour force to the machine. But it is a self-defeating process, as the servicing and handling of the equipment require more skilled labour. The lowering of the relative cost of capital by inflation and the tax system is making a contribution as well.

However, during the past decade a major influence has been emanating from the unskilled labour force itself, aided and abetted by employers who are being pressurised to apply, not the economic norm of a workers' marginal product, but the social norm of paying a man a decent "living wage" when and if you employ him.

Beautiful principle

It is a beautiful principle which cannot be faulted on its own. The poverty and hunger of those not employed as a result, is not included in the principle. In the traditional extended family system it might be preferable to have two breadwinners earning R200 a month each than only one earning R300.

And increasingly the muscle-flexing of the new trade unions for both economic and political reasons, with strikes and threats of strikes, is making the reliable machine a preferred alternative to the unreliable worker. And so the ranks of the unemployed or non-employed unskilled workers are being swollen all the time.

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growing labour force

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Work ethic

High level manpower is, moreover, being created by the simple expedient of raising the titular status and, with that, the pay and fringe benefits of an employee's job. And all the time the work ethic is inexorably being eroded by the pecuniary ethic. The happiness of the previous generation at having good jobs is being replaced by an unhappiness about not being paid enough in accordance with the norm of entitlement.

The customary and logical remedy for the above situation is education and training, particularly for classes III and IV. Unfortunately, in at least its undifferentiated and non-specific form, it is not a panacea. The content and the cultural ambience are all important.

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While, in the meantime, there are growing surpluses of unskilled labour, one would expect the economy and the conditions of employment to reveal some evidence of an accommodation of the situation, in accordance with the principle of the optimal use of productive factor endowment. But this is not so.

The abundant unskilled labour in this country is being used as if it were scarce — and the scarce co-operating factor of production capital is being used as if it were in abundant supply.

Labour has been increasingly replaced by capital equipment. During the 1970's the average amount of capital employed per additional worker in the secondary and tertiary industries was double that of the 1960's. Part of the explanation is to be found in the more or less unaltered capital intensity of projects such as Sasol.

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And increasingly the muscle-flexing of the new trade unions for both economic and political reasons, with strikes and threats of strikes, is making the reliable machine a preferred alternative to the unreliable worker. And so the ranks of the unemployed or non-employed unskilled workers are being swollen all the time.

And the replacement of labour by capital does not even have the compensatory virtue of raising the level of multi-factor productivity. The productivity record is miserable. The sequel is misery.

Number of employed has risen by 60 000

Labour Reporter

The number of employed people rose by about 60 000 in the two years from April 1981 to April 1983, but the percentage of white employees dropped by about 5 percent, a Department of Manpower occupational survey has found.

The biennial survey was carried out in April 1983 and reflects occupational employment and vacancies excluding Transkei, Venda, Bophuthatswana and Ciskei.

The highest number of vacancies in 1983, at a time when economic conditions here were already at a low ebb, were in the labourer category.

Estimates based on the sample surveys indicate 45 584 vacancies in the labourer field, with vacancies for 10 902 transport workers, 9 865 military staff, 7 709 police and detective services, and 4 508 nurses.

Other occupations featuring high on the vacancy rates list are; general clerk, supervisor/foreman, operators and semi-skilled workers, technicians, student nurses, fireman, inspector, motor mechanic, drivers and teachers.

The survey calculated that 313 000 or 5,6 percent of the employed labour force in April last year were artisans or apprentices. Of the remaining five million employed persons, about 26,85 percent are white and 58,02 percent members of black population groups.

It said a drop in the vacancy rate for artisans and apprentices in the two years from 1981 to 1983 indicates the influence of an economic recession on employment in these occupations.

It was also striking that in broad occupational terms, the number of professionals, semi-professional and technical employees increased from 482 400 in 1981 to 523 900 in 1983.

The "share" by white employees in this category dropped by four percent with a corresponding rise in black employees. The survey found much the same trend among employees in sales and related occupations.

Job opportunities must increase by 1 000 a day, warns Cronje

3/10/84 173 Star

By Bill Levitt

SUN CITY — Bophuthatswana's Manpower Minister, Mr Rowen Cronje threw down the gauntlet today when he challenged South Africans to adapt to economic changes or pay a heavy price in the future.

With the supply of labour destined to double by the turn of the century to 24,4 million, 1 000 new jobs would have to be created daily if full employment is set as a norm.

"This figure does not include the number of jobs needed for the presently unemployed or under-employed", he told 500 delegates to the 28th annual convention of the Institute of Personnel Management.

He said the dilemma is clearly shown through Government's statistics which indicate that under favourable economic conditions, the likely demand for labour will only double by the year 2 000 to 12,4 million.

Mr Cronje said the answer lies in training people of all races for skilled jobs.

For example, the number of black school children will likely increase from 4,9 million in 1980 to about 10 million in 20 years.

To maintain a teacher/pupil ratio of 25:1, the number of black teachers would have to in crease dramatically.

About 15 000 teachers would have to be trained each year, a far cry from the 8 000 teachers now being turned out annually.

He emphasised that black living standards must be raised. "Dissatisfaction and rebelliousness — the breeding ground for coups d'etat and war — often stems from the disparity in the standard of living of certain sections of the population."

Another disturbing statistic concerns the decline of employment opportunities in the agriculture sector — from 21,3 percent in 1960 to 9,3 percent in 1980.

It becomes all the more significant because in 1960 the agricultural sector was the largest single employer in the country.

However, the manufacturing sector has barely kept up with the growth in the supply of labour between 1960 and 1980, he added.

Asking if it was possible for the modern South African economy to accommodate the expected growth of black work-seekers, Mr Cronje said:" this was unlikely, unless some fundamental changes are affected to the structure of the SA economy and to the structure of the labour market."

Exports only way to create enough jobs

173 E. Post 10/10/84

EXPORTS represented almost the only avenue for creating sufficient jobs to cope with South Africa's growing population.

This was said by Mr J W Nelson, president of the Steel and Engineering Federation of South Africa (Seifsa), in his address to the organisation's annual meeting this week.

Improvement in the United States economy, he said, had helped to sustain production volumes for South Africa's traditional exporters.

Corrective economic action by Government later became inevitable, including large increases in sales tax, an increase in company tax, the curtailment of tax allowances and, very recently, the introduction of severe financial restraints which he said, sent interest rates to record levels.

In addition, he said, the rand had declined dramatically against the dollar.

"The South African economy is clearly in an extremely serious situation and the recent social unrest, while possibly sparked by other factors, is not unrelated to the very difficult economic conditions and unemployment levels prevailing."

The question now however, was whether the recent corrective action would achieve its objective of reducing consumer spending and thereby contain inflation and enable South African exporters to take advantage of the lower rand, or whether the decline in the rand would in turn feed inflation and preempt any export-led recovery.

"In any event, a further cutback in economic activity in the immediate future can be anticipated, he said.

Inflation, he said, was undoubtedly the key factor in the question and accordingly in the short term it was vital Government expenditure should be curtailed and that the skills capacity of the workforce be improved.

Under the circumstances it was difficult to accept the rationale for the cutback of the training allowances in this year's Budget.

"We would have preferred that the abuses of the allowances were eliminated through tighter control."

Despite criticism of the Government's determination to adopt a more market-related approach in implementing its foreign trade policy, it had to be agreed that the aim that South African industry should become more competitive in the international arena, was correct "as exports provide almost the only avenue for creating sufficient jobs for the country's growing population".

Seifsa had, however, been concerned about the timing of Government action in view of the poor economic conditions currently prevailing.

If the Government's objective was to be achieved, there was a need for the Government and the private sector to work together as partners so that any programme of action could receive the full support of both sections.

In this respect Seifsa welcomed the appointment of the Van der Horst Committee and hoped it would help clear the way for the co-operation and mutual support needed.

In line with the overall economic picture, activity in the engineering industry continued at a depressed level though the steep decline in production levels during 1982 up to mid-year 1983 appeared more to have been halted.

While the steel industry had shown a definite improvement during the first half of 1984 as compared with 1983, the overall outlook for the balance of the year was uncertain, he said.

Despite the downswing South African steel sales exceed R20 000 million, representing a third of the total sales of the manufacturing sector in South Africa.

During the year under review, however:

- Steel production dropped some 13% from 8,07 million tons in 1982 to 7 million tons in 1983. However, for the first seven months of 1984 production increased by 15,8% compared with the same period in 1983.

- Ferrous casting production fared worse, dropping some 20% from 457 000 tons in 1982 to 367 000 in 1983. Tonnages for the first seven months of 1984 reflect a 2.3% increase over production for the equivalent period in 1983.

Prospects throughout 1984 appear strong with anticipation of continuing real growth in demand and improved prices both in the United States and the European Community.

Employment levels in the industry did not repeat the dramatic decline of 1982 and early '83 and stabilised at 380 000 scheduled employees at the end of 1983.

Latest figures available indicate an employment strength of 378 000 in May of this year.

It was very difficult, said Mr Nelson, to predict the trend in the coming year.

BACKGROUND TO THE NEWS

R7-m teen pay packet

Hard times force children to become wage-earners

By ROBIN BROWN
Weekend Argus Reporter

THE number of schoolchildren who work part-time in supermarkets, cinemas, restuarants and small suburban firms is on the increase. Their earnings are estimated to be more than R7-million a year on a countrywide basis.

A spokeswoman for a large Cape Town department store in the city said this week: "The number of applicants is increasing rapidly and it appears that the children do not want to stay at school.

"It seems that financial pressures in many homes force the children to earn to keep the household going," she said.

Most stores have noted a sharp increase in the number of work applications from schoolchildren since the middle of the year, and one store is receiving more than 50 applicants a week.

A number of steakhouses and restaurants in the Peninsula are using schoolchildren as waiters and waitresses.

More than 50 000

One of young waitress said: "Most of us are college students but there are two schoolgirls who have the choice of working when they want.

"Often they work past midnight six nights a week," she said.

Schoolchildren are working as cashiers, packers and as clerks in shops.

A number of schoolchildren casuals said they worked to be able to buy things their parents could not afford to give them.

"If you have your eyes set on a BMX bike which can cost more than R600 and your parents cannot afford it then you must earn the money," said a 16-year-old.

Exact figures are hard to calculate as most stores employ youngsters when they need extra labour. However, it is estimated that more than 50 000 schoolchildren work on a casual basis throughout the country and earn between R1 and R2 an hour.

The secretary of the National Union of Distributive and Allied Workers in Cape Town, Mrs Dulcie Hartwell, deplores the use of children if they are employed instead of adults who are desperately in need of work.

"Most of casual workers are schoolchildren whose parents are supporting them and yet they go out into the labour market and keep other more needy out of work adults away from the chance to earn and support their families.

"It is being abused because some companies realise they can hire and fire these youngsters at will and pay minimum wages without question.

● A spokesman for the Receiver of Revenue said: "Children do not have to add their earnings to their parents' and pay tax.

"Also, one has to earn more than R3 000 a year before paying tax.

"We are not worried about a fiqure as low as R7-million when it is spread over so many workers," he said.

Argus 13/10/84
173

Jobs policy 'costs SA billions'

28/10/84 S. Star

173

Malcolm Fothergill

PRETORIA'S policy of discouraging employment creation is costing the country billions of rands.

The Government is deliberately keeping up the price of industrial land in the metropolitan areas and discouraging the creation of new jobs, claim three researchers from the University of the Witwatersrand.

They say the reason is the Government's commitment to apartheid.

The researchers — Dr R Tomlinson of the Wits department of town and regional planning, Mr M Addleson of the Graduate School of Business Administration and Mr F Pretorius of the department of quantity surveying — say the purpose of the Government's industrial decentralisation policies is to increase the proportion of black workers who can live in the homelands.

"The Government has argued that the social costs of more rapid urbanisation exceed the private benefits to recent migrants, and hence that a decentralisation policy is desirable.

"But the literature, as illustrated by World Bank reports, rejects such a position.

"Another popular view is that the rural poor are better off than the urban poor, but this is definitely not the case.

"The Government, via frequent public comment and also via official documents, has also claimed that the cities are becoming 'too large'.

"Here too the literature is sceptical, and the claim was refuted more than a decade ago."

The researchers say the Environment Planning Amendment Act of 1977 is being used to limit the supply of industrial land in the metropolitan areas, to drive up the price of such land and thus to cause industrialists to seek land elsewhere.

"An indication of the effects of the policy as regards the price of industrial land is the fact that industrial land in Atlanta, Georgia, a city which has a similar industrial structure and size to Johannesburg, apparently costs one tenth that of Johannesburg."

Hundreds of thousands of jobs have been lost because of Government action, the researchers say.

"In 1969, for example, the Minister of Labour claimed that through controls on the zoning of industrial land and restrictions on the use of that land, the creation of a further 220 000 jobs was foregone.

"...The Government has chosen to actively discourage employment creation in a country with high levels of unemployment."

The cost to the country runs into billions of rands, the researchers say.

As one researcher pointed out last year, the loss by the Transport Services in 1983 of R750 million was caused largely by the subsidised transport of black labour from uneconomic residential sites.

Decentralisation Board spending cost South Africa R13,19 million in 1975 and increased steadily to R110,9 million in 1982/83 and R162,2 million in 1983/84.

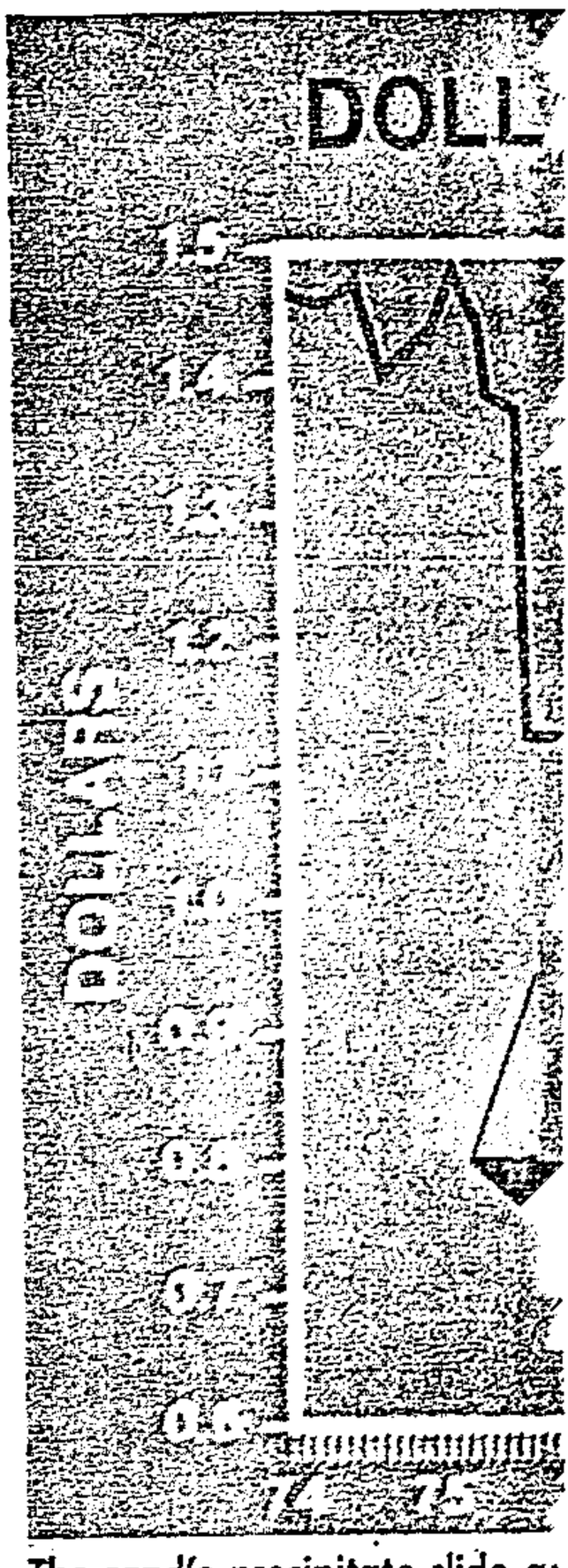
"The bill... is exorbitant.

"The duplication of bureaucracies such as in the north-eastern Transvaal — Venda, Lebowa, Gazankulu, KaNgwane, the provincial administrations — and the retention of the black population in the rural areas creates a need for aid (that is) rapidly growing, and currently exceeding R2 billion a year."

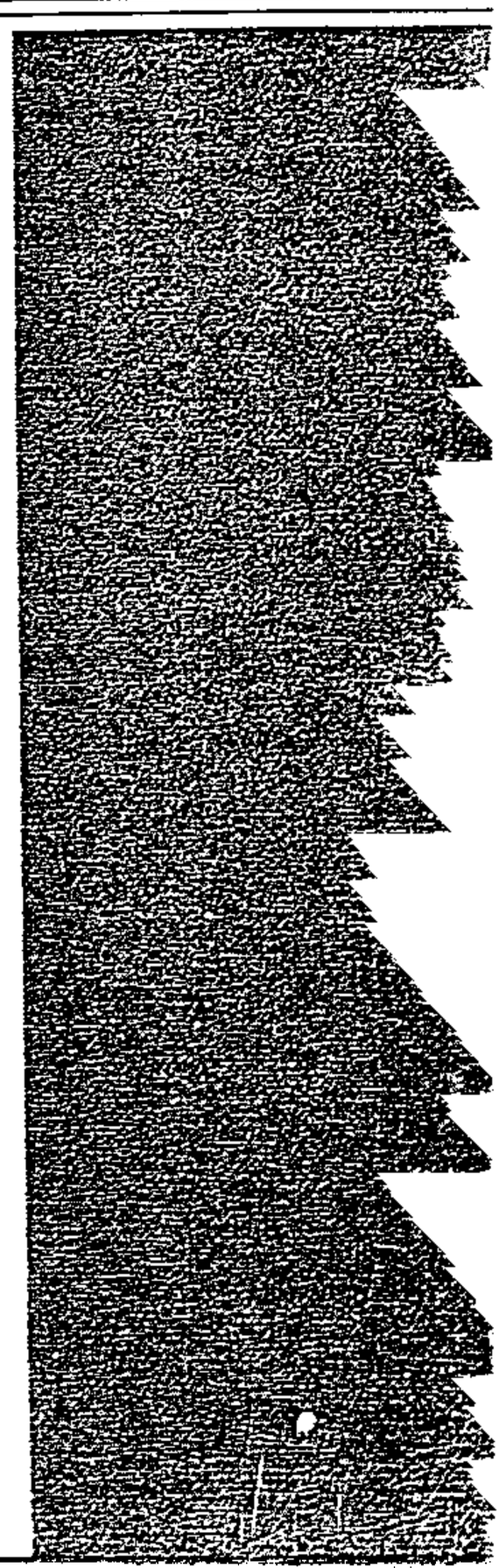
The new relationship between Government and capital "reflects the Prime Minister's shift in constituencies, most obviously away from the Afrikaner right wing.

"But it also appears to represent private sector involvement in and commitment to the new forms of implementing apartheid.

"...The private sector is no longer supporting a liberal facade, one distant from the politics of apartheid. It is immersed in it."



The rand's precipitate slide a
(compiled by JD Anderson &
1980.The mild advance prior
strength of the gold price at



2. cont..

(1) P ssible, preferably using

(2) N essive years the annual
40, 50, 80, 60, 50, 40,
ulate and tabulate the
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d yield this value.

(4) uld have to be received
dule in order to make
qual to the average annual
me paper as the demand
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(5) at which must be offered
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(6) overnment would have to
years of part (2). Would
er than the amount it would
e answer mean that
p is impossible?

Future lies in rapid evolution, claims Minister

Sta 18/6/81

173

The greatest challenge facing South Africa was to develop her labour, mineral and energy resources for the benefit of all her peoples, the Minister of Manpower Utilisation, Mr Fanie Botha, said today

"This can only take place through evolution and co-operation and not through revolt. Our future therefore lies in rapid evolution," he told a symposium on manpower utilisation at Vanderbijlpark.

The symposium, organised by the Vaal River branch of the Potchefstroom University, has as its theme: "Manpower 1981 — evolution or revolution."

The 80s were especially challenging years, Mr Botha said, since the foundation for the country's survival would be laid in this period.

"To lay this foundation thoroughly calls not only for sacrifices, but also for wisdom and sober views and action."

The area of labour presented the greatest challenge. Among other things, it was the field where unrest could be most easily created. It was a field which called for a sense of balance, responsibility and good judgment on the part of all the country's leaders.

South Africa was unique in many respects:

Mr S P Botha . . . "a sense of balance."

- No comparably developed country had such a population composition.
- It had a high level of development, despite a shortage of high-level manpower.
- But the country's economic growth was grinding to a halt as a result of the backlog of trained people.
- Its State administration was beginning to suffer as a result of personnel shortages. Although unemployment generally was high.

"That is why the Government has taken measures to make greater provision for the training of all population groups — to bring about greater participation in the economy, to match up on backlogs and to ensure greater efficiency." — Sapa.

Many 'not ready for technology'

PRETORIA. — Many South African blacks were not yet ready for today's technological world because of their cultural background, rural heritage, immaturity and lack of motivation, the Minister of Manpower Utilization, Mr Fanie Botha, said in Pretoria yesterday.

Addressing a group of specialized teachers at the University of Pretoria, he said many black and brown South Africans had, however, shed these drawbacks and were forging ahead.

One had to admire the whites in the country for the part they had played in the flourishing economy. The country's economy was an example to the rest of Africa.

"The world knows what the role and rights of the white man on the southern tip of Africa is, and some countries are these days even prepared to admit it," he said.

"If we as whites realize what we are worth and what our contribution to this country is, should we walk around with a guilt complex or become anxious when it is alleged that the white nation will be only 10 percent of the population in the year 2 000 and that our chances of survival are not very good?" he asked.

Adjustment

"There should be continuous adjustment, and evolution should take its course, but we will establish the orderly tempo of it ourselves, not only to the advantage and welfare of the whites but also to the advantage of each person of colour (anderskleurige) in this country.'

The South African Government had tackled enormous training projects in co-operation with the private sector to increase the knowledge and abilities of the economically-active population.

"But in this respect there are immense problems because the greater percentage of our population consist of blacks of whom more than half have little or no formal training, which means standard three or lower."

Many blacks were not sufficiently competent and ready to be included in the technological labour world because of their cultural and rural backgrounds, immaturity, lack of motivation etc, Mr Botha said.

It was essential that workers of all races be well trained if South Africa was to use its manpower to the full. There simply were not sufficient whites to fill the need for high-level manpower. More black and brown South Africans would have to be brought into the professional ranks.

"There should be an opportunity for every worker in South Africa, irrespective of race or colour, to develop their potential to the full.

Competitive world

"I must tell you that there are many people of colour who have shed the yoke and drawbacks of their cultural background, negative work attitude and feelings of unworthiness.

"There are some of them who have ambition and the will to forge ahead in the competitive professional world," Mr Botha said.

Turning to the training of the handicapped, he said many of them used to left school with insufficient qualifications, but special training had completely changed the picture.

Handicapped pupils could now remain in school much longer and develop into useful citizens. The handicapped, especially mentally-retarded people, had to depend almost exclusively on group labour in the past. With modern techniques they were now being trained in trades.

The handicapped would not be at a disadvantage if they were correctly and selectively placed in employment. — Sapa.

100 000 jobs for mines planned

By RIAAN DE VILLIERS
Labour Correspondent

THE mining industry is expected to create nearly 100 000 additional jobs up to 1985 through expansion plans involving spending of R12-billion, the outgoing president of the Chamber of Mines, Mr Bill Lawrence, said yesterday.

But he warned that these plans could be jeopardised by the worsening shortgage of skilled manpower.

Addressing the chamber's 91st annual meeting, Mr Lawrence said his predcecessor had expressed "grave concern" at the serious shortgage of skilled personnel and had warned the situation was liable to become critical.

Since then, in the nine months to March this year, the number of vacancies for skilled workers on gold mines alone had increased by more than 40% to 2 609.

Of these, 1 008 vacancies or 39% were for artisans, mainly electricians, fitters and boilermakers, and 6 845 or 26% for holders of blasting certificates.

"To the extent that new projects in this programme are delayed, postponed or cancelled, so will social and economic progress of the country be retarded," he said.

The problem lay in the inability of South Africa's relatively small white population to supply all the skills to maintain a rapidly expanding economy.

But, while changes in the laws which impeded full use of the country's manpower resources were a prerequisite to progress, they could not provide an "instant panacea" as many people were simply not educated enough to be trained for more skilled technical jobs.

The Government had accepted that people of all population groups should have equal opportunities to participate in the development processes.

"I believe sound basic schooling for everyone in this country should be the starting point," he said.

Subsequent teaching of technical skills should also be an essential element.

But the process of reform could not stop there and a new dispensation permitting the employment of all those suitably equipped was necessary.

The mining industry was aware that the better use of manpower was a "sensitive issue".

It accepted that its task was not only to provide itself with the necessary skilled manpower, but also to persuade organised labour that this could be done in a non-discriminatory way without jeopardising the employment opportunities of any racial group.

Mr Lawrence said the industry's expansion plans would constitute a "vital economic contribution" to Southern African territories which allowed their citizens to work on the mines.

The cash wage bill for migrant workers on gold and coal mines alone amounted to R1 108-million last year, and most of these earnings flowed back to the home territories.

He added that the wages of black workers on the mines had increased tenfold in the past 10 years and the intention was to develop a "common, non-racial wage structure, eliminating any wage differentiation based on race for any particular job category".

ERIC HENDERSON

Manpower's promise broken

Eric Henderson is president of the Association of Personnel Service Organisations of SA (Apso), which represents most employment agencies in SA. He is also a member of the employment services subcommittee of the National Manpower Commission.

FM: Why is Apso complaining about the Department of Manpower (DoM)?

Henderson: At present private personnel placement agencies can only deal with whites, coloureds and Asians, not blacks. This is because of a legal anomaly which the DoM has not ironed out despite promising to do so. Private agencies are governed by the Guidance and Placement Act (GPA) which was introduced as a result of the Wiehahn commission's recommendations. The GPA does not contain any reference to race and theoretically it should be possible for private agencies to work with people of all colours.

But there is a catch. Section 43 of the Blacks (Urban Areas) Consolidation Act is still on the statute books. This stipulates that black workseekers must register at government labour offices which will try to place them in jobs. Five years ago government accepted the Riekert commission's recommendation that the section be repealed. But nothing has been done.

Surely the DoM does not have the power to intervene when the Act is the responsibility of the Department of Co-operation and Development?

Manpower took over responsibility for black job placement in 1981. The labour placement offices themselves are actually operated by the development boards (formerly administration boards) on an agency basis for the DoM. DoM has therefore assumed full responsibility for the placement of blacks but it has not got Co-operation and Development to repeal Section 43. We were assured by DoM officials in 1981 that steps would be taken in this regard.

Has Apso taken up this issue with the DoM?

We have had ongoing dialogue with the department. Officials keep saying something will be done about it, yet there has been no action. I last spoke to the Director General of Manpower, Piet van der Merwe, about this issue in the middle of the year.

Why has the DoM failed to act?

I don't know. But it is frustrating us.

What do private agencies do when blacks approach them for help in finding jobs?

There are some agencies which will help them by ignoring the fact that technically they are breaking the law. But I know that the largest personnel placement agency in SA, which has 38 branches around the country, has told its staff not to deal with blacks for fear of being prosecuted.

These days more and more blacks are coming into the middle management categories. If you advertise today for a black personnel manager you get about 250 replies.

Have any private agencies been prosecuted for helping blacks find jobs?

I am not aware of any prosecutions. But this does not alter our desire to have Section 43 repealed. It is long overdue.

What is your opinion of the services the government labour offices offer?

They are understaffed, under immense pressure and many of their functions could be handled more effectively and efficiently by the private sector. It has been proved throughout the Western world that no government service is as efficient as the private sector.

Do you know how much it costs SA taxpayers to run the placement offices?

The figures of how much goes into those agencies are not available.

How much do private agencies charge for placing people?

They charge their client companies an amount which equals a percentage of the workseekers' annual salary. Workseekers themselves do not pay.

Private agencies usually handle fairly skilled workers. What about less skilled people?

There is room for a professional service at *all* levels. The private sector can do better than government because the profit motive is there. If the private sector is allowed into this area you will find that productivity in industry and commerce will improve.

I'm not saying there is no role for State employment services. They should be helping the underprivileged, the handicapped and in areas like the rehabilitation of offenders.

Don't you think that private agencies run the risk of being perceived as agents of the State if they become legislation like the influx control laws if they handle blacks?

We have to work within the framework of the law.

Whether we agree with it or not is immaterial. I don't see us as being deemed as State agents any more than any other businessmen if we follow the laws of the country.

391 - FUNERAL UNDERTAKING, CERTAIN AREAS.

Superceding w.d. no: 325

AREA A: Alberton, Bellville, Benoni, Boksburg, Brakpan, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg;

AREA B: Bloemfontein, East London, Inanda, Kimberley, Klerksdorp, Pietermaritzburg and Welkom.

AREA C: Odendaalsrus, Paarl, Potchefstroom, Somerset West, Stellenbosch, Strand and Virginia. Municipal Area: Witbank.

ÀREA D: Kroonstad.

Footnotes

1. Additional Allowance - Special allowance
- Embalming allowance

MAN POWER - GENERAL

19 85

Hansard Q. Col. 547 12/3/85

Work opportunities

77. Mr A SAVAGE asked the Minister of Co-operation and Development:

(a) How many new work opportunities were created for Blacks in each employment sector by each of the development corporations in 1983-84 and (b) what was the cost per opportunity in each sector?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(a)

	Commerce, Services and Housing	Industrial Settlement	Small industries	Mining	Agriculture	Transport
Mining Corporation	—	—	—	224	—	—
South African Development Trust Corporation	216	—	742	—	1 950	66
Shangaan/Tsonga Development Corporation	349	900	—	—	—	—
kwaZulu Development Corporation	253	3 805	—	—	236	—
Lebowa Development Corporation	105	1 366	207	—	290	—
Qwaqwa Development Corporation	316	1 713	—	—	134	—
KaNgwane Economic Development Corporation	197	289	49	—	878	—
kwaNdebele National Development Corporation	196	—	51	—	—	—
Total	1 632	8 073	1 101	224	3 488	66

(b)

	Commerce, Services and Housing	Industrial Settlement	Small industries	Mining	Agriculture	Transport
	R	R	R	R	R	R
Mining Corporation	—	—	—	40 000	—	—
South African Development Trust Corporation	11 000	—	18 900	—	4 000	15 700
Shangaan/Tsonga Development Corporation	2 715	10 800	—	—	—	—
kwaZulu Development Corporation	7 676	6 751	—	—	4 240	—
Lebowa Development Corporation	12 941	3 999	732	—	3 572	—
Qwaqwa Development Corporation	15 820	7 600	—	—	12 556	—
KaNgwane Economic Development Corporation	2 504	2 200	2 500	—	6 249	—
kwaNdebele National Development Corporation	5 780	—	910	—	—	—

The kwaNdebele National Development Corporation Limited was established on 1 October 1983 and started functioning on 1 February 1984.

Hansard Q. Col. 549

Persons removed from Sandton area/Alexandra Township

83. Mr D J DALLING asked the Minister of Co-operation and Development:

(1) How many Black persons were removed to the (a) national states and (b) independent Black states from (i) the Sandton area and (ii) Alexandra Township in 1984;

(2) how many of these persons (a) moved voluntarily and (b) were removed (i) by decree, (ii) by court order and (iii) in terms of other legal provisions?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) (a) One to KwaZulu.

(b) None.

(i) One.

(ii) None.

(2) (a) None.

(b) (i) None.

(ii) One.

(iii) None.

Hansard 12/3/85 Q. Col. 549

Republic/National states: housing

140. Mrs H SUZMAN asked the Minister of Co-operation and Development:

What was the total number of houses built for Blacks in the 1983-84 financial year in each of the (a) nine main urban areas and (b) (i) urban and (ii) non-urban areas of each national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a)	Pretoria	36
	Witwatersrand	6 189
	Bloemfontein	1 500
	Pietermaritzburg	None
	Cape Town	1 720
	Durban	None
	Kimberley	146
	Port Elizabeth	2 085
	Vereeniging/Vanderbijlpark/ Sasolburg	1 788
(b) (i)	KwaZulu	347
	KaNgwane	835
	Qwaqwa	1 347
	Lebowa	120
	KwaNdebele	1 147
	Gazankulu	230
	South African Development Trust areas	212

(ii) Unknown.

Hansard Q. Col. 550 12/3/85

Taxpayers

167. Mr H H SCHWARZ asked the Minister of Finance:

How many taxpayers in each income category in respect of the 1983-84 tax year were (a) White, (b) Coloured, (c) Indian and (d) Black?

The MINISTER OF FINANCE:

The statistics relate to the period 1 March 1984 to 31 December 1984 and are not complete because ± 23 per cent of individual taxpayers have not yet been assessed.

	(a)	(b)	(c)
Loss	18 008	144	310
Nil	46 686	12 278	4 763
R 1 — R 1 000	36 694	5 228	6 595
R 1 001 — R 2 000	33 242	7 290	6 379
R 2 001 — R 3 000	35 722	12 690	11 880

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	Commerce, Services and Housing	Industrial Settlement	Small industries	Mining	Agriculture	Transport
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(1) (a) One to KwaZulu.

(b) None.

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Fewer officially workless

Post Reporter

OFFICIAL unemployment figures for the Eastern Cape last month show a drop in the number of people registering as unemployed.

There was sharp drop in the number of Africans registered as unemployed.

In March 6 386 African men registered as jobless with the Department of Manpower, compared with 8 725 in February.

There is also a decrease in the number of coloured, Asian and white men registering as unemployed. In February 1 155 whites registered as unemployed compared with 1 016 for last month.

The number of women in all race groups registering as unemployed also dropped in March.

But a labour expert in Port Elizabeth said there was another side to these statistics. Because of the influx control laws some Africans feared that once they reported to unemployment offices they would be forced to return to the homelands after a certain period of time if they had not found another job.

He said many jobless people simply gave up hope of ever finding work and did not even bother to report to unemployment agencies.

It was likely, therefore, that figures on unemployment would be badly understated.

● Last year the chairman of the Corporation for Economic Development, Dr J Adendorff, stated that the annual increase in African workseekers would rise from 230 000 to 360 000 by the turn of the century, requiring an estimated six million work opportunities to be created by then.

Town	Number of Classrooms
Cullinan	4
Katlehong	73
Tembisa	168
Daveyton	117
Ekangala	24
Tsakana	129
Bronkhorstspruit	36
Tokoza	52
Kwa-Thema	30
Vosloorus	28
Wattville	9

(3) Yes.

(a) 670.

(b) and (c) Some schools and classrooms are in the process of erection and will be completed during 1985 while the construction of the rest will commence during the latter part of the 1985/86 financial year. The construction period of some schools extends over more than one financial year.

Hansard
Trading licences Q. Col. 1115 16/4/85

493. Mr P G SOAL asked the Minister of Co-operation, Development and Education:

Whether he is now in a position to furnish particulars on trading licences in operation in Black townships falling under the East Rand Development Board; if so, how many trading licences were in operation in (a) the Black townships of (i) Cullinan, (ii) Tokorn, (iii) Wattville, (iv) Daveyton, (v) Volsoorus (vi) Kwa Thema, (vii) Ratanda, (viii) Katlehong, (xi) Duduza, (x) Tembisa, (xi) Delmas, (xii) Devon

and (xiii) Tsakane and (b) any other specified township in the East Rand Development Board area as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Yes.

(a)	(i) Cullinan	2
	(ii) Tokaza	64
	(iii) Wattville	23
	(iv) Daveyton	485
	(v) Vosloorus	182
	(vi) KwaThema	170
	(vii) Ratanda	30
	(viii) Kathlehong	332
	(ix) Duduza	20
	(x) Tembisa	181
	(xi) Delmas	16
	(xii) Devon	4
	(xiii) Tsakana	74
(b)	*Zithobeni (Bronkhorstspruit)*	6

As at 5 March 1985.

Hansard
Permanent residential rights Q. Col. 1116 16/4/85

559. Mr P R C ROGERS asked the Minister of Co-operation, Development and Education:

How many Black persons in each Development Board area (a) applied for and (b) were granted permanent residential rights in 1984 in terms of section 10(1)(a) and (b) of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Development Board Area	(a)	(b)
Northern Transvaal	182	181
Eastern Transvaal	1 135	642
West Rand	79 946	76 005
East Rand	19 114	17 736
Highveld	10 807	10 137
Central Transvaal	*—	13 689
Western Transvaal	3 232	3 029
Western Cape	3 449	353
Eastern Cape	47 465	44 779
Northern Cape	507	497
Southern Orange Free-state	11 059	8 916
Orange Vaal	4 582	3 257
Natalia	4 764	3 565

* Not readily available.

Hansard Q. Col. 1117
Kenton-on-Sea 16/4/85

571. Mr E K MOORCROFT asked the Minister of Co-operation, Development and Education:

(1) Whether the Black township serving the town of Kenton-on-Sea is to be rebuilt; if so, (a) where and (b) when;

(2) (a) what is the population of the existing Black township and (b)(i) how many water taps serve this township and (ii) where are these taps situated?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(1) No. The existing Black area is only an emergency camp and a new site on which a permanent township can be developed is currently being investigated.

(a) and (b) Fall Away.

(2) (a) 2 001.

(b) (i) 4.

(ii) At a communal water tank approximately 120 metres outside the camp.

Hansard
Deportations/repatriations Q. Col. 1118 16/4/85

573. Mr S S VAN DER MERWE asked the Minister of Co-operation, Development and Education:

(a) How many Black (i) male and (ii) female persons were (aa) deported and (bb) repatriated from the Republic in 1984 and (b)(i) in terms of what legislation and (ii) to which states were they so (aa) deported and (bb) repatriated?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(a) (i) (aa) None.

(bb) 21 764.

(ii) (aa) None.

(bb) 3 321.

(b) (i) Act 59 of 1972.
Act 25 of 1945.

(ii) (aa) None.

(bb) Bophuthatswana
Botswana
Ciskei
KaNgwane
KwaZulu
Lebowa
Lesotho
Malawi
Mozambique
Qwaqwa
South West Africa
Swaziland
Transkei
Venda
Zambia
Zimbabwe

173 Hansard
Workers requisitioned from Black states Q. Col. 1118 16/4/85

596. Dr A L BORAINE asked the Minister of Co-operation, Development and Education:

(1) How many workers were requisitioned from (a) Lebowa, (b) Gazankulu, (c) QwaQwa, (d) KaNgwane, (e) KwaZulu, (f) KwaNdebele, (g) Venda, (h) Bophuthatswana, (i) Ciskei and (j) Transkei by each specified Development Board in 1984;

(2) how many such workers in each Development Board area were (a) commuters and (b) migrants?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Western Cape Development Board:

(1)	(a)	Lebowa	Nil
	(b)	Gazankulu	Nil
	(c)	Qwaqwa	Nil
	(d)	KaNgwane	Nil
	(e)	KwaZulu	80
	(f)	KwaNdebele	Nil
	(g)	Venda	Nil
	(h)	Bophuthatswana	300
	(i)	Ciskei	10 609
	(j)	Transkei	56 987
(2)	(a)	Commuters	Nil
	(b)	Migrants	67 976

Eastern Cape Development Board:

(1)	(a)	Lebowa	7
	(b)	Gazankulu	14
	(c)	Qwaqwa	4
	(d)	KaNgwane	Nil
	(e)	KwaZulu	33
	(f)	KwaNdebele	4
	(g)	Venda	34
	(h)	Bophuthatswana	34
	(i)	Ciskei	65 590
	(j)	Transkei	15 550
(2)	(a)	Commuters	62 503
	(b)	Migrants	18 767

Northern Cape Development Board:

(1)	(a)	Lebowa	21
	(b)	Gazankulu	16
	(c)	Qwaqwa	26
	(d)	KaNgwane	12
	(e)	KwaZulu	156
	(f)	KwaNdebele	3
	(g)	Venda	5
	(h)	Bophuthatswana	28 422
	(i)	Ciskei	850
	(j)	Transkei	1 847
(2)	(a)	Commuters	6 061
	(b)	Migrants	25 297

South Orange Free State Development Board:

(1)	(a)	Lebowa	693
	(b)	Gazankulu	1 091
	(c)	Qwaqwa	6 487
	(d)	KaNgwane	Nil
	(e)	KwaZulu	891
	(f)	KwaNdebele	6
	(g)	Venda	99
	(h)	Bophuthatswana	9 787
	(i)	Ciskei	901
	(j)	Transkei	7 324
(2)	(a)	Commuters	5 000
	(b)	Migrants	22 279

Orange Vaal Development Board:

(1)	(a)	Lebowa	940
	(b)	Gazankulu	163
	(c)	Qwaqwa	7 858
	(d)	KaNgwane	23
	(e)	KwaZulu	695
	(f)	KwaNdebele	36
	(g)	Venda	99
	(h)	Bophuthatswana	6 117
	(i)	Ciskei	278
	(j)	Transkei	3 734
(2)	(a)	Commuters	Nil
	(b)	Migrants	19 943

Natalia Development Board:

(1)	(a)	Lebowa	1 796
	(b)	Gazankulu	24
	(c)	Qwaqwa	351
	(d)	KaNgwane	42
	(e)	KwaZulu	260 242
	(f)	KwaNdebele	92
	(g)	Venda	3
	(h)	Bophuthatswana	570
	(i)	Ciskei	362
	(j)	Transkei	22 769

HoA

(2)	(a)	Commuters	201 400
	(b)	Migrants	84 851

West Rand Development Board:

(1)	(a)	Lebowa	32 316
	(b)	Gazankulu	12 542
	(c)	Qwaqwa	5 373
	(d)	KaNgwane	1 918
	(e)	KwaZulu	25 018
	(f)	KwaNdebele	4 130
	(g)	Venda	17 495
	(h)	Bophuthatswana	33 109
	(i)	Ciskei	3 068
	(j)	Transkei	27 108
(2)	(a)	Commuters	Nil
	(b)	Migrants	162 077

East Rand Development Board:

(1)	(a)	Lebowa	41 179
	(b)	Gazankulu	10 462
	(c)	Qwaqwa	5 854
	(d)	KaNgwane	3 864
	(e)	KwaZulu	21 769
	(f)	KwaNdebele	8 910
	(g)	Venda	6 143
	(h)	Bophuthatswana	7 314
	(i)	Ciskei	1 938
	(j)	Transkei	24 942
(2)	(a)	Commuters	605
	(b)	Migrants	131 770

Highveld Development Board:

(1)	(a)	Lebowa	33 552
	(b)	Gazankulu	4 767
	(c)	Qwaqwa	2 973
	(d)	KaNgwane	9 040
	(e)	KwaZulu	7 843
	(f)	KwaNdebele	23 781
	(g)	Venda	955
	(h)	Bophuthatswana	2 472
	(i)	Ciskei	1 100
	(j)	Transkei	6 238
(2)	(a)	Commuters	11 685
	(b)	Migrants	81 036

Eastern Transvaal Development Board:

(1)	(a)	Lebowa	1 147
	(b)	Gazankulu	627
	(c)	Qwaqwa	24
	(d)	KaNgwane	7 336
	(e)	KwaZulu	26 864
	(f)	KwaNdebele	33
	(g)	Venda	683
	(h)	Bophuthatswana	400
	(i)	Ciskei	266
	(j)	Transkei	755
(2)	(a)	Commuters	2 115
	(b)	Migrants	36 020

Northern Transvaal Development Board:

(1)	(a)	Lebowa	45 252
	(b)	Gazankulu	9 705
	(c)	Qwaqwa	278
	(d)	KaNgwane	177
	(e)	KwaZulu	220
	(f)	KwaNdebele	1 507
	(g)	Venda	6 173
	(h)	Bophuthatswana	972
	(i)	Ciskei	9
	(j)	Transkei	821
(2)	(a)	Commuters	37 533
	(b)	Migrants	27 581

Central Transvaal Development Board:

(1)	(a)	Lebowa	29 297
	(b)	Gazankulu	6 064
	(c)	Qwaqwa	926
	(d)	KaNgwane	1 550
	(e)	KwaZulu	2 735
	(f)	KwaNdebele	32 862
	(g)	Venda	4 274
	(h)	Bophuthatswana	121 944
	(i)	Ciskei	396
	(j)	Transkei	12 915
(2)	(a)	Commuters	113 823
	(b)	Migrants	99 140

Western Transvaal Development Board:

(1)	(a)	Lebowa	481
	(b)	Gazankulu	174
	(c)	Qwaqwa	194
	(d)	KaNgwane	227
	(e)	KwaZulu	20
	(f)	KwaNdebele	26
	(g)	Venda	66
	(h)	Bophuthatswana	26 554
	(i)	Ciskei	60
	(j)	Transkei	858

HoA

Town	Number of Classrooms
Cullinan	4
Katlehong	73
Tembisa	168
Daveyton	117
Ekangala	24
Tsakana	129
Bronkhorstspruit	36
Tokoza	52
Kwa-Thema	30
Vosloorus	28
Wattville	9

(3) Yes.

(a) 670.

(b) and (c) Some schools and classrooms are in the process of erection and will be completed during 1985 while the construction of the rest will commence during the latter part of the 1985/86 financial year. The construction period of some schools extends over more than one financial year.

Hansard
Trading licences Q. Col. 1115 16/4/85

493. Mr P G SOAL asked the Minister of Co-operation, Development and Education:

Whether he is now in a position to furnish particulars on trading licences in operation in Black townships falling under the East Rand Development Board; if so, how many trading licences were in operation in (a) the Black townships of (i) Cullinan, (ii) Tokorn, (iii) Wattville, (iv) Daveyton, (v) Volsoorus (vi) Kwa Thema, (vii) Ratanda, (viii) Katlehong, (xi) Duduza, (x) Tembisa, (xi) Delmas, (xii) Devon and (xiii) Tsakane and (b) any other specified township in the East Rand Development Board area as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Yes.

(a)	(i) Cullinan	2
	(ii) Tokaza	64
	(iii) Wattville	23
	(iv) Daveyton	485
	(v) Vosloorus	182
	(vi) KwaThema	170
	(vii) Ratanda	30
	(viii) Kathlehong	332
	(ix) Duduza	20
	(x) Tembisa	181
	(xi) Delmas	16
	(xii) Devon	4
	(xiii) Tsakana	74
(b)	Zithobeni (Bronkhorstspruit)	6

As at 5 March 1985.

Hansard
Permanent residential rights Q. Col. 1116 16/4/85

559. Mr P R C ROGERS asked the Minister of Co-operation, Development and Education:

How many Black persons in each Development Board area (a) applied for and (b) were granted permanent residential rights in 1984 in terms of section 10(1)(a) and (b) of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Development Board Area	(a)	(b)
Northern Transvaal	182	181
Eastern Transvaal	1 135	642
West Rand	79 946	76 005
East Rand	19 114	17 736
Highveld	10 807	10 137
Central Transvaal	*—	13 689
Western Transvaal	3 232	3 029
Western Cape	3 449	353
Eastern Cape	47 465	44 779
Northern Cape	507	497
Southern Orange Free-state	11 059	8 916
Orange Vaal	4 582	3 257
Natalia	4 764	3 565

* Not readily available.

Hansard Q. Col. 1117 16/4/85
Kenton-on-Sea

571. Mr E K MOORCROFT asked the Minister of Co-operation, Development and Education:

(1) Whether the Black township serving the town of Kenton-on-Sea is to be rebuilt; if so, (a) where and (b) when;

(2) (a) what is the population of the existing Black township and (b)(i) how many water taps serve this township and (ii) where are these taps situated?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(1) No. The existing Black area is only an emergency camp and a new site on which a permanent township can be developed is currently being investigated.

(a) and (b) Fall Away.

(2) (a) 2 001.

(b) (i) 4.

(ii) At a communal water tank approximately 120 metres outside the camp.

Hansard
Deportations/repatriations Q. Col. 1118 16/4/85

573. Mr S S VAN DER MERWE asked the Minister of Co-operation, Development and Education:

(a) How many Black (i) male and (ii) female persons were (aa) deported and (bb) repatriated from the Republic in 1984 and (b)(i) in terms of what legislation and (ii) to which states were they so (aa) deported and (bb) repatriated?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(a) (i) (aa) None.

(bb) 21 764.

(ii) (aa) None.

(bb) 3 321.

(b) (i) Act 59 of 1972.
Act 25 of 1945.

(ii) (aa) None.

(bb) Bophuthatswana
Botswana
Ciskei
KaNgwane
KwaZulu
Lebowa
Lesotho
Malawi
Mozambique
Qwaqwa
South West Africa
Swaziland
Transkei
Venda
Zambia
Zimbabwe

173 Hansard
Workers requisitioned from Black states Q. Col. 1118 16/4/85

596. Dr A L BORAINE asked the Minister of Co-operation, Development and Education:

(1) How many workers were requisitioned from (a) Lebowa, (b) Gazankulu, (c) QwaQwa, (d) KaNgwane, (e) KwaZulu, (f) KwaNdebele, (g) Venda, (h) Bophuthatswana, (i) Ciskei and (j) Transkei by each specified Development Board in 1984;

(2) how many such workers in each Development Board area were (a) commuters and (b) migrants?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Western Cape Development Board:

(1)	(a)	Lebowa	Nil
	(b)	Gazankulu	Nil
	(c)	Qwaqwa	Nil
	(d)	KaNgwane	Nil
	(e)	KwaZulu	80
	(f)	KwaNdebele	Nil
	(g)	Venda	Nil
	(h)	Bophuthatswana	300
	(i)	Ciskei	10 609
	(j)	Transkei	56 987
(2)	(a)	Commuters	Nil
	(b)	Migrants	67 976

Eastern Cape Development Board:

(1)	(a)	Lebowa	7
	(b)	Gazankulu	14
	(c)	Qwaqwa	4
	(d)	KaNgwane	Nil
	(e)	KwaZulu	33
	(f)	KwaNdebele	4
	(g)	Venda	34
	(h)	Bophuthatswana	34
	(i)	Ciskei	65 590
	(j)	Transkei	15 550
(2)	(a)	Commuters	62 503
	(b)	Migrants	18 767

Northern Cape Development Board:

(1)	(a)	Lebowa	21
	(b)	Gazankulu	16
	(c)	Qwaqwa	26
	(d)	KaNgwane	12
	(e)	KwaZulu	156
	(f)	KwaNdebele	3
	(g)	Venda	5
	(h)	Bophuthatswana	28 422
	(i)	Ciskei	850
	(j)	Transkei	1 847
(2)	(a)	Commuters	6 061
	(b)	Migrants	25 297

South Orange Free State Development Board:

(1)	(a)	Lebowa	693
	(b)	Gazankulu	1 091
	(c)	Qwaqwa	6 487
	(d)	KaNgwane	Nil
	(e)	KwaZulu	891
	(f)	KwaNdebele	6
	(g)	Venda	99
	(h)	Bophuthatswana	9 787
	(i)	Ciskei	901
	(j)	Transkei	7 324
(2)	(a)	Commuters	5 000
	(b)	Migrants	22 279

Orange Vaal Development Board:

(1)	(a)	Lebowa	940
	(b)	Gazankulu	163
	(c)	Qwaqwa	7 858
	(d)	KaNgwane	23
	(e)	KwaZulu	695
	(f)	KwaNdebele	36
	(g)	Venda	99
	(h)	Bophuthatswana	6 117
	(i)	Ciskei	278
	(j)	Transkei	3 734
(2)	(a)	Commuters	Nil
	(b)	Migrants	19 943

Natalia Development Board:

(1)	(a)	Lebowa	1 796
	(b)	Gazankulu	24
	(c)	Qwaqwa	351
	(d)	KaNgwane	42
	(e)	KwaZulu	260 242
	(f)	KwaNdebele	92
	(g)	Venda	3
	(h)	Bophuthatswana	570
	(i)	Ciskei	362
	(j)	Transkei	22 769

(2)	(a)	Commuters	201 400
	(b)	Migrants	84 851

West Rand Development Board:

(1)	(a)	Lebowa	32 316
	(b)	Gazankulu	12 542
	(c)	Qwaqwa	5 373
	(d)	KaNgwane	1 918
	(e)	KwaZulu	25 018
	(f)	KwaNdebele	4 130
	(g)	Venda	17 495
	(h)	Bophuthatswana	33 109
	(i)	Ciskei	3 068
	(j)	Transkei	27 108
(2)	(a)	Commuters	Nil
	(b)	Migrants	162 077

East Rand Development Board:

(1)	(a)	Lebowa	41 179
	(b)	Gazankulu	10 462
	(c)	Qwaqwa	5 854
	(d)	KaNgwane	3 864
	(e)	KwaZulu	21 769
	(f)	KwaNdebele	8 910
	(g)	Venda	6 143
	(h)	Bophuthatswana	7 314
	(i)	Ciskei	1 938
	(j)	Transkei	24 942
(2)	(a)	Commuters	605
	(b)	Migrants	131 770

Highveld Development Board:

(1)	(a)	Lebowa	33 552
	(b)	Gazankulu	4 767
	(c)	Qwaqwa	2 973
	(d)	KaNgwane	9 040
	(e)	KwaZulu	7 843
	(f)	KwaNdebele	23 781
	(g)	Venda	955
	(h)	Bophuthatswana	2 472
	(i)	Ciskei	1 100
	(j)	Transkei	6 238
(2)	(a)	Commuters	11 685
	(b)	Migrants	81 036

Eastern Transvaal Development Board:

(1)	(a)	Lebowa	1 147
	(b)	Gazankulu	627
	(c)	Qwaqwa	24
	(d)	KaNgwane	7 336
	(e)	KwaZulu	26 864
	(f)	KwaNdebele	33
	(g)	Venda	683
	(h)	Bophuthatswana	400
	(i)	Ciskei	266
	(j)	Transkei	755
(2)	(a)	Commuters	2 115
	(b)	Migrants	36 020

Northern Transvaal Development Board:

(1)	(a)	Lebowa	45 252
	(b)	Gazankulu	9 705
	(c)	Qwaqwa	278
	(d)	KaNgwane	177
	(e)	KwaZulu	220
	(f)	KwaNdebele	1 507
	(g)	Venda	6 173
	(h)	Bophuthatswana	972
	(i)	Ciskei	9
	(j)	Transkei	821
(2)	(a)	Commuters	37 533
	(b)	Migrants	27 581

Central Transvaal Development Board:

(1)	(a)	Lebowa	29 297
	(b)	Gazankulu	6 064
	(c)	Qwaqwa	926
	(d)	KaNgwane	1 550
	(e)	KwaZulu	2 735
	(f)	KwaNdebele	32 862
	(g)	Venda	4 274
	(h)	Bophuthatswana	121 944
	(i)	Ciskei	396
	(j)	Transkei	12 915
(2)	(a)	Commuters	113 823
	(b)	Migrants	99 140

Western Transvaal Development Board:

(1)	(a)	Lebowa	481
	(b)	Gazankulu	174
	(c)	Qwaqwa	194
	(d)	KaNgwane	227
	(e)	KwaZulu	20
	(f)	KwaNdebele	26
	(g)	Venda	66
	(h)	Bophuthatswana	26 554
	(i)	Ciskei	60
	(j)	Transkei	858

(1) How many workers were requisitioned from (a) Lebowa, (b) Gazankulu, (c) QwaQwa, (d) KaNgwane, (e) KwaZulu, (f) KwaNdebele, (g) Venda, (h) Bophuthatswana, (i) Ciskei and (j) Transkei by each specified Development Board in 1984;

(2) how many such workers in each Development Board area were (a) commuters and (b) migrants?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Western Cape Development Board:

(1)	(a)	Lebowa	Nil
	(b)	Gazankulu	Nil
	(c)	Qwaqwa	Nil
	(d)	KaNgwane	Nil
	(e)	KwaZulu	80
	(f)	KwaNdebele	Nil
	(g)	Venda	Nil
	(h)	Bophuthatswana	300
	(i)	Ciskei	10 609
	(j)	Transkei	56 987
(2)	(a)	Commuters	Nil
	(b)	Migrants	67 976

Eastern Cape Development Board:

(1)	(a)	Lebowa	7
	(b)	Gazankulu	14
	(c)	Qwaqwa	4
	(d)	KaNgwane	Nil
	(e)	KwaZulu	33
	(f)	KwaNdebele	4
	(g)	Venda	34
	(h)	Bophuthatswana	34
	(i)	Ciskei	65 590
	(j)	Transkei	15 550
(2)	(a)	Commuters	62 503
	(b)	Migrants	18 767

Northern Cape Development Board:

(1)	(a)	Lebowa	21
	(b)	Gazankulu	16
	(c)	Qwaqwa	26
	(d)	KaNgwane	12
	(e)	KwaZulu	156
	(f)	KwaNdebele	3
	(g)	Venda	5
	(h)	Bophuthatswana	28 422
	(i)	Ciskei	850
	(j)	Transkei	1 847
(2)	(a)	Commuters	6 061
	(b)	Migrants	25 297

South Orange Free State Development Board:

(1)	(a)	Lebowa	693
	(b)	Gazankulu	1 091
	(c)	Qwaqwa	6 487
	(d)	KaNgwane	Nil
	(e)	KwaZulu	891
	(f)	KwaNdebele	6
	(g)	Venda	99
	(h)	Bophuthatswana	9 787
	(i)	Ciskei	901
	(j)	Transkei	7 324
(2)	(a)	Commuters	5 000
	(b)	Migrants	22 279

Orange Vaal Development Board:

(1)	(a)	Lebowa	940
	(b)	Gazankulu	163
	(c)	Qwaqwa	7 858
	(d)	KaNgwane	23
	(e)	KwaZulu	695
	(f)	KwaNdebele	36
	(g)	Venda	99
	(h)	Bophuthatswana	6 117
	(i)	Ciskei	278
	(j)	Transkei	3 734
(2)	(a)	Commuters	Nil
	(b)	Migrants	19 943

Natalia Development Board:

(1)	(a)	Lebowa	1 796
	(b)	Gazankulu	24
	(c)	Qwaqwa	351
	(d)	KaNgwane	42
	(e)	KwaZulu	260 242
	(f)	KwaNdebele	92
	(g)	Venda	3
	(h)	Bophuthatswana	570
	(i)	Ciskei	362
	(j)	Transkei	22 769

(2)	(a)	Commuters	201 400
	(b)	Migrants	84 851

West Rand Development Board:

(1)	(a)	Lebowa	32 316
	(b)	Gazankulu	12 542
	(c)	Qwaqwa	5 373
	(d)	KaNgwane	1 918
	(e)	KwaZulu	25 018
	(f)	KwaNdebele	4 130
	(g)	Venda	17 495
	(h)	Bophuthatswana	33 109
	(i)	Ciskei	3 068
	(j)	Transkei	27 108
(2)	(a)	Commuters	Nil
	(b)	Migrants	162 077

East Rand Development Board:

(1)	(a)	Lebowa	41 179
	(b)	Gazankulu	10 462
	(c)	Qwaqwa	5 854
	(d)	KaNgwane	3 864
	(e)	KwaZulu	21 769
	(f)	KwaNdebele	8 910
	(g)	Venda	6 143
	(h)	Bophuthatswana	7 314
	(i)	Ciskei	1 938
	(j)	Transkei	24 942
(2)	(a)	Commuters	605
	(b)	Migrants	131 770

Highveld Development Board:

(1)	(a)	Lebowa	33 552
	(b)	Gazankulu	4 767
	(c)	Qwaqwa	2 973
	(d)	KaNgwane	9 040
	(e)	KwaZulu	7 843
	(f)	KwaNdebele	23 781
	(g)	Venda	955
	(h)	Bophuthatswana	2 472
	(i)	Ciskei	1 100
	(j)	Transkei	6 238
(2)	(a)	Commuters	11 685
	(b)	Migrants	81 036

Eastern Transvaal Development Board:

(1)	(a)	Lebowa	1 147
	(b)	Gazankulu	627
	(c)	Qwaqwa	24
	(d)	KaNgwane	7 336
	(e)	KwaZulu	26 864
	(f)	KwaNdebele	33
	(g)	Venda	683
	(h)	Bophuthatswana	400
	(i)	Ciskei	266
	(j)	Transkei	755
(2)	(a)	Commuters	2 115
	(b)	Migrants	36 020

Northern Transvaal Development Board:

(1)	(a)	Lebowa	45 252
	(b)	Gazankulu	9 705
	(c)	Qwaqwa	278
	(d)	KaNgwane	177
	(e)	KwaZulu	220
	(f)	KwaNdebele	1 507
	(g)	Venda	6 173
	(h)	Bophuthatswana	972
	(i)	Ciskei	9
	(j)	Transkei	821
(2)	(a)	Commuters	37 533
	(b)	Migrants	27 581

Central Transvaal Development Board:

(1)	(a)	Lebowa	29 297
	(b)	Gazankulu	6 064
	(c)	Qwaqwa	926
	(d)	KaNgwane	1 550
	(e)	KwaZulu	2 735
	(f)	KwaNdebele	32 862
	(g)	Venda	4 274
	(h)	Bophuthatswana	121 944
	(i)	Ciskei	396
	(j)	Transkei	12 915
(2)	(a)	Commuters	113 823
	(b)	Migrants	99 140

Western Transvaal Development Board:

(1)	(a)	Lebowa	481
	(b)	Gazankulu	174
	(c)	Qwaqwa	194
	(d)	KaNgwane	227
	(e)	KwaZulu	20
	(f)	KwaNdebele	26
	(g)	Venda	66
	(h)	Bophuthatswana	26 554
	(i)	Ciskei	60
	(j)	Transkei	858

(1) How many workers were requisitioned from (a) Lebowa, (b) Gazankulu, (c) QwaQwa, (d) KaNgwane, (e) KwaZulu, (f) KwaNdebele, (g) Venda, (h) Bophuthatswana, (i) Ciskei and (j) Transkei by each specified Development Board in 1984;

(2) how many such workers in each Development Board area were (a) commuters and (b) migrants?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

Western Cape Development Board:

(1)	(a)	Lebowa	Nil
	(b)	Gazankulu	Nil
	(c)	Qwaqwa	Nil
	(d)	KaNgwane	Nil
	(e)	KwaZulu	80
	(f)	KwaNdebele	Nil
	(g)	Venda	Nil
	(h)	Bophuthatswana	300
	(i)	Ciskei	10 609
	(j)	Transkei	56 987
(2)	(a)	Commuters	Nil
	(b)	Migrants	67 976

Eastern Cape Development Board:

(1)	(a)	Lebowa	7
	(b)	Gazankulu	14
	(c)	Qwaqwa	4
	(d)	KaNgwane	Nil
	(e)	KwaZulu	33
	(f)	KwaNdebele	4
	(g)	Venda	34
	(h)	Bophuthatswana	34
	(i)	Ciskei	65 590
	(j)	Transkei	15 550
(2)	(a)	Commuters	62 503
	(b)	Migrants	18 767

Northern Cape Development Board:

(1)	(a)	Lebowa	21
	(b)	Gazankulu	16
	(c)	Qwaqwa	26
	(d)	KaNgwane	12
	(e)	KwaZulu	156
	(f)	KwaNdebele	3
	(g)	Venda	5
	(h)	Bophuthatswana	28 422
	(i)	Ciskei	850
	(j)	Transkei	1 847
(2)	(a)	Commuters	6 061
	(b)	Migrants	25 297

South Orange Free State Development Board:

(1)	(a)	Lebowa	693
	(b)	Gazankulu	1 091
	(c)	Qwaqwa	6 487
	(d)	KaNgwane	Nil
	(e)	KwaZulu	891
	(f)	KwaNdebele	6
	(g)	Venda	99
	(h)	Bophuthatswana	9 787
	(i)	Ciskei	901
	(j)	Transkei	7 324
(2)	(a)	Commuters	5 000
	(b)	Migrants	22 279

Orange Vaal Development Board:

(1)	(a)	Lebowa	940
	(b)	Gazankulu	163
	(c)	Qwaqwa	7 858
	(d)	KaNgwane	23
	(e)	KwaZulu	695
	(f)	KwaNdebele	36
	(g)	Venda	99
	(h)	Bophuthatswana	6 117
	(i)	Ciskei	278
	(j)	Transkei	3 734
(2)	(a)	Commuters	Nil
	(b)	Migrants	19 943

Natalia Development Board:

(1)	(a)	Lebowa	1 796
	(b)	Gazankulu	24
	(c)	Qwaqwa	351
	(d)	KaNgwane	42
	(e)	KwaZulu	260 242
	(f)	KwaNdebele	92
	(g)	Venda	3
	(h)	Bophuthatswana	570
	(i)	Ciskei	362
	(j)	Transkei	22 769

(2)	(a)	Commuters	201 400
	(b)	Migrants	84 851

West Rand Development Board:

(1)	(a)	Lebowa	32 316
	(b)	Gazankulu	12 542
	(c)	Qwaqwa	5 373
	(d)	KaNgwane	1 918
	(e)	KwaZulu	25 018
	(f)	KwaNdebele	4 130
	(g)	Venda	17 495
	(h)	Bophuthatswana	33 109
	(i)	Ciskei	3 068
	(j)	Transkei	27 108
(2)	(a)	Commuters	Nil
	(b)	Migrants	162 077

East Rand Development Board:

(1)	(a)	Lebowa	41 179
	(b)	Gazankulu	10 462
	(c)	Qwaqwa	5 854
	(d)	KaNgwane	3 864
	(e)	KwaZulu	21 769
	(f)	KwaNdebele	8 910
	(g)	Venda	6 143
	(h)	Bophuthatswana	7 314
	(i)	Ciskei	1 938
	(j)	Transkei	24 942
(2)	(a)	Commuters	605
	(b)	Migrants	131 770

Highveld Development Board:

(1)	(a)	Lebowa	33 552
	(b)	Gazankulu	4 767
	(c)	Qwaqwa	2 973
	(d)	KaNgwane	9 040
	(e)	KwaZulu	7 843
	(f)	KwaNdebele	23 781
	(g)	Venda	955
	(h)	Bophuthatswana	2 472
	(i)	Ciskei	1 100
	(j)	Transkei	6 238
(2)	(a)	Commuters	11 685
	(b)	Migrants	81 036

Eastern Transvaal Development Board:

(1)	(a)	Lebowa	1 147
	(b)	Gazankulu	627
	(c)	Qwaqwa	24
	(d)	KaNgwane	7 336
	(e)	KwaZulu	26 864
	(f)	KwaNdebele	33
	(g)	Venda	683
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	(e)	KwaZulu	220
	(f)	KwaNdebele	1 507
	(g)	Venda	6 173
	(h)	Bophuthatswana	972
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	(e)	KwaZulu	20
	(f)	KwaNdebele	26
	(g)	Venda	66
	(h)	Bophuthatswana	26 554
	(i)	Ciskei	60
	(j)	Transkei	858

(2) (a) Commuters 6 215
(b) Migrants 22 445

(298) Hansard Q. Col. 1123 16/4/85

Children's homes

597. Mr A B WIDMAN asked the Minister of Co-operation, Development and Education:

(a) How many (i) State and (ii) privately administered children's homes were there for Black children in the Republic as at the latest specified date for which figures are available and (b) how many children were accommodated in these homes as at that date?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(a) (i) Nil.

(ii) Nine (31 January 1985).

(b) 665 children.

(121) (127) Hansard Q. Col. 1123 16/4/85

KwaNdebele

598. Mr R A F SWART asked the Minister of Co-operation, Development and Education:

(a) How many houses were built in KwaNdebele by (i) his Department, (ii) other specified statutory bodies, (iii) the KwaNdebele authority and (iv) private builders in 1984; (b) what type or types of housing were built and (c) what was the total cost involved to each such body in that year?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(a) (i) Nil.

(ii) 125 by KwaNdebele Development Corporation.

(iii) Nil.

(iv) The number is unknown but thousands of Ndebele built their own homes.

(b) (i) Nil.

(ii) Improved 51/9-type four-roomed houses.

(iii) Nil.

(iv) All types, ranging from traditional homes to three- and four-roomed houses built according to approved plans.

(c) (i) Nil.

(ii) R1 620 500.

(iii) Nil.

(iv) Unknown.

Apart from the above, 1 387 houses have been built by the East Rand Development Board at Ekangala outside KwaNdebele and to date R10,5 million have been spent on the provision of services and erection of houses and community facilities there.

16/4/85

Contributions in respect of Black Labour Act

(4) Hansard Q. Col 1124

611. Mr E K MOORCROFT asked the Minister of Co-operation, Development and Education:

(a) what amount of money was collected from farmers in the area under the jurisdiction of the Eastern Cape Development Board as contributions in respect of Black workers under the Contributions in respect of Black Labour Act, No 29 of 1972, and (b) what service or services are rendered to farmers by the Board in respect of these contributions?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(a) R369 880 during the 1983/84 financial year.

(b) The Board arranges and regulates seasonal and full-time labour, assists

with the selection and recruitment of suitable labourers from the national states and from independent states, assists where necessary when disputes arise between employer and employee, assists with the settlement of pensioners and displaced persons who are dismissed by farmers and combats squatting.

Immunization of children

624. Dr M S BARNARD asked the Minister of Health and Welfare:

What percentage of (a) White, (b) Coloured, (c) Asian and (d) Black children in South Africa had been immunized by the State against (i) whooping cough, (ii) measles, (iii) diptheria, (iv) poliomyelitis and (v) tuberculosis as at the latest specified date for which figures are available?

The MINISTER OF HEALTH AND WELFARE:

The information as requested is not readily available.

(299) Hansard

Disability pensions

Q. Col. 1125 16/4/85

632. Mr W V RAW asked the Minister of Health and Welfare:

How many war disability pensions were (a) awarded and (b) terminated by (i) death and (ii) cancellation in each year since 1970 up to the latest specified year for which figures are available, and (c) how many in each case were veterans of (i) World War I, (ii) World War II and (iii) the Korean War?

The MINISTER OF HEALTH AND WELFARE:

The present computer program does not register individual award and cancellations of Military Pensions on a current basis.

The information requested is thus not available.

A summary of the total numbers of pensioners who received pensions during the relevant years as reflected in annual reports are quoted below:

	World War I	World War II	Korean War
1970	1 295	16 393	8
1971	1 108	15 491	9
1972	1 041	15 157	9
1973	1 000	14 876	9
1974	922	14 498	9
1975	844	14 027	9
1976	547	13 718	9
1977	474	13 239	9
1978	415	12 699	9
1979	315	12 178	9
1980	321	11 692	9
1981	309	11 460	9
1982	270	10 820	8
1983	237	10 203	8
1984	172	9 104	8

(298) Hansard Q. Col. 1126 16/4/85

Adoption

649. Mr A B WIDMAN asked the Minister of Co-operation, Development and Education:

How many Black children were placed in adoption in terms of the Children's Act in 1984?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

346.

(39) Hansard Q. Col. 1126 16/4/85

Black Communities Development Act

656. Mr P R C ROGERS asked the Minister of Co-operation, Development and Education:

Whether each Development Board has co-opted persons to serve on each of the committees as laid down in section 8 of the Black Communities Development Act, No 4 of 1984; if so, (a) who are the persons so co-opted on each committee of each Development Board, (b) for what periods were they co-opted and (c) what are their (i) qualifications and (ii) experience in each case; if not, (aa) why not and (bb) when is it anticipated that these persons will be co-opted?

Investment holds key

RDM 16/4/85 173

Financial Reporter

ONLY foreign investment will change the manpower mixture and force political change, says Mr Wilhelm Crous, executive director of the Institute of Personnel Management.

He adds that while, the official unemployment figure is 530 000, the unofficial estimate is 1-million.

"Job-creation opportunities at higher levels have decreased dramatically, with a resultant deceleration in the upward mobility of blacks to more senior positions in organisations."

This has resulted, he argues, not from disinvestment, but from a falling gold price, drought and excessive Government spending.

He believes the impact of an American investment withdrawal would be far-reaching.

Nearly half of SA's petroleum industry is American. About 70% of its computer industry and a quarter of the motor industry are controlled by US investors.

Mr Crous has produced two disinvestment scenarios.

In the first there will be a ban on the sale of Krugerrands, an end to further investment and the annual withdrawal of profits/dividends.

These disinvestment actions will lead to a drop of one percentage point in the growth rate to 3,5%, assuming a "normal" growth rate of 4,5%.

It will also lead to 35% fewer people seeking jobs in Class One (executive and managerial groups) and Class Two (professional, technical and highly-skilled).

The second scenario assumes a growth rate of 2,5% and the same disinvestment actions, leading to an estimated increase in unemployment of 3,7-million.

"This means that by the year 2000, about 4,7-million people — nearly 30% of the projected economically active population — will be jobless."

Mr Crous's views are based on the gross domestic product assumptions of scenarios one and two and on figures compiled by Professor Sadie of the Bureau for Economic Research at Stellenbosch.

Prof Sadie projects the supply and demand for four categories of the labour force from 1980 to 2000 as follows:

- Class One (executive and managerial) — supply 197 000, demand 94 000.
- Class Two (professional and technical) — demand 897 000, supply 455 000.
- Class Three (less skilled) — supply 2,495-million, demand 2,5-million.
- Class Four (unskilled, under-employed, unemployed and poor) — supply 3,796-million, demand 1,028-million.

Millions go to E Cape

Ormande Pollok
Political Correspondent

CAPE TOWN—Millions of rands are to be pumped into the strife-torn Eastern Cape to alleviate rising unemployment in the area, President Botha announced.

Speaking in the House of Representatives, he said two development schemes in the Orange River Project were to be updated and that, as far as possible, labour-intensive methods would be used to create the maximum number of jobs possible in the Eastern Cape.

Mr Botha said an extra R6 500 000 had been made available to the Department of Water Affairs which meant that, apart from the R94 million which had been provided for the Amatola regional scheme, work could start earlier than planned on the Lower Fish and Lower Sundays schemes.

'The up-dating of these two schemes will mean that the average R31,4 million which was to be spent on ORP developments annually for the next 10 years will have to be increased substantially,' said Mr Botha.

He appreciated, however, that this would not solve the unemployment problem in the short-term.

Much had already been done though to create jobs in the area.

As many as 50 000 people had found work as a result and R100 million had been voted in the last Budget to alleviate unemployment in the short-term.

Multi-million rand boost outlined by PW

Big plan to create jobs for E Cape

Political Correspondent

CAPE TOWN. MILLIONS of rands are to be pumped into the strife-torn Eastern Cape to alleviate rising unemployment in the area, the State President, Mr P W Botha, announced yesterday.

Speaking in the House of Representatives he said that two development schemes in the Orange River Project were to be updated and that as far as possible labour-intensive methods would be used to create the maximum number of jobs possible in the Eastern Cape.

Because unemployment had increased in the Eastern Cape, preference would be given to the parts of the scheme which fell in that area.

Mr Botha said that an extra R6 500 000 had been made available to the Department of Water Affairs, which meant that apart from the R94-million which had been provided for the Amatola regional scheme, work could start earlier than planned on the Lower Fish and Lower Sundays schemes.

"The updating of these two schemes will mean that the average R31 400 000 which was to be spent on ORP developments annually for the next 10 years will have to be increased substantially," said Mr Botha.

He appreciated, however, that this would not solve the unemployment problem in the short term.

Much had already been done to create jobs in the area, he said.

As many as 50 000 people had found work as a result. A significant number of these had been employed in Transkei and Ciskei.

And, he pointed out, R100-million had been voted in the last Budget to alleviate unemployment in the short term.

The money would be used for the continuation of work creation programmes while in-service training and the promotion of self-building schemes would also be considered.

Apart from this, a special committee to investigate a speeded-up programme of regional development in the Eastern Cape had found that various authorities and agencies had set up new projects or were about to do so.

"The impact on unemployment, particularly during the construction phase, could be considerable, particularly if it is done on a co-ordinated basis," he

Disinvestment: Many will suffer, Ackerman warns

w/t ARGUS 27/4/85

173

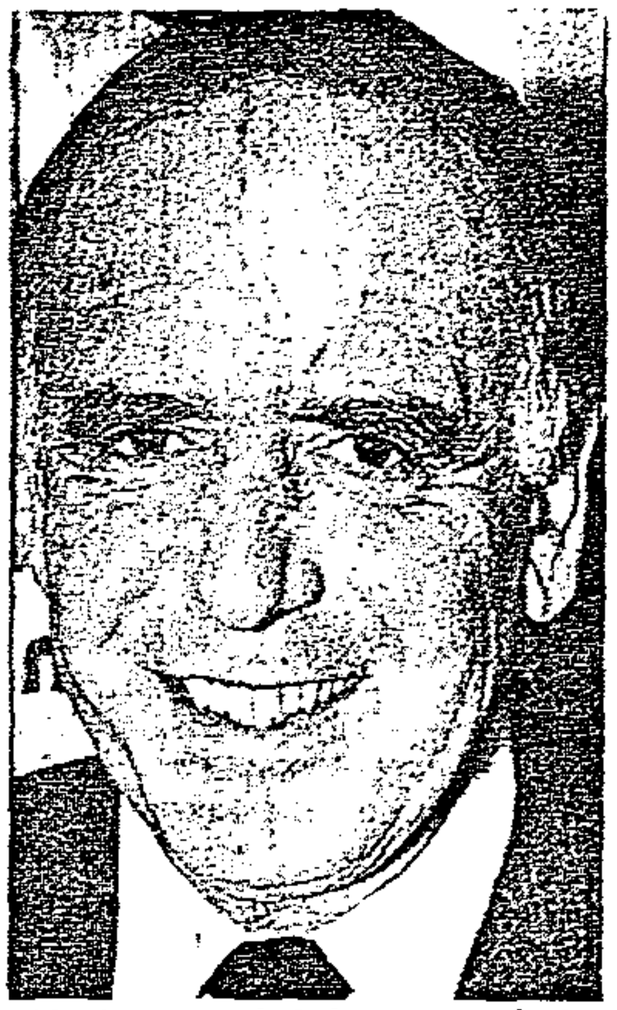
Financial Editor

SOUTH Africa and Africa had many urgent problems to tackle and a disinvestment campaign would greatly intensify these problems, Mr Raymond Ackerman, chairman of Pick 'n Pay, told a Rotary International Conference in Somerset West yesterday.

He warned that a trade boycott against South Africa could cause serious unemployment problems in Europe and the United States.

In South Africa a total of 300 000 jobs would have to be created each year to absorb the growth in the labour market until the year 1990.

Large numbers of people were leaving the land to work in the cities, particularly since the recent drought — a process which was increasing the unemployment problem.



Mr Raymond Ackerman, chairman of Pick 'n Pay.

FORMIDABLE LIST

In spite of escalating unemployment, there was a chronic shortage of skilled manpower and of trained managers among the black population. There was also a need for more housing, training and educational schemes to be introduced immediately for blacks.

"This may sound a formidable list of problems, but South Africa I would remind you, is infinitely better off than most other countries in Africa. Let us consider the problems facing countries in the southern half of Africa as a whole."

A report by the Nairobi-based United Nations Environment Programme said that between 1970 and 1980 the region's population rose from 68-million to more than 90-million, about 3 percent a year and at the same time food production levels fell.

HUGE RESOURCES

United Nations figures showed that in Africa as a whole, about 150-million people — one in every three — was affected by malnutrition or starvation. Recent focus on the starving millions in Ethiopia had given a dreadful indication of what many other countries must be suffering.

Amid all this gloom on the African continent, South Africa stood as an exception with its huge mineral resources, well-established infrastructure and transport systems and good financial and agricultural management.

Western bankers said that South Africa, in spite of all its present problems, was the best risk in Africa.

RIPPLE EFFECT

But disinvestment on a large-scale and backed by most countries could eventually reduce South Africa and its neighbours to the level of Ethiopia and its starving millions.

All but four of 50 countries in Africa maintained economic links with South Africa and disinvestment would have an adverse ripple effect throughout much of the continent.

South Africa's imports from other African states rose by 25 percent in 1984 to R406-million, while its exports to Africa rose 20 percent in 1984 to R954,1-million, even though South Africa cut back shipments of essential foodstuffs because of the drought.

JOBLESS HORDES

Large-scale disinvestment would have wide-ranging effects.

Neighbouring countries would be particularly vulnerable to the disruption in the South African economy, as South Africa was a major provider of employment opportunities in the sub-continent.

Estimates varied, but there could be about 300 000 workers from surrounding countries working on the mines or in industry in South Africa. To help South Africa's own blacks, these would have to be sent back to add to the swelling ranks of the unemployed in their own countries.

Disinvestment on a large scale would be catastrophic for blacks in South Africa. It would create hordes of jobless blacks throughout the country.

BANKRUPTCIES

Bankruptcies — already at a record level — would increase, further reducing employment opportunities for blacks.

The result of all this unemployment would be to undermine the two most important black power bases in South Africa — the independent trade unions and the fast-growing black consumer power. These two were being used as levers for better conditions by responsible black leaders.

TRADE FLOW

In addition, South Africa's landlocked neighbours would suffer disruption in their trade flow because many of their imports and exports came through South Africa's well-developed transport links with the coast.

A boycott of South Africa would cost Western countries about 500 000 jobs, including 250 000 jobs in Britain. Almost 10 percent of all British overseas direct investment was in South Africa. Add indirect investment to this and R11-billion was at stake.

Also at stake was the large American investment. A total of 350 US companies had subsidiaries in South Africa representing an investment of nearly R3-billion. Another 6 000 US companies did business with South Africa.

For all European Economic Community countries, the embargo on trade with South Africa would cost about 330 000 jobs and an additional 122 000 jobs if the United States were also involved in the boycott. If Japan were included, the Western world would lose more than 500 000 jobs.

PLANNING

The awesome needs of the SA of tomorrow

Labour Reporter DICK USHER reports on an expert's view of the demands which a burgeoning urban black population will place on South Africa's economy

THE expected growth of the urban black population of South Africa to 76 percent of the total will create a fast-growing demand for social infrastructure and employment.

At this week's conference on the social responsibility of business, organised by the Public Relations Institute of South Africa, some of the implications of this growth were outlined by Mr P W G Rossouw, human resources director for Stellenbosch Farmers Winery.

Creating enough employment opportunities in South Africa should be seen as the most important priority for the country over the coming years, said Mr Rossouw.

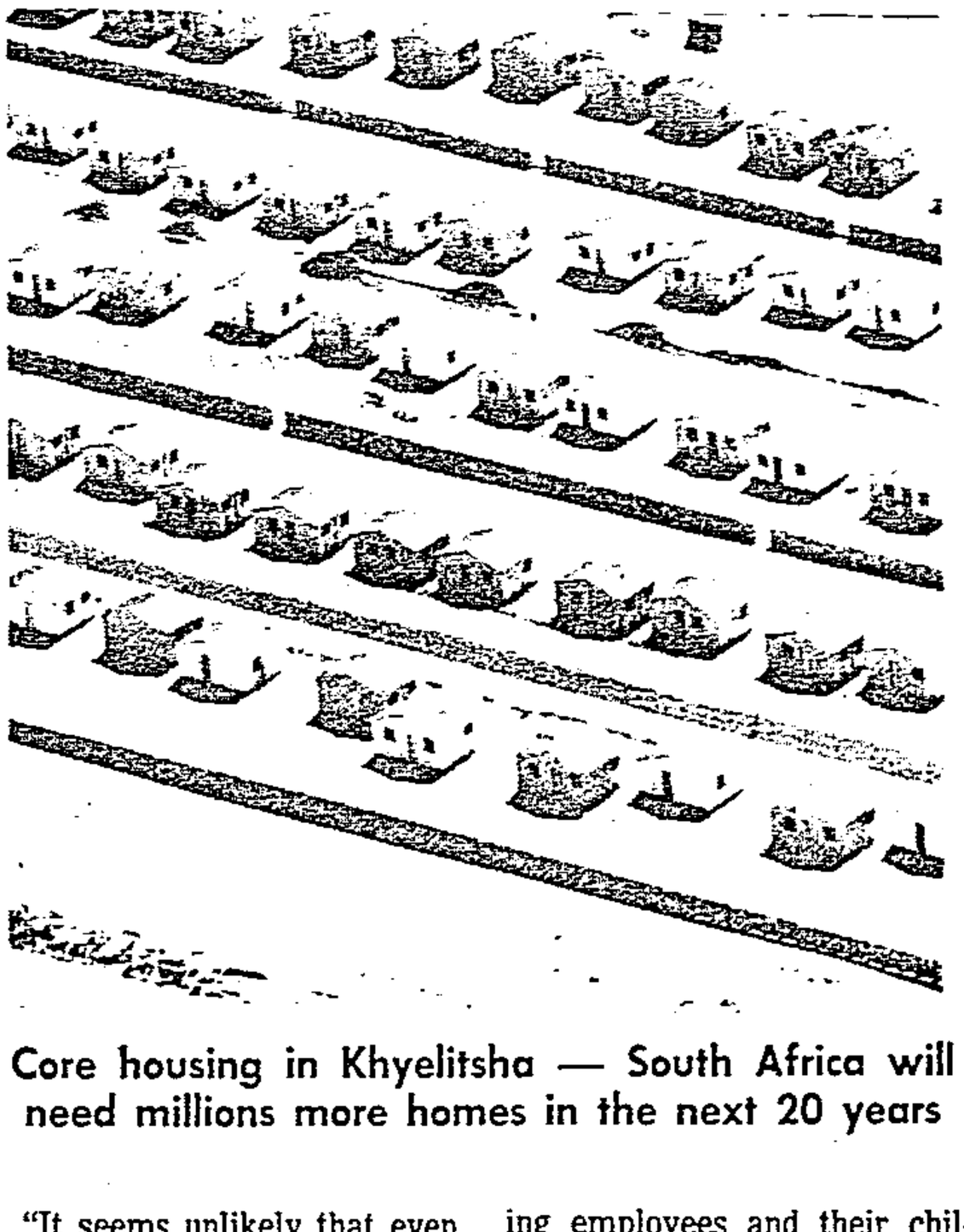
Current trends in the South African labour market and in employment creation were most disturbing and could have a negative effect on the growth potential of the South African economy — they could reverse efforts to promote a free market economic structure in this country and could have a destabilising effect on the internal political structure.

Mr Rossouw said it was estimated that at least 163 600 blacks were needed by 2000 to fill expected vacancies in the labour force, ranging from executive white collar workers to semi-skilled blue collar workers, slightly more than half of whom would be in the white collar category.

In both categories the demand had exceeded the supply in the past decade.

The implication was that there is already an urgent need for more educational and training facilities, especially in the executive and highly skilled categories.

But South Africa's educational problems were not likely to be solved by the traditional remedies of spending more money, building more schools and training more teachers.



Core housing in Khyelitsha — South Africa will need millions more homes in the next 20 years

"It seems unlikely that even large investments in the traditional system could significantly improve the existing situation, especially since the shortages of skilled labour in the economy could leave the teachers training colleges unable to compete for the best qualified professionals," said Mr Rossouw.

The need was for bolder and more imaginative solutions such as the use of information technologies which were likely to make a vast impact on education even in the short to medium-term future.

The population growth would also be likely to result in a greater redistribution of the cost of education with the affluent bearing a greater burden.

Business might also have to assist with the cost of educating employees and their children to have a sufficiently skilled and up-to-date labour force.

Significant new solutions for black housing were required as South Africa would have to build between 2 000 000 and 3 000 000 houses for all race groups during the next 20

"These could be based on two qualities of the current black urban scene, namely a growing number of unemployed and underemployed blacks in urban areas and a considerable potential for employment generation if labour-intensive building techniques are used.

"These two qualities could be combined to good effect to solve the black housing and unemployment problems."

At the same time, it was obvious that serious consideration should be given to the techniques and methods of building houses and that many ideas about building plans and regulations might have to be adjusted.

Present finance for housing was inadequate. In 1981 South Africa spent a significantly lower proportion of its gross national product on housing — 2,9 percent or about R2 122-million — than did most comparable foreign countries.

Of this about 70 percent was spent by the private sector and about 90 percent of all housing for blacks was provided by the public sector.

For the future a large proportion of the necessary finance would have to be provided by the private sector and in giving a high priority to housing for the lowest income groups the State would probably render the best service by providing infrastructure such as serviced sites.

The high cost of housing should be reduced to provide more houses with the limited funds available.

Subsidies for housing, except on a very selective basis and only for the lowest income group, were undesirable, said Mr Rossouw.

One aspect of this undesirability was that whites who qualified for subsidies tended to develop high housing standards which tended to highlight the difference in living standards between whites and other races.

A serious aspect was unemployment because it was unlikely that employers would assist with housing for people other than their employees, and limiting population growth combined with education and training were also a priority because that would be the major problem in providing housing.

Life insurance industry urged to create jobs

NM 2/5/85

173

Mercury Correspondent

CAPE TOWN— The Minister of Finance, Mr Barend du Plessis, has asked the life insurance industry to consider directing more of its accumulated funds towards the creation of jobs.

He also invited the industry to discuss this with him.

Speaking at the 50th anniversary dinner of the Life Offices Association in Cape Town last night, Mr du Plessis praised the contribution by the life insurance industry to the economic growth of South Africa.

Perhaps the most important contribution it had made, he said, was the mobilisation of capital contributed by the public and organisations through insurance premiums and contributions to pension funds.

Assets

The R30bn in assets held by the industry on behalf of policyholders helped to keep the wheels of industry and commerce turning.

At a time when public savings had shown a disturbing decline in recent years, the life insurance industry had shown a marked growth in premium income, contributing to the growth of South African society.

Mr du Plessis said, however,that he wished to pose a question connected, on the one hand, with the mobilisation of capital and; on the other hand, with the achievement and maintenance of a high rate of job-creating economic activity.

The policyholder had the right to expect a double benefit in the earnings of his investment.

Firstly, he expected the direct earnings and bonuses which accrued from his policy.

Secondly — and of equal importance — he could expect the indirect benefits he shared when the economy grew, when there was peace, prosperity and progress through, for example, the provision of sufficient work opportunities for those entering the job market.

Control

He said all parties were aware of the responsibilities attached to the administration of trust funds.

He asked, however, whether ways could not be found to direct less of the industry's accumulated funds towards the achievement of control over existing companies.

He asked the insurance industry to consider, 'particularly in these exceptional times,' moving funds into investments in new job-creating assets.

'A greater role in the provision of pensions'

CAPE TOWN— There was little doubt the insurance industry would show many changes during the next 50 years in adapting to the changing society in which it will be operating, the chairman of the Life Offices' Association (LOA), Dr Morris Bernstein, said last night.

Speaking at the association's Golden Jubilee dinner in Cape Town, he said one of the areas in which the industry would play a greater part was in the provision of pensions. Advances in medical techniques and better standards of living would mean an increasing percentage of the population will be living longer, so requiring retirement incomes for longer periods.

'I do not wish to pre-empt the findings or considerations of the Parliamentary Joint Select Committee on pensions.

NM 2/5/85

'However, the fact that it has been reconstituted to consider the broad field of pension provision for the people of South Africa, indicates an awareness at Government level of an essential requirement,' Mr Bernstein said.

He was convinced the role the life insurance industry played would continue and it would make major contributions in the next half-century. — (Sapa)

Shipping lines make deal

CAPE TOWN— Safmarine and the Bank Line have announced that a space-sharing agreement has been reached in principle between the two companies in their U S-Southern Africa trades.

The agreement, which is subject to the approval of the Federal Maritime Commission, would take effect from July 1, 1985.

The main feature of it is space-sharing, which would enable both companies to load and book cargo on each other's vessels, and the co-ordination of scheduling to allow for a 14-day frequency both south and northbound.

'Govt placed over 400 000 unemployed'

Sowetan 2/5/85

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ABOUT 400 000 work-seekers and school leavers, of all races had been placed through the Department of Manpower last year, the Minister, Mr Pietie du Plessis, said in the House of Representatives this week.

Of these, 15 574 — or 1 300 a month — were coloured, he told the House of Representatives at the start of the Budget Debate on his vote.

This placement was one of the four major areas in which the department played a role in tackling the unemployment problem in South Africa.

"But there is unfortunately no instant solution to unemployment, and the creation of jobs is not only the task of the Government or that of a single department — it is a task for all of us," Mr du Plessis said.

Economic growth and its promotion, as well as a population development programme remained, for South Africa, the most important methods of relieving the unemployment situation.

Nearly 40 percent of S A whites work for the State

NM 315/185
173

Parliamentary Correspondent

NEARLY 40 percent of gainfully employed white people in South Africa worked directly and indirectly for the State, nearly double the percentage for other race groups, the Minister of Home Affairs, Mr F W de Klerk, disclosed yesterday.

He said 22,2 percent of gainfully employed whites were directly in State employment in September last year and 16,4 were indirectly employed by the State.

Mr de Klerk, who was replying to a question tabled by Mrs Helen Suzman (PFP, Houghton) said 16,5 percent of gainfully employed coloureds were directly employed by the State and 10,1 indirectly.

Only 11,1 percent of gainfully employed Indians were directly employed by the State and 6,8 percent were indirectly employed.

Mr de Klerk said 10,3 percent of gainfully employed black people were directly employed, and 13,5 percent were indirectly employed by the State.

Jobs for 1 200 in East Cape

173

E. Post 8/5/85

By BESSIE BOUWER

JOBS for 1 200 people are being created at the Eastern Cape's two major water schemes which have just got under way.

The multi-million rand schemes were announced by the State President, Mr P W Botha, on April 22.

One involves extensions to the canal network in the Sundays River Valley to take advantage of the increased flow of water brought from the Orange River.

The second involves a storage dam on the Little Fish just downstream from Fort Brown which will irrigate 4 000 hectares in Ciskei and South Africa and supplement Grahamstown's water supply.

Arrangements for housing workers at both schemes are now being made.

Work on the Sundays River irrigation extension scheme is expected to start in about six weeks' time.

The Deputy Chief Engineer (Construction) of the Department of Water Affairs in Pretoria, Mr J van der Westhuizen, told the Evening Post today top department officials were already in Kirkwood and the rest of the work team was expected there shortly.

Some houses for employees have already been rented and the erection of an initial 40 mobile houses was expected to start in about a fornight's time.

The extension to the Sunday's River scheme will bring another 7 000 hectares of land under irrigation. Nine thousand hectares are already being irrigated.

Confirming the arrival of the department's officials, Mr Chris Muller, the Town Clerk of Kirkwood, said the mobile homes would be erected by the Department of Water Affairs and the Town Council would only be responsible for providing essential services.

The mobile homes would be erected in part of a planned 40-hectare township to the north west of the town, said Mr Muller.

Negotiations with the Grahamstown City Council for the initial housing of about 35 employees on the Committees Drift scheme, which would irrigate 4 000 hectares of land and supplement the town's water supply, were under way, said Mr Van der Westhuizen.

It was hoped a housing scheme similar to the one at Kirkwood would be established, he added.

The two projects are both intended to be as work-intensive as possible.

The Sundays River scheme should eventually provide jobs for about 700 people and about 550 people will be employed on the Committees Drift Scheme, he added.

Single quarters for black workers would also be established in both towns.

Urban areas gain too

PFP welcomes emergency job plan extension

By David Braun,
Political Correspondent

CAPE TOWN — The Progressive Federal Party today welcomed the announcement of the details of how the Government was going to spend the R100 million allocated to create new jobs, but cautioned that the money should be spent wisely to create maximum employment.

President Botha released the details yesterday, after his announcement three weeks ago that R100 million would be spent from current income in special job-creation programmes.

UPGRADING

The original idea was that the money should be spent in rural areas, but the Cabinet decided yesterday that the special programmes should be extended to urban areas in the form of do-it-yourself housing schemes, training of the unemployed and the upgrading of residential areas.

The Eastern Cape, a region hit particularly hard by the recession, has been singled out for special attention.

The programmes are to be seen as emergency measures which are not meant to compete with permanent employment opportunities.

Dr Alex Boraine, the PFP spokesman on manpower, welcomed the announcement today, but cautioned that because R100 million was not a large sum of money in view of the magnitude of the unemployment problem the money should be spent circumspectly.

The first part of the scheme was announced during the Parliamentary debate on the State President's budget vote when Mr P W Botha said the intention was to combat unemployment in rural areas resulting from the recession, Sapa reports.

The projects would provide employment for all races and the administrations for own affairs were identifying suitable projects, Mr Botha said.

R32,5 million would be spent on the extension of existing rural programmes and departmentally allocated as follows: Co-operation and Development R18 million, Foreign Affairs R10 million, Agricultural Economics and Marketing R2 million, provincial administrations R250 000 each and Environment Affairs R1,5 million.

A sum of R67,5 million would be allocated to urban projects and shared by departments as follows: Manpower R20 million, development boards R5 million, Co-operation and Development R25 million, Eastern Cape projects R7,5 million, own affairs administrations and various projects R10 million.

Jobs plan to counter population explosion

South Africa's population explosion and the efforts being made to provide additional jobs were raised in Parliament yesterday.

Preliminary results of the 1985 Census showed there were just over 27-million people of all races in South Africa, including the self-governing national states, Mr Piet Badenhorst, the Deputy Minister of Constitutional Development and Planning, reported.

At the present population growth rate this figure would reach 39.5-million by the end of the century, 64-million by 2020, and 137-million by 2050.

The largest population group in the country was 6,6-million Zulus. At present growth rates they would number 9,9-million by 2000, and 39,7-million by 2050.

INCENTIVES

Mr Badenhorst said measures aimed at improving the quality of life should reduce the high population growth rate.

The Minister of Trade and Industries, Dr Dawie de Villiers, reported that in spite of the current economic difficulties, the response from industries, both inside South Africa and outside, to the Government's decentralisation incentives had been tremendous.

In the past 33 months, 2 909 applications had been approved, involving a capital investment of R4 572-million.

RIPPLE EFFECT

When these new, decentralised industries eventually came into being, 194 240 job opportunities would have been created, but this figure could be multiplied by 2.3 to a "formidable" total when one took into account the ripple effect from the workers spending their earnings and providing still more jobs.

Dr De Villiers said more details of this, and the country's industrial and export policy, would be spelt out in a White Paper to be tabled in Parliament, hopefully within the next fortnight.

Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, reported that about 36 000 unemployed people were expected to receive training for specific jobs in the 1985-86 financial year under the Government's training and employment programme.

ALL RACES

Outlining the scheme, for which R25-million has been set aside, Mr Du Plessis said initial surveys showed that in spite of the recession there was a significant number of posts for which suitable candidates could not be found.

The programme, devised by a special action committee, aimed at training unemployed people of all races in fields in which there were currently vacancies, or in which posts were expected to be created in the future.

The Department of Manpower had asked that R25-million of the R100-million provided for short-term job creation in the main Budget in March be set aside for the special project, and a supplementary Budget would be presented to Parliament for this purpose.

SMALLER TOWNS

Mr Du Plessis said the scheme provided for the eight group training centres and their satellites, as well as private employers registered with his department, to conduct training courses on their premises or in smaller towns in various parts of the country.

"For this purpose, it is envisaged that suitable instructors and supervisors be employed from the ranks of unemployed artisans," the Minister said.

The scheme also provided for the payment of maintenance allowances to unemployed people while they received training.

Special attempts would be made during and after the training programmes to place unemployed people in available posts.

Mr Du Plessis said it was envisaged that a special action committee would be established under the chairmanship of the Director General of Manpower to launch and monitor the project. — Sapa.

Boraine plan to create jobs

CAPE TIMES 9/5/85

173

Political Staff

HOUSE OF ASSEMBLY. — The Minister of Manpower was urged last night to appoint an employment opportunities commission comprising commerce, industry, trade union, university and government representatives to mount a programme of job creation as part of the fight against unemployment.

Dr Alex Boraine (PFP Pinelands) made the call during the Manpower Vote in the House.

He said unemployment was public enemy number one and also one of the most significant causes of the unrest in the townships where jobless people were alienated, angry and hungry.

While there was no easy solution to long-term unemployment, a commission would bring together representatives of different sectors to mount a dynamic programme to foster job creation.

Dr Boraine also called for a planned movement away from a capital-intensive to a labour-intensive economy, by offering tax incentives to industrialists in urban areas.

Economic growth must be encouraged at all levels, but training would have to be improved to increase productivity.

He said the greatest hope for job creation lay in the active development of the informal sector, warning that regulations and red tape would smother rather than encourage this sector.

He said agriculture would also have to be revamped to reverse the declining number of capital-intensive farms and encourage the development of a large number of small, viable farms.

Pass laws

The pass laws contributed to unemployment and would have to be scrapped, he said.

Labour mobility was central to the free-enterprise system, but most South African workers were deprived of this.

He also called for the introduction of social security. If this was stubbornly rejected, the country would put at risk "the very fabric" of society and nobody would be untouched.

Parliament and Politics

R100m relief for jobs crisis

By ANTHONY JOHNSON
Political Correspondent

PRESIDENT P W Botha last night announced a R100-million emergency relief programme to alleviate the unemployment crisis in South Africa.

A total of R32.5 million will be spent on existing projects in rural areas, while R67.5 million has been earmarked for urban projects, including training of the unemployed, do-it-yourself housing schemes and the upgrading of urban residential areas.

Mr Botha stressed in a statement released in Cape Town that the programme — which will give special attention to the Eastern Cape — would as far as possible not compete with the creation of permanent employment opportunities.

Remuneration paid to the unemployed people will constitute a major part of the cost of projects.

"Only those not employed and not entitled to unemployment benefits, or where benefits have been fully exhausted, will be employed, and workers will not be recruited in competition with other sectors of the economy," Mr Botha said.

President P W Botha ... "The government also trusts that the private sector will join forces with government bodies to relieve unemployment in the areas where it is most urgently needed."

He said that projects would provide employment for all races and would be implemented by the government sector in co-operation with the private sector.

He emphasized that as far as possible emphasis would be given to the bread-winner from a family with no other means of livelihood.

"The government trusts that in the light of the serious housing shortage, funds set aside for do-it-yourself housing schemes will provide an important contribution towards providing housing for black communities and at the same time enable labourers to earn income."

These actions, as well as painting, cleaning, clearing of terrain and refuse removal, would as far as possible be done by manual labour, he said.

Mr Botha noted that he had announced that the government had decided to use the R100 million from current income for special programmes of job creation. The original idea was for the programme to be launched mainly in the rural areas.

However, the cabinet, following a recommendation of the Central Economic Advisory Service, yesterday decided that because of the extent of unemployment, such programmes should be extended to also cover urban areas.

An interdepartmental "action committee" will take the responsibility for supervising the distrubution of funds.

The Administration for Own Affairs was also in the process of identifying projects for this purpose.

"The government also trusts that the private sector will join forces with government bodies to relieve unemployment in the areas where it is most urgently needed."

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Job creation plan to get top priority

E. Post 9/5/85

By KIN BENTLEY

A CO-ORDINATING committee will probably meet tomorrow to discuss details of the R100 million job creation programme announced by the State President yesterday.

A spokesman for the Department of Co-operation and Development today said top priority was being given to implementing the scheme.

Yesterday, Mr P W Botha said the money would be spent where the problem of unemployment was "most acute" and that an amount of R7,5 million would be spent on "projects in the Eastern Cape".

Of the total, R32,5 million would be spent in rural areas and R67,5 million on the training of the unemployed, on do-it-yourself housing schemes and on the upgrading of residential areas.

Apart from the R7,5 million to be spent in the Eastern Cape, the remainder of the R67,5 million will be allocated as follows: Department of Manpower, R20 million; Development Boards, R5 million; Department of Co-operation and Development, R25 million; projects of Own Affairs administrations, R10 million.

He said the funds were aimed at alleviating the housing shortage in the black communities and providing work opportunities.

The spokesman said a Central Co-ordinating Committee (CCC) would probably meet tomorrow to consider recommendations from the various Government departments, Own Affairs (white, coloured and Indian) administrations, the national states and (probably) the provincial authorities.

He said the scheme was not new. Between R5 million and R10 million was allocated last year for a similar purpose. although this had been spent on projects in the national states.

So far there had been no decision on the final division of the funds.

He said his department had a special representative on the CCC. He could not be contacted today.

● The Chief Director of the East Cape Development Board, Mr Louis Koch, said today his board had submitted recommendations to the CCC.

He gave no further details on the nature of projects planned for the Eastern Cape.

Argus 9/5/85 (173)

P W Botha gives details of scheme to boost jobs

Political Correspondent

PRESIDENT P W Botha has given details of the R100-million special programme to create job opportunities which he announced recently.

He said the original idea was to concentrate mainly on the rural areas but it had now been decided that, because of the extent of unemployment, the programme should be extended to urban areas.

In the urban areas, attention would also be given to do-it-yourself housing schemes, training of the unemployed and the upgrading of residential areas.

Private sector

The Government would implement the programme in co-operation with the private sector.

Mr Botha said the programme must be seen as an emergency measure and would not compete with permanent employment opportunities.

Only those not employed and not entitled to unemployment benefits would be employed and workers would not be recruited in competition with other sectors of the economy.

An amount of R32,5-million would be spent on the extension of existing projects in rural areas. The money would be apportioned to various departments.

The Progressive Federal Party has welcomed the President's announcement, but cautioned that the money should be spent wisely.

Dr Alex Boraine said because R100-million was not a large sum of money in view of the magnitude of unemployment and the money should be spent circumspectly, if it was not to "disappear in a hole".

President P W Botha

A total of R100 million to be spent on job projects

CAPE TOWN—President Botha last night launched an all-out campaign against unemployment and said a R100 million emergency relief programme would create jobs in towns and rural areas.

Parliamentary Correspondent

Family breadwinners who were out of work and unable to make a living would get priority as far as possible, he declared.

Housing targets would provide many jobs while the unemployed would be put back to work painting, cleaning, clearing terrain and removing refuse, he said.

A total of R32,5 million would be spent on existing projects in rural areas, while another R67,5 million had been earmarked for urban projects, including training of unemployed, do-it-yourself housing schemes and the upgrading of urban residential areas.

Mr Botha emphasised that the programme, which would give special attention to the Eastern Cape, would as far as possible not compete with the creation of permanent employment opportunities.

Pay for the unemployed would take up most of the cost of job projects.

The plan would aim to aid only those not employed or not entitled to unemployment benefits, or those whose benefits had been fully exhausted.

All races

They would be employed in emergency Government schemes but workers would not be recruited in competition with other sectors of the economy, Mr Botha said.

All races would benefit from the plan, which would be implemented by the Government in co-operation with the private sector.

'The Government trusts that in the light of the serious housing shortage, funds set aside for do-it-yourself housing schemes will provide an important contribution towards providing housing for black communities and at the same time enable labourers to earn income.'

Mr Botha noted that he had announced the Government had decided to use the R100 million from current income for special programmes of job creation.

The original idea had been for the programme to be launched mainly in the rural areas.

However, the Cabinet, following a recommendation of the Central Economic Advisory Service, yesterday decided that because of the extent of unemployment, such programmes should be extended to cover urban areas, too.

An inter-departmental action committee would take responsibility for supervising the distribution of funds.

The Administration for Own Affairs was also in the process of identifying projects for this purpose.

'The Government also trusts that the private sector will join forces with Government bodies to relieve unemployment in the areas where it is most urgently needed.'

R50-m for black jobs

Star 10/5/85 (173)

CAPE TOWN — More than half the R100 million provided in the Budget for short-term job creation would be used to establish labour-intensive projects in urban and rural areas and in the homelands, the Minister of Co-operation, Development and Education, Dr Gerrit Viljoen, announced in Cape Town.

Of this amount, R25 million would be used for self-build housing projects in black towns in and outside the non-independent homelands, R18 million for labour-intensive projects in rural parts of these homelands, R5 million for litter removal in black urban areas and R5 million to upgrade hostels. — Sapa.

Durban leaders welcome plan for jobless

NM 10/5/85

173

Municipal Reporter

THE Government's R100 million unemployment relief programme was welcomed by Durban leaders yesterday, but no one could say how it would work in the city.

The Mayor, Mr Neil MacLennan, said: 'It is an excellent idea. Only the Government can act in this sort of thing. The City Council couldn't really do anything.

'But it is important for the unemployed to have a chance to earn something and preserve self-respect.'

Mr MacLennan said careful thought would have to be given to the sort of jobs created, so that fully-paid work was not taken away from anyone.

Mr Ken Hobson, general manager of the Durban Metropolitan Chamber of Commerce, said the need for relief in Durban was no less than in other parts of the country.

'The trouble is that with the introduction of modern mechanised methods, very few things are still labour-intensive. Without more details on the Government's plans for the scheme, it is difficult to understand how it will be implemented,' he said.

'Disturbed'

The chairman of the council's Management Committee, Mrs Sybil Hotz, said the City Treasurer had already been asked to find out how much of the R100 million would be available for Durban.

'We realise Durban is not the worst area, but there is a great deal of unemployment in the city,' she said.

The Town Clerk, Mr Gordon Haygarth, said Durban would be prepared to co-operate with the Government and create unskilled work, provided the full costs were borne by the State.

Councillor Henry Klotz, who last month asked the council to consider introducing a relief scheme, said he was 'disturbed' that Durban had not acted before.

'Pietermaritzburg has already applied for R4 500 000 from the State for job relief. I'm disturbed that our officials did not act on my suggestion sooner. Durban should have taken the lead in this in the light of the large unemployment,' he said.

Influx control to be revised

Political Staff

DRAFT legislation involving a "thorough" revision of influx control is likely to be submitted to a parliamentary standing committee before the end of the year.

And an easing of the hated pass laws seems to be on the cards.

This was announced last night by the Minister of Co-operation and Development, Dr Gerrit Viljoen, in an address in the City to the Cape Employers Association.

Stating that he did not believe that the total scrapping of influx control was practical in terms of the demographic and economic realities of South Africa, Dr Viljoen said the aim was to achieve "much greater simplicity and flexibility" in arranging and ordering urban settlement.

Technical

At the same time, he said, an effort was being made to "eliminate unnecessarily restrictive regulations which have the effect of creating large numbers of technical transgressions and cause much unnecessary frustration, in particular regarding the ready availability of identity documents".

Dr Viljoen warned at the same time that serious attention would have to be given to "abating the continuing influx of newcomers expecially from the Eastern Cape, the Ciskei and Transkei" into the Western Cape.

He said the best way to counter influx was through development and creation of jobs in the areas from which the migrants originated.

This was why the government was giving special attention to the creation of black employment opportunities in the Eastern Cape, Transkei and Ciskei.

R53 million

● The Department of Co-operation and Development has been allocated R53m of the R100m allocated in the budget to bring employment relief, Dr Viljoen said.

His department would spend:

● R18m on job opportunities in urban and rural areas and in the national states.

● R25m on job opportunities through self-build housing.

● R5m for environmental care through litter removal.

● R5m for jobs for upgrading hostels for migrant workers.

The Department of Foreign Affairs has received R14m for job creation in independent neighbouring states, and the Department of Manpower R25m for training the unemployed.

R35 000 boost for the jobless

Sowetan 17/5/85

By ALI MPHAKI

EMPLOYMENT in South Africa may well be given a boost by budding entrepreneurs participating in a competition with a R35 000 prize money. The contest has been launched by the SA Institute of Chartered Secretaries and Administrators.

The competition is entitled Build Your Own Business and is sponsored by Anglo American Corporation. The patron is former Minister of Finance, Senator Owen Horwood.

It is aimed at creating employment and encouraging entrepreneurship.

Participants are required to submit a proposal showing how they would either start a new business or expand an existing one. They stand to win a first prize of R15 000 or one of four runners-up prizes of R5 000.

"The competition is open to all residents of the Rand currency area, regardless of race, age, sex or qualifications," says CIS president, Mr Charles McDulling.

You do not need a degree to enter. What the competition judges will be looking for is a sound business idea supported by a well conceived plan detailing marketing, production, manpower and financial considerations.

A team of evaluators, drawn from commerce, industry and universities, will ascertain the viability of the proposed businesses and put forward a list of ten finalists to a panel of judges who will select the winners.

"Apart from the substantial cash prizes, participants are provided with an opportunity to commit to paper a business idea which may have been at the back of their minds for years," says McDulling.

"Each entrant will be given a written evaluation which can assist the person to implement his scheme," he said.

Participants are encouraged to consult professional people such as lawyers, chartered secretaries, accountants and bank managers. Joint entries are permitted.

A panel of prominent South African businessmen will choose the winners from a selection put forward by evaluators. They include business leaders such as Eric Ellerine, Bill Venter and Piet Liebenberg.

Closing date for entries is May 30. Entry forms and competition guidelines may be obtained from the Competition Secretary, SA Institute of Chartered Secretaries and Administrators, PO Box 1917, Johannesburg. Telephone (011) 29-6116 alternatively.

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Jobs boost in the mines

(175)

Sowetan 6 5/6/85

By JOSHUA RABOROKO

MORE than 12 000 jobs — the bulk of which will be occupied by blacks — are to be created in the mining industry.

Two mine companies — Kloof Gold Mine and Gold Fields of South Africa — are to create jobs that will not have apartheid regulations in the industry hard-hit by job reservation in the country.

Announcing the scheme in Johannesburg this week the chairman of Kloof, Mr C T Fenton, said it was the wish of the companies to eliminate racial discrimination in their mines.

Jobs will be created in the Western Transvaal goldmines near Ventersdorp when the companies expand their production of gold operations into Kloof and Leeudoorn divisions in the area, Mr Fenton said.

Mr Fenton said the two divisions will create jobs for over 12 000 miners, the bulk of which will come from rural and urban areas. They were interested in employing people with higher education so that they could do skilled jobs in the mines.

"Our aim here is to get rid of job reservation and the Government has indicated it will be forced to introduce legislation next year if the Chamber of Mines and unions do not come to a conclusion in their present talks," he said.

"We are committed to scrapping job reservation and have built homes and other facilities for our employees on the mines, almost similar to those owned by whites."

Both the Black Allied Mining and Construction Workers' Union and the National Union of Mineworkers have said that they will wait and see until the project gets off the ground.

CAPE TIMES 20/6/85

R375,9m paid to boards, authorities

HOUSE OF ASSEMBLY. — Employers paid R375.9 million to development boards and black local authorities between 1979 and 1984, the Minister of Co-operation and Development, Dr Gerrit Viljoen, said yesterday.

Replying to a PFP question, Dr Viljoen said R80.5 million had been paid to boards amalgamated to form the Natalia Development Board in 1984.

He said R65.3 million had been paid to the West Rand Board, R45.8 m to the East Rand Board, R31.7 m to the Central Transvaal Board and R25 m to the Eastern Cape Board.

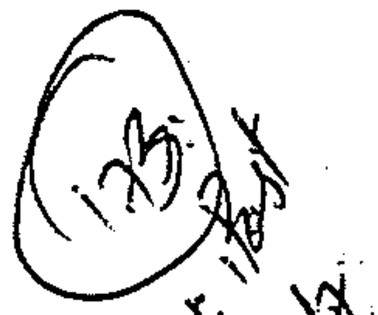
The contributions have to be paid by employers of black workers in terms of the Black Labour Act.

He said amounts formed part of the general revenue of the boards and were used to cover the expenditure of the labour bureaux and inspectorates as well as to defray the expenditure with aid centres and to fund the functions of the development boards.

This included the subsidizing of services in the black townships, the development of infrastructure and housing, and administration costs.

Local authorities used the revenue for the financing of capital and operating expenditure as well as sundry administrative costs, Dr Viljoen said.

Jobs plan is getting under way



By KIN BENTLEY

THE Eastern Cape job creation scheme is starting to get off the ground.

Mr Neville Cohen, of the three-member action committee co-ordinating the R5 million scheme, said the communications problems of the past had been overcome, and most municipalities in the region were busy drawing up their job creation schemes.

He said he expected Port Elizabeth to present a "comprehensive package" within a week to 10 days.

There was some controversy last week when a PE application for only R146 119 was rejected.

Mr Cohen confirmed that Uitenhage had already been granted R550 000 by the Department of Manpower which oversees the project.

He said the scheme operated very much on a "first come, first served" basis, and recommended that municipalities get their applications in as soon as possible.

He said the deadline for applications was August 15, but stressed that each application would be forwarded to Pretoria as soon as it was received.

The municipality of Queenstown had already submitted an application, he said.

A spokesman for the Grahamstown municipality said the City Council would meet on Thursday to formulate its application.

The Town Clerk of Humansdorp, Mr James Lessing, said his municipality had been briefed by the action committee and would also be sumbitting an application soon.

On the possibility of the private sector providing transport (to prevent an additional R1 per day per worker being spent on transport) and supervision, Mr Cohen said this would apply mainly in the smaller areas, where distances were smaller.

He said the committee was hoping the PE Municipality would come forward with a package that would include providing transport and supervision. Local firms could be asked to assist at a later stage.

He added that a necessary deadline for the completion of the scheme had been set for March next year, and added that if the economic situation remained bleak he hoped another such scheme would be implemented then.

On the R4 per day wage offered, Mr Cohen said he had no doubt it would attract enough people, providing as it did for many an alternative to starvation.

Doubts behind the R100-m jobs plan

By JOSHUA RABOROKO

MAJOR trade unions and community-based organisations were sceptical of the announcement that the Government was to spend R100-million towards creating new jobs in urban and rural areas.

The State President Mr P W Botha announced last week that the government will spend R100 million for emergency job creation programmes in rural and urban areas.

The programme will be extended to urban areas in the form of do-it-yourself housing schemes, training of the unemployed and the upgrading of the residential areas.

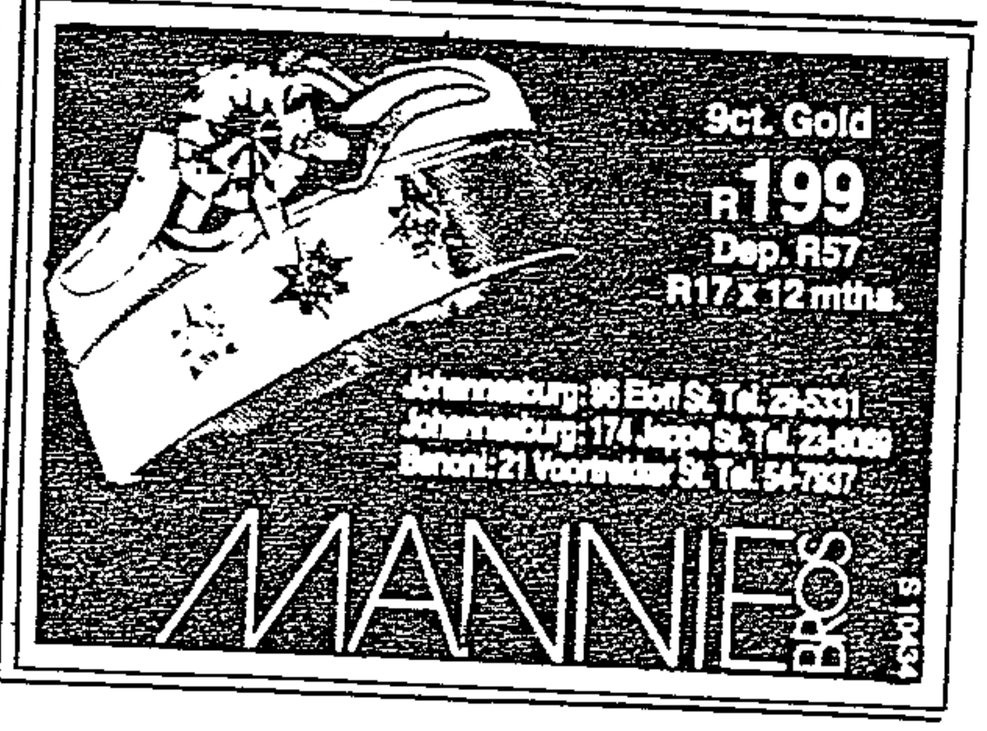
The Eastern Cape, a region hit particularly hard by the recession, has been singled out for special attention.

The co-ordinator of the Azanian Confederation of Trade Unions, Mr Pandelani Nefolovhodwe, said it was still premature to comment on the announcement. "We still have to study it. But generally the Government of this country cannot cope with the problem of unemployment, let alone creating jobs.

Fosatu's president Mr Chris Dlamini said the Government had promised many things which it did not fulfil. "We shall welcome the scheme once it gets off the ground. We are doubtful about the scheme."

Black Sash's Mrs Sheena Duncan welcomed the move, but immediately said that the Government should rethink its taxation measures which could increase unemployment.

The Progressive Party's spokesman on manpower, Dr Alex Borraine, has welcomed the announcement.



Govt issues guidelines for industrial growth

MM 15/5/85

173

PRETORIA — Guideliness to steer the country's future industrial development have been announced by Government, which said its proposals were intended to improve manufacturing and productivity locally while also fostering wider international trading links.

The White Paper on Industrial Development Strategy, in which Government reviews its policy towards secondary industry, was tabled in Parliament yesterday.

Motivating the new strategy, the Government noted that the real gross domestic product in the decade up to 1983 had averaged 2,6 percent, almost half the figure anticipated.

The Government said that to meet the required growth, it was the manufacturing industry in particular which would have to play a major role in creating jobs and improving productivity and competitiveness.

Balance

The strategy's study group, chaired by the head of the Board of Trade and Industries, Dr Basie Kleu, was appointed in 1977 and completed its investigations two years ago.

In a broadly outlined 10-point plan, the Government emphasised that future industrial development should be supplemented by a technology policy, while the country should also strive for a better balance between exports and import replacements.

The Government reaffirmed its commitment to a market-oriented economy in which its own involvement was limited, but said it would continue to promote programmes such as decentralisation.

'The Government will always have a role to play in improving the market's functioning and in ensuring that particular national objectives are being promoted,' it was stated in the White Paper.

'However,' it added, 'the Government is in favour of indirect against direct measures of control.'

Dr Dawie de Villiers, Minister of Trade and Industry, said in an accompanying statement that the encouragement of secondary industry was 'the golden thread' running through the White Paper.

Welfare

'The Government emphasises the importance of continued industrial development in South Africa for employment creation and the improvement of living standards and the general welfare of the country's population,' he said.

Although the White Paper does not deal with specific incentives needed to promote productivity and training in industry, it said various bodies, including both private and public sector representatives, were at present considering the details to the broader industrial strategy.

As part of its ongoing support to local industry, the Government said in the White Paper that it would continue to impose tariffs on certain imports while encouraging exports with a new package of incentives.

'The strong emphasis on exports does not mean that domestic demand for goods and services is being disregarded by the Government,' Dr de Villiers said. 'On the contrary, the Government accepts that industrial development in South Africa is not possible without protection.'

The Government said it supported the preferential treatment of local goods 'to the extent that it can be economically or strategically justified.'

Customs tariffs, and no longer quantitative import restrictions, were now 'the prime instrument of protection,' and would continue to be used on a moderate and selective basis, the Government said.

Homelands

Referring to the decentralisation of industry, the Government noted that a new scheme it had introduced early in 1982 had met with greater success than its predecessor. During the two years ending in March, 1984, South Africa and the homelands approved applications for industrial assistance totalling almost R4,3bn.

Although the Government expresses its satisfaction with the regional development, the White Paper proposed that future decentralisation should be carried out 'on a regional basis and with greater co-operation across political boundaries.'

Dealing for the first time with proposals for a national technology policy, the Government said it wanted a 'coherent and flexible policy ... (and) to let technology play its rightful part in industry's efforts to become more competitive through increased productivity.'

Dr De Villiers said the Council for Scientific and Industrial Research, in tandem with his own department, would be responsible for devising a mechanism for the transfer of technology.

Escom

Although the White Paper referred briefly to the privatisation of Government-controlled industries, such as Escom and Iscor, Dr De Villiers said this had not been a major issue at the time the study group began its task.

However, he added, the Industrial Development Corporation, which was responsible for the State-controlled industries, constantly reviewed the situation and possibilities of reducing Government shareholding. — (Sapa)

The spectre of unemployment

Argus 15/5/85 (173)

IN the debate on the Manpower vote in the House of Assembly, DR ALEX BORAINE, PFP spokesman on manpower, warned of the dangers of growing unemployment and suggested steps to combat the problem. This is an edited version of his speech.

- **"We are beginning to talk of jobless in millions."**
- **"Behind the statistics are ordinary men and women."**
- **"The unemployed are mainly among the voteless."**
- **"A commission on the problems must be appointed."**
- **"We have to improve training .... and education."**
- **"The greatest hope lies in the informal sector."**
- **"As a matter of urgency the pass laws must go."**
- **"Of the utmost importance is a social security plan."**

THERE is considerable disagreement on how many people are unemployed in South Africa. The situation is not only bad but is getting worse. Black unemployment in particular is soaring.

Because of the recession and the low growth rate, the future looks even bleaker. It is estimated that with a growth rate of 3,6 percent unemployment will reach 21,9 percent in 1987. With a growth rate of 5 percent it will be 11,5 percent.

Every day there are bankruptcies and retrenchments and the list of unemployed grows longer. We are beginning to talk not only of hundreds of thousands but of millions.

At present approximately 408 920 job seekers come on to the market every year, of whom 77,3 percent are blacks. By the year 2000 the figure will increase to 535 000 of whom 83,3 percent will be black and by 2015 there will be 641 000 people looking for work of whom 87,2 percent will be black.

Unemployment should be seen as Public Enemy No 1. It has numerous implications. It cannot be interpreted as mere statistics in a national growth plan. Behind the statistics are ordinary men and women for whom it has terrifying implications. When unemployment knocks on their door it brings with it companions who are persistent in their cruel demands.

For some it means the loss of dignity and self-worth, the loss of a home, the denial of opportunities for their children or not knowing where the next meal will come from; for thousands it means losing the right to remain in the urban areas and being forced back to homelands where there are no jobs; for many it means leaving school after years of study and preparation with no prospect of employment whatsoever.

When considered, too, that by and large the unemployed are to be found within the disenfranchised sections of our population it takes on serious socio-political implications. No doubt one of the most significant background causes of disturbances in townships is the lack of job opportunities.

Hand in hand with spiralling unemployment is the increasing number of black matriculants coming on to the labour market. Can there be anything more frustrating for one who has been battling against all the odds to find there are no vacancies?

Unemployment fans the flames of anger and resentment. In the townships of Uitenhage it has been estimated by businessmen and trade unionists that unemployment is running at more than 25 percent.

There is an increasing mass of people with nothing to do. What better ingredients for demonstrations and mob action? What better fuel to add to our racial tensions when the overwhelming number of unemployed are black and the employers, who do the hiring and firing, are in the main white?

Large-scale and long-term unemployment is a serious problem in any country. But when there are deep-felt political grievances and a highly unequal distribution of income the problem is compounded. It is a price South Africa cannot afford.

One of the primary motivations in the fight against disinvestment is that any more unemployment can only cause greater dislocation and therefore add to the problem rather than resolve it.

There is no easy and swift solution. Cyclical unemployment is corrected in the normal course of events as the business cycle improves. But structural unemployment, which exists even though there are people who desperately seek work and who have some qualifications which enable them to work, is a problem which demands urgent and serious consideration.

Some initiatives to alleviate the problem are:

- The appointment of an employment opportunities commission to analyse the problems and bring together the best people in commerce, trade, industry, the trade unions, universities and the government to mount a dynamic programme to foster job creation.

- There must be a planned movement away from a capital-intensive economy to a labour-intensive economy, encouraged by better tax incentives to industrialists to move towards labour-intensive investment in urban as well as rural areas.

- Economic growth must be encouraged at every level. Part of the answer to increased growth is increased productivity. But to increase productivity we have to improve training which in turn rests upon the foundation of a sound basic education.

- The greatest hope for job creation lies in the active development of the informal sector, which shows the most scope for expansion and upgrading. It is essential that the entrepreneurial spirit in this more dynamic part of the modern informal sector be nurtured rather than stifled. Instead of breaking down modest shacks being used to operate one-man businesses, instead of bedevilling the informal sector with laws and regulations we ought to be encouraging it in rural and urban areas.

- There must be a change in agricultural patterns. This is possibly the only sector capable of absorbing relatively large numbers of workseekers within a fairly short period. The irony is that while agriculture has grown, the number of jobs in this sector has shrunk.

There will have to be a radical redistribution of economic resources. At the moment there is a comparatively small number of large farms with a great deal of capital equipment. What is required is a large number of economically viable farms which rely more on labour than on capital.

- As a matter of urgency pass laws, which are a symbol of the inferior status of blacks, must go. Influx control contributes to unemployment and should be scrapped. Labour mobility is central to the free enterprise system.

- Of the utmost importance is the introduction of a social security plan. This will be highly controversial. There will always be those who will abuse the system but we have to distinguish between socialism and social security. They are not the same.

The reason why Britain and the United States can cope with high unemployment is because there is a social security system which enables families to keep body and soul together.

In South Africa, where first and third worlds rub shoulders, where there is massive poverty, malnutrition and increasing joblessness, it is of the utmost importance that a social security system be introduced without delay.

If we stubbornly reject this, we could put at risk the very fabric of our society and none of us will be untouched.

(Rec) 18/4/85

R25m Govt scheme to help train job seekers

Labour Reporter

THE State has made R25-million available for the training of work seekers as part of a drive to alleviate unemployment.

The scheme was introduced to Cape businessmen by Department of Manpower officials at a seminar today.

It is to be run by the private sector which is being asked to provide short training courses for unemployed people. Costs will be subsidised by the department and unemployed people taking part in training courses will receive a small payment and transport costs for the duration of the courses.

CONCERN

Officials expressed concern at the mounting unemployment rate. At least 717 000 people are now registered as unemployed, but they pointed out that this figure was far short of the real number as some people did not register as work seekers.

The R25-million is part of the R100-million package for unemployment relief announced by the Government earlier this year. And R5-million has already been earmarked for training schemes by development boards and the remaining R20-million would be available to the private sector.

Mr D C Moodie, assistant registrar of manpower training, said the idea was to organise the scheme for the maximum benefit, providing short training courses of up to three weeks for as many unemployed people as possible.

Call for urgent review of decentralisation scheme

FCI queries the cost of creating employment

5/7/85 B. Day 173

By GERALD REILLY

THE Federated Chamber of Industries believes it is time the decentralisation scheme was thoroughly reviewed to determine just how cost effective it has been in creating employment.

The FCI, like leading businessmen and economists, supports any project aimed at job creation — but not at any price.

Earlier this week the chairman of the Decentralisation Board, Duggie de Beer, claimed the policy was working and attaining its major aims of job creation and a wider spread of industry. FCI director Johan van Zyl says FCI agrees that some of the major aims, especially in the employment field, are being achieved.

When the policy was first announced at the Good Hope Conference, however, it was made clear it was not possible beforehand to determine final details of the incentive structure.

Van Zyl says it was also clear that this type of programme involved a trial-and-error approach, and that it was impossible to develop the right incentive structure in the first round.

"Any scheme aimed at creating employment is to be welcomed and supported, but the question is whether the cost of creating new jobs is not too high."

The question could be asked whether it was possible to create even more jobs more cheaply. Van Zyl says it would seem reasonable after the scheme had been in operation for several years to review progress in detail and especially to determine exactly how much the new jobs were costing.

"The job-creating aspects of the deconcentration policy is to be applauded, but it would be a mistake to go blithely on with the scheme if it is not, in fact, cost effective."

The FCI has no intention of rocking the boat, but the case was strong for a review of the achievements and the cost invoiced so far.

Chief executive of the Afrikaanse Handelsinstituut (AHI), Fritz Stockenstroom, says measurable progress has been made in the past 18 months on implementing the decentralisation plans and the policy has the wholehearted support of the AHI.

The phasing-out of incentives for location-bound industries is welcome. "This scheme is working well under efficient management."

Stockenstroom emphasises the vital need to keep momentum going until at least the end of the century. The need for development and job creation in the decentralisation regions is great, and the record shows this is happening. "However, it has to keep on happening."

The policy also has a vital role to play in orderly urbanisation. The two policies are closely linked. Decentralisation is aimed at creating greater employment in the rural areas and self-governing states, and in this way it relieves urbanisation pressures.

An Associated Chambers of Commerce spokesman says: "We know steps have been taken to ensure the policy will work." The incentive scheme has been modified to eliminate abuses and to place restictions on the type of business eligible for incentives.

"Assocom has no reason to believe that decentralisation plans are not on their way to attaining their major objectives."

Big cash boost for decentralisation policy

New-jobs fund is raised to a record R541m

By GERALD REILLY
Pretoria Bureau

GOVERNMENT's decentralisation plan was succeeding in its major aims — the creation of jobs and a wider spread of industrial growth — and the programme would be intensified this year, Decentralisation Board chairman Duggie de Beer said in Pretoria yesterday.

Proof of this, he told *Business Day*, was the fact that the budget allocation for decentralisation had been increased this year by 37% to a record R541m.

Asked whether the generous concessions were being abused by sharp operators, Dr Beer said 111 industries in 29 development points in SA and the self-governing states had recently been investigated.

Most, it was found, had complied to the letter with the prescribed conditions.

In a few cases further investigation was found to be justified.

"I can assure you, there are no large-scale efforts being made to beat the system. All concession claims are stringently processed."

De Beer said approved applications for the three years between 1982 and 1985 totalled 3 183 with a capital involvement of R4,838bn.

If all were put into operation jobs would be created for 212 742 people.

The recession and the fall in consumer demand had slowed the pace of development but, in spite of the slump, about 50% of the 2 167 approved applications in the first two years of the scheme had got off the ground and were in production.

More than 70 000 jobs had been created.

In some of the high-priority regions the establishment rate went as high as 60%

He was confident the rate would rise sharply when the economy began to climb out of the recession.

Answering criticism that the decentralisation policy was merely transferring development and jobs from the metropolitan areas to rural areas, De Beer said only 20% of applications so far were for relocation.

"The rest are for the establishment of brand new industries and expansion of existing factories in the decentralised regions."

He denied, too, that the decentralisation programme was slowing growth in metropolitan areas.

A major aim was to create a better geographic distribution of industrial activities. De Beer said it has to be remembered that 80% by value of industrial production was concentrated in four metropolitan areas, comprising only 4% of the country's land area.

It was essential the raw material and development potential of the decentralised areas should be explored.

The potential for agriculture and mining was particulary great.

De Beer said 76% of all jobs created so far had been for blacks, 10% for coloureds, and 7% each for Asians and whites.

Silicon Valley-type park planned for Cape

By TOM HOOD

A HIGH-TECHNOLOGY industrial park near D F Malan Airport that could provide jobs for thousands of workers is being planned by Wesgro and the Cape Chamber of Industries.

Both organisations see the project developing on similar lines to California's famous Silicon Valley.

The Cape high-tech park could employ 3 500 directly and many more on the periphery as suppliers and additional business develop.

"We don't want this to be a long way off. We are already looking for a big financial institution to come in with us and for a flagship electronics company to get involved," said Mr Pienaar today.

A number of sites are being investigated.

"We want to create jobs for the Khayelitsha and Mitchell's Plain people close to the airport and major road and rail links."

The Southern Cape already has a fairly strong high-tech involvement, including the nuclear power station, Armscor's sophisticated installation near Skipskop and the new gas refinery at Mossel Bay.

"We believe the Western Cape is perfect for a high-tech industrial park because it has a labour force well suited to science-based industry.

The situation was ideal for "clean" industries such as a science-based industrial park, where research and develpment could be done. Besides concentrating on electronics it could do research and development for fisheries and other industries.

The involvement of three universities was also required, Stellenbosch, UCT and the University of the Western Cape, so that industry could draw on their scientists.

Gateway status

The techno-park would be able to manufacture for export. There would be none of the transport problems experienced by heavy industries in exporting to the Reef.

Wesgro was trying to get "gateway status" for D F Malan Airport and an export promotion zone for the Western Cape, which allowed components to be imported at low tariffs for manufacture and later exported.

"We regard it as urgent although our planning has been low-key until now.

"It is only when we realise how fierce is the competition we are facing and just how uncompetitive the product of the Western Cape is that we are pushing very hard to accelerate the whole thing.

A French high-tech industrial park at Nice, Cape Town's twin city, was visited recently by Mr Pienaar, who described it as most impressive.

American giants

"Fifteen years ago it had exactly the same problems as the Cape. It was a backwater reserved for tourism and and now it has the biggest area of science-based industrial park in the world."

Companies there included American giants such as IBM and Dow Chemicals.

"We have already had long discussions with the Industrial Development Corporation about this park and have become a little impatient with the lack of drive and progress."

There was a considerable amount of proclaimed industrial land in private hands which coduld be used, mostly expensive property.

"We may try to persuade the Cape Divisional Council or Stellenbosch Divisional Council to come in and give us land at next to no cost."

A third possibility was the large tract of Government land next to D F Malan Airport which could serve as a techno-park.

It's lucky for some . . .

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White-collar jobs growing

B. Day 24/7/85

GERALD REILLY

SOME sectors of the economy are still expanding in spite of the recession, according to figures released in Pretoria yesterday by the Central Statistical Services.

The numbers working in banking institutions, building societies, insurance companies and universities increased modestly during the first quarter compared with the same period last year.

The total employed rose by 5 815 to 197 517 between the two quarters.

However, there was a big increase in the total incomes.

These increased by R116,709m to R723,376m.

A breakdown shows that university staff increased by 1 639 to 38 064, and the amounts earned rose by R29,377m to R146,678m; bank staff increased by 1 335 to 89 156 and earnings by R60,185m to R320m; building societies staff increased by 675 to 20 813, and earnings by R10,243m to R65,063m, and insurance companies staff increased by 2 166 to 49 484 and earnings by R26,904m to R191,635m.

Average monthly pay in banks in March was R1 196 (R1 024), building societies R1 042 (R907), insurance companies R1 291 (R1 161), and universities R1 285 (R1 073).

'Creation of jobs is SA's top priority'

173 SAI 1/8/85

Financial Staff

South Africa's biggest problem is the creation of jobs and all groups should work towards reaching common solutions, says Mr Roly Clark, IBM SA's manager of corporate social responsibility programmes.

Speaking at the winter school of the SA branch of the International Association of Students in Economics & Management (AIESEC) in Maritzburg on Tuesday, he said the community should take urgent action to meet the challenge of creating millions of jobs by the end of the century.

Even according to the more favourable forecasts, on current trends at least five million could be unemployed by the year 2000.

"Other gloomy forecasts tell us this figure could rise to as high as 10 million, with every likelihood that the majority will be black."

Low national productivity had to be tackled. Measured against other developed Western countries, South African corporate productivity was poor, with plenty of room for improvement.

"Deregulation and de-centralisation must take place quickly and legislative obstacles which impede entrepreneurial activity should be removed as soon as possible.

"What IBM, among others, advocates is that the way be cleared to enable the entrepreneur to make his or her contribution to the generation of wealth. In short, let's enlarge the economic cake so that everyone gets a fair slice," he said.

Jobless: Call on companies

Chief Reporter

PRIVATE companies in all fields in the Western Cape are being called on to take part in a major government-sponsored scheme to provide training for unemployed people.

Contracts have already been signed with firms for the training, at government expense, of about 10 000 jobless people in the area, and it is hoped to boost this figure appreciably in the next few months.

Against the background of a down-turn in the economy and increasing unemployment, the government decided recently to allocate R100-million for job creation and training, and R20-million of this has been made immediately available for the training of the unemployed.

The scheme, in which the costs to private companies of training workless people are paid by the Department of Manpower, started in mid-June and will continue until March next year, by which time it is hoped that up to 85 000 people will have been given training in a wide variety of skills.

Mr W H de Swardt, the department's senior training adviser in the Western Cape, and Mr W H Sceales, former rector of the Cape Technikon and now regional training-project leader, emphasized yesterday that the scheme had no racial or other restrictions.

Mr Sceales said: "We aim to get as many firms as possible, in rural as well as urban areas, to avail themselves of this scheme, and we hope those companies with existing training facilities will expand them to provide training for as many unemployed people as they can possibly handle."

'Morale'

He added: "The main benefits of this scheme are that the country will have a substantial reservoir of trained or retrained labour to draw from when the economy improves — and that the motivation provided by such a scheme will also act as a morale booster for those under training."

The requirements with which unemployed people must comply, to be considered for training in the State-sponsored scheme, are:

- Their employability must be increased by the training.
- They must be trainable and able to benefit from the training.
- They must be motivated and willing to learn.

Further details of the training scheme are obtainable from Mr De Swardt (Department of Manpower, PO Box 872, Cape Town 8000, or ☎ 45-7110) or from Mr Sceales, ☎ 46-7340 (office hours) or ☎ 23-1946 (after hours).

EP water schemes bring jobs

Post Reporter

HUNDREDS of jobs are being created — mainly for blacks — on two multi-million rand water schemes started in the Eastern Cape on May 1.

In the Sundays River Valley, 276 Africans, 19 coloured and 15 whites have been set to work building accommodation and making a start on excavations.

Each month, a further 100 jobs are expected to be created for Africans until the work force totals 600 Africans, 100 coloureds and 40 whites, whose jobs should be secure for some years, according to the resident engineer, Mr Mike Nitzche.

This scheme, for which R6 million is earmarked this year and R10 million each year after that, will see the flow from Lake Mentz doubled from 10,5 cubic metres a second to 15 cumecs in 30 months and an ultimate flow of 21,5 cumecs.

An additional 7 000 hectares will be brought under irrigation by the project.

The second scheme — a storage dam at Committees Drift — will see an additional 4 000 hectares brought under irrigation (2 000 in Ciskei) and will cost R6,5 million this year. South Africa's share of the total cost is R40 million. The scheme will also supplement Grahamstown's water supply.

So far, 38 Africans and seven whites are busy on the project — again building accommodation.

By the end of the year these figures are expected to have risen to 100 and 24, respectively.

The Committees Drift scheme will take between three and four years to finish, and the water works alone in the Sundays River Valley between four and five. Both schemes involve three phases — water works, settlement of newly-irrigated land, and production.

PE applies for R2m in relief

By BESSIE BOUWER
Municipal Reporter

PORT ELIZABETH has applied for more than R2 million from the Government's R5-million fund created to finance relief work in the Eastern Cape.

Twelve projects are proposed in the application handed to Mr Fred Polacsek, regional co-ordinator for the Department of Manpower.

Mr P K Botha, PE's Town Clerk, told the Evening Post today the total amount of labour created added up to 286 000 man days. Wages accounted for 64,75% of the total costs.

The cost of the 12 projects amounted to R1 911 760, of which R286 000 has been listed for transport.

Mr Botha said the amount needed for transport could still be lower than R286 000, but this could not be determined before the recruitment stage.

An amount of R146 119, which was referred back to the city by the action committee earlier as the labour component in the projects was not high enough, was also re-submitted to Mr Polacsek.

The city's total requirement was R2 057 879, said Mr Botha.

He added that the City Council would be requested to make funds available for the costs which municipal departments would incur and which would lead to over-expenditure on this year's budget.

Projects envisaged for the short-term strategy scheme include bush clearing for new townships in Summerstrand, Northern Areas, Brickfields and Markman (R272 920), development of open spaces (R74 720), eradication of exotic bush in Baakens Valley (R75 920), clearing bush on council land (R86 920), clearing and landscaping of verges along main roads (R75 120) and development of recreation areas (R75 120).

Other suggested projects are clearing of litter (R83 920), construction and maintenance of roads and services in the Markman industrial township (R85 920), cutting fire breaks (R272 920), clearing sand dunes on Churchill pipeline (R247 920), Strandfontein Road earthworks (R67 520) and the Missionvale stormwater drain (R206 840).

Rural towns in the Eastern Cape are drawing up their applications for grants under the job creation scheme.

The Town Clerk of Queenstown, Mr Peter Gerber, said they had already submitted their application to the action committee.

He said in their application about 90% of work proposed would take place in the black township of Mlungisi, with some being done in the coloured area and on the approaches to the town. Very little work would be done in white areas.

The application is in the region of R500 000, but has to be approved by the Deparment of Manpower before work can begin.

In Grahamstown, the Town Council was due to wrap up its application at a meeting today after discussions last night, a municipal spokesman said.

In Humansdorp, the Town Clerk, Mr James Lessing, said they expected to complete and submit their application next week.

Q'town unhappy with grant

173 E Post 14:08:85

By KIN BENTLEY

QUEENSTOWN is dissatisfied with the amount that has been approved for labour-intensive job projects for the town.

The chairman of the Queenstown Task Group which was formed to implement the job-creation scheme, Mr Peter Gerber, said yesterday he was negotiating further with the East Cape Development Board on improving the town's grant.

He said of an amount of about R400 000 applied for, the town had been granted only R17 800.

By contrast, the Town Clerk of King William's Town, Mr Henry Hutton, said their project was going well. The town had been granted R330 000. Work on several projects had provided employment for about 300 people.

Mr Hutton said he doubted whether they would be able to use up the total grant before the cut-off date of March 31 next year and might apply for an extension.

He added that he did not think the municipality could efficiently employ more than the 300 labourers because of problems like supervision, transport, equipment and ablution facilities.

A total of R2,8 million for the scheme has been approved in the Eastern Cape, with a further R1,3 million awaiting confirmation, the chairman of the Co-ordinating Committee for Job Creation in Region D, Mr Louis Koch, said this week.

The committee yesterday authorised another R1,6 million, which would be sent off to Pretoria for final approval — expected within two weeks.

Already approved was an amount of R25 000 for Port Elizabeth of an original applcation of R146 119, while another amount of R1,2 million for PE from a second submission was awaiting authorisation.

Mr Koch was reported as saying he did not want to enter into debates with various municipalities on the merits of their schemes.

Find more jobs or 'face a revolution'

Argus 20/8/85 (173)

Argus Correspondent

JOHANNESBURG. — The number of unemployed people would rise to five million in 15 years, unless new strategies were found to launch a vast network of new black business ventures, Dr Ben Vosloo warned last night.

Dr Vosloo, managing director of the Small Business Development Corporation, was speaking in a debate at the Institute of Race Relations on the economic potential of urbanisation.

Failure to meet the challenge would be "the recipe for social disintegration and revolution".

R5 000-M SCHEME

Dr Vosloo, the main architect of proposals to mobilise a R5 000-million scheme to finance thousands of new black businesses, estimated the black urban population would double by the year 2 000.

The main key to solutions of worsening employment problems was the creation of more black small business ventures.

If relatively well-educated second and third generation urban dwellers were denied new business and job opportunities "then we can expect them to become a particularly destabilising factor in our society".

Problems were compounded by the growing number of first generation black urban dwellers, often with traditional cultures and little education but needing opportunities to join a much enlarged informal sector, running small ventures such as backyard workshops, sewing circles, neighbourhood retail stores and home renovation services.

The economic logic of grooming an informal sector had been proved with the experience of most advanced Western countries.

The United States, West Germany and Japan had all given credit to the expansion of their small business sectors for their growing economic muscle.

In the US between 1980 and 1982, while larger firms axed 1,7-million jobs, small companies with fewer than 100 employees increased their labour force by at least 2,6-million.

While the cost of creating a single new job in a large, capital intensive industry now varied between R30 000 and R100 000, the SBDC showed the average cost for each of the 36 000 jobs it had so far created in its small business programme was slashed to R4 274 and down to only R1 550 as each venture expanded and needed to employ more workers.

Phase one of new Herschel water scheme on schedule

(173)

22/8/85 Cape Times

By JOHN GLEN-LEARY

UMTATA — A R2,7 million water supply scheme in the Herschel area was on schedule, with the first two phases now complete, Mr M. Shaker, acting chief director of engineering services branch of the Department of Agriculture and Forestry reported here yesterday.

He said the second phase of the Herschel rural water supply scheme had been completed with the third and fourth phases now in progress.

It was the first time a project of this nature had been undertaken with a minimum of machinery and was designed to be labour intensive, using the large labour resources available in the area.

He said 4 169 people had been employed during phase two, and a survey conducted among local businesses in Sterkspruit indicated a positive improvement in turnover since the start of the phase two construction which on the average was about 40 per cent.

He said materials not obtainable in Transkei such as pipes, valves, control equipment etc were purchased from East London and other areas close to Transkei.

Commuter labourers from Transkei were also employed by these suppliers and manufacturers.

Also, a sizeable proportion of wages earned by commuter labourers were actually spent inside Transkei by dependents.

"The Herschel rural water supply scheme resulted from studies undertaken by the Department of Agriculture and Forestry during 1977, with the first report submitted to the department by the consulting engineers, Messrs O'Connell, Manthe and Partners, in November 1977.

"After the acceptance of this report, the department embarked on an active construction and development programme to meet the objectives of the scheme," he said.

The first White Paper, Report on the Proposed Sterkspruit Rural Water Supply Scheme was tabled in 1978 and the First Supplementary Report of the Proposed Sterkspruit Rural Water Supply Scheme in June 1980.

He mentioned that the objectives of the scheme were to improve health as some 14 communicable diseases were water-borne or suspected to be so, some of the well-known ones being cholera, infectious hepatitis, poliomyelitis, schistosomiasis and typhoid fever.

"Training and involvement of the local population in any development project contributes greatly to the success of development as well as to the general economic momentum lacking in many developing areas.

"By concentrating on labour intensive construction methods and by phasing the implementation over a reasonably long period, maximum involvement of the local population and the training of local expertise to entrepreneur level will ensure a meaningful end result," he said.

He said that too often the economic activities ceased as soon as the contractor left the area, therefore projects of this nature were ideally suited for the development of the local potential by direct employment or indirect subcontracting.

He said that as the prosperity of the rural population in Transkei depended greatly on the state of the stock farming, any rural development should take cognisance of this fact.

"Stock farming depends, among others, on the judicious use of available grazing. Unreliable and poorly distributed watering points cause over-concentration of animals around a particular waterpoint, overgrazing and the inevitable sheet erosion of the top soil.

"The proposed rural water schemes incorporate all grazing camps either by providing a drinking trough or by making windmills available for stock watering previously used exclusively for domestic purposes," he said.

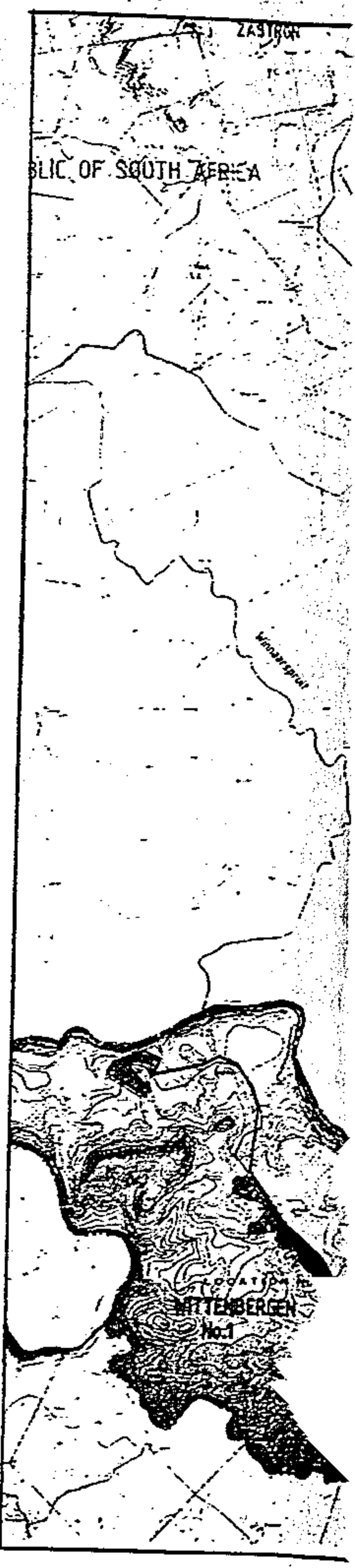
He said the combined effect of better cattle farming conditions, rotational grazing and improved standards of living could create a bigger money economy in the region that would result in bigger government income by means of direct and indirect taxation.

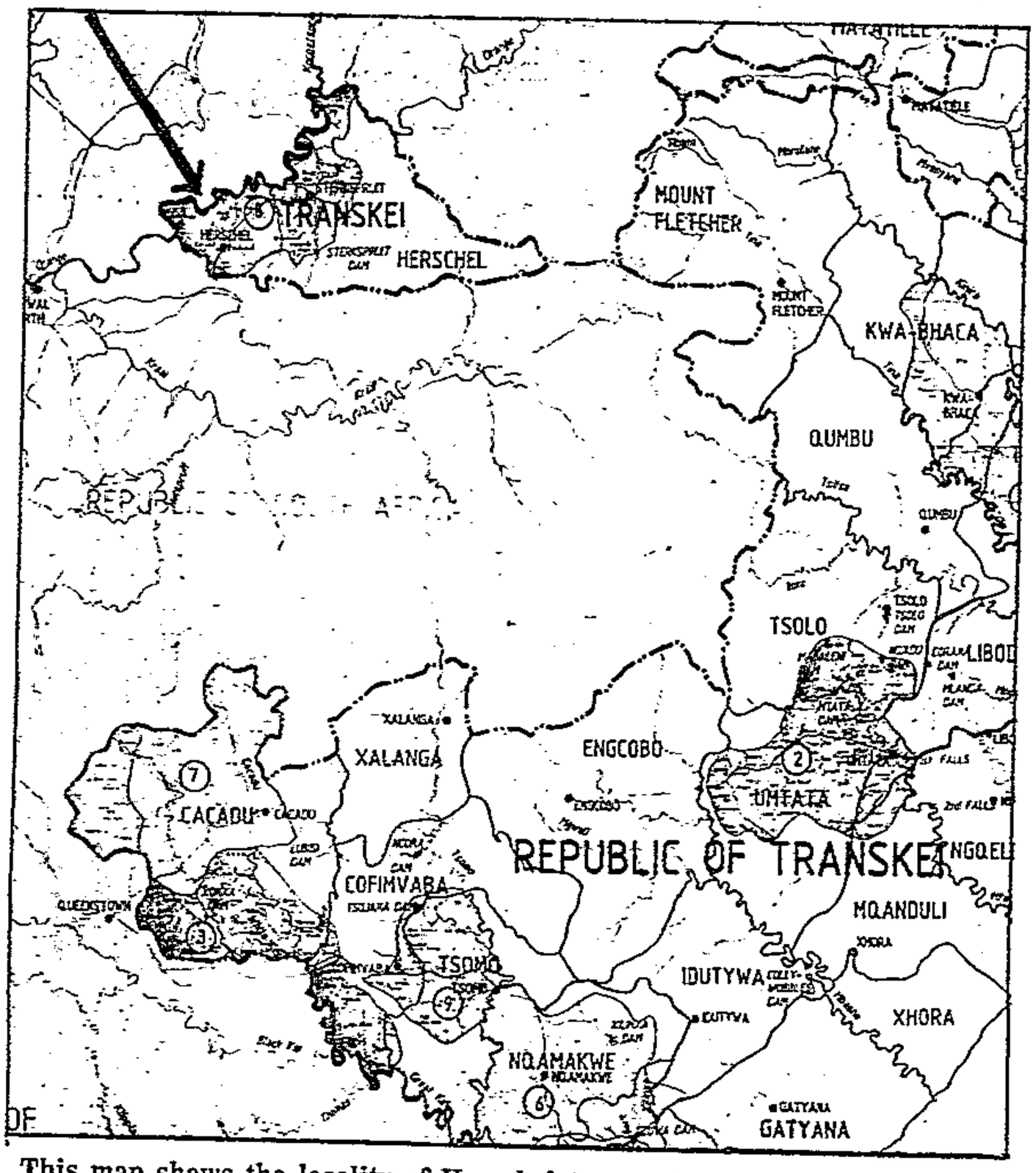
"The changeover from a barter to a money-based economy could be enhanced and the ripple effect in the economy should also reach much wider than the immediate area of the development," he said.

He said the purpose of the bulk rural water supply scheme was thus to put within reasonable reach of the consumer at all reasonable times the needed quality of an acceptable quality at an acceptable price.

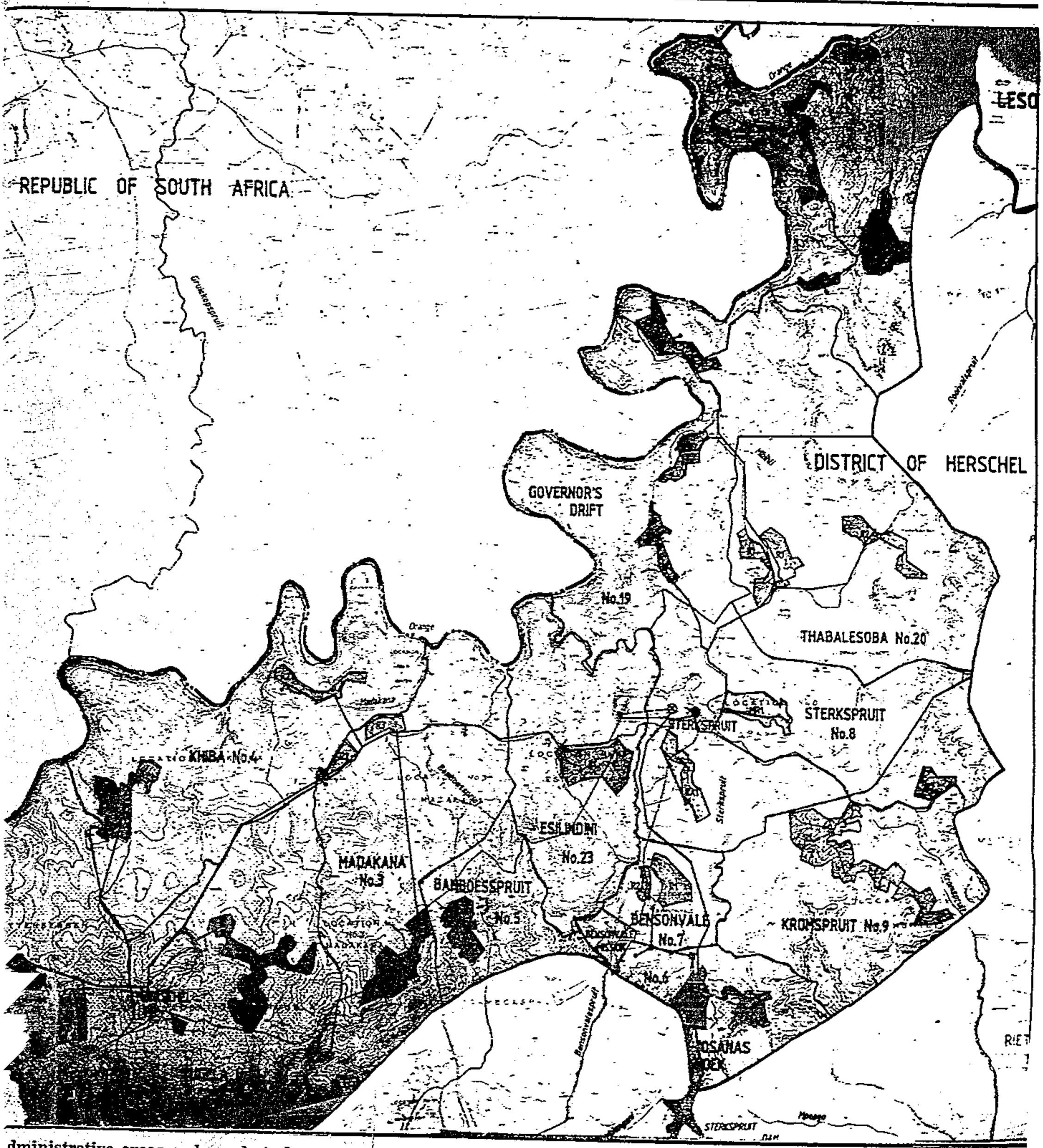
He said very few of the smaller schemes successfully met with these criteria, which made a well planned and properly maintained bulk water supply scheme a far superior long term water supply system.

He also reported that the completed scheme would supply water to 30 rural wards.





This map shows the locality of Herschel (arrowed), where a R2,7 million water supply scheme is on schedule.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R11 million for East Cape job creation

DISPATCH 27:08:85

(173)

Dispatch Correspondent

PORT ELIZABETH — A total of R11 million has been provisionally allocated to the Eastern Cape for the creation of jobs.

A spokesman for Central Economic Advisory Services in Pretoria said yesterday that R11 million had so far been provisionally allocated to the Eastern Cape out of a national total of R38 million for the creation of labour-intensive job schemes.

This money would create an average, as the scheme progressed, of 17 700 jobs in the region.

The allocation of R11 million included all job-creation schemes in the Eastern Cape, he said, and not only those being undertaken by white local authorities.

Only training schemes and money given to the independent national states were excluded from the allocated amount.

Funds have been allocated to black local authorities as well as the East Cape Development Board (ECDB) for the creation of labour-intensive job projects.

Projects in rural areas had been in operation during 1984 but when the budget speech was delivered in March, R100 million had been set aside for various schemes and to extend existing projects.

The Eastern Cape and Natal had been invited, through the Regional Development Advisory Committee, to submit schemes in June and July, the spokesman said.

No deadline had been set for the approval of schemes but provisional allocations had now been made.

"These are emergency projects due to economic circumstances and so will only be done on an annual basis for the present financial year, the spokesman said.

Job creation fund: Rini hoped for more

28/08/85 DISPATCH

(13)

Dispatch Reporter

GRAHAMSTOWN — With unemployment in the black townships here running at 60 per cent at least, Mr Kôos Celliers, the town clerk of Rini, has expressed disappointment at Rini's allocation of R23 000 for job creation.

He said yesterday: "I was hoping for more."

He said Port Alfred, for instance, with a population of about 10 000 blacks had received R80 000. Rini's population was about 60 000.

"We were asked to be very conservative when applying for our share of the R11 million provisionally allocated to the Eastern Cape."

He understood the Grahamstown municipality was likely to receive considerably more than Rini. Because all the money would eventually go to the same end, he would have liked to have had joint decisions on how it would be spent.

Mr Celliers said he had originally asked for R25 000.

Rini received its cheque of R23 000 directly from the Department of Co-operation, Development and Training.

He has now applied to the Regional Development Advisory Committee for Region D for more money. The RDAC is acting as agent for the Central Economic Advisory Services in Pretoria, it is understood.

He said his application was based on certain immediate community projects. So far about 40 men have been employed. There are five teams, each under a supervisor, cleaning out stormwater drains, making repairs to roads and houses, levelling and filling old refuse dumps to reclaim land, and repairing standpipes.

The money received would keep them employed for about 190 days at R4 a day each for the labourers and R6 a day for supervisors.

Mr Celliers said he had held talks with officials of the white local authority.

"I have offered our assistance, where possible. I have also offered a hall as a collection point for the labourers they employ and help in getting supervisors."

He said he interpreted the campaign as having two main objectives: to give the jobless an opportunity to earn and simultaneously carry out certain very necessary community projects in the townships.

"I believe there are several very important projects in the black townships which need immediate attention and should be given priority."

By late yesterday the Grahamstown city council had not officially learned how much money had been allocated to them for job creation. Anticipating the information, a special council meeting was called for 12 noon yesterday. Discussions were necessarily inconclusive, Dr Brian la Trobe, the mayor, said afterwards.

"Until we know how much money we are getting we can't even begin to estimate how many labourers we can employ.

He said the limiting factor to employment would be supervision.

Jobs project begins today

(173)

DISPATCH
29:08:85

Dispatch Reporter

EAST LONDON — The organisation to create 1 473 jobs for unskilled workers in the Border area at a cost of R1,2 million is to start today.

This was confirmed yesterday by the municipality's director of management services, Mr Leon Deetlefs, who returned from Cape Town with the money.

Mr Deetlefs is coordinating the government's drive to create jobs here and the money is part of the R100 million included in the budget to train unemployed people and to create jobs throughout the country.

Mr Deetlefs said the organisation to create the jobs in the seven municipalities and the Divisional Council of Kaffraria area would start today with the buying of implements and tools.

"We will probably start hiring labourers from Monday," he said.

The jobs, for which both men and women would be paid R4 a day plus R1 for transport, entailed tasks such as clearing bush, eradicating noxious weeds, digging and planting grass on pavements, levelling fields, clearing fields and erecting fences.

MR DEETLEFS

Mr Deetlefs explained that all the proposals from the different municipalities had been accepted and each would oversee its own projects, some of which would run for up to 36 weeks.

The divisional council will create 120 jobs to clear bush and work on the East London-Komga-Stutterheim road.

A total of 331 people will be employed by the East London municipality to upgrade houses and pavements in Parkside, Pefferville, Parkridge, C. C. Lloyd township and Buffalo Flats. Water servitudes would also be cleaned as well as bush cleared from public spaces around the city.

In Gonubie, 26(labourers will be em ployed to clear oper spaces and sidewalks and erect fencing around the golf course A total of 62 will be employed by the Beacon Bay municipality to eradicate noxious weeds and clear bush and undergrowth.

In King William's Town, 700 will be employed to clear bush and do general work around the town as well as level sports fields at Breidbach and Schornville.

Mr Deetlefs said the labour would be hired in the area where the project was undertaken.

He said an additional R600 000 had been asked for to cover projects in Komga and Stutterheim as well. The R48 000 proposal from Komga and the R32 000 proposal from Stutterheim had been accepted and were being processed in Port Elizabeth.

Mr Deetlefs said people from the training centres set up would also be employed in the projects.

R5 million of the R75 million set aside for job creation had been allocated to Region D. The region also benefited from the R25 million set aside for training, he said.

(Top line nominal wages;Lower line real wages in 1980 rand;Current date:9/85)

W.D. 7/66	L.O. 10/73	L.O. 7/74	L.O. 7/75	L.O. 8/76	L.O. 5/78	L.O. 9/79	AMND 9/80	AMND 5/81	AMND 9/81	W.D. 1/82	L. 5/
abourer											
8.74	13.34	16.10	18.40	21.16	23.00	25.76	31.28	33.58	36.80	38.64	42.3
		32.14	32.28	33.06	30.42	28.09	30.22	30.01	30.77	31.39	32.
Current Hours: 46 Hourly Change 1973 to date: Nominal +594.7%											
tisan											
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.60	125.1
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.16	96.

centre.

The white economy was being stifled by excessively high building standards, cumbersome licensing procedures, ellaborate transport regulations, inflexable industrial control and unrealistic minimum wage determination.

South Africa's serious housing shortage presented it with a unique opportunity for economic development. The housing backlog gave the country an exceptional opportunity to create jobs to harness "sweat equity" and to stimulate economic activity.

Dr Rupert said in the process of negotiation now engaging leaders in virtually every field in South Africa practices of the past may readily be weighed and found wanting.

"Mistakes they certainly were. We have to learn from those mistakes and join forces to build a new South Africa.

"In South Africa we are economically speaking, interdependent. Together we form a delicately balanced economic unit. In the long run no one can prosper unless his neighbour does so too."

In the first seven months of this year South Africa lost job opportunities at a rate of 8 000 a month.

According to official estimates about 750 000 economically active people were now unemployed. Unofficial estimates put this figure much higher.

"What is especially disturbing is that there has been no net rise in black employment in the past nine years: yet about a quarter of a million blacks are entering the labour market annually — without hope of finding jobs.

"Breaking South African free of this cycle of chronic unemployment will take a special effort — a unique challenge which now demands our urgent attention.

"Creating employment should be a primary objective not merely a by product of economic growth."

South Africa formed a microcosm of a worldwide problem. In the Third World sector of the economy, underdevelopment lived side by side with the negative aspect of over development in the first world

Unemployment main cause of SA's ills, Rupert says

DEREK TOMMEY
Financial Editor

29/8/85
ARGUS
173

THE international uproar over South Africa has hardly come as a surprise said Dr Anton Rupert, chairman of the Rembrandt Group at the company's annual meeting in Stellenbosch today.

He said South Africa was in the van of an unemployment crisis which Europe would also eventually have to face.

Unemployment was the main cause of South Africa's ills and ending it demanded urgent attention he said.

Statistics put out by the Department of Manpower showed a 100 percent increase in unemployment in South Africa within a year.

Job relief scheme under way

E. Post
173
02:09:85

By CATHY SCHNELL

EIGHT-HUNDRED men and women started work today on Port Elizabeth's job relief scheme, but a further 1 200 will remain unemployed for another week because the municipality has not been able to find enough tools in time.

Uitenhage had its application for Government funds approved first — and bought up all the equipment from local sources, the PE Municipality said today.

The municipality hopes to find the remainder of the equipment in Johannesburg by next Monday.

The R4-a-day Government-sponsored job relief scheme got off the ground in Uitenhage on August 26 with a complement of 649 men — the maximum number of men allowed for in the scheme.

Mr Jan de Klerk, chief personnel officer for the PE Municipality, said only 800 people could be sent to work today because of an equipment shortage.

The rest of the equipment would, hopefully, arrive by the end of the week and a further 1 200 workers would then be recruited on Monday.

Meanwhile the first batch of Port Elizabeth workers started their five-hour day today.

A total of 800 men and women were transported in 11 buses to a large area of veld just outside Kleinskool to clear the bush and remove litter.

The cleared area will be used to build shacks.

The general feeling among the workers today was one of relief.

Many men said R4 a day was better than nothing and would keep their children fed.

Some of the men were tradesmen and felt the work was unskilled and "beneath their qualifications", but said anything was preferable to going hungry.

One man who arrived at the recruitment centre late for work was transported to Kleinskool by bus, in which he was the only passenger.

Mr Richard Siyo, also of Kleinskool, said he had two children, a wife who did not work and no money. He had been retrenched from his job as a night porter at a hotel in Port Elizabeth six months ago. He had been unable to get work. "Now my family can eat again," he said.

Mr Peter Windvogel, a former electrician, has been looking for work for 12 months. "But there is no work. I am not happy to cut bushes at my age, but it means at least I will get supper tonight."

One man, Mr Harry Mintoor, said: "It is not easy to describe the feeling of being hungry. It feels like a hole in your stomach and the only thing you can think of is trying to find food."

Some people felt that R4 a day was too little and that a wage of R10 a day was more realistic.

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HRW 3/9/85

173

Bid to find squatters jobs

Staff Reporter

SENIOR black affairs official in Cape Town Mr Timo Bezuidenhoud says he will try to find jobs for some of the 35 000 squatters at Khayelitsha's Site C with 18-month permits.

Mr Bezuidenhoud said he had initiated a meeting between three committees at Site C and several Cape Town employers in an attempt to find work for about 4 000 squatters.

He would try to get their 18-month permits extended.

However, the Site C squatter groups had made it clear they did not want jobs at the expense of people already employed, Mr Bezuidenhoud said.

REFUSED

No similar efforts are being made for the more than 20 000 "illegal" squatters in the Crossroads complex who have refused to move to Site C until they get permanent residence rights in Cape Town.

Crossroads people have complained that when they do find jobs they face harrassment from the Western Cape Development Board.

At least two members of the Nyanga Bush community have been endorsed out of Cape Town after trying to register with the board when promised employment.

"I can't do anything about those people, because they are illegal," Mr Bezuidenhoud said.

He also relayed a statement from the Site C groups on the current political conflict.

The statement said: "We stand for peace. We don't want chaos, we want to work."

Several incidents of unrest have been reported in Khayelitsha and Site C in the past two weeks.

w/e ARGUS 14/9/85 173

Job boom predicted

TOM HOOD, Property Editor

HALF a million new jobs will be created in the building and civil engineering industries through the scrapping of influx control and the need to house more people near South African cities.

This is the belief of Dr Llewellyn Lewis, an executive member of the Institute for Housing.

He estimated the Government will have to spend about R200-million a year on infrastructure development alone.

Scrapping laws will boost SA

New money

"This will be new money and it will have a tremendous effect on the economy," he said today.

"When influx control is abolished you will have the pressure of people coming into controlled squatting areas. They will need at least rudimentary services with sewerage, water and basic gravel roads.

"A vital factor is that spending money at this level is not inflationary. It relies on local labour and the people who benefit are at the lowest level of employment.

"They have no propensity to save — only to spend."

Some people estimated that as the money is spent the multiplying factor for the economy would be about three times in total.

A lot of attitudes will have to change, he said. Although the institute had never played the role of a pressure group, it planned to hold a three-day congress in Durban during November where ideas about the effects of ending influx control could be discussed.

The moral and ethical implications would be examined by Dr J Kritzinger of the missionary science research centre at the University of Pretoria, a colleague of Dr Willem Nicol, who has been urging the repeal of influx control for many years.

The social implications of controlled squatting will be another controversial topic with Dr Andries Oosthuizen, a member of the President's Council, as main speaker.

The Minister of Co-operation, Development and Education, Dr Gerrit Viljoen, will open the session while Mr Jan Steyn of the Urban Foundation will be a keynote speaker.

"Housing, like education, is a political issue and we trust a number of topics at the congress will contribute to the reform debate in South Africa," says the institute's president, Mr Daan Roelvert.

Country must opt for creating more jobs

STAR

173

By Sue Leeman 17/9/85

Economically speaking, the creation of jobs is the single most important challenge facing South Africa, says Deputy Finance Minister Mr Kent Durr.

Mr Durr told delegates to the International Marketing and Strategic planning Conference in Johannesburg this morning that failure to come to grips with the problem of unemployment could pose a serious threat to long-term economic development and therefore to political stability.

Therefore, if it came to a trade-off between rising inflation and growing unemployment, the country would have to opt for creating jobs.

'Bold action and far-sighted planning by both the government and the private sector will be vital to ensure that this challenge is met."

Mr Durr said various steps could be taken including:

● Privatisation."It was widely recognised that health, engineering, architectural, electrical, plumbing and road construction services, among others, could be more economically rendered by the private sector.

" This opened the way for the creation of small businesses, which were important generators of jobs."

● A move away from conglomerates and from large scale diversification by businesses, which should opt for just one line.

"The sale of group companies to smaller and usually more efficient owners not only leads to higher productivity, but provides capital for the formation of new businesses and new jobs."

● Franchising. "During just 18 months in the United States, nearly four million jobs were generated, many of them through franchising.

"Franchising also boosted the development of small businesses.

● By eliminating red tape, "particularly that which hampers job creation in the informal sector or pushes up the costs of running business or government. Very often the best way to help people is not to hinder them.

"The government takes a serious view of over-regulation, licensing and administrative procedures where these put the brakes on economic development and on the entry of all South Africans into the mainstream of economic life,"he said.

Funds for East Cape jobless scheme cut

(173)

DISPATCH

Dispatch Correspondent

PORT ELIZABETH — The government has cut funds to the labour-intensive job projects scheme in the Eastern Cape.

Mr Fred Polacsek, a member of the co-ordinating committee in charge of the scheme, said yesterday the committee had approved projects totalling more than R6 million.

However, the government had now set a limit of R5,6 million on funds for the region.

It had been understood that R6 million would definitely be available to the committee, Mr Polacsek said, and that it was likely an additional R1 million would also be allocated.

Last month the chairman of the committee, Mr Louis Koch, said the limit of R5,5 million set by the government had been exceeded, but there were indications the government would be sympathetic to an appeal for a greater allocation of funds.

Mr Polacsek indicated yesterday that this had not been the case. "Our committee worked in good faith to a total of R7 million." he said.

Since the recent visit to Port Elizabeth by President P. W. Botha there had been whispers that funds for the region would be found, Mr Polacsek said.

He did not know when those funds might be forthcoming from the government. 17/09/85

As a result of the cutback in funds some projects had been reduced, but all local authorities had been told that the regional committee's approval of projects was subject to approval by the government.

Mr Polacsek said that apart from this impasse there had been no other major problem with the job creation scheme.

Unemployment claims up

E.Post 21/09/85 (2) (173)

By KIN BENTLEY

AS unemployment in the Eastern Cape escalates, so the number of Unemployment Insurance Fund (UIF) claims sky-rockets.

According to the divisional inspector of the Department of Manpower, Mr J C Greyling, there has been a large increase in unemployment insurance benefits paid out in the Eastern Cape this year, compared with last year.

He said last month about 12 000 people in the Eastern Cape region were paid out a total of R2,8 million in benefits — a "substantial increase" on last August.

These benefits were paid out for earnings lost due to (involuntary) termination of employment, maternity, illness and payments to the dependants of deceased contributors. Many people were unaware of the latter facility, he said.

Commenting on criticism about the handling of applicants at the department's offices in the Eben Donges Building in Port Elizabeth's North End, Mr Greyling said a major problem was the incorrect or incomplete filling in of forms.

One woman, who lost her job this year after working continuously for 14 years, said: "Very few people actually get their money the first time because they fill their forms in incorrectly. Many women have been coming since January and have still got nothing."

People tend to think payments should be automatic because they have made contributions for so long. From a discussion with Mr Greyling, it appears it's not that simple.

Here is a brief look at the system:

The "contributor's record card", which reflects the full particulars of the employee's and employer's contributions, Mr Greyling said, forms the basis of a claim and should be properly completed.

Although a contributor may apply for benefits without the card, payment could not be made until the completed card was presented. It was important to register as unemployed as soon as possible after losing one's job, because the date of application was recorded as the date on which one's period of unemployment began.

"The onus rests on the applicant to apply for benefits."

Mr Greyling said should all forms be correct upon a person registering as unemployed, and if he had signed a declaration that he was capable and available for work but was still unemployed, then the first payment cheque should be available for collection at the point of application the next month on a date of which the applicant would be informed. It could also be posted, he said.

Mr Greyling said the applicant had to have been employed as a contributor or have been in employment for at least 13 weeks during the 52 weeks immediately preceding the date of application.

A UIF brochure says not more than one week's benefits are payable for each four week's employment as a contributor between 1950 and July 1962 and not more than one week's benefits for every six week's employment as a contributor since then.

The benefits may not be paid for more than 26 weeks during any period of 52 consecutive weeks, although applications for an extension may be made.

Benefits payable to contributors are calculated at 45% of his weekly rate of earnings during the last 13 weeks of employment. If the applicant was employed at different rates, the claims officer would decide on a "normal rate of earnings".

Mr Greyling said people earning over R1 800 a month did not pay UIF, but could still claim successfully, provided they had contributed for a certain period before earning over the limit and that they had either been employed as contributors or had been employed for at least 13 weeks during the 52 weeks preceding the date of application.

The brochure says people who leave employment voluntarily or who are fired will not be entitled to benefits for six weeks from the date of application, except if this is deemed "inequitable" by the claims officer.

If a person refuses to accept or apply for suitable work of which he has been notified, or fails to comply with "reasonable" directives of the claims officer on getting work, he forfeits his right to benefits for a period of 13 weeks or shorter, at the officer's discretion.

Mr Greyling stressed that applicants should "regularly sign the register to prove they are unemployed and are capable and available for work".

A date would be communicated to the applicant as to which day they should sign the register.

He said whites, coloureds and Indians should approach the nearest office of the Department of Manpower or Magistrate's office while blacks should make their applications through the labour bureaus of the East Cape Development Board, which acted as an agent for the department.

Further aid for jobless likely

By CATHY SCHNELL

THE Unemployment Relief Aid scheme would be extended after March if funds were available, because the recession would probably get worse and unemployment higher, the Director-General of Manpower, Dr P J van der Merwe, said today.

If extra money was available during this financial year, the existing scheme would be expanded and additional schemes introduced.

Dr Van der Merwe said the plight of the unemployed was of prime consideration, especially in the areas with the highest unemployment levels, like the Eastern Cape.

He said entrepeneurs should be encouraged as much as possible. All central business districts should be opened up. EPOST 27/09/85

The various chambers of commerce should be supported in their move to help maintain employment levels by allowing businessmen experiencing financial difficulties to put staff on short time, rather than retrench them. Even if this meant reduced wages, it was preferable to no wages at all.

Means of alleviating the situation were:

- Trying to maintain existing jobs by putting people on short time if needs be.
- Looking at the creation of more short-term jobs.
- Training unemployed people by giving them short periods of intensive training.

Yesterday Dr Van der Merwe and the Minister of Manpower, Mr P T du Plessis, were in Port Elizabeth for a conference with industrial councils.

Mr Du Plessis said that "robbing and conniving" civil servants were in part responsible for hitches in the Unemployment Insurance Fund benefit payouts.

There was evidence of fraud within and outside the department. However, funds were audited strictly, both internally and externally.

He said the fraud was from both sides. There were cases of employers and former employees tampering with the UIF forms and also cases of staff at the department robbing and conniving.

Unemployment had risen, and consequently more people were making use of the unemployment fund. This meant more administrative strain on the department.

Mr Du Plessis said the department was handling 110 000 payouts a month involving about R30 million. Over the past eight months the department had paid out some R130 million.

The department also faced a shortage of staff and problems with recent computerisation. However, complaints about the fund amounted to less than 1% of claims handled.

UIF contributions may rise

Political Correspondent

THE Minister of Manpower, Mr Pietie du Plessis, announced last night that he was considering increasing the contributions of employers and employees to the Unemployment Insurance Fund (UIF) to enable the fund to "meet its obligations".

He was replying at the Cape National Party congress to a resolution from the NP's Port Elizabeth North branch requesting that the Government, in the light of increasing unemployment, extend unemployment insurance from six to nine months.

Mr Du Plessis said this could not be done as it had been calculated such a step would cost an additional R30 million.

During August the UIF had paid out R30 million, but it had received only R17 million.

If contributions were not increased, it was calculated that the fund — which had a R130 million current reserve — would be able to last only another seven months.

"That is why I have asked actuaries to investigate the matter," Mr Du Plessis said.

He added that the Government was "thoroughly aware" of the unemployment situation in the Eastern Cape and had in certain cases already arranged with the motor industry that some people be allowed to work alternate weeks.

In this way they would "for at least 45% of the time" earn their full wage.

GM invests to aid small firms

E-POST 173

Business Editor

GENERAL MOTORS has invested R200 000 in the Small Business Development Corporation (SBDC).

The investment, secured by a shareholding in the SBDC, was announced in Port Elizabeth today by Dr Ben Vosloo, managing director of the SBDC. 02/10/85

It follows the unveiling in Port Elizabeth yesterday of a R200 000 project jointly financed by the SBDC and Samcor, in a cluster of mini factories designed to promote small business entrepreneurs.

The SBDC, said Dr Vosloo at a luncheon to mark GM's investment, had 101 private sector shareholders, with a stake of R68 million in the corporation's R200 million share capital. With R100 million in loans extended to 4 000 entrepreneurs during the past four years, the SBDC had created 39 000 jobs, said Dr Vosloo, bringing the cost per job created to approximately R4 000 — "certainly cheaper than the minimum of R30 000 a job created by big business".

While welcoming the contribution of General Motors to the SBDC, Dr Vosloo said many companies who were approached for support looked at the SBDC's sound balance sheet, or its profit record, and used that as an excuse not to particpate.

Mr George Stegmann, a director of General Motors, said the company was conscious of the outstanding work done by the SBDC in the creation of employment and the donation represented "further evidence of GM's continued concern with the upliftment of South Africans of all races".

Mr Stegmann also repeated the assurance that General Motors had no intention of withdrawing from either Port Elizabeth or South Africa.

industrial councils

Manpower Dept has 173 plans to deregulate

By Sheryl Raine

The Department of Manpower has asked all industrial councils (ICs), trade union federations and employer organisations for comment on a comprehensive set of suggestions about industrial council agreements.

The final result could have far-reaching implications for industrial councils.

In a memorandum being circulated, the department has suggested guidelines for the extension of IC agreements to non-parties as well as to additional geographical areas and ways to make IC agreements more flexible.

At present when parties to an IC come to an agreement on wages or conditions of service the agreement is sent to the Minister of Manpower for approval and then published in the *Government Gazette*.

Non-parties to the IC operating in the same area of the parties to the council or any geographical area considered relevant can be subjected to the terms of the agreement if the council believes it to be in the interests of industry and if the council secures the permission of the Minister of Manpower.

"In the light of the large-scale structural and cyclical unemployment problem in South Africa, which has reached alarming proportions, the searchlight is increasingly falling on measures which have a restrictive effect on entrepreneurial initiative and employment creation," says the Department of Manpower in its memo.

Investigations had shown that the provisions of IC agreements could adversely affect small business undertakings and those in the informal sector which had difficulty complying with certain of the provisions of IC agreements.

In keeping, it says, with its adoption of the principles of individual economic freedom of choice, voluntarism, consultation and co-operation and minimum State intervention, the department suggests that:

- Representativeness of parties to ICs be examined closely.
- Probable effects of the extension of council agreements to non-parties on existing and future employment should be considered as well as the ability of non-parties to comply.
- Non-party employers and employees be given an opportunity to lodge written or oral representations on the extension of agreements.
- The degree to which an IC accommodates the problems of particular employers by granting exemptions from its agreement be indicated.

Further steps which ICs have been asked to consider is the shortening and simplification of agreements to facilitate understanding and printing in the *Government Gazette*. The ICs have also been asked to remove provisions from agreements which may generally adversely influence the creation of jobs, retention of jobs, establishment of new undertakings and growth in the industry.

The department has also proposed that the procedures for handling disputes and disposing of applications for exemption be improved and speeded up and that a sympathetic approach be maintained towards exemption applications.

It is suggested that the relationship between ICs and their parties as well as non-parties be improved to promote consultation and the exchange of views with non-parties.

To improve the representative character of ICs it has been suggested that consideration of eligible applications by other employers' organisations and trade unions for admission as parties to a council be given "well-disposed consideration".

Replies to the department's suggestions must be submitted by October 31.

R500m to aid jobless

CAPE TIMES 8/10/85

From CLARE HARPER

JOHANNESBURG. — An amount of R500-million has been allocated by the government for short-term programmes to create employment and provide relief, the Minister of Manpower, Mr Pietie du Plessis, announced yesterday.

It is the biggest relief campaign for the unemployed to be launched in South Africa and will be financed mainly by the surcharge on imports.

Mr Du Plessis said the Department of Manpower has been allocated R50-million for training unemployed people.

R150-million would be additional support for the Unemployment Insurance Fund and projects initiated by the private sector.

The Department of National Health and Population Development had been allocated R20-million for the provision of food and clothing to those hardest hit by the recession.

Mr Du Plessis appealed to the private sector to match this.

The goal was to ensure that some 80 percent of the cost of any project would consist of wages.

Wherever possible, employment would be provided to no more than one breadwinner for each family.

"In urban areas, projects could entail the cleaning of inhabited and uninhabited areas, upgrading, digging trenches for the provision of water and sanitation, and the development of community recreation areas such as sports fields," he said.

He said that although most of the programmes could only be launched in July, training had been provided to more than 12 000 unemployed, while temporary employment given to at least another 60 000 people.

A breakdown of the allocations to various departments is as follows:

- R50-million towards training unemployed.
- R25-million: Projects in Transkei, Bophuthatswana, Venda and Ciskei.
- R33-million: Projects in national states.
- R60-million: Local-authority projects.
- R60-million: Projects in black urban areas.
- R70-million: Self-help housing projects and infrastructure.
- R20-million for relief such as food.
- R75-million for helping small businesses.
- R25-million towards development projects.
- R32-million to various minor projects.
- R150-million towards additional support for the UIF and private-sector projects.

BUSINESS BRIEF

Gold (close)	$327,00
Rand	$0,3805/15
JSE	1083,00

as it left Port Said

ARGUS 8/8/85

Special employment projects under way

Political Staff

THE special employment projects announced by the Government yesterday are already under way. Officials said today that the jobless need only apply.

The only requirement for applicants was to be on the register of unemployed.

Whites can approach the Department of Manpower to be put on job lists now being compiled.

Blacks should go to the offices of their nearest Development Boards.

In areas where these authorities have no offices, people of all races should apply to the local magistrate, officials say.

The jobs will pay a minimum of R3 in rural areas and R4 in urban areas. Government officials said private sector and social responsibility programmes were free to pay more.

The Afrikaanse Handelsintituut and other business organisations have welcomed the Government's R600-million initiative.

AHI chief Mr Donald Masson said all aid schemes to for the unemployed should be supported and the AHI would co-operate in launching short-notice projects.

The Trade Union Council of South Africa had reservations about the daily payments.

A statement said: "R4 per working day for just one member of each destitute family in urban areas is unrealistic, especially in the light of this year's spiral of price increases."

But Tucsa did welcome the fact that a means of subsistence would be available to unemployed and desperate workers.

The Small Business Development Corporation, which is to get R75-million of the package, said it would use the money to benefit the whole community.

The corporation's managing director, Dr Ben Vosloo, said: "The proliferation of new small businesses was partly responsible for pulling the United States out of their recent recession.

'Cluster' scheme to provide more jobs

Financial Staff

A NEW scheme to relieve unemployment in the Western Cape by establishing "cluster industries" is to be set up with part of the R75-million granted by the Government to the Small Business Development Corporation.

A pilot scheme was initiated in the Eastern Cape following the withdrawal of the Ford Motor Company from the region. This has been considered successful and the concept is now to be applied in Cape Town.

The SBDC is searching for a suitable site and hopes to have the project working within a few months. The corporation may build from scratch or convert an existing factory or warehouse into small, self-contained units.

CORRECT SITE

Mr Michael Pentz, regional general manager of the corporation said: "Unemployment has become an acute problem in our own region now and it is essential that we act.

"We will have the system in operation very shortly, as soon as we have found the correct site."

The concept of cluster industries is simple enough. A site is chosen and divided into small, self-contained units.

MINIMUM

These premises are leased to small-scale manufacturers at nominal rents and each of the tenants may use centralised services such as telephones and water.

Costs are kept to a minimum. Expensive machinery can be hired at low hourly rates, making it unnecessary for the businessman to sink large amounts of capital into his business.

Get Tonight

Home industries: Major changes approved in city

Municipal Reporter

FAR-REACHING changes to local ordinances to permit home industries in Cape Town residential areas have been approved by the City Council's town planning committee.

The committee has endorsed a major report by the city engineer's department which recommends that professionals, artists and some traders be permitted to operate from their homes.

In terms of a draft amendment to the town-planning scheme, the following occupations will be sanctioned in private homes:

Tailor, dressmaker, knitter, home-baker, typist, computer operator, photographer, manicurist, chiropractor, chiropodist, masseur, hairdresser, beautician, shoemaker, bookbinder, printer, photocopier, signwriter, upholsterer, curtain-maker, duplicator, engraver, etcher, leather worker, milliner, silk-screener, cane-worker and potter.

Potentially "more problematic" activities like spray-painting, panel-beating and woodwork will require neighbours' consent and home industries in flats — where neighbours are "more vulnerable" to noise and other disturbances — will be permitted only by special consent.

"The principle underlying the operation of home-industry occupations should be that a reasonable neighbour, under normal circumstances, will be relatively unaware of their existence other than for a permitted sign," the report says.

"VITALLY IMPORTANT"

One of the motivating factors for the recommendations is escalating unemployment which "one of the most serious problems facing the people of Cape Town", according to the report. It says the informal sector, of which home industries is a part, can help to provide some of the 77 new jobs which are needed each working day in greater Cape Town to prevent unemployment from escalating.

The chairman of the town planning committee, Mr Clive Keegan, called the report "a vitally important document".

"It is the first step in the city's commitment to rolling back the restrictive shutters of regulation, control and bureaucratic interference in the market place," he said.

The recommendations must still be approved by Exco, the full council and the Administrator, Mr Gene Louw.

Cape Times 19/10/85

Hundreds queue to acquire new skills

Staff Reporter

THE number of people obtaining free training in various skills at the Western Cape Training Centre at Goodwood has more than trebled since it opened three months ago.

A total of 1 100 people are currently being trained at the centre and every week the organizers turn away some 400 people they cannot accommodate.

The courses, which last from one to three weeks, include training for basic timber skills, bricklaying, domestic work and store-keeping.

The centre, which is the first of its kind in the Western Cape, has proved so successful that a satellite centre will be opened soon in Paarl.

Already more unemployed people have been given training at the Goodwood centre than anywhere else in the country, and there are plans for other centres along the West Coast and Caledon.

The centre's director, Mr Johan Greyling, said it had also proved a "creator of jobs". Since July 1 the staff complement of job instructors had increased from two to 150.

The centre, which falls under the the Bloemfontein Group Training Centre and is sponsored by the Department of Manpower, is a non-profit organization.

10 000 jobs at stake if Rive package rejected

Political Reporter

ABOUT 10 000 potential jobs are at stake in Natal and KwaZulu unless the Government implements an initial package of 70 projects recommended by the Natal/KwaZulu Planning Council.

This was revealed by the head of the council, Dr Louis Rive, who said this week he would resign if the R107,6 million 'first instalment' of the recommendations was not implemented.

The projects would improve the quality of life of about 2 000 000 people. They had been approved by the KwaZulu Government and now depended on a final go-ahead.

If the instalment could not be implemented for financial or other reasons then there would be no point in completing the total planning package, Dr Rive said.

'Tragically, we can no longer look for assistance from overseas.

'It will be unwise to pursue a course by which false hopes and expectations are raised — and I will not be party to it.'

Rhetoric

Durban City Councillor Peter Mansfield, who recently produced a report for the Urban Foundation on black urbanisation in the Durban area, said: 'There is a desperate need to provide facilities and it would be a tragedy if the process that has been started were to collapse.

PFP Natal leader and black affairs spokesman Ray Swart said Dr Rive's warning 'appears to echo the fears that so many people have that while the Government often embarks on the rhetoric of reform, it is unwilling or reluctant to provide the substance of reform.

'In the present climate it is imperative that people see evidence of real reform if they are to be given any hope that their grievances are going to be attended to.'

Natal's senior MEC, Mr Frank Martin, said it was essential that the money be found.

Dr Rive said in a telephone interview that he hoped some of the money the Government had made available in its job creation programme could be used to finance the projects.

They could all be implemented 'almost immediately' and about 10 000 jobs would be created in the region.

Planning

Dr Rive had also held 'positive' talks with the Development Bank of Southern Africa and hoped it would be able to assist.

'If the money is just not there then we must accept it. But to continue planning and incurring expense in the process is irresponsible.

'We have been at it for 18 months and it is imperative that we start improving black living conditions so that they can see that the Government is sincere in wishing to improve their quality of life.'

Dr Rive also said his own credibility among the black communities he had been working with was at stake.

While the planning of the total project was not yet complete, he estimated that it would ultimately cost more than R1 000 million over a number of years.

The Minister of Constitutional Development and Planning, Mr Chris Heunis, was not available for comment yesterday.

Di's outfit adds to day of gloom

MELBOURNE—A third outing for a racy little black and white outfit by the Princess of Wales, leaden skies, a strike, and a longshot winner produced glum faces yesterday at Australia's social event of the year, the 125th Melbourne Cup.

As Australia's elite floundered around the course in plastic bags to keep the mud off their shoes, a leading fashion designer criticised the princess for wearing the same outfit as at Ascot and in Italy earlier this year.

Designer Prue Acton told reporters: 'For Melbourne this is our carnival and we all dress up. I would love to have seen the princess come in something special.'

Dashed hopes

Heavy overnight rain and a rail strike which began last week added to the gloom. It slashed attendance at the country's richest race to only 77 000, well down on the 100 000 organisers had hoped for.

The downpour caused a slow track, helping to produce a surprise 15-1 winner in What a Nuisance, a New Zealand-bred horse owned by Australians Lloyd Williams and Denis Gowing.

The event had promised to be the highlight of the Prince and Princess of Wales's two-week tour of Victoria. The fashion conscious donned their finest but a favourite line was plastic bags worn over expensive high-heeled shoes.

Melbourne's elite traditionally dress their best for the cup, just as fash-

Africans at the July Handicap.

Miss Lillian Frank, leading hairdresser for Melbourne's social set, said the princess glittered by night but in the day 'someone has put a dampener on her'.

The upset win dashed hopes among more than the punters at the marathon handicap.

British pools millionaire Robert Sangster saw his pregnant mare Mapperley Heights, one of the pre-race favourites, finish a dismal 14th of 23 starters.

Last year's winner Black Knight, owned by Australia's wealthiest man, Robert Holmes a Court, was a disappointing ninth.

Prince Charles, who presented the trophy for Australia's first million dollar (about R1 750 000) race, admitted he had backed second-placed Koiro Corrie May, which crossed the line a short head behind the winner. — (Sapa-Reuter)

Slabbert

FROM PAGE 1

Earlier, the PFP delegation saw Australian Opposition Leader John Howard, whose own blueprint toward political change in South Africa is opposite to the stance taken by the Labour Government.

Dr Slabbert made clear the PFP opposition to sanctions although the party agreed apartheid should come to a rapid end.

Today the PFP team heads for New Zealand for talks with Prime Min-

Employers urged to use fund

EPost 173 09/11/85

By KIN BENTLEY

PRIVATE enterprise has until March next year to make use of the R75 million Government fund available for job creation schemes.

The Eastern Cape divisional inspector of the Department of Manpower, Mr J C Greyling, said this week the money would not be divided up regionally, but would be available on a "project basis".

It would pay out R8 a day per employee, of which a minimum of R4 would be paid in wages, the rest covering administration, materials, transport and so on.

He called on organisations and firms in the Eastern Cape to contact the department for information and application forms, at Private Bag 3908, Port Elizabeth.

Priority would be given to projects which were not part of a firm's normal profit-making activities and which served the interests of the community.

They should preferably involve more than 20 workers, should have a duration of more than two months and should preferably be planned to end before or around the end of the financial year. They would only be acceptable if employing people currently unemployed.

He said within these parameters, firms were invited to submit ideas for consideration by the department.

Meanwhile, in the current job creation scheme being run by the PE Municipality, it appears that Port Jackson willow is providing much of the work for R4-a-day workers.

The chief personnel officer for the PE Municipality, Mr Bill de Klerk, said the bush, introduced into PE to consolidate moving sand and barren ground, had become a "mixed blessing".

"Once it gets a hold, you can't stop it. But it certainly has helped the unemployed."

Describing the types of work which some 1 300 people were engaged in in the PE area under the scheme, Mr De Klerk said this often involved the removal of "exotic bush" — usually Port Jackson — which in some places was destroying other flora.

He said about 300 people were involved in clearing exotic bush which was choking the Papenkuils River, as well as at the Papenkuils cemetery and around the neighbouring townships, where overgrown bush had recently been the scene of assaults.

He said about 200 people were involved in digging a drain at Missionvale to prevent the flooding of the salt pan there.

Another 100 people at Driftsands were cutting firebreaks in the willow there, where there was a fire hazard, particularly during the summer when the area was used for braais.

He said about 330 people were clearing an area at Kleinskool, where a new shack development was taking place for people being relocated across the Chatty River, to make way for the KwaDwesi home-ownership scheme — being developed jointly by the East Cape Development Board and the municipality.

Another 60 people were clearing bush in the Malabar area and a futher 60 at Bethelsdorp.

Some 55 people were involved in clearing out the exotic weeds choking the Baakens Valley between Target Kloof and Third Avenue, Newton Park, where a botanical garden is being developed.

Mr De Klerk said the people employed under the R1,238 million scheme had been "incredible". He was surprised at how punctual and reliable they had been, treating their R4-a-day jobs as permanent employment.

He said initially seven of the workers were whites. He was not sure of the present number, but thought it less. Most were Africans, with white and coloured supervisors and black "leading hands".

If there was enough work they could easily employ another 10 000 to 12 000 people. "We have queues of people practically every day, making inquiries."

He said tasks in the pipeline included clearing up operations at the Swartkops Power Station and beneath powerlines in the PE area.

Funds to provide employment

THE BUSINESS SCENE

By Max Phillips

The reasons for the introduction of economic aid to the unemployed, if they are not already clearly visible to you, have been published in various newspapers and periodicals. There should be no misunderstanding of that aspect of the project.

There can be and is, I believe, some confusion about the mechanics of the scheme which I shall try to clearify to the best of my ability.

The amount, inclusive of R100 million already voted some months ago, is R600 million.

The provisional allocations are as follows:

1. Training of unemployed persons R50 million;
2. Special projects in TBVC countries R25 million;
3. Special projects in self-governing states R33 million;
4. Projects by local authorites R60 million;
5. Projects in black urban areas R60 million;
6. Self-help housing projects and infrastructure R70 million;
7. Provision of material relief R20 million;
8. Assistance to small businesses R75 million;
9. Development Bank projects R25 million;
10. Additional support for UIF and projects initiated by private sector R150 million;
11. Sundry minor projects R32 million.

At our level we are concerned only with items 4, 7 and 10. All other allocations will be handled by departments of the government.

The local authority effort is under the control of Mr L. Deetlefs. His mandate is to seek productive employment on a temporary basis for people who are unemployed and destitute. There should be no competition with permanent employment opportunities and there should not be a distortion of the market.

Projects such as the cleaning of inhabited and uninhabited areas and the development of community recreation areas are envisaged.

The rules are:

Funds will be made available for approved projects only;

Community service projects will have preference;

Only unemployed people who cannot receive UIF benefits may be employed;

The project employees must be separate from the permanent work force and are deemed to be casuals to whom the UIF act does not apply;

The state pays a maximum of R8,00 per work day for projects in towns provided not more than R4 (50 percent) is for material.

Take, for example, a project to lay the foundations for a botanical garden:

Estimate of costs:

Hire implements	R5 000
Buy concrete	R1 000
Buy water pipes	R2 000
Buy plants	R1 000
Total	R9 000
Labbur	R11 000
Total	R20 000

This project is acceptable because the labour content at 55 per cent is more than 50 per cent of the total cost.

The employer may, if he wishes, increase the wage element of the project to a figure greater than R4 a day at his own expense.

Preference will be given to projects involving more than 20 people for more than 2 months.

There is a simple form of application to be completed which may be obtained from Mr Deetlefs or from the Divisional Inspector of Manpower.

Rain

So the dams are full and in diverse places for diverse reasons the dams have also been flowing freely on account of water-logged flower beds, flooded cellars, stalled motor cars, leaking roofs and punctured yacht hulls — in short human nature with its usual component of neglect, improvidence and boneidleness has failed to make provision for the rainy day which history has hammered in time and again as an urgent need.

Water man

Ian Tapson, East London's water engineer retired at the end of October but saw his city through the critical days of early November. He can go to his retirement rest in the knowledge that he has left the dams in his charge in fully primed mint condition. You couldn't have timed it better, Ian.

Cease fire

On the November 11, 1918, 68 years ago today, the bugles of the Western Front sounded the cessation of the 1914-18 war. We still commemorate the occasion by means of parades of memory and the red poppies of Flanders field, symbolising the bleeding of nations — to no real avail.

Would it not be a signal victory if we commemorated that occasion by calling a halt to our own strife-torn field of battle.

The people of Duncan Village have won their own battle for a better quality of life and a wider control of their own destinies. Let's get on with the business of implementation of the reconstruction programme.

How can they want to go through another miserably wet week under the same conditions of squalor?

It can be fixed, starting next week.

Fortitude

For the benefit of those who have not looked at the city's coat of arms recently, that is East London's motto. It means fortitude and faithfulness in free translation.

"Harbour News", a periodical published by SATS roughly once quarterly, features East London in its latest issue.

One is reminded that Captain John Findlay in the brig "Knysna, in 1836, discharged cargo from Cape Town and loaded a small cargo of skins and hides. That clearly identifies our city's first trading venture.

The first attempt to make a protected harbour was by Mr W. Pilkington who achieved a small breakwater on the east bank round about 1860.

It was the development of mines in the North West Cape, and in particular the discovery of diamonds at Kimberley, which led to the appointment of Sir John Coode in 1868 to report on Cape harbours.

By 1883, the western breakwater and three retaining walls on the east bank had been completed and East London harbour was in business in a sand-clogged kind of way.

The arrival of the suction dredger, Lucy, in 1886 opened the harbour to deep water ships. First among these were the Union Line intermediates, Greck, Gual and Goth.

Why Mr. Walsh, is more not made of the G. Sisters by the EL publicity association?

UIF

The Unemployment Insurance Fund is to be given additional support to the extent of R150 million and the contribution by the employer and the employee has been increased by 67 per cent in the case of the employer and 40 per cent in the case of the employer.

But do you know what benfits you may expect from the fund? The employer has the information in the form of booklet UF 25 and I give a very much summarised version of the benefits which may be claimed:

Unemployment benefits to unemployed people

Illness benefits in certain circumstances.

Maternity benfits.

Benefits to dependants of deceased contributors.

Food

Africa is the only region in the world that is currently failing to keep food production ahead of population growth.

This is what the director general of United Nations Food and Agriculture Organsiation states as fact. He goes on to say that the African food crisis is one of the "great tragedies in the history of mankind".

The political flummery of the world of hypocrites in its attacks on South Africa doesn't give thought to the economic spin-off of their rhetoric.

In Norway, a shipping ban is proposed for South Africa. It does not seem to matter that the shipowners of Norway say it will do everlasting damage to their industry if the ban is forced upon them.

It has ever been so. The greatest damage is often done by critics.

Population

Last week my short commentory on the local population figures was attacked by gremlins and the King William's Town figures for coloured people found their way into the East London section. The correct number for East London is 22 893 (+ 20,7 per cent).

Govt repeats threat to foreign workers

(173) Mercury 12/09/85

Ormande Pollok

CAPE TOWN—The Government has repeated its warning that it will be forced to repatriate foreign black workers if sanctions, boycotts or disinvestment are successfully applied against South Africa.

Manpower Minister, Mr P T C du Plessis, said in a statement yesterday the Government was making contingency plans and that those who favoured action against South Africa would have to take the blame if the Government was forced to implement them.

He emphasised that no decision had been taken to send any foreign workers home yet and that if any were, it should not be seen as a retaliatory step against neighbouring countries.

South Africa's first duty was to provide jobs for its own citizens.

It was an irrefutable fact that South Africa was the economic mainstay of southern Africa.

Preference

It played a positive and constructive role in the region but its ability to continue doing so depended entirely on economic stability, development and growth within its own borders.

'The application of sanctions, boycotts and disinvestment against South Africa could have a detrimental effect on economic and industrial development in this country and consequently on the avilability and expansion of job opportunities,' he said.

'Since charity begins at home, the Government has no option but to give preference to the needs of its own citizens as regards job opportunities.'

The Government had stated on various occasions that it did not want to harm the economies of its neighbours, he said. However, it had a major responsibility to its own people.

This attitude was in line with the policy of other countries who had substantialy reduced the number of foreign workers in times of domestic unemployment.

Reducing the number of foreign workers required careful planning to minimise personal hardship and to ensure continuity and stability in the sectors affected.

Editorial

'The Government is consequently consulting the various major employers of foreign workers to devise contingency plans should sanctions and disinvestment necessitate the repatriation of foreign workers,' said Mr du Plessis.

'The instigators and proponents of sanctions, boycotts and disinvestment should accept the blame and carry the moral responsibility for the resulting hardship of millions,' he said.

The Government took the strongest exception to the statements and innuendo in a business newspaper editorial yesterday that South Africa was deliberately trying to hurt the economies of Lesotho and Mozambique by way of punitive action.

The newspaper should know that it was impossible to contain the negative effects of sanctions and disinvestment to the people or area of South Africa alone.

The interdependence of the economies of southern African states made this impossible.

S MAN'S SHOP
WOODSTOCK Ph 47 4313

at one of Derek Kemm's plump catches at Bok Point on the West

Cape Times 16/11/85

Gas project: Boom in W Cape expected

Chief Reporter 123

MR Robert Kaplan, president of the Cape Chamber of Industries, said yesterday that the government go-ahead for a multi-million-rand gas project at Mossel Bay could mean the creation of a petro-chemical industry in the Western Cape, as well as large-scale employment of workers from this region.

Both Mr Kaplan and Mr Andrew Peile, president of the Cape Town Chamber of Commerce, welcomed the move and said they believed the gas project would give a much-needed boost to the Western Cape's flagging economy.

In announcing the government's decision on Thursday the State President, Mr P W Botha, said capital costs of the project would be about R3 500 million and that some 10 000 new jobs would be created during the peak of the construction phase.

The number of new jobs could be doubled "if the satellite industries are taken into account", he added.

Mr Kaplan said yesterday the Western Cape had for many years been looking for an additional resource to be exploited for the general benefit of the area, and he believed that particularly the depressed engineering industry was likely to benefit.

Mr Peile said not only was the Western Cape in a "highly-competitive" position to supply skills, materials and labour needed, it was also well-placed logistically, with road, air and sea links with Mossel Bay.

Meanwhile, our Port Elizabeth correspondent reports that Mossel Bay's town clerk, Mr Willem van Heerden, believes that more than half of the R3 500 million allocated for the project will be spent in Port Elizabeth.

"The government has already indicated that most of the manufacturing work for the construction phase will be done in Port Elizabeth," he said.

"We do not know what percentage of the 10 000 jobs to be created by the development will come here."

Mr John Michler, chairman of the town's chamber of commerce, said the plant would change the entire pattern of commerce and trade in the Southern Cape.

Mossel Bay authorities expected to be briefed about details of the project by Mr Danie Steyn, the deputy Minister of Mineral and Energy Affairs, at a meeting on November 23.

Mr Van Heerden said the council did not know yet where the conversion plant would be situated.

It was reliably learnt, however, that the probable site was 15km from Mossel Bay on the Albertinia side.

2 big chain mail

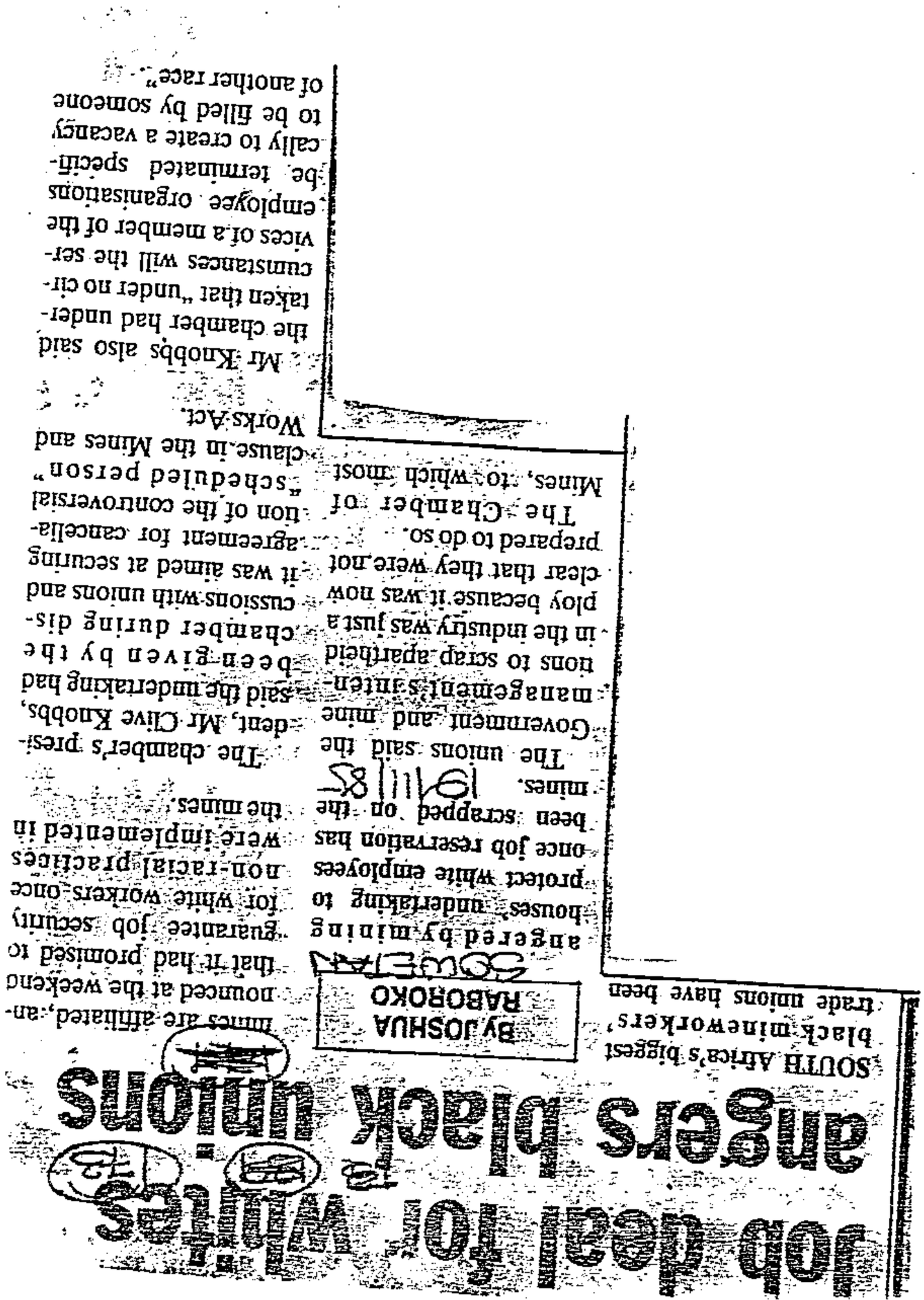
IRON STEEL LIFTS

5. Leave Fund

Coverage	:	--
Worker Contribution	:	--
Employer Contribution	:	--
Annual leave covered	:	-- days

6. Sick Fund

Coverage	:	All workers
Worker Contribution	:	All workers
Employer Contribution	:	All workers
Annual payment for 5 day week	:	160 days
Annual payment for 6 day week	:	192 days
Qualifying period	:	3 months
Waiting period	:	2 days
Percentage of wage paid	:	__.0 %
Maternity days per pregnancy	:	65



Job cream for whites angers black unions

SOUTH Africa's biggest black mineworkers' trade unions have been angered by mining houses' undertaking to protect white employees once job reservation has been scrapped on the mines.

The unions said the Government and mine management's untenable attempts to scrap apartheid in the industry was just a ploy because it was now clear that they were not prepared to do so.

The Chamber of Mines, to which most mines are affiliated, announced at the weekend that it had promised to guarantee job security for white workers once non-racial practices were implemented in the mines.

Mr Knobbs also said the chamber had understood that "under no circumstances will the services of a member of the employee organisations be terminated specifically to create a vacancy to be filled by someone of another race".

The chamber's president, Mr Clive Knobbs, said the undertaking had been given by the chamber during discussions with unions and it was aimed at securing agreement for cancellation of the controversial "scheduled person" clause in the Mines and Works Act.

Mr Knobbs also said the chamber had undertaken that "under no circumstances will the services of a member of the employee organisations be terminated specifically to create a vacancy to be filled by someone of another race".

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Mining jobs for urban residents

ONE of the country's major mining groups is to recruit urban residents to work on its gold mines.

This was revealed by Mr Clive Knobbs, head of the gold and uranium division of Rand Mines, who said that the first mine to take this step will be the East Rand Proprietary Mines (ERPM) near Boksburg.

The mine hopes to employ staff from townships such as Vosloorus and Wattville, both of which are near the mine.

Those who sign on can continue living with their families at home while working on the mine.

Salaries will reach about R1 000 a month.

"We will start with ERPM and when we see what happens after the Government's proposed influx control changes we will extend the campaign to other mines in the group," said Mr Knobbs.

Three other mines in the group that could be affected are Durban Deep near Roodepoort, Blyvooruitzicht at Carletonville and Harmony at Virginia in the Free State.

Staff housed on the mine will receive a "living out" allowance of R110 a month besides their salaries. This allowance is to compensate for the free food and accommodation received by employees housed on the mine.

All staff will be entitled to normal mine benefits provided by the Rand Mines group — such as free medical attention; the use of mine sports facilities and long-service award schemes, said Mr Knobbs.

"We are also investigating a home ownership scheme to assist those members of staff who qualify to build their own homes in the townships near the mines and we hope that many urban blacks will take advantage of the new job opportunities at the mine," he added.

1 500 jobless to be employed in special projects

(173)

Mercury 28/11/85

Pietermaritzburg Bureau

THREE major labour-intensive projects, which will provide temporary jobs for more than 1 500 people unemployed here, are due to start early next year, it was revealed yesterday.

The director of the Pietermaritzburg-based Regional Development Advisory Committee, Mr Chris Proctor, said that of the R10 000 000 allocated to the province by the Government for unemployment relief, R1 700 000 was to be spent on special projects in the capital.

The most ambitious project, which was approved by the City Council yesterday, was the canalisation of the Baynes spruit north of Sobantu village township, which would involve nearly R1 000 000.

Viable

City Engineer Graham Atkinson said the spruit had been a source of flooding for many years.

The canalisation project would create a more viable area of land for recreational facilities and possible small-scale cottage industries.

The Co-ordinating Committee for the Development of the Pietermaritzburg Region has motivated the granting of R956 100 to the city for the employment of 800 workers for 150 days to canalise the river using manual labour to the maximum extent.

The council has also given its approval to the preliminary levelling and grassing of the vast Chatterton Road sports fields opposite the Royal Agricultural Showgrounds, which would provide jobs for 300.

Sports

The other major project approved was the construction of multiracial sports facilities on municipal property near the Willowton industrial area.

The proposed sports complex, which will be developed by the Pietermaritzburg Chamber of Commerce through the city council, includes seven soccer fields, an athletic track, 10 'kombi-courts' for sports such as tennis, basketball and netball and an Olympic-size swimming pool.

Dr Keith Wimble, president of the chamber, said this had only been possible through the generous offers of materials by local businesses.

ONE of the cleaning teams at work in the Township.

Alex jobs project launched

SOWETAN 28/11/85 173

THE Alexandra Town Council launched the Clean Alexandra Campaign last week after recruiting more than 500 unemployed residents to work on the project.

The council will spend R900 000 in wages and equipment for the project. The workers will be paid R4 a day while supervisors will get R8 a day. The cleaning campaign will continue until June next year.

The council recruited the 516 workers in three days, and had to turn back scores of others who could not be employed.

A spokesman for the council, Mr Nunka Mkhalipe, said more development projects had been earmarked by the council and will be launched early next year.

Workers on the keep Alex clean campaign expressed satisfaction about the R80 a month wage they received.

An 80-year-old pensioner, Mr Joseph Matabane, said: "The pay we get from cleaning the township is a great relief for us and our families. Its better than what I earned as a gardener in the Randburg suburbs for seven years".

He has a family of six which he maintains. He was also happy with the working hours. They start work at 8 am and knock off at 2 pm.

HAPPY: Mr Joseph Matabane expressed his happiness with the cleaning job he was offered by the Alexandra Council.

Q'town job project to begin

QUEENSTOWN — The town's more than R900 000 government-initiated job-creation project will be launched today.

The town clerk, Mr Peter Gerber, said 377 labourers would be employed today for the R126 772 approved projects.

Approval for a further R243 271 projects which would employ 580 people was still being awaited.

The projects to be started today in terms of the R500 million made available by the government for the creation of short-term job-creation projects, are:

Gravelling of streets and cleaning of stormwater drains in Aloevale for which 30 people will be employed;

Cleaning of public open spaces in the coloured areas for which 15 people will be employed;

Clearing a portion of the Komani, levelling of the river banks and grassing it which will initially employ 20 people and later 200 as the work progresses;

Clearing of Parkers Folly Rock Gardens for which 20 people will be employed.

Mr Gerber said only registered work-seekers who did not qualify for workmen's compensation or people whose benefits had been fully utilised, would be employed.

The East Cape Development Board has also been allocated funds and 127 people have been employed in projects in Mlungisi.

R10,8m to create jobs in E Cape

173
5/12/85

E-Post Reporter

CHEQUES totalling R10,8 million were handed over today to black local authorities, community councils and the East Cape Development Board in the first phase of the Government scheme to create job opportunities and improve infrastructures in black townships in the Eastern Cape.

The cheques were handed over by the Regional Representative of the Department of Constitutional Development and Planning, Mr George Reynolds.

Today's cheques were the first of four equal instalments which will be made available in stages.

The biggest slice of the cake went to the East Cape Development Board with R9 432 438, followed by the East London Community Council with R289 142.

Ihabyi Town Council received R269 600. Other amounts varied from R13 000, upwards.

163 projects approved for jobless

(173) Mercury 6/12/85

Pietermaritzburg Bureau

A TOTAL of 58 local authorities have so far applied to the Province for funds allocated by the Government for special projects to relieve unemployment in Natal.

The Provincial Secretary, Mr Roy Hindle, said R10 000 000 had been made available to Natal for the labour-intensive projects. Already 163 projects totalling R4 428 334 had been proposed by various cities, towns and villages around Natal and approved by Mr Hindle.

He was pleased that applications had been received from most areas of Natal and in particular from places where severe unemployment had been reported.

Mr Hindle said projects which would provide long-term benefits to communities accounted for 63 percent of the funds allocated. Much of the remaining 37 percent was taken up with the clearing of bush and undergrowth in preparation for future development of open spaces and parks.

More than R1 000 000 was to be spent on recreation facilities and parks which would benefit all communities, Mr Hindle said.

Of the funds paid out to local authorities, more than 70 percent would be paid to the workers in the form of wages and transport allowances while the remaining 30 percent would cover food, protective clothing, tools, materials, cartage and supervision.

The special projects have to be completed before June 30 next year.

366 000 more work days created

STAR 9/12/85

173

By Sheryl Raine

More than 360 000 work days have been created by the Department of Manpower's unemployment projects since the Government pumped R500 million into job creation two months ago.

The department's vocational services and placement director, Mr W du Toit, said 86 job creation projects in the private sector had been approved so far. The total number of work days created was 366 000.

About R75 million had been allocated to private sector projects.

And about R7 million of that had been re-allocated to the Department of Agricultural Economics and Marketing for use in projects such as weed eradication, the removal of exotic plants and bush and other labour intensive programmes.

BUILDING

Mr du Toit said: "A broad range of projects have been approved including the building of sports facilities, soil erosion programmes, village maintenance projects and the establishment of informal market places in black urban areas."

Just under a third of the money made available for private sector projects was still available.

He said: "The response of the private sector has been outstanding. We are still getting about 24 inquiries a day about proposals to create jobs."

A second scheme to help train the jobless, giving them a better a chance to get work, had also been successful.

The department's manpower training chief director, Mr R Dyman, said that by last week his department had signed contracts for the training of 160 000 unemployed people.

Mr Dyman said: "So far 133 private concerns have undertaken training courses of various kinds for 31 680 unemployed people.

TRAINING

"We have paid out R8 million for the training courses and still have R42 million left for more training.

"In terms of this scheme, the private company which runs the course gets a R22-a-day allowance from the department for each person trained.

"Those on the courses receive R2,50 if over 18 years and R1,80 if between 16 and 18. This project is really in top gear now and is doing well."

Courses included several in the clothing and building industries as well as some in the agricultural sector.

Between 25 and 30 percent of those who completed courses were being placed in jobs, according to the department's feedback.

In addition to the department's training schemes, the various development boards also had R10 million which they were spending on similar projects.

R2,4m for jobs

Dispatch Reporter

EAST LONDON — A total of R2,4 million has been allocated to the East Cape Development Board for job creation in Duncan Village.

The money is from the R600 million from the government for job creation and will help in the upgrading of Duncan Village.

The allocation has been confirmed from Port Elizabeth by the chief director of the ECDB, Mr Louis Koch.

A total of R1,3 million will be spent on the creation of new facilities in Duncan Village: R656 400 will be spent on self-help housing, R633 600 on building streets and reticulation and R38 640 on new business premises.

The balance of the R2,4 million will be spent on upgrading facilities: R450 650 will be spent on streets, R384 285 on water reticulation, R2 436 on sanitation and R319 200 on fencing and housing improvements.

R4m to help Duncan pupils

DAILY DISPATCH

10/12/8
173

Dispatch Reporter

EAST LONDON — More than R4 million is to be spent on projects to provide temporary school accommodation in Duncan Village and to improve facilities there while, at the same time, providing short-term unemployment relief for thousands of people.

The projects are:

● The provision of temporary schools next year for 5 000 Duncan Village pupils whose schools were destroyed in unrest at a cost of R1,9 million.

● Upgrading and creation of new facilities in Duncan Village at a cost of R2,4 million.

The funds come from a total R600 million relief package announced by the government earlier this year. Of this, R75 million was made available to subsidise the private sector in creating temporary jobs for the unemployed and a further R50 million was provided for similar projects by local authorities.

Funds totalling R1,94 million have been made available for the Duncan Village schools project and 2 000 people will be employed at a wage of R4 a day in building 160 units to be used as temporary classrooms. These units are to be converted into permanent three-bedroomed houses once conventional schools have been rebuilt.

The MP for East London City, Mr Peet de Pontes, and Mr Alistair Lightbody who are, for the time being, joint chairmen of an incorporated not-for-gain association established to co-ordinate the community-based project said it was being planned "with the people and not for the people" of Duncan Village.

They said the project, the culmination of lengthy and delicate negotiations with interested groups, showed what could be achieved "when people who have a common purpose, irrespective of political ideologies, come together."

Mr Lightbody said there was no reason why the same approach could not be used in the further development of Duncan Village and the board of the newly-created corporation would turn their attention to this in the new year once the schools project had been completed.

Mr De Pontes said a "wide spectrum" of people would be asked to serve on the board so as to reflect "total community involvement."

The allocation of R2,4 million to help in the upgrading of Duncan Village was confirmed by the chief director of the East Cape Development Board, Mr Louis Koch.

It will be spent on self-help housing, streets, reticulation, new business premises, sanitation and fencing.

Full reports page 3

R9 million for relief projects in Border area

EAST LONDON — An estimated R9,7 million will be spent by local authorities, the East Cape Development Board and private organisations in the Border area in the next few months on projects in accordance with the government's R600 million economic relief package to counter unemployment.

An estimated R2,5 million was already being spent and over 1 000 unemployed people hired on projects by different municipalities in the Border area alone, the director of the East London municipality's management services and co-ordinator for the scheme in the Border area, Mr Leon Deetlefs said.

So far, local authorities in the Border area are involved in nine projects involving an estimated R2,5 million using the guidelines of the scheme.

They include: Two projects in Komga, one in which 40 people are employed in the cleaning up of and the eradication of noxious weeds in the area, and the second in which a further 20 people are employed in the clearing of bush and undergrowth and grass cutting.

In Stutterheim a further 75 people have been employed in a general cleaning up of the area.

In East London, a total of 311 unemployed have been hired in the scheme in three different projects.

In one, 120 have been employed in the general upgrading of housing schemes in all areas, a further 96 were hired for bush clearing and the eradication of noxious weeds in the area, and a further 95 were busy with the excavation of trenches and the upgrading of the city's sewerage system, Mr Deetlefs said.

In Gonubie, 260 people had been employed to clear the town's sidewalks, clear undergrowth and clear bush from the town's golf course.

Two projects in King William's Town were also underway.

A total of 300 people had been employed in one project busy levelling and clearing pavements in the town itself and its surrounding townships.

In the second, a further 350 people were employed in clearing undergrowth and planting grass on the town's sports fields.

Mr Deetlefs said that the Divisional Council of Kaffraria was also involved in the government's scheme.

The divisional council had hired 120 people to clear bush and undergrowth along the national and reserve roads.

The deputy director of the Dohne Research Station, Dr Aubrey Venter, said that so far six projects had been approved and were underway at the Dohne, Adelaide and Bathurst research stations.

These projects ranged from soil preservation, tree planting, the planting of grazing lands and the general improvement of farm land in the area, he said.

A spokesman for the East Cape Agriculture Union in Queenstown, Mr K. P. Odendaal, said that there was a great demand for a scheme of this nature in agriculture in the Border area.

He said there was a surplus of people returning to rural areas, most of them unemployed.

"I can assure you that once the different farmers' associations in the area catch on to the scheme there will be a great demand for it," Mr Odendaal added.

The vocational guidance officer with the Department of Manpower here, Mr P. le Grange, said yesterday that response to the scheme by the private sector had been "very disappointing".

So far, only two applications, with a third in the pipeline, had been submitted and approved.

The one project, in the Komga area, involved the clearing of bush from a farmer's land. Twenty-five people had been hired until the end of March and the project was estimated to cost a total of about R9 000.

The second project, also hiring 25 people and involving an estimated R11 520, was for the upgrading of the Malcomess Children's Home. — Sapa

Work for thousands on relief

(173) DISPATCH 11/12/85

Dispatch Reporter

EAST LONDON — Between 8 000 and 10 000 unemployed people in the Border area will be employed on relief schemes if all projects submitted by the different municipalities in the Border are approved by the Department of Manpower and the Cape Provincial Administration.

The director of the East London municipality's management services and co-ordinator for the scheme in the Border area, Mr Leon Deetlefs, said a total of R5,7 million would eventually be involved in the scheme if all the projects submitted were approved, he added.

About R4 million is to be spent on the upgrading of Duncan Village and the provision of temporary school accommodation.

The sum is part of a R9,7 million package to be spent in the Border area in the next few months in accordance with the government's unemployment relief programme.

These projects will help to improve and provide facilities, and at the same time, provide short-term employment relief for thousands of people.

Of the government's R600 million relief package, R75 million was made available to subsidise the private sector in creating temporary jobs for the unemployed. A further R50 million was provided for similar projects by local authorities.

The guidelines given by the government for participation in the scheme were that:

●Funds would be made available on a project basis through application to the Department of Manpower.

●Projects in the interest of the community would be given preference.

●Only unemployed people not eligible for related benefits could be given jobs. The prospective employer could recruit staff or the department could refer staff to him. In all cases employees had to be registered.

●Those people employed would be employed as "casuals".

●The state would provide a maximum of R8 per unemployed person per day for projects in cities and towns, of which a minimum of R4 per day had to be paid to the worker while the remainder would go towards financing the project.

●In rural areas the respective amounts would be R6 and R3.

●Claims would be handled on a monthly basis by the department's divisional inspectors.

●Preference would be given to projects employing more than 20 people and lasting longer than two months.

●Applications which complied with the requirements would be processed on a first come first served basis.

Mr Deetlefs said that another project, involving the clearing and upgrading of yards and open areas in Stoney Drift, Milner Estate, Panmure and Lennox Township, had also been submitted for approval.

He said a total of 433 units would be cleared in the project and 20 workers hired for a period of 20 weeks.

A further project, involving repairs to the fencing, guard rails and drains and the painting of fire hydrants in the city, was also to be submitted. This would involve 21 weeks and would provide work for a further 20 people.

Mr Deetlefs said that a further three projects had been submitted for approval by local authorities. These would include the upgrading of East London's beaches, sand dune reclamation, repairs to pavements, the upgrading of East London's Queens Park Zoo,and the cleaning and painting of the perimeter walls at East London's aquarium.

He said that the projects would employ at least 20 workers each for a period of 18 weeks.

Meanwhile, the South African Agricultural Union (SAAU) has welcomed the announcement that the Minister of Manpower has allocated R7 million to the two Departments of Agriculture for the creation of job opportunities in agriculture.

Mr Hans van der Merwe, SAAU's deputy director of general services, said that agriculture could make a meaningful contribution towards the productive utilisation of the funds.

"As organised agriculture is also involved in the implementation of the projects, details of the arrangements have already been disseminated by the SAAU among the provincial agricultural unions which, in turn, will advise the farmers' associations.

"The SAAU would therefore also appeal to farmers' associations for their full support in this regard, especially as the project terminates at the end of March next year," Mr Van der Merwe added.

At yesterday's presentation of the funds for Duncan Village's upgrading and employment scheme were the regional representative of the Department of Constitutional Development and Planning, Mr George Reynolds (left), the chairman of the Duncan Village Community Council, Mr Edison Makeba, and community councillor Mr S. Pongela.

Funds given to DV council

12/12/85

173

DISPATCH

Dispatch Reporter

EAST LONDON — The first instalment of funds from the R2,4 million allocated to the East Cape Development Board for job creation and the upgrading of Duncan Village, was handed over yesterday to the chairman of the township's Community Coucil, Mr Edison Makeba.

The regional representative of the Department of Constitutional Development and Planning, Mr George Reynolds, presented Mr Makeba with a cheque for R289 142.

Three equal amounts would be made available in the following months, Mr Reynolds said.

Funds were allocated by the government following the approval of projects applied for by black local authorities and community councils.

He said these projects embraced the improvement and upgrading of existing infrastructure, as well as the development of new infrastructure and self-help housing schemes in Eastern Cape townships.

A total of R10,8 million has been presented to black local authorities, community councils and the East Cape Development Board in the past week.

"It is intended that the money be utilised in the best possible manner in order not only bring financial relief, but also to improve the quality of life in the black communities," Mr Reynolds said.

Mr Makeba said the handing over of the funds had made history as it was the first time a sum of money was received by a black community leader to "see to our own affairs".

"Presenting us with this big amount of money is part of building a trust."

Mr Makeba added that he hoped Mr Reynolds would convey a message of appreciation to the government for allowing the black people to handle their own affairs.

The money presented to the community council yesterday would be made available at the beginning of next year mainly for loans to homebuilders in Duncan Village, and for the repairing of streets there.

Loans for home builders would be allocated to applicants interviewed and approved by the community councillors, he said.

In the past week the Aliwal North Community Council received R91 023, the Barkly East Community Council received R37 511, Burgersdorp Community Council R60 654, the Cathcart Community Council R40 676, Elliot Community Council R35 872, Fort Beaufort Community Council R102 131, Indwe Community Council R40 171 and the Jamestown Community Council R13 694

The King William's Town Community Council received R75 356, the Lady Grey Community Council R40 739, Maclear Community Council R49 549 and the Ugie Community Council received R45 555.

More funds for Cradock

CRADOCK — Additional state funds have been made available to Cradock for the purpose of alleviating unemployment here.

The amount is a further R321 600. This brings the total to R400 000 to help Cradock and the coloured township of Michausdal. — DDC.

Nafcoc, Barlows launch 'job factory'

THE Barlow Rand Foundation and the National African Federated Chamber of Commerce (Nafcoc) yesterday announced the formation of a joint venture company to create jobs.

The new company, Job Creation SA, will be chaired by Nafcoc president Dr Sam Motsuenyane, with Barlow Rand chairman Mike Rosholt as vice-chairman.

Barlows will give Job Creation its first contract for the creation of 500 jobs at an estimated cost to the group of R2,5m.

"For several years Nafcoc has been extremely concerned about SA's rising unemployment," Motsuenyane said.

"We have been seeking a practical, private-sector approach to create new, lasting employment."

Rosholt said: "The concept of a profit-oriented job creation company operating within the private sector is most exciting.

"Governments overseas, based on a welfare approach, have often proved disappointing.

"Job Creation is paid by results and is taking the same sort of commercial risk as the would-be entrepreneur."

Though the company will be subject to all the disciplines of the profit motive, Nafcoc's share of profits will be used to improve service to its 15 000 members.

Barlow Rand Foundation's share will be ploughed back into community affairs.

Ian Hetherington has been appointed MD of Job Creation. — Sapa.

R600 m scheme for jobless aids 500 000

Mercury (173) 13/2/85

PRETORIA—More than 270 000 temporary jobs for the unemployed have been created so far, and as many as another 250 000 jobless will benefit from special training programmes as part of the Government's R600 million scheme to counter rising unemployment.

At least 20 000 needy people had already received aid in the form of food, the Minister of Manpower, Mr Pietie du Plessis, whose department is co-ordinating the relief programmes, said here yesterday.

The R600 million, a substantial boost to the R100 million allocated in June to create jobs and train unemployed people, was split up among various government departments for the creation of a range of projects to employ people, with private sector participation wherever possible.

The Small Business Development Corporation and the Unemployment Insurance Fund also received substantial grants.

A 10 percent surcharge was placed on imported 'luxury' goods to raise money for the economic relief programme.

'I am glad to be able to announce that good progress has already been made with the implementation of the programme,' Mr du Plessis said.

The Government departments allocated funds had reacted with enthusiasm and there had likewise been a spontaneous reaction from a number of organisations in the private sector to take part.

'There was also favourable reaction from large numbers of unemployed people to participate voluntarily in the different programmes,' he said.

Basic skills

The Department of Manpower had concluded 150 contracts with the private sector for the training of 160 000 jobless people of all population groups by March 31.

'The development boards are training a further 70 000 unemployed people.'

A total of 41 000 unemployed people had already been trained in a variety of basic skills and more than 25 percent of these were placed in employment immediately afterwards.

'The indications are also that a large percentage of the balance of trained people do find employment on their own within a reasonable period.'

The Mercury's Labour Reporter writes that thousands of school-leavers and national servicemen who will be looking for employment in the new year are expected to face a tough time finding suitable jobs, according to spokesmen for major industries.

Employment prospects countrywide have been described as 'bleak' and many more workers are expected to become unemployed early in the new year as the economic situation becomes worse.

The Natal co-ordinator of the South African Defence Force orientation services, Maj Pieter Breytenbach, told the Mercury yesterday that hundreds of national servicemen would be returning home in time for Christmas and many would be seeking employment.

He appealed to commerce and industry wishing to recruit staff to consider the national servicemen. They should get in touch with Miss F Berman, of the Department of Manpower in Durban, telephone 3011011 ext 68, or the town clerks in country towns where there are no offices of the department.

South African Transport Services, the country's largest employer, would be taking on only about 400 apprentices countrywide next year to be trained in 'essential grades' such as radio and telecommunications, said Mr Chris Schutte, chairman of the Natal Regional Council of the Artisan Staff Association.

Drastically

They would not be recruiting staff for ordinary posts. 'In fact, we are still busy trying to find jobs in other departments for the 900 trainees who do not have jobs at present,' he added.

Mr Schutte said the intake had been chopped drastically over the years. In 1982, SATS took on 4 200 apprentices and a year later the number decreased to 1 000. In 1984 it dropped to 827 and this year 500.

A spokesman for the Post Office said that apart from limited vacant positions for whites, all other posts for blacks and Indians had been filled. 'We've been receiving applications since September,' he added.

The hopes of thousands of matriculants of taking up teaching as a career have also been dashed. Both the Department of Indian Education and the Natal Education Department have indicated they have fewer than 300 places at teacher training colleges next year.

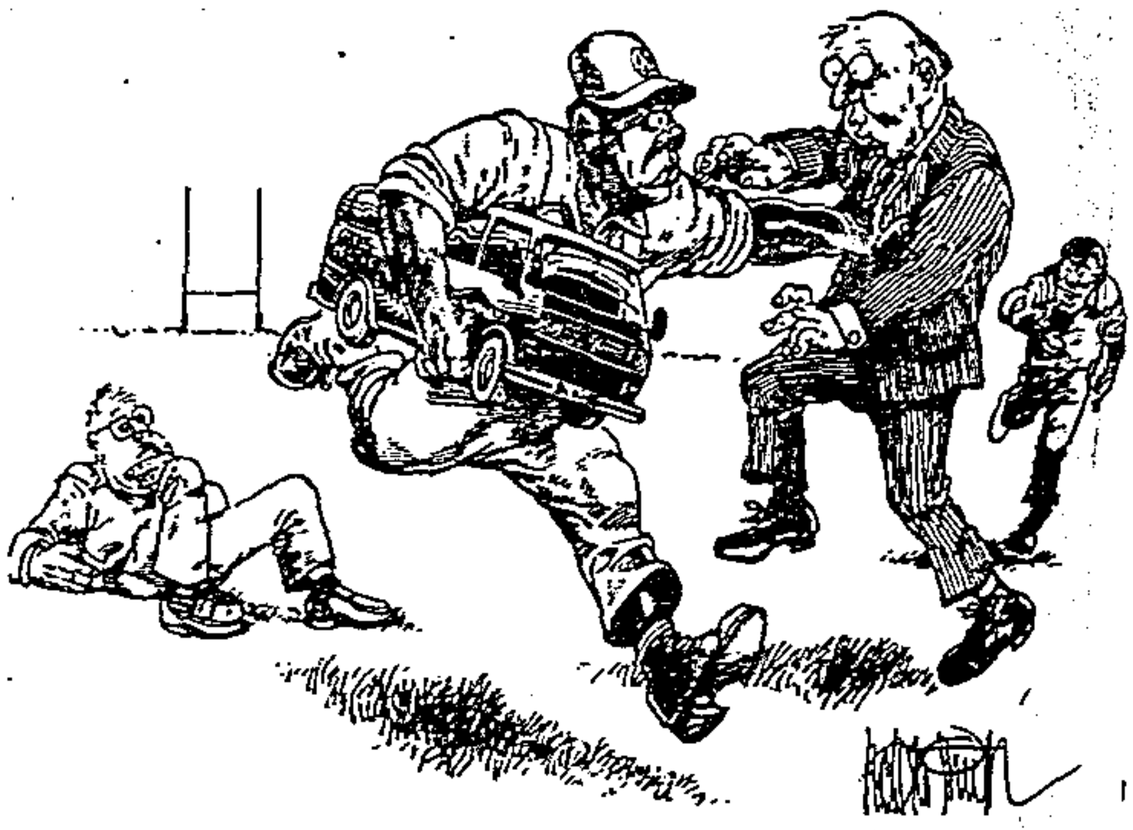
Mr Ken Daval, secretary of the Industrial Council for the Building Industry in Natal, said that unless the econony improved, employment prospects in the building industry would be bleak in the new year.

Dramatic union moves amid workers' agony

1985: brew of gloom and labour turbulence

STAR 18/12/85

By Mike Siluma and Sheryl Raine



The sight of a small fleet of minibuses painted in the Springbok and All Black colours led Volkswagen workers to strike. IR Data saw the dispute as one of management's toughest rugby games ever.

What can be said about a year in which at least 1 000 workers lost their jobs each week, 40 000 new applicants a month made claims on the Unemployment Insurance Fund, official unemployment figures doubled and the Government launched the country's biggest employment scheme yet?

The agony of 1985 is difficult to put into words.

Words which were used to explain the hardships of the year included — recession, retrenchment, increased GST, inflation, disinvestment, political upheaval and unemployment.

Poverty, anger and frustration described the experiences many of the employed and the vast numbers of unemployed came to know well. Particularly frustrating were the long delays reported by the jobless in securing unemployment insurance benefits. Calls for the Unemployment Insurance Fund to be restructured are still being made.

BUYING POWER

Although 1985 was what the Garment Workers' Union called "doomy and gloomy", it was yet another year of astonishing developments on the labour front.

Employees whose purchasing power was slashed by the rising cost of living yearned for employer's precious — and in a few sectors such as the mining industry — copious profits. Battles over wage increases raged fiercely.

The Metal and Allied Workers' Union (Mawu) waged the most protracted wage battles against employers in the metal industry, backing its demands for more money and plant-level bargaining with strike action and tough rhetoric. In the process, the union became involved in clashes with the police, with about 40 members being arrested and charged for twice marching through the streets of Johannesburg.

DIFFERENT INCREASES

The National Union of Mineworkers (NUM) proved to its members that the better its representation on the mines, the better the deal in terms of pay. Members of the Chamber of Mines split, offering different increases. Strikes and industrial action touched 10 mines before the strike was indefinitely suspended at the beginning of September.

Another epic wage battle was that between AECI and the SA Chemical Workers' Union. The two locked horns for six months at the company's Chlor Alkali plant near Newcastle, Natal, before reaching settlement in July.

The year also saw many of the emergent unions being dragged into the political arena by events in the townships.

Forty-six trade unionists — possibly more — were reportedly detained under security or emergency laws. Perhaps the most noteworthy event was the death of unionist Mr Andries Raditsela.

NO INQUEST YET

A senior shop steward of the Chemical Workers' Industrial Union, Mr Raditsela died in May shortly after being released from police custody.

His death was described as a blow to the labour movement and on the day of his funeral thousands of workers took the day off in protest. An inquest into his death has still to be held.

This and other events led to most emergent unions becoming embroiled in extra shopfloor issues, supporting consumer boycotts in several parts of the country in protest against apartheid and the state of emergency.

But unlike 1984, when unions supported the most successful work stayaway in a long time, unions did not call for any major work boycott.

A stayaway was, however, called in Natal by Mawu and community groups in Maritzburg and Howick. Mawu made the call to try to force British subsidiary, BTR Sarmcol, to reinstate about 1 000 workers dismissed in April after a long recognition dispute.

Probably the most bitter labour struggle of the year, this clash claimed no less than five lives and led to the destruction of numerous properties as fights frequently broke out between the fired workers and their replacements.

Of all the employers, Anglo American took the toughest action this year with its spectacular sacking in May of 18 000 black miners at Vaal Reefs after weeks of industrial unrest. The corporation incurred criticism from home and abroad for its action.

A close second was the Premier Group which, in October, turned the tables on the Sweet Food and Allied Workers' Union by locking 500 workers out of its Farmfare premises after disagreement arose over the company's adjustment of working hours.

This is believed to be the first legal lock out in the post-Wiehahn era.

BIG SURPRISE

The anachronism of the year involved fruitless talks between the Chamber of Mines and the white mining unions on how to phase out statutory job reservation by the Government's target date of December 31.

The prize for "Best Surprise Strike of the Year" goes to the National Automobile and Allied Workers' Union whose 3 000 Volkswagen workers refused to work because the company planned to donate a number of microbuses to the SA Rugby Board for use during the All Blacks rugby tour.

Luckily for Volkswagen, the tour was cancelled before the issue really reached crunch point.

The Industrial Court produced its share of surprises too — some pleasant, others unpleasant.

But it was perhaps in the last month of the year that the most significant event of the labour calendar came to pass — the formation of the Congress of South African Trade Unions (Cosatu).

After almost four years of often bitter negotiations, the emergent union movement finally attained the elusive unification of unionised black workers in such strategic sectors of the economy as mining, catering, food processing and transport.

Regrettably, the more than 100 000-strong Council of Unions of South Africa and the Azanian Confederation of Trade Unions were excluded. However, with 500 000 members, Cosatu has made it clear it will be no pushover.

24/12/85 BUS DAY

R19m allocated to black townships

173

● HEUNIS

GOVERNMENT pledged a R19m surprise to black job-creation programmes yesterday, with R2m of it allocated to Crossroads, Cape Town.

Constitutional Development and Planning Minister Chris Heunis announced in a Press release that the extra R19m his department had made available would go to various institutions "within the next few days".

"The money will be used for the improvement of the quality of life of black people, the creation of job opportunities and the upgrading of black towns," he said.

The funds form part of a R600m government allocation for the creation of job opportunities.

Heunis said this latest allocation of funds brought the total allocated to the creation of job opportunities since July this year to R130m.

Crossroads appears to have been allocated a greater share of the R19m than any other township, although Heunis did not list all the recipients.

Soweto would get R1m; Kagiso, Krugersdorp, R1,2m; Diepmeadow R1,4m; Tabiso 1,7m; and Thabong, Welkom, R1,7m, he said.

The Natalia Development Board would receive R2,6m, but this was on behalf of all the community councils in Natal, he added. — Sapa.

R19m for SA's 'black' towns

CAPE TOWN — The Government gave black South Africans a R19 million surprise "Christmas present" yesterday.

Mr Chris Heunis, Minister of Constitutional Development and Planning, said: "The money will be used for the improvement of the quality of life of black people, the creation of job opportunities and the upgrading of black towns."

The funds formed part of a R600 million allocation by the Government for the creation of job opportunities.

Mr Heunis said this latest allocation brought the total of funds allocated since July this year to create job opportunities to R130 million.

Crossroads, will get R2 million; Soweto R1 million, Kagiso R1,2 million, Diepmeadow R1,4 million and Tabiso and Thabong R1,7 million each.

The Natalia Development Board would receive R2,6 million on behalf of all the community councils in Natal. — Sapa

Capt Times 24/12/85

R2m boost to improve Crossroads

Africans who will extend to urge or train people for

Staff Reporter

THE government gave black South Africans a R19-million surprise "Christmas present" yesterday, with R2-million of it allocated to Crossroads.

Mr Chris Heunis, Minister of Constitutional Development and Planning, announced in a press release that the extra R19-million his department had made available would go to various institutions "within the next few days".

"The money will be used for the improvement of the quality of life of black people, the creation of job opportunities and the up-grading of black towns," he said.

Institutions which would get the money included "certain development boards, community councils and black local authorities", he added.

The funds formed part of a R600-million allocation by the government for the creation of job opportunities.

Mr Heunis said this latest allocation brought the total of funds allocated since July this year to create job opportunities to R130-million.

Crossroads, which will get R2-million, appears to have been allocated a greater share of the R19-million than any other township, though Mr Heunis did not list all the recipients.

Soweto would get R1-million, Kagiso R1,2-million, Deepmeadow R1,4-million, and Tabiso and Thabong R1,7-million each, he said.

The Natalia Development Board would receive R2,6-million, but this was on behalf of all the community councils in Natal, Mr Heunis said.

R19-m allocated for job creation

Pretoria Bureau

173 STAR 24/12/85

The Government has announced the allocation of another R19 million for job creation programmes which will boost several townships, including Tembisa, Soweto and Crossroads.

Constitutional Development and Planning minister Mr Chris Heunis said yesterday the funds were part of the R600 million allocated by the Government earlier this year. About R130 million has been made available for employment programmes so far.

"This money will be used for the improvement of the quality of life of black people, the creation of job opportunities as well as the upgrading of black towns," said Mr Heunis.

The recipients include Tembisa — R1,7 million; Soweto — R1 million; Diepmeadow — R1,4m; Kagiso — R1,2 million; Crossroads — R2 million; and the Natalia development board on behalf of all the community councils in Natal — R2,6 million.

R107,6-m boost for kwaZulu and Natal

Own Correspondent

DURBAN — A mammoth R107,6 million development package that will improve the lot of about two million people in Natal and kwaZulu has been given the go-ahead by central Government.

The decision was announced in a joint statement last night by the Minister of Constitutional Development and Planning, Mr Chris Heunis, the Minister of Education and Development Aid, Dr Gerrit Viljoen, and the Chief Minister of kwaZulu, Chief Mangosuthu Buthelezi.

The statement said the South African and kwaZulu Cabinets had approved the upgrading proposals for black areas contained in the preliminary report of the Natal/kwaZulu Planning Council, compiled under the chairmanship of Dr Louis Rive.

Areas which will benefit are: Greater Inanda (15 projects), Greater Umlazi (12 projects), Greater Edendale (13 projects), Bruntville (Mooi River), Inkanyezi (Colenso), Thembalihle (Glencoe), Sibongile (Dundee), Bhekuzulu (Vryheid), Chestervill e (Cato Manor), Enhlalakahle (Greytown), Bhongweni (Kokstad), Steadville (Ladysmith Matatiele, and Shakaville (Stanger).

JOINT COMMITTEE

The package will also involve the upgrading of 19 hostels.

It is estimated that the total of 70 projects involved will create jobs for about 10 000 people.

A joint co-ordinating committee will be set up under the chairmanship of the Department of Constitutional Development and Planning. This is to be made up of representatives of the kwaZulu Administration, the Department of Constitutional Development and Planning, the Department of Development Aid, the Natal Provincial Administration and the Treasury.

10 000 to get jobs in new drive

WORK for 10 000 people will be created as a result of the Government giving the green light for 70 projects costing a total of R107,6 million.

Mercury 31/12/82

Natal schools

They had been recommended by the Natal-KwaZulu Planning Council to upgrade living conditions of black people in the region.

The work is likely to affect millions of people in Natal and KwaZulu.

It includes the upgrading of vast squatter settlements in the Inanda area as well as projects in the greater Umlazi and Edendale areas and 11 other townships around the province.

Improvements are also to be made to 19 migrant worker hostels.

Prompt

The projects were recommended by the Natal-KwaZulu Planning Council, headed by Dr Louis Rive, in its interim report to the Government this year.

Last month Dr Rive described the package as a first instalment and said that unless the recommendations won prompt Government approval he could see no point in his council continuing its work.

A joint statement by Constitutional Development and Planning Minister Mr Chris Heunis, the Minister of Education and Development Aid, Dr Gerrit Viljoen and the Chief Minister of KwaZulu, Chief Mangosuthu Buthelezi, said approval had been granted for the proposals to be 'accepted in principle as basic guidelines for the implementation of initial development'.

The proposals include 15 projects in the greater Inanda area, 12 in greater Umlazi, 13 in greater Edendale and 11 Natal

Mercury Reporter

townships — Bruntville (Mooi River), Inkanyezi (Colenso), Thembalihle (Glencoe), Sibongile (Dundee), Bhekuzulu (Vryheid), Chesterville (Cato Manor), Enhlalakahle (Greytown), Bhongweni (Kokstad), Steadville (Ladysmith), Matatiele, Shakaville (Stanger) — as well as 19 hostels in various centres.

A joint co-ordinating and project committee has been set up to implement projects. It would be chaired by the Department of Constitutional Development and Planning and would include representatives of the KwaZulu Government, the Natal Provincial Administration and the Department of Finance.

One of its first tasks would be to work out where the money would come from.

Upgrading

Meanwhile the Natalia Development Board revealed yesterday that it would spend R4 600 000 during the current financial year upgrading facilities in the 18 townships under its control.

A spokesman for the board said that 1 400 people were to be employed in jobs specially created and another 2 159 were to be trained for other jobs.

The spokesman said the upgrading included repairs to homes, water drainage improvements and increased maintenance of sports fields and sports stadiums.

He said that R382 000 was to be spent on the upgrading of hostels administered by the board.

Universities employ high proportion of blacks

BUS. DAY 31/12/85

UNIVERSITIES are proportionally much higher employers of blacks than financial institutions, according to Central Statistical Services' labour statistics.

In September they employed 9 214 blacks, which was 25,43% of their workforce of 36 226.

In contrast, banking institutions

Business Day Reporter

employ only 11,92% blacks, building societies 14,16% and insurance companies 14,71%.

However, universities pay blacks lower wages, with an average of only R481 a month.

Insurance companies pay R687 a month, banks R592 and building societies R490.

Universities pay white employees the most, with the average at R1 920 a month, although whites account for only 62% of their workforce, while insurance companies pay R1 743, banks R1 348 and building societies R1 248.

MANPOWER — GENERAL

1986

JANUARY — SEPT. →

Outlook growing bleaker on the working front

Job queues lengthen

WITH about 400 000 first-timers jostling for jobs and more than 600 000 registered unemployed walking the streets, job creation is one of the most pressing issues facing South Africa in 1986.

By Angus Macmillan

This follows a year of unparalleled corporate liquidations, retrenchment of skilled and unskilled workers, a crash in recruitment advertising, burgeoning inflation and reliance on unemployment-insurance payouts.

The Government has admitted, through Deputy Finance Minister Kent Durr, that if it comes to a trade-off between inflation and employment the latter will take priority.

Disillusioned

Unbridled inflation, however, could make for an uncomfortable year for employers on the industrial-relations front, as unions are unlikely to sit back while price hikes annihilate pay rises.

Last year 155 000 pupils of all races wrote matric, while there were almost 212 000 university students (excluding the University of South Africa) and an attendance of more than 55 000 at tertiary-level technical colleges and technikons.

Those graduating or leaving school for the workplace will join national servicemen on the employment merry-go-round from which many will fall off disillusioned and bruised.

Fireworks

Gavin Brown, an industrial-relations specialist, says: "In 1985 union members did not behave as one would expect in a recession because of political issues. Economic realities should tone down their militancy this year, but hyper-inflation would mean fireworks when wage increases are negotiated in the second quarter.

"Unions will be more concerned with improving the lot of their working members than creating employment if inflation runs away."

In 1985 for the first time more blacks were in matric than whites — 64 806 against 62 861. On their heels are 311 660 Std 8 pupils, 174 229 of whom are black and only 82 711 white.

Out in the working world, registered white, Indian and coloured unemployment is about 80 000, more than double the number out of work in the first week of 1985. The real figure is much higher, as many victims of the recession either do not register or fall outside the Unemployment Insurance Fund (UIF) net.

Central Stastical Services estimates black unemployment to be 500 000, but other researchers say it is closer to two million if the national states are included.

Over the past three-and-a-half years economic conditions have destroyed rather than created work opportunities, with about 500 000 jobs either being lost or prevented from being created by recession.

Since the last quarter of 1984, SA has been losing job opportunities at the rate of 8 000 a month.

Vincent Brett, Assocom's manpower specialist, believes unemployment could get worse before it gets better.

Job-sharing

He says: "Employers ask us how they can take on new people when they are struggling to keep or trying to get rid of those already on the payroll. It is a Catch-22 situation exacerbated by inflation.

"We ideally need a growth rate of 5% to find jobs for newcomers to the labour pool, but we will be lucky to achieve 3% in 1986. Radical thinking is needed to create jobs, and job-sharing is one of the ideas being bandied about in industry."

The Government has done much to reduce short-term unemployment by allocating R600-million to job creation and training in the 1985/86 financial year.

Funds for this initiative are coming from surcharges on non-Gatt imports and may continue to be provided in 1986/87.

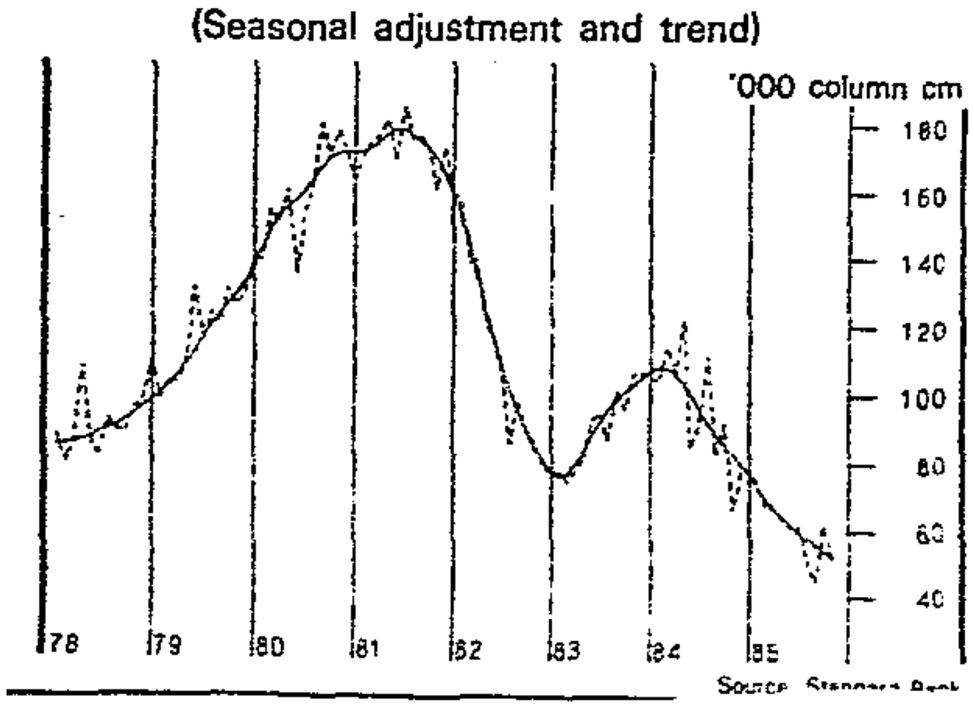
But longer-term employment prospects will remain bleak until foreign and domestic private-sector investment picks up.

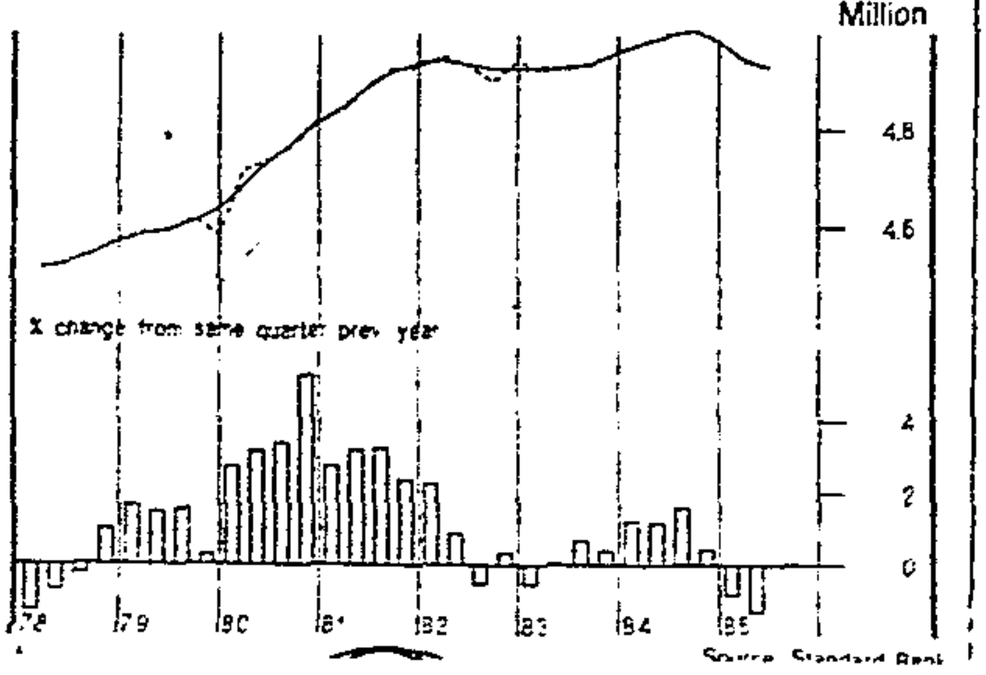
Even big employers like Escom and the Commission for Administration have pruned their job carrots as they struggle to balance their budgets.

Whatever the shortcomings of the Decentralisation Board's incentives for businesses setting up in smaller centres, at least they are creating jobs.

In the year to March 1985, applications to the board entailed 77 486 job opportunities, 74% of them for blacks.

Another bright spot on the horizon is the Mossel Bay fuel-from-gas project, which should employ about 10 000 construction workers between 1987 and 1992.





Hundreds seek new jobs in Uitenhage

E.Post 6/1/86 (173)

Municipal Reporter

HUNDREDS of unemployed people turned up at the Town Engineer's Department in Uitenhage today to apply for the 360 additional jobs created as part of the Government's scheme to counter rising unemployment in South Africa.

According to the Assistant Town Clerk, Mr C Bezuidenhout, the additional labour-intensive job scheme involved mainly manual work, including the clearing of bush and verges.

The Government had recently approved funds for the new scheme and successful applicants would begin work immediately. Last year's job scheme had created work for 650 people, he said.

Mr Bezuidenhout said wages remained the same as before — supervisors would receive R30 a day and workers would be paid R5 a day.

This project was expected to run for about three months during which time the municipality would identify further similar jobs.

The additional jobs had come at a most fortunate time, because many people had spent the last of their savings over the Christmas period.

Income from these jobs would help tide them over what would otherwise have been an extremely bleak January, he said.

Another R2 m for jobless

173

Mercury

8/1/86

Pietermaritzburg Bureau

A FURTHER R2 000 000 has been allocated by the Natal Provincial Administration for special labour-intensive projects to relieve unemployment.

The Provincial Secretary, Mr Roy Hindle, said the Province had allocated a total of R6 500 000 to 70 local authorities for 228 projects. This had resulted in the creation of 8 460 jobs.

Most of the projects would be short term and last up to six months, Mr Hindle said.

The R10 million allocated to the Province by the Government allows for the creation of 12 000 jobs with 67 percent of the projects providing long term benefits to the community. Applications for funds would continue to be considered.

SA cash will cut Gazankulu jobless

By Tembi Mbobo

Unemployment in Gazankulu, in the Northern Transvaal, is expected to be reduced considerably this year as a result of the South African Government making available R7 803 470 for an employment creation programme and for self-built housing schemes.

About 700 job creation projects have been identified and will be financed with about R7,5 million from the South African Government and R850 000 from the national state itself.

The projects, which were identified mainly by local communities and approved by the Gazankulu Government, include the construction of classrooms, health visiting points and sanitation facilities, veld rehabilitation, clearing of roads, brickmaking, the provision of sports facilities and the building of dams.

In a statement released by the Department of the Chief Minister and Economic Affairs in Giyani, the Gazankulu Government commended the Shangaan/Tsonga Development Corporation, churches and other organisations for the role they had played, and continued to play, in creating employment opportunities within Gazankulu with State financial assistance.

20/11/86. DISPATCH

Chamber move to help unemployed

CAPE TOWN — The Cape Town Chamber of Commerce has stepped in to help thousands of school leavers and graduates who have joined the ranks of the unemployed in the country's stressed economic situation.

The chamber has proposed a youth training scheme and suggested that Assocom refer the plan to the National Manpower Commission.

If put into action, the scheme could provide a positive bridge of training and temporary employment between school or university and the employment sector.

Describing the plan in its latest bulletin, the chamber suggests employers and the state contribute towards an allowance for each candidate enrolled in the scheme. The young person would receive a month's "induction training" and would work for 11 months with a company while receiving a subsistence allowance.

The chamber cautions too that without help now, young people could drop out of society and become a serious burden to relatives, friends and the state.

The chamber's suggested scheme is similar to those used in the United States and the United Kingdom when young people were offered induction training and subsidised jobs with companies who took them on temporarily.

"In the UK, candidates were offered a six-week induction training period and were then placed with a company for 10 months during which they were paid an allowance by the government," said the bulletin.

— Sapa

150 000 unemployed getting Govt work

23/11/85 (173) E-POST

PRETORIA — Programmes initiated so far by all Government departments and organisations were supplying jobs daily to about 150 000 unemployed, the Minister of Manpower, Mr P T C du Plessis, said today.

Addressing the Pretoria Afrikaanse Sakekamer, he said this figure was expected to rise considerably as the programmes developed.

Food assistance was also being given to a large number of destitutes and about 700 000 food parcels had already been supplied.

Mr Du Plessis said his department had so far approved 252 projects which would be undertaken by organisations in the private sector. These would supply work to about 15 000 unemployed.

The number of registered unemployed rose from 73 693 in January, 1985, to 125 325 at the end of November, 1985.

To ease the problem, the Government had, in the 1985/86 Budget, voted an amount of R100 million for special job creations and training programmes for those out of work.

This amount was increased on October 7, 1985, to R600 million, "and it was entrusted to me, as Minister of Manpower, to co-ordinate the execution of the programme", Mr Du Plessis said.

Good progress was being made.

In the field of training, the Department of Manpower had so far concluded almost 150 contracts with private organisations for the training of 171 000 unemployed people before March 31, 1986. — Sapa

R35m for national states job creation

173
DISPATCH
20/1/86

JOHANNESBURG —Job creation through the development of small business in the independent and self-governing national states will be boosted by a R35 million development programme announced by the Development Bank of Southern Africa (DBSA) at the weekend.

An amount of R25 million allocated to the Development Bank from the R600 million set aside by the government for special job creation programmes will be used for comprehensive small business development programmes.

A further R10.5 million has now been set aside by the Department of Manpower for allocation to the governments of the Development Bank's participating states — Transkei, Bophuthatswana, Venda, Ciskei, Gazankulu, Kangwane, KwaNdebele, Kwazulu, Lebowa and QwaQwa.

The bank will monitor the application of the money.

Mr G.J. Richter, the bank's divisional manager, programmes and projects, said the programme was expected to have an important medium-term development impact in Southern Africa.

"Progress with DBSA's development programme since it became operational two years ago is expected to make a further significant contribution to employment creation in Southern Africa during this year," Mr Richter said.

"Since February 1984 until 31 December 1985, 80 projects have been approved with a total investment value of R1 billion. Based on the sound preparation of projects by development agencies and with DBSA's support in the form of technical assistance a further significant number of projects is expected to be approved for implementation during this year." — Sapa

... barriers. — Sapa-Reuter

R35m to create jobs

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R35m development programme for homelands

20/1/86. BUSDAY 173

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The bank will monitor distribution of the money.

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"Progress with DBSA's development programme since it became operational two years ago is expected to make a further significant contribution to employment creation in Southern Africa during this year," he said.

"Eighty projects with a total investment value of R1bn have been approved from February 1984 to December 31, 1985: Based on the sound preparation of projects by development agencies, and with DBSA's support in the form of technical assistance, a further significant number of projects is expected to be approved for implementation during this year," he added. — Sapa.

150 000 given jobs in Govt's relief projects

24/11/86 173 Mercury

PRETORIA—Programmes initiated so far by all government departments and organisations were supplying jobs daily to about 150 000 unemployed, the Minister of Manpower, Mr P T C du Plessis, said yesterday.

Mr du Plessis, who was addressing the Pretoria Afrikaanse Sakekamer, said this figure was expected to rise considerably as the programmes developed.

Food assistance was also being given to a large number of destitutes and about 700 000 food parcels had already been supplied to the needy.

Mr du Plessis said his department had so far approved 252 projects which would be undertaken by organisations in the private sector and which would supply work to about 15 000 unemployed.

The number of registered unemployed rose from 73 693 in January 1985 to 125 325 at the end of November 1985.

To ease the problem, the Government had in the 1985/86 Budget, voted R100 million for special job creations and training programmes for those out of work.

This amount was increased on October 7, 1985, to R600 million. 'and it was entrusted to me as Minister of Manpower to co-ordinate the execution of the programme,' Mr du Plessis said.

He said good progress was being made in carrying out this programme.

In the field of training, the Department of Manpower had so far concluded almost 150 contracts with private organisations for the training of 171 000 unemployed of all population groups before March 31, 1986.

'A further 64 000 unemployed will be trained by other organisations. It would thus appear that as many as a quarter of a million unemployed will benefit from the training programme,' Mr du Plessis said.

A total of 75 000 jobless had already been trained in a wide variety of basic skills. More than 25 percent of those trained had been placed in jobs directly after their training, and there were all indications that a considerable percentage of the rest of those being trained would be able to find work on their own 'within a reasonable period' after completing their course.

Recipe

Mr du Plessis said South Africa stood in many respects at the forefront in the handling of the unemployment problem.

It was necessary to emphasise that the basic premise of the Government's job supply strategy amounted primarily to the fact that there was no instant formula or recipe for the solution to the unemployment problem in South Africa or the rest of the world.

'In the second place it must be stated clearly that in the South African economic system, it is in the first instance not the task of the State to create job opportunities, but the task of entrepreneurs in the private sector.'

It was for this reason that the Government's prime economic aim in the long-term was the quest for the highest possible growth rate which was reconcilable with the availability of resources.

Elimination

In order to raise the economic growth rate and at the same time the capacity of job supply of the South African economy, the Government was paying particular attention to the following:

The elimination of factors impeding the effective functioning of the free market system;

The promotion of small business undertakings in the formal and informal sector;

The promotion of regional development by way of attractive incentives;

The training and retraining of the workers' corps;

The training of jobseekers;

Improved education;

The planning, creation and improvement of the physical infrastructure;

The promotion of healthy labour relations between employers and employees;

The promotion of business security; and

The establishment of work supply services and the supply of job information. — (Sapa)

Gazankulu boost to the jobless

SOWETAN 27/1/86

173

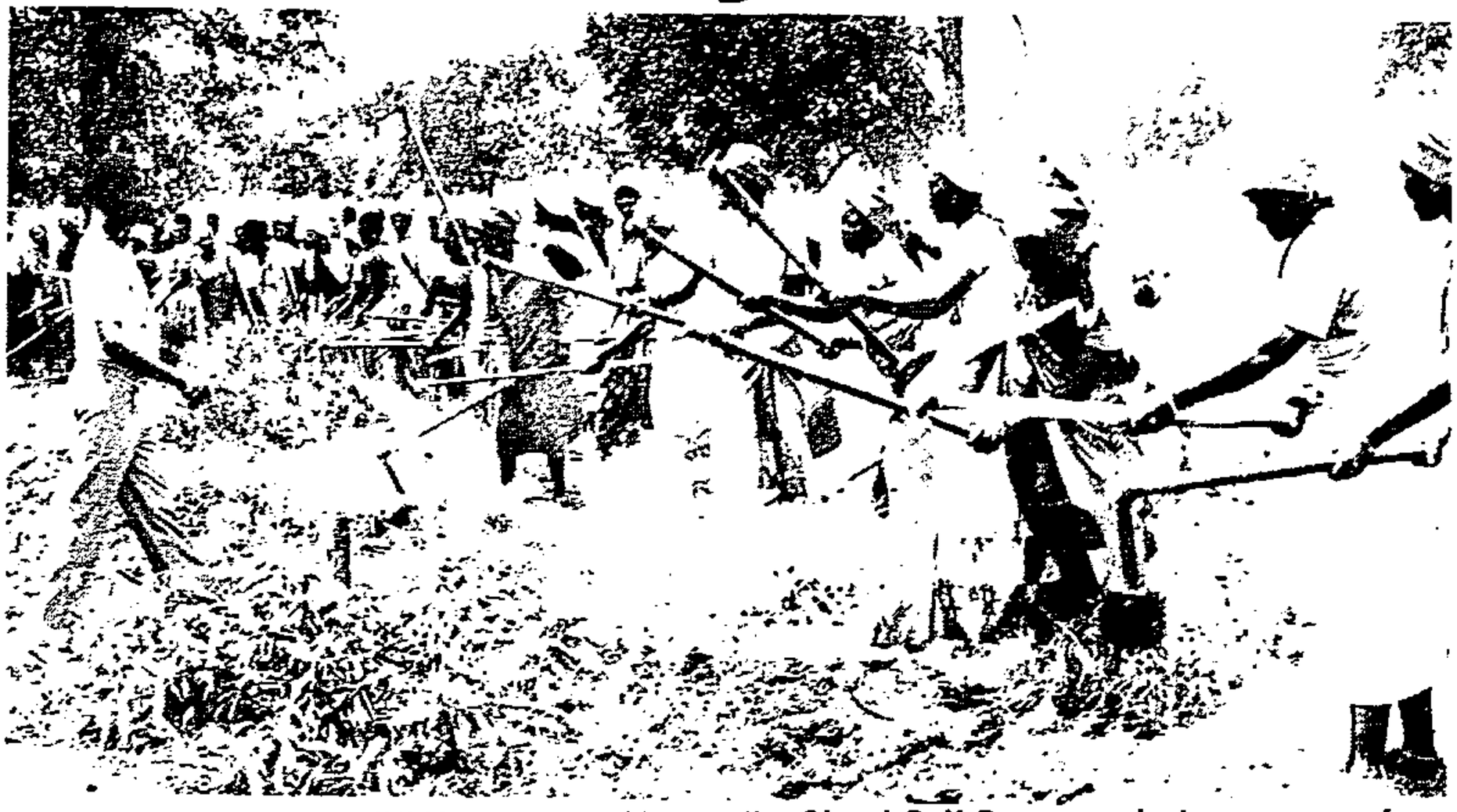
By SY MAKARINGE

THE Gazankulu homeland has embarked on nearly 700 drought relief projects and has created jobs for more than 8 000 people — mostly women — after it was granted R7,5-million by the South African Government recently.

The amount is part of a total of R46-million granted to the non-independent homelands to fight the high rate of unemployment following the drought which almost crippled the areas.

Workers are being paid R3 a day, or R60 a month, which was described by one official as "fair" as it exceeded the average income of a full-time Government employee in the homeland.

Members of the media were last week taken on a tour of some of the projects which the homeland government undertook to fight poverty and improve the quality of life for its people.



GAZANKULU women working on the Giyani Golf Course project.

Livestock

Through the projects, Gazankulu was able to build 111 additional classrooms in an effort to alleviate the critical shortage of classrooms in its 357 settlements.

Since the homeland lost many head of cattle during the drought, preservation of livestock is seemingly one of the Government's top priorities.

It has put some of its remote bushy areas to better use by establishing a total of 27 grazing camps where cattle will be rotated. It has also constructed hundreds of dipping tanks for cattle.

Mr Thomas Khosa, senior public relations officer for the Department of the Chief Minister and Economic Affairs, said they did not want to be caught napping in case the drought struck again.

The projects include the erection of the Giyani Golf Course, the first of its kind in the homeland, the establishment of the Man'ombe Nature Reserve, brick-making factory, construction of clinics and development of community gardens.

Mr Andrê Human, one of the tour guides, agreed that there was still a large number of people who were still unemployed.

He said his Government was not at this stage in a position to employ them in these projects as the money was not sufficient.

In addition to the R7,5-million grant, a further R250 000 was made available for a self-build housing scheme. The Gazankulu Government itself provided an additional R850 000 from its own resources for the employment-creating projects.

Big leap in number of registered jobless

E-Post 4/2/86

Post Reporter

THERE has been a dramatic leap in the number of people out of work in the Eastern Cape, as indicated in latest unemployment figures.

The number of registered jobless almost doubled between December and last month.

But for some reason, the December figures were surprisingly low and possibly did not reflect the position accurately.

Mr J C Greyling, divisional inspector with the Department of Manpower, said today he suspected that with factories closed, a number of jobless did not bother to register in December.

A November-January comparision probable reflected the true job position better.

The December figure was 13 200, rising to 24 102 last month — an increase of 82%, and an increase of 60% over January, 1985. But the November total was 20 345.

The actual number of jobless is far greater, as many people do not register with the department.

The largest January increase was for registered African workers.

Last month there were 13 132 Africans registered as unemployed compared to 4 481 the previous month, and 7 696 in January, 1985. The November total was 11 144.

The total for whites unemployed from January, 1985, to last month rose by 1 659 — a percentage increase of 83,28.

Monthy figures show that last month there were 3 651 whites registered as unemployed with the department compared with 1 992 in January last year, 3 131 in November and 2 887 in December.

In January, 7 238 coloureds registered compared with 5 769 in December, 5 108 in January last year and 6 620 in November.

Figures for the motor industry are surpringly low, especially since some of the men retrenched by Ford (Samcor) at the end of last year could be included. They are: whites 86, coloureds 14 and Africans 10.

Women flock to training course

E. POST 6/2/86

173

By CATHY SCHNELL

HUNDREDS of women are taking advantage of the Government's relief aid unemployment training scheme to become machinists.

Last year the Government announced it would allocate R100 million to the unemployment relief campaign — R75 million to the creation of jobs and R25 million to training the unemployed.

The three-week machinist course is offered by the Footwear Industry's Technical Centre and Training Department in North End.

This department falls under the Leather Industries Research Institute, based at Rhodes University, Grahamstown.

According to Mr Ed Russell, head of the training centre, the response to the machinist course has been overwhelming.

The three-week course teaches women how to sew material and leather.

Mr Russell said: "About 2 000 women have now done the course."

The women are paid R12 a week by the Government while on the course plus free transport to the centre and a free meal each day.

State jobs increase causes concern

Bus Day 173 17/2/86

ALAN PEAT

BUSINESSMEN reacted with concern yesterday to figures showing government was employing an ever-growing percentage of white workers.

The latest Employment Index shows that 22% of all urban white adults worked for government in 1985 — up from 20% in mid-1984.

"Even allowing for statistical error, large and small government sectors are certainly not diminishing as an employer while the private sector is," said Clive Corder, chairman and MD of Market Research Africa (MRA), which compiled the survey.

Large government organisations employed 18,2% of survey respondents in 1984. This had grown to 20% last November. Large private sector organisations, meanwhile, slipped from 20,6% to 17,1%.

"This growth of government as an employer despite recessionary conditions ... has serious long-term considerations for our economy.

"Taxation is already at a very high level and, if this base is declining, where will government find the funds to finance increasing expenditure?" Corder said.

The Federated Chamber of Industries last night expressed alarm at this trend. "If what these statistics show is valid, the trend is counter to the policy declarations of the Botha administration," said Bobby Godsell, chairman of the FCI's manpower committee.

"This is a case for government to stimulate privatisation plans. Government bodies that were privatised would then grow or shrink according to market forces."

PFP manpower spokesman Alex Boraine said: "When P W Botha became Prime Minister, he promised to rationalise the role of government. These results clearly shows he has failed to do so."

Assocom economist Bill Lacey said: "The survey results highlight the need to address the urgent issues of deregulation and privatisation as soon as possible."

Mercury

7/2/86

(13)

240 more to get R4 a day

Labour Reporter

A FURTHER 240 people are to be given R4-a-day jobs, thanks to the creation of five new projects by Durban's Parks, Recreation and Beaches Department as part of the Government's unemployment relief.

This brings the number of short-term projects undertaken by the department to help the jobless to 16, providing work for about 1 600 people.

Mrs Julia Murray, the department's personnel officer, said yesterday that the new projects would include preparation for tree planting in Austerville and Hillary and bush clearing on public open space on the Bluff, Sparkes Estate, the Berea/Stellawood Cemetery area and Pridley Park.

Bush clearing would also be done beside the R610 freeway.

Those interested should call with their reference documents at 7 30 a m at:

Glenwood: Bulwer Park Depot on February 17; Sparks Estate: Capell Road sports ground on February 18; Austerville: Badulla Drive Depot on February 24; Bluff: Lt King Park Depot on February 25; Hillary: Trent Road Depot on February 26.

Natal

Constituency	*Number of Voters*
Allandale	15 170
Arena Park	15 430
Bayview	14 343
Brickfield	17 071
Camperdown	14 363
Cavendish	19 117
Chatsworth Central	16 527
Clare Estate	16 188
Durban Bay	11 556
Glenview	16 613
Havenside	14 295
Isipingo	15 027
Mariannhill	11 070
Merebank	18 166
Montford	16 021
Moorcross	16 469
Natal Midlands	16 476
Newholme	20 769
North Coast	16 418
Northern Natal	17 060
Phoenix	39 555
Red Hill	15 747
Reservoir Hills	14 648
Springfield	17 250
Stanger	16 654
Southern Natal	14 293
Tongaat	14 586
Umzinto	15 267
Verulam	19 102
Prov. Total	485 251

Transvaal

Constituency	*Number of Voters*
Actonville	9 852
Laudium	12 002
Lenasia East	8 092
Lenasia Central	8 048
Lenasia West	9 510
North Western Transvaal	13 237
Eastern Transvaal	8 872
Central Rand	15 310
Prov. Total	84 923
Rep. Total	589 464

ANNEXURE C

HOUSE OF REPRESENTATIVES

Province of the Cape of Good Hope

Constituency	*Number of Voters*
Addo	19 222
Belhar	28 073
Berg River	24 382
Bethelsdorp	27 355
Bishop Lavis	23 741
Bokkeveld	18 749
Bonteheuwel	20 344
Britstown	17 897
Daljosaphat	7 105
Diamant	28 950
Diaz	23 788
Dysselsdorp	25 380
Elsies River	26 119
Essellen Park	22 172
Gelvandale	31 055
Genadendal	12 273
Grassy Park	26 027
Border	22 756
Griqualand West	17 119
Haarlem	19 164
Hanover Park	23 254
Hantam	15 731
Hawston	21 732
Heideveld	21 622
Kalahari	20 945
Karee	16 780
Kasselsvlei	25 113
Liesbeek	13 205
Macassar	27 936
Mamré	27 196
Manenberg	20 229
Matroosfontein	21 384
Mid Karoo	16 081
Mitchells Plain	21 174
Northern Cape	17 760
North Eastern Cape	14 770
Nuweveld	18 950
Ottery	26 190
Outeniqua	30 942
Pniel	24 973
Ravensmead	17 874
Rawsonville	27 678
Retreat	22 362
Rietvlei	17 522
Riversdal	18 534
Robertson	17 604
Schauderville	23 167

Constituency	*Number of Voters*
Silvertown	18 208
Springbok	12 745
Steinkopf	16 397
Strandfontein	18 756
Southern Cape	12 419
Suurbraak	19 833
Swartkops	29 686
Swartland	26 770
Table Mountain	12 523
Upington	24 385
Fish River	17 419
Vredendal	15 076
Wuppertal	15 724
Prov. Total	1 252 320

Natal

Constituency	*Number of Voters*
Durban Suburbs	8 778
Greenwood Park	12 157
Natal Mid-East	10 763
Natal Interior	9 831
Wentworth	17 622
Prov. Total	59 151

Orange Free State

Constituency	*Number of Voters*
Heidedal	4 846
Eastern Free State	5 207
Opkoms	5 183
Southern Free State	6 740
Western Free State	6 625
Prov. Total	28 601

Transvaal

Constituency	*Number of Voters*
Alra Park	10 277
Bosmont	10 073
Eersterus	19 576
Eldorado Park	23 494
Klipspruit West	18 196
Newclare	15 297
Northern Transvaal	3 450
Reigerpark	15 657
Rust Ter Vaal	12 112
Toekomsrus	13 572
Prov. Total	141 704
Rep. Total	1 481 776

Job creation programmes

HANSARD 11/2/86 (173)

24. Mr F J LE ROUX asked the Minister of Manpower:†

(1) (a) How much of the amount of R600 million made available by the Government in June and October 1985 for job creation programmes and the granting of aid had been spent as at the latest specified date for which figures are available and (b) for what purposes was this amount utilised;

(2) (a) how much of the amount spent was utilised in respect of (i) White, (ii) Coloured, (iii) Asian and (iv) Black persons and (b) what employment opportunities were created for each of these population groups?

The MINISTER OF MANPOWER:

(1) (a) An amount of R131,5 million was spent up until 31 December 1985.

(b) The amount has been made available for employment creation actions, food relief, training of unemployed persons, creation or maintenance of jobs in the small business sector and for additional support for the Unemployment Insurance Fund.

(2) (a) and (b) Employment creation projects are open to any unemployed person and consequently separate particulars in respect of the various population groups have not been kept.

Many more turn to sideline

Sideline, the term used by blacks in South Africa for additional income earned to supplement regular income, is a growing trend.

In Markinor's 1983 Black Segmentation Study, it was established that 31 percent of urban men and 23 percent of women had some form of sideline. In September 1985 it was found that 28 percent of urban women earned sideline.

There are three main means of supplementing household incomes. Selling is the main one, adopted by 15 percent of urban black women. They sell liquor, vegetables, sweets, other food, cold drinks and ice blocks.

Dressmaking, knitting and crocheting is done by 5 percent.

A further 2 percent take a part-time job, which could be teaching or working in a shop, and 6 percent have some other type of income-earning occupation.

Markinor concludes: "As the economy continues to have major impact on all South Africans, particularly blacks, the importance of this informal business sector will increase."

Bishop Desmond Tutu is the leader considered to represent black interests best — more so than Nelson Mandela, according to a Markinor survey.

Three names emerged from a survey conducted into black leadership and political inclinations among a sample of 800 blacks in the main metropolitan areas.

"Bishop Desmond Tutu had 20 percent support. Mr Nelson Mandela (14 percent) and Chief Mangosuthu Buthelezi (9 per-

Madness to sabotage the economy — Buthelezi

'Create wealth first'

w/e ARGUS 15/2/86

UMLAZI. — "Mad politics" and "mad trade unionism" in Cosatu, the African National Congress and the United Democratic Front, were urging black workers to destroy their factories and cripple the economy, Chief Mangosuthu Buthelezi said today.

The Kwazulu Chief Minister and Inkatha president was speaking at Umlazi, near Durban, at the opening of the Toyota Technical Training Centre, a project to which Toyota gave R500 000.

What was really needed was a vast expansion of mining, commerce and industry to create jobs and housing for blacks and to strengthen their growing political bargaining power, Chief Buthelezi said.

Chief Gatsha Buthelezi

And the free enterprise system now faced the responsibility of generating desperately needed wealth in a way that would increase black benefits.

He said the policy of sabotaging the economy was sheer madness because millions of black South Africans could not survive without their pay packets.

It was necessary first to create the wealth, and then redistribute it. Factories destroyed now would remain destroyed for generations.

In the past, black poverty was greatly deepened by apartheid. But whites were now so dependent on blacks that they had gained immense bargaining power which would increase with economic prosperity.

Whites could no longer succeed without blacks in supervisory and managerial positions.

A new era of racial equality heralded a new era of black worker dignity.

Chief Buthelezi said the vast backlog in black education, particularly in technical training, demanded that industrialists "did things" in South Africa which had not been done in North America and Europe. — Sapa.

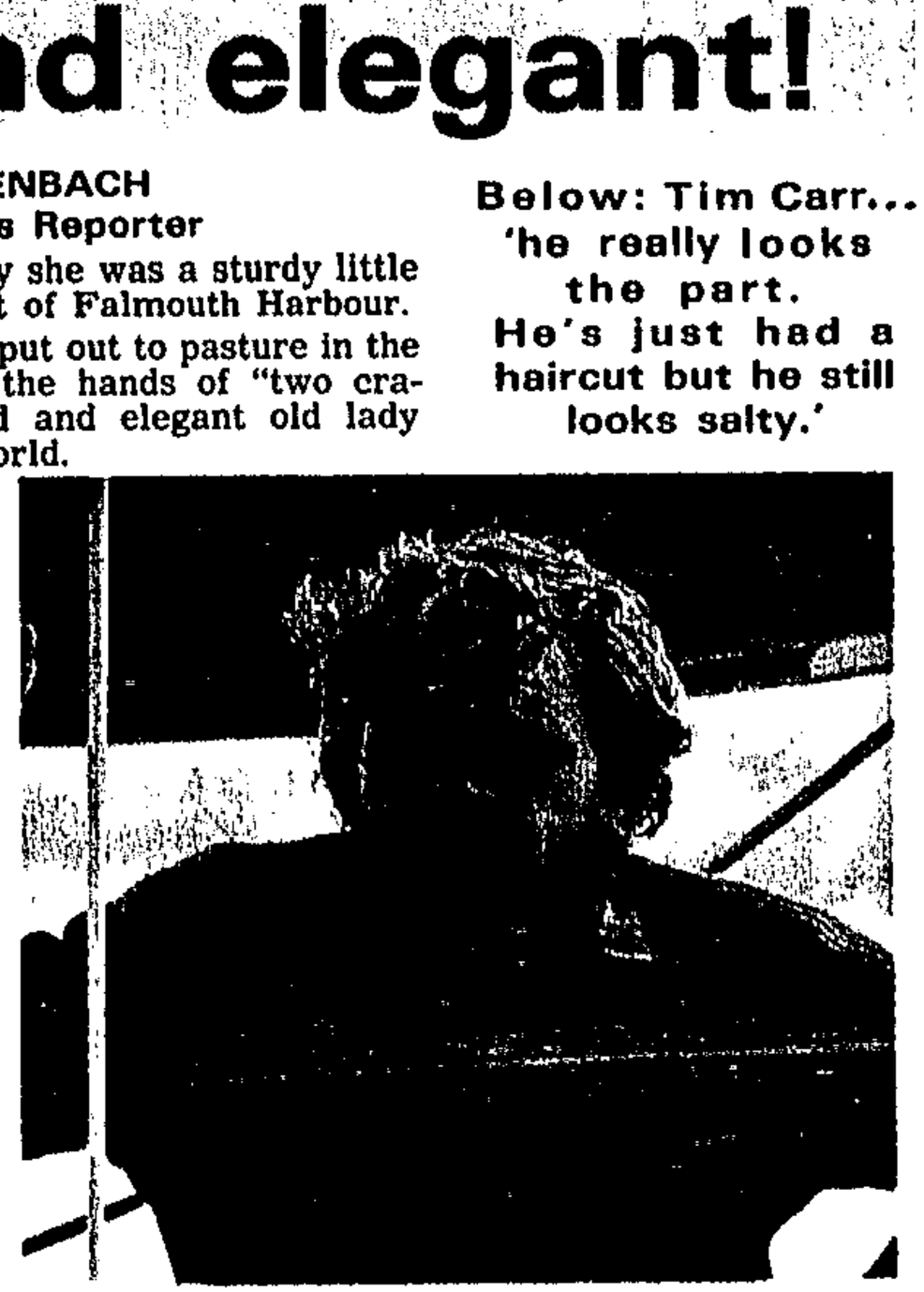
This fast lady is 88 and elegant!

DALE LAUTENBACH
Weekend Argus Reporter

AT the end of the last century she was a sturdy little workhorse punting in and out of Falmouth Harbour.

In her middle age she was put out to pasture in the Mediterranean and now, in the hands of "two crazies", she's a trim, dignified and elegant old lady cruising the oceans of the world.

Below: Tim Carr... 'he really looks the part. He's just had a haircut but he still looks salty.'



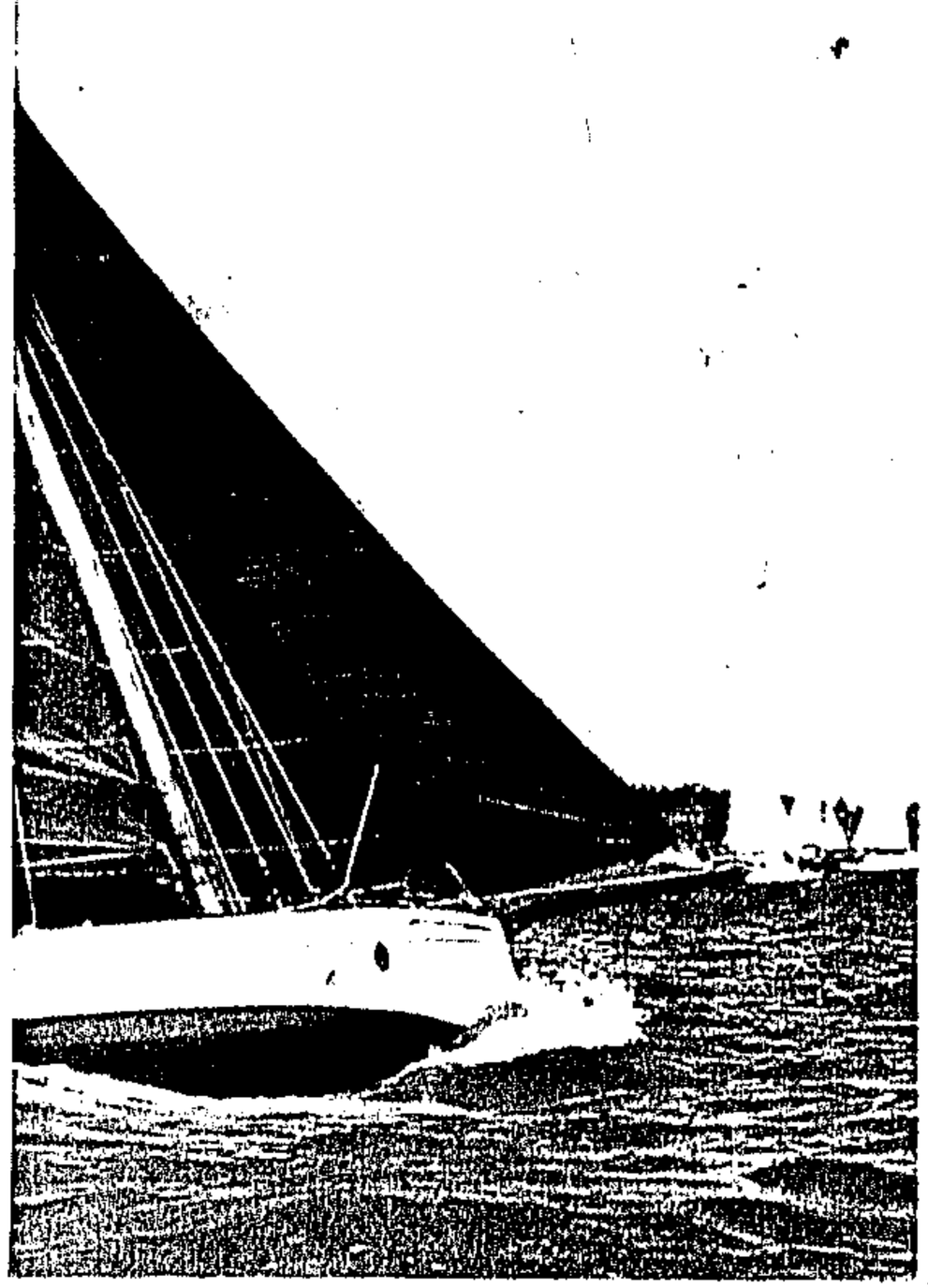
Curlew is a 9 m gaff-rigged cutter, built in Falmouth in 1898. Eighteen years ago, idle and uncared for in Malta, she was found by Tim and Pauline Carr or, as Pauline puts it... "she found us".

The couple restored the wooden-hulled yacht and since then Curlew has been home, hearth and nation for the two and they are on the way to completing a circumnavigation.

With an original pitch pine on oak hull and a keel which sweeps down as an integral part of the structure, Curlew weighs 10 tons, three times more than most modern yachts her size. But for racing Curlew is classed as a ½-tonner with 10 m craft.

"She's incredibly fast," says Pauline proudly. "She often suprises our competitors in modern boats — and us. No one knows what her secret is. We averaged over seven knots over 2½-thousand miles across the Indian Ocean which is phenomenal. It took us 12 days."

With the Carrs as skipper, Curlew does not carry an engine — "She sails so well we don't feel the necessity to encumber her," says Pauline.



Below: Pauline Carr at home in the warm wood and brass-fitted interior of the 1898 9m yacht.

SA must create employment — prof

10-million new jobs needed before 2000

● NATTRASS

TEN-million jobs need to be created before the year 2000 to accommodate new entrants into the job market and eliminate unemployment in SA, says Jill Nattrass, professor of development studies at Natal University.

With estimates of SA unemployment ranging between a conservative 500 000 to a more radical 4-million, it is crucial that resources be used to create as many jobs as possible, Nattrass says in a paper recently presented to the Economic Society of SA.

Trade unions will be confronted by this issue, as they face the dilemma of choosing between accepting wages that will generate more jobs and, therefore, more members, or higher wages for an existing, but reduced, membership.

Unemployment, coupled with inflation, has been a major contributor to the intense dissatisfaction which has led to political unrest.

According to conservative estimates:

☐ Half a million South Africans are unsuccessfully seeking work;

☐ The black unemployment rate is roughly 9% of the male workforce and 16% of the female workforce.

☐ Another 1,5-million blacks are under-employed, with insufficient income to keep them above the poverty datum line. This brings the total of unemployed and under-employed to 30% of the black workforce.

LESLEY LAMBERT

Most recent government figures on unemployment among whites, coloureds and Asians show a 99% increase from 37 021 in November 1984 to 73 575 in November last year. Although these figures do not fully represent the situation, because they account only for people eligible for the Unemployment Insurance Fund, they do indicate the alarming trend in unemployment.

Nattrass says growing unemployment is the result of population growth rates, a slowing down in the rate of economic growth and an increasing tendency towards concentration and the use of more capital-intensive production methods.

A number of conclusions have been drawn from the experience of developing countries over the past two decades, where the growth of unemployment and poverty have become rampant.

While economic growth is a prerequisite for significant job creation, it does not necessarily result in the creation of additional jobs.

Better results have been achieved with policies designed to remove the factors constraining job creation than with those aimed at the introduction of entirely new development programmes.

Stimulation of the informal sector by removing constraints is seen by some as one way of soothing the unemployment ache. Nattrass refers to two different views of the role that the informal sector plays.

The first school believes that if constraints — such as lack of capital, lack of access to existing marketing structures and unrealistic licensing requirements — are removed, a substantial portion of informal sector activities could develop into full-scale capitalist enterprises.

On the other hand, Marxist analysts argue that the informal sector is both peripheral and functional to the extent that it allows survival on a low wage, through the provision of low-cost shack housing, low-cost food and low-cost services.

This view holds out no hope for the ultimate development of the informal sector — seeing it rather as a necessary low-income niche in the overall economic hierarchy.

Nattrass' own argument lies between these two views. She says while it is clear that a large number of people who work in the informal sector do so because they have no alternative, it is also apparent that some of today's successful small-scale industrial establishments were seeded originally in the informal sector.

As far as job creation in the urban areas is concerned, Nattrass sees the greatest potential in:

☐ The implementation of policies designed to foster economic growth, based as far as possible on labour-using technology;

☐ The development of the very-small and small business sectors, including the informal sector.

BD DAY 19/2/86

Big role for insurers in job-creation

LESLEY LAMBERT and Sapa

THE role played by life insurance in providing development capital for job-creation is to be extended by the Life Offices' Association.

This follows recommendations by an *ad hoc* committee, formed to allow the LOA greater involvement in the provision of development capital, after a suggestion by Finance Minister Barend du Plessis that consideration should be given to investment in job-creating projects.

The committee recommended the appointment by the LOA of a permanent standing committee — the Development Capital Committee — to facilitate investment in specific projects by member offices of the LOA through a combination of offices.

LOA chairman and Sanlam MD Pierre Steyn said the life insurance industry would continue seeking ways to establish additional investment channels because of its awareness of the impact of unemployment. These investments would also benefit policyholders and shareholders in the long term, he said.

The committee would provide necessary guidelines and bring appropriate projects to the attention of top management of member offices, while leaving individual offices to make their own investment decisions.

Investments by member offices of the LOA already generated and maintained substantial employment nationwide, Steyn said.

"If one looks at the list of donors to an organisation like the Urban Foundation or the shareholders of the Small Business Development Corporation, it is clear that the life insurance industry has always been conscious of its role in this regard.

"Investments by member offices in the current recession have prevented greater unemployment arising where capital shortages in specific projects might otherwise have meant the cessation of activity and consequent loss of jobs."

Metropolitan Life MD W S Pretorius will be convenor of the committee.

IN

No informatio

HOUSE OF ASSEMB number of national urban unrest could b misused by "an organ the discontinuation Minister of Defence A yesterday.

Swamping of

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Call to open

HOUSE OF DELE NPP Laudium) said should stop procrast Business Districts (C Indian traders opera whites as fronts.

Zimbabwe gi

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Indians buyi

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Drink used t

HOUSE OF ASSEM National Party to say Liquor Act to preve while at the same ti gated schools, Louis yesterday. He said t same premises mea mote the mixing of

Ten policem

HOUSE OF ASSE South African Police tion with people kil July 1 1984, to Febr been found guilty, Order Adriaan Vlo question from Ken

620m set aside in five-part plan

Govt moves on jobless

● DU PLESSIS

CHRIS CAIRNCROSS

MANPOWER Minister Pietie du Plessis last night spelt out details of progress being made in the short term to temporarily stem the rising tide of unemployment in SA.

In an address to the Boland branch of the Institute of Personnel Management in Stellenbosch, Du Plessis said that since a special Cabinet action committee was established at the end of 1982 to tackle the unemployment problem, more than R620m had been allocated to date to finance a series of job-creating and support projects.

This amount had been spread over a five-part programme. By the end of last year it had been set aside as follows:

☐ R307,5m on a number of projects that, by the end of December, had created jobs for 151 000 and accounted for 10,7-million man days.

☐ R22m on distributing 679 000 food parcels across the country.

☐ R85m on training and retraining. So far 75 000 unemployed had undergone training and it was expected this number would reach 239 000 before the end of March.

☐ R38,5m by the Development Bank on small business projects that had created 1 491 job opportunities.

☐ R75m by the Small Business Development Corporation on various developments that had provided an additional 6 623 job opportunities.

☐ R75m was allocated to prop up the Unemployment Insurance Fund (UIF), of which R53m had already been paid out.

Dealing further with the UIF, Du Plessis noted that R326m was paid out to 426 000 registered unemployed during 1985 and indicated he expected those figures to climb this year.

This was due in part to the step taken in December to raise the UIF qualification ceiling from R21 000 to R28 000, enabling more workers to be brought into the pay-out.

Referring to the major challenges facing SA in training and upgrading the quality of the labour force, Du Plessis said it was a matter of concern that during 1985 almost 1 100 fewer apprentices were indentured than during the previous year.

At the same time, 71 000 fewer workers passed through private training centres, and 100 000 fewer in-service workers obtained training in these centres.

Du Plessis called on the private sector to make maximum contributions in preserving and creating job opportunities.

Jobs for 150 000 created last year, says minister

(173) Mercury 21/2/86

STELLENBOSCH—Of the R600 million made available to the Department of Manpower last year for relief aid to the unemployed, R307,5 million had been used to create 151 000 jobs, Minister of Manpower PTC du Plessis said last night.

Addressing a meeting of the Institute of Personnel Management held in Stellenbosch, he said R75 million had been allocated to the Unemployment Insurance Fund, of which R53 million had already been paid out.

The distribution of food aid used up R22 million and R85 million had been used to train 75 000 unemployed people.

The minister said that by March this year 239 000 unemployed people would have received training.

He said that a grant of R38,5 million to the Development Bank had preserved 1 491 jobs and R75 million to the Small Business Development Corporation had retained 6 623 jobs.

Mr du Plessis said unemployment was not an issue for which only the Government was expected to provide answers. He called on the private sector to make maximum contributions in preserving and creating job opportunities.

The judgement against the quality of the worker corps in South Africa was its low productivity, a situation the country could no longer afford.

It was a matter of concern that in comparison with the figures for 1984, 1 100 fewer artisans were registered in 1985. In the same period in-house training and training at private colleges also dropped.

'Fortunately a large number of unemployed people were trained in that period,' he said.

Referring to the incorporation of farm labourers and domestic workers into labour legislation, Mr du Plessis said he thought that further investigation was needed.

The minister said he was planning to include the National Manpower Commission where it was necessary to investigate the practical implications of labour regulations on the agricultural sector.

He said the various reports by the manpower commission on labour relations were being studied. From these a White Paper would be published later this year on collective bargaining, registration of labour unions and the industrial court. — (Sapa)

Du Plessis: R305m used in job creation

DISPATCH

173

21/2/86

STELLENBOSCH — The Minister of Manpower, Mr Pietie du Plessis, said of the R600 million made available to his department last year for relief aid to the unemployed R307,5 million had been used to create 151 000 jobs.

Addressing a meeting of the Institute of Personnel Management held in Stellenbosch last night, he said R75 million was allocated for the Unemployment Insurance Fund of which R53 million had already been paid out. R22 million had been used for the distribution of food aid and R85 million was used to train 75 000 unemployed people.By March this year 239 000 unemployed people would have received training.

In terms of small business development a grant of R38,5 million to the Development Bank had preserved 1 491 job opportunities and R75 million to the SPDC had maintained 6 623 job opportunities.

Mr Du Plessis said unemployment was not an issue only the government was expected to provide answers for. He called on the private sector to make maximum contributions in preserving and creating job opportunities.

The judgment against the quality of the workers' corps in South Africa was low productivity, a situation the country could no longer afford.

It was a matter of concern that in comparison to the figures for 1984, 1 100 less artisans were registered in 1985.

In the same period in-house training and training at private colleges respectively dropped by 71 000 and 100 000 from 1984.

"Fortunately, a large number of unemployed people were trained in that period," he said.

Referring to the incorporation of farm labourers and domestic workers into labour legislation, Mr Du Plessis said he thought that although a completed report by the Commission of Administration into the matter had not yet been published, further investigation was needed.

Continuing discussions with organised agriculture would be extended.

He said he was planning to include the National Manpower Commission where it was necessary to investigate the practical implications of labour regulations on the agricultural sector. — Sapa

NEW JOBS BONANZA

AN ENTERPRISING scheme for creating new jobs through private enterprise – which has been highly successful overseas – has been started in South Africa.

In a joint venture, the Barlow Rand Foundation and Nafcoc have formed a company, Job Creation SA (Pty) Ltd, which aims at creating hundreds of new jobs by stimulating new businesses.

The scheme was started in Britain in the late 70s when the British Steel Corporation was closing many of its plants.

Redundant

Many of the people who became redundant were helped to start their own businesses. As their businesses grew, they gave employment to others.

Since then the scheme has been exported to 10 or 12 countries, including America and Canada. The first non-British application of the scheme was in Holland where a large company was closing one of its plants - and running into a dispute with a trade union, which was demanding large redundancy payments.

The company used the British approach that the redundant work force could be accommodated in a job creation scheme, and the union suspended its claims for redundancy pay to give the scheme a trial. It was highly successful.

South Africa's Job Creation company resulted from a trip overseas by a group that included Nafcoc representatives and Ian Hetherington, a former company chairman.

Motsuenyane

The new company will be chaired by Nafcoc chairman Sam Motsuenyane, with Barlow Rand chairman Mike Rosholt as vice-chairman.

Barlows will give Job Creation its first contract for the creation of 500 jobs at an estimated cost to the group of R2,5-million.

"For several years Nafcoc has been extremely concerned about South Africa's rising unemployment," said Motsuenyane. "We have been seeking a practical, private sector approach to create new, lasting employment.

"A year ago, we came into contact with Job Creation Ltd, a specialist consultancy group in the UK, which has successfully extended its activities throughout Europe and North America.

"Governments and larger private sector companies seeking to create new jobs, place contracts with Job Creation. Job Creation then gives intensive free assistance to small business entrepreneurs to start up and expand. It is these entrepreneurs who create the jobs," he added.

Exciting profits

"The concept of a profit-oriented job creation company operating within the private sector is most exciting," said Rosholt.

"Government initiatives overseas, based on a welfare approach, have often proved disappointing.

"Job Creation is paid by results and is taking the same sort of commercial risk as the would-be entrepreneur.

"The interests of the Job Creation team and the entrepreneurs converge. Aims are identical and the one recognises his partial dependence on the other."

Hetherington is already looking for premises and staff to man the company and hopes to begin operations in about a month. He will then start looking for entrepreneurs he can assist.

Nafcoc's share of profits will be used to improve services to its 15 000 members and Barlow Rand Foundation's share will be ploughed back into community affairs.

Gold Fields Foundation has donated a cottage to the United Cerebral Palsy Association as part of its service to the cerebral palsied.
The R200 000 cottage will accomodate 15 cerebral palsied adults.
At the handing over ceremony are two of the people involved, Mr Lindop (left) and Mr Alan Wright.

Training scheme for jobless

THE unemployed will be given priority in a new free training scheme started by Engineering Management Services Ltd, a wholly-owned subsidiary of the Murray and Roberts group.

The training is for draughting.

Not only is it free but trainees receive a special allowance.

EMS has recently been given permission under the new training regulations to train unemployed people of both sexes for this job.

Interested people should inquire at their nearest Department of Manpower office, or write or telephone:
G Cooke,
Training Officer,
PO Box 585,
Bedfordview 2008
☎(011) 53 9030.

Entry qualifications of Std 8 are acceptable but applicants with Std 10 with maths and science will be given priority.

About 500 young persons of both sexes and of all races have been trained at the EMS training centre since it opened nearly five years ago.

Up to 90 separate companies have made use of the centre.

Trainees receive an in-depth grounding in draughting an excellent foundation upon which to build a positive future career.

Trainees are advised and helped with supplementary subject studies to enable them to further their career.

Each trainee receives a qualification certificate upon satisfactory completion of the training.

Though it is a teaching and training centre, training is conducted in a drawing office environment, with boards and machines on stands with reference desks.

Drawing instruments are available for use, with an option to purchase at a very realistic non-profit price.

The new training scheme is devised to help the unemployed learn a skill.

The emphasis is on unemployed and each applicant is responsible for showing proof - through the Department of Manpower - that he is unemployed.

Draughting is a very interesting and satisfying career.

The draughtsperson fills a responsible position closely allied to the engineer and the builder.

He/she is the link between the two - a communicator.

EMS does not guarantee employment after training but will help by advising on how to approach the subject of looking for a job.

Advertisements

109. Mr D J DALLING asked the Minister of Communications:

(1) What was the total amount spent by his Department in 1985 on placing advertisements for any purpose in newspapers in the Republic;

(2) what amount was paid to each specified newspaper in the above regard in that year?

The MINISTER OF COMMUNICATIONS:

(1) R826 580,86.

(2)

	R c
Audit Update	440,00
Beeld	73 999,05
Brits Pos	44,35
Business Day	42 452,53
Cape Herald	321,04
Cape Times	45 761,00
Computer Week	2 688,00
Daily Despatch	20 565,70
Diamond Fields Advertiser	8 297,40
Die Burger	51 180,11
Die Gemsbok	45,00
Die Laevelder	56,45
Die Transvaler	25 051,28
Die Vaderland	32 904,87
Die Volksblad	24 470,16
Eastern Province Herald	20 651,23
Evening Post	89,05
Karoonuus	3 550,68
Letaba Herald	45,70
Middelburg Observer	64,51
Ons Stad	1 399,44
Oosterlig	10 932,43
Pretoria News	31 003,49
Rand Daily Mail	240,00
Rekeningkunde SA	429,00
Rapport	41 462,47
SA Philatelist	533,35
Soutpansberger	48,38
Sunday Times	44 199,00
Sunday Tribune	33 009,28
Tempo	148,00
The Argus	57 817,15
The Citizen	38 549,07
The Daily News	39 844,39
The Friend	4 185,05
The Natal Mercury	40 263,23
The Natal Witness	14 395,04
The Star	110 983,36
The Sunday Star	2 955,15
Verwoerdburg News	480,48
Viva Overkruin	828,57
Western Transvaal Record	73,92
Witbank Nuus	77,95
Südafrika Rundschau	44,55

Advertisements

121. Mr D J DALLING asked the Minister of National Education:

(1) What was the total amount spent by his Department in 1985 on placing advertisements for any purpose in newspapers in the Republic:

(2) what amount was paid to each specified newspaper in the above regard in that year?

The MINISTER OF NATIONAL EDUCATION

(1) Nil.

(2) Nil.

Advertisements

125. Mr D J DALLING asked the Minister of National Health and Population Development:

(1) What was the total amount spent by his Department in 1985 on placing advertisements for any purpose in newspapers in the Republic;

(2) what amount was paid to each specified newspaper in the above regard in that year?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) R654 011.

(2) The expenditure is not kept in a format so as to identify specific newspapers.

Advertisements

128. Mr D J DALLING asked the Minister of Manpower:

(1) What was the total amount spent by his Department in 1985 on placing advertisements for any purpose in newspapers in the Republic;

(2) what amount was paid to each specified newspaper in the above regard in that year?

The MINISTER OF MANPOWER:

(1) R14382,34.

(2)

Argus	R 446,60
Burger	R 747,60
Cape Times	R 173,00
Citizen	R1513,00
Daily News	R 686,40
Diamond Fields Advertiser	R 738,76
E P Herold	R 710,00
E L Daily Dispatch	R 403,80
Friend	R 117,60
Gemsbok	R 162,00
Highveld Ridge News	R 94,08
Hoëvelder	R 83,16
Ladysmith Gazette	R 114,78
Laëvelder	R 180,00
Middelburg Observer	R 50,40
Natal Witness	R 107,35
Newcastle Advertiser	R 467,60
Noordelike Stem	R 70,40
Noord Transvaler	R 425,60
Oosterlig	R 453,60
Queenstown Daily Representative	R 102,75
Stellalander	R 48,00
Transvaler	R 249,60
Tempo	R 624,95
Vaderland	R 659,25
Volksblad	R 499,75
Vista	R 252,00
Witbank News	R 67,60
Natal Newspapers	R 833,19
The Star	R1552,32
Armed Forces	R 504,00
Beeld	R1243,20

Advertisements

129. Mr D J DALLING asked the Minister of Home Affairs:

(1) What was the total amount spent by his Department in 1985 on placing advertisements for any purpose in newspapers in the Republic;

(2) what amount was paid to each specified newspaper in the above regard in that year?

The MINISTER OF HOME AFFAIRS:

(1) None.

(2) Falls away.

Telephones: backlog

137. Mr R W HARDINGHAM asked the Minister of Communications:

What was the backlog in respect of applications for telephone services in 1985 in the (a) Howick, (b) Mooi River, (c) Underberg, (d) Hilton, (e) Kokstad, (f) Matatiele, (g) Nottingham Road and (h) Richmond (Natal) area as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS:

As at 31 December 1985:

(a) 348.

(b) 78.

(c) 17.

(d) 175.

(e) 14.

(f) nil.

(g) 12, and

(h) 31.

Ekangala Township

*15. Mr P G SOAL asked the Minister of Constitutional Development and Planning:

(1) (a) When was Ekangala Township established, (b) from which townships and/or areas did the residents of this township move and (c)(i) when and (ii) why did they move there;

(2) whether this township is to be incorporated into KwaNdebele; if so, when;

(3) whether persons encouraged to move to Ekangala were informed, before they moved, that the township was due for incorporation into KwaNdebele; if not, (a) why not and (b) when were they first informed; if so, (i) in what manner were they informed of the incorporation and (ii) what was their response;

(4) whether any persons were moved to Ekangala from Black spots by Government officials; if so, (a) from which Black spots and (b) when were they moved to Ekangala;

(5) whether any discussions concerning the incorporation of Ekangala into KwaNdebele have taken place between Government officials and the residents of Ekangala; if not, why not; if so, (a) on what dates, (b) what are the names of the officials who took part in these discussions and (c) what matters were discussed on each occasion;

(6) whether any member of his Department has received requests from any residents of Ekangala to be accommodated in townships which are not due to be incorporated into any national state; if so, (a) when, (b) who received these requests and (c)(i) what was the purport of and (ii) response to these requests;

(7) whether residents of Ekangala who wish to move will be accommodated in other townships; if not, why not; if so, (a) where and (b) when;

(8) whether he will make a statement on the matter?

The DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) (a) The decision in principle was announced through a press statement issued on 20 May 1980.

(b) From the East Rand Black townships and also from Pretoria townships.

(c) (i) Since houses were made available in 1982.

(ii) As a result of the availability of houses in Ekangala and the over-congestion in the existing Black townships in the PWV area.

(2) Incorporation in the near future is not under consideration.

(3) No persons were encouraged to move to Ekangala. Movement took place voluntarily. On 11 February 1985 a press statement was issued by the Minister of the former Department of Co-operation and Development in which he announced that incorporation was being considered.

(a) Not applicable.

(b) 11 February 1985.

(i) Press statement.

(ii) The majority of residents had no objection.

(4) No persons were moved by Government officials.

(a) Not applicable.

(b) Not applicable.

(5) Possible incorporation has not been finalised and no discussions have taken place too date.

(6) Yes.

(a) October 1985.

(b) The East Rand Development Board.

(c) (i) Resistance to incorporation.

(ii) That incorporation will not take place within the foreseeable future.

(7) No, the Government will not resettle residents, but residents are free to transfer of their own accord and may voluntary settle elsewhere provided that it is in a recognised Black township where housing is available.

(8) An announcement will be made in due course after further consideration and consultation.

Mr P G SOAL: Mr Chairman, arising out of the reply of the hon the Deputy Minister of Constitutional Development and Planning, is it not true to say that the people in question went to Ekangala simply because there was no accommodation available in the townships on the East Rand? For him to say that they should now go to townships . . .

The CHAIRMAN OF THE HOUSE: Order! The hon member may ask a question, not make statements. A question may be asked.

Mr P G SOAL: Is it not correct that they went to Ekangala because housing was not available in townships on the East Rand, and where does he expect them to go to now?

†The DEPUTY MINISTER: Mr Chairman, it is so that they went to Ekangala voluntarily and that housing was provided for them there. It is also true that there is housing in which the people can live. I cannot understand what more the hon member wants to know.

Office accommodation in London

*16. Mr G B D McINTOSH asked the Minister of Transport Affairs:

(1) Whether the South African Airways has office accommodation in London; if so, where is it situated;

(2) whether any tickets for South African Airways flights from Europe to Johannesburg were sold at this office in (a) 1984 and (b) 1985; if so, how many in each such calendar year?

The MINISTER OF NATIONAL EDUCATION (for the Minister of Transport Affairs):

(1) Yes. 251/9 Regent Street, Oxford Circus, London W1.

(2) Yes. The number of tickets sold by SAA offices and agents in the United Kingdom during 1984 and 1985 totals 76 909 and 69 725 respectively. Separate figures are not readily available.

Toilet/ablution facilities

*17. Mr F J LE ROUX asked the Minister of Manpower:†

(1) Whether his Department's policy regarding the opening of toilet and ablution facilities for workers of other races in work situations was changed recently; if so, (a) when and (b) what was the nature of the change;

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

†The MINISTER OF MANPOWER:

(1) (a) and (b) No. The policy remains as contained in section 35(3) of the Machinery and Occupational Safety Act, 1983, which was unanimously agreed to by the erstwhile House of Assembly. The Industrial Court decided that the regulations made under the repealed Factories, Machinery and Building Work Act, 1941, in connection with facilities were no longer

compatible with the said provisions of the first-mentioned Act.

(2) No.

Reserve Bank: money advanced/debts paid

*18. Mr S P BARNARD asked the Minister of Finance:†

Whether the South African Reserve Bank recently (a) advanced money to and/or (b) paid certain debts or met obligations on behalf of banking institutions in the Republic; if so, (i) in respect of which banking institutions, (ii) what amount was involved, (iii) what was the rate of interest, (iv) to whom was the amount paid and (v) how is the amount going to be repaid to the Reserve Bank?

The MINISTER OF FINANCE:

The South African Reserve Bank regularly provides financial accommodation to banking institutions by rediscounting Treasury bills, Land Bank bills, bankers' acceptances, government stock and other similar financial assets for them or by extending loans to them against the security of such assets. The Reserve Bank does this as part of its policy of controlling the money supply and in the performance of its traditional function as "lender of last resort". The amounts and interest rates involved in these transactions fluctuate daily in accordance with changes in conditions in the financial markets.

In terms of the South African Reserve Bank Act (No. 29 of 1944) the Reserve Bank is required to submit a monthly statement of assets and liabilities in a prescribed form to the Treasury for publication in the *Government Gazette*. This monthly statement is also published by the Reserve Bank itself within one week after the end of each month. The Reserve Bank's discounts, loans and investments are shown in this monthly statement. In accordance with normal banking practice and the accepted rules of confidentiality regarding banker/client relationships, no details are divulged regarding transactions between the Reserve Bank and *individual* banks, which operate in normal competition with one another.

Mr H H SCHWARZ: Mr Chairman, arising out of the reply of the hon the Minister of Finance, it is obvious that *comfort* letters do not appear in the statements to which he referred. Were any further *comfort* letters issued other than the one that was publicly announced?

The MINISTER: Mr Chairman, if the hon member will table that question, I will provide him with the proper reply.

Lesotho: citizens working in Republic

*19. Mr H D K VAN DER MERWE asked the Minister of Constitutional Development and Planning:†

(a) How many citizens of the state Lesotho were working in the Republic at the latest specified date for which figures are available and (b) what is the position in respect of residential rights for such citizens?

†The DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(a) 139 827 registered in employment as at 30 June 1985.

(b) All these Lesotho Citizens are contract workers and in accordance with the Labour agreement with Lesotho are allowed in the Republic for a maximum period of two years whereafter a new contract must be attested in Lesotho.

East London Prison: certain person

*20. Mr A SAVAGE asked the Minister of Justice:

(1) Whether a certain person from Pearston, whose name has been furnished to the Minister's Department for the purpose of his reply, was held at East London Prison in 1985; if so, (a) on what date was he imprisoned there and (b) what was his age;

HoA

(2) whether this person had been convicted; if so, (a) of what offence and (b) what sentence was he serving; if not, on what charges was he held;

(3) whether this person died while he was in this prison; if so, (a) when and (b) what was the cause of death;

(4) whether an inquest has been held in this regard; if not, (a) why not and (b) when will it be held; if so, (i) when and (ii) what were the findings;

(5) whether the family of this person was informed of (a) his death and (b) the outcome of the inquest; if not, why not; if so, when;

(6) whether any action has been or is to be taken as a result of the (a) death of this person and (b) findings of the inquest; if so, what action;

(7) whether he will make a statement on the matter?

The MINISTER OF MINERAL AND ENERGY AFFAIRS (for the Minister of Justice):

(1) Yes.

(a) 2 August 1985.

(b) 22 Years.

(2) Yes.

(a) Public violence.

(b) Eight (8) years imprisonment of which two (2) years were conditionally suspended for five (5) years.

(3) Yes.

(a) He died on 21 September 1985 in the intensive care unit of the Frere Hospital where he was admitted on 13 September 1985.

(b) According to the abridged certificate of registration of death issued by a medical practitioner of the Frere Hospital, the cause is: "Adult respiratory distress syndrome".

(4) No.

(a) The prisoner died of natural causes.

(b) Falls away.

(i) and (ii) Fall away.

(5) (a) Yes, on 21 September 1985.

(b) Falls away.

(6) (a) No.

(b) Falls away.

(7) No.

St Albans Prison: certain person

*21. Mr A SAVAGE asked the Minister of Justice:

(1) Whether a certain person, whose name has been furnished to the Minister's Department for the purpose of his reply, was held in St Albans Prison in 1985; if so, (a) on what date was he imprisoned there and (b) what was his age;

(2) whether this person had been convicted; if so, (a) of what offence and (b) what sentence was he serving; if not, on what charge was he held;

(3) whether this person died while he was in this prison; if so, (a) when and (b) what was the cause of death;

(4) whether an inquest has been held in this regard; if not, (a) why not and (b) when will it be held; if so, (i) when and (ii) what were the findings;

(5) whether the family of this person was informed of (a) his death and (b) the outcome of the inquest; if not, why not; if so, when;

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(a) (i) 1984-85—R103 081.

(ii) 28-1-1986—R63 079.

(b) R442 558.

Decentralisation Board: applications

33. Mr A SAVAGE asked the Minister of Trade and Industry:

(1) How many applications were made to the Decentralisation Board during 1985 or the latest specified period for which figures are available;

(2) (a) how many applications (i) were approved and (ii) failed to meet the requirements and (b) what was the value of the applications in each category;

(3) (a) how many employment opportunities were created in consequence of the approved applications that had been finalised and (b) what estimated number of employment opportunities will be created in consequence of such applications;

(4) what was the total (a) number and (b) value of the applications involving foreign investors?

The MINISTER OF TRADE AND INDUSTRY:

	(1)	(2)(a)(i)	(2)(a)(ii)
1 April 1984 to 31 March 1985:	1 507	1 216	216(aa)
1 April 1985 to 31 December 1985:	1 069	965	80(bb)

Note: (aa) and (bb): 30 and 24 applications, respectively, were held over pending clearance of certain policy guidelines.

(2) (b) The proposed capital investment in respect of the applications approved is:

1 April 1984 to 31 March 1985: R1 176,7 million.

1 April 1985 to 31 December 1985: R1 043,6 million.

Note: The information is not being compiled in respect of applications refused.

(3) (a) In respect of applications approved during the period 1 April 1984 to 31 March 1985 it has been recorded that 11 351 employment opportunities had been created up to 30 September 1985. It should, however, be pointed out that it takes up to two years for a project to be physically established. Furthermore, a project can only be recorded as having been established after the industrialist's first quarterly claim is received by the Decentralisation Board. For these reasons it is also not yet possible to furnish particulars of employment opportunities created in respect of the applications approved during the period April 1985 to December 1985.

	(3)(b)	(4)(a)	(4)(b)
1 April 1984 to 31 March 1985:	77 486	44	R80,2 million
1 April 1985 to 31 December 1985:	71 556	80	R202,9 million

Substandard A

55. Mr H E J VAN RENSBURG asked the Minister of Education and Development Aid:

How many Black children were enrolled in 1985 in Substandard A in (a) each specified region and (b) the Republic?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a)

Region	Sub A enrolment
Northern Transvaal	58 106
Highveld	46 644
Johannesburg	26 500
Orange-Vaal	40 744
OFS	40 392
Natal	37 273
Cape	46 080
TOTAL	295 739
Qwaqwa	10 972
Lebowa	89 788
Gazankulu	39 673
KwaZulu	220 841
KaNgwane	24 677
KwaNdebele	15 772
TOTAL	401 723

(b) 697 462.

Job opportunities

56. Mr K M ANDREW asked the Minister of Education and Development Aid:

(1) Whether, with reference to the reply of the Minister of Co-operation, Development and Education to Question No 935 on 4 June 1985, any portion of the R53 million has been spent by his Department on the creation of job opportunities for Blacks; if not, (a) why not, (b) what progress has been made and (c) when is it anticipated that any action will be taken in this regard; if so,

(2) (a) what amount had been spent as at the latest specified date for which figures are available, (b) how many job opportunities have been created as a result, (c) in which specified areas were they created and (d) in what areas will the remainder of this money be spent;

(3) whether he will make a statement on the matter?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) Yes.

(2) (a) R16 685 642,60 as at 31 January 1986.

(b) 40 981.

(c) In all the national states and on various South African Development Trust farms.

(d) All the funds allocated to the Department of Development Aid are expended on the creation of job opportunities for Blacks in the national states and on South African Development Trust farms.

(3) No.

Black spots

75. Mr R A F SWART asked the Minister of Education and Development Aid:

(a) How many Blacks were moved from Black spots to Black states in 1985 and (b)(i) from which Black spots, (ii) to which Black states, and (iii) why, were they moved in each case?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a) None.

(b) Falls away.

KwaNdebele

78. Mr R A F SWART asked the Minister of Education and Development Aid:

(a) How many houses were built in KwaNdebele by (i) his Department, (ii)

UNEMPLOYMENT

Structural stigma

Progress reports show the R600m unemployment relief package is like taking aspirin to cure cancer. This is hardly surprising. When it was introduced in October critics cried out that while temporary respite for the jobless is commendable, the structural problem must be tackled.

According to Manpower Director General Piet van der Merwe, R307m created jobs for a daily average of 151 000 people — working some 10,7m man-days — at the end of December. He estimates this could increase to 300 000 by April.

Business projects

In addition, R38m and R75m was spent by the Development Bank and Small Business Development Corporation respectively on small business projects creating a total of 8 114 job opportunities.

Van der Merwe is "very happy" with progress "considering the haste and pressure we have had to work under," attributing progress to the involvement of the private sector "in both training and job creation."

However satisfied Van der Merwe might be, these figures will not satisfy the jobless or the many critics who cry out that unemployment is so high (some say more than 4m) that these attempts at addressing the symptoms are futile.

At a recent Economic Society of SA seminar on unemployment, National Manpower Commission Chief Director Frans Barker commented that "the training of people, creation of revolving funds to get small businesses and housing schemes going, introduction of businesses to labour-intensive schemes and government's taste of success with the programme all have long-term benefits."

Van der Merwe insists the programme was never intended as a long-term solution. "It is an interim relief measure."

But, as professor of development studies at Natal University Jill Nattrass made clear: "The problem is multi-dimensional, so moves towards a solution will also have to be multi-dimensional. Sound economic policies often fail because they are defeated by stronger interest groups who have other goals."

She is adamant that better results will be achieved by removing factors constraining job creation rather than new development programmes. "Poverty is political as much as economic. It is linked to underdevelopment of black areas, migrant labour and influx control, and racial discrimination which has restricted blacks to the lower rungs of the job ladder. Thus genuine political reform is essential for the elimination of unemployment and poverty."

Van der Merwe says government is aware of the structural problem: the solution lies in "economic growth and political stability."

Economic growth, Nattrass says, is not sufficient. Rural development, the provision of jobs in urban areas that can be filled by people with low educational levels, and la-

Van der Merwe ... looking very happy

THE MAIL 26/2/86

FINDING JOBS

173

The President's Council (PC) is to investigate ways to accelerate employment-creating economic development.

The investigation is officially titled: "The devising of a strategy for the creation of employment and for the development of labour intensive industrial and business enterprises."

It is being carried out in terms of the PC's right to use its discretion to investigate and advise the President on matters of public interest.

Individuals or organisations interested in submitting memoranda to the PC should do so by April 11, says the PC secretary, Kobus Bauermeester.

Further information is obtainable from Johan Rossouw at (021) 45-5541.

(c) 435; and

(d) 1 578, as at 31 December 1985;

(2) the honourable member's attention in this regard is invited to the position as set out in part (2) of my reply to question 533 of 26 February 1985 which has not changed up to now.

I must, however, add that, as recently announced, the salaries of Post Office personnel are to be adjusted upwards by approximately 10% wef from 1 April 1986 and at the same time existing allowances consolidated into basic salary. It is also the intention to then further narrow the wage gap between Black postmen and the other population groups, but at this point of time it is unfortunately not possible to indicate to what extent this could be effected as the revised salary scales have not yet been finalised.

Agricultural trainees

293. Mr R W HARDINGHAM asked the Minister of Manpower:

What amount of financial assistance was made available by his Department to each specified in-service training centre for agricultural trainees in 1985?

The MINISTER OF MANPOWER:

Boskop Training Centre—R215 000.

Job creation projects

303. Mr F J LE ROUX asked the Minister of Manpower:†

(1) With reference to his reply to Question No 24 on 11 February 1986, how many persons had reported at job creation projects as at the latest specified date for which figures are available;

(2) how much of the amount of R131,5 million spent by 31 December 1985 was applied towards (a) food relief, (b) training unemployed persons, and (c) creating and/or maintaining job opportunities in the small business sector;

(3) whether his Department now has separate data in respect of the different population groups in the above-mentioned connection; if so, what are the relevant figures in respect of each population group?

The MINISTER OF MANPOWER:

(1) On 31 December 1985, 150 803 unemployed persons were involved in employment creation programmes and in total 10,7 million man days had already been worked.

(2) (a) R2,34 million.

(b) R12,8 million.

(c) R12,5 million.

(3) No.

Public/private telephones

315. Mr A B WIDMAN asked the Minister of Communications:

(1) How many new (a) public and (b) private telephones were installed in 1985 in Langa, Guguletu, Nyanga and Khayelitsha, respectively;

(2) how many (a) public and (b) private telephones were there in each of these townships at at 31 December 1985?

The MINISTER OF COMMUNICATIONS:

(1)	(a)	(b)
Langa	1	257
Guguletu	3	848
Nyanga	nil	308
Khayelitsha	3	12; and

(2)	(a)	(b)
Langa	23	1 424
Guguletu	37	3 077
Nyanga	25	1 260
Khayelitsha	5	29

HoA

Public telephones

316. Mr A B WIDMAN asked the Minister of Communications:

How many public telephones were there in Mitchell's Plain as at 31 December 1985?

The MINISTER OF COMMUNICATIONS:

117.

Telephones

317. Mr A B WIDMAN asked the Minister of Communications:

How many telephones were installed in 1985 in Lenasia and Soweto, respectively, for (a) private and (b) business purposes?

The MINISTER OF COMMUNICATIONS:

	(a)	(b)
Lenasia	365	175
Soweto	6 711	675

Note: The information is in respect of main services only and includes transfers. The available statistics of telephones other than main services do not distinguish between services for private and business purposes.

WEDNESDAY, 5 MARCH 1986

†Indicates translated version.

For written reply:

General Affairs:

University of the North

8. Dr W J SNYMAN asked the Minister of Education and Development Aid:†

(1) (a) How many students were enrolled at the University of the North in the 1985 academic year, (b) what were the average (i) tuition and (ii) residence fees per student and (c) how many students in residence were registered at this university in 1985;

(2) whether any unauthorised persons resided in the residences of the university in that year; if so, (a) how many and (b) what steps were taken in this regard;

(3) how many students at this university completed their courses successfully in 1985;

(4) whether the university was closed as a result of irregularities in that year; if so, (a) on how many days and (b) what was the nature of the irregularities;

(5) whether any students at this university were expelled in 1985; if so, (a) how many and (b) for what reasons?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) (a)

	February to June 1985 (First Semester)	August to December 1985 (Second Semester)
Main Campus	4 523	4 309
Qwaqwa Campus	549	471
Gazankulu external students	436	403

(b) (i) R750.

(ii) R1 140.

HoA

Digging canal provides work for 1 500 jobless

Pietermaritzburg Bureau

WHAT is believed to be the biggest unemployment relief project in the country — the building of a kilometre-long canal at Sobantu Village — is providing temporary jobs for some 1 500 out-of-work blacks in Pietermaritzburg.

The Baynespruit Canal project has a budget of R1 356 000 and about 1 500 men and women are being employed at R6 a day. The 10 m-wide canal will eventually divert the Baynespruit and protect a large area adjoining Sobantu Village from flooding.

The area protected from flooding is to be developed as a non-racial sporting complex providing six football fields and other facilities being planned by the city council and local chamber of commerce.

The Provincial Secretary, Mr Roy Hindle, who was among a number of top Provincial and city council officials who inspected the site yesterday, said the success of the project had resulted from the combined efforts of the City Engineer's Department, the private sector and the people of Sobantu and their community leaders.

Mr Hindle said he was pleased with the response by local authorities to the NPA's request to develop special labour-intensive projects to relieve unemployment.

More than R9 800 000 of the R10 000 000 granted to Natal by the central Government for special projects has already been allocated to various local authorities. The projects have to be completed before June 30 this year.

Irrigation scheme to boost EC jobs

By DIRK VAN ZYL
Political Correspondent

CAPE TOWN — The construction of the Lower Sundays River Water Scheme had been advanced to contribute to the creation of job opportunities in the Eastern Cape and to promote agricultural production.

This is stated in the seventh supplementary report on the Orange River Development Project, tabled in Parliament yesterday by the Department of Water Affairs.

Completion of the Lower Sundays scheme — the purpose of which is to bring up to 11 000 hectares under irrigation in addition to the approximately 9 500 hectares at present scheduled by the Sundays River Irrigation Board — is scheduled for 1992 at an estimated R234 million cost (at March, 1986, prices).

The scheme's main works are about 75 kilometres of new or upgraded canals, two kilometres of tunnels, two balancing dams and extensive piped water distribution systems.

The report says a Lower Fish River Scheme — not mentioned in White Papers before — will make it possible to develop about 3 000 hectares of irrigable land along the Great Fish River in the Committees Drift area north-east of Grahamstown.

The land is on both sides of the river in South Africa and Ciskei, and the irrigation development will be a joint undertaining between the two countries.

This scheme is being implemented for the same reasons as the Lower Sundays River one and also to make additional water avaialble to Grahamstown.

The main works are a five-kilometre diversion tunnel for Fort Brown; an off-channel storage dam, a 13-kilometre canal and a pipe distribution system for irrigation water.

Completion is scheduled for 1989 at an estimated R75 million cost (March, 1986, prices).

The report says the Lower Sundays scheme has been identified as a high priority project, its main object being the creation of job opportunities in the shortest possible time in the economically depressed Eastern Cape.

Informal sector must grow — Nafcoc man

B-DAY

Industrial Staff

12/3/86

INFORMAL sector business must be encouraged as the main means to create employment for the growing population, chairman of the education and training committee of the National African Federated Chamber of Commerce (Nafcoc), Sy Kutumela, said.

"During these days of high unemployment and runaway inflation, people operating in this sector should no longer be treated like unwanted lepers who are a threat to everybody," said Kutumela.

"They should rather be treated as real job creators — no matter how minimal."

The 2 000 laws surrounding incipient entrepreneurs made the illegality of the informal sector almost inevitable, he added.

More risk ventures and job creating enterprises are essential — Ironside

173

12/3/86 STAR

By Gareth Costa

The deployment of more of the available capital resources into risk ventures and job creating enterprises is essential to stimulate the economy and eventually replace traditional investment by overseas entrepreneurs, says Mr Ron Ironside, past president of the Federated Chamber of Industries.

Mr Ironside, speaking at the 1986 Manufacturing Management Convention in Sandton, said that as a developing country South Africa has some sophisticated sectors within its industrialised economy.

Until the onset of the recessionary conditions, the growth rate in the manufacturing sector for the period 1976-1986 was heading for a higher average level than that of the GDP, with indications that its contribution to GDP would be increasing.

He said that a matter of high priority was now to restore the sector's capability to expand its contribution from the present 25 percent to 33 percent of GDP.

This is the level in most industrialised countries.

The object of this is to move away from the country's reliance on mineral-based sources of revenue.

In order to do this more research must be done into three basic areas, namely the development of industrially orientated communities; an in-depth assessment of all natural and human resources available and the identification, transfer and adaption of selected technology most beneficial to SA's need for expansion of economic activity.

Addressing the first issue, MR Ironside said that a feature of industrialisation worldwide is the "evolution of communities, properly orientated towards providing industrial labour requirements as an acceptable manner of earning a living and making a contribution to wards the welfare and progress of the overall society of which they are a part."

He added that managers must open up relationships with employees in order to alleviate the "still negative" perceptions of workers regarding their employment and the workings of the free enterprise system.

PARTLY USED

"SA's latent industrial capability is being only partly used; the resources under-utilised and its domestic market only a fraction of what it might be," said Mr Ironside.

The solution to this problem is in the invest ment in "human capital", not only through academic education, but by upgrading national capability, increasing employment and enhancing the skills of SA's workforce.

Mr Ironside said that what is needed is an inventory of SA's national assets and a co-ordinated matching up of these in combinations which will improve the productivity of both capital and labour, and harness and direct the resources in the most effective patterns.

He added however, that any policy decided upon which failed to recognise the need to restore and maintain the balances within the economy which preserve industries, create jobs and permit exports, or minimises the vital role of the private sector will be totally unacceptable.

Also the national workforce will have to be convinced that the resultant improved productivity and competitiveness in both local and export markets are essential to survival and also that there will be benefits for them as well.

Bill aimed at aiding jobless starts a screaming session

Political Staff

PARLIAMENT — There was uproar in the House of Delegates yesterday over an apparently uncontentious Bill aimed at helping the unemployed.

Mr Ahmed Lambat (NPP, Actonville) introduced a private member's Bill calling for the introduction of urgent measures to provide technical and vocational training to cope with the unemployment problem.

The motion was loudly and vehemently attacked by Mr Gopi Munsook (Solidarity, Nominated), who went against the leader of his party by saying it would lead to industries being flooded with "half-baked" employees.

The nominal leader of Solidarity, Budget Minister Mr J N Reddy, had advocated earlier that more semi-skilled workers be used in the place of skilled workers.

However, Mr Munsook said this would cause chaos in industry.

By supporting the Bill, members would be backing Draconian legislation that would give the State President the power to deregulate industry.

This would make the President a dictator and would result in workers becoming slaves, he said.

When industry was deregulated, the employer could pay what he liked, Mr Munsook maintained.

Speaking amid frequent interjections, Mr Munsook said members would become stooges of the Government if they supported the Bill.

After being asked by Mr Pat Poovalingam (Solidarity, Reservoir Hills) to stop screaming, Mr Munsook accused members of being unconcerned about the plight of the working class.

"Some of you are sitting on pots of money," he shouted.

Mr Salaam Abram-Mayet (NPP, Nominated) accused Mr Munsook of being a communist, but withdrew the remark.

The Chairman of the Ministers' Council, Mr Amichand Rajbansi, agreed with Mr Munsook's argument that there was no sense in training people in skills for which openings did not exist.

The motion was not put to the vote.

JCI's township division — excluding last year when results were depressed along with the general industry trend — has increasingly contributed to group profits. The essence of success, though, is affordability of stands and the ability to get in and out of the market as quickly as possible.

A quick turnover, McPherson points out, allows JCI to save on holding costs and pass on the benefits to the consumer through lower prices.

McPherson is reluctant to comment on the spec investor market which has been dormant for some time now. But he acknowledges that, with a 20% inflation rate coupled with dropping interest rates, there is a growing demand for property as an investment hedge.

With economic indicators still far from clear, investment in spec property still carries a degree of risk. But risk, after all, is the cornerstone on which most great fortunes have been built. ■

FIN MAIL 14/3/86

DEVELOPMENTS 173

Cape of courage

What must be one of the most courageous developments to be announced in the Cape for some time is being put together for the black township of Khayelitsha.

Plans have been unveiled for a R80m-R120m retail and industrial complex in the riot-torn area.

Developed by a consortium headed by former builder-cum-township developer Willem Stronck, with fellow financier Barry Fletcher, the centre could help create some 8 000 jobs on the doorstep of the black community. And it could also considerably reduce the punishing travelling times blacks waste when shopping.

Part of the plan, the *FM* understands, is to allow black participation in management, possibly along the lines of Pick 'n Pay's successful black operation at Mitchells Plain.

Fletcher, a CA, was a director of acquisitions at Murray and Roberts in the Cape, and still retains ties with the group.

Few would doubt the longer-term growth potential of the area but under current conditions, it is uncomfortably close to the focal points of political unrest in the peninsula. Stronck agrees it would be hard to find a more sensitive locality.

The idea is that a multi-racial trading base will be allowed by government although the area is not included among the four open CBDs in the Cape which have been approved in principle.

The plans provide for some 84 industrial sites ranging from 2 000 m² to 12 500 m² and a first-stage shopping centre of 10 000 m². Included in the centre is a 3 600 m² supermarket, 3 500 m² of line shops, clothing, and a 2 000 m² Caltex service station.

The centre abuts the N2 national road and the newly constructed Cape Flats freeway. The catchment area is regarded as Mitchells Plain, Mandalay, Lansdowne and a considerable expanse of the Flats.

Stronck says negotiations for finance are smoothly under way with a major institution. No anchor tenant has been named because of the political considerations behind the selection, which could require the formation of a purpose-built, multi-racial company.

Project engineers are Cape Town's Mitchell du Plessis Associates, and the architects are the city's Prinsloo, Parker, Flint, Elliot, Van den Heever.

Stronck tied up the ground four years ago and "red tape," says Stronck, is responsible for the delay. ■

BROKERS

Ellis heads north

The restructuring of brokers Richard Ellis (RE), which started with the incorporation of its Pretoria office with the Johannesburg headquarters (*Property* March 7), is far from over.

The company has now decided to split its Johannesburg brokerage operation, with commercial operations director Tim Corby moving out of head office. Corby has now

IF YOU DON'T WAN'T A THOUSAND WO

One hundred percent parts availability; the best service back-up in the country; and of course a wide range of industrial cleaning equipment including carpet-sweeping machines, floor washer-polishers, carpet "steam cleaners" and vacuum cleaners that fluff up your corporate image. Fast, reliable equipment that keeps your image clean daily, and on any scale from a few square metres to thousands, without costing thousands in maintenance at all the wrong times. So if you're looking for the ultimate in cleaning equipment, get the name that gives it all to you. After all, why take a chance on a grubby image. Simply fill in the coupon and we'll be out to you with a demo of the equipment you

Financial Mail March 14 1986

Kuper Hands 6269

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Financial Mail March 14 1986

Kuper Hands 5269

R75m for training workless

18/3/86

Labour Reporter

THE allocation in the Budget of a further R75 000 000 for the continuation of training the unemployed was yesterday welcomed by spokesmen for special training schools currently engaged in the training of thousands of unemployed in Natal.

Mr A J M Stewart, managing director of Murray & Roberts Training School at Prospecton, which hopes to have trained more than 11 000 unemployed by the end of the month, said yesterday he was delighted with the announcement.

'This will enable us to give vital retraining to those who have the skills for further training to enable them to become even more useful in society,' he said.

The unemployed are being given basic training in bricklaying, plastering, carpentry and welding at the Prospecton site.

The Trade Union Council of South Africa, Tucsa, is relieved that there has been no increase in GST, but is gravely disappointed that — notwithstanding the imminent report of the Margo Commission, further items of food and basic necessities have not been exempted.

Development, training allocations boosted

DISPATCH 173 18/3/86

CAPE TOWN — A total of R631 million would be spent on improvement of infrastructure and for black housing in 1986/87, the Minister of Finance, Mr Barend du Plessis, announced yesterday.

He referred to the undertaking given by the State President, Mr P. W. Botha, in August last year that R1 billion would be spent on upgrading underdeveloped areas over the next five years.

In 1985/86, R100 million had been set aside to launch this high priority project.

"As planning is far advanced, the momentum will be greatly accelerated in 1986/87 by the allocation of R320 million for this service," Mr Du Plessis said. This was the optimal level for 1986/87.

The provision would supplement the R311 million already allocated to black housing to bring the total to R631 million.

Mr Du Plessis also said the training effort for unemployed would be doubled in the coming year to involve 550 000 people.

He said that R70 million, which remained of the R600 million allocated to job creation last year, would be carried over to the new fiscal year.

"Since the government is convinced that this deserving project should be expanded, a further R90 million is now being allocated while R75 million is also being provided for the continuation of training for the unemployed, thus R235 million in all.

Mr Du Plessis said that R28 million earmarked for job creation projects via the Small Business Development Corporation last year had also not been utilised due to the start-up time involved in launching such a programme.

The R28 million would now be paid to the SBDC as a starting balance for further work creation programmes for 1986/87.

The government would make no corresponding cut in its supplementary proposals and would, on the contrary, invest R30 million in the SBDC as share capital.

"The government trusts that the private sector, as partners in the SBDC, will follow this example and contribute an equivalent amount in share capital," Mr Du Plessis said. — Sapa

CAPE TIMES 25/3/86 (173) ~~30~~

Informal-sector hope for jobs

HOUSE OF ASSEMBLY. — Future job creation in South Africa to counter unemployment lay chiefly in the small enterprise and informal sector, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

Responding to points raised during the debate on a private member's motion thanking the government for its efforts to counter unemployment, he said in the United States it had been found that big-business job creation had declined while smaller enterprises had shown an upsurge in creating employment.

It was in recognition of the vital role small business enterprises would play in job creation that so much emphasis had been given on assistance in this field in the government's R600-million economic relief programme announced last year, the minister said.

● The government should intensify its efforts to create employment by absorbing the unemployed in an "all-out campaign" to solve the housing crisis, particularly in black townships, Mr Pat Rogers (NRP King William's Town) said in proposing an amendment to the NP private member's motion.

"This motion is somewhat in bad taste while there are still millions of people unemployed," Mr Rogers said.

He expressed doubts as to the usefulness of "just training people and making them more employable and then letting them out into a job market which is already strained".

Instead, the crisis should be turned into an opportunity. — Sapa

so, (a) what are the (i) names and (ii) occupations of the members of this committee and (b) to which tribal or ethnic group does each such member belong;

(2) whether the members of this committee were appointed; if so, (a) why, (b) by whom and (c) in terms of what statutory provision; if not, when were the last elections held for the members of this committee;

(3) whether any members of this committee are employed by the KwaNdebele Government; if so, in what capacity in each case;

(4) whether any members of this committee are (a) employed by or (b) members of the East Rand Development Board; if so, (i) why and (ii) in what capacity in each case?

†The DEPUTY MINISTER OF DEVELOPMENT:

There are two committees which are known to the Department of Constitutional Development and Planning namely, the Ekangala Co-ordinating Committee, which is an interdepartmental Committee directing the development of the deconcentration point and the Ekangala Representative Authorised Committee which is a self appointed committee.

In reply to the question it is anticipated that the hon member is interested in the Ekangala Representative Authorised Committee and the reply to the questions are as follows:

(1) No (a)(i), (ii) and (b) fall away.

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

(3) No.

(4) No (a), (b)(i) and (ii) fall away.

Q&R 703
HANSARD 25/3/86

Mamelodi: inquests

*29. Mr P G SOAL asked the Minister of Law and Order:

(1) Whether with reference to his reply to Question No 6 on 11 February 1986, the inquests into the deaths of persons in Mamelodi on 21 November 1985 have been completed; if not, why not; if so, what were the findings in each case;

(2) whether the police investigation into this incident has been completed; if not, why not; if so, (a) when and (b) what were the findings;

(3) whether he has received any further representations calling on him to recommend the appointment of a judicial or other commission of inquiry into this incident; if so, (a) from whom, (b) when and (c) what was his response thereto?

The MINISTER OF LAW AND ORDER:

(1) No, several statements are still pending.

(2) No, I refer the hon member to paragraph (1) above.

(a) and (b) Fall away.

(3) Yes.

(a) Right Reverend R A Kraft, Bishop of Pretoria.

(b) 4 March 1986.

(c) That inquests with regard to each death will be held, which inquest amounts to a judicial inquiry. The presiding Magistrate will record findings as to the causes or likely causes of deaths and whether the deaths were brought about by acts or omissions involving or amounting to offences.

*30. Mr G B D McINTOSH—Public Works. [Withdrawn.]

Q&R 705
HANSARD 25/3/86

Guguletu: persons killed

*31. Mr S S VAN DER MERWE asked the Minister of Law and Order:

Whether the South African Police have given any instructions to the families of any of the persons shot dead by policemen in Guguletu on or about 3 March 1986; if so, (a) what specified instructions, (b) when, (c) why, (d) on whose authority and (e) to which families?

The MINISTER OF LAW AND ORDER:

No. (a) to (e) Fall away.

Q&R 705
HANSARD 25/3/86

Koeberg Nuclear Power Station

*32. Mr B B GOODALL asked the Minister of Mineral and Energy Affairs:

(1) Whether any psychological tests are conducted to ascertain the suitability of staff to be employed at the Koeberg Nuclear Power Station; if so, what is the (a) nature and (b) frequency of these tests;

(2) whether applicants failing these tests are refused employment; if not, to what use are the results of these tests put?

†The MINISTER OF MINERAL AND ENERGY AFFAIRS:

(1) Yes.

(a) Escom uses standardised physchological tests and other criteria for the selection of candidates for positions which are subjected to licensing requirements by the Atomic Energy Corporation (AEC) (e.g. reactor operators). The Atomic Energy Corporation requires incumbents of the relevant positions to comply with certain minimum requirements in respect of training, aptitude and behaviour. Aptitude tests are used to predict whether candidates have the cognitive ability to complete the training programme successfully and to respond appropriately to technical eventualities in the plant. Personality tests are applied to determine whether candidates have the necessary personality composition to comply with the circumstances and requirements peculiar to the relevant positions.

(b) The tests are administered once prior to appointment and as a minimum six monthly follow-up interviews pertaining to psychological aspects are conducted by the National Institute for Personnel Research as directed by the Atomic Energy Corporation.

(2) Candidates who are found unsuitable for placement in the afore-mentioned positions on the basis of the selection criteria are considered for other positions at Koeberg in accordance with their qualifications, experience, aptitude and personality before their applications are rejected. [Interjections.]

Q&R 705
HANSARD 25/3/86

Geldenhuys Committee

*33. Mr P A MYBURGH asked the Minister of Defence:

(1) Whether he will furnish the names of the (a) persons and (b) organisations who (i) testified before and/or (ii) submitted memoranda to the Geldenhuys Committee; if not, why not; if so, what are their names in each case;

(2) whether any of the evidence given before or memoranda submitted to this committee were confidential; if so, in respect of which of the above persons and organisations?

The DEPUTY MINISTER OF DEFENCE (reply laid upon the Table with leave of House):

(1) Yes.

PARLIAMENT

BUS DAY 27/3/86 173

Closed-shop safeguards mooted

THE National Manpower Commission has recommended that all closed-shop agreements be made subject to a set of safeguards, to be incorporated in the Labour Relations Act by statutory amendments.

In a report on the closed shop in SA, tabled in Parliament yesterday, the commission recommended that any arrangement which specifies trade union membership as a requirement for employment be made subject to the following conditions:

☐ Compulsory membership may be enforced only if an agreement exists between the employer and a trade union, and a 90-day period has elapsed since the employment of the individual or of the conclusion of any agreement with a union (excluding the re-negotiation of existing agreements);

☐ When a closed-shop agreement is to be instituted, more than half the affected employees must be members of the trade union involved in the arrangement;

☐ Suitable arrangements must be introduced to determine the support for such agreements or provisions in certain circumstances;

☐ No closed-shop agreement will be valid if it has the effect of denying access to work to people who cannot obtain union membership;

☐ A closed-shop agreement should provide for the exemption of people who object to joining a trade union on grounds of deep personal conviction;

☐ If a person is refused membership, or has his membership terminated on unreasonable grounds, he should be exempt from the terms of any closed-shop agreement, and such refusal or termination of membership should constitute an unfair labour practice.

The report recommended that procedures in the Labour Relations Act to determine support for closed-shop agreements among employees be extended to cover the possibility of a secret ballot. — Sapa.

Views on 'closed shops' wanted

Political Staff

CAPE TOWN — The Minister of Manpower, Mr P du Plessis, has invited comment on the National Manpower Commission's recent report on aspects of the "closed shop" system.

He said the Government's standpoint would be made known after comments had been received.

The report's main recommendation is that statutory amendments should be implemented to make all closed-shop agreements subject to safeguards.

Among these are that compulsory membership of a trade union may be enforced only if there is such an agreement between an employer and a unions, if a period of 90 days has elapsed and the arrangement does not apply to employees when an existing agreement is re-negotiated and remains in force.

More than half the employees affected must be members of a union which is party to such an agreement.

Another safeguard is that people who cannot join a union may not be denied access to work.

The report also deals with the possibility of a secret ballot in certain circumstances when a closed-shop agreement is being entered into.

The report is in favour of such a ballot if at least 20 percent of the workers affected petition the Minister.

● Copies of the report can be obtained from the Government Printer in Cape Town or Pretoria and a notice inviting comment will appear in the Government Gazette on April 4.

PFP backs investme... to create more jobs

(73) 4/4/80 Mercury.

JOHANNESBURG—Mr Harry Schwarz, MP for Yeoville and PFP spokesman on finance, yesterday said his party was opposed to disinvestment and said opponents of apartheid 'should encourage job creation investment'.

Mr Schwarz's comments came in the wake of the call this week by Bishop Desmond Tutu for intensified economic sanctions against South Africa.

In a statement, Mr Schwarz said: 'Investment for job creation for the vast pool of unemployed and the ever-increasing numbers of work-seekers is an essential ingredient in a South Africa in which there are not only human rights for all but also economic justice.

Transkei

'The nature of the society after apartheid is as important as the abolition of apartheid. Those who are committed to peaceful change and want the post-apartheid society to have free-world values should encourage job creation investment in our country and not disinvestment.'

In Umtata, the Transkei Foreign Affairs Minister, Mr Mtutuzeli Lujabe, condemned Bishop Tutu's call for sanctions.

He said sanctions would have repercussions on the underdeveloped countries of the southern hemisphere which are economically dependent on South Africa.

Mr Lujabe said economic sanctions would not expedite reform.

He said Transkei would be committing suicide if it condoned any economic strangulation of South Africa, 'because that will not redeem the already crucial relations between black and whites in that country, but will breed such miseries as unemployment throughout southern Africa'.

Bloodbath

In Durban, the Joint Rent Action Committee (Jorac) has supported Bishop Tutu's call for sanctions.

Mr Ian Mkhize, a Jorac spokesman, said the call should be seen against the background of the rapidly deteriorating political and economic situation in this country.

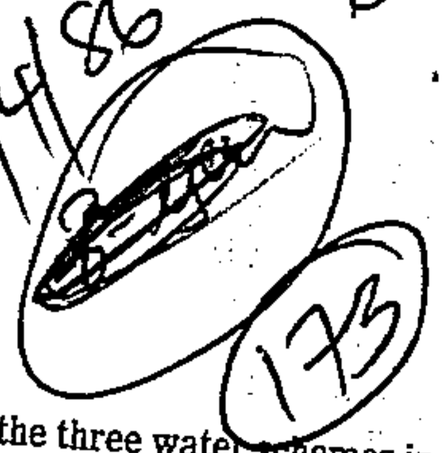
'It has to be borne in mind that Bishop Tutu served notice in December that unless the Government effectively addressed itself to the present crisis, he would call for punitive sanctions.

'Nothing short of drastic international action is going to save the country from the ever-nearing bloodbath,' Mr Mkhize said.

Water scheme boosts jobs

Eltost

14/86



173

PRETORIA — More details of the three water schemes in the Orange River development project have been released by the Department of Water Affairs.

The schemes have been brought forward as a direct result of the Government's policy to create jobs, the department said yesterday.

According to the seventh supplementary White Paper tabled in Parliament recently, these schemes would make available 18 000 hectares of irrigable land for agricultural development in the Eastern and Northern Cape.

The Lower Sundays River and Lower Fish River projects would be developed in the Eastern Cape, while it was envisaged that the Orange/Douglas project in the Northern Cape would be taken over by the State to form the basis of a permanent scheme.

About 11 000ha in the Sundays River Valley between Lake Mentz and the sea would be extended to the existing irrigable land.

"Most of this area will be planted with citrus which, as an export product, is an important foreign currency earner," the department said.

Immediate short-term job opportunities, as well as long-term, permanent job opportunities, would be stimulated with extensions and the building of 80 kilometres of canals, two dams, and tunnels of two kilometres.

"The scheme, estimated to cost R234 million at 1986 price levels, is expected to be completed in early 1992.

"The Lower Fish River project will supply water to a further 3 000ha of irrigable lands in the Committee's Drift area about 30 kilometres north-east of Grahamstown."

This development was a joint undertaking by South Africa and Ciskei, as roughly the same areas would be irrigated on each side of the Great Fish River which forms the border.

The R75 million project would consist of a weir in the Great Fish River at Fort Brown, from where water will be delivered through a 5 000-metre tunnel into a storage dam in the Ecca River, a tributary of the Fish River. — Sapa

(b) (i) Urban Areas

	Number moved
Bronkhorstspruit	50
Delmas	142
Heidelberg (Transvaal)	142
Kempton Park	86
Nigel	227
Springs	160
Soweto	36
Vaal Triangle	12
Roodepoort	16
Harrismith	15
Duncan Village	1 367
Jan Kempdorp/Vryburg	108
Louis Trichardt	236
Crossroads	33 280
	36 087

(ii) Places where they were resettled

	Number moved
KaNgwane	74
Gazankulu	251
KwaZulu	33
Transkei	105
KwaNdebele	597
Bophuthatswana	178
Lebowa	80
QwaQwa	109
Venda	6
Ciskei	1 374
Khayelitsha	33 280
	36 087

Rural Areas

(b) (i)		(b) (ii)	
Orange Free State			
72	Virginia and Ficksburg (District)	To Botshabela (i) and Witzieshoek (QwaQwa)	At own request
Natal			
650	White Farms Stanger, Greytown, Ixopo, Ladysmith, Vryheid and Weenen	550 persons were settled in Closer Settlements on SADT land, e.g. Bulwer (district Stanger), Qudeni (district Nkandla) Waayhoek (district Ladysmith) and Compensation (district Impendle). Statistics of the number of persons settled in each Closer Settlement are not available. 100 Persons were settled in various areas of their own choosing in KwaZulu.	These persons were all farm laboureres who became surplus to requirements and were relocated to avoid legal action being taken against them.
Northern Areas			
2 290	Kaapse Hoop	KaNgwane (497)	Voluntary upgrading of living standards.
	Nelspruit	KaNgwane (8) Gazankulu (32) Lebowa (2)	
	The Ranch (White River) Louis Trichardt	KaNgwane (90) SADT Town Waterval (1 506)	
	Louis Trichardt	Gazankulu (42) Venda (74) Lebowa (37)	Voluntary and arranged own means of transport.
	Morgenson	KaNgwane (2)	

HoA

Transvaal Midlands and Western Transvaal

618	Balfour	QwaQwa (31) KwaNdebele (71)	At own request
	Rustenburg	Bophuthatswana (147) Gazankulu (6)	
	Schweizer-Reineke Standerton	Bophuthatswana (154) KwaNdebele (49) KanNgwane (3)	
	Witbank	KwaNdebele (117) Lebowa (17) KwaNgwane (12) Gazankulu (11)	

(c) Of the 2 807 persons mentioned in b (i) who were removed from urban areas, 2 723 did so voluntarily and 84 were repatriated in terms of section 14 of the Blacks (Urban Areas) Consolidation Act, 1945.

The reasons for removal of persons from rural areas has been indicated against each area above.

Universities

350. Mr K M ANDREW asked the Minister of Education and Development Aid:

(a) How many (i) White, (ii) Coloured, (iii) Asian and (iv) Black students were registered at each university falling under the control of his Department in 1985 and (b) how many of these students were first-year students in each case?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a) University	(i)	(ii)	(iii)	(iv)
Fort Hare	48	22	2	3 211
The North	27	5	4	5 472
Zululand	9	—	6	2 367
Medunsa	171	2	11	1 033
Vista: Contact	15	—	2	2 964
Correspondence	—	21	1	6 994
(b)				
Fort Hare	7	5	—	1 047
The North	—	1	—	1 285
Zululand	4	—	2	537
Medunsa	—	—	—	384
Vista: Contact	—	—	2	1 726
Correspondence	—	—	—	4 618

Doctors

363. Dr M S BARNARD asked the Minister of Education and Development Aid:

How many students in each race group qualified as doctors at the Medical University of Southern Africa at the end of 1985?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

Black	52
White	None
Asian	None
Coloured	None

Economically active persons/employees

435. Mr L F STOFBERG asked the Minister for Administration and Economic Advisory Services:†

(1) In respect of Whites, Coloureds, Asians and Blacks, respectively, in each of the latest specified 10 years for which figures are available, (a) how many (i) men and (ii) women were there in each specified age group between the ages of 20 and 60 years, (b) how many of these persons were salary and wage earners and (c) how many of them were not economically active;

HoA

(2) how many (a) Whites, (b) Coloureds, (c) Asians and (d) Blacks were actually and/or estimated to be employed in the Republic, excluding the independent Black states, in (i) the (aa) agricultural and stock-farming, (bb) forestry and fisheries, (cc) mining, (dd) manufacturing, (ee) services, (ff) Central Government, (gg) Provincial Administrations and (hh) local authority sectors, and (ii) any other specified sectors, in 1965, 1970, 1975, 1980 and 1985, respectively?

The MINISTER FOR ADMINISTRATION AND ECONOMIC ADVISORY SERVICES:

	Age Group					
(1)(a)(i)	20-24	25-34	35-54	55-59	60-64	Total
Whites						
1970	160 864	276 002	410 611	83 472	68 808	999 757
1980	199 910	374 827	529 792	92 196	76 852	1 273 577
Coloureds						
1970	82 623	123 201	155 125	21 841	16 844	399 634
1980	134 987	188 863	207 334	27 731	21 800	580 715
Asians						
1970	31 670	46 310	52 468	7 302	4 915	142 665
1980	39 741	68 697	76 811	9 933	7 386	202 568
Blacks						
1970	634 278	997 574	1 299 119	165 566	131 681	3 228 218
1980	941 373	1 366 343	1 496 558	197 060	156 934	4 158 268
(ii)						
Whites						
1970	160 267	266 686	409 657	86 470	76 521	999 601
1980	193 095	359 535	514 416	97 479	85 557	1 250 082
Coloureds						
1970	91 527	131 406	158 207	22 116	19 260	422 516
1980	135 838	196 447	221 452	29 566	25 354	608 657
Asians						
1970	33 776	47 400	50 837	6 537	4 147	142 697
1980	40 113	71 271	78 890	10 194	7 614	208 082
Blacks						
1970	657 907	1 044 248	1 299 573	162 461	162 528	3 326 719
1980	817 998	1 128 691	1 331 803	202 359	171 057	3 651 908

	Age Group				
(b)(i)	20-24	25-34	35-54	55-64	Total
Whites					
1970	143 414	271 613	406 061	133 002	954 090
1980	165 531	362 273	512 070	131 372	1 174 246

HoA

	Age Group				
	20-24	25-34	35-54	55-64	Total
Coloureds					
1970	77 708	117 929	150 460	32 954	379 051
1980	111 967	168 209	182 273	33 731	496 180
Asians					
1970	27 192	44 155	50 396	10 082	131 825
1980	31 962	63 662	70 039	11 371	177 034
Blacks					
1970	595 122	976 655	1 279 246	263 576	3 114 599
1980	688 137	1 183 739	1 321 996	279 767	3 473 639
(ii)					
Whites					
1970	92 664	98 227	151 000	41 583	383 474
1980	117 153	176 605	231 787	47 473	573 018
Coloureds					
1970	55 044	58 459	60 308	10 186	183 997
1980	87 095	104 951	92 587	12 546	297 179
Asians					
1970	9 192	8 925	6 542	920	25 579
1980	16 687	21 460	16 828	1 071	56 046
Blacks					
1970	430 400	504 929	492 504	75 480	1 503 313
1980	342 146	544 351	580 569	90 577	1 557 643
(c)(i)					
Whites					
1970	17 450	4 389	4 550	19 278	45 667
1980	34 379	12 554	17 722	37 676	102 331
Coloureds					
1970	4 915	5 272	4 665	5 731	20 583
1980	23 020	20 654	25 061	15 800	84 535
Asians					
1970	4 478	2 155	2 072	2 135	10 840
1980	7 779	5 035	6 772	5 948	25 534
Blacks					
1970	39 156	20 919	19 873	33 671	113 619
1980	253 236	182 604	174 562	74 227	684 629
(ii)					
Whites					
1970	67 603	168 459	258 657	121 408	616 127
1980	75 942	182 930	282 629	135 563	677 064
Coloureds					
1970	36 483	72 947	97 899	31 190	238 519
1980	48 743	91 496	128 865	42 374	311 478

HoA

	Age Group 20-24	25-34	35-54	55-64	Total
Asians					
1970	24 584	38 475	44 295	9 764	117 118
1980	23 426	49 811	62 062	16 737	152 036
Blacks					
1970	227 507	539 319	807 071	249 509	1 823 406
1980	475 852	584 340	751 234	282 839	2 094 265

			1965	1970	1975	1980	1985
(2)	(a)	(i) (aa)	13 457	14 009	13 717	14 192	—
		(bb)	701	—	1 397	1 297	—
		(cc)	65 920	62 372	63 249	72 329	78 202
		(dd)	224 500	254 327	287 900	313 200	309 200
		(ee)	—	—	—	—	—
		(ff)	90 729	99 313	106 768	131 726	150 666
		(gg)	73 131	92 081	108 441	127 329	129 968
		(hh)	41 917	47 364	57 500	56 600	62 800
	(b)	(i) (aa)	180 473	228 247	218 747	210 330	—
		(bb)	3 604	—	4 843	7 282	—
		(cc)	5 195	6 502	7 484	10 623	8 762
		(dd)	144 700	183 062	215 100	241 100	234 500
		(ee)	—	—	—	—	—
		(ff)	22 072	30 745	42 227	58 946	70 477
		(gg)	7 979	12 453	19 320	24 149	27 375
		(hh)	17 301	19 028	26 400	27 700	29 000
	(c)	(i) (aa)	6 950	5 235	5 130	3 122	—
		(bb)	113	—	5	54	—
		(cc)	674	621	640	831	641
		(dd)	48 200	64 334	81 900	89 000	85 200
		(ee)	—	—	—	—	—
		(ff)	1 293	7 304	8 706	12 221	17 426
		(gg)	6 729	2 233	3 175	4 175	4 806
		(hh)	3 035	3 519	4 900	5 600	6 500
	(d)	(i) (aa)	1 100 657	1 391 270	1 195 930	1 010 757	—
		(bb)	1 436	—	2 233	2 216	—
		(cc)	562 308	585 851	568 100	625 259	636 982
		(dd)	496 100	567 198	722 700	768 100	717 400
		(ee)	—	—	—	—	—

	1965	1970	1975	1980	1985
(ff)	109 193	135 465	114 686	121 815	141 639
(gg)	66 512	78 594	89 312	93 050	96 110
(hh)	104 972	121 383	143 200	134 700	138 000
(2) (a) (ii)					
Wholesale and retail trade and accommodation ...	—	237 703	269 300	281 713	266 757
Transport and communication	—	147 460	154 901	159 875	158 717
Finance and insurance	—	71 895	84 826	92 428	119 250
(b) (ii)					
Wholesale and retail trade and accommodation ...	—	68 539	85 432	92 629	92 122
Transport and communication	—	18 386	24 468	32 442	28 268
Finance and insurance	—	3 708	6 514	9 387	14 521
(c) (ii)					
Wholesale and retail trade and accommodation ...	—	32 771	38 401	39 322	41 240
Transport and communication	—	1 638	2 583	3 090	3 855
Finance and insurance	—	717	2 402	3 928	6 053
(d) (ii)					
Wholesale and retail trade and accommodation ...	—	281 255	330 306	342 655	355 493
Transport and communication	—	109 549	135 991	149 146	135 091
Finance and insurance	—	9 674	13 072	16 270	21 033

Note:

(1) (b) Number of salary and wage earners per age group not available—number of economically active persons shown.

(2) Subdivision (aa) includes forestry.

(2) Subdivision (bb) fisheries only for years 1964, 1970, 1975 and 1979. Data for subsequent years not available.

Prisoners

465. Mrs H SUZMAN asked the Minister of Justice:

How many prisoners who are (a) 18 years and older and (b) under the age of 18 years are serving sentences for (i) crimes against the security of the State and (ii) other crimes?

The MINISTER OF JUSTICE:

On 31 January 1986 the figures were as follows:

(a)
(i) 313.
(ii) 92 807.

(b) (i) None.
(ii) 370.

ter of Constitutional Development and Planning:

(1) (a) How many (i) State and (ii) privately administered children's homes were there for Black children in the Republic as at the latest specified date for which figures are available and (b) how many children were accommodated in these homes as at that date;

(2) whether there is a shortage of such accommodation for Black children; if so, (a) what is the nature of the shortage and (b) what steps are to be taken to overcome such shortage?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) (a) (i) None.

(ii) Nine.

(b) 675 (28 February 1986).

(2) Yes.

(a) For the age group 0-6 years, and children's homes to serve the Orange Free State, Eastern Cape and Western Cape areas.

(b) Private organisations, that are interested in the care of children in need of care, are encouraged to establish such facilities. A State children's home at Soshanguve, just north of Pretoria, is planned for 200 children and the erection thereof will commence within a year or two. SOS Children Villages is at present erecting a children's home at Mamelodi and another home will be erected during the 1986-87 financial year at Grahamstown.

99-year leasehold scheme

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

How many plots were surveyed in each province of the Republic in 1985 with a view to the 99-year leasehold scheme?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

Transvaal	130 950
Cape	28 396
Free State	52 990
Natal	5 219
Total	217 555

Employees

670. Mr P H P GASTROW asked the Minister of Constitutional Development and Planning:

How many residents of each of the (a) national states and (b) four independent Black states were employed in the Republic in each of the latest specified five years for which figures are available?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(a) *National States*

	1983	*1984*	*1985*
Gazankulu	106 218	100 369	104 754
KaNgwane	109 849	117 745	117 544
KwaNdebele	96 525	94 897	101 655
KwaZulu	771 865	766 229	762 089
Lebowa	351 550	329 967	329 235
QwaQwa	80 197	73 349	75 524

HoA

(b) *Independent States*

	1981	*1982*	*1983*	*1984*	*1985*
Bophuthatswana	588 039	543 899	368 051	374 670	399 251
Ciskei	381 690	342 691	105 395	123 206	113 424
Transkei	544 237	384 072	390 651	387 492	375 413
Venda	86 945	87 186	60 093	59 072	64 320

Information as required regarding the National States is only available as from 1983. Prior to 1983 labour statistics were kept in a form from which the required information cannot be obtained.

Ekangala Township

682. Mr P G SOAL asked the Minister of Constitutional Development and Planning:

(1) Whether, with reference to his reply to Question No 15 on 25 February 1986, he or any member of his Department or any former Minister or Department responsible for Ekangala Township received any petition or memorandum from any residents of this township during 1985 regarding the possible incorporation of the township into KwaNdebele; if so, (a) on what date and (b) what was the purport of the petition or memorandum;

(2) whether this petition or memorandum had any signatures attached to it; if so, how many?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) 9 October 1985.

(b) Objections from some of the residents against incorporation of the whole Ekangala into KwaNdebele.

(2) Yes.

1 117 signatures.

HoA

Duncan Village community: resettlement

692. Mr E R MOORCROFT asked the Minister of Constitutional Development and Planning:

(1) Whether, with reference to his reply to Question No 12 on 18 June 1985, a final decision has been reached regarding the resettlement of the Duncan Village community; if not, why not; if so, (a) when and (b) what is this decision;

(2) what was the (a) adult (i) male and (ii) female and (b) child population of Duncan Village as at the latest specified date for which information is available?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) 30 August 1985.

(b) Duncan Village will be retained as Black township and will continue to exist within its existing boundaries. The whole area will be replanned and upgraded and the 99 year leasehold system will apply. Residents still wishing to relocate in Mdantsane, will be helped to do so but no forced removals will take place.

(2) (a) (i) 6251.

(ii) 4911.

(b) 6279.

Figures are as on 31 December 1984.

FIN MAIL 4/4/86

UNION CLOSED SHOPS

Tightening controls

A National Manpower Commission (NMC) report, which proposes restrictions on the application of the closed shop, has received a chilly reception from a wide section of SA's established union movement.

The report, released for comment last week, is the NMC's second attempt to deal with this highly sensitive issue. It recommends that all closed shop arrangements — agreements which make union membership a condition of employment — should come under the ambit of the Labour Relations Act (LRA). It further recommends various statutory "safeguards" including secret ballots to test workers' support for closed shops. This is the most controversial one.

The NMC report also proposes that interested parties who believe that these safeguards have been misapplied should have the right to declare a dispute and ask the Industrial Court to arbitrate.

Only closed shop arrangements contained in industrial council agreements now fall under the LRA. These are widespread. Of the 103 councils in existence at the end of 1984, 45 — covering 500 000 workers — had closed shop agreements.

There are, in addition, several privately-concluded closed shop agreements. A major example is that between the Chamber of Mines and the industry's 11 registered unions and officials' associations. These, says the report, should be brought under the ambit of the Act.

Minority views were expressed by unionists on the NMC connected with the middle-of-the-road Trade Union Council of SA (Tucsa), the rightwing SA Confederation of Labour (Sacol), and the Confederation of Metal and Building Unions (CMBU), which mainly represents skilled labour.

The report is rather short on statistics on the closed shop. But many affiliates of these organisations are party to them. In what some see as a stalling action, these commissioners recommend that the LRA should not be amended "until such time as further consideration can be given to the matters under discussion." Their views on secret ballots are even stronger.

Tucsa vice-president Willie van der Merwe this week echoed the view that the *status quo* should remain intact.

Among the safeguards recommended by the NMC are:

☐ Workers should have 90 days to join a union after they start a job, or after the conclusion of an agreement;

☐ A closed shop may be instituted only if more than half the potentially affected employees are members of the trade union involved;

☐ Agreements should not remain in force for more than three years before they expire or are renegotiated;

☐ A closed shop agreement would be invalid if it denies people who cannot obtain union membership access to work. This is aimed at ending the practice of excluding blacks from certain jobs by making union membership a condition of employment and, at the same time, barring them from membership;

☐ People who have deep convictions against joining a union should be exempted;

☐ If workers are refused union membership, or if their membership is terminated unreasonably, the agreement should no longer apply to them; and

☐ Suitable arrangements to determine the support for closed shop agreements.

The last point, which refers to secret ballots, is the most contentious. The report recommends that a ballot must be conducted if at least 20% of workers affected by an agreement petition the Manpower Minister for one.

The unionists on the NMC reject this proposal entirely, arguing that the democratic structures of their organisations make ballots unnecessary. "There are sufficient safeguards for a majority of trade union members . . . to either ratify or reject by due process any . . . closed shop agreement," they say.

Another group of commissioners, including chairman Hennie Reynders, accepts the idea in principle, but pinpoint a number of practical difficulties.

Ironically, it is the emerging unions which are likely to be best pleased with this report, even though they are not represented on the NMC and did not give evidence to it.

Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo declined to comment on the report, saying the organisation still needs time to study it. But he observes that the closed shop has been used by "bureaucratic and undemocratic unions" to control militancy and prevent black workers from joining the union of their choice.

Indeed, Cosatu affiliates, particularly those in the paper and textile industries, have fought drawn-out battles with established unions over the closed shop. Some of the NMC's safeguards, if translated into legislation, will certainly serve to make their job easier. ■

BUSDAY, 8/4/86

NT

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Job creation most vital — Schwarz

A SCHEME to create job opportunities to raise the quality of life was one of five "immediate actions" that should be undertaken to improve the situation in the country, PFP finance spokesman Harry Schwarz said in the House of Assembly yesterday.

Opening the Second Reading debate on the Budget, Schwarz said time was running out and that if the unemployment situation was "not dealt with in a realistic way, unrest and instability would undermine stability in an irreversible manner".

The other four "immediate actions" were the rapid abolition of apartheid; an agreement to talk to "leadership of all sections of the people about the future of SA"; the advance and not only the survival of the centre of the body politic; and formulas to equalise social services.

Schwarz moved an amendment opposing the Budget's second reading until government took adequate steps to:

- "Eliminate the inefficiency, wastage and unproductive expenditure which have characterised government's administration of the affairs of SA;
- "Abandon policies, including the policy of apartheid, which have caused the political and economic position of the country to be at one of the lowest points in its entire history, and
- "Demonstrate that it has realistic plans to restore the health of the economy, restore stability and ensure the future of all SA's people in a society which has the economic and political values of the free world".

The Budget for this financial year "fails to show either the imagination, determination, or plan to deal with the pressing issues", Schwarz said.

The locomotive of growth had to get up steam and get the economy going and this needed to be done with the minimum inflationary effect and with the least harm to the balance of payments.

He said that, after years of mismanagement, no one believed government expenditure figures any longer.

The credibility of Minister of Finance Barend du Plessis was no higher than that of any of his predecessors and government expenditure in this financial year was likely to exceed the budgeted figures as in the past.

The tax concessions granted in the Budget were of no benefit to the bulk of the population and should have taken the form of a cut in GST, Schwarz added.

— Sapa.

3rd DAY 9/4/86

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Unions split over jobs report

THE closed-shop principle is a labour issue generating worldwide controversy and the National Manpower Commission (NMC) report proposes restrictions on these agreements and certain safeguards to prevent abuses.

The black emergent unions, which declined to participate on the commission, may favour some aspects of the report for they attack closed-shop provisions as undemocratic, barring workers from joining more militant unions.

Piroshaw Camay of the black Council of Unions of SA (Cusa) said Cusa believed closed-shop principles prevented freedom of association, with workers being forced to join a prescribed union.

But established unions who feel they benefit from existing closed-shop agreements are likely to feel threatened. Most unionists on the commission, including the Trade Union Council of SA (Tucsa), opposed suggested changes to the Labour Relations Act.

All union federations have declined to comment until they have studied the report.

☐ The recommendation which drew most fire from unionists on the NMC is that support for agreements be determined by secret ballot if at least 20% of affected employees petition the Manpower Minister.

The NMC suggests that employers who wish to petition can do so if they employ at least 20% of the affected employees.

Unionists on the NMC opposed these suggestions, saying parties had democratic arrangements to ratify or reject agreements.

☐ The report also recommends that all closed-shop agreements be brought under the Labour Relations Act.

The Act at present affects agreements between parties on industrial councils only. In 1984, 45 industrial councils had closed-shop agreements, covering nearly 500 000 workers.

Another 46 000 white employees were affected by private closed-shop agreements between the Chamber of Mines and 11 unions.

Discrimination can occur when a union with an agreement outside the Act refuses to admit members of a specific race group. The report suggests amending the Act by including the possible discriminatory effect of a closed-shop agreement in the definition of an unfair labour practice.

The report recommends statutory safeguards for all closed shop agreements. These safeguards include:

☐ Compulsory union membership may only be enforced if at least 90 days have lapsed since employment began or the conclusion of an agreement;

☐ No person may be denied employment if they cannot obtain union membership;

☐ Agreements should provide for the exclusion of people who object to joining a particular union.

☐ More than half of the employees must be members of the union that has an agreement;

☐ An agreement may not be valid for more than three years before it expires or is renegotiated.

A LONG-AWAITED National Manpower Commission (NMC) report on closed-shop agreements — which stipulate union membership as a condition of employment — is expected to draw strong reaction from SA trade unions, writes CLAIRE PICKARD-CAMBRIDGE.

CAPE TIMES 10/4/86

Council probe into plight of City hawkers

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Municipal Reporter

HAWKERS and other "free spirits" earning money by informal and often illegal trading may find life a little easier as a result of an investigation into their plight by the City Council.

According to the City Engineer's Department, the aims of the exercise are, among other things:

- To increase employment opportunities.
- To improve public access to cheap goods and services — especially in areas which have few retail and service outlets.
- To allow "free spirits" to earn their livings "without the ties, restrictions and responsibilities associated with formal enterprise".

The deputy City Engineer, Mr David Jack, says the council will not have enough money to continue the project during the current financial year.

He has recommended that the council ask the Small Business Development Corporation for a grant-in-aid of R50 500 or suspend the study until the new financial year begins in July.

Picture by Kuphin Govuy...

Water scheme plans advanced to create jobs

By David Braun, Political Correspondent

PARLIAMENT — The Government has "drastically advanced" three major water schemes to create much-needed employment and bring an additional 18 000 ha of land under irrigation in the Eastern Cape.

The projects are scheduled to be completed about the turn of the decade, by which time they will have cost much more than R500 million.

Details of the Great Depression-type schemes are contained in the seventh supplementary report on the Orange River Development Project tabled in Parliament last week by the Director-General of Water Affairs, Mr J G Du Plessis.

The projects are:

● The Lower Sundays River Scheme, involving 75 km of new or upgraded canals, 2 km of tunnels, two balancing dams and extensive piped-water distribution systems.

● The Lower Fish River Scheme, a new project north-east of Grahamstown. The land is on both the South African and Ciskei sides of the river and Ciskei and the irrigation development will be a joint undertaking between the two countries.

CRIPPLING DEBT

It is also being implemented to create jobs and involves a 5 km diversion tunnel, an off-channel storage dam and a 13 km canal and a pipe distribution system.

● The Orange-Douglas scheme. This is actually a State take-over of an existing scheme under construction by the Douglas Co-operative to provide an emergency water supply to the Douglas weir on the Vaal River.

The development of the scheme by the State will remove the crippling debt incurred by the co-operative in constructing the emergency scheme, relieve the pressure on the overcommitted resources of the river, promote higher agricultural production, and create the opportunity to improve the poor socio-economic conditions of a large number of local farmers whose farms are too small to be economically viable.

In his report, Mr du Plessis said he was reasonably certain that the cost of constructing and operating the Lower Sundays River and Lower Fish River schemes was economically justified.

Vegetables will form a significant part of crop production in both areas.

panies in each of the national states in the 1984-85 financial year?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

	(i)	(ii)	(iii)
(a)			
Gazankulu	R8 407 300	—	
KaNgwane	R3 455 700	—	
KwaNdebele	R8 088 100	R498 000	
KwaZulu	—(1)	R23 000 000	
Lebowa	—	—	
Qwaqwa	R12 000 000	—	
(b)			
Gazankulu	R12 090 000	R1 881 600	—
KaNgwane	R3 917 533	R1 132 100(2)	—
KwaNdebele	R8 706 000	R682 000	R498 000
KwaZulu	R76 600 000	R205 600 000	R23 000 000
Lebowa	R15 800 000	—(1)	—
Qwaqwa	R14 000 000	R6 000 000	—

(1)Not readily available.
(2)Does not reflect total investments since data are not available for all the sectors.

The State itself did not make any direct investment in the industrial sector. Information presented under (a)(i) of reflects investments by the various national development corporations as furnished by these corporations.

Work opportunities

532. Mr A SAVAGE asked the Minister of Education and Development Aid:

(a) How many new work opportunities were created for Blacks in each employment sector by each of the development corporations in the 1984-85 financial year and (b) what was the cost per opportunity in each sector?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a)	Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
Shangaan/Tsonga Development Corporation	29	3	—	—	139(1)	98	—
KaNgwane Economic Development Corporation	42	383	25	—	—	—	—
KwaNdebele National Development Corporation	260	262	148	—	—(2)	—	—
KwaZulu Finance and Investment Corporation	250	7 126	65	—	1 526	—	—
Lebowa Development Corporation	91	222	53	129	422	67	8
Qwaqwa Development Corporation	181	2 380	186	—	276	—	—
South African Development Trust Corporation	27	—	46	—	457	258	—

(1) Permanent employment opportunities. Temporary employment opportunities amounted to 934.
(2) Not available as yet.

HoA

(b)

	Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
Shangaan/Tsonga Development Corporation	R6 042	R10 392	R3 330	—	R1 480	R16 885	—
KaNgwane Economic Development Corporation	R10 996	R6 005	R9 224	—	—	—	—
KwaNdebele National Development Corporation	R8 400	R12 916	R7 700	—	—	—	—
KwaZulu Finance and Investment Corporation	R10 752	R16 239	R2 321	—	R661(1)	—	—
Lebowa Development Corporation	R10 050	R8 810	R6 020	R40 780	R9 680	R4 800	R27 600
Qwaqwa Development Corporation	R16 600	R5 500	R5 500	—	R9 500	—	—
South African Development Trust Corporation	R15 555	—	R4 794	—	R16 590	R3 263	—

(1) Average loan per subsistence farmer.

Free passes/reductions in fares

659. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

(1) Whether any free passes for travel (a) by train and (b) on (i) internal and (ii) external flights of the South African Airways are issued to staff of the South African Transport Services for use by such staff and their families; if so, (aa) what is the nature of these free passes and (bb) what was the total cost to the South African Transport Services of such free passes in the latest specified financial year for which information is available;

(2) whether any reductions in fares are given to staff of the South African Transport Services for travel (a) by train and (b) on (i) internal and (ii) external flights of the South African Airways in addition to the free passes referred to above; if so, (aa) why, (bb) what is the nature of these reductions and (cc) what was the total cost to the South African Transport Services of such reductions in the above-mentioned financial year;

(3) what was the total cost to the South African Transport Services of the difference between these free passes and reductions and the full fares in the above-mentioned financial year?

The MINISTER OF TRANSPORT AFFAIRS:

(1) (a), (b), (i) and (ii) Yes.

(aa) Free passes are granted for travel by—

(i) rail over lines of the South African Railways—these passes are granted to all employees, their wives and dependent children after one year's service; and

(ii) air on the—

(A) domestic services of the South African Airways to holders of black and grey passes as well as members of Management, their wives and dependent children. These free passes are also granted to all other employees, after completion of 30 years service, their

HoA

(5)	(a)	(b)	(c)
	(vi) Day after acceptance.	Day after acceptance.	Second day after acceptance.
	(vii) Second day after acceptance.	Second day after acceptance.	Third day after acceptance.
	(viii) Second day after acceptance.	Second day after acceptance.	Second day after acceptance.
	(xi) Day after acceptance.	Day after acceptance.	Second day after acceptance.

Prisoners: deaths

703. Mrs H SUZMAN asked the Minister of Justice:

(1) How many sentenced prisoners died of natural causes in 1985;

(2) how many of these deaths were due to pneumonia?

The MINISTER OF JUSTICE:

(1) and (2) Extensive statistics on deaths in South African Prisons during 1985, were furnished on 10 February 1986 in reply to question No 74. The figures which were furnished on this occasion are applicable to both sentenced and unsentenced prisoners.

Of the one hundred and sixty (160) sentenced prisoners who died from natural causes during 1985, twelve (12) died of pneumonia.

Occupational differentiation

735. Mr R M BURROWS asked the Minister for Administration and Economic Advisory Services:

Whether any groups of persons in the Public Service benefited from the process of occupational differentiation in the 1985-86 financial year; if so, (a) what (i) groups of persons and (ii) posts, (b) how many persons were there in each such post and (c) what was the percentage increase in respect of each of these posts?

The MINISTER FOR ADMINISTRATION AND ECONOMIC ADVISORY SERVICES:

All personnel, educators excluded

The reply to the question is presented in the form of a schedule for the sake of convenience. Under each occupational class (referred to as "groups of persons" in the question) the relevant post classes (referred to as "posts" in the question) which benefited from occupational differentiation during the 1985-86 financial year, are shown. Opposite each post class the number of personnel and the percentage salary increase are shown:

Occupational class	Post Classes	Number of personnel	% Salary increase
(a)(i)	(ii)	(b)	(c)
Customs and Excise Officer	Customs and Excise Officer	504	4,2
	Senior Customs and Excise Officer	122	9,3
Customs and Excise Clerk	Customs and Excise Clerk	98	14,0
Revenue Clerk	Assistant-Revenue Clerk	827	19,6
	Revenue Clerk	2 196	3,5
	Senior Revenue Clerk	422	3,8
	Chief Revenue Clerk	55	16,4

Occupational class	Post Classes	Number of personnel	% Salary increase
(a)(i)	(ii)	(b)	(c)
Taxation Officer	Taxation Officer	928	3,2
	Senior Taxation Officer	530	7,4
Master: Supreme Court	Estate Controller	28	12,5
	Senior Estate Controller	24	12,2
Work Study Officer	Work Study Assistant	31	4,2
Engineer	Deputy Chief Engineer	341	7,1
Land Surveyor	Deputy Chief Land Surveyor	19	7,1
Architect	Deputy Chief Architect	39	10,1
Quantity Surveyor	Deputy Chief Quantity Surveyor	21	10,1
Avionician	Pupil Avionician	35	24,9
	Avionician	75	7,7
	Control Avionician	8	12,0
Helicopter Pilot	Helicopter Pilot	1	13,3
Aviation Inspector	Aviation Inspector	6	25,3
	Senior Aviation Inspector	4	26,8
	Head: Flight Services	1	7,7
Air Traffic Communicator	Air Traffic Communicator (White)	58	13,8
	(Coloured/Indian)	0	17,5
	(Black)	0	30,1
	Senior Air Traffic Communicator	6	13,0
	Chief Air Traffic Communicator	1	34,3
Air Traffic Controller	Cadet Air Traffic Controller	20	32,5
	Air Traffic Controller	105	4,1
	Control Air Traffic Controller	7	12,0
Airworthiness Inspector	Airworthiness Inspector	8	12,7
	Senior Airworthiness Inspector	4	13,9
Inspector of accidents	Inspector of accidents	2	12,7
	Senior Inspector of accidents	1	13,9
Aircraft Maintenance Engineer	Aircraft Maintenance Engineer	3	12,7
	Senior Aircraft Maintenance Engineer	1	13,9
Inspector Mining Machinery	Assistant Inspector: Mining Machinery	0	9,0
	Inspector: Mining Machinery	22	5,9
Inspector Mines	Assistent Inspector: Mines	23	9,0
	Inspector: Mines	49	5,9
Mine Surveyor	Mine Surveyor	22	9,7
Inspector: Occupational Safety (Machinery)	Pupil Inspector: Occupational Safety (Machinery)	1	39,1
	Inspector: Occupational Safety (Machinery)	2	43,1
	Senior Inspector Occupational Safety (Machinery)	24	15,8
Inspector: Occupational Safety	Pupil Inspector: Occupational Safety	0	4,8
	Inspector Occupational Safety (Whites, Coloureds, Indians)	10	1,8
	(Blacks)	0	11,2
	Senior Inspector: Occupational Safety (Whites, Coloureds, Indians)	13	11,2
	(Blacks)	0	20,3

Occupational class	Post Classes	Number of personnel	% Salary increase
(a)(i)	(ii)	(b)	(c)
	Chief Inspector: Occupational Safety (all population groups)	12	2,2
	Control Inspector: Occupational Safety (Whites, Coloureds, Indians)	3	7,7
Trade Metrologist	Pupil Trade Metrologist (Whites, Coloureds, Indians)	47	6,4
	(Blacks) (Male)	5	7,5
	(Female)	0	13,5
	Trade Metrologist (all population groups)	9	6,9
Nursing Staff	Nursing Assistant (Whites)	4 805	9,6
	(Coloureds/Indians)	4 277	10,1
	(Blacks)	12 139	13,6
	Snr Nursing Assistant (Whites)	888	6,9
	(Coloureds/Indians)	149	7,6
	(Blacks)	1 064	9,6
	Staff Nurse (Whites)	1 614	5,6
	(Coloureds/Indians)	1 807	5,6
	(Blacks)	6 467	6,8
	Senior Staff Nurse (Whites)	320	4,3
	(Coloureds/Indians)	130	4,3
	(Blacks)	257	5,1
	Professional Nurse (Whites)	5 189	7,5
	(Coloureds/Indians)	2 529	7,5
	(Blacks)	11 245	8,2
	Senior Professional Nurse (Whites)	3 349	5,6
	(Coloureds/Indians)	667	5,6
	(Blacks)	2 003	6,0
Occupational Therapist	Student Occupational Therapist (Whites)	0*	—
	(Coloureds/Indians)	0*	—
	(Blacks)	29	29,1
	Occupational Therapist (Whites)	342	6,4
	(Coloureds/Indians)	18	6,4
	(Blacks)	22	6,9
Physiotherapist	Student Physiotherapist (Whites)	0*	—
	(Coloureds/Indians)	0*	—
	(Blacks)	46	29,1
	Physiotherapist (Whites)	429	6,4
	(Coloureds/Indians)	36	6,4
	(Blacks)	46	6,9
Speech Therapist and Audiologist	Student Speech Therapist and Audiologist (Whites)	0*	—
	(Coloureds/Indians)	0*	—
	(Blacks)	0	—
	Speech Therapist and Audiologist (Whites)	148	6,4
	(Coloureds/Indians)	11	6,4
	(Blacks)	1	6,9
Radiographer	Student Radiographer (Whites)	395	18,7
	(Coloureds/Indians)	127	20,6

Occupational class	Post Classes	Number of personnel	% Salary increase
(a)(i)	(ii)	(b)	(c)
	(Blacks)	144	29,1
	Radiographer (Whites)	649	6,4
	(Coloureds/Indians)	190	6,4
	(Blacks)	213	6,9
Oral Hygienist	Student Oral Hygienist (Whites)	0*	—
	(Coloureds/Indians)	0*	—
	(Blacks)	1	29,1
	Oral Hygienist (Whites)	34	6,4
	(Coloureds/Indians)	22	6,4
	(Blacks)	8	6,9
Dental Therapist	Student Dental Therapist (Blacks)	13	29,1
	Dental Therapist (Whites)	0	—
	(Coloureds/Indians)	1	6,4
	(Blacks)	25	6,9
Supplementary Diagnostic Radiographer	Supplementary Diagnostic Radiographer (Whites)	2	7,0
	(Coloureds/Indians)	45	7,2
	(Blacks)	7	8,9
	Senior Supplementary Diagnostic Radiographer (Whites)	0	—
	(Coloureds/Indians)	0	—
	(Blacks)	3	5,2
Therapy-assistant	Therapy-assistant (Whites)	0	7,0
	(Coloureds/Indians)	0	7,0
	(Blacks)	14	8,9
	Therapy-attendant (Blacks)	15	12,6

* No persons in service. These students are all studying with the aid of bursaries or at their own cost.

Pharmacists	Pharmacist's Assistant (White)	1	—
	(Coloured/Indian)	1	—
	(Black) (Female)	—	29,1
	(Black) (Male)	—	22,3
	Pharmacist (Intern) (White)	23	19,7
	(Coloured/Indian)	44	25,5
	(Black) (Female)	—	63,4
	(Black) (Male)	1	54,7
	Pharmacist (All population groups)	360	19,5
	Senior Pharmacist (all population groups)	180	20,0
	Principal Pharmacist (all population groups)	60	15,9
	Chief Pharmacist (all population groups)	27	12,0
Roads Superintendent	Assistant Roads Superintendent	1	31,24
	Road Superintendent	119	55,14
	Chief Roads Superintendent	27	29,35
	Control Roads Superintendent	6	22,18
Farm Foreman	Farm Foreman (Whites)	147	43

Occupational class	Post Classes	Number of personnel	% Salary increase
(a)(i)	(ii)	(b)	
	(Coloureds/Indians)	3	17,2
	Farm Assistant (Whites)	21	25,1
	(Coloureds/Indians)	1	35,5
Inspector's Aid: Mines	Inspector's Aid: Mines	10	26,8
Barber	Translated to post class Artisan (C-group)	40	25,9
Immigration Officer	Immigration Officer	99	30,7
	Senior Immigration Officer	22	33,7
	Principal Immigration Officer	10	43,1
	Chief Immigration Officer	2	33,0
	Manager: Immigration Services	1	9,8
Customs Officer	Customs Officer	369	30,7
	Senior Customs Officer	60	18,4
	Principal Customs Officer	12	33,5
	Chief Customs Officer	4	13,6
Provincial Inspector	Provincial Inspector (Whites)	948	30,2
	(Coloureds/Indians)	18	30,2
	(Blacks)	490	43,8
	Principal Provincial Inspector	140	24,8
	Chief Provincial Inspector	43	21,6
	Deputy Chief: Provincial Inspection Services	5	16,2
Boiler Operator	Boiler Operator (Whites)	416	
	(Coloureds/Indians)	3	4,2
	(Blacks)	66	
Technical Assistant	Pharmacist Assistant (Whites)	1	25,0
	(Coloureds/Indians)	78	30,4
	(Blacks)	72	34,3
	Senior Pharmacist Assistant (Coloureds/Indians)	1	18,5
	(Blacks)	3	18,5
	Hydrological Assistant	20	18,4
	Senior Hydrological Assistant	10	18,4
	Chief Hydrological Assistant	4	10,4
	Museum Assistant (Whites)	1 773	5,5
	(Coloureds/Indians)	297	9,4
	(Blacks)	343	6,1
	Dental Assistant (Whites)	145	24,9
	(Coloureds/Indians)	—	30,3
	(Blacks)	—	34,3
	Senior Dental Assistant (Whites)	37	18,5
	(Coloureds/Indians)	1	18,5
	(Blacks)	12	18,5
	Chief Dental Assistant (Whites)	6	18,4
	Quantity Surveyor's Assistant	1	18,4
	EEG-Assistant (Whites)	1	18,4
	(Blacks)	2	19,7
	ECG-Assistant (Whites)	1	18,4
	(Blacks)	2	19,7
	Laboratory Assistant (Whites)	7	18,4

Occupational class	Post Classes	Number of personnel	% Salary increase
(a)(i)	(ii)	(b)	(c)
	(Blacks)	2	19,7
	Health Supervisor	5	18,4
	Mortuary Assistant (Whites)	2	18,4
	(Coloureds/Indians)	13	22,8
	(Blacks)	4	19,7
	Weed Inspector	16	18,4
	Product Examiner	17	18,4
	Pupil Meat Examiner	2	17,5
	Meat Examiner (Whites)	4	25,9
	(Coloureds/Indians)	28	31,0
	(Blacks)	61	34,6
	Draughtsman Assistant (Whites)	69	18,4
	Health Field Officer	37	18,4
	Vaccine Preparation Assistant	80	54,9
	Orthotic/Prothetic Assistant (Whites)	8	54,9
	(Coloureds/Indians)	15	60,5
	(Blacks)	45	73,2
	Oceanographical Research Assistant	35	54,9
	Veterinary Research Assistant	2	54,9
	Orthopaedic Shoemaker (Whites)	6	4,2
	(Coloureds/Indians)	3	4,2
	(Blacks)	3	8,3
Typist	Typist	3 461	An allowance of R840 per annum is payable to all post classes. The percentage improvement varies depending on the salary notches applicable to individuals.
	Chief Typist	95	
	Data Typist	825	
	Chief: Data Capturing	22	
	Personal Secretary (DG)	8	
	Personal Secretary	279	
	Judge's Secretary	100	
	Ministerial Typist	28	
	Dictaphone Typist	25	
	State Administration Assistant	3	
	Copy Compositor	16	
	Chief Copy Compositor	1	
	Data Controller	2	

Educators

In the case of educators no occupational differentiated improvements had been effected, but an attempt had been made to eliminate disparities in salary scales as far as possible. The extent of the adjustments are reflected in the following schedule:

Qualification category	Post level	Coloured Number of persons	Coloured % Salary improvement	Indian Number of persons	Indian % Salary improvement	Black Number of persons	Black % Salary improvement
a3	1	—	—	—	—	13 334	11,6
	2	—	—	—	—	250	42,9
	3	—	—	—	—	40	54,5
	4	—	—	—	—	2	51,6
	5	—	—	—	—	3	44,5
a2m	1	—	—	—	—	3 031	8,9
a2	1	—	—	—	—	8 076	10,3
	2	—	—	—	—	392	24,4
	3	—	—	—	—	209	22,6
	4	—	—	—	—	94	20,2
	5	—	—	—	—	58	18,6
a1	1	7 527	9,2	351	9,2	32 743	10,8
	2	49	7,7	3	7,7	2 101	28,8
	3	37	6,9	—	6,9	1 001	25,6
	4	—	6,7	—	6,7	490	22,9
	5	—	6,4	—	6,4	313	21,0
A	1	5 199	7,7	114	7,7	15 845	8,4
	2	—	—	—	—	1 298	33,4
	3	—	—	—	—	838	30,9
	4	—	—	—	—	647	37,9
	5	—	—	—	—	608	34,8
B	1	—	—	—	—	7 523	7,7
	2	—	—	—	—	574	32,1
	3	—	—	—	—	53	29,5
	4	—	—	—	—	171	36,3
	5	—	—	—	—	144	33,6

Emigrants/Immigrants

748. Mr P G SOAL asked the Minister for Administration and Economic Advisory Services:

How many (a) doctors, (b) dentists, (c) lawyers, (d) architects, (e) social workers, (f) quantity surveyors, (g) scientists and (h) other specified professionally qualified persons (i) emigrated from and (ii) immigrated to South Africa in 1985?

The MINISTER FOR ADMINISTRATION AND ECONOMIC ADVISORY SERVICES:

	(i)	(ii)
(a)	58	129
(b)	12	14
(c)	17	1
(d)	30	59
(e)	8	10
(f)	15	36
(g)	69	103
(h)	1 450	1 921

Note:

(d) includes architects and town planners.

(h) includes all professional, technical and related workers not shown against (a) to (g) comprises:

	(i)	(ii)
Engineers and related technicians	658	925
Aircraft and ship's officers	6	20
Medical, dental, veterinary and related workers (excluding doctors and dentists)	172	297
Statisticians, mathematicians, system analysts and related technicians	81	102
Economists	147	136
Jurists (excluding lawyers)	—	13
Teachers	145	188
Workers in religion	50	59
Authors, journalists and related writers	46	36
Sculptors, painters, photographers and related creative artists	1	2
Artists, creative (glass and ceramics)	80	76
Composers and performing artists	31	30
Athletes, sportmen and related workers	8	7
Other	25	30

Human Sciences Research Council

757. Mr P G SOAL asked the Minister of National Education:

Whether the Government has given any research directives to the Human Sciences Research Council since 1 January 1985; if so, (a)(i) how many and (ii) what is the nature of each of these directives and (b) in respect of what date is this information furnished?

The MINISTER OF NATIONAL EDUCATION:

Yes.

(a) (i) 20.

(ii) 1. Relations at the contact levels between the Department of Co-operation and Development and Black people.

2. Factors facilitating or impeding the implementation of research findings.

3. The standing, the position and the role of Afrikaans in the general curriculum of schools under the Department of Education and Training.

4. The evaluation of two criterion-focused teaching approaches, one with the aid of inter-active videos and the other with printed material as back-up, in the in-service training of Black Standard 8 Mathematics teachers.

5. Curriculum development for the pre-school bridging period for Black pupils.

6. The development of guidance services for Black pupils.

7. The attitudes adopted by men and women in the Public Service regarding the utilisation of women in public service careers.

8. Organisational efficiency in Government departments.

9. The connection between the problems Black workers experience in their daily lives and Black worker protest action in the PWV area.

10. Water-borne diseases—cholera.

Govt to spend another R6,4 m on relief jobs

Mercury. (173) 16/4/86

Mercury Reporter

THE Government has allocated a further R6 400 000 for unemployment-relief projects to be carried out by local authorities until the end of March next year.

Natal Provincial Secretary Roy Hindle announced the allocation yesterday and called on local authorities to apply to his office if they needed cash for fresh labour-intensive projects.

Last year the Government allocated R10 million for work projects, much of which had been carried over to the current financial year to add to the new allocation.

The Durban Municipality has 20 projects employing more than 2 000 people at R4 a day. An additional R1 is paid to a worker if public transport to and from the work is used.

A spokesman for Durban's Parks, Recreation and Beaches Department said all the projects were progressing well and an application for funds to start new projects would be made.

Mr Hindle said the response to the Province's initial request to local authorities had been positive and had made a significent contribution toward the Government's efforts to alleviate the plight of the unemployed.

Literacy scheme to help the unemployed

By Olga Horowitz

By helping to banish adult illiteracy in Southern Africa, Operation Upgrade, based in Durban, is an organisation that uplifts the lives of all people.

Operation Upgrade is now intent on setting up a nationwide scheme to spread literacy among the mass of black unemployed to help them get jobs and increase their potential productivity.

In an interview with *The Star*, Mr C "Sandy" D'Oliveira, chairman of Operation Upgrade, said: "We want to open the gifts of reading and writing to all these people in order to develop the innate potential that has been strangled by their illiteracy.

"We want to enhance not only their ability to live and work at ease, without fear and privation, but also their self-respect. And there is absolutely no doubt that a better educated work force would be able to learn about and use efficient production practices. Through literacy there will come an improvement in the standard of living of all South Africans.

"Industry in South Africa is greatly dependent on African labour. With modern methods of mechanisation this large labour pool is becoming increasingly ineffective because, at a conservative estimate, six in 10 are functionally illiterate.

"Some years ago Brigadier Rocco de Villiers, a former Commissioner of Police, challenged my conviction that I could bring a Std 4 reading level in three weeks to a number of illiterate paraplegic patients in Baragwanath Hospital. Classes were held each day from 9 to 11.30 am and from 2 to 4 pm. After only 13 days these men tackled an exam set by a senior inspector in the former Department of Bantu Education.

"All passed the exam with marks ranging between 53 and 92 percent. The clinical psychologist at the hospital told me that never before had he witnessed so sudden and dramatic a change for the better among people who had been locked in a state of deep depression, each withdrawn into his own private hell of hopelessness and despair."

Mr D'Oliveira believes that in view of the success of the Baragwanath experiment, South Africa should look on the current economic recession as an opportunity to initiate literacy programmes for illiterate workers made redundant by the recession.

"Through publicising this scheme it is possible that many people could be motivated to turn what appears to be a catastrophe into a superb opportunity to upgrade our vast black labour force."

Funds will be needed to pay teachers and perhaps for the rent of halls. All people interested are asked to write to Operation Upgrade, Box 314, Durban 4000. The telephone number is (031) 329591.

Employment opportunities

519. Mr R A F SWART asked the Minister of Education and Development Aid:

(a) How many new employment opportunities were created for Blacks in each employment sector in the national states and border areas (i) by development corporations and other statutory bodies and (ii) through investment by (aa) South African and (bb) overseas companies in the 1984-85 financial year and (b) what was the cost per employment opportunity created in each of these sectors?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a)(i)

	Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
Shangaan/Tsonga Development Corporation	29	3	—	—	139*	98	—
KaNgwane Economic Development Corporation	42	383	25	—	—	—	—
KwaNdebele National Development Corporation	260	262	148	—	—**	—	—
KwaZulu Finance and Investment Corporation	250	7 126	65	—	1 526	—	—
Lebowa Development Corporation	91	222	53	129	422	67	8
Qwaqwa Development Corporation	181	2 380	186	—	276	—	—
South African Development Trust Corporation	27	—	46	—	457	258	—

* Permanent employment opportunities. Temporary employment opportunities amounted to 934.
** Not available as yet.

(a)(ii) (The figures were obtained from the development corporations as indicated.)

		Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
Shangaan/Tsonga Development Corporation	(aa)	197	809	18	—	250	98	—
	(bb)	—	—	—	—	—	—	—
KaNgwane Economic Development Corporation	(aa)	42	383	25	—	—†	—	—
	(bb)	—†	—	—	—	—	—	—
KwaNdebele National Development Corporation	(aa)	75	168	—	—	—	—	—
	(bb)	—	—	—	—	—	—	—
KwaZulu Finance and Investment Corporation	(aa)	250	3 994	65	—	1 526	—	—
	(bb)	—	3 132	—	—	—	—	—
Lebowa Development Corporation	(aa)	91	153	53	129	422	67	8
	(bb)	—	87	—	—	—	—	—
Qwaqwa Development Corporation	(aa)	181	2 380	186	—	276	—	—
	(bb)	—	—	—	—	—	—	—
South African Development Trust Corporation	(aa)	—	766	—	—	941	—	—
	(bb)	—	250	—	—	158	—	—

† Not readily available.

(b)

	Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
Shangaan/Tsonga Development Corporation	R 6 042	R10 392	R3 330	—	R 1 480	R16 885	—
KaNgwane Economic Development Corporation	R10 996	R 6 005	R9 224	—	—	—	—
KwaNdebele National Development Corporation	R 8 400	R12 916	R7 700	—	—	—	—
KwaZulu Finance and Investment Corporation	R10 752	R16 239	R2 321	—	R 661‡	—	—
Lebowa Development Corporation	R10 050	R 8 810	R6 020	R40 780	R 9 680	R 4 800	R27 600
Qwaqwa Development Corporation	R16 600	R 5 500	R5 500	—	R 9 500	—	—
South African Development Trust Corporation	R15 555	—	R4 794	—	R16 590	R 3 263	—

‡ Average loan per subsistence farmer.

Bureau for Information

550. Mr P G SOAL asked the Deputy Minister of Information:

(1) (a) How many (i) local and (ii) overseas members of the Press (aa) have applied for and (bb) have been granted accreditation with the Bureau for Information and (b) in respect of what date is this information furnished;

(2) whether any members of the Press who submitted applications have been denied accreditation; if so, (a) how many and (b) why in each case;

(3) whether members of the Press who are denied accreditation are provided with reasons for the failure of their applications; if not, why not;

(4) whether there is any delay in the furnishing of a decision regarding applications for accreditation; if so, (a) why and (b) what is the average delay involved;

(5) (a) what are the names of the journalists (i) who were (aa) granted and (bb) denied accreditation and (ii) whose applications are still pending and (b) which newspapers, magazines or broadcasting companies did each of them represent at the time of applying for accreditation?

The DEPUTY MINISTER OF INFORMATION:

(1) (a) (i) (aa) Members of the South African press are not accredited with the Bureau for Information.

(bb) Falls away.

(ii) (aa) The Bureau for Information has taken over the function of accreditation from the Department of Foreign Affairs. Most of the journalists presently accredited were accredited by the Department of Foreign Affairs. There is presently 151 (of whom 54 South Africans employed by the foreign news organisations in the RSA) accredited with the Bureau for Information.

(bb) The Bureau for Information has not denied any applications and

Constituency	Number of Voters
Tongaat	14 586
Umzinto	15 267
Verulam	19 102
Prov Total	485 251
TRANSVAAL	
Actonville	9 852
Central Rand	15 310
Eastern Transvaal	8 872
Laudium	12 002
Lenasia-Central	8 048
Lenasia-East	8 092
Lenasia-West	9 510
North Western Transvaal	13 237
Prov Total	84 923
Rep Total	589 464

ANNEXURE C

HOUSE OF REPRESENTATIVES

PROVINCE OF THE CAPE OF GOOD HOPE

Constituency	Number of Voters
Addo	19 222
Belhar	28 073
Berg River	24 382
Bethelsdorp	27 355
Bishop Lavis	23 741
Bokkeveld	18 749
Bonteheuwel	20 344
Border	22 756
Britstown	17 897
Daljosaphat	7 105
Diamant	28 950
Diaz	23 788
Dysselsdorp	25 380
Elsies River	26 119
Essellen Park	22 172
Fish River	17 419
Gelvandale	31 055
Genadendal	12 273
Grassy Park	26 027
Griqualand West	17 119
Haarlem	19 164
Hanover Park	23 254
Hantam	15 731
Hawston	21 732
Heideveld	21 622
Kalahari	20 945
Karee	16 780
Kasselsvlei	25 113
Liesbeek	13 205
Macassar	27 936
Mamré	27 196
Manenberg	20 229
Matroosfontein	21 384
Mid Karoo	16 081
Mitchells Plain	21 174
Northern Cape	17 760
North Eastern Cape	14 770
Nuweveld	18 950
Ottery	26 190
Outeniqua	30 942
Pniel	24 973
Ravensmead	17 874
Rawsonville	27 678
Retreat	22 364
Rietvlei	17 522
Riversdal	18 534
Robertson	17 604
Schauderville	23 167
Silverton	18 208
Springbok	12 745
Steinkopf	16 397
Strandfontein	18 756
Southern Cape	12 419
Suurbrak	19 833
Swartkops	29 686
Swartland	26 770
Table Mountain	12 523
Upington	24 385
Vredendal	15 076
Wuppertal	15 724
Prov Total	1 252 320
NATAL	
Durban Suburbs	8 778
Greenwood Park	12 157
Natal Mid-East	10 763

Constituency	Number of Voters
Natal Interior	9 831
Wentworth	17 622
Prov Total	59 151
ORANGE FREE STATE	
Heidal	4 846
Eastern Free State	5 207
Opkoms	5 183
Southern Free State	6 740
Western Free State	6 625
Prov Total	28 601
TRANSVAAL	
Alra Park	10 277
Bosmont	10 073
Eersterus	19 576
Eldorado Park	23 494
Klipspruit West	18 196
Newclare	15 297
Northern Transvaal	3 450
Reigerpark	15 657
Rust Ter Vaal	12 112
Toekomsrus	13 572
Prov Total	141 704
Rep Total	1 481 776

Own Affairs:

Witwatersrand: housing units

50. Mr P G SOAL asked the Minister of Local Government, Housing and Works:

(1) How many housing units for White occupation were built in the Witwatersrand area in 1985 and (b) what is the number to be built for members of this population group in this area in 1986;

(2) whether there is a shortage of housing in the Witwatersrand area; if so, (a) what was the estimated shortage of housing for White families in this area at the end of 1985 and (b) when is it expected that this shortage will be eliminated?

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS:

(1) (a) 248 houses and welfare housing for 2 012 persons.

The information indicated below reflects the total number of units in respect of projects at present under construction or which will be constructed in 1986.

(b) The hon member is referred to my reply to question 49.

(2) (a) It cannot be determined at this stage whether there is a shortage in the housing stock. The Department is, however, busy with an extensive programme of action, including the design of a new computer programme, for the extention of the housing data bank which has to be planned in conjunction with other interested parties in view of a housing need-survey. The housing data bank was only transferred to this Department with effect from 1 October 1985. I made an announcement on 25 March 1986 in the House of Assembly in this regard.

(b) Any identified shortages will be addressed immediately subject to the availability of funds.

THURSDAY, 17 APRIL 1986

†Indicates translated version.

For written reply:

General Affairs:

Combating unemployment

67. Mr L F STOFBERG asked the Minister of Manpower:†

(1) (a) What total amount was spent in respect of combating unemployment in each of the latest specified three years for which figures are available and (b) how was each of these amounts divided per objective;

(2) in respect of each of these years, (a) how many persons were trained by the (i) State and (ii) private sector, (b) how much did the State pay to the private sector per person in training and (c) what was the average length of the training by the (i) State and (ii) private sector;

(3) how many persons so trained were employed by (a) the State, (b) the agencies which provided the training and (c) other agencies in each of these years?

The MINISTER OF MANPOWER:

		Financial Year 1983/84	1984/85	1985/86
(1) (a)		R124,36 mil	R126,60 mil	R259,30 mil
(b)	Place in employment	R12,13 mil	R10,21 mil	R7,73 mil
	Wage subsidy	R0,40 mil	R0,42 mil	R0,43 mil
	Sheltered employment	R4,64 mil	R6,15 mil	R5,26 mil
	Workshop for the Blind	R1,06 mil	R1,12 mil	R1,18 mil
	Unemployment Insurance Benefits	R104,51 mil	R104,79 mil	R219,43 mil
	Training of Unemployeds	—	—	R11,35 mil*
	Training of workseekers	R1,62 mil†	R3,91 mil‡	R7,82 mil*
	Special employment creation by the Private Sector	—	—	R6,10 mil
(2) (a) (i)	Workseekers	None	None	None
	Unemployeds	None	None	None
(ii)	Workseekers	3 852†	9 250‡	12 748*
	Unemployeds	None	None	44 560*

(b) Workseekers—Course fees vary between R90,00 and R200,00 per week depending on the type of course in which training is provided.
Unemployeds—R22,00 per person per day.

(c) (i) Falls away.

(ii) Workseekers—6 weeks.
Unemployeds—12 days.

(3) (a) Workseekers—None.
Unemployeds—None.

		1983/84	1984/85	1985/86
(b) and (c)	Workseekers	2 301†	3 973‡	2 918*
	Unemployeds	None	None	±25 per cent

Footnote: † Calendar year 1983
‡ Calendar year 1984
* Calendar year 1985

HoA

Eastern Cape Development Board

HANSARD 17/4/86 (340)

172. Mr P R C ROGERS asked the Minister of Constitutional Development and Planning:

What was the total amount received from each of the Black townships administered by the Eastern Cape Development Board within the corridor between the Republic of Ciskei and the Republic of Transkei in the form of (a) rates and (b) rentals during the latest specified period of 12 months for which figures are available?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

Figures in respect of service charges and house rent were not kept separate for the period 1 January to 30 June 1985 and the figures for this period therefore include both categories. No houses in Kei Mouth and Kei Road belong to the Development Board and no house rent was therefore collected.

	01/01/1985 to 30/06/1985 (a) Service charges and (b) House rent
Queenstown	R229 663,79
Cathcart	R37 875,08
Stutterheim	R51 206,99
Komga	R21 725,96
East London	R461 853,76
King William's Town	R94 138,60
Kei Mouth (Service charges only)	R3 501,00
Kei Road (Service charges only)	R1 741,26

	01/07/1985 to 31/12/1985 (a) Service charges	(b) House rent
Queenstown	R163 936,19	R23 240,01
Cathcart	R24 008,47	R761,03
Stutterheim	R31 470,55	R145,62
Komga	R22 440,58	R45,75
East London	R137 903,02	R26 485,92
King William's Town	R76 687,69	R6 697,86
Kei Mouth	R3 342,50	—
Kei Road	R1 523,47	—

QCQR 1181.

HANSARD 17/4/86 (340)

Mines

495. Mr L F STOFBERG asked the Minister of Mineral and Energy Affairs:†

(1) (a) How many mines were active in the Republic as at the latest specified date for which figures are available and (b) according to what criteria are these mines, regard being had to the main product being mined, subdivided into groups;

(2) (a) how many mines in each such group closed over the last 10 years, (b) what were the main reasons for the closure in each case and (c) how many persons were employed at each mine group in each of these years;

(3) what, in respect of each of these mine groups in each of the latest specified five years for which figures are available, was (a) the revenue of the State (i) in tax, (ii) from mining leases and (iii) from other specified sources and (b) the expenditure of the State in respect of the subsidization of marginal mines?

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The MINISTER OF MINERAL AND ENERGY AFFAIRS:

(a) During the 1984/85 financial year six mines received financial assistance in terms of the Gold Mines Assistance Act, No. 82 of 1968. During 1985/86 only five mines received assistance.

(b) and (c) The number of people employed by each of these mines (in September 1984) and the amounts paid to the various mines are as follows:

	People Employed: Sept. 1984	Amounts Paid 1984/85	Amounts Paid 1985/86
		R	R
Balmoral Gold Mining Co. Ltd	384	114 547	203 376
Durban Roodepoort Deep Ltd	12 228	8 448 872	1 258 902
East Rand Proprietary Mines Ltd	20 043	36 965 322	21 430 793
Primrose Gold Mining Co. Ltd	430	24 264	—
Stanhope Gold Mining Co. Ltd	351	170 457	4 400
Witwatersrand Nigel Ltd	2 368	1 541 194	5 489 039
	35 804	47 264 656	28 386 510

Cradock: civil engineering company

736. Mr A SAVAGE asked the Minister of Manpower:

(1) Whether his Department made any benefits available to a civil engineering company in Cradock, the name of which has been furnished to the Minister's Department for the purpose of his reply, to generate jobs for unemployed persons in terms of the unemployment relief scheme; if so, (a) when (i) was an agreement regarding this scheme first reached between this company and his Department and (ii) were benefits first paid to the company, (b) what were the terms of the agreement and (c) what is the name of this company;

(2) whether his Department provided this company with written approval for a proposed scheme to provide jobs for unemployed persons; if so, (a) when and (b) what was the nature of the proposed scheme;

(3) what was the nature of the project on which these unemployed persons were given employment;

(4) whether his Department had reached any agreement with this company prior to awarding the contract to it; if so, (a) why and (b) what were the terms of this agreement;

(5) what (a) was the nature of the employment provided to labourers employed under this scheme, (b) were the wages paid to the labourers and (c) was the amount due to be paid to this company by his Department in terms of this agreement;

(6) whether this company was required to submit a schedule of expenses; if not, why not; if so,

(7) whether any such schedule was submitteed; if not, (a) why not and (b) what action was taken as a result of the failure to do so; if so, what (i) was the breakdown of expenses to this company in respect of this scheme and (ii) were the expenses of the company per labourer;

(8) whether any payments were made to this company in terms of these expenses; if so, (a) what amounts and (b) when;

(9) whether such benefits are still being paid to this company; if not, (a) when were they stopped and (b) why;

(10) whether any other private contractors (a) have reached any agreement with his Department in respect of this unemployment relief scheme and (b) have received any payments in this regard; if so, (i) what are the names of these contractors, and (ii) what amounts have they received, in each case;

(11) whether his Department took any steps to (a) terminate this scheme or (b) cancel the contracts with these companies; if so, (i) what steps, (ii) why, (iii) when and (iv) with what result;

(12) (a) what was the total cost to his Department of this scheme, (b) over what specified period was the scheme in operation and (c) how many persons were employed during this time;

(13) whether he will make a statement on the matter?

The MINISTER OF MANPOWER:

(1) Yes.

(a) (i) 11 December 1985.

(ii) 28 February 1986.

(b) A specimen of the agreement form used for such contracts is appended.

(c) S Colarossi & Co (Pty) Ltd.

(2) Yes.

(a) 11 December 1985.

(b) Digging trenches.

(3) Digging trenches for sewer and waterpipes at the new prison complex.

(4) No.

(a) and (b) Fall away.

(5) (a) Digging trenches.

(b) An allowance of R4 per day was paid to unemployed persons engaged on the project.

(c) R144 000.

(6) Yes.

(7) Yes.

(a) and (b) Fall away.

(i) R4,00 per capita per day allowances plus R4 per day overhead expenses per unemployed person engaged.

(ii) R8,00 per day.

(8) Yes.

(a) R57 600.

(b) 28 February 1986.

(9) Yes.

(a) and (b) Fall away.

(10) (a) Yes.

(b) Yes.

(i) Contracts were signed with 384 private contractors in various regions of South Africa. Details can be made available if required.

(ii) The total amount to be paid to the contractors is R10,2 million.

(11) (a) No.

(b) No.

(i) to (iv) Fall away.

(12) (a) During the 1985-86 financial year R6,1 million was expended on the work creation scheme through the private sector.

(b) The first agreements were signed on 5 November 1985. The scheme is still in operation and has now been extended to the 1986-87 financial year.

(c) 22 625.

(13) No. Statements on the progress of the scheme have been made regularly.

AGREEMENT

Agreement entered into by and between:

The Government of the Republic of South Africa through its DEPARTMENT OF MANPOWER represented by ..... (hereinafter referred to as the Department) in his capacity of ..... duly authorised thereto and ....represented by .... duly authorised thereto (hereinafter referred to as the Contractor):

Whereas the Department established a scheme in terms of the special work creation programme of the Government for the creation of work opportunities for unemployed persons who may legally seek employment within the boundaries of the Republic of South Africa with a view to provide them with temporary employment.

AND WHEREAS the contractor is in accordance with the afore-mentioned scheme prepared to provide temporary employment for unemployed persons according to conditions outlined hereafter in the agreement,

NOW THEREFORE the parties agree as follows:

1. The Contractor undertakes to employ registered unemployed persons above the age of 15 years, irrespective of population group, sex, qualifications or job experience, on the project approved by the Department and as stipulated in Annexure 1 to this agreement.

2. The Department reserves the right to decrease or increase the number of unemployed persons to be employed temporarily by the Contractor, as stated in Annexure 1, after written consultation with the Contractor.

3. The Contractor shall have available the required facilities including competent supervisors to provide the temporary employment.

4. The Contractor shall satisfy himself that the unemployed persons:

(a) are suitable for the nature of the work;

(b) are motivated to do the work; and

(c) qualify for employment in terms of the scheme.

5. The Contractor shall take the necessary steps to ensure that the persons employed in terms of the afore-mentioned scheme, are registered in terms of the Workmen's Compensation Act 1941.

5.1 The Contractor hereby indemnifies the Department against any loss, damage, claims and disputes and costs (including attorney and client costs) for which the Department may be held liable as a result of the employment of the unemployed and anything arising therefrom.

5.2 No contractual relationship expressed or implied will arise between the workers and the Department with regard to the scheme.

6. The Department reserves the right at any time, without prior notice, to enter upon the Contractor's premises with a view to evaluating compliance with the conditions of this agreement by the Contractor or inspecting its registers.

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7. The Department may, without prejudice to its other rights, terminate the contract if the Contractor has failed to comply with any of the conditions of this agreement.

8. The Contractor shall have no claim whatsoever against the Department in respect of any uncompleted part of the contract in the event of the contract being terminated in terms of clause 7.

9. At the end of each month the Department shall reimburse the Contractor in respect of the persons employed by him in terms of this agreement calculated according to the fees reflected in Annexure 1 to this agreement.

9.1 The Department shall at the end of each month remunerate the Contractor for the additional costs which the Contractor shall claim per Annexure 2 and such additional costs in respect of each worker shall not exceed the amount the Contractor may claim in respect of each worker.

9.2 The Contractor shall not be entitled to remuneration other than that specified in 9 and 9.1.

10. The Contractor undertakes to pay the following allowances to each worker in respect of each day worked on the project:

Persons from rural areas—R3 per day
Persons from towns and urban areas —R4 per day

Persons receiving unemployment insurance benefits do not qualify for this scheme. (No deductions for any purposes may be made from these allowances.)

No unemployment insurance contribution or contributions in terms of Act 29 of 1972 are payable.

11. The claims in respect of the amounts due to the Contractor by the Department in terms of clauses 9 and 10 shall be submitted to the Department at the end of each month for approval and payment. The respective claims containing full particulars shall be indicated separately in each statement. If such claims are acceptable the Department shall effect payment within 30 days of receipt of the statement.

12. The Contractor undertakes to recruit unemployed persons who qualify for the scheme and may make use of the services of the Department in this connection. Persons who are not registered as unemployed with the Department shall be referred to the Department or where the Department has no offices to the Magistrates Offices for registration or in the case of Blacks to the Development Boards who act as agents for the Department.

13. The Contractor shall:

(a) keep paysheets in respect of allowances paid to workers in such form as prescribed by the Department and submit such paysheets as an annexure to his claim in respect of work creation services rendered at the end of each month to the nearest office of the Department;

(b) submit claims for payment of additional cost incurred in respect of work creation services rendered in the form as per Annexure 2 duly certified that the services have been rendered, monthly to the nearest office of the Department;

(c) within 31 days from the date this agreement is signed, employ the agreed number of unemployed persons;

(d) furnish such information as may be required by the Department within the period specified in the request for the relevant information, in order to enable the De-

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partment to monitor, evaluate and improve the scheme.

14. The Department reserves the right at any time, to obtain from the Contractor a statement, together with documentary proof, in which the costs of material, equipment and transport as contemplated in Annexure 2 are specified.

    The Department may cancel the agreement on giving one month's notice.

15. The Contractor chooses as his *domicilium citandi et executandi* for any correspondence or for the service of any legal process the following address:

.....

.....

.....

DATED AND SIGNED AT .....
ON THIS .....DAY OF .....1985.

AS WITNESSES:

1. .....
2. .....

On behalf of the Contractor duly authorised thereto.

DATED AND SIGNED AT .....
ON THIS .....DAY OF .....1985.

AS WITNESSES:

1. .....
2. .....

On behalf of the Department duly authorised thereto.

ANNEXURE 1

The work creation project, duration and costs of the project for work creation for unemployed persons and numbers referred to in paragraphs one and two of the agreement are as follows:

Title of project	Duration: (Days)	Number of persons employed at any particular time	Cost per working day per person

Weenen: emergency camp

738. Mr G B D McINTOSH asked the Minister of Constitutional Development and Planning:

(1) Whether, in terms of Government Notice No 217 published in the *Government Gazette* of 7 February 1986 in terms of the Prevention of Illegal Squatting Act, No 52 of 1951, certain sites have been excised from the emergency camp situated at Weenen; if so, (a) which sites, (b) what is the total area of these sites and (c) why are they being excised;

(2) whether any improvements have been effected on these sites; if so, (a) what improvements in each case and (b) by whom were they effected;

(3) whether there are any persons living on these sites; if so, how many;

(4) whether these persons are to be moved; if so, (a) why and (b) where will they be moved to;

(5) whether any compensation will be paid to these persons; if not, why not; if so, what compensation;

(6) whether the costs of removal will be paid by his Department; if not, why not;

(7) whether the persons concerned consented to the move; if so, (a) when and (b) in what manner did they signify their consent?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes, portions of undermentioned erven.

    (a) Portions of erven 356 and 366.

    (b) 19,0811 hectares.

    (c) The land has been sold by the Town Council of Weenen.

(2) No.

    (a) and (b) Fall away.

(3) No.

(4), (5), (6) and (7) Fall away.

Flats: domestic servants

744. Mr P G SOAL asked the Minister of Constitutional Development and Planning:

(1) Whether persons living in flats which provide accommodation for domestic servants, are required to apply for permission to have such servants stay on the premises; if so, (a) (i) from whom and (ii) where is such permission obtainable and (b) for what period is permission granted;

(2) whether any conditions are attached to the granting of such permission; if so, (a) what conditions and (b) why;

(3) whether any charge is levied for the granting of the necessary permission in this regard; if so, (a) what charge and (b) why;

(4) whether he has received any representations regarding this matter; if so, (a) when, (b) from whom and (c) what was the (i) nature of the representations and (ii) response thereto?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

    (a) (i) Development Board for the area concerned,

        (ii) Offices of the Development Board concerned.

    (b) Up to 12 months at a time.

(2) Yes.

    (a) and (b) The conditions imposed are in the discretion of the Development Board concerned and are based on the merits of each case.

(3) Yes.

    (a) 50 cents per month or part thereof.

    (b) To cover administration costs.

(4) No.

    (a), (b) and (c)(i) and (ii) fall away.

Own Affairs:

Johannesburg North: hospitals/nursing homes

64. Mr P G SOAL asked the Minister of Health Services and Welfare:

(1) Whether there are any hospitals and/or nursing homes in the Johannesburg North constituency which fall under his Department; if so, (a) what are the names of such (i) hospitals and (ii) nursing homes and (b) what total number of beds do they have;

(2) whether his Department pays any subsidies to these hospitals and/or nursing homes; if not, why not; if so, what total amount is paid in such subsidies;

(3) in respect of what date is this information furnished?

The MINISTER OF HEALTH SERVICES AND WELFARE:

(1) (a) and (b) No. However, one hospital called "Rosebank Clinic" registered as a private hospital for 106 beds and one unattached operating theatre unit for 5 day beds are registered with the Department of Health Services and Welfare.

(2) No. Both the private hospital and unattached operating theatre unit are privately owned.

(3) 10 April 1986.

Small business creates more jobs

STEPHEN CRANSTON

THE small-business sector is the only one that materially creates employment in large numbers, says Sydney Catton, chief executive of the Professional Assignments Group.

Writing in the latest issue of *Businessman's Law*, Catton said that in the past four years in the US, 6-million jobs had been created in the small business sector while the *Fortune* 500 top US companies employed 1-million fewer people.

In the US the average business unit employed nine people, but in SA the average business unit employed 300.

The larger a corporation grew, the less its propensity to create new employment, and SA had so many huge corporations in every field that employment had only grown in the bureaucracies, Catton said.

Scramble for casual jobs

TIRED of standing for long hours, some of the older job-seekers sit on the ground waiting for the trucks to come. Pics: MBUZENI ZULU

SOWETAN 21/4/86 173

Hundreds take risks to be first in queues

HUNDREDS of Soweto people leave their homes as early as 1am daily to queue for casual jobs at an open space near Baragwanath Hospital.

Many of the desperate job-seekers — most are victims of retrenchments — have virtually turned the open space into a home as they camp there every night to be among the first people in the queues and to avoid the disappointment of missing out when the lorries come there to pick workers.

By SY MAKARINGE

People flock to the open space from midnight, braving all kinds of weather conditions, and risking their lives at the hands of thugs.

The casual jobs are a result of the Government's Job Creation Scheme in the wake of the critical unemployment situation due to the current economic situation.

The jobs involve the cleaning and sweeping of streets and the removal of garbage in the white suburbs of Johannesburg. Remuneration for those who are lucky to get on the lorries is R5 a day, which is paid on a daily basis.

When the *Sowetan* visited the open space one morning last week, it was a beehive of activity as those who had arrived late tried to sneak into queues.

Municipal police were at hand to deal with cheaters.

Many of the early birds had made fires and others were wearing blankets to keep themselves warm.

A spokesman for the Unemployment Relief Project of the Johannesburg City Council said they recruited an average of 1 400 people to do casual jobs in various areas on a daily basis.

He said the number of people who were left behind every day varied from 100 to 1 000.

Miss Florence Mtshali (24), of Orlando East, said she arrived at about 1.40am to queue for a job.

"I've been coming here for the last three months after I was retrenched in May last year. I have been looking for a job, but all my efforts are in vain.

"The R5 I get daily here is very little by today's standards, but it enables me to buy mealie meal," Miss Mtshali, mother of two small children, said.

Mr Petrus Moyeni, of Zone Six, Diepkloof, earned R160 a fortnight as a labourer for a plumbing company before he was retrenched at the beginning of last year.

"I started looking for a job immediately after I was retrenched without success. My heart bled when I watched my two children going to bed with empty stomachs every day. When I heard of this casual employment, I immediately jumped for it," Mr Moyeni said.

He said he woke up at about 3am every morning to queue for a job.

"The money I'm getting here is peanuts compared with what I used to earn, but I'm happy my kids are now getting something to eat," he said.

Mr PETRUS Moyeni ... "I watched my two children going to bed with empty stomachs."

Mrs Mavis Masiteng (26), who was carrying her one-year-old baby on her back, said she took up casual employment every morning to supplement her husband's meagre income.

"I wake up at 5am every morning to queue for a job. I've to take my baby along because there is no-one to look after her while I'm away," she said.

The money she earned helped her family to buy food, clothes and pay rent for the shack they lived in, she said.

Officials of the Relief Project arrive at the open space at about 7.30am and start calling the job-seekers one by one. Within minutes the trucks are full and those who were at the tail ends of the six queues watch helplessly as the vehicles start trundling along the old Potchefstroom Road towards the city.

One of the unfortunate people was Ms Lulama Botha from the Eastern Cape.

"This is the third time in two months that I was left behind. Don't ask me how it feels to be left behind because I don't want to talk about it. What it simply means is that: "No work, no bread," she said.

Hanging her head in despair, Ms Botha joined others who were unfortunate and walked back slowly towards the township.

One only needed to read the expressions on the faces to understand how they feel.

Mrs MAVIS MASITENG and her baby, Thulisile, join the queue near Baragwanath Hospital.

A MUNICIPAL policeman keeps an eye on the job seekers as officials of the Relief Project call them one by one to the truck.

Public Service appointments 'based on merit, not colour'

Mr Eli Louw . . . 'being served by same race more efficient'.

Political Staff

PARLIAMENT — Same-race service is more efficient than different-race service.

This was the argument of Minister of Administration and Economic Advisory Affairs Mr Eli Louw in his reply to the debate on his Budget Vote in the House of Delegates yesterday.

Mr Louw had said earlier that public servants were employed on a completely non-racial basis. "My department's (employment) policy is based on merit and efficiency only."

Responding to criticism from Mr Pat Poovalingam (Solidarity, Reservoir Hills) that whites held all the "top dog" jobs in the public service, Mr Louw admitted that it was an fact that 30 years ago whites might have been favoured. But now there was "no discrimination".

He conceded that appointments were made by a panel of whites. This did not mean appointments were not made on merit.

It was a fact, he argued, that efficiency was better served when public servants served members of the race group to which they belonged.

Earlier in the debate the chairman of the Ministers' Council, Mr Amichand Rajbansi, called for a boost in public servants' salaries, claiming they were underpaid.

CAPE Times 23/4/86

Job opportunities needed — Relly

173

JOHANNESBURG. — It is in the workplace that the multiracial reality of SA has become tangibly evident — and it is here that a productive and equitable post-apartheid society is being forged.

This is the view of Anglo American Corporation's chairman, Gavin Relly, who addressed the official opening of the 55th Annual Conference of the Artisan Staff Association in East London yesterday.

Pleading for the power of free market enterprise to take over, Mr Relly also stressed the importance of SA having strong and powerful trade union leadership rather than a weak and vacillating union decision-making process.

"The remarkable changes already achieved in labour relations lead me to believe that it is the most vital and promising laboratory for the future.

"For it is here, where different groups of South Africans are discovering their interdependence, as well as learning the skills of constructive conflict resolution."

He said the freeing of SA society — both politically and economically — would go a long way to providing job opportunities for the country's burgeoning population.

"Between 1974 and 1984 the American economy created 24m jobs, while Europe lost 3m. America reduced controls while Europe, by and large, did not."

Dr P R Morkel, executive vice-chairman of Volkskas Ltd, has been elected president of the Clearing Bankers' Association of SA.

Opportunities

He said the only way in which SA could hope to provide sufficient opportunities for the 80 000 black matriculants entering the job market annually was to open the political and economic system — to allow the invisible hand of the free market to operate.

Relly said it was vital that continued efforts be made to train all black South Africans, so that the country would need to rely less on expatriate skills, referring to migratory labour from SA's neighbouring countries. — Sapa

Call to free economy to create more jobs

(173) E. Post 23/4/86.

EAST LONDON — It was in the workplace that the multiracial reality of South Africa had become "tangibly evident" and it was here that a productive and equitable post-apartheid society was being forged, Mr Gavin Relly said yesterday.

The chairman of the Anglo American Corporation was officially opening the 55th annual conference of the Artisan Staff Association.

He said "remarkable changes" already achieved in labour relations led him to believe "it is the most vital and promising laboratory for the future".

"For it is here, more than anywhere, where different groups of South Africans are discovering their interdependence, as well as learning the skills of constructive conflict resolution."

Mr Relly said that the "freeing" of South African society — both politically and economically — would go a long way to providing job opportunities for the country's growing population.

"Between 1974 and 1984 the American economy created 24 million jobs while Europe lost three million. America reduced controls while Europe, by and large, did not."

Mr Relly said the only way SA could hope to provide sufficient opportunities for the more than 80 000 black matriculants entering the job market annually was to open up the political and economic system "to allow the invisible hand of the free market to operate".

"As we move to a freer post-apartheid society, our greatest challenge — and indeed our greatest hope for peace and stability — lies in marshalling the huge labour resource which we have.

"Owing to political and economic foolishness, we have neglected to train and use this resource optimally

Calling for a strengthened indigenous artisan workforce, he said it was vital that continued efforts be made to train all South Africans "so that we rely on expatriate skills less and less".

Mr Relly said the opening up of the skilled trades to all South Africans from 1979 was a significant and encouraging record of achievement.

"Some feared racial conflict in the workplace, others feared lowered standards of competency, yet others a loss of jobs for whites because of cheap black labour. All of these fears have proved groundless." — Sapa

Blamed for

Relief scheme for jobless is running short of funds

24/4/86 Mercury

(12)

Mercury Reporter

THE R4-a-day job creation scheme started by the Government last year in an attempt to cut rising unemployment figures may be near an end because the money is running out.

All contractors under the scheme, whose projects are still under way or partly completed have been asked to apply to Pretoria if further financial assistance is needed before the end of this month.

The Government is then expected to decide whether to grant the assistance, and make a decision on whether new contracts will be entered into.

But it appears as if the intial lump sum which was made available for the scheme is fast running out.

According to Mr Nick Hitchcock, divisional inspector of the Department of Manpower in Durban, it is unlikely that new contracts will be undertaken.

'It is more likely that the existing contracts will be continued, but on a limited scale,' he said.

Under the scheme's auspices city companies who take on unemployed people are paid R4 a day for administration costs by the department, and workers R4 a day for their work.

In rural areas the figure paid is R3 a day, applied on the same basis.

Train

Projects which have benefited under the scheme are road and dam building.

It appears as if the training schemes will remain unaffected.

Under this separate scheme unemployed people can train in fields ranging from basic handskills to computer sciences.

According to the training adviser in Durban this improves the prospects of the unskilled and many have left the courses midway to take up offers of permanent employment.

Students over the age of 18 on this scheme are paid R2,40 a day, and those under 18 are paid R1,18. They are also reimbursed for all reasonable costs incurred using public transport.

Employers who provide a canteen meal are also reimbursed R1,50 a day for each person by the department.

Meanwhile, several unemployment relief schemes have been established at the townships of Hambanati near Tongaat and at Shakaville near Stanger.

According to the Natalia Development Board's chief director, Mr H A du Plessis, people are being hired at R4 a day.

'While people would far rather earn top money in jobs they have been trained for, they agree that the relief jobs provided by the Government are an important stop-gap,' he said.

At Hambanati township parks and communal areas were being cleaned up and hostels upgraded.

Johannesburg North).

LAND ALLOCATED TO NON-INDEPENDENT HOMELANDS (as at the end of last year)as released by Gerrit Viljoen, Minister of Education and Development Aid.
KwaZulu: 3 188 295 ha
Lebowa: 2 212 897 ha
Gazankulu: 744 570 ha
KaNgwane: 385 337 ha
KwaNdebele: 103 370 ha
QwaQwa: 62 000 ha

EMPLOYMENT IN PUBLIC SERVICE
As at September 30 last year the total number of people employed in the public service was, according to figures released by Eli Louw, Minister for Administration and Economic Advisory Services:
Whites: 140 199
Blacks: 94 842
Coloureds: 35 653
Indians: 6 104

SADF (official figures)
The White Paper tabled in parliament this week by Magnus Malan, Minister of Defence, states that at present the full-time force of the SADF comprises 76 percent whites, 12 percent blacks, 11 percent coloureds and one percent Indians.

RELIGIOUS OBJECTORS
Between July 1985 and the end of February 1986, 116 people classified as religious objectors were placed in the employment of state and parastatal bodies said Minister of Manpower Piet du Plessis.

REMOVALS (official figures)
No decision has as yet been made about the removal of 64 of the 67 "black spots" in SA because they are likely to be affected by the consolidation proposals for KwaZulu, said Minister of Constitutional Development Chris Heunis. According to his figures about 60 000 blacks have been "assisted" to move since the Department of Co-operation and Development declared a moratorium on forced removals in 1985.

BANNED BOOKS, PUBLICATIONS AND OBJECTS (April 18, April 25)
Since the above date it is an offence to import and/ or distribute the following: Battling Amazons, Fierce Fighting Females, vol 1 No. 3, December 1984 (American Art Enterprises, Hollywood); Psychiatry and the Homosexual, Gay Liberation pamphlet No.1 (by Gay Liberation Information Service, London); Stern, No.10, 27 February 1986 (by Gruner Jahr AG 7 Co, Hamburg); Catfights Galore No.3, December 1984 plus Fighting Hellcats No.4 (both by London Enterprises Ltd, California); 1986 Calendars: for Wima Equipment displaying nude and semi-nude girls; for Portugal Supermarket Northern Industrial Area displaying nude and semi-nude girls (both by Calendria Pty Ltd, Cape Town); for Quick Foods Take-aways Mini Market Windhoek (not stated); Pamphlets: We salute the ANC (not stated); A Tribute To our Comrades who were killed Monday 1986/03/03; These Boers will never do it again (both by CAYCO). Publications: South Africa: The road to revolution (by Alex Callinicos); Umsebenzi No.3, 1985 (by South African Communist Party).
Since the above dates it is an offence to possess the following "undesirable" publications: All The Way,Please (by Barbara Simms); No Lust Lost (by Kim George); Resorting To Passion (By Bill Rand); Carla (by Toni Stevens); Leona's Lust/ I Will Return and Claim My Bed (by Doris Holliday/Max Nortic); Congress Review No.4 (not stated); Azania Frontline No.11, September 1985 (by Azanian Liberation Support Committee, London); SOYA Bulletin No.3 (by Students of Young Azania, Salt River).
Publications which have been declared not undesirable by the Directorate of Publications are: The Testimony of Steve Biko — Black Consciousness in South Africa (by Steve Biko); The Teachings of Karl Marx (by V I Lenin); Labour: Forced or Free?,CFMAG Topics No.1 and Women of The Revolution, CFMAG topics No.3 (both by Committee for Freedom, London); Wereldraad van Kerken en die vrijheidsbewegingen in Zuidelijk Afrika (by persons unknown).

PRISONER OF CONSCIENCE: CHRIS MAAKE
Chris Maake, 28, was detained in the Pietersburg area on August 16 last year. He is being held at Hannesburg Prison, near Pietersburg, Northern TVL, under Section 29 of the Internal Security Act. Maake was on the SRC at Turfloop University and was publicity secretary for Azazo in the area at the time of his being detained. A formal request for visits to the detainee by his wife and family has been refused.

Jobs project in trouble

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Dispatch Reporter

EAST LONDON — The R400 million cut in the government-initiated job creation and training project this year has resulted in nearly half of the 1 540-strong workforce in the Border being left jobless.

This emerged in an interview with the East London municipality's director of personnel, Mr Leon Deetlefs, who is co-ordinating the project.

Since last October, 39 projects for creating job opportunities have been undertaken in seven municipal areas and 1 540 people have been employed at a total cost of R2 million.

"The available money for certain projects was spent at the end of March this year. This has, unfortunately, resulted in 700 people having to be put out of work," Mr Deetlefs said.

"Because certain projects were approved after October, these projects will continue to June 30. This will result in approximately 800 people remaining in employment until the end of June."

Mr Deetlefs said an application had been made to the government for sufficient funds to provide work in all the existing terminated projects so that continuity was ensured.

Mr Deetlefs said that in terms of the budget submitted to Parliament by the Minister of Finance, Mr Barend du Plessis, a further amount of R265 million had been approved for training and job creation projects.

"We are disappointed with the allocation as it is R400 million less than the 1985 allocation," he said.

The Border towns in the project are King William's Town, Gonubie, Beacon Bay, Stutterheim, Komga and East London. The Divisional Council of Kaffraria is also involved.

20 more will benefit from jobs scheme

This year a further 20 unemployed people will benefit from the Randburg town council's programme to create jobs in the town.

Fifty unemployed people have already been provided with work — at a rate of R6 per day — after the council resolved in December to support the Government's drive to create jobs.

The jobs, set up by the town's Department's of Parks, Recreation and Health Services, partly involve cleaning up the Klein Jukskei River and improving the dumping site in the area.

A recent announcement by the Director of Local Goverment, which approved job-creation projects for 1986/7, has allowed the council to continue its programme.

As from April 1, 35 of the original workers have been re-employed on their previous work while a further 25 have been taken on to work on the river and 10 on the dumping site.

Jobless rush to training centre

CAPE TIMES 5/3/86

By AUDREY D'ANGELO

EVERY Monday morning a long queue of unemployed men and women wait outside the Desiree Training Centre in Woodstock hoping to be enrolled as trainee cash register checkout operators.

Most of them will be unlucky. Business Dynamics (Pty), who run the two-week course for the Department of Manpower, gets an average of 150 applications a week for the 36 places available.

Those who complete the course successfully and leave with a certificate have no certainty of a job.

Business Dynamics MD Theo Rudman said in an interview that, although there is a high turnover of till operators, only about 58% of those taking the course find immediate employment.

"I warn them at the beginning and end of the course that their certificate is no guarantee of a job.

"At most, it will get them an interview and I explain that it is then up to them to make the right impression.

"At times like this, employers can pick and choose and they will take on only those they think the brightest."

Rudman believes that building the students' self esteem and confidence is vital in helping them to get a job and to do it properly.

"How can anyone take a pride in their work or have a feeling of responsibility if they have no pride in themselves?"

Business Dynamics normally gives management training and Rudman says this is the first time it has taught a skill or trained unsophisticated people.

He believes that teaching the mechanics of operating a checkout till is not enough.

Students are also taught to handle people correctly.

"If a till operator greets the customer pleasantly the customer will usually respond in the same way."

Rudman explains to them that this is not solely to benefit the store, by helping to give it a good image, but also makes life pleasanter for the operator.

Students are taught how to handle payments by credit card, buy-aid and cheques.

"Supermarkets lose thousands of rands through credit card sales because till operators do not always check that the details have come out clearly.

"At the end of the day, the manager finds a signed slip for about R100 worth of groceries with no legible account number against which it can be credited."

The students build up an impressive rate of speed.

Last week the slowest on the course could pass 40 items a minute through the checkout without a mistake and one man managed an exceptional 132 compared with the 60 averaged by good, experienced, operators.

Students lucky enough to get a job can expect a minimum wage of R59 a week.

"Most companies pay a wage in the early R60's now," said Rudman.

He believes the comparatively low wage paid to people who handle thousands of rands in the course of one day is one reason for the high turnover of till operators, many of whom lose their jobs for theft.

The course includes a basic explanation of the costs of running a supermarket to counteract a belief that all this money is profit going into the pockets of the owners.

7/5/86

State job-creating projects help many

A TOTAL of 64 250 jobs have been created by the Department of Education and Development in the national states and Development Trust Land areas as part of the department's involvement in job-creating projects.

This was revealed by Education and Development Minister Gerrit Viljoen in the House of Delegates yesterday.

Speaking in the debate on his budget allocation, he said R27,5m had been spent in the self-governing states to create 57 000 jobs, which affected about 260 000 people. A total of R3m was spent on creating 7 250 jobs, affecting 41 500 people, in Development TRUST areas.

In addition, R3m was spent on providing loans to unemployed people so they could keep going with self-help building projects.

□ Government was taking the implementation of the KwaZulu-Natal Planning Council projects, as well as other existing black-township development projects, "very seriously", Viljoen added.

He announced that an additional R24m had been provided for this purpose in KwaZulu.

Other township developments in SA which fell under his department and had received a boost from special funds this year included Soshanguve (near Pretoria) R22,7m, Lethlabile (near Brits) R12,2m, Botshabelo (OFS) R36,1m, Gazankulu townships R24m, Lebowa townships R12m, KaNgwane townships R20,8m and KwaNdebele townships R14,4m. — Sapa.

NATIONAL/INTERNATIONAL

132 000 will get work in upgrading black towns

ARGUS 7/5/86

173

Staff Reporter

MORE than 130 000 jobs are soon to be created for unemployed black people in a series of projects designed to upgrade living standards.

However, the bulk of the money will not be spent in areas of unrest but instead in "areas where peace reigns and a spirit of co-operation is being experienced".

The scheme was announced today by Constitutional Minister Mr Chris Heunis as part of the Government's overall R600-million plan to put people back to work.

Mr Heunis said in a statement that his department had been allocated R126,5-million of the money.

Of that, about R50-million has been allocated to upgrading black towns — repairing homes, planting grass and trees, providing stormwater drainage and similar projects.

Self-building

R75-million is being allocated for self-building schemes, including the provision of infrastructure where necessary.

In the Eastern Cape 5 808 houses have been approved, in the Oranje Vaal area 2 356 and in the Western Transvaal 666.

The schemes will provide work for an estimated 132 000 unemployed people.

Mr Heunis said the planning of the projects had largely been completed and it was expected that a start would soon be made.

As many as possible of the components, such as bricks and trusses, will be manufactured on site to provide the maximum of jobs.

(1) Whether any person was bitten by a police dog at the Arcadia Senior Secondary School in Bonteheuwel on or about 25 April 1986; if so, (a) why, (b) what was the nature and extent of the wounds caused by the dog and (c) what were the circumstances surrounding the incident;

(2) whether the person concerned was armed at the stage when the dog was released; if so, what weapons did this person have in his possession at the time;

(3) whether this person was given any medical treatment by the police as a result of this incident; if not, why not; if so, what was the nature of the treatment given;

(4) whether any complaints have been received by the police as a result of this incident; if so, (a) when, (b) from whom and (c) what complaints;

(5) whether any action has been taken as a result; if not, why not; if so, what action;

(6) whether he will make a statement on the matter?

The MINISTER OF LAW AND ORDER:

(1) Yes.

(a) to (c) A police action was aimed against persons who participated in an illegal gathering, gave black power signs and shouted slogans. The persons had stones in their possession and in the process of action a police dog was released on one of the potential stonethrowers, due to which the person sustained light scratch marks on his right forearm and his left upper arm.

(2) No, but he had stones in his possession.

(3) No, the scratch marks were superficial and of a minor nature.

(4) No.

(a) to (c) Fall away.

(5) No, since no complaint was laid with the police.

(6) No.

Q CR 1676
Alexandra Township
HANSARD 13/5/86

*12. Mr D J DALLING asked the Minister of Law and Order:

(1) Whether the police fired any ammunition on or about 28 April 1986 at a certain house in Alexandra Township, the address of which has been furnished to the South African Police for the purpose of the Minister's reply; if so, (a) at what time, (b) what were the circumstances surrounding the incident and (c) what specified weapons were used;

(2) whether any hand grenades were used by the police on this occasion; if so, (a) why, (b) what is the rank of the person who gave the order in this regard and (c) what was the nature of the damage caused by the hand grenades;

(3) whether any other houses suffered any damage as a result of this incident; if so, (a) what are the street addresses of these houses and (b) what was the nature of the damage in each case;

(4) whether any persons were killed or injured in this incident; if so, (a) how many, and (b) what was the cause of death or injury, in each case;

(5) whether any persons were detained on this occasion; if so, (a) what are their names and (b) in terms of what statutory provisions were they detained;

(6) whether all policemen on patrol in Alexandra Township are issued with hand grenades; if not, (a) which policemen are issued with hand grenades and (b) why; if so, (i) why and (ii) who took the decision in this regard;

(7) whether policemen in any other townships have been issued with hand grenades; if so, (a) in which townships, (b) why and (c) when in each case;

(8) what is (a) the policy of the South African Police regarding the issuing and use of hand grenades and (b) the purport of the standing orders regarding the use of hand grenades;

(9) whether he will make a statement on the matter?

†The MINISTER OF LAW AND ORDER:

(1) No, no ammunition was fired at the address on the date concerned.

(2) to (5) Fall away.

(6) and (7) No, hand grenades are only issued on a selective basis and in extraordinary circumstances and only when the necessity for it exists. Decisions in this regard are taken according to each circumstance and then by the officer in charge of a specific action.

(8) (a) and (b) Hand grenades are issued to members as explained in paragraphs 6 and 7 above and the purport of the Standing Orders is the same as for the use of any fire-arms.

(9) No.

Q CR 1697
Job creation
HANSARD 13/5/86

*13. Mr K M ANDREW asked the Minister of Manpower:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Zolani, Ashton; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Zolani; if not, why not; if so, (a) when and (b) what amount?

†The MINISTER OF MANPOWER:

(1) No.

(a) to (g) fall away.

(2) (a) and (b) If acceptable projects for work creation are submitted by the private sector, such projects will be considered.

13/5/86 Q CR 1698
Sandkraal/Lawaikamp
HANSARD

*14. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether, with reference to his reply to Question No 14 on 29 April 1986 any houses at Sandkraal near George have been damaged or destroyed by fire; if so, (a) how many, (b) on what dates, (c) what was the cause of the fire and (d) what was the extent of the damage in each case;

(2) whether any steps have been taken to ensure that fireproof materials are used in the construction of houses in this township; if not, why not; if so, what steps;

(3) whether any inspections are carried out to exercise control over the quality of the building materials and methods of construction used in this township; if not, why not; if so, (a) by whom, (b) at what stages of construction and (c) what is the (i) nature and (ii) extent of these inspections;

(4) whether the survey to ascertain the housing needs of persons expected to

Ciskei welcomes Berlin transfer

Dispatch Reporter

EAST LONDON — Ciskei has welcomed the handover of an additional 440 hectares of industrial land at Berlin industrial complex as an opportunity to create much needed job opportunities for the Ndevana and Ilitha areas.

The announcement was made in Parliament on Tuesday by the Deputy Minister of Development and of Land Affairs, Mr Ben Wilkens, who said it was being done to ensure vigorous co-ordinated and harmonious development of the complex.

The director-general of communications in Ciskei, Mr Headman Somtunzi, said the Ciskei government would meet the South African authorities in the next few days to finalise the handover.

"Obviously we welcome the additional new land as we do not have any industrial land left. And, if we do not have land we cannot offer industrialists anything despite our good tax concessions. This is a chance to create the much needed job opportunities," Mr Somtunzi said.

"As announced in the President's speech we have a number of industrialists waiting to move with a considerable investment and we need the land."

Mr Somtunzi said Ciskei would have preferred Berlin as a joint venture with East London.

"By us going it alone on a new industrial area at Berlin it could create competition to lure industrialists. This is unnecessary."

In East London there were differing views on how the move to give Ciskei the land would affect the city's drive with Berlin, for which it is still to pay back a R6 million loan from the government.

The chairman of the action committee, Mr Donald Card, said it would be detrimental to East London while the executive director of Bomedco, Mr Ted Walsh, said Ciskei industrial development there would benefit the whole area.

Mr Card said: "I cannot see how it can help us. An industrialist will obviously go to an area where there are better incentives."

Mr Walsh said: "I think development will benefit the region. After all when Ciskei was selling land at Fort Jackson, it did not affect us."

Ciskei hopes to have the land serviced in 18 months to two years time and will be marketing the area immediately. It is expected to be a mixed industrial area with emphasis on heavy industry.

Berlan Tel 51-2016

Problems of jobless discussed at seminar

Dispatch Reporter

EAST LONDON — Representatives of development agencies and employers in the Border, Ciskei and Transkei regions had a "useful interchange of views" on the problems of unemployment and job creation here yesterday.

The one-day workshop was one of a series organised throughout the country by the Institute of Personnel Management (IPM).

The chairman of the Border branch of the IPM, Mr Gordon Crawford, said the object had not been to find instant solutions but rather to establish what the personnel profession could do in helping to alleviate unemployment.

The IPM's information officer, Mrs Jan Beeton, said the workshop had been useful in putting representatives from different communities in touch with one another.

She said the information emanating from the workshops would be compiled into a series of guidelines which would be released at a national conference later this year. It would also be used to develop a data base of information and projects relating to job creation which would be available to anyone.

The workshop included representatives of the Black Social Workers Association of South Africa, personnel managers, the Ciskei Chamber of Commerce, the Ciskei Department of Manpower, the Urban Foundation, the Small Business Development Corporation, the Transkei Appropriate Technology Unit and Rhodes University's Institute for Social and Economic Research.

Problem areas which were raised in the discussions included the lack of child care facilities for working women in the black townships and aged people who had no income, Mr Crawford said.

A possible solution was that elderly people should care for children in return for some form of subsistence. It had also been suggested that the elderly could be employed in teaching traditional skills to young people as a way of overcoming a decline in the respect the young had for their elders.

A further suggestion was that the government's commmitment to upgrading townships provided an opportunity to create employment by using the local community in reconstruction, but it was emphasised that any such projects should have the commitment of the community and should not be prescribed by government.

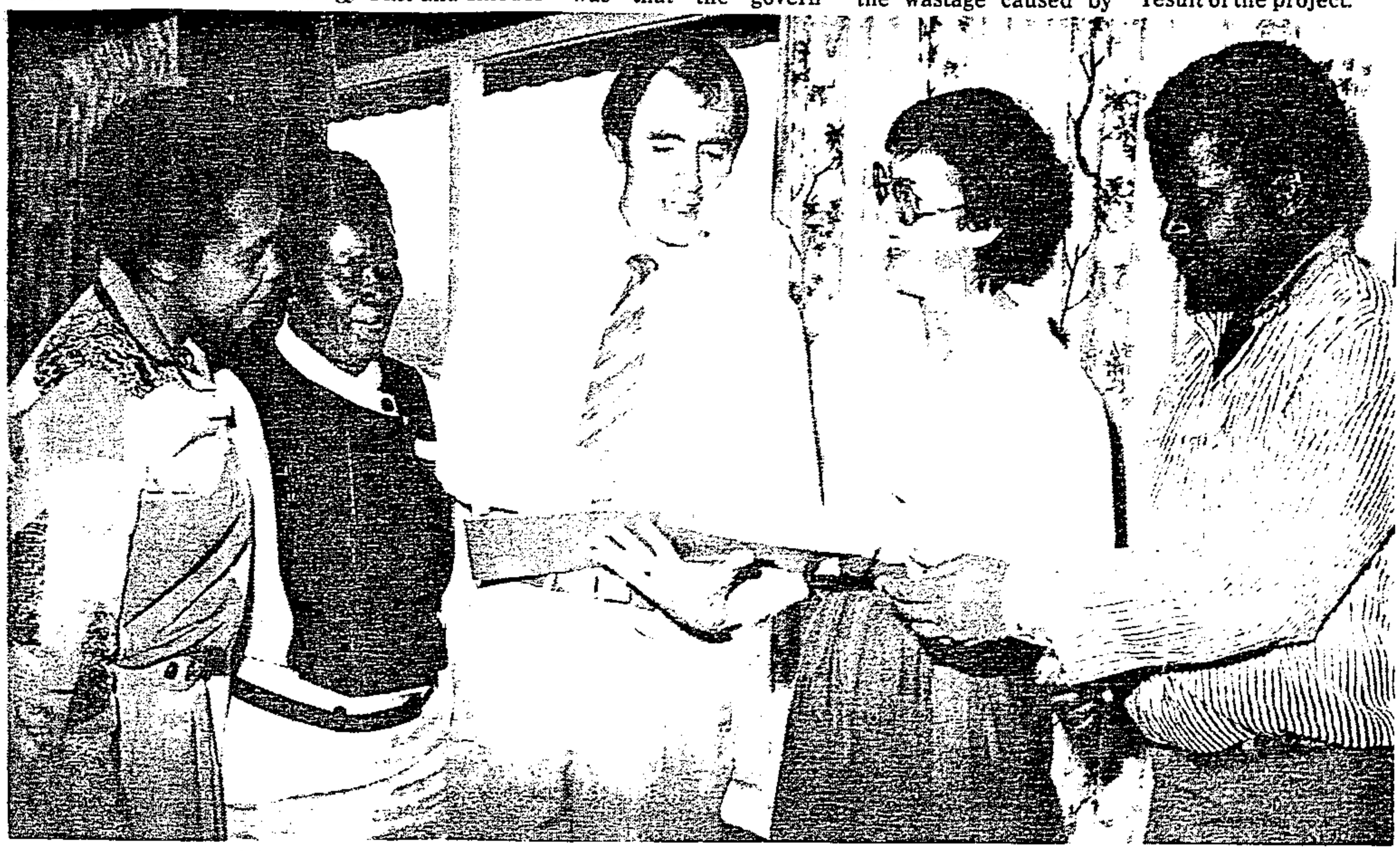
Mr Crawford said there had been discussion about the difficulty in establishing lines of communication with truly representative leaders of the communities and also about political restraints on development initiatives.

Concern was expressed about the lack of vocational guidance for school-leavers and the wastage caused by wrong career choices.

Suggestions were that there should be "vacation link schemes" between employers and schools which would provide holiday employment for both students and teachers involved in vocational guidance to enable them "to find out what happens in the real world."

It had also been suggested that social workers should be involved in vocational guidance at schools to provide liaison between students and the working world.

Delegates were told about a successful scheme in Transkei which placed school leavers with employers. The government-assisted scheme provided the pupils with a stipend while they gained work experience and, of the first group of 21, 11 had found permanent employment as a result of the project.



Among delegates at an unemployment seminar in East London were, from left, Zoshra Matroko, workshop secretary, Harriet Konglisa, representing the SA Black Social Workers Association, Gordon Crawford, chairman of the Border branch of the Institute of Personnel Management, Jan Beeton, the institute's information officer and Etheridge Lebelya, a co-ordinator of a youth training programme, from Umtata.

Govt work scheme helps 500 000 unemployed

STATS 173 17/5/86

Political Staff

CAPE TOWN — More than half a million unemployed have benefited from the Government's special job-creation programme.

Another 297 000 are currently in service. These figures were given to Parliament by the Minister of Manpower, Mr P T du Plessis, who said the special programme was succeeding.

OWN BUSINESSES

He was speaking in the House of Representatives during the debate on his budget vote.

More than R300 million had been allocated for the work creation programme and more than R90 million for job training for the unemployed.

By the end of March 253 168 people had received training. A quarter of these had got jobs immediately afterwards.

Others found work as private contractors and a few had set up in business with the help of the Small Business Development Corporation.

The training courses were from one to three weeks' long, in 180 different job types, ranging from building assistants to programmers.

The main object of the programme was to give a basic temporary income in these difficult times.

But it had side effects such as reducing the unrest and beautifying the environment.

The programme would continue into this financial year and R70 million of the amount set aside last year had been made available for this year.

Another R90 million had been added for work creation and R75 million for job training for unemployed — giving a total of R235 million.

Mr du Plessis said the number of registered unemployed of all races had risen from 58 000 in June 1984 to 160 000 in February this year, before a slight decrease in March.

But Mr Fred Peters, Labour Party MP for Silvertown, said the unofficial figure was probably between two and a half and three and a half million.

DOMESTIC WORKERS

Replying to charges that the Government was delaying legislation on protection for farm and domestic workers, Mr du Plessis said the National Manpower Commission was still engaged in an investigation of the subject. Meanwhile these workers enjoyed the protection of common law, he said.

W.E Argus 17/5/86

Government's jobs plan aids 500 000

By PETER FABRICIUS,
Parliamentary Staff

MORE than half-a-million unemployed have benefited from the Government's special work creation programme.

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The main aim was to give a basic temporary income in these difficult times. But it had had side-effects such as reducing the unrest and beautifying the environment.

The programme would continue this financial year, with a total budget of R235-million.

Mr du Plessis said that the number of registered unemployed of all races had shot up from 58 000 in June 1984 to 160 000 in February this year, before a slight decrease in March.

But Mr Fred Peters (LP Silvertown) said the unofficial figure was probably between 2,5 and 3,5-million.

Brighter picture of PE painted as big firm rationalises

By KIN BENTLEY

IT was not all bad news on the business front in Port Elizabeth-Uitenhage this week.

In the wake of the "mothballing" of Corobrik in PE and the pending closure of Steelmobile at Uitenhage at the end of the month — constituting a total job-loss of 250 — there was some colourful news.

As a part of "major regional changes", Bloemfontein, Kimberley and surrounding areas have been incorporated into Plascon Evans Eastern Cape, based at Deal Party, Port Elizabeth.

Mr Alan Duncan, managing director of the firm in the Eastern Cape, said yesterday that as a result of recent rationalisation within the company, the administration of their Kimberley and Bloemfontein concerns — which had previously been carried out in Johannesburg — had been transferred to PE.

"Top levels of responsibility" had already made the change, and when the accounting opperations got fully underway in the city at the end of September, several new jobs could be created, he said.

While the PE plant had manufactured part of the requirements for these two northern centres in the past, a lot more would be provided here in future.

Asked how Plascon was faring in PE, Mr Duncan said: "We are delighted with our situation."

Post Business

50 firms can benefit from offshore gas

By BOB KERNOHAN
Business Editor

UP to 50 companies could benefit from the development of the Mossel Bay offshore gas find.

City businessmen were told this today by Mr James Corpe, engineering manager of Emso in Cape Town, which has been awarded the major contract.

Addressing the Midland Chamber of Industry's Index '86 seminar Mr Corpe said that engineering and design, procurement of materials and equipment, and materials control and warehousing would be undertaken by his company.

But the balance of work — usually involving between 45 to 50 contracts — would go to other companies.

This would include the fabrication of the rig's jacket, support frame and "topside" facilities; the installation of the offshore facilities; offshore and onshore pipe lane, and hooking up and commissioning the offshore "top sides".

Building of modules for the "topside" of the rig could in itself provide work for up to six yards.

Other details indicating the scale and cost of the development provided by Mr Corpe included:

- The steel support structure would weigh between 8 000 and 12 000 tons.
- Piling would weigh a further 8 000 tons.
- The specialised barge needed to lift the structure would cost $250 000 (R500 000) a day to hire.
- The pipe lane barge would cost $200 000 (R400 000) a day to hire — and would be rquired for 70 days.

Mr Corpe added that companies with the basic resources and capabilities to manufacture the equipment existed in South Africa, but they would require assistance from overseas.

Specialised items of equipment — like the barges — would also have to be brought in from overseas.

Oddy says PE could become 'energy city'

By BOB KERNOHAN

PORT ELIZABETH could become South Africa's "energy city", businessmen were told today.

Opening the Midland Chamber of Industries Index '86 seminar, MCI president Mr Bill Oddy said there were many people who "ridiculed" confidence in Port Elizabeth and Uitenhage that the area could recover from its economic setbacks and enjoy industrial growth.

The Mossel Bay fuel from gas project offered excellent opportunities to stimulate the economy and to enable local industries to diversify as many wanted to do.

Mr Oddy said that with the Mossel Bay project and South Africa's second nuclear power station likely to be built nearby, there was no reason why Port Elizabeth should not be known as the "energy city of South Africa".

Ethanol study says 26 000 new jobs possible

Own Correspondent

MANUFACTURING ethanol for fuel in Natal would have far-reaching consequences, says Dr Brian Preen, who has produced a feasibility report for the SA Sugar Association.

His firm, Project Engineering Africa, was responsible for the design of the ethanol plant at Triangle in Zimbabwe.

Preen says there are three main considerations:

- ☐ Creation of 26 000 jobs;
- ☐ Replacement of tetra-ethyl lead as an octane increaser;
- ☐ A cost of only R10 000 for each new job created.

Preen does not know whether the sugar industry will go ahead.

"There are too many variables to consider. Tetra-ethyl lead is still cost-effective. We do not know what the long-term relationship between the rand and the dollar will be.

Nor do we know how far the price of crude oil will fall."

'Above all, the oil and sugar industries will have to arrive at a consensus before marketing a blended fuel."

23/5/86 BUS DAY - 173

Jobs are mining's big contribution

GERALD REILLY

EMPLOYMENT is the most tangible benefit provided by the mining industry for South Africa and countries outside its borders, Chamber of Mines president Clive Knobbs said in Pretoria yesterday.

Speaking to the conference of the Federation of Societies of Professional Engineers, he said the mining industry provides a total of 720 000 jobs, which represents one in every seven persons working outside the agricultural sector.

Knobbs said more than R470m in deferred pay and remittances flowed to labour-supplying territories in Southern Africa from the earnings of migrant mine workers last year.

Regarding the mining industry's importance to the local market, Knobbs said it consumed stores valued at R6,7bn in 1984, most of it bought locallly.

The industry's contribution to gross national product rose to an average of 16% in the past five years.

The multiplier effect of the mining industry also operated in the field of taxation, he added. Mining taxation accounted for about 9,5% of government revenue in the year to March 1985. Knobbs added that mineral sales abroad provided the country with two-thirds of its foreign exchange.

BUS DAY
24/5/86 (173)

Ratio of managers to workers is weakness

Industrial Staff

PRODUCTIVITY problems are related directly to South Africa's poor record of developing effective supervisors.

The local management-worker ratio of 1:42 will have to change dramatically if productivity is to improve.

This will be the theme of a one-day conference on Wednesday at the Jan Smuts Airport Southern Sun Hotel.

Keynote speaker will be SA Institute of Supervisors (SAIS) president Dennis Etheredge. Other speakers will include senior training officials from Anglo American, Standard Bank Investment Corporation, the Human Sciences Research Council and the mining industry.

Details of the conference, organised by the SAIS, are available from executive director Mike Taylor on (011) 339-2363.

New look at skills needed — Viljoen

GERALD REILLY

INDUSTRY and commerce will become more dependent on a balanced supply of highly skilled black engineers, technicians and artisans, says Minister of Education and Development Gerrit Viljoen.

He told the conference of the Federated Societies of Professional Engineers in Pretoria on Friday SA was confronted by a situation of inadequate funds, an inadequate, largely white skilled and managerial workforce and a large supply of black unskilled and semi-skilled workers.

A Manpower Department survey last year found that actual vacancies for engineers amounted to more than 1 000; for engineering technologists 800; and engineering technicians, about 3 500.

Because of the shortage of engineering technicians, industry had tended to use university-educated engineers in jobs which could be done by technicians.

Referring to negative tendencies in education, Viljoen said parrot work was stressed at the cost of independent thinking; and achievement and progress were evaluated on memory work, instead of on thinking ability and the ability to make decisions.

During the Standard Six and Seven phase of the career education model, it was planned that 70% of pupils should become familiar with building, metal and electrically orientated directions.

Viewers rank M-Net in poll

STEPHEN CRANSTON

WHITE adult television viewers expect subscription TV — M-Net — to be of a similar standard to that of the current TV4 channel, according to a media study conducted among 200 people on the Witwatersrand.

When asked to rate TV1, TV4 and the subscription TV services, TV4 achieved a rating of 6 out of 10, followed closely by subscription TV at 5,9. TV1 lagged behind with a rating of 5,3 out of 10.

Wide choice of ways to aid ailing PE region

Post Reporter

WHATEVER else might be wrong with Port Elizabeth there is no shortage of people and committees intent on "saving" it.

Apart from organised commerce and industry, civic authorities and Government-appointed committees, at least two organisations have been launched in as many months in efforts to come to grips with the region's problems.

While some could argue that more meetings mean more agendas, more resolutions, more minutes, more cups of tea, more Press releases but not necessarily more action, it is clear that over the last few years, and particulary over the last 18 months, there has been a growing and widespread concern to mobilise people in the name of a very important cause.

If you feel the need to join such an organisation or committee or want to start your own without duplicating names and functions, or are just having a battle finding your way through newspaper articles peppered with abbreviations, here is a quick guide to them:

● ECSTD — The East Cape Strategic Development Team was announced a mere nine days ago as the Government's response to continuing pressure from the Eastern Cape for a better deal for the region. The committee's responsibilities, however, include the whole of Region D but excluding the Ciskei and Transkei.

It has had a cool reception, with people arguing that its work would be largely a duplication of that already being done by the RDAC (Regional Development Advisory Committee). To be be chaired by Dr C F Scheepers, chief executive director in the Department of Constitutional Development and Planning, its function is to co-ordinate and promote development projects to help fight unemployment.

● Support the Eastern Cape — this committee is in its very early stages. Its main aim is to mobilise consumer support to buy products made in this region on the assumption that increased consumption will necessitate increased production. It is essentially an organisation aimed at drawing its membership from manufacturers. The campaign was initiated by Mr Clyde Scheepers, sales and marketing manager of a chicken production company. He can be contacted at ☎ 22-23003.

● The Committee of 20 — another businessman's response but geared to addressing the wider political issues facing the city. According to the chairman, Mr Gavin Watson, it is a non-racial organisation working to establish a non-racial society. They want a non-racial municipality and to find non-racial economic, social and political structures.

● Regional Development Advisory Committee — the RDAC was appointed in July, 1982 in line with decentralisation strategy and is one of eight similar ones functioning in the country. The committee's area includes the entire Region D — the Eastern and North Eastern Cape, Ciskei, Border and southern Transkei. Its function is to advise the Government on regional development and acts on all proposals in this regard.

● Gabdec — Greater Algoa Bay Development Committee. The constituent members are the chambers of commerce and industry, the Afrikaanse Sakekamer, the Master Builders Association and Port Elizabeth and Uitenhage municipalities. The committee has been in existence under various names for many years but has been particularly active in recent years. It commissioned the Louis Heyl report on the region's industrial and business potential which was used as the basis for promotion the region's cause. Its function is to protect existing industry and market its to potenial investors.

9 wedding guests die

NEW DELHI — A truck carrying a wedding party hit a tree and fell into a ditch in eastern India yesterday, killing nine people and injuring 21, the United News of India reported.

In another accident, three boys were electrocuted in southern India on Saturday while bathing in 'ah' irrigation well.

considered by the Department for invitations to visit South Africa.

(b) The same as (2)(a) above.

29/5/86 Qcol 2059 HANSARD

Group areas: permits

1039. Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

With reference to his reply to Question No 20 on 29 April 1986 on the matter of applications for permission for a person of a certain race group to reside in the group area of another race group, (a) how many of the applications which were refused had previously been agreed to by both the local authority and member of Parliament concerned, (b)(i) what was the race classification of the 133 persons granted permits and (ii) in the group area of which race group were they allowed to reside, (c)(i) what was the race classification of the 104 persons refused permits and (ii) into the group area of which race group did they apply to move and (d) what is the average delay in days between the date of application and the final notification of a decision on such application?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(a) 2;

(b) (i) Coloureds 74
Indians 36
Whites 13
Blacks 10;

(ii) Coloureds in Indian group areas 8
Coloureds in White group areas 66

Indians in Coloured group areas 17
Indians in White group areas 19

Whites in Coloured group areas 11
Whites in Indian group areas 2

Blacks in Coloured group areas 3
Blacks in Indian group areas 1
Blacks in White group areas 6;

(c) (i) Coloureds 41
Indians 55
Blacks 8;

(ii) Coloureds in Indian group areas 10
Coloureds in White group areas 31

Indians in Coloured group areas 23
Indians in White group areas 32

Blacks in White group areas 8; and

(d) ± 50 days.

HANSARD 29/5/86 Qcol 2060

Guguletu

1046. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Guguletu, Cape Town; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categorjes of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Guguletu; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) An amount of R1 235 819 was alloted to the Western Cape Development Board for the towns

in the Peninsula which include Guguletu, Langa, Nyanga and Khayelitsha.

(b) September and December 1985.

(c) 709.

(d) (i) Community services.

(ii) Cleaning of towns.

(iii) Upgrading of hostels.

(iv) Building of 90 core houses.

(v) Brickmaking.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Qcol 2061 HANSARD 29/5/86 173

Nqubela, Robertson

1047. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Nqubela, Robertson; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Nqubela; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R200 190.

(b) September and December 1985.

(c) 65.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Providing services to sites.

(iv) Building of 20 core houses.

(e) Labourers

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Qcol 2062 HANSARD 29/5/86

Nduli, Ceres

1048. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Nduli, Ceres; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Nduli; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R157 194.

(b) September en December 1985.

(c) 46.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Building of 20 core houses.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Zwelihle, Hermanus

1049. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Zwelihle, Hermanus; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Zwelihle; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R186 098.

(b) September and December 1985.

(c) 55.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Building of 25 core houses.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Mbekweni, Paarl

1050. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Mbekweni, Paarl; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Mbekweni; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R530 147.

(b) September and December 1985.

(c) 324.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Providing services to building sites.

(iv) Building of 50 core houses.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Kaya Mandi, Stellenbosch

1051. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Kaya Mandi, Stellenbosch; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Kaya Mandi; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R154 789.

(b) September and December 1985.

(c) 143.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Building of 15 core houses.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Lwandle, Strand

1052. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Lwandle, Strand; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Lwandle; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R55 670.

(b) September and December 1985.

(c) None, as work has not yet started.

(d) Upgrading of hostel will be undertaken.

(e) Labourers will be employed.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Mfuleni, Kuils River

1053. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Mfuleni, Kuils River; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Mfuleni; if not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R122 810.

(b) September and December 1985.

(c) 37.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Planting of grass.

(iv) Repair toilets.

(v) Repair roads.

(vi) Repair hostels.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Zweletemba, Worcester

1054. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Zweletemba, Worcester; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Zweletemba; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R364 263.

(b) September and December 1985.

(c) 74.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Building of 50 core houses.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Langa, Cape Town

1055. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Langa, Cape Town; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Langa; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) An amount of R1 235 819 was alloted to the Western Cape Development Board for the towns in the Peninsula which include Guguletu, Langa, Nyanga and Khayelitsha.

(b) September and December 1985.

(c) 709.

(d) (i) Community services.

(ii) Cleaning of towns.

(iii) Upgrading of hostels.

(iv) Building of 90 core houses.

(v) Brickmaking.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Nyanga, Cape Town

1056. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Nyanga, Cape Town; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Nyanga; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) An amount of R1 235 819 was allotted to the Western Cape Development Board for the towns in the Peninsula which include Guguletu, Langa, Nyanga and Khayelitsha.

(b) September and December 1985.

(c) 709.

(d) (i) Community services.

(ii) Cleaning of town.

(iii) Upgrading of hostels.

(iv) Building of 90 core houses.

(v) Brickmaking.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Khayelitsha, Cape Town

1058. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Khayelitsha, Cape Town; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Khayelitsha; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) An amount of R1 235 819 was alloted to the Western Cape Development Board for the towns in the Peninsula which include Guguletu, Langa, Nyanga and Khayelitsha.

(b) September and December 1985.

(c) 709.

(d) (i) Community services.

(ii) Cleaning of towns.

(iii) Upgrading of hostels.

(iv) Building of 90 core houses.

(v) Brickmaking.

(e) Labourers

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

Annual reports

1098. Mr P G SOAL asked the Minister of Finance:

(a) How many annual reports were produced by the Office of the Auditor-General during the latest specified period of 12 months for which information is available, (b) in respect of what bodies were these reports produced, (c) what was the cost of producing each such report and (d) who did the printing of each report?

The MINISTER OF FINANCE:

(a) 44 during the period 1 April 1985 to 31 March 1986.

(b)	(c) R	(d)
Central State Departments (including 71 other Statutory Bodies)	75 928,06	Government Printer
Department of Posts and Telecommunications	2 754,72	Government Printer
South African Transport Services	6 132,91	CTP Book Printers (Pty) Ltd
Land and Agricultural Bank of South Africa	638,70	Government Printer
Potato Board	751,48	Government Printer
Dry Bean Board	603,77	CTP Book Printers (Pty) Ltd
Dried Fruit Board	1 182,08	CTP Book Printers (Pty) Ltd
Egg Board	679,64	Government Printer
SA Karakul Board	644,29	CTP Book Printers (Pty) Ltd
Wheat Board	572,38	Hoofstadpers Ltd (trading as Aurora Printers)
Cotton Board	552,98	Government Printer
Lucerne Seed Board	609,72	Government Printer
Maize Board	869,60	Hoofstadpers Ltd (trading as Aurora Printers)
Oilseeds Board	845,96	Government Printer
Banana Board	861,00	Hoofstadpers Ltd (trading as Aurora Printers)
Canning Fruit Board	558,85	Government Printer
Rooibos Tea Board	586,77	Government Printer
SA Wool Board	739,99	Government Printer
Deciduous Fruit Board and the SA Plant Improvement Organisation	1 622,09	CTP Book Printers (Pty) Ltd
Chicory Board	778,22	Government Printer
Citrus Board	640,00	Government Printer
Dairy Board	807,47	Government Printer
Mohair Board	828,95	CTP Book Printers (Pty) Ltd
Tobacco Board	699,34	Government Printer
Meat Board	658,71	Government Printer
Southern Orange Free State Area Development Board	774,12	Hoofstadpers Ltd (trading as Aurora Printers)
Eastern Cape Area Development Board	660,86	Government Printer
East Rand Area Development Board	813,45	Government Printer
Highveld Area Development Board	675,15	Government Printer
Eastern Transvaal Area Development Board	648,42	Hoofstadpers Ltd (trading as Aurora Printers)
Natalia Area Development Board	644,81	Government Printer
Central Transvaal Area Development Board	660,12	Hoofstadpers Ltd (trading as Aurora Printers)

considered by the Department for invitations to visit South Africa.

(b) The same as (2)(a) above.

29/5/86 QCOR 2059 HANSARD

Group areas: permits

1039. Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

With reference to his reply to Question No 20 on 29 April 1986 on the matter of applications for permission for a person of a certain race group to reside in the group area of another race group, (a) how many of the applications which were refused had previously been agreed to by both the local authority and member of Parliament concerned, (b)(i) what was the race classification of the 133 persons granted permits and (ii) in the group area of which race group were they allowed to reside, (c)(i) what was the race classification of the 104 persons refused permits and (ii) into the group area of which race group did they apply to move and (d) what is the average delay in days between the date of application and the final notification of a decision on such application?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(a) 2;

(b) (i) Coloureds 74
Indians 36
Whites 13
Blacks 10;

(ii) Coloureds in Indian group areas 8
Coloureds in White group areas 66

Indians in Coloured group areas 17
Indians in White group areas 19

Whites in Coloured group areas 11
Whites in Indian group areas 2
Blacks in Coloured group areas 3
Blacks in Indian group areas 1
Blacks in White group areas 6;

(c) (i) Coloureds 41
Indians 55
Blacks 8;

(ii) Coloureds in Indian group areas 10
Coloureds in White group areas 31

Indians in Coloured group areas 23
Indians in White group areas 32

Blacks in White group areas 8; and

(d) ± 50 days.

HANSARD 29/5/86 173 QCOR 2060

Guguletu

1046. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Guguletu, Cape Town; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Guguletu; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) An amount of R1 235 819 was alloted to the Western Cape Development Board for the towns

in the Peninsula which include Guguletu, Langa, Nyanga and Khayelitsha.

(b) September and December 1985.

(c) 709.

(d) (i) Community services.

(ii) Cleaning of towns.

(iii) Upgrading of hostels.

(iv) Building of 90 core houses.

(v) Brickmaking.

(e) Labourers.

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

QCOR 2061

Nqubela, Robertson

HANSARD 29/5/86 173

1047. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Nqubela, Robertson; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Nqubela; if not, why not; if so, (a) when and (b) what amount?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

(a) R200 190.

(b) September and December 1985.

(c) 65.

(d) (i) Cleaning of town.

(ii) Upgrading of hostels.

(iii) Providing services to sites.

(iv) Building of 20 core houses.

(e) Labourers

(f) The Western Cape Development Board.

(g) (i) Western Cape Development Board.

(ii) Western Cape Development Board.

(2) Falls away.

QCOL 2062 HANSARD 29/5/86

Nduli, Ceres

1048. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether his Department has provided any funds for projects to provide work for unemployed persons in Nduli, Ceres; if so, (a) what amount, (b) on what dates, (c) how many persons were employed, (d) what projects were undertaken, (e) what categories of jobs were created, (f) who requested the funds and (g) by whom were these (i) funds and (ii) projects administered; if not, why not;

(2) whether any funds are to be provided for this purpose in Nduli; if not, why not; if so, (a) when and (b) what amount?

EMPLOYMENT

ARGUS 29/5/86 (173)

Cluster industry to boost jobs in W Cape

A NEW project is being initiated by the Small Business Development Corporation to boost unemployment in the Western Cape.

The scheme envisages the creation of several small factory units varying in size from 31 sq m to 62 sq m within a single factory building.

The intention is to lease these small units to prospective entrepreneurs to enable them to develop within the business climate created by the specific complex.

A feature of the cluster industry is that heavier equipment for wood and metalwork, which small entrepreneurs cannot usually afford to buy, will be available to tenants on a short-term rental.

The cluster industry will be open to all race groups and further factories are being planned in other parts of the Western Cape. The first factory to be completed is situated off Johnston Road, Hadji Ebrahim Circle, Athlone, and will be ready for occupation on June 1.

The cluster industry concept has proved to be so popular that more than half of the 22 units within the factory have been leased prior to completion of the building and before its having been advertised officially.

Further inquiries can be directed to PO Box 4295, Cape Town, or by calling Mr Gerhard Smit ☎ 41-51910, Cape Town.

DG&S 30/8/83 333/173

R3m jobs boost for 12 townships

Political Correspondent

TWELVE black townships in the Western Cape received more than R3-million for job-creation schemes for blacks from September to December last year.

Mr Chris Heunis, Minister of Constitutional Development, gave details in reply to questions put by Mr Ken Andrew (PFP Gardens).

Mr Heunis said R1 235 819 was allotted to the Western Cape Development Board for Peninsula townships, including Guguletu, Langa, Nyanga and Khayelitsha.

People were employed in community services, town-cleaning, improvement of hostels, housebuilding and brickmaking.

MALL BUSINESS

Industrial 'hotel' for 2 000 traders

From DAVID CANNING

DURBAN — The Small Business Development Corporation is buying the vast unused former Leisure Corp factory building at Industria, Johannesburg, for about R4 million.

The managing director, Dr Ben Vosloo, said in Durban that the 14 000 square metre building was being earmarked for development as a huge industrial "hotel" which could accommodate up to 2 000 small entrepreneurs.

The building was bought through a liquidation sale and loose ends were still being tied up. The site was ideal because of its proximity to several industrial and residential areas — and its location near the road to Soweto.

Speaking on a tour of SBDC facilities in the Durban area, Dr Vosloo said the idea of small business "incubators," as they were known in the United States, appeared to be working well in South Africa.

The SBDC was trying to ease the unemployment problem by providing facilities for the unemployed and others to start their own infant businesses. It provided industrial accommodation and equipment for hire on a daily basis and planned to give back-up in financing, marketing, secretarial and other services.

He said the SBDC still was "feeling its way" but appeared to be meeting a real need at present.

The first such complex, opened in Port Elizabeth, was already moving to larger premises.

The 1170 square metre industrial building occupied recently at Phoenix near Durban had many more applicants than it had space to accommodate. Entrepreneurs hired space daily (at a charge of R5) and the project had given employment to 86.

Entrepreneurs in the motor, metal and allied trades, woodworkers, garment manufacturers and others were catered for in premises at Phoenix, Chatsworth, Maritzburg and elsewhere.

Natal general manager Tony Kedzierski said the SBDC had managed to by-pass red tape in several areas and Natal Provincial authorities had now granted it a major licensing concession. At its discretion it could arrange for tenants to operate without usual licences.

Hope for motor plant staff

Post Reporter

MANY of the people left unemployed when Ford finally completes its move out of Port Elizabeth might find alternative employment — in the small businesses sector.

By the end of June most of Ford's remaining operations in the city will have closed down, leaving a further 1 500 people retrenched.

Busy winding down are Ford's parts and accessories warehouse, its product development section and the Sierra plant at Struandale.

But, on the positive side, about 500 of these people have, via Samcor which now partly owns Ford, approached the Small Business Development Corporation and expressed an interest in setting up small businesses.

The assistant manager of the SBDC in the Eastern Cape, Mr Willie Fouché, said this week that together with the Small Business Unit of the University of Port Elizabeth, the SBDC had held a comprehensive information seminar for them, defining prospects of starting their own businesses.

He said five categories of activity were covered at the meetings: motor and allied, building and allied, retail, service and manufacturing.

"It could give a lot of new impetus to PE if all 500 got actively involved in new businesses," he said.

Mr Fouché said the vacuum left by Ford's departure — only the Struandale engine plant is to remain — could be partially filled if those keen to get small businesses off the ground received assistance.

"Small businesses are regarded worldwide as the largest employer."

CHR Times 3/5/86 (173)

PFP call for 'poor-black' jobs drive

HOUSE OF ASSEMBLY. — The main priority for the 1987/88 Budget should be job creation through a massive public works programme, Mr Reuben Sive (PFP Bezuidenhout) said yesterday.

The same percentage of the Budget used to combat the "poor white" problem in the 1932 Budget — 15,9 percent — should be used to institute next year's public works programme, Mr Sive said.

This would result in an allocation of R5,936 billion for public works in the next budget, based on this year's figures, he said during debate on the Administration and Economic Advisory Service Budget vote.

Research showed it took R2 036 to create one job. If the R5,936 billion were made available, 2 920 000 jobs could be created.

The programme was essential to deal with the "poor black question" — the result of blacks being compelled through poverty to leave the rural areas to seek work in the cities since World War Two.

Mr Sive said the government's R600-million job creation scheme, introduced last year, had failed in many areas.

The scheme was closely identified with the government and implemented through bureaucratic channels, which made for "less than full enthusiasm" from the people it was meant to help.

The money provided for the scheme — at two percent of the Budget — was not enough and had to be increased drastically.

An enormous township development task faced South Africa. By the year 2000, R87,5 billion in 1980 terms would have to have been spent to meet the country's housing needs for all population groups. — Sapa

Mr EDGAR CREWS

WE POST MAY 31/5/86

Plan to build parts for oil plant at Coega yard

Weekend Post Reporter

A CONTROVERSIAL proposal in connection with the projected Mossel Bay oil-from-gas scheme will be waiting for the Eastern Cape Strategic Development Team when it gets together a month from now.

Mr Edgar Crews, who farms near Port Elizabeth and knows the Coega River mouth area well, proposes that a shipyard be established at the river mouth, and the jackets and modules for the Mossel Bay project be built there.

"That way we kill two birds with one stone.

"We get the benefits of constructing the jackets and modules in the Eastern Cape and, on top of that, we have a shipping yard to create jobs and promote commerce.

"But my idea depends on whether the Government will honour its promise to have the jackets and modules constructed in the Eastern Cape."

Last year, the plan was put to several Cabinet Ministers, Mr Crews says in a letter to the Strategic Development Team.

"Attention was drawn to the discovery of a deep, wide channel off the mouth of the Coega River which was filled with sand which, when pumped out, would provide a deep channel from the open sea to the shore.

"A breakwater would protect the channel, and the sand would reclaim land offshore.

"A ship repair yard would provide a far greater number of work opportunities than the gas project, and the operating costs of both would be reduced by sharing the cost of the dredging of the channel and the building of the breakwater.

"The gas project contractors would build their special harbour facilities, and the ship repairers their docks and facilities, and pay for their use of the entrance to the shore.

"Attention was drawn to the critical economic situation in the PE/Uitenhage area following the withdrawal of Ford and the loss of motorcar component industries.

"The Minister of Mineral and Energy Affairs referred the Coega River plan to Soekor for comment.

"Soekor has replied that a feasibility study concluded that, with the importation of overseas technology, the upgrading of an existing yard and the acquisition of special equipment, such as large cranes and jackets, can be built in South Africa.

"However, the ability of Iscor to manufacture the type and quantity of steel required has not yet been demonstrated.

"If most of the steel has to be imported, the study concluded that at an exchange rate of 0,53 dollars to the rand it would be cheaper, quicker and less risky to have the jackets built in Japan and transported to the site, than to build them locally.

"The feasibility study further concluded that, with one exception — a yard in Durban — all local potential yards for the construction of a jacket would require major improvements and/or modification.

"Existing unused quayside facilities in harbours such as Port Elizabeth and Cape Town cannot be used without major modification before, and restoration after, a jacket is built.

The general manager of Soekor, Mr Crews says in his letter to the Strategic Development Team, has ruled out the Port Elizabeth harbour as a construction site for the jackets.

"Logically, the only site for a construction yard and a ship repair yard is at the mouth of the Coega River.

"A technical study should be commissioned immediately."

Already a waiting list for new 50-unit PE hive

(173) 31/5/86

By KIN BENTLEY

A NEW "hive" for small businesses — almost four times the size of the present one — is opening in Port Elizabeth.

And pilot hives are being set up in Uitenhage and Stutterheim, with prospects of additional ones at Port Alfred and East London.

But already the Small Business Development Corporation has more potential tenants on its books in PE than it can handle.

The existing hive in Standford Road is to move into premises 3.5 times bigger at the end of June.

This was revealed this week by Mr Willie Fouché, the assistant manager of the Small Business Development Corporation in the Eastern Cape.

At least 300 new job opportunities will be created in these moves.

An agreement with Feltex Foam and Automouve Products was finalised this week for the lease of a brand new 4 000m² double-storey building in Lindsay Road Port Elizabeth.

Partitioning and subdivisions are underway in 3 500m² of the building, the remaining 500m² of which is still being used as a warehouse, on which the SBDC has first option.

Ninety-two people are currently employed at the hive in Standford Road, which is 1 000m² and has 20 units of an average of 25m² each.

At the new hive, to which these businesses will move at the end of June, there will be a total of 50 work units, the average size of which will be 45m². This means that in addition to the 23 existing businesses, premises for a further 27 potential businesses will be allocated.

"This new expansion has arisen due to a demand for larger premises for the existing participants and the large number of enquiries received."

"To date we have had 81 strong, positive applications — over and above general enquiries and casual ones," Mr Fouché said.

Although some applicants would have to be disappointed, Mr Fouché said it was not economically possible to keep the Standford Road hive operating because rental would have more than doubled under a new lease arrangement.

Among new products considered were: soft toys, stuffed fur and fabric animals, picture-framing, decorative wall-hangings, sand-blasted mirrors and glass, patch-work and embroidery, pottery, flower-arranging and office plant care, padded jackets and baby-wear.

He requested any additional people interested in becoming participants to submit their applications before mid-July when the final selections will be made. The aim was to have all the units occupied at the beginning of August.

At an average of four per business, he said, 108 new job opportunities would be created at the new hive.

Last year the SA Motor Corporation (Samcor) invested R100 000 in share capital with the SBDC. This was used to launch the Standford Road hive.

The estimated total cost of the new facility is R150 000, including the cost of partitioning, structural changes, re-installation of equipment and so on.

"We've got the capital but are seeking further investment by private enterprise to enable us to fund similar projects for which we have identified possibilities in Uitenhage, Port Alfred, East London and Stutterheim."

"Apart from the fact that these businesses provide jobs, they are also viable," he said.

He cited the example of a carpenter at the hive, Mr Llewelyn Clark, who since he moved in two months ago, had received "two to three positive enquiries for kitchen units per day".

Mr Fouché stressed that backyard industries were also supported and financed by the SBDC, and were seen as a vital first step up the business ladder. The hive was an incubator for semi-formal businesses moving from the totally informal to the formal sector.

In the new hive, the ground floor will be used for wood-related activities and the first floor for engineering, motor-related and soft-good activities such as leather-work, sewing and knitting. Each section will be totally separate.

On both floors there will be communal machine rooms, with a variety of machines available for hire at a very low rate.

Showrooms to exhibit goods will be set up on both floors, which will also have day-workshops, interview rooms and store-rooms, manned by a full-time storeman. There will also be a full-time purchaser of raw materials to assist participants.

Mr Fouché said a centralised secretarial service would cater for typing and telephone-answering needs for the whole hive.

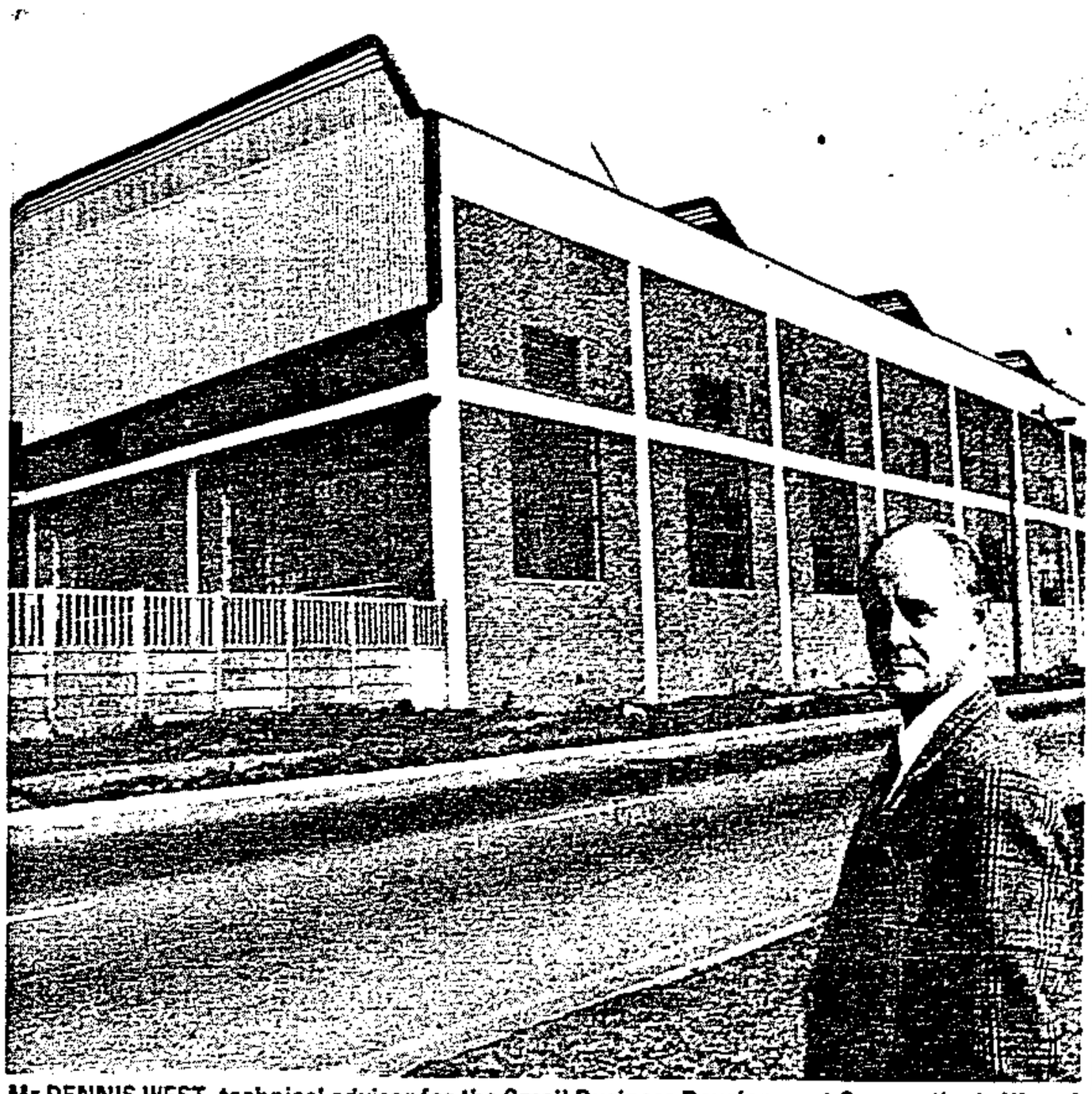
Accountants would provide participants with monthly trading figures at a nominal fee.

He said that in Uitenhage, with the support of the town council, they were at the "setting up stage" of a hive which should cater for about 22 businesses.

In Stutterheim, 18 businesses, mainly in the clothing and wood-related lines, would be catered for in the hive currently being established.

In Port Alfred, also in conjunction with the town council, about 20 businesses in motor-related, sewing and leather fields were in the pipeline.

In East London, the SBDC's local representative, Mr Piet Strumpher, had recently presented the city council with ideas for a hive.



Mr DENNIS WEST, technical advisor for the Small Business Development Corporation's Hive of Industries in Standford Road, outside the SBDC's new hive in Lindsay Road, Neave Township, Port Elizabeth. When it becomes fully operational at the beginning of August, 50 viable small businesses will be contained in the hive, providing some 200 job opportunities.

DD 3/6/86 (173)

Bomedco doing a fine job — Spring

EAST LONDON — The Border Metropolitan Development Corporation (Bomedco) had created 3 000 new jobs since its inception at a ridiculously low cost of R100 a job, the chairman, Mr Errol Spring, said last night.

He was speaking after an action committee meeting in which he addressed councillors on the role of Bomedco.

There was minor controversy over the corporation which promotes sciences, education and industry in the Border area when a motion in the monthly meeting of the city council halted the city council's R150 000 a year grant to Bomedco until a report was received on its activities.

The motion was moved by Mr Robert de Lange (Jun) and seconded by Mr Eric Whitaker who said later that he backed the motion because he felt it was ratepayers' money being given to Bomedco and they had a right to know how the money was spent.

The chairman of the action committee, Mr Donald Card, said last night that Bomedco's balance sheet was presented to council and Mr Spring had outlined the corporation's activities.

"All the councillors were happy with the report and the matter is settled," Mr Card said after the meeting.

Mr Spring said council had given Bomedco R300 000 so far and because 3 000 jobs had been created, it meant each job cost R100.

"If compared to other agencies, this is a remarkable success. Measured against the background of the present economic climate and the fact that according to the last three reports of the Decentralisation Board the city was tops in decentralisation inquiries, I think the council should be proud of Bomedco.

"Council should also thank the busy industrialists who give up their time and contribute their expertise to Bomedco."

Mr Spring said Bomedco would hold its annual meeting soon where the role of the organisation would be dealt with fully.

Govt told to create jobs and cut GST

ARGUS 4/6/86 173

By DAVID BRAUN
Political Staff

THE Government is under pressure to announce large-scale job creation projects and a cut in general sales tax in its new package to revive the economy.

Finance Minister Mr Barend du Plessis is to announce the package in the next week or so.

In a brief statement released yesterday, Mr du Plessis said the Government was carefully considering all economic indicators of the state of the economy and weighing different options for the possible stimulation of economic activity.

He said he would evaluate the present economic situation in the third reading debate on the Budget Bill, in which he would announce the Government's reaction.

The debate would probably take place in mid-June.

It is generally expected that to create jobs where they are most needed, Mr du Plessis will announce large housing projects and schemes to upgrade infrastructure in black townships.

He is expected to cut GST in a bid to stimulate consumer spending and he may order a repayment of loan levies as well as further income tax cuts.

The Progressive Federal Party spokesman on Finance, Mr Harry Schwarz, said today it was crucial that the Government put money in the hands of people who needed it most and who were going to spend it on South African products.

"The Government is going to have to deal with unemployment or else we will not have the remotest chance of solving the unrest," he said.

On the other hand, he warned, the Government had to be careful not to stimulate the economy if that meant a substantial increase in demand for imported goods.

Priority

With the rand at its present low levels, a large surge in imports would have a massive inflationary effect.

Mr du Plessis's package should therefore stimulate local production, and that could be done by creating jobs in new capital projects. Black housing was an obvious urgent priority.

A cut in sales tax would also be a fair and equitable way of putting money in the hands of the people.

Mr Schwarz said the Minister could raise the money needed for such a package by borrowing internally. The economy was sufficiently liquid and the percentage of the budget allocated to borrowing was low enough to allow for this, he said.

Chief's assembly to attend freedom rites

ARGUS 4/6/86 11 3264 260

The Argus Correspondent

DURBAN. — When the Chief Minister of Kwazulu, Chief Mangosuthu Buthelezi, becomes the first black person in the country to receive the freedom of a white town at Pinetown tomorrow he will take his 140-strong legislative assembly with him.

Crowds of unofficial visitors are expected and there will be tight security at the civic centre before the chief's helicopter tour of Pinetown.

Assembly members will sit on the civic theatre stage to see the chief receive the gold key as Pinetown's eighth freeman.

The civic hall seats only 350 people and admission is by invitation only.

However crowds from black areas around Pinetown are expected to attend and the meeting will be relayed by loudspeaker outside the building.

During the ceremony a mace carved in traditional Zulu style will be presented to the Pinetown Council. And Chief Buthelezi and previous freemen will also be given freedom of the new toll road — with the consent of the Department of Transport — to make their freedom of the area complete.

Call for June 16 stayaway

The Argus Correspondent ARGUS 4/6/86 13 3264 260

JOHANNESBURG. — The Congress of South African Trade Unions, the United Democratic Front and the National Education Crisis Committee (NECC) have jointly decided that June 16 be commemorated by a one-day nationwide stayaway.

In a statement released in Johannesburg yesterday the three organisations said the decision — a departure from an earlier call by the NECC for a three-day stayaway — was taken after "an elaborate and unprecedented process of consultation between these mass-based organisational formations".

"We call on all South Africans, black and white, to observe a one-day stayaway on June 16 as we regard this day as a public holiday," the statement said.

It added that doctors, nurses and journalists were exempted from the call.

N|M 5|6|86 (173)

Footwear trade not willing to invest in new plant

Finance Editor

THE FOOTWEAR industry in South Africa is loath to invest in new plant and equipment and so increase employment because it does not think the Government wishes to encourage employment, says Mr Desmond Bolton, chairman of Desmond Bolton Industries, the Cape-based shoe manufacturers.

The industry saw that the Government appeared to encourage employment only in decentralised areas and that it had not clear policy on footwear imports.

He described, in the annual report, how in the 'good times' the Government was not prepared to protect the local industry from 'cheap' imports. and said local manufacturers must rely on increased productivity to maintain their industry.

The limited protection granted recently was at the height of the Government's financial squeeze and the recession when shoe sales dropped and demand at manufacturing level slumped.

Workless

Mr Bolton said that this meant increased unemployment, which was a 'major reason' for the township unrest.

He pointed out that had there been closer liaison between the Government and the private sector, 'many of these problems could have been averted.'

South Africa could not compete with Taiwan, South Korea and other Eastern countries which had access to petro-chemical based materials at a lower price than those produced by our 'strategic and protected' industries.

Additionally, South African trade unions negotiated 'adequate wages' for their members in the industry which were 'often in excess' of the levels in the competing countries.

Overseas

Also, the manufacturers were having to compete against overseas demand for the local leather which resulted in large increases in leather prices. Nonetheless, because of the collapse of the rand, local leather prices were among the cheapest in the world.

Said Mr Bolton:'We believe that the Department of Trade and Industry should endeavour to ensure that beneficiation of raw materials takes place in South Africa.'

He said the Government's stock reply to the industry's problems was 'export'. But without a sound local footwear market exports were out of the question.

However, said Mr Bolton, exports did deserve more attention from the industry.

ARGUS 6/6/86

NATIONAL SERVICE

Assocom acts on 'key posts'

Financial Editor

FOLLOWING representations from Assocom the Government is reviewing the list of "key posts" which qualify for exemption from military service, the Cape Chamber of Commerce says in its latest annual report.

The Government is also prepared to give some aliens being called up for the first time for military service the option of three months' basic training followed by periodic camps, in place of two years' national service.

The chamber says the disclosure last year by the Department of Finance that it had gained partial exemption from military service for recently qualified chartered accountants employed as tax inspectors gave rise to concern that private sector employees were being discriminated against.

This prompted it to investigate the matter and it discovered that blanket exemptions were being granted in a wide range of categories of employment.

Virtually all of the employment categories qualifying for blanket exemption from military service applied to posts in the public sector.

As a result of representations the list of "key posts" which qualify for blanket exemption is being reviewed and a memorandum setting out the basic criteria for exemption, as well as the procedure to be followed, has been sent to employers.

The chamber says it is totally opposed to drafting trainees into the public service to overcome staff shortages.

If citizen force trainees cannot be fully occupied within the country's military operation, the period of service should be reduced, it says.

The chamber was also concerned about the provisions of the new Citizenship Act which led to aliens aged between 21 and 25 years who were already in employment and earning good salaries being called up for two years' service.

No South African citizens, having previously been exempted from military service and embarked on a career, had been called up for a two-year stretch four or five years later.

The chamber took up the matter with the military authorities who were sympathetic and issued a directive that each case should be reviewed on its own merits.

FRIDAY, 6 JUNE 1986

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†Indicates translated version.

For written reply:

General Affairs:

Maputu: Imports of petrol/diesel fuel

1007. Mr L F STOFBERG asked the Minister of Mineral and Energy Affairs:†

(1) Whether petrol and diesel fuel for use in the eastern parts of the Transvaal is supplied by means of imports through Maputo; if not,

(2) whether it is anticipated that large quantities of fuel will be provided by means of imports through Maputo in the foreseeable future; if not,

(3) whether a zone price system for fuel, based on the delivery of large quantities of fuel through Maputo, is being maintained; if so, why;

(4) whether, in terms of the above-mentioned zone price system, fuel users in certain parts of the country are being subsidised by fuel users in other parts of the country; if so, (a) why and (b) what are the relevant particulars in this connection?

The MINISTER OF MINERAL AND ENERGY AFFAIRS:

(1) No.

(2) No.

(3) and (4)(a) and (b) Yes. Maputo has been phased out as port for the importation of crude oil as a result of the production of Sasol II and III as well as Natref being sufficient to supply the whole of the Transvaal with petrol and diesel. The prices of Sasol products supplied to the crude oil industry for the marketing of those products, excluding those marketed by Sasol itself through Sasol pumps, include transportation costs equal to the amount of transportation should these products be distributed through Maputo.

In accordance with the current price zone system, the prices of products sold in a portion of the area served by Natref are based on the transportation tariff calculated at the Maputo port tariff while Natref supplies the products at the Durban port transportation tariff. The deficit is being debited to the industry's under-overrecovery account and the recovery thereoff is spread over the total consumption in the Republic. The amount is small relative to the total value of sales in the country.

The total price zoning system is currently being investigated in order to eliminate the abovementioned as well as other problems.

English-speaking persons: income tax into Treasury

1064. Mr H D K VAN DER MERWE asked the Minister of Finance:†

Whether his Department has statistics on what portion of the amounts paid into the Treasury by English-speaking persons in South Africa by way of income tax, has been spent on education for Afrikaans-speaking persons; if not, why not; if so, what amounts from this source were spent on such education during the past four decades?

The MINISTER OF FINANCE:

No, it does not serve any fiscal purpose to keep information of this nature.

Unemployed persons

1070. Mr B B GOODALL asked the Minister of Manpower:

(1) (a) What total amount was spent during the latest 12-month period for which information is available on (i) job creation programmes and (ii) programmes for training unemployed persons and (b) how many persons were (i) employed as a result and (ii) given training;

(2) what (a) total number of persons were involved in, and (b) was the total cost of, administering these programmes as at the latest specified date for which information is available?

The MINISTER OF MANPOWER:

(1) (a) (i) An amount of R124,77 million was spent on job creation programmes during the 1985-86 financial year.

(ii) R87,6 million was spent on programmes for the training of unemployed persons during the 1985-86 financial year.

(b) (i) More than 560 000 persons were employed.

(ii) 253 168 persons were given training.

(2) (a) The number of persons involved on these programmes by participating bodies varied from day to day and consequently it is not possible to determine the exact figure.

(b) Officials involved with the special job creation programmes do this work over and above their normal duties and consequently there were no extra costs incurred in the administration of the programmes.

Annual reports

1090. Mr P G SOAL asked the Minister of Manpower:

(a) How many annual reports were produced by his Department during the latest specified period of 12 months for which information is available, (b) in respect of what bodies were these reports produced, (c) what was the cost of producing each such report and (d) who did the printing of each report?

The MINISTER OF MANPOWER:

(a) Four reports were produced.

(b) Director General of Manpower in respect of the 1985 calendar year.
National Manpower Commission in respect of the 1985 calendar year.
Unemployment Insurance Fund in respect of the 1984 calendar year.
Workmen's Compensation Commissioner in respect of the 1984-85 financial year.

(c) R24 490,46; R16 520,00; R1 377,60; R1 093,22.

(d) Cape and Transvaal Printers (Pty) Ltd, Cape Town
Cape and Transvaal Printers (Pty) Ltd, Cape Town
Pretoria Printers, Pretoria
Hennie's Secretarial Services (Pty), Ltd, Pretoria.

Annual reports

1097. Mr P G SOAL asked the Minister of Finance:

(a) How many annual reports were produced by his Department during the latest specified period of 12 months for which information is available, (b) in respect of what bodies were these reports produced, (c) what was the cost of producing each such report and (d) who did the printing of each report?

The MINISTER OF FINANCE:

(a) Seven.

(b) (i) S A Mint.

(ii) Branch: Public Finance (Report of the Local Authorities Loans Fund Board).

Ways to get PE industry going again

By DENISE BOUTALL

IF you're sitting with idle machinery and your skilled, experienced staff face retrenchment the Department of Trade and Industry's statistics on imported goods could point the way to getting going again.

The 65-page document lists 312 categories of goods and materials that were imported in quantities of more than R5 million in 1983 — a total bill of R9 707 billion.

"Every product that is imported could potentially be manufactured in Port Elizabeth," says Port Elizabeth's industrial development officer, Mr Andre Crouse.

Shoes and wiring harnesses are made in Port Elizabeth. Yet in 1983 shoes to the value of R85,4 million were imported to South Africa. And wiring harnesses costing R11,3 million in foreign exchange came into the country.

An indication of the value of automotive industry related goods imported can be seen from the following:

● Transmission shafts, cranks, bearing housings, plain shaft bearings, gears and gearing, flywheels, pulleys and pulley blocks, clutches and shaft couplings — R128,4 million;

● Gaskets — R13 million;

● Vehicles excluding railway or tramway rolling-stock and parts thereof — R550,3 million.

For a city with a well-established leather and shoe industry there is also opportunity in making travel goods, shopping and handbags, satchels and similar containers of leather or of composition leather, of vulcanised fibre or artificial plastic. These imports cost R20,9 million.

With wool and mohair one of the main products from the region's agricultural sector the following figures are of interest:

● Goat and kid skin leather — R5,9 million.

● Woven fabric of sheep's or lamb's wool or fine animal hair — R10 million.

While the harbour might be a great boon if you're into exports it must also represent opportunities for fish processing, bearing in mind that in 1983 the country imported R30,32 million worth of tinned fish and R38,94 million of preserved or prepared fish.

On the home front South Africa imported, amongst others, the following:

● Carpets — R52,5 million,

● Linen and curtains — R33,9 million,

● Clothing — R66,5 million,

● Ceramic products — R64,33 and

● Glass and glassware — R47,11.

The huge array of different fabrics of natural and manmade fibres imported totalled R458,3 million.

The list, which ranges from sausage casings (R7,8m) to bearings for mining machinery (R7,8m). also includes medicaments including veterinary medicines (R83,6m), glassfibre, yarns, fabrics and articles (R13,95m), razors and razor blades (R6,3m), outboard engines (R11,23m), refrigerators and refrigerating equipment (R68,1m).

Water sprinklers and sprayers for lawns (R23,9m), bulldozers (R14,9m), mechanical shovels (R50,9m), sewing machines, domestic and other (R47,3m), automatic digital data processing machines (R389,1m), primary cells and primary batteries (R10,2m), handtools with self-contained electric motors (R225.4m), insulated electric wire and cable (R48,1m), frames and mountings and parts thereof for spectacles, goggles and the like (R10,6m) and tooth brushes and dental plate brushes, nail brushes (R5,3m).

Helping the skilful to help Port Elizabeth's charities

Weekend Post Reporter

EVER thought of doing something to assist a charity organisation, but haven't known where to start or which one to join?

With unemployment and other factors beyond human control making survival for an increasing number of people more and more difficult, there is a vast reservoir of skilled people in Port Elizabeth with time on their hands who are keen to help.

But they don't want to get tied to any one charity organisation which might not be able to give them work commensurate with their qualifications.

Catering for such people is the Voluntary Aid Bureau.

It was launched in Port Elizabeth about six months ago by Mr Harold Davidson, director of the Port Elizabeth Community Chest, in conjunction with Professor Michael Potgieter, head of the Social Work Department at the University of Port Elizabeth.

Mr Davidson said the role of the bureau was to collect volunteers in a variety of services and channel them into different charities.

Mr Davidson said the bureau required artists, food buyers for bedridden people, clerks, camp leaders, readers to blind people and children, hairdressers, translators and shoemakers, among others.

He asked anyone who thought they could be of service to contact him at ☎ 521592.

● Mr Davidson said people wishing to leave donations of money, non-perishable food, blankets and clothing could do so at the Community Chest's office in the Feather Market Hall between 8.30am and 1pm.

(173) DE POST 10/6/86

More jobs created in EL plant expansion

AN expansion programme costing more than R1 million has provided a jobs boost for East London.

A total of 36 new jobs have been created to man new machinery installed at the Woodbrook factory of Kohler's Carton and Print operation.

The plant has been expanded to give greater warehouse and storage facilities and house the flexible production line. Total factory space is now more than 8 000m².

"The economy of East London has been depressed for some time but we are confident the expansions at Kohler Carton and Print will prove to be a good investment," said Kohler chief executive Mr Ian Willis.

"The chronic unemployment situation in the region also makes it imperative that job creation programmes such as ours receive attention.

"Last year we rationalised our flexible packaging division and closed the plant we had at Springs in the Transvaal.

"The bulk of the reel wrapper machinery was transferred to the East London Carton and Print operation and this necessitated the construction of a further factory bay and improved dispatch facilities," Mr Willis said.

The building was completed recently and the new warehouse space has been utilised.

therefore supplied according to departmental regions. The development board areas to which are referred fall in the regions of Highveld, Johannesburg, Northern Transvaal and the Transvaal portion of the Natal region.

Employment creation programmes

1006. Mr L F STOFBERG asked the Minister of Manpower:†

(1) With reference to the projects introduced by his Department to provide people with work at a specific daily wage, what results have been achieved in each specified week since the putting into operation of these projects in respect of each specified (a) geographic region and (b) race group, with reference to (i) employment opportunities made available, (ii) persons who reported for service and (iii) persons placed in service;

(2) whether, in the light of the above-mentioned results and the current state of affairs in the labour field in the Republic, amendments to minimum wage determinations are being considered; if not, why not; if so, what amendments are being considered?

The MINISTER OF MANPOWER:

(1) Statistics on the special employment creation programmes are not kept on a weekly or race group basis.
Information as far as the Department of Manpower's actions are concerned, in regard to (a) and (b)(i), as at 31 March 1986, is as follows:

(a) *Region*	(b)(i) No of employment opportunities
Natal	6 914
Western Cape	954
Northern Cape and Orange Free State	1 625
Eastern Cape	5 198
Transvaal	9 808

(b) (ii) Particulars on the number of persons who reported for service, are not readily available.

(iii) The exact number of persons placed in employment is not readily available, but the vast majority of the posts have been filled.

(2) No. Projects are progressing satisfactorily under the present conditions.

Pre-primary schools

1036. Mr R M BURROWS asked the Minister of Education and Development Aid:

(1) How many pre-primary schools were registered with, but not financed by, his Department as at the latest specified date for which information is available;

(2) whether there are any differences in the financing formulae for pre-primary schools applied by his Department; if so, (a) why and (b) what are these differences;

(3) (a) what number of pre-primary schools fall into each category of financing and (b) what is the expenditure per pre-primary child in each category of financed pre-primary school;

(4) how many pre-primary schools of all categories are there in the Greater Durban area?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) None.

(2) Yes.

(a) A difference is made on the basis of who provides the building.

(b) Category A

Registered pre-primary institutions occupying their own buildings receive the following subsidy:

A basic amount of R3 000 per annum.

An extra R100 for every 3 pupils in excess of an enrolment of 30 is paid annually.

Category B

An amount of R50 per year per child is paid to registered institutions where these institutions make use of classrooms in public schools.

(3) (a) Category A: 111.
Category B: 6.

(b) Information concerning the per capita cost is not available as these are all private institutions and costs vary from school to school.

(4) 1.

Note: Information as on 1 April 1986.

Annual reports

1088. Mr P G SOAL asked the Minister of Education and Development Aid:

(a) How many annual reports were produced by the Department of Development Aid during the latest specified period of 12 months for which information is available, (b) in respect of what bodies were these reports produced, (c) what was the cost of producing each such report and (d) who did the printing of each report?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a) One, since the establishment of the Department of Development Aid on 1 September 1985 to date.

(b) The former Department of Co-operation and Development.

(c) R17 000.

(d) Cape and Transvaal Printers.

Annual reports

1102. Mr P G SOAL asked the Minister for Administration and Economic Advisory Services:

(a) How many annual reports were produced by his Department during the latest specified period of 12 months for which information is available, (b) in respect of what bodies were these reports produced, (c) what was the cost of producing each such report and (d) who did the printing of each report?

The MINISTER FOR ADMINISTRATION AND ECONOMIC ADVISORY SERVICES:

(a) Three.

(b) Commission for Administration;
Central Statistical Services;
Central Economic Advisory Service.

(c) Commission for Administration R17 513,59
Central Statistical Services ..... R 1 435,18
Central Economic Advisory Service ..... R 2 902,65

(d) Commission for Administration: Cape and Transvaal Printers (Pty.) Ltd. for the Government Printer;
Central Statistical Services: Government Printer;
Central Economic Advisory Service: Government Printer.

Rape

1118. Mrs H SUZMAN asked the Minister of Transport Affairs:

Whether any cases of women having been raped on trains were reported to the South African Railways Police during the latest two-year period for which information is available; if so, (a) how many and (b) what steps have been taken to prevent attacks of this nature?

Over R5 m set aside for providing jobs in Natal

N|M 21|6|86 (173)

Labour Reporter

IN A bid to ease the plight of the unemployed, a further 104 job-creation schemes, providing temporary jobs for 8 739 people in Natal at a cost of R5 400 000, have been approved by the Department of Manpower.

This was disclosed in Durban yesterday by Mr Nick Hitchcock, the department's divisional inspector.

He also announced that the department had approved 32 contracts by private firms to train 34 556 unemployed people in the various trades. Both projects would run until March next year.

Meanwhile, unemployment among all races in Natal continued to rise steadily. According to latest figures from the Department of Manpower in Durban, a total of 36 909 people of all races were registered as unemployed in May. The figure for the previous month was 36 611. Blacks alone numbered 18 113.

The actual number of people unemployed in Natal far exceeds the figures supplied by the department as in many cases people have not registered, either because they do not qualify for unemployment aid or because their benefits have been exhausted.

In Durban, 1 949 coloureds, 10 099 Indians and 4 153 whites were registered as unemployed last month. In April the corresponding figures were coloureds 1 931, Indians 9 377 and whites 4 184.

CINEMA B

Grade 10
0.00 0.00 14.95 16.
0.00 0.00 25.56 20.
Current Hours: 44
Grade 12
10.38 13.85 16.55 18
19.33 25.41 28.29 22
Current Hours: 44

CTIONS 1985

Weekly Wage: R 16.58

Weekly Wage: R 17.68

R4 million injection for local industries

Evening Post
27/6/86
173

Post Reporter

MAJOR spin-offs for Port Elizabeth companies will arise from three contracts worth just over R4 million, which were awarded to C and T Products this month by the Department of Posts and Telecommunications.

The contracts — for 118 mobile units of accommodation — have also meant the company's workforce will be doubled from 80 to 160.

Mr Mark Frankel, group accountant of C and T, said the contracts would entail a "good amount" of sub-contracting to companies in Port Elizabeth.

"We are attempting to make sure the work remains in PE. We feel we obtained this contract for PE and we want to help our city as much as possible," he said.

The "spin-offs" will involve companies doing specialised work such as electrical fittings, laying of floors, and brake-fittings in the mobile units.

He said the company had competed against 11 other tenderers from the Transvaal and Natal, and had been awarded the contracts on the basis of the best offer.

"We were very fortunate to have won this contract," Mr Frankel said. "There is an enormous amount of work involved in compiling a tender. It takes a good few weeks to work out prices and designs according to specifications."

Asked what lessons could be learnt from the company's success, he emphasised that local firms must look farther afield when tendering for work — especially with the present tight economic climate in PE.

"The only way to do that is to examine the Tender Bulletins very rigorously every time they appear. It is simply a case of adjusting — one cannot rely on what one has become used to."

Mr Frankel said the contracts were the largest the company had secured in quite a few years.

Although "victory celebrations" had abounded, the real party would begin when the contract was completed and another new contract was secured. That would be in March next year, he said.

"By obtaining a contract of this size, we hope to establish the industry very firmly in the city."

Hope for the jobless

MS ZELPHI Mbele displays an ostrich egg decorated by unemployed people.

MORE than 150 unemployed Sowetans have been taught new skills in an attempt to help create jobs for them as the recession takes its toll.

A private company, Jua International, is organising the project. The scheme started in Soweto and will soon spread to other parts of the country.

People learn crafts such as hand-decorating ostrich eggs.

The vice-president of the company, Mr Shaun Unterslak, said they concentrated on crafts because blacks have an idea of the work.

The project started with 150 people who were subsidised by the Department of Manpower.

Mr Unterslak said: "At present we have 175 people in our employ, whom we meet at six depots within Soweto. Our depots cover Meadowlands, Orlando, White City Jabavu Tshiawelo, Jabulani and Dobsonville."

He said they aimed to launch projects for students.

'Operation Rescue' for key jobs

W/E Post 22/6/86

(173)

By Bob Kernohan
Business Editor

IT has been a case of "operation rescue" for a go-ahead Port Elizabeth computer company, which has provided job security for 11 city families faced with an uncertain future.

By taking bold action during at the depth of the recession, the Response Group has increased its staff from two eight weeks ago to 20 today.

And the main benificiaries have been Port Elizabeth people who would have been without jobs or forced to move to the Transvaal.

Company managing director Mr Martin Kruger said the rapid expansion had been made possible due to the signing of new contracts — in the company's specialised field of motor industry statistics — and the absorption of a national company's city branch operation that was facing closure.

"With the imminent closure of the computer section of Samcor (Ford) in the city and with our signing a contract to process the Ford Dealer Services Bureau, we were able to employ eight highly skilled personnel to provide continuity and enhancement of the bureau," said Mr Kruger.

"A similar situation arose with the decision of Micrographix/Bell and Howell to close their Port Elizabeth microfiche bureau in the city this month.

"Again, our group stepped in and by taking over the operation, excluding machine servicing, we provided continued security for a further three families."

The group has also recently signed new contracts with BMW and Nissan.

"We look forward to a bright future in the city and have also purchased our own building in the centre of town," said Mr Kruger.

One gripe he has about the expansion has been the "negative attitude" displayed by some financial institutions in the city.

"But, while tightening our belts strictly to avoid the pitfalls of initial negative cash flow, we have faith and confidence in our staff and in the future," he added.

The group began operations in a small way in 1977 and soon made a name for itself by specialising in the motor industry.

This includes on-line links between manufacturers and vehicle delivery operations in cities throughout the country, providing on-the-spot information within seconds on exactly where vehicles are.

Analysis of monthly sales data available to National Association of Automobile Manufacturers (Naamsa) members has also become a speciality.

Latest developments include a programme developed in-company which, at the touch of a button, can provide up-to-date sales statistics on towns, provinces and regions. With the touch of another button, these can be transferred into either bar or pie full-colour graphs.

"We are negotiating to have this system — the only one of its kind in the country — more widely used in the motor industry," said Mr Kruger.

"We plan to turn this and other developments into new employment and financial opportunities for the Eastern Cape."

LABOUR AFFAIRS

DICK USHER

W/L Arcus 28/6/86 (173)

Weighing the cost of strikes

STRIKES have pros and cons and before they are condemned outright their costs should be weighed against the cost of industrial content, says Mr T R Boshoff of the National Manpower Commission.

Writing in the latest Industrial Relations Journal of South Africa on aspects of the costs of strikes, Mr Boshoff says when determining the costs of strikes it is necessary to consider their impact in the proper perspective.

In 1984 nearly two-thirds of all strikes occurred in the manufacturing sector, in which about 1 399 000 workers at a weekly average of 46,5 hours worked about 3 980-million man-days.

If this represented full capacity employment during the year, then man-days lost due to strikes represented less than one-tenth of one percent of the total worked.

Total man-days lost in all sectors in 1984 were 365 096, of which 96,2 percent were lost by black workers.

Less than 10 pc

Man-days lost to strikes since 1980 were less than 10 percent of those lost to industrial accidents.

Direct costs to the employer depended on how long the strike lasted, whether or not production came to a halt and whether fixed costs were at least recouped.

"Less obvious is the question of regular orders which have to be filled, which often go hand in hand with lucrative markets built up at considerable cost, which may be lost, or competitors may get the chance to obtain a foothold in these markets.

"In this regard a manufacturer in a competitive market is very vulnerable to strikes not speedily resolved."

Costs to workers

Costs to the union and workers involve assistance to striking workers who lose income due to the stoppage. There are also losses to workers not directly involved in the strike.

Employers and workers have to ask whether the strike can be afforded — are the anticipated gains more than the expected losses?

"Calculations must be made in this regard and a realistic assessment of gains compared to losses arrived at, especially by the representatives of the workers, for it is the workers and their dependents who more often than not have to bear the brunt of the disadvantages," says Mr Boshoff.

He also points out that strikes alone are not always a reliable measure of industrial discontent. A decline in the number of strikes might well mean that discontent is finding other avenues of expression such as working to rule, bans on overtime, boycotts and possibly industrial sabotage, which have typical cost symptoms of a strike — loss in production and, at times, of earnings.

Few 'good people' seeking jobs

By HILARY VENABLES
Labour Reporter

THE job market is flooded with inexperienced "low-grade" white-collar workers, while highly-skilled, experienced staff can still name their price, according to personnel agencies in Cape Town.

Chartered accountants, computer specialists, executives and top shorthand typists are still in great demand, but employers are unwilling to offer permanent jobs to people without proven work records, according to the agencies surveyed.

Ms Gita Lison, manager of Contact Personnel which deals mainly with office staff, said there were few "really good people" looking for jobs, although plenty of less skilled and inexperienced people were seeking work.

The few top people on her books demanded high rates of pay and would rather wait than accept low salaries.

"It is easier to place temporary staff during a recession because management does not have to commit itself or give them paid leave or bonuses," she said.

A senior partner in Management Services, Mr S Wood, said people in executive positions were "staying put".

"There are not many good people around and the response to advertisements is poor because most people would rather stay where they are than take a chance with a new employer.

"It's a case of 'better the devil you know' and it's very difficult to winkle people out of their jobs — even for higher salaries," Mr Wood said.

His firm had been looking for a good secretary for three months but had been unable to find anyone who could "really perform".

"There are plenty of people who can type 30 to 40 words a minute with lots of mistakes, but we can't find anyone who can give us clean copy at 70 to 80 words a minute," he said.

A spokesperson for a computer personnel agency said highly skilled specialists such as systems analysts had the best chance of finding work.

"But we are also involved in training, and we are finding it almost impossible to place people who have no experience," he said.

School-leavers in particular were finding it difficult to find employment.

Manager of Drake Personnel, Ms Lee Terry, agreed that there was a demand for computer specialists and said chartered accountants and shorthand secretaries were "quite scarce".

During the past year, the number of work-seekers on her books had increased significantly, but companies were not prepared to take anyone on unless they had special skills and experience.

"Managements still seem to think if they wait long enough, the perfect person will turn up, but there aren't enough top people around because most of them are hanging on where they are."

It was far easier to place temporary staff because clients were reluctant to commit themselves to employing people permanently until they had proven themselves.

"The one refreshing thing about Cape Town, compared to a place like Pretoria, is that employers do not allow race to influence their judgment when choosing staff — they are far more interested in quality," she said.

● The Market Research Africa Employment Index shows that an estimated 168 000 urban white adults were looking for work in March this year, compared to 106 000 in the same month last year.

Lack of funds stops farm job scheme

GRAHAMSTOWN — The employment of additional farm labourers in terms of the job creation scheme will be halted at the end of July until further notice, the extention officer for the Department of Agriculture and Water Affairs, Mr J. A. S. Clacey, said yesterday.

He said about 40 farmers in Albany and Bathurst were involved.

Originally the scheme was to have continued until the end of December but, according to information received yesterday from his regional office, the scheme will now cease on July 31 until further notice, apparently because no funds are available.

Mr Clacey said that for this reason he would be accepting no new applications for additional labourers.

It is not known at this stage whether the scheme will be resumed. — DDC

Lubbers sticks to SA stand

● LUBBERS

THE HAGUE — Dutch Premier Ruud Lubbers was holding fast to his stand, at the European Community summit last week, that it was obliged to impose economic sanctions against SA if the situation there remained deadlocked, a Foreign Ministry spokesman said yesterday.

The Lutheran World Federation said yesterday in Munich it would remove its funds from three banks in Britain, the US and Switzerland in protest against their "unwillingness" to cut ties with SA. — Sapa-AP.

Finland decides to cut trade with Pretoria

HELSINKI — The Finnish government has decided to impose new restrictions on the country's trade with South Africa, Finland's national radio said yesterday.

From July 15, Finnish traders will need a special licence to trade with South Africa.

The decision was taken on Wednesday at a meeting of government's foreign affairs committee.

The committee said it would study the consequences of a total ban on trade with South Africa.

Foreign Minister Paavo Yayrynen said the new trade restriction was in line with measures adopted by some Nordic countries.

Denmark has imposed a total ban on trade with Pretoria.

Even without the new measures, Finland's trade with South Africa this year appeared to be dwindling.

Exports to South Africa during the first quarter of 1986 amounted to about R1,8m compared with about R37,2m in the same period in 1985.

Imports dropped from about R13,6m to R88 000 in the same period. — Sapa-AP.

Govt black workers in the 'elite' group

THREE of every 10 blacks in full-time or part-time employment in metropolitan areas work for government.

Market Research Africa's Employment Index shows 25% work for large government concerns and 4% in small concerns.

Large private companies employ 34% and medium and small companies 29%. The remaining 8% are self-employed.

Government employees are becoming the elite, with 35% of black adults with large government concerns in the A income group — those with household incomes of more than R900 a month.

The percentage in the same group employed by large private organisations is 33%.

In the B group — monthly incomes ranging from R600 to R899 — 34% of adults are with large government concerns and 31% with large private companies.

In the C group — monthly incomes between R200 and R599 — large private companies predominate with 38% against the 18% employed by large government concerns.

The MRA index is based on representative samples of 1 000 black adults living in metropolitan areas, excluding Cape Town, who were interviewed in March.

"Many private concerns under present recessionary conditions do not have the resources to pay their staff at the same level as government," says Sue Scott, director of the index.

"There is a long-term danger that the most capable black employees will be lost to private enterprise because of the higher wages being offered by the public sector." — Sapa.

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Depression-style labour for whites

By Shirley Woodgate,
Municipal Reporter

White casual labourers are being seen doing manual labour in South Africa for the first time since the depression of the 30s.

About 200 are in the 2 500-strong workforce employed by the Johannesburg City Council at about R5 for a five-hour day.

Staff Board chairman Mr Japie Kitshoff said the men and women were being employed in terms of the State Relief Scheme initiated by the Department of Manpower last year.

A percentage of the R600 million made available by the Government to give relief to the thousands of unemployed was voted to local authorities, which identified special projects in which workers could be used on a casual basis.

"Most of the 2 500 workers are blacks, mainly women. There are about 200 whites and about 600 coloureds," said Mr Kitshoff.

The casual workers are transported by the council from pick-up points around the city. Starting and finishing times are planned outside normal council hours so that the work times of the regular staff are not disrupted.

Originally, blacks queued at pick-up points from midnight, hoping to get a day's work, starting at 8am.

"At that stage, the informal sector had already moved in and set up stalls selling porridge, meat and fruit to the workers," said Mr Kitshoff, "but with the onset of winter we have changed the system so that most of them no longer have to wait in the cold.

"We now employ about 2 000 blacks as semi-permanents and the remaining workers are accepted on a first come, first served basis."

Preference was given to older people with families.

selling of a company's stock with a ... mains.

More protection needed for E Cape industry — Bolton

By Michael Menof

The Government's Eastern Province Development Strategic Team met last week to discuss and implement methods to revive industries in the region.

Upgrading of townships is mentioned as a solution to the unemployment crisis.

However, Desmond Bolton Industries, headquartered at Great Brak River, with factories in the Eastern province, gives another underlying cause that should be considered.

Chairman Desmond Bolton, in his 1986 annual report, says: "Had there been closer liaison between government and the private sector many of the problems we are at present experiencing could have been averted.

"Our first obligation must be to our citizens which means creating more jobs, and further stringent import control measures are necessary to protect and stimulate local industry."

EXPORT

The South African footwear industry competes with Taiwan, South Korea, and other Far East ern countries that have sophisticated petrochemical industries producing raw materials required for casual footwear at prices well below the local selling prices of so-called "strategic" and protected petrochemical companies in South Africa.

Government's answer to low production runs and poor capacity utilization is to export, irrespective of whether or not there is a sound local footwear market with a solid foundation to launch an export drive.

Desmond Bolton Industries has three footwear factories situated in the Great Brak River, Oudtshoorn and Port Elizabeth.

Understandably it is concerned with the collapse of industry and the political unrest in the Eastern and Southern Cape.

During 1985 they expanded their footwear manufacturing facilities with a new R1,5 million shoe factory built in Oudtshoorn and extended their sportswear footwear market by investing further in the high technology brand "Patrick", made under licence from France.

With capital expenditure funded from positive cash flow, borrowings remained unchanged at a low R1 million for both years.

In the construction industry the Tubing Division experienced difficult trading conditions while the Mercedes/Honda dealership continued to operate well.

NET ASSET VALUE

Announcements recently by the Department of Mineral and Energy Affairs concerning the beneficiation of the natural gas fields situated off the Southern Cape Coast auger well for the group, which can service the requirements of many companies who will move to the Southern Cape as a result of this development.

Bolton's net asset value per share has grown consistently each year from the modest R8,32 in 1981 to R22,28 at February 1986.

The JSE price is currently around R17,50 with directors holding 66 percent of the shares.

The dividend yield is low at 3,6 percent with shareholders having to forfeit higher dividends as earnings were used to finance capex.

The working capital position is superb with current assets to current liabilities 3,85:1 (1985 — 4,12;1).

TURNOVER

Share capital and reserves total R23,4 million (1985 — R21,6 million) providing an adequate capital base.

Turnover for 1986 declined marginally to R63,8 million (1985 - R65,4 million) with earnings attributable to ordinary shareholders R2,39 million (1985 — R2,84 million) reflecting a fair year as the events in the Eastern Cape during the past two years have been shocking for business, let alone growth or confidence.

'Casual' whites do manual labour

JOHANNESBURG. — White casual labourers have been seen doing manual labour in South Africa for the first time since the depression of the '30s.

About 200 are in the 2 500-strong workforce employed by the Johannesburg City Council at about R5 for a five-hour day.

The Staff Board chairman, Mr Japie Kitshoff, said the men and women were being employed in terms of the state relief scheme initiated by the Department of Manpower last year. — Sapa

LABOUR AFFAIRS

DICK USHER

Employers' care — Unisa study

ABOUT 80 percent of South African employers believe the business sector has an obligation to improve the social circumstances of their black employees, according to a new Unisa study.

The study, *An Assessment of the Development and Welfare of Employees in the Republic of South Africa*, by Professor Piet Nel of Unisa's Bureau of Market Research, says that employers are generally well-disposed towards their black employees.

About one-third apply minimum living standard figures, but more than one-fifth do not follow a policy of equal work for equal pay.

"Segregation in the workplace is, however, fairly common. Seperate facilities are most common in respect of cloakrooms," says the study.

"Discrimination, a built-in element of labour policy and legislation for many years in South Africa, has been progressively dismantled since 1979. Today, the only legal discrimination left in the labour field is in a few job categories in the mining industry."

The study estimates that 1,7 million blacks — 23,1 percent of the economically active black population — are unemployed and underemployed in South Africa and the TBVC countries (Transkei, Bophuthatswana, Venda and Ciskei) at present.

Between 3,6 million and 6,8 million new jobs will have to be created over the next 15 years.

"This task should be measured against the present 7,72 million jobs in South Africa and the TBVC countries and an increase of 226 000 jobs in the past five years and 1,55 million over the past 15 years.

"An analysis of job creation in the period 1950 to 1985 shows that it was only from 1960 to 1970, when the GDP rose by 5,9 percent per year in real terms, that the percentage increase of employment was at least equal to the increase in population."

Since 1970 there had been a marked improvement in the economic welfare of blacks, says the study.

"Their share in the personal disposable income of the RSA has risen from 32,2 percent in 1970 to 44,5 percent in 1985. A fairly drastic redistribution of income has occurred since 1980. In the period from 1980 to 1985 the real personal disposable income of whites declined by 17,9 percent."

The study says that two factors were chiefly responsible for the redistribution of income:

- Average real remuneration of whites rose by 0,3 percent per year between 1972 and 1985, compared to increases of 4,7 percent, 1,5 percent and 3 percent for blacks, Indians and coloureds.
- Massive increases in direct taxes paid by whites. In 1985 whites paid 15,7 percent of their income in direct taxes compared to 8,8 percent in 1980.

BAD DAY.
14/7/86 (173)

It's no easy job to get even R5 pay

Reporter EVEN NESSET this week found out just how difficult it is being unemployed. He tried to get work at R5 a day with the State Relief Scheme, but as he reports here, even getting this low-paid work is no easy job...

IF YOU'RE able-bodied, unemployed, desperate for cash, not shy about the nature of work to be done and you can get to a pick-up-point at 6.45am, you could earn yourself R5 for a five-hour-day's work — well, in theory anyway.

The Johannesburg City Council is employing about 2 500 workers, 200 of whom are white, as casual labourers on a range of projects involving manual work. This is in terms of the State Relief Scheme, initiated by the Department of Manpower last year, aimed at finding work for the many thousands of country-wide unemployed.

In practice, however, things didn't work out quite as smoothly, and as I discovered as a 'first-timer', being unemployed can really get you down.

Central to getting the job is a roll call list — if you're on it, you can earn some cash; if you aren't, you just keep on trying every morning until a vacancy comes up.

At least that was my experience when applying for a job on the scheme this week.

It was an ego-destroying trip — no-one questioned the authenticity of my presence and my 'job interview' was unsuccessful.

My quest had started the previous day, when numerous checks with the municipality eventually led to my being told by an official to report to an address in Claremont at 6.45am.

I arrived at 100 Clement Street, Claremont, at 6:52am to be greeted by a flotilla of trucks, bakkies, cars and more than 130 white men.

I made my way through a milling crowd to someone in charge — you could identify them by the clipboards as well as by the anxious-faced groups surrounding them.

After a roll call, workers filled up the available transport.

I discovered an empty truck, and despite my admission to the driver that I was not on a list, I was told to get on the back. I didn't argue.

A few minutes later we were on our way. Our destination, Joubert Park. If you think it's cold inside a car at that time of the morning, imagine being stuck on the back of a truck with no protection. The wind cuts through to the flesh and discoloured fingers painfully stuck to the truck's metal rails.

I tried to avoid the stares of commuters travelling in the luxury of cars.

We arrived at Joubert Park and distribution of working implements began — on a roll-call basis.

Then the crunch — I wasn't going to get my five bucks. I wasn't even going to get a tool. In fact, I was effectively 'fired' with the 'supervisor' informing me he had enough workers.

He had a list total of 60 permanent workers as well as reserve workers. If permanent workers didn't pitch up, standby workers were recruited from the reserve list. Only if vacancies occurred on the reserve list could I perhaps get a position.

I was cold, dirty and tired and had not come near doing an honest day's work for R5. And I still had to find my way back to my car parked in Claremont.

● State-relief workers earn their R5 a day.

Development board jobs plan delayed

Business Day Reporter

THE Commission for Administration has started its probe into the re-allocation of 23 000 development board jobs amid mounting criticism that it should have handed its proposals to government several months ago.

As matters stand, the commission expects to submit its report to Consitutional Development and Planning Minister Chris Heunis by September.

But a spokesman for the department said yesterday the commission had been instructed to begin its investigation in January.

This comes five months after Heunis had told the House of Assembly of government's decision to dismantle the boards.

Much of the groundwork had already been prepared by the report last December of the Cruywagen subcommittee's probe into the role of development boards once Regional Services Councils (RSCs) were established.

There is also concern over the status of former board jobs in discontinued services.

Asked how many employees would be affected by discontinued services, a spokesman for the commission said recently: "We are still gathering information on this. But I'm not aware of a single person waiting to be placed in another job."

Johan de Beer, who heads the commission, said board functions had been coupled to the four provincial administrations as an interim measure until a clearer picture had emerged on how to absorb the jobs into other sectors.

Many board functions would find a permanent home in the RSCs or the departments of Manpower and Internal Affairs, he said.

The association representing 8 000 former white board officials said it was "not unduly worried about the future employment and pension propects of our members".

Public Servants' Association GM Hans Olivier said: "While the situation is being closely monitored, government has said there will be no mass retrenchments."

Pick 'n Pay puts freeze on hirings

A HEAVILY over-staffed Pick 'n Pay has frozen hirings and slashed by 50% plans to open new supermarkets and hypermarkets for the next few years.

Future growth would focus on the black market because the chain had reached saturation in the up-market segment, director Peter Dove said yesterday.

The freeze on employment came in the wake of realisation that the chain was over-staffed by 20% — or 4 000 employees — Dove told a trade marketing conference in Bryanston.

BEULAH BROWN

"We are seriously over-staffed and over-managed. Over the next few years we will utilise existing staff to man new stores in order to reach the best employment utilisation figure.

"After opening stores at an alarming rate in the past, several have become too labour-intensive."

Dove said deteriorating industrial relations were causing concern within the company.

"We now find that management has to spend three days of the week on labour disputes with unions."

Pick 'n Pay faced an estimated extra R16m on its annual wage bill after the seven-day strike in May led to a 20% wage hike.

Major changes were planned in the location of new stores.

"In terms of turnover, the sophisticated market has already reached saturation. Future development lies within the black market.

"We have become too fancy as an up-market company and we will cut it out."

The survival of both manufacturers and retailers depended on recognition of the importance of the under-developed market, he said.

Job figures show two bright areas

By Sheryl Raine

The mining and communication sectors were the only bright spots in an otherwise depressed job market in the four-month period from February to May this year.

Figures compiled by Central Statistical Services in Pretoria showed that the promised economic upturn had failed to appear by May.

In the four-month period under review there was a 5 886 increase in the number of jobs available but, of the six employment sectors surveyed, improvements occurred predominantly in the mining and quarrying sector, and to a limited extent in the communication sector.

HARDEST HIT

The transport industry was the hardest hit, losing 3 215 jobs. In this sector whites were the biggest losers when 1 668 jobs fell away, followed by blacks who lost 1 565 jobs.

The construction sector lost 2 600 jobs with blacks by far the worst affected. Black jobs accounted for 1 600 of those lost; whites lost 400 jobs.

The electricity sector recorded a loss of 1 000 jobs with whites and blacks being equally hard hit.

In the manufacturing sector 1 200 whites and 500 Coloureds lost their jobs, but there was some good news from this sector of the economy — Blacks gained 1 500 jobs and Indians 600

FIN STAR 23/7/86 335 179 173

Saldanha mussel farm will create 4 000 jobs

Own Correspondent

CAPE TOWN — A multi-million rand scheme to cultivate mussels on rafts covering 1 550 ha of Saldanha Bay would create nearly 4 000 jobs.

This is one of two major Saldanha projects anounced by South African Transport Services (SATS). The second is the emergence of the port as a salt outlet.

Both projects could have important consequences for development on the west coast.

Mr Neels Hubinger, area manager for SATS, said the first trial shipment of 2 200 tons of high-quality salt to Zaire had been made from the port in June and a second shipment would be made soon.

By the end of the trial period in March next year an estimated 30 000 tons of salt would have been exported, he said.

The scheme would take advantage of the vast amounts of salt in the area along the railway line.

The mussel cultivation scheme involved an area larger than the ports of Durban and Richards Bay and SATS had signed a 10-year contract with Atlas Sea Farms after the scheme had been put out to tender.

It also involved a lease on a 46,2-ha portion of Port Elizabeth harbour where research and development on the scheme was being done in association with the University of Port Elizabeth.

The mussel cultivation scheme, over the 10-year period, could involve the creation of up to 3 700 jobs in the area.

Most of these would be semi-skilled jobs and the developers had undertaken to utilise existing facilities in Saldanha as much as possible, said Mr Hubinger.

The project would evolve in a series of steps in which mussels would be cultivated on rafts.

By the end of the 10 years there could be about 500 rafts in position, each delivering about 100 000 kg of mussels as year, or about 43 500 tons when the scheme was in full production.

These would be for the internal market and for export, he said.

The scheme, the first of its kind in South Africa, would be closely monitored to make sure the ecological balance of the area was not disturbed.

Scope of oilfield project outlined

DD. 25/7/86

Dispatch Correspondent

CAPE TOWN — The development of the Mossel Bay oilfield will provide four million man-hours of work for fabrication workshops, spread over two years, as well as opportunities for industries ranging from caterers to suppliers of welding rods, gaskets and computerised control systems.

Disclosing this at a seminar organised by Wesgro and the Cape Chamber of Industries yesterday, the project manager, Mr Ifor Pritchard, said it would be "a mega project in world terms. It is going to be very manpower-intensive."

Although orders would not be placed before 1988, information about goods and services available in SA was already being collected for use during the preliminary planning.

But Mr Pritchard warned that, although SA firms would be used wherever possible, some expertise and equipment were not yet available in this country.

Standards for an off-shore project were as high as the best for an atomic or space project.

The accommodation and work environment for 100 people would be perched 130m above the sea-bed and lives as well as equipment depended on absolute perfection.

Specifications would be adhered to strictly and even the steel to be used would be inspected.

Contractors and sub-contractors would be urged to keep strictly to delivery dates and they would work "with an inspector sitting in your factory."

Only equipment already proven in the North Sea oilfields would be used on the off-shore operation.

But local firms should not forget that there was also an on-shore refinery to be built, for which they already had the expertise. It must be ready when the off-shore operation was commissioned.

Mr Pritchard said that some SA fabrication firms were already sending staff overseas to acquire know-how from firms with North Sea experience.

It was wise to do this, and to learn the pit-falls to be avoided. One British fabricator working on a North Sea oilfield contract for the first time had lost £400 000 on the documentation alone.

● The Mossel Bay gas reserves will not be exhausted in 30 years and will not be "a one-off affair", the general manager of Soekor, Dr Ken Graham, told the seminar.

Confidently predicting more discoveries nearby which would extend the life of the project to more than 35 years, and the development of new oil and gas fields off the south and west coasts, he advised SA industry to "think long term and gear up now to meet the requirements of an ongoing gas and oil industry."

Dr Graham said that when the present political difficulties had been solved there should also be work for specialist SA firms in oil exploration and the building of off-shore structures outside this country, in Mozambique and South West Africa/Namibia.

Soekor had developed, and taken out a patent, on the most sophisticated seismic exploration technique in the world and the chances of finding more gas were very high.

Maqina forms new PE crisis centre for blacks

Rev M MAQINA

By KIN BENTLEY

"I DON'T want our people to become a nation of beggars."

That philosophy prompted the Rev Mzwandile Maqina to launch the Black Crisis Centre (BCC). It opened in Port Elizabeth three weeks ago and has already had about 700 interviews with needy black people.

The centre is an off-shoot of his Save the Child campaign and its long-term aim is to place people in jobs.

"But we are not always successful. This region is really feeling the pinch of the recession. There is so much unemployment. . . ."

He appealed to private enterprise and the Government to create jobs.

However, in the face of job scarcity, he said, the centre also offered knitting and sewing lessons to women, who then practised their talents at home. This provided a small, but vital source of income for many.

Mr Maqina sees the centre, which was packed with people when visited by Weekend Post this week, as complementing rather than replacing the work done by the Black Sash advice office and other organisations concerned with black welfare.

While appreciating such assistance, he said: "My principle is that we should be seen to do these things as black people; to help ourselves."

The centre, opposite the New Law Courts in Main Street, he said, assisted the hungry with food parcels donated by a number of organisations, such as Operation Hunger and Action for Peace and Prosperity. "But food parcels should be a short term thing.

"What is needed is to place people in jobs."

Initially, he said, the centre aimed at placing people in domestic, gardening and caretaker jobs, but it had lately become involved in commerce and industry placements.

He said unemployment was one of the major causes of the unrest. In PE, the situation had been exacerbated by the exit of Ford.

Explaining how the centre arose, he said it was a natural progression from the Save The Child campaign.

"I had a dream that something needed to be done to put an end to black-on-black violence." In May, he and about 70 other delegates launched the Save the Child campaign. Its aim was to fight "both evils bedevilling our communities: the apartheid system and the violent reaction emanating in the townships".

"The child is in the centre of the turmoil in the townships at present. He is the victim of bullets and is also being urged to burn property and murder and burn people.

"In trying to save the child, we were forced to speak to the families."

From this emerged the need to assist in combating the twin problems of unemployemnt and hunger.

"If I could assist in placing people (in employment), I knew I could make a contribution to stopping the violence," he said.

He appealed to anyone in need of a domestic worker or any other worker, to leave details with his wife, Mrs Pat Maqina, at the Dwasa office, ☎ 546274.

Asked if he wasn't capitalising on the inability of other black organisations to operate freely under the state of emergency, he said it was not his intention to try to replace anyone. The centre was established "from the moral point that anyone who needs assistance should be assisted. No one organisation should monopolise".

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Cape Times 28/7/86 (173)

Jobless taught to use skills at home

By AUDREY D'ANGELO
Assistant Financial Editor

RECRUITING started today for a new scheme to train skilled people to earn their living at home.

The course, sponsored by the Department of Manpower, will be run by Business Dynamics (Pty) at the Desiree Training Centre in Woodstock.

Business Dynamics MD Theo Rudman said in an interview: "This is intended for people who are not ready to start a business employing others but who have a skill which they could use to support themselves — it could be anything from carpentry to making clothes or jewellery.

"There are plenty of unemployed people who have such skills but do not know how to set about making a profit from them.

"We shall teach the basic principles of business and money management, how to make a profit from working at home and selling the products — and how to raise a loan to start up.

"This first course will be a pilot one and we shall select the successful applicants very carefully.

"There will be 20 places on the course and we shall probably interview 100 people to select the right ones.

"Just being able to make something is not enough. A self-employed person must have tenacity and the ability to carry on working alone and to buy raw materials and market the products suecessfully."

The training is free and trainees will receive a cash allowance of R2,40 for each of the six days they attend the centre and up to R10 a week for bus or train fares.

The six days will be spread over 10 working days. "After giving some instruction we shall send them away for a day or two to get information they will need to put it into practice or do their costing and check on the availability of supplies," Rudman explained.

Those eligible for the course are literate men and women over 25, with a certificate of competence in a skill suitable for a self-employed person.

Inflation the bar to job creation?

RONNIE BETHLEHEM

The trade-off between unemployment and inflation, suggested by empirical evidence both overseas and in SA, has important implications for economic policy.

In recent years, however, the trade-off appears to have undergone a subtle change. While it continues to be evident in the short-run, its dependability in the long-run has become more suspect.

Indeed, in the more industrialised countries, the evidence suggests that it breaks down altogether. An interesting revelation of research in SA is that this breakdown has begun to manifest itself here too, so that the advantages of Keynesian-type reflationary policies may be shorter-lived and have less impact than in earlier years.

In the long-run, only growth in the real economy greater than the growth of population will prevent unemployment from becoming overwhelming, and this gives growth a higher ranking in the determination of policy priorities.

A negative correlation has emerged between growth in production volumes and inflation in SA and a reduction in inflation may have become a precondition for improved real economic performance and, hence, job creation itself.

This is a contradiction of a conventional wisdom upon which the formulation of economic policy continues very largely to rest.

The significance of the trade-off from a macro-economic stabilisation point of view had to do with what it implied for economic policy.

Briefly, if the relationship remained consistently true, it meant that policy, concerned with reducing inflation, could be made effective by measures that would have the result of increasing unemployment.

On the other hand, if the goal of policy was to reduce unemployment, measures that involved an increase of inflation could be considered. It remained, merely, for governments to decide what balance between unemployment and inflation best suited them given the prevailing circumstances of the time and their broader political objectives.

UNEMPLOYMENT, INFLATION AND REAL GDP GROWTH — US

Years — Annual Averages	Real GDP Growth % pa	Inflation % pa*	Unemployment Rate%
1950 - 59	3,3	2,1	4,5
1960 - 69	4,0	2,8	3,8
1970 - 79	3,1	7,8	6,2
1980 - 85	2,6	5,5	8,0
1983 - 85	4,6	3,9	8,0+

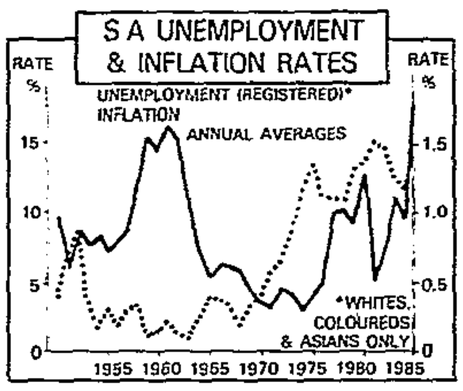
* As measured by year-on-year changes in the CPI.
* Average for 1984 and 1985: 7,3%

UNEMPLOYMENT, INFLATION AND REAL GDP GROWTH — SA

Years — Annual Averages	Real GDP Growth % pa	Inflation % pa*	Unemployment Rate%+
1950 - 59	4,4	3,5	0,92
1960 - 69	5,7	2,5	0,91
1970 - 79	3,4	10,3	0,57
1980 - 85	1,1	14,8	1,06
1983 - 85	2,0°	13,9°	1,29

* As measured by year-on-year changes in the CPI.
\+ The registered unemployment of whites, coloureds and Asians only expressed as a percentage of the estimated economically active populations of such groups.
° 1984: 5,0% (reflecting 'mini-boom' effects); 1985: - 1,0%
° 1984: 11,7%; 1985: 16,2%; 1986 (April): 18,6%.

'We used to think that you could just spend your way out of a recession, and increase employment, by cutting taxes and boosting government spending. I tell you that option no longer exists, and that in so far as it ever did exist, it worked by injecting inflation into the economy. Each time that happened, the average level of unemployment has risen. Higher inflation, followed by higher unemployment. That is the history of the last 20 years.' James Callaghan, former UK Prime Minister. 1976.



ly enjoys, the problems of unemployment or of economic disequilibrium more broadly, cannot be solved simply by resorting to the printing press.

It might be said that we are all monetarists now if by monetarist is meant that inflation is a monetary phenomenon, and regulating the growth in the money supply is important to its control.

The trade-off between unemployment and inflation is an underlying assumption of much of the thinking that governs policy-formulation in SA.

It is widely accepted, for example, that effective anti-inflationary policies would cause black unemployment to rise and this is seen as being a threat to the socio-economic stability of the country.

On the other hand, inflationary monetary and fiscal policies are seen as having the possibility of at least some beneficial effect for employment. Although inflation is generally acknowledged as being undesirable, by both government and the public, it is seen as being less undesirable than unemployment.

It seems to have been overlooked by many that the truth of such wisdom is a truth limited essentially to the short-term, and that on a longer run analysis, inflation itself could be a threat to job creation.

In a more rigorous investigation of the unemployment-inflation relationship in SA covering the period 1958/9 to 1974/5 there is evidence of a trade-off which did not disappear in the long run, but which became steeper.

The conclusions that can be drawn is that accelerating inflation, and with it expectational factors, cause the trade-off between unemployment and inflation not to be dependable.

In the short-run, more recent evidence shows the trade-off is no longer identifiable in a clear way, and in the long-run it deteriorates. This must render stabilisation policy based on the trade-off inefficient.

The causal link between real GDP growth and the growth of employment in any country is direct, but susceptible to change particularly in the face of structural adjustments in the economy.

In SA, this has been particularly true as the manufacturing sector has increased in relative importance to the agricultural and mining sectors.

In more recent years, the growth of the service sector relative to the rest of the economy has added to the tendency for the rate of growth of employment to lag behind the growth of total output.

The negative correlation between real GDP growth in SA and inflation is illustrated clearly in the graph.

While this provides no conclusive demonstration of causality, it does draw attention to a fact which deserves very thorough consideration by policy makers.

Why, it must be asked, has such a negative correlation existed? What are the factors of a structural nature which have combined here to produce such a discouraging result?

Is there, perhaps, a causal connection between the two variables that justifies the assertion that inflation itself needs to be viewed as a possible obstacle to job creation? Clearly, job creation is important and not just in terms of the immediate recession. It is important also because in the longer term SA confronts a demographic transformation that will end in disaster if growth does not match the increase of population and if, more specifically, it does not provide jobs for the exponential rise in the numbers of people, especially black people, entering the labour market.

In SA, inflation has worked both directly and indirectly to affect unemployment negatively.

Its direct impact has been mainly through the encouragement it has given to the introduction of labour-saving methods of production as a means to limiting the major element of cost in manufacturing, and through the mal-investment and wasting of resources that it has also caused.

Its indirect effect has been mainly via the balance of payments and the constraint that that has imposed on economic growth generally.

Inflationary disequilibrium at any given exchange rate, has contributed to balance of payments disequilibrium through a reduction of the competitiveness and profitability of exports, and through the encouragement it has given to imports which the exchange rate depreciation has served to counteract.

Between the problems of unemployment and those of the balance of payments, the problems of inflation remain the neglected issue of policy in SA.

Not in its words but in its actions, government has demonstrated it believes that these types of difficulty can be dealt with separately.

This is a fundamental mistake. There will be no permanent solution to the problems of the balance of payments, or the problems of unemployment, if similar urgent attention is not given to reducing the rate of inflation.

Indeed, if experience overseas is any guide, it could well be that a reduction of inflation in SA is a prerequisite for any satisfactory solution to the problems both of the balance of payments and of unemployment.

Capital is fleeing the country not merely because of internal social turbulence. It is fleeing also because fears are compounding that the rand exchange rate is on a precipitous downward slope and can only go lower; and without capital, a required order of growth will not be possible.

The historical challenge now facing policy-markers is that they recognise this and that they recognise also that the battle against inflation, the underlying reason for the rand's weakness, cannot be quickly won.

Ronnie Bethlehem is economic consultant to JCI.

Dispute between theoreticians continues to rage as to whether the policies adopted by the Reagan and Thatcher governments in the US and Britain, have really provided good examples of monetarism in practice.

The dispute will probably never really be settled. What, however, is important is that as a result of Reagan and Thatcher, no one really doubts any longer that in circumstances of relative prosperity such as the Western world current-

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Seminars on survival offered for unemployed

By Janine Simon

A weekly wage or monthly salary is not the only way to earn money.

This is the main message of a series of one-day seminars on self-employment for unemployed people recently held on the Witwatersrand.

And more seminars are planned by Mrs Peggy Reid-Daly, an independent personnel trainer. She runs the seminars essentially as practical ventures.

They guide the unemployed person — who is often terrified of failure or of losing all he has — into thinking of alternate ways to earn a living.

"We are not talking big-time, we are talking survival," says Mrs Reid-Daly who has run three seminars since April.

The most recent, specifically for blacks on the East Rand, received the backing of the the Small Business Development Corporation.

This backing gave the participants some form of tangible support, experts to consult on the legalities and a source of funds to help get their ventures started.

The SBDC sees the seminars as the creative springboard for new businesses in the "very informal sector" and a means of training people to use their money in feasible ways, said head of SBDC training services, Mr Charl Heydenrych.

The first step in the seminars is to tackle self-motivation, inspiration and to get individuals to believe they can do something on their own — a difficult task when they are coping with the trauma of losing a job, unsuccessful job interviews or family problems created by unemployment.

The remainder of the seminar is spent generating ideas: how existing resources — such as a truck or a baking skill — can be used to bring in money; discussing the feasibility of the ideas; drawing up plans to begin implementing them.

"For example, selling a service can be the perfect solution to the unemployed person who is too afraid to go into his own business and who can't afford to follow all the legalities of setting up shop," said Mrs Reid-Daly.

Participants are encouraged to work in groups as it is easier for them to keep up morale.

"I always tell seminars to try out the scheme first — it is sometimes easier to sell a service like car washing or lawn cutting, than to go through the process of registering as a business only to have it fail."

The Star spoke to some of the people who had attended a self-employment seminar. They were enthusiastic about the outlook presented there and said ideas gained could work, even though they were difficult to implement.

Examples of self-employment projects launched are:

● Mr Herbert Riley (55), of Bedfordview, who started buying and selling produce from the Alberton Fresh produce market when his first venture, a painting business, fell through.

Over the past three weeks he has gathered six cash customers, and six who want to be "carried" till the end of the month.

"I ran into problems because I couldn't afford this, I didn't want to tell them and I didn't want to lose the customers," Mr Riley said.

This week Mr Riley was granted a R300 loan by the SBDC to be spent at the market.

"I'm very excited about the whole thing — there are still problems and I still have a family to feed but now maybe I can carry those people who want me to."

● Mr Mohammed Saqir (32), who has always been self-employed but whose last occupation, selling carpets for his brother, collapsed five months ago.

"I practise Islam as a religion and realised that facilities in Hillbrow were very limited even though there is a great need."

Interest in his newly opened Highpoint shop "Kashmir's" is picking up daily, he said.

● Mr Colin Steyn, a 42-year-old personnel manager trained at the University of the Witwatersrand. He has been unemployed since March and, after attending a seminar in May, set up an independant management consultancy — concentrating on company organisation, development and design.

"It's an uphill battle all the way, but I am convinced with enough banging on doors I will get somewhere.

"People are only concerned with industrial relations, I offer to look at their problems with management, productivity and performance."

● After disheartening months of working on commission only, Mrs Rosemary Christie, of Florida, re-started her own interior design firm — Rosemary Christie Interiors.

"It's going very nicely now. I had no confidence, but the seminar was just the thing I needed to get up and go," she said.

Mr Mohammed Saqir (32) has opened a shop in Hillbrow which stocks Halaal food and other Islamic goods and literature.

● Picture by David Sandison.

Support for SBDC rights issue

JOHANNESBURG. — The Small Business Development Corporation (SBDC) lent more money in the past financial year than in the previous four years.

"Last year we lent more than R100m, compared to a total of R70m for the previous four years.

"This exceptional rise in lending can be ascribed to several factors, among which the availability of funds, the SBDC's ability to cope with expansion and the large need in the small business community," Dr Ben Vosloo, MD of the SBDC said at the company's annual general meeting here yesterday.

The SBDC also announced a rights issue, to raise more funds, in order to cope with rising demand.

"We hope that all our shareholders will agree to expand their present shareholding by 40%. This will enable us to raise an additional R30m.

"The SBDC's systems are ready to cope with the expansion, but we need now the funds to do so," said Dr Vosloo, adding that "it will be money well spent.

"Our clients have over the past five years already created more than 70 000 job opportunities. It should be noted too that their cost of job creation is much lower than that of big business."

The chairman of the SBDC, Dr Anton Rupert, announced that he will advise his Rembrandt board of directors to take up the rights issue. Other SBDC shareholders have also already announced that they will participate in the rights issue. — Sapa

R1,3 m project for jobless will divert Natal river

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Dispatch Correspondent

PIETERMARITZBURG — A R1,3 million project for the diversion of the BainesRiver near here — to clear a site for the building of a non-racial sport stadium — is being undertaken by unemployed people.

The scheme is the biggest in the government's R600 million unemployment relief programme.

The R1,3 million is for a 10 m wide and 1,2 km long canal, which will divert the river to prevent large swamped areas from being flooded — thus enabling the construction of the sport stadium.

A further 2 km extension of the canal is in the pipeline, which would amount to about R2 million being added to the project.

Co-ordinater of the unemployement relief programme, Mr Dirk Thiart, in Pretoria, said large areas had also been set aside for the construction of duplexes and flats in the area, a project from which the nearby township Sobantu will mostly benefit.

Mr Thiart said funding for the housing scheme could possibly be part of the government's housing development plan.

"About 1 700 unemployed people will work on the project daily for a wage of R4 and a travel allowance of R2 until the completion of the canal in March 1987," he said.

The Baines River project received a further two hectares of adjacent ground from a company, Suncrush, to add to the area set aside for the housing project.

Unemployed matric and university graduates are used in supervisory positions and are paid R15 a day.

"The project is non-racial and thus far many black woman workers have joined in the muscle work with spades and picks," Mr Thiart said.

Small firms are making headway

MICK COLLINS

SMALL BUSINESS is showing signs of development, says Trade and Industries Minister Dawie de Villiers.

● DE VILLIERS

Speaking at the Hill Samuel R100 000 Centenary Awards in Johannesburg yesterday, he said recent figures showed that more than 52 000 job opportunities had been created.

"In addition, a further 32 000 existing job opportunities were retained as a result of requested intervention by the Small Business Development Corporation in viable, but struggling companies."

He said legislation restricting small business was under review and minimum standards and controls would soon be incorporated into all relevant laws.

"In order to meet this challenge more effectively, the Temporary Removal of Restrictions on Economic Activities Bill has been placed before Parliament.

"This Bill will empower the State President to suspend or replace over-regulative statutory measures on the recommendation of the Competition Board."

De Villiers said the fact that the economic system could be exploited to the detriment of some of the participants, particularly workers, was being widely used to discredit the free enterprise system.

Written by SIOBHAN LOFTUS

Firms need to give blacks a chance to the top rung

(Millions)	1984/85		1985/86		1986/87	
Total expenditure:	4 219		5 126		6 202	
Whites:	2 209	(52%)	2 738	(53%)	3 222	(52%)
Blacks:	1 046	(25%)	1 148	(22%)	1 441	(23%)
Coloureds:	639	(15%)	801	(16%)	995	(15%)
Indians:	292	(6%)	380	(7%)	453	(7%)

(Source: Department of Finance — figures rounded to millions and excluding 'general' allocation to all race groups included in total).

THERE were 1,9 times as many white as black matriculants last year.

The Manpower and Management Foundation predicts, however, that by the year 2000 there will be more than three times as many black matriculants as whites.

Companies that intend continuing to conduct successful business in SA are facing a future where the utilisation of black managers is less a social responsibility, and more an economic neccessity.

Black advancement programmes are already established by the equal-opportunity companies — but these are not without their dangers.

"The primary problem facing the organisation with a commitment to black advancement is the internal environment of the organisation," says Anthony 'Doc' Pascoe, personnel manager of Barclays National Bank responsible for its equal opportunity programme.

Malicious compliance by white managers, which boils down to an overt support of the black manager coupled with covert sabotage of his performance, constitutes a real threat to the success of the programme.

Tokenism damaging

Equally damaging to black advancement programmes is tokenism: lip service quota-filling to comply to a performance code. Tokenism destroys credibility both within the organisation and within the black employee group.

"When one embarks on an affirmative action programme of recruitment and staffing complement targets, there are serious environmental problems to be overcome," says Pascoe. Uncertainties among existing staff relate to reverse discrimination, the possibility of lowered quality standards and customer resistance.

"Communicating to our existing staff the reasoning behind the equal opportunity programme and countering possible resistance is vital to the success of the programme.

"We are talking about equalising opportunity: a black matriculant who has not had the benefit of the white educational system but who has the innate ability to perform the job that he is required to do, must be trained and nurtured by the system to reach the point where he is able to compete with his white counterparts.

"Equal opportunity assumes equal rights. Where equal rights do not exist, compensation must be made by the true equal-opportunity employer," Pascoe says.

The equalising process requires an investment by the organisation to ensure that quality standards are maintained.

Thirty years ago Hendrik Verwoerd told the House of Assembly: "There is no place for the Bantu in the European community above the level of certain forms of labour ... education must train and teach people in accordance with their opportunities in life."

Education expenditure

SA is living with the results of that philosophy today. While much has been done recently to increase the mobility of the black workforce — a major stumbling block to opportunity, the historical pattern has affected millions of blacks entering the workplace.

Today the educational scenario is not much improved. From actual expenditure in 1984/85 to the Budget for 1986/87, the ratios of government spending on education for different cultural groups has remained relatively constant, as the table shows:

Bridging programmes, achievement training, mentorship and accelerated training programmes are all part of the equalising process. There are cultural differences and attitudinal differences that have to be overcome.

"We do not ask our black employees to become 'white'," says Pascoe. "What we attempt to do is to prepare them for the business culture — ensure that they are equipped to compete and perform. The culture of the organisation must itself change over time until we can achieve the ideal: a synergy of mixed cultures."

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Business Mercury

Graduates for hire at R2,50 a day

Mercury Reporter

AT a time when unemployment makes it difficult to get a job 'if you have no experience' and impossible to get 'experience' a local secretarial college has started a scheme that might relieve the situation.

Miss Terry Hughes, personnel consultant for the college, said yesterday: 'Employers have been persuaded to hire our graduates for a short period (up to three months) at a nominal cost of R2,50 a day to meet their transport costs. This will overcome the 'experience' problem.'

She said that several employers had taken people on. They would be talking soon with organised commerce and industry to canvass their support for the concept.

Grants

'Many of these graduates have been sponsored by the Department of Manpower's training grants while at our college. The scheme is an extension of our training with the graduates not being hired by the companies they go to,' Miss Hughes said.

She said there would be minimal costs for the company and 'the scheme would be a great investment in human welfare.'

'The unemployment problem is explosive, and it's time private enterprise did something to help. Our scheme is an opportunity for business to plan in expectation of their future needs — after all, they've got a very real stake in the creation of jobs,' she said.

'It will give trainees valuable experience and increase their earning potential and marketability.

'Newly-qualified people are caught in a catch-22 situation. They can't get jobs without experience and they can't get the experience to get the jobs.'

Miss Hughes said that young, inexperienced, people between the ages of 18-20 and those between 40-60 re-entering the job market find it particularly difficult to find jobs.

☐ Several large companies have volunteered to take part in the training scheme. Any other businesses that would like to join can contact Miss Hughes at Sight and Sound ☎ 3042693. Graduates who lack experience and feel they would benefit from the scheme are also welcome to phone.

US firms in drive to create jobs for blacks

Economics Reporter

A GROUP of US companies and Witwatersrand University academics have launched a new attempt at creating jobs for blacks by encouraging development of small black-owned businesses.

At a news conference last week at the Wits Centre for Developing Business, business leaders announced the findings of the Sullivan Task Group 7, formed in March to investigate how the 192 Sullivan Code signatories could assist black business in SA.

Sullivan Task Group committee chairman and IBM consultant on corporate social responsibility (CSR) Roly Clark said: "The creation of opportunities for black businessmen is a most absolute priority for SA.

"We must somehow develop business for black South Africans, so they can participate in, and take rewards from, the free enterprise system."

The Task Group's recommendations were:

☐ Companies should be willing to provide financial assistance to the black-owned businesses they deal with, including prompt payment for orders, extended credit and new financing to fund orders larger than a small business would normally handle;

☐ Companies should appoint special officers to identify and contract with small black-owned businesses as suppliers. The Task Group encouraged signatories to award black businesses contracts to supply products previously purchased from other sources, and to identify in-house activities that could be sub-contracted to employees wanting to start their own businesses;

☐ Signatory companies should provide funds for the training and education of black businessmen in basic management concepts and in industry-specific source work.

None of these proposals is binding for Sullivan companies.

Of the recommendations, the one that would establish trading links with black-owned businesses is the most important.

Its proponents argue the programme would be an effective means of job creation among blacks — just as similar projects have created millions of new jobs in the US.

But it is not clear whether selective contracting to black-owned companies would really create new jobs or simply transfer employment from existing suppliers.

A survey of CSR executives at SA companies found several who questioned whether the intent of the Task Force's recommendation and the needs of a corporate buyer assigned to find reliable, low-cost suppliers could be resolved.

Hive of industries in the Eastern Cape

FRANCOIS BAIRD

THE Eastern Cape, once the hub of SA's thriving motor car manufacturing industry, has been severely hit by the economic recession which started towards the end of 1983.

Lower economic activity and worsening levels of unemployment resulted in the area becoming a powder keg of unrest.

It was towards the end of 1984 the Small Business Development Corporation (SBDC) realised that not only was innovative action needed to create employment in the area, but steps were necessary to assist infant enterprises in making the transition from the informal sector to the more formal one.

It had one overriding aim: job creation through the energy of the smaller entrepreneur.

First steps were taken in January 1985, when the SBDC set up a task-force in PE with the brief to research and arrive at a practical solution to the problem of unemployment and assisting infant entrepreneurs.

The SA Motor Corporation (Samcor), on the verge of closing down a factory in PE, gladly offered to help.

The task-force, consisting of SBDC and Samcor staffers, as well as representatives from the local authorities, Department of Manpower, the Urban Foundation, local universities such as the University of PE and Vista University, and representatives from as far afield as Uitenhage, swung into action.

The result of their work stands today as the "Hive of Industries".

It is an innovative concept, using existing excess industrial capacity to provide working space to skilled would-be entrepreneurs. Capital, equipment rental, management skills and marketing know-how are the added components to enable the entrepreneurs to set themselves up in small businesses.

By necessity, the task-force acted fast. The Hive was seen as a business proposition; no charity was allowed.

A proper business plan was drawn up using R100 000 in share capital from Samcor. The SBDC team established the project. They made use of numerous Samcor retrenchees and other unemployed to alter the premises of the former Hawker-Siddeley factory in Korsten Industrial Area.

Wire mesh divisions split the area into working space. This caters on the one hand for wood-related businesses such as carpentry and furniture manufacturing, as well as light engineering-related businesses such as welding, blacksmiths, tool and die-makers. The complex also provides for service industries such as screen printers.

In practice, potential entrepreneurs with a marketable skill, approach the SBDC for a small loan of up to R5 000. If, on evaluation, the entrepreneur is thought to possess the level of technical skill needed to compete in the more formal sector, and after he has been assisted in drawing up a simple business plan, the loan is advanced.

With capital in hand and cheap access to working space available for rental periods as short as a day, a week or a month, the entrepreneur can purchase a basic tool kit and use the SBDC's bulk-buying facilities for raw material, available to all Hive entrepreneurs.

The SBDC has provided staff for technical and management back-up. Modern equipment such as lathes and spraybooths — and secretarial services — are available for hire on an hourly basis.

There are already 23 entrepreneurs running their businesses from the Hive, with a waiting list of 168. So far 112 people are employed at the Hive.

This month, the Hive is moving to bigger premises.

One of the rewards of this programme lies in the cost of job creation — in total R1 260/job. This compares well with the SBDC average of R4 000/job, and an industrial minimum of R30 000.

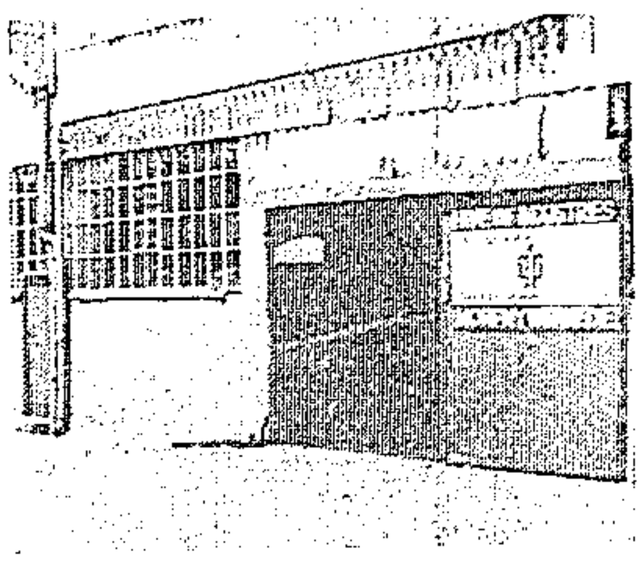
Equipment worth R250 000 donated by Samcor made the project viable, and it is running at a small profit already.

Statistics at the SBDC show that inquiries from people waiting to start businesses has increased by 60% over the last year. Unfortunately, many of these are not successful because they don't have the facilities and assistance to gain entry to the free market system.

This enterprise also provides people with the opportunity to accept assistance in a dignified manner.

The project is successful because of all-round commitment and the financial support from Samcor. The SBDC aims at establishing more similar projects, but the impetus from big business is essential.

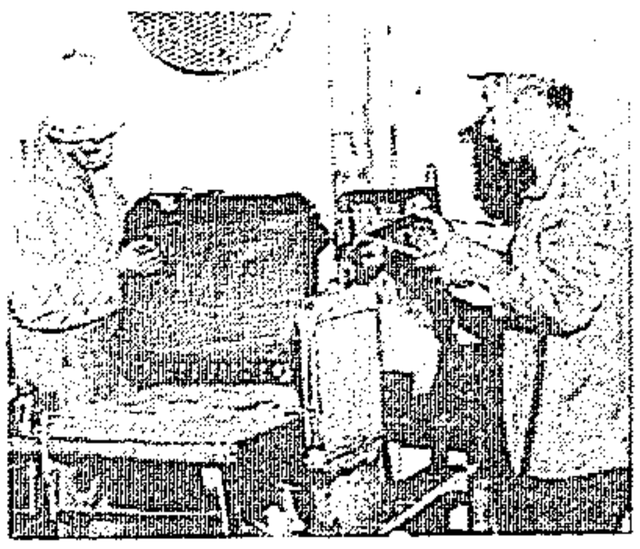
☐ *Francois Baird is SBDC manager of liaison and information services.*



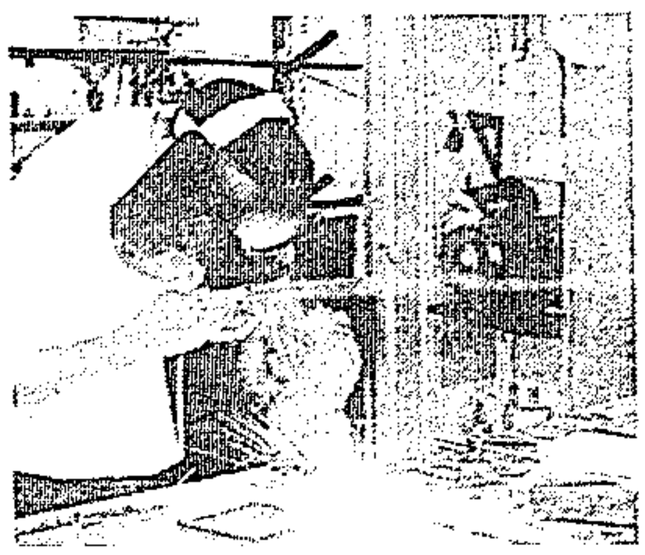
☐ **HIVE of Industries, home of 23 small Eastern Cape industries.**

☐ **COMPANIES can rent equipment for various types of industries.**

☐ **INDUSTRIES range from carpentry to smelting and welding.**



☐ **NEARLY 170 new businesses are on the Hive's waiting list.**



☐ **EQUIPMENT worth more than R250 000 was donated by Samcor.**

Job creation assumes national importance

SIOBHAN LOFTUS

JOB creation has become a national priority at government and private sector levels.

Banks have introduced small business units to assist entrepreneurs with financing that would not normally be available because of insufficient security.

The private sector, in conjunction with government, initiated the Small Business Development Corporation (SBDC). And organisations such as IBM support the Get Ahead Foundation to develop entrepreneurship in the informal sector.

"With the massive demand for small business finance and assistance in small business management, we welcome private sector initiatives in this area," says Dr Ben Vosloo, MD of the SBDC.

The SBDC has received over 9 000 inquiries for start-up finance in the past 38 weeks. Some 1 700 applications arose from these inquiries, resulting in the approval of 595 loans for business ventures worth R24 778 000. These start-ups will create about 6 000 jobs.

The average cost of each job created by the SBDC start-up finance scheme is R4 165, compared with an industry cost of R30 000 for each new job created.

The SBDC has a variety of schemes on offer to entrepreneurs unable to obtain financing from other sources. "We are a lender of last resort," says Vosloo.

The range of assistance is vast — from mini-loans of R100 to street vendors, to general finance of up to R300 000. But the administrative and analysis task is enormous. "We reject a lot of applications — 20% are approved — either because the business is not viable or because the applicant does not meet our criteria. We have to ensure that we have sufficient funds available for those applicants who are able to meet our criteria and who have viable business propositions.

"We must ensure, as far as possible, that the ventures we support are viable. There is little point in approving applications that are likely to fail. To this end, we provide extensive advisory assistance to entrepreneurs."

The SBDC has been accused of being sluggish and bureaucratic in its approach, and is even condemned by parts of the black community as being government-funded and therefore apartheid-orientated.

"Rejecting applications — particularly when they come from an influential source does not contribute to popularity. Often we are approached by individuals at the last minute — they are on a pressing deadline and expect us to provide quick finance. In an emergency situation we try hard to assist, but it's not always possible. The general maximum clearance period is eight weeks from receipt of the application form," says Vosloo.

"Those businessmen who owe much of their success to the SBDC are not necessarily its greatest supporters. Nobody likes to admit to receiving assistance. Also, because of our government aid, we are a soft target in the political association game."

Even though 75% of its voting rights rest with the private sector, the SBDC is not shielded from political attack. Attempting to make a valid contribution to the development of the population majority, while simultaneously receiving government funds, is a difficult tightrope to walk.

Problems aside, the SBDC is committed to achieving further development in the informal sector and to becoming more community-orientated in its approach.

A new programme, Local Enterprise Task Force Schemes (LETS), was recently established. The scheme seeks to help communities with their own development. The catalyst role of the SBDC consists in providing finance and advice to community task forces which reckon their community could prosper through establishing more enterprises.

Local initiative and resources are used to provide development in these communities, with the mini-loan scheme being used to set up stalls and cottage industries, for instance.

Help for the jobless

SOWETAN 11/8/86. 173

Body to promote small business ventures

SOME 450 jobs have been created by the newly formed Operation Employment organisation which has been established to combat the ever rising unemployment as the recession takes its bite.

By JOSHUA RABOROKO

The official figures give the number of unemployed as 4 million, according to Mrs Beryl Scafo, the organiser of the operation, the focus will be on six areas.

She explains: "We are trying to find employment for hundreds of people who are reeling under the rising cost of living and cannot find jobs because of the recession. Many have been retrenched."

They would:

- Advise and assist any other organisation or individual involved in similar projects and programmes.
- Seek records and distribute information as to the success of projects and programmes in order that other organisations may learn from these experiences.
- Describe and evaluate the major causes and effects of under- unemployment in South Africa with the aim of making South African society aware of these facts; and
- Conscientise people in the rural areas and make them realise their potential in skills such as knitting, weaving, embroidery, pottery, artwork, leatherwork and beadwork.

She said that they were negotiating with 14 companies in Johannesburg to sponsor the setting up of a carwash operation, offering some 320 jobs.

Loans

Laundrettes are planned where domestics can take washing to be done and where ironing facilities will be provided.

"It is also our aim to encourage and create avenues for the sale of products," Mrs Scafo said.

For this purpose 120 stalls will be opened at markets that will operate every Saturday.

Small business ventures would be sponsored by the organisation. Loans of up to R20 000 will be given over five years at 15 percent interest.

"Our aim here is to encourage small business ventures to develop into big concerns so that they should also be job-creators."

Mrs Scafo told how destitute people who cannot find employment have suffered.

"I remember some months ago when I was talking to a church group and a woman burst into tears. She later apologised and said her husband had killed himself after he had lost his job," she said.

Seminars and lectures are offered free to the jobless to give them ideas on how to start their own small business.

She said that what unemployed people did not realise was that they had to sell themselves. After pounding the pavements for several months, they become depressed and sometimes apathetic.

"Whites are more inclined to feel the stigma of being jobless rather than blacks. We want everybody in South Africa, irrespective of race, creed and colour to get South Africa back to work," she said.

Those who wish to contact the organisation may do so at 51 Avondale Street, Sydenham, Johannesburg or telephone 640-5146, 640-766/7 or 640-5149.

Mrs BERYL Scafo . . . organiser.

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SUN

MANPOWER MIRROR — by LYNN SMERCZAK

Training fails to deliver the goods

MANPOWER specialists claim that the huge sums allocated by the Government to subsidised training and job creation are not easing unemployment.

Although they fall short of criticising the Government's acknowledgement of the problem and its willingness to spend, they say administration of the money is misguided. One recruitment officer calls it a "waste of taxpayer's money which it need not and should not be".

In 1985-86, a R600-million package to stimulate employment, training and small-business development was announced. A total of R60-million was spent on training.

For the current year R235-million was voted for short-term job creation and training. A total of R160-million went to job creation and R75-million to training. In June, another R50-million was earmarked for training and job creation.

Informal sector

The SA Society for Training and Development says 253 168 people took part in the Department of Manpower's training scheme for the unemployed last year.

But only 25% of those trained found work.

A department spokesman says: "It can safely be assumed that others find employment later, enter the informal business sector or fend for themselves as individual contractors."

Manpower specialists argue that there has been grand-scale training — but little job creation.

The president of the Association of Personnel Service Organisations, Syd Catton, says many trainees approach consultancies for work — especially in secretarial/administrative fields — but they cannot be placed because they have been badly trained.

The policy of training many people quickly has led to a slapdash approach. Many people have been provided with skills for which there is little demand. Trained people often feel resentment because they have to start at the bottom of the ladder — something for which they have not been properly prepared.

The department says it was aware of the potential problems from the outset.

"The department has advised its contractors not to create false expectations of employment as a result of training. The aim is to provide unemployed persons with marketable work skills they never had."

It and its training contractors have received letters of thanks from trainees. These indicate the training has "helped to restore self-confidence and self-respect. Not a single letter of criticism has been received from a trainee."

Mr Catton acknowleges these positive aspects, but says: "Although the system has merit, it seems it has not been thought out as carefully as it might have been."

He suggests training should be tied to employment — like the UK's on-the-job, low-wage concept.

The Institute of Personnel Management's Jan Beeton pleads for networking and a "holistic approach to the challenge of unemployment and job creation". In her view the answer is to formulate a "national job creation programme appropriate to the Third/First World situation in SA".

Useless

Theo Rudman, chairman (Cape region) of the SA Society for Training and Development, says his company is paid by the department under the scheme.

Mr Rudman says there seems to be no cohesive policy as to which institution and which type of course receives an allocation of money from the department. Most courses are geared to production-line work — not self-employment. People should be taught to make a complete product or to practise a craft.

"What we are teaching the unemployed is useless in terms of keeping them fed. Although some trainees are able to start their own businesses, they probably constitute less than 1% of the total."

On only five of the 81 courses conducted in the Western Cape are trainees taught to make a saleable product.

Many people have been trained for an industry in anticipation of an economic upturn, but they will have to be retrained because they have not practised their skills.

The department insists that it has obtained consensus on training. The view of public and private representatives, as well as politicians and media representatives who have visited training centres, is that "the taxpayer's money is well spent".

Stimulation

The department says: "Training is provided in approximately 200 different job categories. Allegations that the department awards contracts (to private training establishments) on an ad hoc basis with little thought given to the nature of the training or the ability of trainees to find job or fund themselves, are devoid of truth."

It says it can furnish "concrete proof" of home industries started by ex-trainees.

The informal and small-business sectors will probably be stimulated by the Temporary Removal of Restrictions on Economic Activity Bill, to be tabled in Parliament this year.

The President's Council is developing a strategy for "the creation of employment and of labour-intensive industrial and business enterprises".

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The Ilinge experiment

SPARK 173 12/8/86

The advantages of mechanised construction programmes over labour-based projects in a Third World environment have long been debated. Those who believe greater use should be made of Southern Africa's huge resources of unskilled manpower are emphatic a labour-based economy can be advantageously used not only to create employment but to provide the untrained with wage-earning skills.

The more cynical, on the other hand, believe technology is quicker and more reliable. They do not see as the function of private enterprise the training of Third World workers in the benefits of the free market system.

Now a new programme for the upgrading of a small town in northwest Transkei could provide some of the answers.

The people of Ilinge, offered the opportunity of rebuilding the town under the guidance of the project managers, responded enthusiastically. They have started work and their production is being carefully measured and recorded.

A Johannesburg-based civil engineering consultant, Mr James Croswell, who with his associates put together the Ilinge scheme — one of the largest and most ambitious labour-based construction programmes in the country — recently discussed the subject at a seminar on "Planning and Implementing the infrastructure in Developing Areas" at the University of the Witwatersrand. WINNIE GRAHAM, *The Star's* Property Editor, reports.

Ilinge was created as a resettlement area for blacks about 20 years ago. The town does not have municipal status since the income generated from services and house rentals is negligible.

Gravel roads, an elementary water distribution system consisting of relatively widely spaced stand pipes and a sanitation system of pit latrines comprise the basic infrastructure.

Ilinge is cosmopolitan in terms of tribal affiliation and the population is largely cheerful and positive thinking, in spite of the area being economically depressed. (Only 28 percent of the economically active population is formally employed.)

The actual population is difficult to determine accurately but it is an accepted fact that serious over-crowding exists. Surveys indicate a current population of 12 000, while residents put it at over 20 000.

The supply of water to the area comes, via a main, from a small dam in the catchment of the Macebini River and from what has proved to be rather erratic boreholes delivering to two reservoirs on the hill behind the town.

Water supply

The residents of Ilinge have created many gardens and the growing of vegetables is common. However, this is somewhat inhibited by the lack of an adequate and convenient water supply. Housing standards are poor with 68 percent of the houses consisting of only one or two rooms.

Matters are exacerbated by poor soil conditions and ground movement has led to deterioration of houses as well as a recurring rupture to the asbestos cement pipelines orginally installed. The road system has been poorly maintained.

During 1981 planners were appointed to conduct a socio-economic survey of the town of Ilinge and to make recommendations regarding the upgrading of the town particularly housing.

An engineering report included with the planners' report recommended, among other things, community involvement and the use of labour-based construction methods to provide input into the local economy by way of wages earned.

Once the principle of labour-based construction had been accepted by the Government the procurement of funds and the refinement of the design started. A loan agreement was signed with the Development Bank of Southern Africa in terms of which R4,8 million was made available for the project. The other R1 million was provided by the Transkeian Government.

The initial recommendations specified:

- The design should not be physically dependent on high standards in respect of line and level.
- The materials used and their method of installation, particularly with regard to joining of pipes, had to be simple.
- No major contractor was to be employed and the design team was to remain closely involved with the project so any necessary adaption to the design could be made during the period of construction.
- Training and education in tendering and contracting methods to be part of the professional responsibility.
- Labour-based methods of construction, using as many local people as possible, were recommended. Local skills were to be upgraded.

In April this year the consulting engineers were given the go-ahead to recruit staff. All work had to be carried out by local contractors in terms of an agreement drawn up specifically for such labour contracts.

Essential materials were to be supplied by the department with the contractors called on to provide only sand, stone and cement.

Initially only small contracts were let to be followed by larger contracts as contractors gained experience.

The decision that the work be done by local contractors was enthusiastically received by the Ilinge Committee.

A notice was sent to inhabitants inviting those interested in construction work to attend a pipe-laying demonstration on a certain morning.

It was well attended and the opportunity was used to tell those present, in broad terms, of the way in which the project would be implemented. A demonstration was also given on trenching and control of line and level.

In the beginning it was found that for tendering, participants had great difficulty in assessing the work content of each item in the Schedule of Quantities.

Workers needed

They were more easily able to appreciate the magnitude of the task in terms of the workforce necessary to complete the job within a certain time. It was, therefore, agreed they would enter Lump Sum Tenders without giving rates for individual items.

The workforce of each contractor engaged in work on the project ranges from 12 to 16 men. The contract prices have varied between R3 589 for a six-week contract to R6 600 for a 14-week contract, including 10 percent for contingencies.

So far the accent has been on sewer and water reticulation with a new contract being let every week.

The execution of the first contract set the pace for those that followed. At the start the average quantity excavated per worker was about 1,5 cub metre a day. But as workers became more motivated the average increased to 2,3 cub metre.

The daily measurement of each worker's performance was regarded as vital in the management of the project.

The Ilinge Project will be the first of many similar projects where the accent will be on greater community involvement in the provision of services and housing.

Council proposals on job creation

Cape Times 12/8/86 173

Labour Reporter

CAPE TOWN needs to provide 133 new jobs each working day just to keep unemployment at its present level, according to a report from the City Council on low-cost job creation.

And unless the regional economy is restructured to make it more labour-intensive, the cost of creating these jobs could be as high as R2,5-billion a year.

The report, prepared in response to the President's Council's request for submissions on employment creation, calls for a broadly-based strategy, involving the State, local government and the business sector, to combat growing unemployment and create work as cheaply as possible.

Among the recommendations are:

● That the government provide tax incentives for labour-intensive industries, for companies employing school-leavers and for companies offering apprenticeships and training to employees.

● That "economically restrictive" laws like the Group Areas Act and the Aliens Act be reviewed.

● That the stringent controls and high standards imposed on small businesses be eased.

● That the government commit itself to a non-racial education policy which would encourage the development of marketable business and technical skills.

● That local and central government spend money on labour-intensive public works, and award contracts on the basis of the number of jobs they would provide rather than tender price alone.

The report says the creation of more jobs at a reasonable cost requires a "radical philosophic shift by both the private and public sectors so as to accord priority to the employment of more people and less capital in the form of fewer machines and less expensive buildings".

The aim should be to reduce the cost of creating each job to the average annual salary of an industrial worker — less than R10 000 a year.

The report warns that unemployed and labour organizations should be involved from the outset in formulating a job-creation strategy and any scheme which would undercut the pay and working conditions negotiated by unions for their members should be avoided.

Schlemmer supports small business

A leading academic has poured cold water on the idea that the informal sector might provide an answer to South Africa's urban poverty problem.

Professor Lawrence Schlemmer, director of the Centre for Applied Social Sciences at the University of Natal, recently described such a belief as a "palliative" in a speech at Wits University.

The speech formed part of the "Senate Special Lectures 1986", arranged by the department of civil engineering, and whose theme was "The challenge of urbanisation in a changing South Africa".

Professor Schlemmer said: "Job creation in this sector is certainly cheap and the skills requirements are very modest."

But it was probably too closely linked with wage-earners' residual spending capacity — what they had left after hire-purchase payments and buying basics in the formal sector.

The informal sector, by and large, was not an avenue of capital accumulation and self-sustaining growth.

More promising was small business development. Programmes to develop small business deserved more support, he said.

Small business development, Professor Schlemmer said, injected "low-cost capital into growth-oriented entrepreneurship".

But existing programmes sought out people who had to show promise as businessmen to receive low-interest loans and support services.

This too often excluded the very poor and new migrants to the cities.

"Also, while part of the low-interest loan capital may come out of middle-class taxpayers' pockets, the entrepreneurs themselves operate within working class or marginal (township) markets and hence cannot begin to compete for a share of the urban middle-class or white spending power."

Professor Schlemmer's answer is "radically new investment projects in the marginal urban communities which will produce goods for city-wide consumption".

This might involve an injection of capital and seconded management and design skills into township and squatter-community-based production undertakings.

This might mean at least co-ownership by either individuals or groups in the communities concerned.

"One has in mind furniture factories, motor repair workshops, small metal industries, building material producers, factories producing school uniforms, and so on.

"Established companies would have to be co-investors in order to provide the management skills, the marketing networks and the industrial linkages.

"Furthermore, special attempts must be made to procure sites such as stalls and indoor and outdoor markets where the informal sector can gain full city-wide spending power.

Any such action, said Professor Schlemmer, must be accompanied by encouraging a "swing back towards labour-intensive technology in the private and public sectors, the siting of new industrial developments close to areas of residence of the urbanising poor so as to reduce transportation costs and an expansion of intensive, focused training schemes to reduce the skills disadvantage that is so typical of urban migrants."

Professor Schlemmer said urban trade unions must be involved in decision-making in these kinds of developments.

"Trade unions will not necessarily see such attempts as being in their interest, but some evidence is available that co-operation with Third World trade unions has been achieved."

'Few jobs in oil drilling for PE soon'

14/8/86 EYE POST

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By DENISE BOUTALL

ENGINEERING companies and chemicals suppliers in Port Elizabeth stood to gain once the proposed exploratory drilling for oil started in the Colchester area next year, but there would be no immediate major employment opportunities.

This was said by Mr Andre Els, a director of a city company which supplies the drilling industry.

A Johannesburg group which owns the prospecting concession in an area of more than 20 000 square kilometres hopes to start exploratory drilling in March, 1987.

Mr Els said staff employed on a rig, including manager, geologists and "roughnecks" would number about 35.

The proposed drilling will be undertaken once a second phase of seismic surveys have been completed in the area.

After analysing existing data on the area using the latest techniques the group's consultants have concluded that the area could hold reserves of up to 90 million barrels of oil.

The first oil found on land in South Africa was discovered on the farm Ingleside near Colchester in 1970. Oil exploration in the Algoa Basin and centred around the area between Coega and Nanaga was carried out between 1967 and 1976.

The 1970 find was made a depth of about 2 400 metres. At the time of the announcement Soekor said that on account of unfavourable formation factors it was unlikely that the borehole would be a commercial producer.

The Algoa Basin extends from Glenconnor in the west to Grahamstown.

University of Port Elizabeth geologist Dr Russell Shone said today he expected the renewed search would target on strategraphic traps.

Most of the world biggest oil fields were not based on strategraphic traps, which were difficult to identify, but on structural traps which usually entailed some kind of doming of the strata.

Deaf mute, but Sisa qualifies as welder

By DICK USHER
Labour Reporter

BEING deaf mute didn't stop Sisa Mazuza from spotting a good opportunity and grabbing it.

So, in spite of the obvious difficulties facing him, he is now a proficient welder and pipefitter and his future looks a lot brighter.

Mr Mazuza, 30, was one of the thousands of people who took advantage of training programmes sponsored by the Department of Manpower under the Government's R600-million unemployment relief scheme.

He signed up for a course at the TAS Welding School in Maitland where he progressed so well during the 10-day course that he was taken on by the school to assist with training.

Instructor Mr Les Langenhoven said he was amazed by Mr Mazuza's ability, in spite of being deaf mute, to cope with the mathematical and trigonometrical calculations involved in pipefitting.

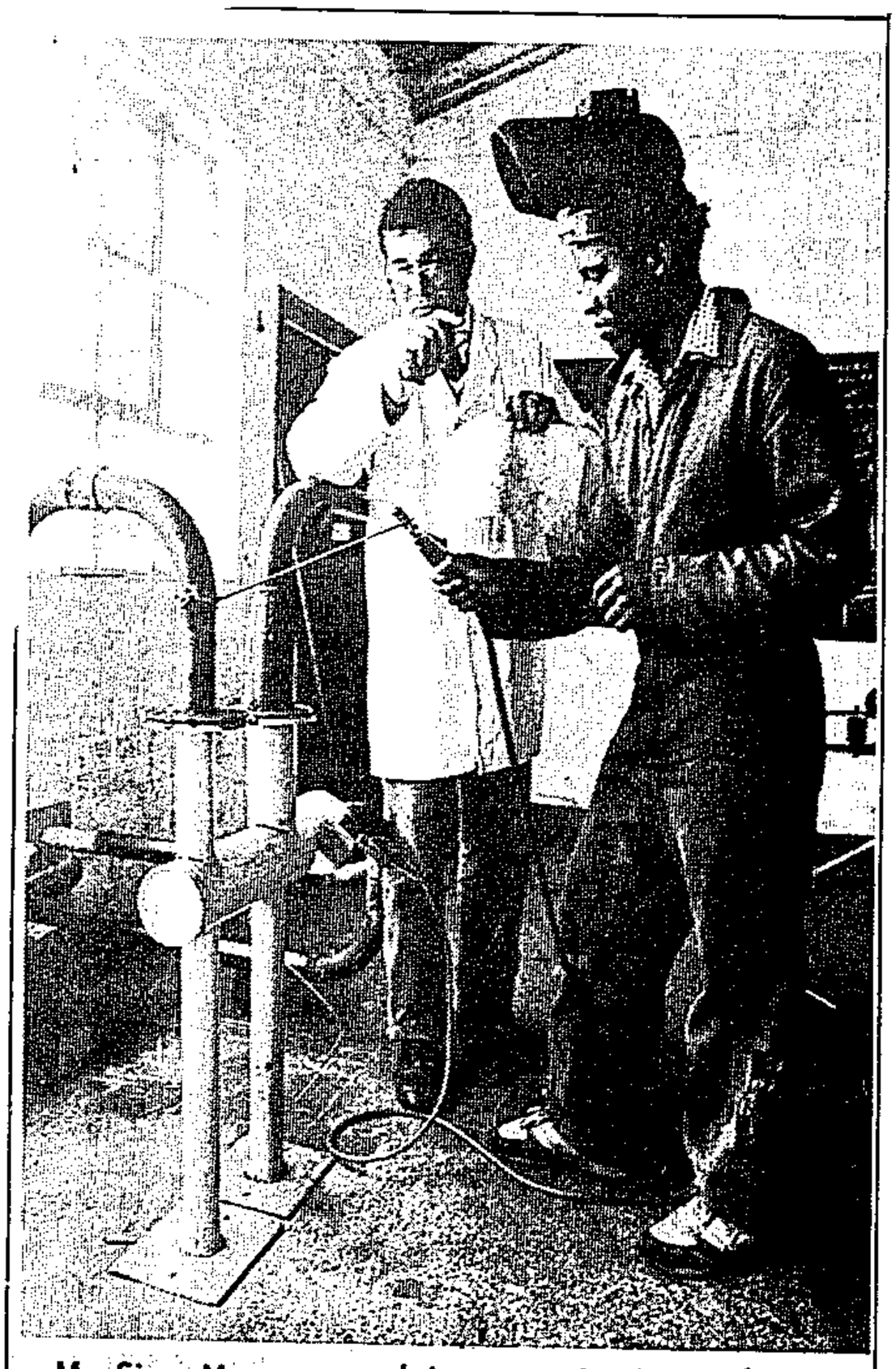
DEMAND

"He handled it all so well that sometimes I couldn't believe he couldn't hear," said Mr Langenhoven.

Mr Dave Johnson, a director of the school, said there was a great demand for trained pipefitters.

"It is not recognised as a separate trade in South Africa and because there are no training facilities 78 percent of pipefitters are imported for major projects," he said.

"It is a great disappointment to us that the scheme is going to end. We have an idea for training welders to enable them to set up cottage industries but have so far not been able to persuade government or private industry to sponsor us."



Mr Sisa Mazuza and instructor Les Langenhoven.

(173) 01/08/86

Academic warns on growing jobless

Dispatch Correspondent

GRAHAMSTOWN — The employed were likely to remain the privileged in South African society over the coming decades and poverty was likely to be more acute among those without jobs in the formal sectors of the economy, according to a senior lecturer in economics at Stellenbosch University, Mr Servaas van den Berg, who delivered a lecture during commerce week at Rhodes University this week.

He said a "very large", and increasing segment of the labour force could not find jobs in the formal sector of the economy.

By the end of the century, Mr Van Den Berg said, the projections were that almost half of all workers — more than eight million — might not have jobs," if the relatively pessimistic and presently most likely scenario eventuates."

He predicted that, given the vast wage gaps between the employed of different races, and the likelihood that black unions would exercise their new-found power to their own advantage, black wages would continue to rise fairly rapidly as had occurred since 1973.

"The result will be a widening gulf between the employed and the jobless and a strengthening of the tendency towards capital-intensive economic growth," he added.

Present trade union attitudes towards the informal sector and the unemployed indicated that unions might continue to emphasise "inappropriate, over-regulated economic activity" while reducing the scope for informal sector expansion by insisting on too high standards, Mr Van Den Berg said.

"While all indications are that jobs will become even more scarce, such an attitude is not conducive to addressing the problem of poverty, which remains our fundamental development problem," he added.

"The need for rapid growth in order to create jobs is, therefore, obvious."

It had been estimated that the need for people other than whites in white collar occupations would be 99 300 a year up to the end of the century. This was against the 26 000 a year who entered these jobs during the 1979s.

He said this would require a substantial increase in the performance of the formal educational system, but the qualities that made for high-level performance in top jobs could not be produced by formal education alone.

"It is experience, background and innate abilities which were important," Mr Van Den Berg added.

Much of the present educational backlog of the Workforce could be ascribed to apartheid at the political level, under-utilisation of black labour in high positions, the poor productivity of labour resources, poor management and poor communication between management and workers.

The challenge was to better utilise labour resources — often above their level of qualification.

"Rather than waiting for the school system to increase the quantity and the quality of matriculants, education and training in industry should be seen as a continuing process to redress the present deficiencies," he said.

Commenting on the lack of entrepreneurship in the economy, he said unless the present restructuring of society unleashed major forces "which is unlikely" — it was likely to remain scarce in the coming decades.

"If this entrepreneurial talent is to grow and to be nurtured, the informal sector and the small business sector will have to be freed of the shackles imposed by over-regulation.

"One can only hope opposition to the informal sector from officialdom at both central and local government level and from within the ranks of the trade unions, can be reduced and overcome," he said.

City engineer has plan to fight off unemployment

Labour Reporter

A STRATEGY to fight unemployment and promote low-cost job creation has been proposed by the Cape Town city engineer's department.

In a report on job-creation strategies the department urges maximum efforts from the Government, local authorities and the private sector.

These would include "radical philosophic" shifts on a broad front, including a drastic decrease in the cost of creating jobs, fiscal measures to encourage a lower capital/labour ratio, intensive housing development, education, fresh land-use strategies and public works programmes.

It warns that without involving the workless and trade unions from the start, job-creation on a significant scale is unlikely, if not impossible.

It recommends a strategy operating on three time-scales:

- Short-term crisis response (within two years) for the socially useful employment of all new unemployed;
- Medium-term preventive measures (within five years) to substantially reduce existing unemployment and measures to improve incomes and change capital/labour ratios in all sectors; and
- Long-term restructuring (five to 10 years) of the regional economy in which it grows proportionately to the population, with everyone earning a living wage.

STRATEGY CHANGE

Urging the need for creating permanent jobs, the report said low-cost job creation required a radical philosophic shift by both the public and private sectors in employing more people and using less capital.

To encourage this it recommended a Government fiscal policy which encouraged enterprises with a higher-than-average capital/labour ratio, the employment of school-leavers and diversification.

A high priority was job-creation in sectors like health-care, food production and processing for local consumption, housing construction and skill-training for employment.

The report is firmly in favour of a change of strategy on housing, pointing to studies which show the extremely high employment-generating potential of low-cost homes.

Small enterprises and the informal sector should be freed from as many restrictions as possible.

Education and training were also emphasised.

The report said that "without a substantial improvement in the provision of high-school education, the skill level and employability of workers was likely to diminish rapidly, placing ever greater burdens on the State."

The report was prepared in response to a President's Council request for strategies on job-creation.

Self-help project to help the needy

THE National Institute for Crime Prevention and Rehabilitation of Offenders in Soweto has embarked on a self-help project to assist desperate families whose relatives have been detained under emergency regulations.

A spokesperson for Nicro in Soweto said this week the window-cleaning project was also aimed at helping hundreds of unemployed women in the township who were struggling to make ends meet during this time of economic recession.

Mrs Willemina Bodibe, a social worker at the institute, said the project would only be a success if the community responded positively and showed an attitude of caring.

She called on people who wanted windows of their houses to be cleaned to contact the institute which will make the necessary arrangements.

"We know that people can do this themselves, but we can appreciate it if they can donate a small fee to Nicro and let these desperate people do the job.

"We are trying to cope with mass detentions. Bread-winners are in prison and their families are starving. We are a welfare organisation and we don't have the money to feed them," Mrs Bodibe said.

Anyone who can help make this project a success is asked to contact Mrs Bodibe or Mrs Pontso More at (011) 984-1180 or 984-4284.

State gives R3,1m to families of detainees

Political Staff

THE State has made R3,1-million available to assist the families of detainees.

But confusion exists as to just how the money is to be allocated.

Making the announcement yesterday, the Minister of Finance, Mr Barend du Plessis, said that R3,1 million of the R750 million earmarked for housing and job creation would go to the families of detainees.

In addition, R3m would be made available to rebuild the houses of black policemen which were destroyed by arson in unrest-related incidents.

Initially the Department of Finance stated that the R3,1m would be administered by the Department of Justice but the department had no knowledge of the announcement.

Later it was disclosed that the money would be handled by the Department of Constitutional Development and Planning, but a spokesman for the department said he was unable to give any information about the scheme.

The Minister of Constitutional Development and Planning, Mr Chris Heunis, was in Pretoria and it was hoped to be able to give some clarification when he returned to Cape Town today.

'Bizarre' announcement

Peter Dennehy reports that the Detainees Parents' Support Committee was "stunned" yesterday by what it described as the government's "absolutely bizarre" announcement of an emergency aid programme for the families of detainees.

Mr Du Plessis made the announcement yesterday at a press conference on how the government is to spend R750-million earmarked for low-cost housing in a bid to reflate the economy and stabilize society.

Another R3-million of the money was to be spent on rebuilding policemen's houses. About ten thousand new "special constables" would be appointed at a cost of a further R17,3-million from the low-cost housing package and R10-million from a separate fund allocation for job-creation.

He said R4m would be spent on a pension scheme under the House of Representatives, and R1,4m on emergency food aid.

Black housing would be allocated R185m, while R17,7m would be spent on white housing.

'Nest egg' for private sector

R400m would go to the private sector as a "nest egg" for a trust fund or company empowered to issue housing bonds which would enjoy the status of prescribed investments. The R400m would be multiplied several times over "in the next few years" as the funds were turned over.

Most of the projects could be implemented "within days or at most weeks", Mr Du Plessis said.

The DPSC spokesman said there would be no need for the R3,1-million handout if the government would simply release detainees. A Repression Monitoring Group spokesman said his organization viewed it as "a cynical move" by the government.

"It would be absurd to expect families to be grateful. The government can't buy off the hostility detainees' families feel. This is an attempt to purchase a veneer of morality."

CAPE TIMES 27/8/86 P3

Savage: Informal sector the answer

Political Staff
and Sapa

HOUSE OF ASSEMBLY. — Mr Andrew Savage (PFP Walmer) expressed the fear yesterday that government hadn't come to terms with the freedom needed for a free-enterprise economy.

The government, he spelt out in debate here, would like black entrepreneurs who would contribute to economic growth and would be delighted if the informal and small business sectors could "mop up mass unemployment".

But, he added, the government wanted this on their own terms — some of which ruled out growth, political stability and prosperity.

One of these terms was the fact that the government was only prepared to open CBDs — where capital outlay was prohibitive — while another was that it was impossible to develop competitive productivity within a political dispensation regarded by most of the population as discriminatory.

Mr Savage was speaking to second-reading debate on the Temporary Removal of Restrictions on Economic Activities Bill, which gives wide powers to the State President, Mr P W Botha, to deregulate and cut through administrative red tape.

South Africa, he said, was caught between a population which doubled every 26 years and a stagnant economy.

The answer, he suggested, appeared to lie in small, informal business, particularly small manufacturers who were frequently engaged in subcontracting to giant industries.

Mr Savage said the State President ran one of the most authoritarian societies in the world while paying lip-service to freedom.

The government had been plugging deregulation for a long time but in practice was still loading vegetable sellers into "black marias" for earning a living by serving a legitimate demand, he said, citing the case of two women issued with summonses for selling tomatoes in Rink Street, Port Elizabeth, in July.

● The advantages of the bill should not be overestimated, the Minister of Administration and Economic Advisory Services, Mr Eli Louw, said in reply to debate.

He said it would be wrong to think it opened up some sort of "undeveloped gold mine in our midst".

"Deregulation is a process, not an opportunity, and will go on for years ...

"Our challenge is to settle the mass of poor in this country in housing, business and agriculture in a Third World manner, because we can't afford any better."

The bill was read a third time. — Sapa

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Cape Times 28/8/86

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Self-employed gain by learning costing

By AUDREY D'ANGELO
Assistant Financial Editor

PEOPLE of all races who have lost their jobs or are having difficulty in finding one after leaving school are looking for ways to make a living at home, says the MD of Business Dynamics, Theo Rudman, who is also chairman of the Southern African Society for Training & Development.

Rudman recently ran a pilot course, underwritten by the Small Business Development Corporation, to teach people with skills how to use them to earn money.

"It was intended for people who wanted to be self-employed but did not feel ready to start a business employing other people," he explained yesterday.

"There were 15 people — black, white, and coloured — chosen from more than 30 applicants.

Revelations

"And one of the biggest revelations to me was that most of these people, before taking the course, had no understanding of the difference between profit and sales and had no idea of costing.

"Most of them thought that any money left over after paying for raw materials was profit and made no allowance for overheads or the cost of their own labour.

Rudman, who is now running similar courses in rural areas but intends to run more in Cape Town next month, said he was able to show some students who had already started working at home why they were not making a profit.

"One woman, living in a black township, was working about 18 hours a day.

"She was making a profit from frying fish and selling it outside a school.

"But she was losing money on a sideline of selling dresses because her prices were too low.

"She had a third sideline, of buying boxes of women's underwear rejects, enough of which were good enough to sell profitably.

"Where she was going wrong was that it was easy, in her community, to sell the large sizes but there was less demand for the smaller sizes.

"She did not buy a second box before the first one was finished and was turning away would-be customers for weeks while she sold the remaining small sizes.

"After taking the course she has stopped selling dresses and has a constant supply of large sized underwear to sell while she is disposing more slowly of the smaller sizes.

"Between this and the fried fish she should earn a comfortable living."

29/8/86.

We CAN create 6-m jobs, says Relly

South Africa had the potential to meet its quota of new jobs for its ever-increasing work force by the end of the century, Anglo American chairman Mr Gavin Relly said last night.

But old habits had to be changed and minds radically transformed.

He was introducing guest speaker Mr Parry Rogers, chairman of the Institute of Directors in the United Kingdom, at a company function.

The total potential work force in South Africa is expected to grow to about 18 million by the year 2000 and, on the basis of these projections, it is estimated that six million new jobs will have to be found in the next 14 years.

Mr Relly added: "It is within our realm of possibility to reach that figure, but only if we change our old habits and radically transform our minds so as to have a clear idea of where our society could possibly be in the year 2001."

"Projecting the future laterally by extrapolating our historical experience will leave us woefully unprepared for a radically different post-apartheid South Africa.

"Each businessman and businesswoman in a position to exercise control over the deployment of assets must adopt a heightened perception of his or her responsibilities in guiding those assets."

He continued: "Members of the business community must be aware of and have a view in politics and society in aspects of that enviroment in which they operate.

"The State is keen, for obvious reasons, that we should optimise profits, for this promotes economic growth, job creation and stability. But we cannot do this efficiently in a society which is unstable, fragmented and which does not present a confident view to the outside world.

"It is therefore, as directors, our duty to shareholders to assist in every way with the creation of a more conducive enviroment in which to operate."

He added that he was greatly encouraged by the work being done by the Wits Graduate Business School in this regard.

Thembeka Gqiba with Nombeko Mlambo

She teaches others new skills

W E Argus 30/8/85

Education Reporter

THEMBEKA Gqiba has every right to feel proud of herself. She has just put 25 women on the road to earning *money. in their own right.*

Tired of long hours, little pay and "learning nothing", she left her job in a clothing factory and started teaching other women her self-taught skills of dressmaking and machine-knitting.

Capital

This week, 25 women who attended her classes at the Council for Black Education and Research Trust (*Cobert*) in Langa celebrated by holding a fashion show.

Part of the proceeds will be used to provide venture capital to 10 of the women who will set up a co-operative in pre-fabricated premises in Guguletu, designing and making clothes to order.

People come every day to register for Thembeka's course: the waiting list is 40.

Cobert's cramped premises in Shop 13 of Langa's business centre buzz with chatter and the whirr of machines as the women work.

A big problem is that the tiny room can only accommodate a few women and machines.

● Cobert also runs training workshops for people to teach others to read and write; art, drama, jazz, ballet and art classes, reading circles and study groups in whatever venues can be found.

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Chokka job scramble

Weekend Post Reporters

UNEMPLOYED men, some from as far afield as Walvis Bay, today snapped up jobs as fishermen on chokka boats — and within hours were off to sea.

One boat filled with new workers, ranging from university students to an electrician and former railwayman, sailed for 10 days at sea.

"I have never caught chokka before in my life," said ex-UPE student Mr John Doubell, on board the Sea Urchin. "I have left university and I think I will give chokka fishing a go — the pay is good."

He had responded to an advertisment placed by the industry's newest entrepreneur, Mr Johan Stander, for 40 crew members for his two new boats.

"I am looking for fit people who can persevere," Mr Stander told the assembled hopefuls. "My men will be paid R1,25 per kilogram of chokka."

Mr Stander said his other boat, the Viskorn, would leave port as soon as crew positions had been filled.

The boats were bought from a Durban-based owner.

Meanwhile, representatives of the industrymet the Minister of Environmental Affairs, Mr John Wiley, in Cape Town this week in an effort to solve problems

Recently it was disclosed that the Minister intended imposing a six-week closed season for chokka fishing, starting on October 15, in an effort to conserve resources.

This led to an uproar from local fishermen, who have demanded the season remain open and that East Cape waters be reserved for them.

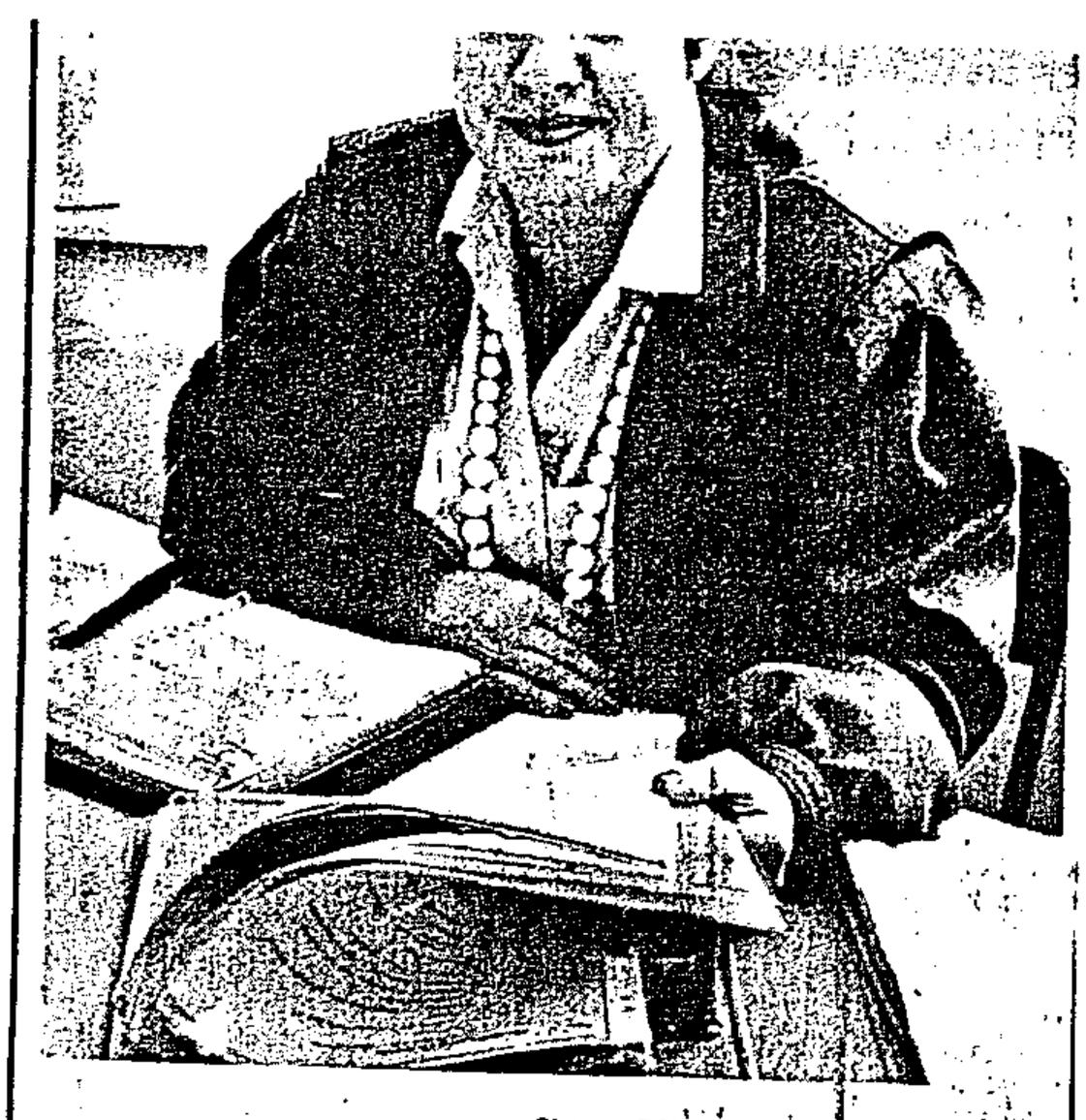
Nine representatives of the chokka packing industry — six from the East Cape and three from the Cape — and other interested parties met Mr Wiley and the Chief Director of the Marine Development Branch, Dr J Serfontein, and Sea Fisheries Research Institute officials.

Mr Wiley is expected to make an announcement soon.

Fishermen in the R10 million-a-year chokka export industry are said to favour a limited licence and quota system and are fighting to keep the season open.

● See Page 11

Mr JOHAN STANDER (second from right) signing on crews for his two new chokka boats today.From the left are Mr DOUGLAS STEYN and Mr FANIE TREURNICHT, both of Walvis Bay, Mr JAN DE RIDDER, Mr NEIL GASKON, Mr Stander and Mr ROBERT COOPER, all of Port Elizabeth.



Picture: DOUG PITHEY, Weekend Argus

Zolia Rumble . . . bringing business people together.

w/t ARGUS 30/8/86

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Jobless making the jobs

By ANNE TAYLOR
Weekend Argus Reporter

Cape Town's unemployed are hitting back . . . many are pooling their skills to start their own businesses.

SMALL organisations pooling the skills of the unemployed, retrenched and retired are springing up in Cape Town to help one-man businesses succeed in an ailing economy.

According to Mr Tommy Brand, manpower and training manager of the Cape Chamber of Commerce who recently launched one such organisation called Skills Register, too many individuals have insufficient skills to succeed in business on their own.

The need to provide the woman who can sew and the man who can make furniture with a business infrastructure has led to a growing list of bureaux, units, departments and companies — some Government-funded, others attached to universities, chambers of commerce and banks.

The services have extended to private consultancies.

Two people in Cape Town have set up support organisations. Mrs Zolia Rumble started Success Stories, a training and consulting company, and Mr Len Stevens, of Dale Carnegie, set up the Skills Register and Networkers Club.

They aim at putting people who can profitably team up in touch and offer them advice and help to the new business.

Zolia ran a Natal hotel for six years before moving to Cape Town and domesticity. She was bored after six months.

Crisis

She volunteered to help the Women's Bureau. This culminated in the development of a Skills Register.

"It has taken off. We have had nurses, teachers, architects, typists, artists, book-keepers and bank managers, coming on to our list. Some are retired, some have been retrenched and others are working independently," she said.

"My forté is crisis management in business ... helping people who are starting companies or whose companies are dying," she said.

"We are trying to create a situation in which people with skills will work from home on fulltime and part-time assignments. They join the Skills Register, go on courses and meet other people.

"A book-keeper now has more work than she can cope with for other members. A graphic artist is designing clothes for a manufacturer who is supplying boutiques. Another member has found outlets for her puzzles. We found a weaver for a carpet workshop. Then there is rent-a-granny.

"We show people how to research their ideas and find markets.

Zolia has also written a book for small manufacturers on how to set up a home business and market their wares.

Ideas bank

"Some people relate to my associate in Success Stories, Janine Copeman, who has an MBA and others to me because I don't.

"Big business can take time to learn, research, test and do its administration correctly," she said. "The same rules apply to small business.

"Eventually the Skills Register will become a data base for permanent part-time workers for business nationally — an ideas bank."

More skilled jobs on offer but few takers

w/b Argus 6/9/86 (173)

By DEREK TOMMEY
Financial Editor

WITH the end of the recession in sight companies throughout South Africa are looking for extra staff. But the response from Cape Town to their advertisments so far has been poor.

Mrs Val Middleton, managing director of Admark, Cape Town, a company which specialises in the preparation and placing of job advertisements for skilled staff, said today there had been a steady increase in the past few months in the number of jobs being advertised.

May had been a record month for Admark and so had August, with help-wanted adds up 30 percent on May. September had opened on an incredibly busy note so this could be a record month too.

However, recruiters were finding there was a grave shortage of skilled workers. Some placement advertisements drew as little as seven responses.

Mrs Middleton blamed the emigration of skilled workers and the reluctance of people to move from existing jobs for this situation.

"There has been a horrific brain drain," she said. "Every day people have been emigrating."

Recently a British company had recruited 27 computer programmers from South Africa. A large number of engineers and accountants had been going to Australia and the United States.

But another factor militating aginst the recruitment of staff was the unwillingness of people to move from their present jobs.

People were feeling insecure and were most reluctant to take a chance and move to another job. It was not unusual for successful applicants to refuse at the last minute to move to the job offered them.

This shortage of skilled people has meant that recruiters were having to offer a bigger carrot.

But though there was a skills shortages, many good people were still looking for jobs. Their difficulty was that they did not have the right skills.

School leavers and university graduates, especially women, were also having difficulty finding work. Employers usually wanted people with at least a year's experience so it was not easy to place young people straight out of school or univesity.

MORE APPLICATIONS

Mr Michael Lane, manager of the appointments division of PE Corporate Services, Johannesburg, confirmed there had been an increase in the number of companies seeking staff in the past month or so. But he had experienced an increase in the number of applications — though perhaps not from Cape Town.

A specialist in appointment of senior executives, Mr Lane said people living at the coast seemed far less willing to change jobs than was the case on the Reef.

The financial services field had experienced a serious brain drain. The answer was to step up the training of blacks. At present South Africa had only seven black chartered accountants.

He was increasingly working on the development of black management.

11/9/86.
SOAR

Incentives proposed for job creation

Political Staff

CAPE TOWN — Greater incentives for job creation and the immediate abolition of payroll tax have been recommended in a report to the President's Council economic affairs committee.

It has also been recommended that effective steps be taken to counteract the brain drain of high-level personnel from South Africa, and that computer-based education be introduced on a large scale.

These are among recommendations of the Computer Society of South Africa in evidence to the committee's hearing on job creation.

SMALL BUSINESS

Its recommedations include:

- Immediate steps to establish a closer association between education and training.
- Special incentives for small businesses.
- Steps to create an export-driven economy.
- Replacement of present capital and investment allowances by a job creation allowance.
- Steps to encourage "job makers" to remain in South Africa.

The report said it was strongly felt that, for the longer-term creation of jobs, South Africa would have to export manufactured goods to world markets.

At present the country was not exporting the "optimal mix" between raw materials and finished products. Immediate steps should be taken to remedy this, particularly where more labour could be used.

Store's 1 000 jobs for Indians

Labour Reporter

THE opening of Checkers warehouse stores in Chatsworth and Phoenix would result in the creation of more than 1 000 job opportunities for Indians, Mr Paul Fox, chief executive of Checkers Warehouse Division, said yesterday.

He also announced a R2 000 000 contribution over the first 10 years of trade towards community development in the two Indian townships.

The awarding of the two prime trading sites to Checkers created a storm of protest from rival supermarket chain Pick 'n Pay, which also tendered for the sites.

Pick 'n Pay is now demanding an explanation from Mr Amichand Rajbansi, Chief Minister of the House of Delegates, why he allowed the sites to be sold to Checkers while the Durban City Council had in fact agreed to Pick 'n Pay taking over the development.

However, Mr Rajbansi told the Mercury yesterday that the protest by Pick 'n Pay was a case of 'sour grapes'.

'Firstly, we asked them to give us evidence of the decisions of the City Council that the site was sold to Pick 'n Pay. Secondly, no one from the Ministers Council nor the House of Delegates gave any applicant the assurance that the site was going to be sold to a particular chain store.

'What Pick 'n Pay should realise is the golden principle of land being sold to the highest tenderer, and in this case the Checkers tender outclassed that of Pick 'n Pay by R400 000.

'The Ministers Council took the merits of each chain store into consideration and arrived at the best decision for the area,' he said.

Checkers, which is South Africa's largest supermarket chain, confirmed that its warehouse division had made a major break into new trade areas when it announced that it had successfully secured the two regional shopping centre sites in Chatsworth and Phoenix.

The developments will be known as Chatsworth City and Phoenix City. The proposed opening date for Chatsworth City is Easter 1988, while Phoenix is scheduled to open during October 1988.

MANPOWER — GENERAL

1986

SEPT. — DEC.

Poll: more whites employed

JOHANNESBURG — The number of white urban adults in full-time employment is increasing and now exceeds the figure for last year, according to Market Research Africa.

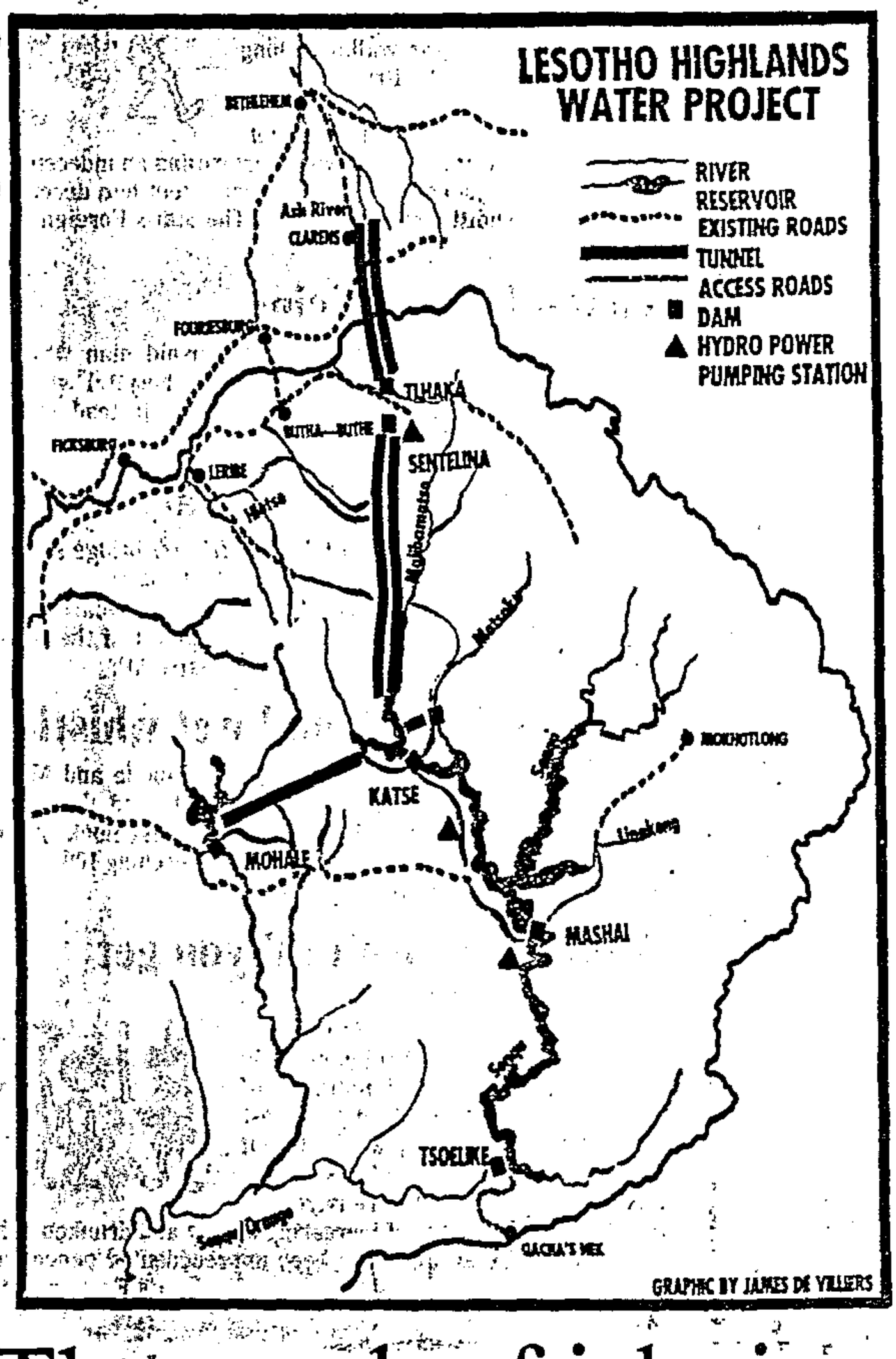
In July, 1986, 52,4 per cent of white adults were working full-time, compared with 47,8 per cent in July, 1985. This employment trend is on an upward course with increases registered in November, 1985 (49,8 per cent) and March, 1986 (50,2 per cent).

The government is virtually entirely responsible for the increase in the number of whites in employment. In July, 1986, 22 per cent of urban white adults were working for large government, and 2,2 per cent for small government organisations. In July 1985 the figures were 18,2 per cent and 1,3 per cent respectively. The increase in government employees matches the increase in total employment.

— Sapa

Highlands Water Project gets green light

Lesotho's task: find the money



By David Braun,
Political Correspondent
East London

The international finance for the R4 000 million Highlands Water Project will be raised through Lesotho — thereby bypassing world economic sanctions on South Africa.

The money will have to come from foreign capital markets which have effectively been closed to South Africa either because of sanctions or last year's debt standstill.

If Lesotho succeeds in raising the capital, the region would benefit to the tune of more than R4 000 million in foreign investment.

President Botha announced last night that South Africa and Lesotho had agreed in principle to proceed with the scheme.

A treaty is being prepared for signature by the two countries' Foreign Ministers.

President Botha said the funds needed would be huge.

At July 1985 prices, the first sub-phase alone would cost R1 400 million, and the whole project R4 000 million.

Government sources confirmed today that Lesotho's major contribution to the project would be to raise the finance.

If it is unsuccessful, "some other means" would have to be found.

But South Africa believes Lesotho should be able to find the foreign capital, because the assets will be Lesotho-owned, the scheme will open the interior of the landlocked mountain kingdom for development and, most important, South Africa will be buying the water made available.

The concept is similar to South Africa's involvement in Cahora Bassa, in which South Africa was not directly involved in the funding of the project, but its availability to buy electricity from the scheme was a major factor in its financing.

If the Highlands project gets off the ground, it will provide thousands of jobs in both countries.

Advantages for Lesotho include the development of an infrastructure where none existed before, opening of new areas for cultivation and development, generation of hydro-electric power for its own consumption, and more jobs.

South Africa will benefit from the doubling of the water resources of the Vaal River and the stabilisation of the Orange River supply.

Progressive Federal

Thousands of jobs involved

Political Correspondent

EAST LONDON — The Government and Lesotho have agreed in principle to go ahead with the R4 000 million Lesotho Highlands Water Project, President Botha announced last night at the Cape National Party congress.

Confirmation of the scheme would realise decades of dreams, create thousands of jobs and open the interior of Lesotho, while effectively doubling the water resources of the Vaal River system.

civil engineering industry.

Mr Botha said last night that a treaty between South Africa and Lesotho to provide for the project was being prepared for signature by the respective Foreign Ministers.

"Measured by any standard, the Lesotho Highlands Water Project is vast and impressive. When fully developed, six major dams will have been built, four of which will be higher than any of the existing dams south of the Zambezi,' he said.

the first sub-phase is to cost R1 400 million of the total R4 000 million for the project.

Mr Botha said implications which had to be taken into account included:

- Extra available water should not be used to stimulate the PWV area, but for further de-concentration and decentralisation.
- The project should not adversely affect Bloemfontein, De Aar and the Lower Orange area with regard to water supply.
- Negotiation about the possible

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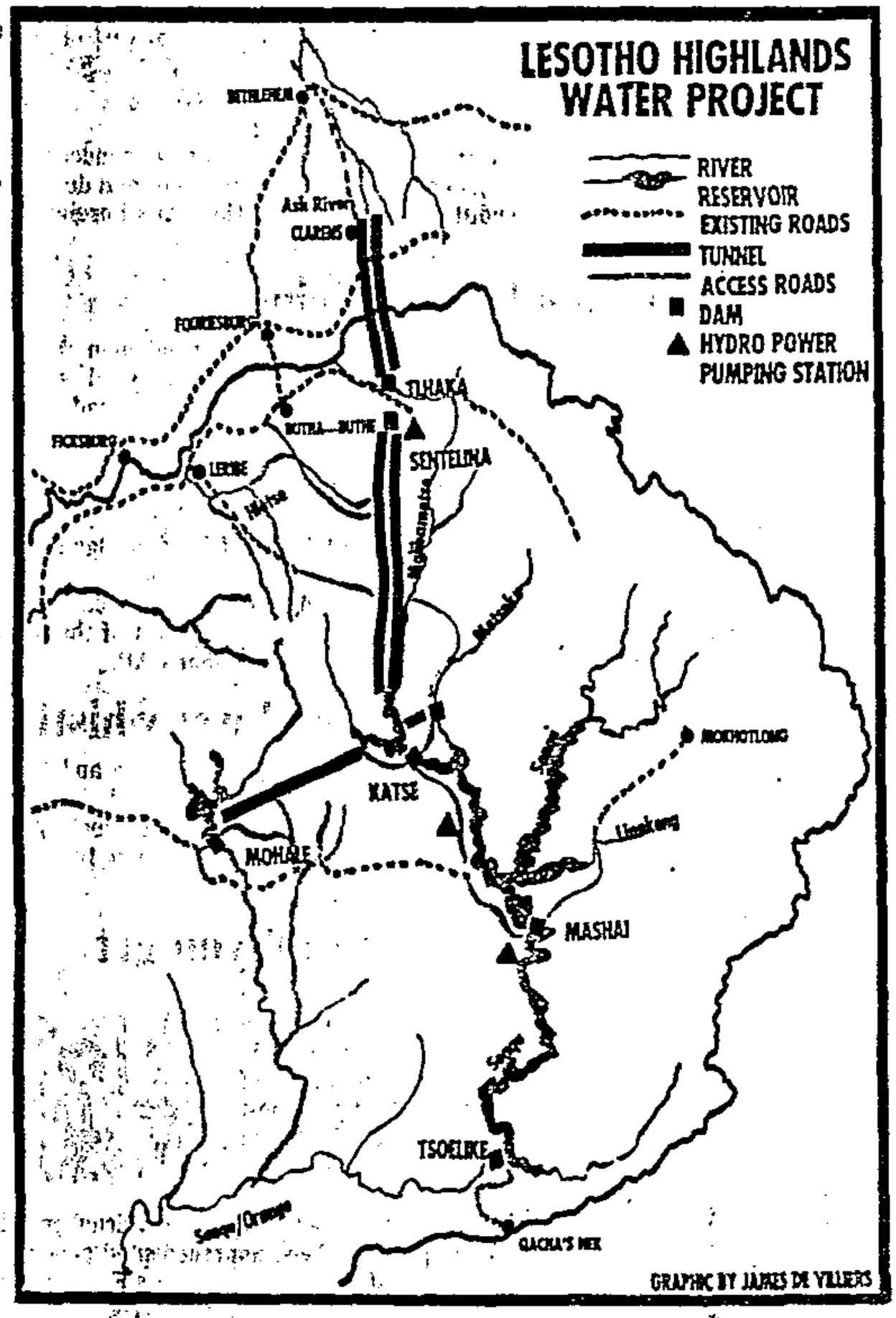
Lesotho's task: find the money



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South Africa will benefit from the doubling of the water resources of the Vaal River and the stabilisation of the Orange River supply.

Progressive Federal Party spokesman on Finance Mr Harry Schwarz said today:

"I hope the financing of the scheme is not going to be bedevilled by politics over where the water is going."

Thousands of jobs involved

Political Correspondent

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Confirmation of the scheme would realise decades of dreams, create thousands of jobs and open the interior of Lesotho, while effectively doubling the water resources of the Vaal River system.

It would make additional tens of thousands of hectares arable, while the country's water needs would be met until well into the next century.

And it would give a sorely needed boost to the recession-hit civil engineering industry.

Mr Botha said last night that a treaty between South Africa and Lesotho to provide for the project was being prepared for signature by the respective Foreign Ministers.

"Measured by any standard, the Lesotho Highlands Water Project is vast and impressive. When fully developed, six major dams will have been built, four of which will be higher than any of the existing dams south of the Zambezi,' he said.

The project would open the interior of Lesotho, because new roads would have to be built. The construction of the access road alone could provide employment for about 2 000 people.

At constant July 1985 prices, the first sub-phase is to cost R1 400 million of the total R4 000 million for the project.

Mr Botha said implications which had to be taken into account included:

- Extra available water should not be used to stimulate the PWV area, but for further de-concentration and decentralisation.
- The project should not adversely affect Bloemfontein, De Aar and the Lower Orange area with regard to water supply.
- Negotiation about the possible Caledon scheme must now follow.
- Methods to de-sludge dams must be investigated.
- Further development of the Lower Orange River area must be investigated.

● See Page 15.

Escom's 5-station power plan will create jobs for thousands

Escom's decision to go ahead with the building of five power stations will be a big boost for the recession-hit construction industry.

Not only will billions of rands be injected into civil engineering and ancillary industries but thousands more jobs will be created.

The big five in the new power network are Majuba, Kendal, Matimba, Tutuka and Letabo and with each station costing about R3,5 billion, the benefits for construction and building are enormous.

● Full story and reaction

tember 9 1986 STAR 7

Boost for the jobless of Springs

Political Correspondent

CAPE TOWN — The town council of Springs is the first local authority to use R100 000 of its own resources to boost the Government special job-creation programme, the MP for Springs, Mr Piet Coetzer, has announced.

In so doing 287 people who would have lost their jobs at the end of August because Government funds have been depleted, would now be able to stay in work.

Mr Coetzer said most of the projects started in terms of the original allocation had not yet been completed. The Springs Town Council wanted these completed, particularly because of the worsening conditions of the labour market.

Of the 287 people affected, 273 were black.

Mr Coetzer was instrumental in cutting red tape in order to allow the town council to take over the projects.

1 540 new jobs for Atlantis

By PETER DENNEHY
Municipal Reporter

NINE new factories under construction in Atlantis will provide 1 540 new jobs there by July next year.

Releasing new details on the troubled town's growth in a statement yesterday, the secretary of the Divisional Council, Mr C H Mocke, said most of its factories were back to full employment levels.

Nearly 1 000 new homes were to be built in the next 12 months.

He rejected reports that Atlantis was turning into a ghost town. Only six businesses had closed in the past year, he said.

Mr Mocke said employment in Atlantis had grown by 15 percent in the past year to a record figure.

Independent consultants who conducted a survey for the Divisional Council in July this year had established that 13 713 people were employed in 120 industries there now, compared with 11 934 a year ago and 12 788 at the previous peak in November 1984.

Four new factories had opened in the past year, creating 51 jobs, and 54 existing industries increased their workforce by a total of 1 976 jobs.

The Decentralization Board had approved 136 new projects for Atlantis which had not started yet, and 982 families on a waiting list hoped to move to Atlantis when accommodation was available there.

At present 6 150 State-funded dwellings were occupied in Atlantis, and 914 new houses were to be built in the coming 12 months. The price of serviced land in Atlantis, both industrial and residential, was about half that in the Peninsula, the release said.

CAPE

Jobless problem hits Atlantis — UCT report

By DICK USHER
Labour Reporter

A NEW report on the situation in Atlantis contradicts an optimistic one drawn up by the Divisional Council.

The report, by the South African Labour and Development Research Unit (Saldru) of the University of Cape Town, will be published this year.

Mr Brendon Roberts, who is preparing the report, said although the council report showed 13 713 people in jobs compared with 11 934 a year ago, their research had shown a general unemployment rate among people wanting to work of 27,2 percent in May.

Among women the rate was 33,6 percent and for people under 21 it was 46,7 percent.

"It is time the Divisional Council stopped feeling obliged to promote the image and policy of the place and started looking at the quality of life in Atlantis," said Mr Roberts.

Serious problems

"People there have very serious problems and it is not helping anyone to run a public relations campaign giving the place a veneer of well-being."

He said there was also the problem of population increase.

When Saldru surveyed the area about 850 homes had been planned and approved. When completed these would house about 4 500 people who would require about 1 500 jobs.

Another problem was that companies moving to Atlantis generally brought a high proportion of their staff with them and therefore created only minimal job opportunities.

"You also have to distinguish between the concepts of job creation and the welfare of the community," said Mr Roberts.

"The situation of people employed is far from rosy and this has a direct relationship to wages, employment practices and the cost-of-living in Atlantis. Mere job creation is not going to solve the problems."

R4 daily isn't much but it's better than nothing

FOUR RANDS a day for four hours labour isn't much, but it keeps jobless men out of trouble, off the streets, and in the black. Almost.

The Evening Post spoke to some whites clearing bush for the municipality under the Government job-creation scheme.

"It's not much but it keeps me occupied and out of mischief. I've worked with the job-creation scheme for about nine months now. Before that I was unemployed for a couple of months," said Mr Barry McLagan of Greenshields park.

"Before that I worked at the harbour as a casual labourer," he added.

Another man, who asked not to be identified, said he wished the pay was better, but said he was satisfied.

"It keeps me off the streets. It keeps me alive. Sometimes you are forced to work for R4."

Mr Johann Wolmarans, of North End, said he received a disability grant which he supplemented by working for R4. "I'm quite satisfied

Another man said the money was not much, but allowed the workers to buy at least a loaf of bread and a packet of cigarettes every day. They worked four hours a day from 9am to 1pm.

Twenty-six white men yesterday cleared Port Jackson Willow in Mount Pleasant, cutting the wood into neat bundles of firewood. Asked what happened to the wood, one said the municipality removed it.

A municipal worker said it was used at municipal braais.

Workers (from the left) Mr JOHAN WOLMARANS, Mr BARRY McLAGAN, and a third worker, who wished to remain unidentified, clear bush near Mount Pleasant — at R4 a day, an amount they say at least keeps them off the streets. Picture by JACK COOPER

200 jobs created at PE business 'hive'

By KIN BENTLEY

MORE than 200 new jobs have been created in 51 small businesses at Port Elizabeth's new "hive" of industries in Lindsay Road.

This was announced by the managing director of the Small Business Development Corporation, Dr W B Vosloo, at its official opening today.

And, he said: "The waiting list of 85 entrepreneurs indicates that the present hive could be doubled in size when premises are available."

Already the hive system has created 300 jobs in the city, compelling the SBDC to move from its original premises in Korsten, where 92 people operated 23 concerns.

The hive's manager, Mr Arnold Meiring, said the SBDC in PE had in the past three months received over 300 inquiries. If more units were available, many inquirers would already have come back with definite applications.

He described the PE hive as the "pacesetter in our entrepreneurship training and development programme".

He said a measure of the success of the SBDC's first hive at Korsten, established last year, was that five participants had already moved out and established themselves in their own premises.

Two were cabinetmakers, two had engineering works and the fifth was a blacksmith.

"The SBDC intends to further expand the present hive which will comprise an area of 4 000 square metres once a planned 11 extra units have been added.

"This hive has provided a model for small business development in the rest of the country."

Mr Meiring said the development and extra demand for space was a clear indication that the negative image people had of PE was false. All the businesses were doing well, he said.

Most of the firms had PE markets, he said, but three participants sold almost exclusively elsewhere in SA, and had secured a lucrative US market.

The hive was first occupied at the beginning of June, replacing a smaller one in Standford Road, where 92 people were employed, but which could not keep up with the demand for space.

A 500 square metre warehouse could become available at a later stage.

Two-fifths of the new hive was geared to timber-related work, two-fifths to engineering, and the remainder to textiles and soft goods.

Mr DON PFOTENHAUER, director of Feltex, cuts the tape to open the Small Business Development Corporation's new industrial hive in Port Elizabeth today, watched by (from left) Dr W B VOSLOO, managing director of the SBDC, Port Elizabeth's Mayor, Mr BEN OLIVIER and Mr WILLIE FOUCHE, the SBDC's special projects manager.

Milestone in quest for equality — official

'Encourage workers to get new ID documents'

Although the old reference books would remain valid, employers should encourage their workers to get the new uniform identity documents, a Department of Home Affairs spokesman said in Pretoria yesterday.

The new document did not distinguish between "urban residents" and "rural workers" from "national states", he said. "It is therefore clear that the ID cannot be used for influx control even if the latter was still in force."

He described the advent of a uniform ID as a milestone in the quest for equality in South Africa.

"South African identity is something to be treasured, and the ID is the best way to prove citizen status as far as the South Africa of today is concerned."

Those citizens of independent homelands Transkei, Venda and Ciskei who had always been permanently resident in South Africa or who had been resident for at least five years if they entered the Republic after the independence of their state "are eligible for South African IDs".

They merely had to indicate they wished to be South African citizens in terms of the Restoration of South African Citizenship Act passed this year.

"Procedural aspects regarding Bophuthatswana citizens permanently resident in South Africa are still being negotiated by the governments concerned," he said.

Citizens of the TBVC states had been exempted from the provisions of the Aliens Act, and so did not need to have temporary resident permits and work permits.

Bilateral agreements relating to employment and the movement of citizens across common borders had been agreed to when these states became independent, and these were still in force.

Before a TBVC-state citizen could enter South Africa to take up employment, he had to possess a written contract of employment duly attested in his home country. — Sapa.

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Tax haven Ciskei booms

By Ruth Golembo

BUSINESS is booming in Ciskei.

The past financial year, with the country's tax-free company incentives, saw new industrial investments of R69-million flow in — nearly doubling the number of factories and creating 6 000 jobs.

And for the first time in the country's history 29% more private than government money was invested in the country's industries.

Cecil Vanda, managing director of the Ciskei People's Development Bank (CPDB), says this shows how successful Ciskei's new tax-free policy has been in attracting quality, profit-orientated, self-funding industries.

The country moved away, about 18 months ago, from the expensive investment incentive concession schemes to one which abolished company taxes and slashed personal taxes to 15%.

David Carte is on holiday. Carte Blanche will resume next week.

Under the new system, the first R8 000 in personal income is tax-exempt, and there are no estate duties, capital taxes or donations tax in Ciskei.

The government's income comes from general sales tax and a 15% withholding tax on dividends and earnings leaving the country.

Dave Hart, the bank's general development manager, says the cheaper tax-free route attracted bigger and more profitable companies intent on staying in the country, while the concession method saw some small companies close after their concession period lapsed.

Since Ciskei became a tax haven, demands by entrepreneurs to open new businesses has exceeded the available business accommodation.

At one stage the CPDB was completing one new industrial investment every week.

The year saw 40 new companies to the value of R53-million open and 19 factory expansions invest a further R14,8-million.

The bank — which was established 10 years ago to aid industry — has invested R107-million in industrial buildings, erecting 100 factories in Dimbaza, 29 in Fort Jackson and 12 in other areas.

A further R13,3-million has been ploughed into infrastructures.

Mr Vanda says that, though industrial development has been dominated by non-Ciskeian investors, locally owned and operated businesses were being encouraged.

About 30% of the companies in Ciskei are owned by companies in France, Italy, Israel, Hong Kong, Taiwan, Argentina and the US.

But a local industries division has been established in the past financial year to help Ciskeian entrepreneurs enter the formal industrial sector.

During the 1985/86 financial year, 59 new Ciskeian businesses were formed through the auspices of the small-business development division of the bank.

Hawkers

They include butcheries, supermarkets, general dealers, bottle stores, restaurants and funeral parlours.

During its five months of operation the industries division has helped form five new wholly owned Ciskeian companies

And, to upgrade the informal sector, hawkers have had loans of about R53 000 in the past year.

Mr Vanda says the country's growth has not boomed at the expense of its neighbours.

He says Ciskei attracted investors from far afield, including a large number from overseas who aimed at the export market.

There was virtually no unemployment in the country, which in 1976 had only four factories and jobs for only 1 100 workers.

Illegal workers: bosses warned

GERALD REILLY

THE Department of Home Affairs was clamping down on employers who hired "illegal" blacks, or any other illegal workers, Director-General Gerrie van Zyl told *Business Day* in Pretoria yesterday.

A circular letter had been sent to more than 190 000 employers warning them that the department would act against them in terms of the Aliens Act if they had illegal workers on their payroll, he said.

There was no doubt large numbers of illegal blacks were still working in South Africa.

Manpower Minister Pietie du Plessis had put the number at 1,3- miilion, he said.

Van Zyl said he had staff working in KaNgwane and Gazankulu issuing temporary permits to "so-called" Mozambican refugees.

"These people are not refugees in terms of the SA definition.

"They are people fleeing unemployment and hunger and this does not qualify them to be categorised as refugees in terms of the UN definition of a refugee."

Reacting to reports that the flow of refugees across the Mozambican border had increased dramatically because of stepped-up Renamo violence, Van Zyl said he had attended a meeting in the Eastern Transvaal with senior SADF and police officers and there had been no mention made of unusual refugee activity.

"Nor have I received reports of increased refugee numbers from my own officials in the area," he said.

Repeal law on striking medics plea

MEMBERS of the SA Medical and Dental Council have asked their executive committee to review an Act stating that medical practitioners involved in strikes or go-slow actions should automatically be struck off the roll.

During the SAMDC's 130th meeting in Pretoria this week, members said that when the Medical, Dental and Supplementary Health Service Professions Amendment Act was passed, the implications of coercion and intimidation in strikes could not have been predicted.

The Act provides that medical practitioners convicted of instigating, inciting or taking part in strikes or go-slow actions should automatically be struck off the roll.

One member said that, as the law stood, a doctor would automatically be struck off the roll irrespective of his own moral culpability.

Several members agreed that the council should urge that "its right to exercise its own discretion be restored in matters regarding registered SAMDC persons who had been convicted of a strike or go-slow strike". — Sapa.

Incentive schemes to be started

GERALD REILLY

INCENTIVE schemes to improve the productivity of regional industries in SA and the TBVC countries are to be introduced, Trade and Industry Minister Dawie de Villiers said in Pretoria yesterday.

This, he said, was aimed at ensuring viability. The SA-TBVC governments participating in the incentive scheme realised the need for creating permanent employment opportunities.

It was therefoer imperative that industries established in terms of the scheme should be competitive, even before short-term incentives were taken into account.

Regional industrial development authorities would subsidise 50% of the cost of productivity investigations undertaken by qualified productivity consultants.

A list of approved consultants would be compiled by the SA Centralisation Board in conjunction with regional authorities.

Social issues move into the workplace

W/E Post (173) 18/10/76

Business Reporter

DECISION skills will become *even more important* in management than they already are and decision-making will be "put back" into management in order to cope with the overflow of community issues into the workplace.

This was said this week by the head of the University of Port Elizabeth's Department of Industrial and Organisational Psychology, Prof Louis Kamfer, to the Port Elizabeth Rotary Club.

He addressed the club on the community pressures on organisations and gave some survey findings and implications for managers.

He said businessmen had to handle problems not related to their organisations and spilling over from the community and from the unrest and the state of emergency.

All business organisations were open systems. Because of this, the spillover of environmental issues into the workplace was inevitable, especially as the people concerned were involved in their communities as well as being workers in organisations.

not flow directly from primary organisational relationships and was brought in from outside, but nevertheless required a management decision because of the possible impact it could have on the organisation.

Virtually every aspect of individual and social existence were among the community issues that were reported by the organisations surveyed.

These ranged from problems of survival, through basic societal needs for housing, transport and education, to matters arising from the laws and politics which affected every aspect of daily life and work.

While 45% of the issues listed were described by the surveyed companies as "unexpected" or "unforeseen", 55% were described as "predictable".

Prof Kamfer said it was important that a company should be aware of those forces in its environment which could affect it. It should detect them before they were brought in and presented in a confrontation.

Firms participating in the survey were asked why community issues were being brought to the workplace.

employers were much more "within reach".

As many as 70% of the companies surveyed expected the incidence of community issues in the workplace to increase.

These specific reasons were mentioned:

- The absence of other platforms.
- An intense desire for socio-political change.
- A desire to be involved in decisions affecting the future.
- Trade union identification with community issues.
- A close link between home and work.
- Organisations perceived as already involved in politics.
- The powerlessness of individuals.
- Companies seen as instruments for change.
- Businesses seen as vulnerable.
- The success of community pressure on organisations.
- Labour power.
- Social responsibility arguments.

Prof Kamfer said these reasons could be categorised under three headings:

1. Many community issues were political and would remain until political aspirations had been satisfied.

2. Many were socio-economic. These would continue until living conditions were improved and until greater participation in and rewards from the economic system were enjoyed by more.

3. Any success achieved would reinforce the pattern of bringing social issues to the workplace.

Prof Kamfer said he believed the struggle for the control of the workplace would stay with companies and even increase.

It was important to recognise that power existed in the community outside. Whatever realities of power managements were faced with had to be identified, analysed and understood.

This would not be easy because the concept of power was difficult to define and to analyse, but it should never be neglected.

Old ways of doing things might suddenly become obsolete. Creative, innovative approaches to problems like these would be required by managers.

Prof Kamfer recently conducted a survey in which managers from 50 companies throughout South Africa were asked to describe the community issues which had surfaced in their organisations.

A community issue could be defined as one which did

There was little doubt that many of the pressures from the community were aimed at the Government because that was where the ultimate authority lay.

Government was remote from any community and

FINANCE FOCUS

Creation of jobs the only real answer to SA's jobless problem

The pressing issue facing SA is survival and growth of free enterprise, says V M Ridgway, outgoing president of Assocom. To ensure this, government must curb spending and lessen the tax burden.

ON THE face of it, SA's most pressing issue today is development of a new constitution with power-sharing for all, and this is being undertaken against a background of unrest.

In reality the pressing issue is the survival and growth of the private enterprise system, which alone can improve the economic status of the population.

Free enterprise can flourish only if it is perceived as beneficial by the majority of each population group and particularly by blacks.

If a considerable proportion of blacks is unemployed or under-employed, they can hardly be expected to sing the praises of free enterprise. Unemployment can be regarded as the enemy within that prevents the increase in a country's prosperity and the sharing of that prosperity among its peoples.

In 1979, an Assocom congress motion said: "Concerned at the escalating problems arising from high unemployment, and recognising the fact that (it) has now become a structural problem in the economy, congress urges government to investigate ... possible short- and long-term measures to alleviate the situation."

As a result "the office of the economic adviser to the Prime Minister began, at the end of 1979, to give serious attention to the unemployment problem". The quotation is from the White Paper on a strategy for job-creation opportunities in SA.

A profile of the unemployed reveals that unemployment impacts most heavily on the young, the unskilled and the under-educated.

Education forms part of the solution, and it is to be hoped that responsible black leaders will discourage the boycott of classrooms. Education is an inestimable prize in the modern world and those who spurn it, spurn a livelihood.

A World Bank survey shows small business provides more employment opportunities per unit of output than big business. The SBDC has done valuable work in the past few years. And the contribution of small business is supplemented by even smaller businesses in the informal sector. It is hoped that the current moves to deregulate will stimulate this sector even further.

In spite of these measures, the unemployment problem has, if anything, worsened. It has been estimated that to cure the problem, seven-million jobs must be created by the turn of the century.

BUSDAY 20/10/86

No growth a symptom

GERALD REILLY

THE stagnant state of employment growth and productivity was symptomatic of manufacturing's dismal performance, Constitutional Development and Planning CE director C C Scheepers said at the weekend.

He told the Bureau for Market Research's AGM various other socio-economic indicators showed SA had suffered severe structural development problems since the late Sixties.

Central Statistical Services showed the economy's vacancies had risen from 70 000 in 1973 to almost 200 000 in 1983.

Vacancies for artisans numbered 27 407 in 1983.

Scheepers said: "These figures reflect the structural imbalances that exist in the labour market, and which have a pronounced influence on productivity and competitiveness, and on income demand and supply structures in the economy."

Unemployment 'still rising'

THE result of the Government's infusion of R600 million for a job creation programme had been phenomenal, said the Minister of Manpower, Mr P T C du Plessis.

He said that in spite of the success of this, the biggest programme of its sort ever undertaken, unemployment continued to increase.

The figure for registered unemployed had doubled last year and since the beginning of this year there had been a steady increase in the number of unemployed.

The biggest contributory factor to joblessness in South Africa was the high population growth. The economy was unable to meet the growing population's demands for more jobs.

Apart from this structural problem, there were also a number of cyclical factors contributing to unemployment. These included the serious recession and the very serious droughts of the past few years. Selective sanctions were also playing a role. — (Sapa)

Vista's plan for creation of new jobs

Eve Post 22/10/86

173

By KIN BENTLEY

"TOTAL reorientation of the decision-making section of the white community and a redressing of the attitude of bureaucrats" was essential to create more jobs in the informal sector, according to a report just released by Vista University in Port Elizabeth.

The report follows an extensive survey of a cross-section of people operating in this sector in the coloured areas of Port Elizabeth by Mike Levin, professor of economics, and A P du Plessis, professor of business economics, at the university.

It reveals that the majority of enterprises, which fall into four categories — construction, manufacturing, services and trade — were single-owned and operated, with less that 1,8 people, including the owner, employed by each enterprise.

Because of this "low employment creation fertility", the report says, to promote employment, the right environment and conditions are required to create new businesses, as opposed to the expansion of individual enterprises.

In order to achieve this, the elimination of "unnecessary rules, by-laws, ordinances and laws seem to be a natural first step", the report says, necessitating a change in attitude of decision-makers.

Although the "absence of a licence" is cited as the biggest legal problem, 79,7% of respondents said they had never tried to obtain a licence.

"This typically displays ignorance and emphasises that a development agency can play a vital role."

Such an agency, which should go out and trace informal sector entrepreneurs in order to advise them, could also assist in the provision of fixed and working capital to the Third World component of the economy because, says the report, while not the biggest problem, the shortage of working capital may be the one factor that keeps those outside the informal sector from entering it.

It also recommends to banks that "a little financial support in this sector may have magnifying social effects and that an adjustment of their accommodation criteria may be appropriate. The amounts involved will, relative to their corporate lending, in any case be minute".

The report also stresses the necessity of the provision of a market place, because "supply creates its own demand".

It says things like Art in the Park in PE and flea markets could create good outlets for such entrepreneurs, but more sophisticated techniques could also be undertaken or promoted by a development agency.

Evening Post

CITY LATE Port Elizabeth, Wednesday, October 22, 1986 Price 36c plus 4c tax

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GM takes on 200 workers

Eve Post 22/10/86 (173)

Soaking up the warm early summer sun is attractive LIZ HOPPE, 25, who adds a touch of glamour to the beach landscape. A beautician, Liz knows the value of a healthy tan, but is careful not to overdo it.

Liz adds glamour

By KIN BENTLEY

GENERAL MOTORS has taken on 200 men to help build the new Monza, which goes on sale in a month's time.

This was confirmed in Port Elizabeth today by Mr Hal Carpenter, marketing director of GM South African.

These are among the first jobs created in the motor industry in the last 18 months.

The men are all engaged in a production capacity.

People within the motor industry believe that once Detroit relinquishes control, the new management will be free to tender for Government contracts — abandoned by GM some time ago under anti-apartheid pressure in the States.

With this, and the dispersement of any sales resistance incurred by American sanctions, the new management team no doubt is hoping for a steady growth in production next year.

Mr Carpenter said the launch of the Monza would mean that GM would be competing in a substantial part of the vehicle market from which it had previously been excluded.

He said light cars constituted 62% of the total market. Of this, 25% were booted light cars like the four-doored Monza. He believed the vehicle was ideally suited to the economic climate, with many people attracted to smaller cars.

The Monza production line has been fully on stream for two weeks.

The company public relations manager, Mr Mike Killeen, said the duration of the 200 men's employment would depend on demand for the new car.

He said the company last recruited for the launch of the Kadett T car about two years ago and retrenchments since then had reduced the workforce to about 3 000.

The official launch of the Monza to dealers, fleets and the media will take place from November 4 in Johannesburg, Durban, PE and Cape Town.

He said the public launch would be November 23, when the vehicle would be on sale from dealers' showrooms.

● Mr Carpenter confirmed that Mr Bob White, the managing director of GM, had a lengthy question-and-answer session with the top three layers of management yesterday concerning the takeover of the company by local executives from January 1.

He also met union officials, Mr Carpenter said.

Watsons plead not guilty to all charges

Court Reporter

THE three Watson brothers, who are charged with arson, fraud and attempted murder, entered a plea of not guilty to all the charges and elected not to make any statements or answer questions when they appeared in the Port Elizabeth Magistrate's Court today.

Before Mr M T Morgenthal were Mr Valence Michael Watson, 34, Mr Ronald James Watson, 35 and Mr Daniel John (Cheeky) Watson, 32.

Their appearance today brought together members of two rival groups, the Kwazakele Rugby Union (Kwaru) and the Zwide Rugby Union, which broke away from Kwaru after complaints about maladministration.

Members of the Watsons' families and businessmen of all populations groups were also present at the hearing, which lasted exactly 15 minutes.

The atmosphere was relaxed as the three brothers hugged and kissed their wives and relatives. They also exchanged greetings with members of the public.

A video crew from the SA Police was also in attendance in the courtroom. They left only seconds before the magistrate entered.

The case was postponed to December 1.

Motor company hires 200 workers

Dispatch Correspondent

PORT ELIZABETH — General Motors has engaged 200 additional workers — reversing an 18-month trend of retrenchments in the motor industry.

The new employees are all engaged in boosted production, associated with the launch of the Monza next month.

And further buoyant news in the wake of the announcement that GM is to sell its operation to a consortium of its South African executives, is the prospect that new management would be free to tender for government contracts.

A spokesman at GM's Port Elizabeth plant pointed out yesterday that under pressure from an anti-apartheid lobby in the United States, the company had been obliged to forego tendering on government business. Once Detroit relinquishes control it is anticipated the new management will be free to tender for these lucrative contracts.

The GM director of marketing, Mr Hal Carpenter, said the launch of the Monza would mean that GM would be competing in a substantial part of the vehicle market from which it had previously been excluded.

He said light cars constituted 62 per cent of the total market. Of this, 25 per cent were booted light cars like the Monza. He believed the vehicle suited the economic climate, with many people attracted to smaller cars.

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15-year plan for 700 000 unemployed

Drive for Cape jobs

By CHRIS BATEMAN

A HIGH-POWERED strategic campaign to help create jobs for a projected 700 000 unemployed people over the next 15 years is to be launched next month with top civic and business executives already welcoming the initiative.

The project, dubbed Wesplan, will be headed by the former chairman of Murray and Roberts, Mr Beau Pryce, and is to be officially launched at the Civic Centre on November 3.

With University of the Western Cape rector Dr Richard van der Ross and Caltex chairman Mr Dennis Fletcher as joint presidents, the campaign will conduct surveys before creating task forces to act upon suggestions and issues.

Contacted yesterday, Mr Pryce said the plan was aimed at drawing in both the public and private sector and intended to cut across traditional allegiances. Wesplan proposed to build upon the strengths of the Western Cape "with its natural beauty, mild climate and well-developed commercial and industrial infrastructure".

Prof Van der Ross

Mr Beau Pryce

Mr Leon Markowitz

"We also have a relatively skilled workforce and extensive academic research and training facilities. However, we will have to recognize the weaknesses of poverty, inequality, housing shortages, political alienation and urbanization by the poor and unskilled," he added.

Mr Pryce said several experts had been preparing the ground "for quite a while", adding that he was "confident it will be useful".

An outside planning consultant with international experience would be among the top executives to address the opening conference, he said.

Wesplan would formulate a scientific strategy to combat the projected pool of 500 000 jobless people over the next 15 years (based on a rate of 35 000 jobless a year).

Mr Bev Taylor, the Urban Foundation's programmes administrator, said his organization was "extremely interested and will assess our ability to assist". The foundation has been invited to attend the opening conference.

Cape Town's Mayor, Mr Leon Markowitz, welcomed the initiative and commended Wesplan to city businessmen, wishing it "every success".

Mr Albert Schuitmaker, chairman of business affairs for the Cape Town Chamber of Commerce, said any increase in commercial activity in the Western Cape was welcome.

"If this can assist in creating unemployment opportunities it is laudable," he said.

● Unemployment in the Peninsula is at present estimated at 175 000 people.

☐ **Charity 'no solution to city jobless', page 3.**

VENTURES

First SBDC cluster industry project launched in W Cape

By LAURA YEATMAN
Finance Staff

THE Small Business Development Corporation opened its first cluster industry complex in the Western Cape, but it was urged to shed its negative political image among prospective black entrepeneurs.

The complex in Hadji Ebrahim Crescent, Athlone, houses 22 businesses ranging from carpenters to radiator repairs on 815 sq m. About 50 jobs were created at an average cost of R2 600 and the total estimated cost of the project is R126 000.

"The SBDC is wrongly seen as a semi-government body," said Mr B Figaji, vice-rector of the Peninsula Technikon, in his opening speech yesterday. "The corporation creates the image of officialdom and white control."

LOW COST WORK SPACE

A cluster industry accomodates entrepeneurs in low cost work space where expensive equipment and a secretarial service is provided centrally. The SBDC also provides services like business advice and information, marketing assistance and access to training programmes.

Another field of activity is lobbying against unnecessary rules and regulations blocking small business development.

There are eight other cluster industries in South Africa.

The SBDC has provided financial assistance totalling R230-million to 9 000 small businesses from the informal sector, according to managing director Dr W Vosloo. Over 100 000 job opportunities have been created countrywide. In September alone the SBDC received 18 000 inquiries.

Mr Figaji said the appointment of Professor Wolfgang Thomas, of the University of the Western Cape, as deputy regional general manager would assist in seeing that the SBDC was sensitive towards the attitudes and needs of the community it served.

Professor Thomas said: "We need to build up an independent structure of contacts and a basis of trust in the African community. We need advisers who understand and relate to the situation."

He said he was aware of a strong suspicion about th SBDC in many circles because it was partially government financed.

"The SBDC is a private company. The Government has 50 percent of the shares, but only 25 percent of the control."

Professor Thomas said the Government was a major source of finance in contrast to a "stingy private sector".

The National African Federated Chamber of Commerce was distancing itself from Government and this could create problems for the SBDC, he said.

Mr Figaji said the SBDC was criticised for "treating the disease and not the cause". Blacks also rejected developments unless they were associated with fundamental change in South Africa.

There would be no stability until there was equal participation of all South Africans in every sphere of life.

With rising unemployment, black urbanisation and population growth this country "could look forward to a bleak future unless something was done".

Small business was the most effective job creator in a free enterprise economy, Mr Figaji said.

Scheme for jobless takes off

27/10/86 By Sue Leeman STAFF 173

By the end of March next year around half a million people will have undergone training as part of a Government plan to reduce unemployment, according to the Minister of Manpower, Mr Pietie du Plessis.

Mr du Plessis told the Lower Orange River Development Association in Kenhardt last week that the training covered more than 180 different fields and was now offered in more than 200 centres.

The scheme began in 1985/86 and funding had come from Government grants of R600 million in the 1985/86 financial year and R160 million in 1986/87.

However, it was impossible to create enough jobs to accommodate all the unemployed, he said, and special attention was being given to making the jobless self-sufficient.

Govt 'retards' job creation

GERALD REILLY

THE effort to create more jobs was being seriously retarded by the creeping pace of government's deregulation and privatisation programme, economists said at the weekend.

They agreed with Manpower Minister Pietie du Plessis that the country's big employers and government could no longer provide the jobs demanded by a fast growing black population.

Du Plessis said last week the country would have to depend on deregulation and privatisation as a contributory solution to the critical shortage of jobs.

Economists pointed out that up to 300 000 new workers landed on the labour market every year.

The chances of even 10% of them finding work were slim against a background of unemployment which many authorities put as high as 2-million.

They praised the efforts being made to create work by the Manpower Department.

Job-creation house handed over

THE key to the first of 90 houses built under the job-creation scheme at Khayelitsha near Cape Town at a cost of about R900 000, was handed over to its owner yesterday.

Sponsored jointly by the Department of Manpower, the Western Cape Training Centre and the Office of Community Services of the Provincial Administration, this pilot project introduced a new, labour-intensive way of building low-income housing, which also created job opportunities, SABC radio news reports.

Bid to create 35 000 jobs yearly in Cape

9/11/86 BUSDAY 1753

CHRIS CAIRNCROSS

A MAJOR new initiative aimed at harnessing private-sector energies in tackling critical unemployment problems in the Western Cape was launched in Cape Town yesterday.

Code-named Wesplan, the project aims to devise a long-term plan for creating about 35 000 new jobs in the region each year.

The project is the brainchild of Wesgro, an association established to promote the Western Cape's economic growth.

Initially, Wesplan will focus on the Peninsula, Cape Flats, northern suburbs, Atlantis, Paarl, Stellenbosch, Somerset West and Gordon's Bay.

The intention is to set up special task forces to identify the opportunities and threats facing the community, and develop a strategy for maximising the area's strengths and mitigating its weaknesses.

Specifically, the planning process will aim at:

☐ Providing an integrated picture of the community's current position and future prospects;

☐ Identifying trends that shape the community, and helping to establish a new sense of direction;

☐ Positioning the community so as to best sieze opportunities, and to react to the changes occurring;

☐ Allocating the limited resources available to the most pressing issues;

☐ Identifying those actions, policies and investments that will have the greatest positive impact on the future ability of the community to create jobs;

☐ Ensuring that activities have a longer-term focus and direction, regardless of changing business and political leadership;

☐ Providing a necessary and healthy mechanism for public and private sector cooperation.

W Cape campaign to create 700 000 jobs

By DICK USHER,
Labour Reporter

PLANS for a campaign to create 700 000 jobs in the Western Cape in the next 15 years have been unveiled at a meeting of Cape business and civic leaders.

The campaign aims to deal with the problem of a population expected to grow from 2,3-million to 3,3-million in 15 years, requiring the creation of about 35 000 jobs a year.

Unemployment levels were already estimated at 175 000, said Dr Richard van der Ross, joint president of the campaign.

Mr D T Fletcher, the other joint president, said the loss of business and jobs in the Western Cape had reached proportions that were becoming alarming.

"With a current family formation of something in excess of 5 000 new families a year, this problem is escalating at a rate that threatens to become unmanageable," he said.

Known as Wesplan, the scheme has been initiated by Wesgro, an association for the promotion of economic growth in the Western Cape whose members are drawn from business, industry and the public sector.

The launch was announced last night by Mr Beau Pryce, chairman of Wesgro and Wesplan and former chairman of Murray and Roberts (Cape).

Vital first step

He said that identification of key problems was a vital first step that would need the involvement of as many people in the community as possible.

Wesplan has a 19-member executive committee of leading businessmen, academics, councillors, council officials and members of public bodies who have been meeting regularly for the past two months.

It will set up task forces to build on the strengths of the region such as its unique natural beauty and mild climate, well-developed commercial and industrial infrastructure, relatively skilled labour force and extensive academic, research and training facilities.

Mr Pryce said that initiating the campaign would require about R150 000 over the next 12 months for the process of identifying job-creation possibilities.

"As the action plans are formed we will establish relationships with the private sector to see who will lend us executives to fit in with the teams which will be formed and for leaders for each of the action teams," he said.

Government departments would be kept informed of the developments.

FIN MAIL 14/11/86

EMPLOYMENT 173

Cape jobs scheme

If the latest plan to revive the western Cape's stagnant economy by creating 35 000 jobs a year fails, the region faces long-term economic disaster, according to Denis Fletcher, executive chairman of Caltex Oil SA and co-president of the job creation scheme launched in Cape Town last week.

Known as Wesplan, it is sponsored by Wesgro, a business and public sector-backed association, which aims to promote economic growth in the area.

In response to the scepticism of some businessmen who attended the launch, Fletcher says: "The western Cape has until now been a dying area. There is no new development. Are we going to sit back and watch it go — or do we do something about it?"

He adds: "There is no guarantee of success, but if we do nothing at all, the consequences are guaranteed."

Fletcher says the region has reached "economic crisis point" for which a solution must be found.

The other co-president, University of the Western Cape principal and vice-chancellor Richard van der Ross, says unemployment in the western Cape can no longer be ignored, and predicts that the region's population will grow from 2,3m to 3,3m in the next 15 years.

Unemployment is already estimated at 175 000. To absorb new entrants to the labour pool, at least 35 000 new jobs will have to be created annually. Wesplan hopes to devise a strategy to make this possible. The long-term aim is 700 000 new jobs.

Beau Pryce, chairman of Wesgro and Wesplan and former chairman of Murray & Roberts (Cape), says he will not accept defeat. The plan will not merely become another unimplemented grand strategy.

He warned local businessmen that if they do not become involved voluntarily "we will come and get you."

Guidance comes from James Hudak, an American development consultant who is advising the Cape Town office of accountants Arthur Andersen & Company, which has been commissioned by Wesplan to assist in developing an effective job-creation strategy.

Pryce says all sectors of the community will be invited to help formulate the plan, which must be finished within 12 months.

"Action teams," made up of executives nominated by Cape business concerns and chaired by senior executives, will identify issues and possible opportunities, and devise strategies accordingly.

The study will be confined to Region 39, which includes the Cape Peninsula, Bellville, Parow, Atlantis, Wellington, Paarl, Stellenbosch, Somerset West and Gordons Bay.

Wesplan executives believe that if their strategy is successful, it could be a model for similar job development schemes in other parts of the country.

Operation Employment moves into Edenvale

14/11/84 Sowetan (173)

ABOUT 407 jobless people have been placed on temporary or permanent employment by Operation Employment as the recession bites deeper and the rate of unemployment escalates in the country.

The association has been offered a large vacant shop in Edenvale to be used by unemployed people who would like to start small businesses. The premises will be officially opened tomorrow.

In a statement the association's spokesman said the premises will enable a considerable number of people to sell their goods to the public, hereby bringing in an income.

"This unique arrangement will provide regular work for a number of people and bring the community of Edenvale a shop with a difference," the spokesman said.

A second market will be opened in Hillbrow (in the Protea Inn's parking area at the end of Kotze Street) next Saturday (November 22), according to the spokesman.

The organisation has also arranged to run two computer courses sponsored by a large computer company and they are currently running a number of other courses, one being basic offices skills and another covering how to apply for and get a job.

Operation Employment staff has helped two potential suicides.

"We have offered the organisation premises at Edenvale as we believe the centre ideally situated for their type of business — with 107 000 people shopping at the centre monthly, Operation Employment's members can only benefit," the spokesman said.

Unemployed people who are interested in Operation Employment's projects can contact Marion Temple at 788-8217 or 452-3237 for the Edenvale shop and Elaine Cobru-Coburn at 640-5149/5146/7666/7667 for information about the Hillbrow market.

Hive creates jobs for 120

AT LEAST 120 new jobs will be created in the Eastern Cape when a third Small Business Development Corporation (SBDC) industrial hive opens in Uitenhage early next year.

And negotiations for a fourth local hive — in East London — were in the final stages, the manager special projects for the SBDC in the Eastern Cape, Mr Willie Fouché, announced today.

He said a capital investment of R200 000 had been approved for the establishment of 22 workshops in the Kruis River Road industrial area in Uitenhage. Doors were scheduled to be opened early in January.

To date, 15 applications had been received for the pilot project and a further 11 entrepeneurs had expressed interest in leasing units.

There are already two hives in the East Cape, one in Stutterheim and the other in Lindsay Road, Port Elizabeth.

Mr Fouché said the SBDC had also reached the planning stages for two further hives. Negotiations for the East London hive, to be in housed in the old jail, were nearing the final stages.

Employment worries

GERALD REILLY

SA'S VAST unemployment problem is serious now, but by the end of the century the chances are that it will be a lot worse, according to economists. This is why government has intensified counter-action and channelled more funds into the campaign to slow down the spiralling numbers of workless blacks.

A factor spurring the urgency of the campaign is the certainty that unemployment is becoming a major factor in black unrest.

Economists have estimated that with the current level of those unemployed — estimates vary from government's 500 000 to academic estimates of about three-million, in addition to the 300 000 new work seekers who come on to the labour market every year — by the year 2000 there could be up to four-million without jobs.

Sanctions already imposed will in the long-term slow down the pace of the economy and shrink further the availability of work.

It's against this background that Manpower Minister Pietie du Plessis has decided to increase employers and employees subscriptions to the unemployment insurance fund from 0,7% of earnings to 0,9%. He has also raised the eligible salary ceiling for benefits from R26 000 to R30 000. This will bring in an additional R9m a month.

Manpower director General Piet van der Merwe says there is no quick fix for the enormous problem, caused mainly by the rapid population growth. Even if the population control campaign mounted by the Department of Health is in any way successful in halting the people explosion among blacks it will be years before the rate slows down to below the current nearly 3% a year.

In the meantime, new workers will continue to flood the labour market at an increasing rate. Van der Merwe says his department is engaged in the most intensive campaign in the country's history to relieve the acute distress caused by unemployment.

The Unemployment Insurance Fund, he says, is only one of the instruments being used. Others include the department's training and job-creation programmes, for which more than R800m has been allocated.

Government policy of deregulation and privatisation will also generate employment, Van der Merwe hopes. Meanwhile, during the first nine months of this year 197 000 beneficiaries were paid a total of R300m in unemployment and other benefits. At the end of September the fund's reserves stood at R174,6m, compared with R149,8m last December.

OPERATION EMPLOYMENT

Five-point plan to help the jobless

18/11/86 STAR 173

Operation Employment (OE) has formed a five-pronged approach to deal with unemployment, according to its senior executive, Mrs Beryl Scafo.

"Unemployment is an extensive and complex problem and there is no single, effective solution," she said in a statement.

The organisation was also being forced into raising funds because of the great need for its services, she added.

"We need more hands, more brains, more offices — in fact more of everything, if we are to combat unemployment and its horrific side-effects," Mrs Scafo said.

OE is a multiracial, non-profit, non-political organisation. Its five divisions are: an informal employment agency; a work-creation section; the promotion of in-job training; grass-roots assistance to the small businessman; home industry and sales promotion.

MARKETS

Mrs Scafo said OE planned to open a countrywide series of craft markets to sell home-industry products.

The first of these was opened in Sandton in September. The organisation is to open a market in Hillbrow on November 22 and has been offered premises in Pretoria, Vanderbijlpark and at Hartebeespoort Dam.

OE recently opened a store in an Edenvale shopping centre which allowed unemployed persons or co-operatives to sell home-industry products.

Negotiations to set up craft production workshops were underway and it was hoped the first products — packaged and labelled with OE's logo — would be in stores by December, Mrs Scafo said.

OE also offered two types of computer training courses and a course on how to apply for jobs, she said.

(173

Need to create new jobs and to save old

Own Correspondent

JOHANNESBURG. — The greatest challenge of the future was not only to provide new jobs, but to protect existing ones, Manpower Director-General Piet van der Merwe said at the weekend.

Addressing a manpower seminar at the University of Pretoria, he said economic conditions in past months had a severe impact on unemployment, earnings and even migration.

To provide the necessary job opportunities would demand a greater degree of decentralization, privatization, deregulation, and the development of the informal and small business sectors.

"We can expect the economic penalties imposed against SA to increase in severity. This will affect job creation which in turn will affect labour relations."

On the new trade unions, Van der Merwe said that identifiable and credible leaders had now emerged.

Jobs 'the greatest challenge'

GERALD REILLY

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On the new trade unions, Van der Merwe said that identifiable and credible leaders had now emerged.

In this developing scenario the trade union movement had to contend with the increased bite of unemployment through firings.

MANAGEMENT

Buy-outs may lessen liquidations

'Invaluable aid towards lower unemployment'

MORE management buy-outs would lessen liquidations and unemployment and give the economy a boost, argues Mick Davis, senior manager at Peat Marwick's Johannesburg office.

This is an edited version of an article that appeared in the company's latest *Business Letter*

"It is obvious that for SA to progress economically and to reduce unemployment and so extinguish an everpresent fuse of unrest, it will need a vibrant economy offering growth, employment and training opportunities.

"The economy must be given every means to lift itself from its present slough.

"One way of doing so is to encourage management buy-outs — the process in which a business is bought by its management — as these can be invaluable aids in helping to minimise unemployment.

"Moreover, by keeping companies in business, MBO's conceivably also could help push economic growth above the 1,5% expected this year.

"There have already been a number of well-publicised buy-outs of local companies by their managements.

"There are many more in the pipeline. Sanctions will create even more opportunities for SA managers to buy out businesses from overseas parent companies.

"The alternative will be closures and more people joining the unemployed.

"Once managers became owners and thus accountable only to themselves and their financial backers in going for success, MBO's undoubtably will stimulate entreprenurial skills and growth momentum.

"Certainly they offer a positive way of retaining precious trained skills.

"The biggest impediment to MBO's so far has been the absence of venture capital, with very few institutions active in offering risk capital.

"So, up to now, the change-over of resources from one hand to another have mostly involved mature companies, with financial backers looking for payback after three to four years at the most.

"However the number of such businesses which permit investors in MBO's to look for paybacks in so short a time is relatively limited.

"By comparison there are far more opportunities for existing managements to take over and turn a stagnating or stumbling operation into a viable business, especially if it operates and seizes opportunities in a depressed sector of the market.

"A lot of the businesses coming up for sale therefore will be enterprises carrying a greater risk element and needing venture capital over a much longer period than three or four years.

"At the same time, many financial institutions have huge cash resources which are being swollen daily. A move into an even more closed economy is likely to trigger a greater willingness to ut up venture capital for MBO's of a riskier nature.

"But the rewards correspondingly are likely to be greater for the investors. In the circumstances cashflush financial institutions are unlikely to pass up this sort of challenge.

"So, even without the tough economic sanctions by SA's trading partners, circumstances exist which must encourage the development of a venture capital market to support the growing number of MBO's.

"It is worth noting too; MBO's present opportunities where major groups divest themselves of sectors of their businesses that either are not profitable enough or do not fit into their business profiles.

"Until now the tendency is for big business to sell off an unwanted or unprofitable segment of a group back to another sector of big business. This does no more than move capital around in a circle.

"What should never be overlooked is the option of selling the company to its management.

"There should be a meeting of minds by owners and manager because this is where a major opportunity arises to give the company a new lease of life.

"Overall more MBO's would lessen the number of liquidations and closures, broaden the economic base, extend opportunities for employment and widen the scope for managers to exercise latent entrepreneurial skills.

"The whole base for management training thus would be extended."

'Recession has revealed talent'

'Many succeed' after job loss

CME Times 27/11/86 173

By AUDREY D'ANGELO
Deputy Financial Editor

RETRENCHMENT has meant the start of a successful new career for many people of all races in the past two years, says Tobie Coning, the head of the Small Business Unit at the University of Stellenbosch Graduate School of Business.

"When job security falls away, people have to rely on their own talents to make a living and some of them are doing very well indeed.

"The recession has revealed a lot of latent entrepreneurial talent in the Western Cape."

This, he said, included the informal sector. "There is a lot of cash business going on in the townships."

Giving an example of activity in the Western Cape, Coning said 22 people had enrolled with his unit for a course to teach coloured people how to organize cleaning and gardening services.

"The course has just ended with only 11 students left. The others have already started to put what they have learned into practice and are in business."

Coning was commenting on the speech made by the MD of the Job Creation SA programme, Ian Hetherington, yesterday, when he received the 1986 Free Market Foundation award for services to the economy.

Hetherington said at a luncheon in Johannesburg that the economic situation was not as bad as might be thought because so many people were earning money in the informal sector.

But he appealed for more deregulation and less opposition to it by those who felt their own interests threatened.

Unrecorded

"Probably as many as two thirds of all SA households have some cash income other than from wages and salaries.

"Perhaps as much as 30% to 40% of all economic activity in some black areas goes unrecorded."

This, he said, explained how life went on in spite of soaring unemployment and wages below the level required for minimum standards of living.

"It suggests that an economic strategy should concentrate on releasing this bursting entrepreneurial energy by swiftly and savagely slashing government intervention, by reducing taxation and by putting in laws to enhance individual economic freedoms, whilst repealing those that restrict them," Hetherington said.

FIN WEEK 2/11/86

UNEMPLOYMENT 173

Creating Cape jobs

In the latest focus on unemployment problems in the western Cape, the Cape Town City Council (CTCC) says that unless the cost of job creation can be reduced from between R17 000 and R121 000 a job to about R10 000 across the board, there is little hope of ever reducing the region's growing human surplus.

In a submission to the economic affairs committee of the President's Council, the city engineer's department says a new strategy for job creation has to be devised. It must include "a radical restructuring in priorities to employ people instead of buying machinery."

The report dovetails with a new initiative launched last month by Wesgro, a private and public sector-backed economic development agency, which is trying to involve all western Cape communities in a project to create 35 000 jobs a year (*Current affairs* November 14).

The latest report says a "crucial factor" limiting the viability of any proposals for job creation is whether the regional economy can provide the necessary capital resources.

At 1985 costs of job creation, which range from R17 857 a job in construction, to R121 951 in the services sector, it will require new capital investment of R1,7 billion a year to create 24 000 jobs, and R2,5 billion a year to create 35 254 jobs, which is considered to be the more realistic figure of employment needs.

The R2,5 billion represents nearly 1,5 times the current annual new investment in the region. "This is clearly an impossibility without substantial assistance from external sources," the report concludes.

If, however, the cost of job creation can be reduced to R10 000 a job, it will require only R400m to create 35 245 jobs, or 24% of the new annual capital investment in the region. "This figure could be regarded as a regional goal, provided a radical restructuring in priorities to employ people, instead of buying machinery, is agreed to by all concerned," says the report.

The CTCC's report indicates growing concern at what is clearly developing into the most severe crisis facing the western Cape.

Caltex SA executive chairman Denis Fletcher, who is backing Wesgro's "Wesplan" job creation strategy and is co-president of the plan, says the western Cape faces long-term economic collapse unless more jobs are created.

Unemployment in the western Cape is estimated by Wesgro at 175 000. The organisation's long-term goal is to create 700 000 new jobs. ■

Outlook unrelated to realities

CAPE TIMES 28/11/86

SA policy 'hostile to job creation' (173)

By AUDREY D'ANGELO
Deputy Financial Editor

SA's industrial strategy is "hostile to job creation" and must be changed, the President of the National Clothing Federation, (NCF), Mike Getz, said yesterday.

Speaking after the NCF annual conference here, he said raw materials in SA were so expensive it was difficult for consumers to buy finished articles.

This was one of the reasons for falling sales and low employment in the clothing industry.

A new strategy was urgently needed to revive the industry, he said.

It must be a priority for clothing manufacturers to discuss with customers and suppliers how to lift consumption to a healthy level.

"It remains my view that our present circumstances are directly attributable to an economic outlook which has long been unrelated to SA realities.

"The material welfare of a society should be the essential focus of sound economic policy. Unfortunately both the public and private sectors in SA have failed to channel and align their activities on these lines."

SA did not provide a hospitable environment for labour-intensive industry.

"It is therefore an unlikely host for job creation. Jobs have been punished and decimated in every conceivable way.

"The activities on which jobs depend have been over-taxed, subjected to extraordinarily high costs from suppliers of inputs and services, including government agencies, together with an environment characterized by no growth at all.

"In defiance of the most elementary logic, we have pitched the price of domestic raw materials and inputs to manufacturing at a level that would make it impossible for finished goods in SA to attract more consumers or higher consumption."

These same raw materials, he went on, were readily sold on world markets at prices low enough to meet fierce competition from Third World countries.

Obligation

"In place are a set of mechanisms and policies that enable some industries in SA to receive and retain protection, irrespective of their performance as suppliers.

"What is at issue here is not the principle of protection but that the obligation to supply the domestic market effectively does not specify acceptable and demonstrable standards of reliability, quality and service."

Getz said the practice of linking domestic commodity prices to the dollar or sterling also hit manufacturers.

Getz continued: "We must have the gravest reservations about future job creation as long as the pricing of our raw materials puts the end product beyond the reach of our typical customer."

Job seekers can prepare for some serious legwork

By Janine Simon

Transvaal school leavers will have a tough time finding work in the civil service next year but prospects in the private sector are healthier than they were a year ago.

A random survey shows positions in the civil service to be scarce. Except for key posts, vacancies are not being filled.

Departments say most positions available were filled as a result of recruitment drives earlier in the year.

But personnel experts say there are jobs in the commercial field, particularly with companies which have shown profits and with large groups which have a natural, annual intake.

They also say the number of job opportunities has risen dramatically compared with a year ago.

"Most appointments will be made in December and early January. Employers are waiting for matric results," said Mr John Dawkins, joint managing director of Kelly Girl Services.

A good matric result is essential for most positions, but job seekers are advised to equip themselves with scarce skills, such as word processing, shorthand and typing, said area manager for Drake Personnel, Mrs Reinet Marsh.

"This is no time to look at job satisfaction. There is no choice but to be pragmatic and consider the basics," she said.

School leavers are advised to seek work or training in growing fields such as finance, computers, gold mining, service industries, retailing and insurance.

"They should try and assess how successful a company has been over the year," Mr Dawkins said.

A RANDOM SURVEY

In a random survey of major employers The Star found:

- The recruitment drive in the 47 000-strong police force is complete.
- Limited vacancies for train control officers are open at SATS, which employes 207 000 people. SATS is only taking job seekers when they are needed.
- The Department of Posts and Telecommunications has no vacancies. A total of 645 people were employed during its recruitment drive on the Witwatersrand.
- The SAA staff of 11 181 will not be growing. And, an SAA spokesman said, over the past two years new staff have been hired only for positions which could not be filled from within.
- Barclays Bank has completed its recruitment and has hired more than 100 staff.

The picture is more optimistic in some areas.

Sasol employs several thousand people each year. "There is always a job for the right person on our staff of 33 000," said a spokesman.

Volkskas, although not refilling many vacated postions, has a number of vacancies for matriculants and graduates in commercial subjects, a spokesman said. The bank employs 14 000 people. A spokesman for the Standard Bank said it had hundreds of positions for matriculants.

Gencor's mining division has more than 100 positions for school leavers with mathematics and science as subjects, and many more positions for apprentices, graduates and diplomates in training, and graduates, according to a statement from the Gencor Head Office.

field. (43,27%). provided that he/she has

Clothing Federation chief optimistic about future

Signs of upward trend in employment opportunities

SEVERAL favourable short-term factors have led the National Clothing Federation (NCF) to predict the first signs of an upturn in employment levels.

Increased demand for consumer credit, coupled with increased government spending and a forecast of a 1% rise in expenditure on clothing and footwear, have caused the first simmering of an upturn.

In his year-end report, NCF president Michael Getz points to an upward trend in employment opportunities, especially in Natal and the Western Cape (see graph).

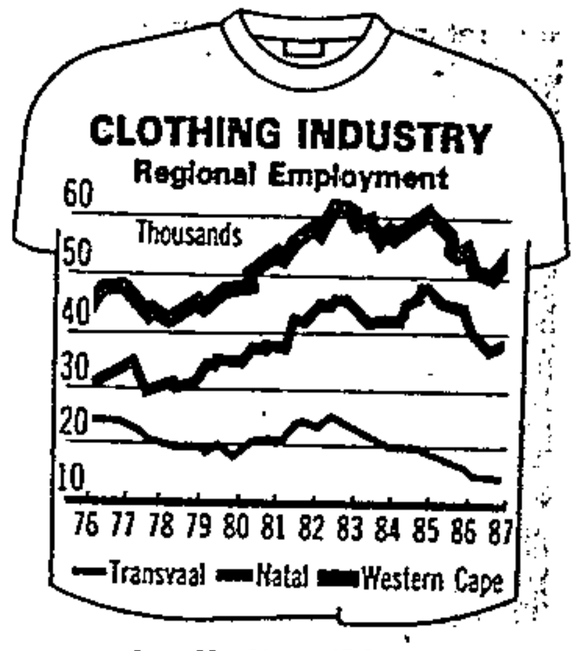
"Since reaching a peak of R3,3bn in 1981, private consumption expenditure on clothing and footwear (clothing representing 83%) has decreased in real terms by 6% up to the end of 1985."

MICK COLLINS

The difference between this 6% decline and the 25% decline in the real value of clothing manufactured is attributed to de-stocking by retailers and an increase in imports (especially from the TBVC states).

Fears are now being expressed that dumping of cheap Ciskeian clothing, made originally for the US market, could have some effect on job prospects in the Western Cape.

"However, looking at the economic scenario, the industry is approaching 1987 with an increased, albeit mild, sense of optimism," Getz adds.



After falling by a huge 42% from the peak of early 1982 to early 1986, activity levels entered an upward trend from the second quarter of 1986.

"Unfortunately, it would be wrong to equate these upturns with the actual creation of new jobs, as the first people to be employed would probably come from the ranks of the 10 000 previously employed in the industry and who, subsequently, became unemployed as a result of the severe recession.

"Our present circumstances are attributable directly to an economic outlook that has long been unrelated to SA realities.

"The material welfare of a society should be the essential focus of sound economic policy. Unfortunately, both the public and private sectors have failed to align their activities along these lines," Getz says.

"In 1986 we are employing 16% fewer people than in 1984 — a pattern we must change."

IN BRIEF

400 000 jobs created

Pretoria Bureau

This year 400 000 jobs have been created in the self-governing homelands as part of the Government's project to improve opportunities there, says the director-general of Development Aid, Mr Gilles van der Wall.

Addressing a meeting at the Groothoek Hospital in Lebowa yesterday, Mr van der Wall said these new jobs would ultimately affect the lives of 2,4 million people.

Mr van der Wall said in the year that the programme had been in operation, the government had paid R33 million in wages to people employed in the scheme.

Govt training schemes could benefit 250 000 unemployed

13/12/85
BUS DAY
173

GERALD REILLY

THE Department of Manpower's training schemes would benefit 250 000 unemployed, Manpower Minister Pietie du Plessis said in Pretoria yesterday.

The department had concluded 150 contracts with the private sector for the training of 160 000 unemployed of all races by March 31 next year. The development boards were training another 70 000.

Du Plessis said government had provided R100m for job creation and training of workless people in June this year. This was later increased to R600m.

He said that already 41 000 unemployed had been trained in a variety of basic skills and more than 25% had found jobs immediately after completing their training.

Du Plessis said the department had also concluded 180 contracts with private sector organisations to provide temporary jobs for about 12 000.

Programmes initiated by other departments and organisations would provide jobs for a further 260 000.

This number was expected to increase as the programmes developed.

Du Plessis stressed the restoration of self-confidence and hope which individuals derived from the training programmes.

A large variety of job-creation activities had been launched by different government departments, while the Development Bank of Southern Africa and the Small Business Development Corporation had also initiated programmes.

Du Plessis added that at least 20 000 people had received food aid in terms of the programme.

Job Creation helps small businesses grow bigger

14/12/86 · CUTTINGS 173

JOB Creation – an enterprise sponsored by the Barlow Rand Foundation and Nafcoc which plans to create 500 new jobs in Johannesburg over the next three years – helped a struggling small businessman as he began operations.

It set up Alexandra home improvement specialist Harry Mamabolo, who had difficulty in keeping his new business afloat.

Mamabolo is self-employed and does interior design work. He had two problems: running a business from his own home was difficult and he had "cash flow" difficulties.

Then Mamabolo heard that Job Creation wanted curtains to be fitted at its new offices in Wynberg. It was appropriate that he got the contract because the company was formed earlier this year to help small businessmen like him.

But Mamabolo did not only get the curtain contract – he is now one of 10 small businessmen to whom Job Creation is acting as a consultant, free of charge.

Job Creation is arranging for most of these businesses to move to new premises where the rents are very reasonable. A building in Alexandra has been adapted for this purpose.

Job Creation senior consultant Martin Manala says the organisation tries to help small businessmen to decide what business opportunity is right for them, identify their market and potential customers, overcome legal and bureaucratic hurdles, organise for production or services, plan the future of their business, obtain appropriate finance and improve their management and control.

"The 10 people we are already helping employ 75 people and we except that complement to grow," he said.

Job Creation chairman Dr Sam Motsuenyane is also Nafcoc president. The company is jointly owned by Nafcoc and the Barlow Rand Foundation.

To qualify for help a business must be in a position to make a profit and remain financially sound.

Examples of such businesses are those in the servicing and manufacturing areas such as decorating, building, upholstering, draughting.

● Anyone in Greater Johannesburg who has an idea for his or her own business can phone Manala at 786-5230 or write to Job Creation at PO Box 654, Bergvlei 2012.

'Far-reaching' housing, social implications

CM Times 16/12/86

70% city dwellers black in year 2000

By AUDREY D'ANGELO
Deputy Financial Editor

IN 14 years' time, 70% of city dwellers in SA will be black, according to Sanlam's December economic survey. There are expected to be 20,7m urban blacks by the year 2000 compared with 8,5m in 1980.

This rate of growth — about 600 000 a year — will have "far-reaching implications" for the provision of housing, education and jobs.

There will also be growing demands on public services. This will "further underscore the need for privatization".

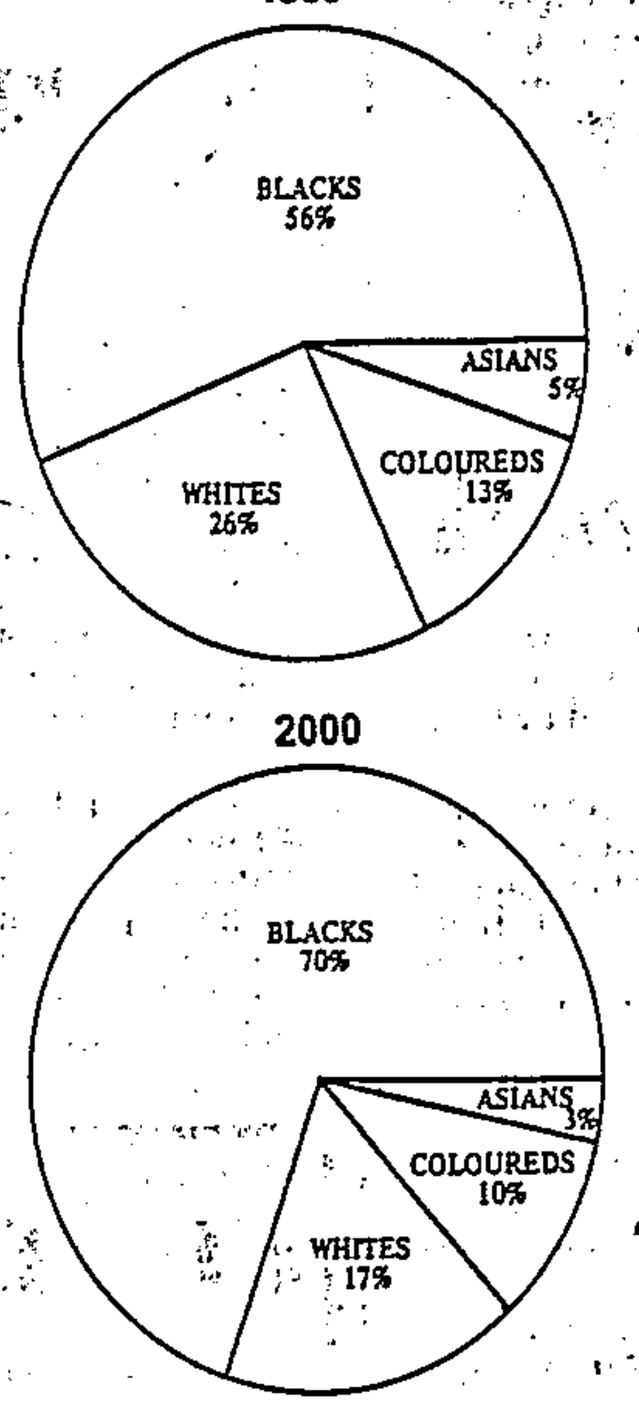
And an average of 144 000 houses a year will have to be built for black families. To achieve this, unconventional building methods will have to be used to a growing extent.

The survey points out that the accompanying redistribution of income could have a detrimental effect on the country's savings effort.

But, it says, "if this process were to be accompanied by a drop in the cost of labour in relation to that of capital, which should encourage the use of labour-intensive production techniques, it need not necessarily place upward pressure on interest rates."

It points out that a growing black urban population will mean more demand for basic, less sophisticated, goods and services which will boost local manufacturing industries including food, clothing, textiles, furniture and drinks.

SOUTH AFRICA'S URBAN POPULATION: Percentage composition



Source: Institute for Futures Research, Stellenbosch

"We firmly believe that inward industrialization, which is closely linked to the process of urbanization, will in future have an extremely important bearing on employment.

"This matter will be highlighted to an increasing extent, since the growing movement of the population to the urban areas will make unemployment even more noticeable.

"However, it is abundantly clear that a multitude of laws, regulations and ordinances are seriously hampering the informal sector and the establishment and development of small business undertakings.

"We therefore regard it as vital that regulations and practices having an unnecessarily restrictive effect on black entrepreneurship, in particular, be scrapped as quickly as possible."

Discussing the economy in the short term, the survey forecasts a mildly stimulatory budget.

Pointing out that real salaries and wages have been dropping for the past two years, it says that tax cuts and lower short-term interest rates are "necessary to stop economic growth from coming to a halt".

Sanlam says that merely granting generous salary increases, without a corresponding increase in productivity, would not solve the problem but would push up the inflation rate.

"We consequently expect the next budget to be fairly stimulating, with markedly higher expenditure on projects related to the social structure."

Jobs rise by 4%

(173 SUNTIMES)

EMPLOYEMENT offered by public authorities for the quarter to September increased by 4% compared with the corresponding quarter of 1985. It rose by 1% compared with the quarter to June 1986. 21/12/86

Salaries and wages paid by these authorities for the quarter ended September 1986 amounted to R2 897-million — 22% up on the R2 375-million paid for the corresponding quarter last year.

173

Bus Day
22/12/82

AECI to start factory

Industrial Staff

CONSTRUCTION of AECI's R31,5m Free State explosives factory, shelved four years ago because of the recession, is due to begin in February

The factory is expected to come on stream in August and will produce a new generation of high-tech emulsion explosives, at present produced on a small scale by the company's Modderfontein factory.

The new Zomerveld factory will be built on five farms comprising 1 460ha between Welkom and Virginia and provide employment for 190 people.

It will be the second of four factories to be built in the company's R100m decentralisation project. The first is already in production at Bethal and a further two are planned for Klerksdorp and Utrecht.

A spokesman said the new factory would facilitate service to the mines in the area, although there were no distribution problems to the Free State from the Modderfontein factory.

It will produce explosives in cartridged form for underground mining. Orders for high technology cartridging machines have been placed with overseas suppliers, although 90% of the fixed capital cost will be spent in SA.

New rules for coastal projects

JANE STRACHAN

DRAFT regulations aimed at exercising control over developments along the Natal and Cape coastlines were published in yesterday's *Government Gazette*.

Department of Environment Affairs Director-General J F Otto says the principle is already being applied in considering new applications, and all new development plans will be considered under the proposed rules.

The department accepts, he says, that development in these coastal zones is essential, but every effort is to be made to ensure that development will not be detrimental to the environment.

The proposed regulations provide, among other suggestions, for:

- A strip of land 500m wide measured shorewards from the highwater mark, or from the offshore foot of a coastal dune, will in future be a "restricted area" where any activity which leads, or could lead, to the disturbance of the vegetation or any ecosystem may be undertaken only on the authority of a permit; and
- To make a proper evaluation of a proposed development, the authority responsible for issuing a permit may ask the applicant to submit additional information regarding the plans.

Reform demands most Cape chamber time

Bus. Day 24/12/85 (173)

THE issue which has demanded the most time, thought and effort from the Cape Town Chamber of Commerce this year has been the state of the reform process, according to chamber president Andrew Peile.

In his half-yearly review, Peile said: "The State President and his government have announced reforms which, relative to the situation only a year or two ago, are far-reaching.

"But there is an enormous difference in perception between the ultimate structure of SA and the speed at which that will be reached."

The chamber believed it could "play an important function in addressing local issues and in trying to act as honest brokers in bringing people of varying views closer together".

Peile said the proposed Regional Services Councils (RSCs), and the levies businesses had to pay on them, had been troubling the chamber.

"We have had discussions with Minister of Constitutional Development Chris Heunis and explained the fears that businessmen have and the reasons why we feel we cannot support the RSCs.

"However, the government is adamant that an RSC will come into existence early next year, and I can assure you that the implications are draconian."

Measures to upgrade the infrastructure "should have the acceptance of the majority of the people concerned and should be financed in a cost-effective manner".

Peile said: "I pray for a speedy end to the state of emergency, for the release of detainees and for understanding by those who determine our educational system.

"I pray that 1986 will bring changes in attitudes to all those in conflict situations and enable us to build a community in Cape Town which can contribute to a great SA." — Sapa.

Thriving industrial complex is set up in the Drakensberg

BUD DAY 31/12/85

173

WINNIE GRAHAM

A THRIVING industrial complex has been established in the Qwa Qwa homeland.

In the few years the tiny country has existed, 168 different industries have been established on the foothills of the Drakensberg mountains, providing work for many of the 250 000 inhabitants.

A group of journalists on a recent visit to Qwa Qwa was shown the various goods being produced in factories there. An exhibition had been laid on for their benefit.

Furniture

The first person the Press met was a slight, black man standing modestly next to a yellowwood grandfather clock he had made.

His name, he said, was Johannes Mafa and he had created the clock, as well as the Oregon pine dresser and the other furniture on display.

He knew about furniture, but he could not read or write — or speak English. He invited us to show him a picture of any piece of furniture we would want made and he would copy it in faithful detail.

His craftsmanship was undeniable. Afterwards we were told that he had come to the Qwa Qwa development board about three years ago, asking for assistance to set up a factory. He had disliked his work as a farm labourer and said he could make a go of his own carpentry business.

The board gave him the chance he wanted and Mafa opened a factory. Today he employs seven people and is fast making a name with his hand-crafted furniture.

In the same exhibition hall a young white couple displayed clothing they are making at their Qwa Qwa factory. Suzanne Meyer, 27, and her husband, John Pistorius, own "Sumae Clothing".

The enterprising Suzanne had started a clothing factory in Johannesburg with a R1 000 gift she received as a 21st birthday gift. Eighteen months ago, she and her business manager husband moved to Qwa Qwa.

A designer by inclination, Suzanne had come up with a winner — a winter coat made from Basotho blanketing. It is a line so popular she is often being stopped in the streets of Johannesburg by fashion-conscious women who want her coat.

"They beg me to sell it off my back," she says. "Yet, when I first made a blanket coat, it was purely experimental."

The coat is not on sale in South Africa. She says the difficulties in marketing it here have encouraged her to look overseas for buyers and she and her husband are now in the process of buttoning up an export contract.

When the coats go into full production, she will buy bales of blanketing from the Standard Woollen Mills in nearby Harrismith.

Boxer shorts

Meanwhile, her 70-strong staff are kept busy with the CMT (cut, make and trim) of more conventional items such as boxer shorts.

The Qwa Qwa exhibition revealed that local people were making items ranging from lead crystal glass and farming equipment to carpets and rugs and soft toys. Whites and blacks, Indians and immigrants all run factories in the non-racial homeland.

Qwa Qwa is hardly the hub of South Africa, but its decentralisation is a point in its favour.

ANDREW LEVY AND ASSOCIATES

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CHAMBER OF MINES RESEARCH ORGANISATION

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DECEMBER

1981

MANPOWER - GENERAL

Black artisans show their mettle as . . .

SBDC helps to curb joblessness

THEO RAWANA

SOWETO'S open spaces and backyards are a hive of activity, with scrapyard owners, panel-beaters, welders, and other home entrepreneurs plying their trade.

Ian Hetherington, receiving the 1986 Free Market Award late last year, said there were many unrecognised home-based businesses in black areas, and called for laws enhancing individual economic freedoms and for the repeal of those that restrict them.

● VOSLOO

Small Business Development Corporation MD Ben Vosloo says the SBDC has seen 500 000 small businesses established so far.

The SBDC offers help in four areas:

- ☐ Finance — offering loans to people who cannot be assisted otherwise;
- ☐ Premises — offering low-cost shelter;
- ☐ Advisory services — counselling, professional consultation and practical business training; and
- ☐ Interest promotion — highlighting the role of the informal sector in the economy, campaigning for deregulation and fighting unnecessary control.

Vosloo says: "We help to upgrade small businesses by offering loans. By October last year loans totalling R363m were granted to 13 300 businesses. There are six different types of loan.

"One in five loan applications is normally approved, as each is judged on its viability. We have offered advisory services to 19 000 undertakings, and one third of those are black.

"We have brought to light the fact that 40% of economic activity in SA takes place in this sector. This is a major area in the fight against unemployment. We have offered low-cost shelter in 15 areas countrywide, and these are accessible to anyone."

The SBDC aims to take up idle factories countrywide and convert them into workshops. It has two industrial areas in Soweto and is trying to get people to move out of Soweto to the Pennyville industrial area, along Main Reef Road.

☐ This is the tale of what two people went through because they did not know about the SBDC:

Scrapyard dealers Walter Sibeko and Bob Sapepa took over Class Body Works Scrapyard from a white owner in Moroka in the mid-70s and rented under the previous owner's name for some time.

In 1983 they applied for a trading licence. They say they were ordered to close shop by administration board inspectors five months after the licence was granted. The inspectors claimed the area was "frozen".

The partners asked for an alternative site anywhere else in Soweto — to no avail. They applied for another licence recently and the reply note required them to build toilets, showers and an office. They built these, but claim the township superintendent refused to sign a form that required his approval.

Political comment on this issue [illegible]

RM expansion to create 20 000 jobs

Business Day Reporter

THE current expansion of the Rand Mines (RM) group will create jobs for nearly 20 000 people in the next seven years.

This was revealed in the latest issue of *Rand Mines Review* — the group's in-house publication.

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

Operations that will create the most new jobs include ERPM's R300m Far East Vertical project, the Escom-tied Khutala and Majuba collieries and the Harmony twin shaft complex.

According to the review, ERPM's expansion will require an additional 7 000 people. The mine already has a labour force of about 21 000.

The underground coal mines will employ 6 200 workers between them and Harmony's R250m No 4 twin shaft complex will provide an additional 3 000 jobs.

The balance of the new jobs in the group will be created by projects such as the R53m City Deep sand treatment plant and the R11,8m Pilgrim's Rest sand/slime treatment plant.

The expansion is expected to be complete in the mid 1990s.

Rand Mines to create 20 000 jobs

Cape Times 27/1/87 (73)

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

NATIONAL

Atlas 27/11/87

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.

Brian Williams

Union 'will not compromise' on pay

By AUDREY D'ANGELO
Financial Editor

THE Electrical and Allied Workers Trade Union is "excited" about an offer by Plessey SA to create up to 300 temporary jobs at its Retreat factory provided the rights of workers are not compromised, its regional secretary, Brian Williams, said yesterday.

Williams said in an interview that if Plessey succeeded in obtaining an export order which would provide more work there could be a sort of partnership with the union over the project resulting in more worker participation and higher productivity.

But, he said, the union was not willing to accept a condition that workers on the project should be paid a slightly lower wage than that negotiated for the Retreat factory.

He said it could lead to a lowering of wages at other factories where the union was less strong than at Plessey.

And some firms with export business might try to divorce this from their production for the home market and offer lower wages to workers engaged on it.

Instead, he suggested, Plessey should demonstrate its sincerity in wishing to alleviate unemployment in the Western Cape by being prepared, if necessary, to accept a slight loss on this one project in view of the fact that it was achieving high profits on other work.

Williams said he believed a loss could be avoided with union help in increasing productivity, thereby reducing costs.

Any fall in the rand, which some economists predict, would also help to avoid a loss on an export order.

But it would be "reassuring to know" that the company would be prepared to make up the shortfall if it occurred, in order to demonstrate its goodwill and concern for the community, rather than offer lower wages.

Williams was replying to a statement made by the MD of Plessey SA, John Temple, that the latest wage negotiations had priced the firm out of the export market for cord and resulted in the laying off of 80 people.

Temple said there was now the possibility of two substantial export orders providing up to 300 temporary jobs, but these could be obtained only if workers would accept a wage of R2,55 an hour — slightly less than the minimum negotiated for the Retreat factory but above the national minimum of R2,29 an hour — in order to keep costs down.

Williams said negotiations had started but could not proceed until Temple's return from an overseas trip because the two negotiators, for whom he had a high regard, had an insufficient mandate.

He said: "We are excited and willing to engage in any meaningful programme to increase employment which does not compromise the rights of workers.

"These rights are not negotiable."

R200m boost to PE industry

(133) W/Post 3/1/87

By BOB KERNOHAN

MORE than R200 million in industrial development which will create 3 000 new jobs is in the pipeline for the Port Elizabeth-Uitenhage area.

The huge boost for the Eastern Cape was revealed this week by two industrial development specialists who have been working on some of the projects since the middle of last year.

They said some of the developments — including expansion of current operations, new undertakings and some involving foreign capital — had already been established, but the majority would be set up this year.

One company said contracts it was handling through the Government's Board for the Decentralisation of Industry totalled R95 million and should create 2 000 jobs.

The other said its contracts totalled R115 million and should result in 1 100 new jobs.

"There is speculation that negative aspects are turning off potential industries from coming to PE and Uitenhage, but that has certainly not been my experience," said Mr Alan Latham, local director of IDEC industrial and decentralisation consultants.

Mr Colin Vianello, managing director of PE-based Industrial Business Consultants, said the surge in investment was due to companies becoming more aware of decentralisation benefits paid by the Government and an improved flow of benefits.

"More companies are taking advantage of decentralisation incentives with positive results for the PE-Uitenhage region," said Mr Vianello.

He had processed R115 million in applications to the Decentralisation Board since July last year, encompassing about 60% expansions of existing facilities and 40% new ventures.

"My studies show that these will result in 1 100 new jobs being created, as providing employment is an essential part of applications being approved."

As applications took several months to be finalised, early projects were getting under way late last year, but the majority would gain momentum this year. They would peak in June and July but continue through to the year-end.

Mr Latham said applications processed by his company since July last year totalled R95 million, with 1 070 jobs to be created by new operations and 900 by expansion.

"All the investment — some of it coming from abroad — is sound and solid, with many operations concentrating on the export market because we have a good harbour.

"Much of the foreign investment is from big companies, some of which have been supplying the South African market. They have now decided to begin manufacturing here, so continuing to serve the local market but also exporting competitively because of currency advantages.

"Another advantage PE has is industrial space at low rentals.

"This was initially a negative factor as jobs were lost when some factories ceased production, but now this is working to our benefit, especially when new companies are anxious to get going as soon as possible."

Mr Latham said new industries being attracted included plastics, woodworking, packaging manufacturing and high-technology operations.

Jobs being created from single operations ranged from 50 to a high of 300.

"In terms of replacing jobs and investment lost in recent years, the new developments may not be able to make up all lost ground. But in terms of proving that there is still confidence in setting up businesses in the area, the figures are highly significant," said Mr Latham.

He believed the trend would continue.

Port Elizabeth's development officer, Mr André Crouse, said his dealings with companies — several from overseas — were in line with those of the two consultants.

He added that the Mossel Bay oil-from-gas project was also leading to many inquiries, and prospects related to this for PE-Uitenhage looked most positive.

A spokesman for the Decentralisation Board in Pretoria said that more applications were being received for new industries in PE-Uitenhage following the introduction of improved benefits late last year.

He also confirmed that the time taken to pay out benefits had been reduced after initial delays caused by computerisation, and it was hoped that claims would eventually be paid out in as little as 10 days.

In the 12 months to March last year, Port Elizabeth had 75 applications approved for new developments — the third highest in the country — and indications were that this figure would be bettered.

Cape Times 5/2/87

173

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

The aim: more black jobs

By SEFAKO NYAKA

THE need to retain and increase employment opportunities is a priority in South Africa, according to Black Equity Participations.

In its motivation for financial assistance the BEP says it would be a tragedy for South African blacks to inherit a decimated economy after liberation.

It says: "As the despised system of apartheid dies, so the necessity for a vibrant non-racial society arises.

"The needs of a post-apartheid economic situation should be realistically assessed and, even before complete liberation is achieved, the foundations of a secure future must be laid.

The BEP says while it appreciates efforts by the state and private enterprise in launching small black businesses, "the penetrating question must be asked whether blacks are to be assigned forever to the role of small entrepreneurs — while middle and major industry remains in the hands of whites.

"There is no reason why large business and shares in white-controlled business should not be a major objective for the future."

While the objective of the BEP would be "unashamedly business — the commitment and driving force would be to allow as many blacks as possible to share in a wide range of investments".

The BEP said it would approach foreign companies to sell or donate significant minority interests in their South African operations.

At present, when a foreign controlled company is sold or closed, either it or its business is generally absorbed into large groups.

It would be possible, through the BEP, to acquire such companies and spread the wealth into black hands and not simply increase dominance of the existing groups.

The BEP hopes to increase black holdings on major companies such as Anglo American and Sanlam and provide a lever for black people to influence these companies through board representation.

It also hopes to obtain franchise or licence agreements from companies not presently in South Africa that may be prepared to deal with a "black-controlled" company.

The BEP bankers would be the African Bank and the Citibank. The promoters, managers and consultants would be a company, with Wentzel as director. Two trusts — one in the United States and the other in Europe — would be formed aimed at exempting the donors and the trusts from taxation.

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.

Engineering shortfall

MICK COLLINS

ANY economic recovery could result in a demand for engineers similar to that of the early 1980s — when the gap between supply and demand could be more than three jobs for every young graduate, the Federation of Societies of Professional Engineers (FSPE) said.

It also said there were more than four jobs for each graduate in electrical engineering, but there has been a marked fall in the supply of, and demand for, civil and other types of engineer.

The fifth biennial survey of professional engineering manpower published by the FSPE has found that the demand for engineers had declined mainly as a result of the recession.

It said: "Equally, the supply has fallen, so that the long-term trend of an average of two jobs for every engineer entering the job market is maintained."

The survey also found:

- A growing demand for agricultural engineers;
- A drop in supply of and demand for civil engineers, which could lead to an exacerbated situation if economic activity is restored;
- An over-emphasis on producing electronic engineers at the expense of electrical engineers, so that where there are less than 1,2 jobs for every newly graduated electronic engineer, there are more than four jobs for every newly graduated electrical engineer.

The MINISTER OF TRANSPORT AFFAIRS:

The attention of the honourable member is drawn to the fact that the 1986/87 financial year will only terminate on 31 March 1987 and that the figures indicated below represent payments for the period 1 April 1986 until 31 January 1987:

(a)	Vaal Triangle	R 2 018 514,89
(b)	Cape Town/Peninsula	R23 580 894,35
(c)	Cape Port Elizabeth/Uitenhage	R 8 456 209,69
(d)	Durban/Pinetown	R46 540 327,265

Public Service: employees

236. 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 Serivce, 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 1986 is as follows:

			(i)	(ii)	(iii)	(iv)
(aa)	A Division		71 074	4 517	3 596	1 214
(bb)	B Division		51 636	20 344	3 304	35 805
	Services		64 023	8 522	2 735	29 239
	Non-classified		5 831	29 669	1 487	109 849
(b)	Whites	192 564				
	Coloureds	63 052				
	Indians	11 122				
	Blacks	176 107				

Television licences

249. Mr D J DALLING asked the Minister of Communications:

(a) How many television licences were issued in 1986 and *(b)* what was the amount collected in licence fees in that year?

The MINISTER OF COMMUNICATIONS:

(a) 1 818 002;

(b) R108 677 955,41. This amount includes penalties for late payments.

HoA

Mines

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

(a) How many mines received financial assistance in terms of the Gold Mines Assistance Act, No 82 of 1968, *(b)* how many persons were employed by each of these mines, and *(c)* what was the amount of the assistance in respect of each such mine, in the 1985-86 financial year?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY:

(a) Five

17/2/87 Hansard

(b) (i) Balmoral Gold Mining Co Ltd — 470 as at 31 December 1985

(ii) Stanhope Gold Mining Co Ltd — 410 as at 31 December 1985

(iii) Durban Roodepoort Deep Ltd — 11 780 as at 31 December 1985

(iv) ERPM (East Rand Proprietary Mines Ltd) — 21 458 as at 31 December 1985

(v) Witwatersrand Nigel Ltd — 1 911 as at 31 December 1985

(c) (i) R 203 376

(ii) R 4 400

(iii) R 1 258 902

(iv) R21 430 793

(v) R 5 489 039.

Telephones

406. Mr D J DALLING asked the Minister of Communications:

(1) How many telephones were installed in Alexandra Township for *(a)* private and *(b)* business purposes in 1986;

(2) how many applications for telephones for *(a)* private and *(b)* business purposes were received in 1986 from (i) residents and/or (ii) business persons in this township?

The MINISTER OF COMMUNICATIONS:

(1) (a) 634, and

(b) 18;

(2) (a) 1 601, and

(b) 32.

17/2/87 Hansard

HoA

WEDNESDAY, 18 FEBRUARY 1987

†Indicates translated version.

For written reply:

General Affairs:

Potgietersrus: meeting

1. Mr J H VAN DER MERWE asked the Minister of Law and Order:†

(1) Whether any members of the *(a)* South African Police and *(b)* other specified security organisations were present at a meeting held at Potgietersrus on or about 16 October 1986; if so, (i) why, (ii) how many in each case, (iii) what was the nature of the meeting and (iv) who was the main speaker at this meeting;

(2) whether any *(a)* vehicles, *(b)* weapons, *(c)* ammunition and *(d)* other specified equipment were made available by the South African Police in view of this meeting; if so, (i) of what type, and (ii) in what quantities, in each case;

(3) whether the South African Police made use of barricading devices on this occasion; if so, *(a)* of what type, *(b)* in how many cases and *(c)* why;

(4) whether the South African Police made use of helicopters; if so, *(a)* for what purpose and *(b)* to whom do these helicopters belong;

(5) what was the *(a)* total cost and *(b)* cost per item in respect of the police activities in this connection?

The MINISTER OF LAW AND ORDER:

(1) *(a)* Yes.

(i) To ensure the necessary security in the vicinity visited by the State President be-

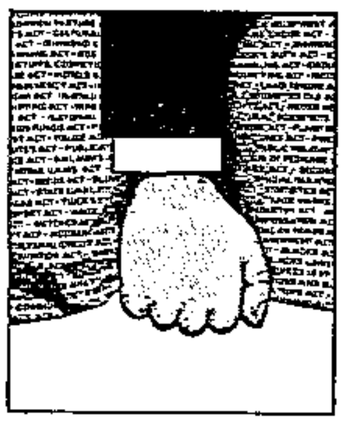
Hansard 18/2/87

INWARD INDUSTRIALISATION

Time for action

FIM 20/2/87

173



Too often white political and economic thinking is dominated by the spectre of millions of unemployed blacks spilling into the cities. Jobs are needed — and more deregulation and careful planning.

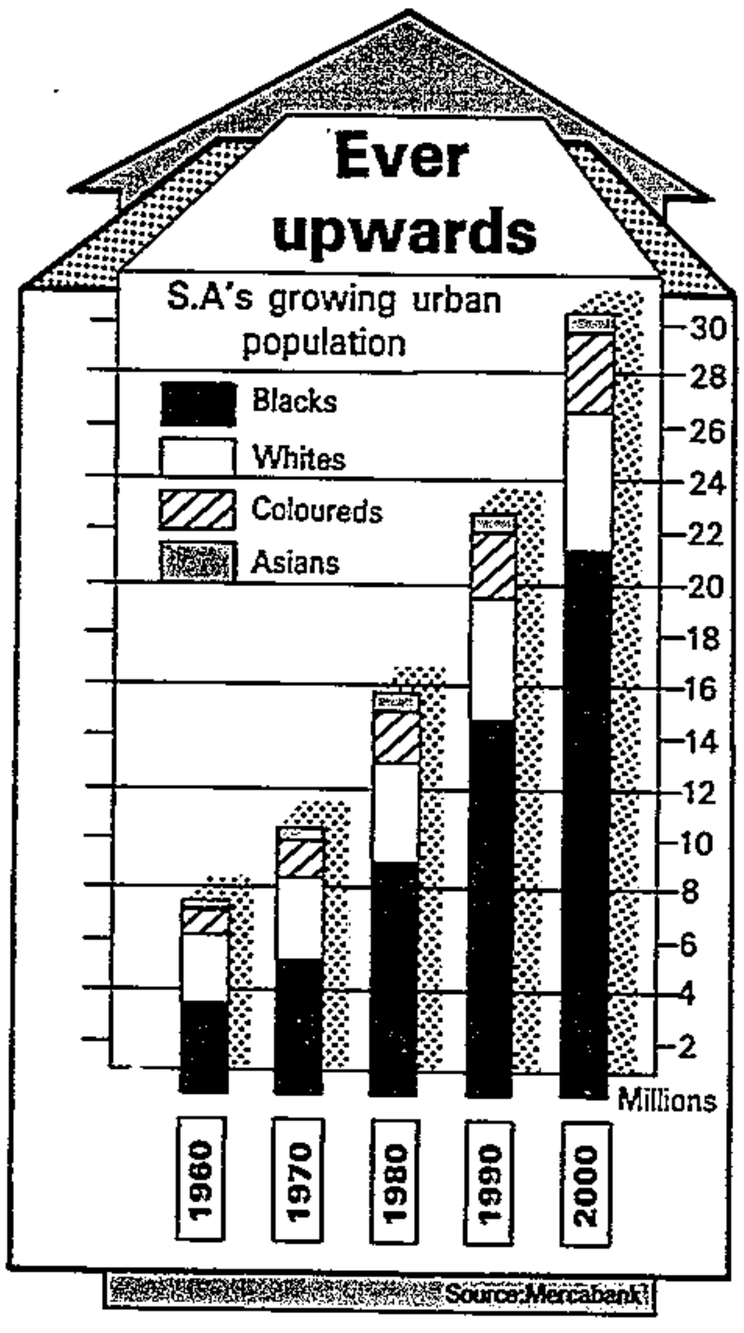
Few countries have had as many crackpot economic theories visited upon them, in the name of suspect political or social ends, as we have had here. For instance, decentralisation was supposed to reverse the flood of blacks to the cities by the late Seventies. It didn't. Import substitution was supposed to make us more strategically self-sufficient. It did, partially, but at a cost that makes the candle hardly worth the effort.

The latest in this run of catchphrase economic panaceas is "inward industrialisation." Precisely what it means depends largely on who is explaining it. To us it seems rather like old wine in new bottles: there could be some limited good about it but beware the packaging.

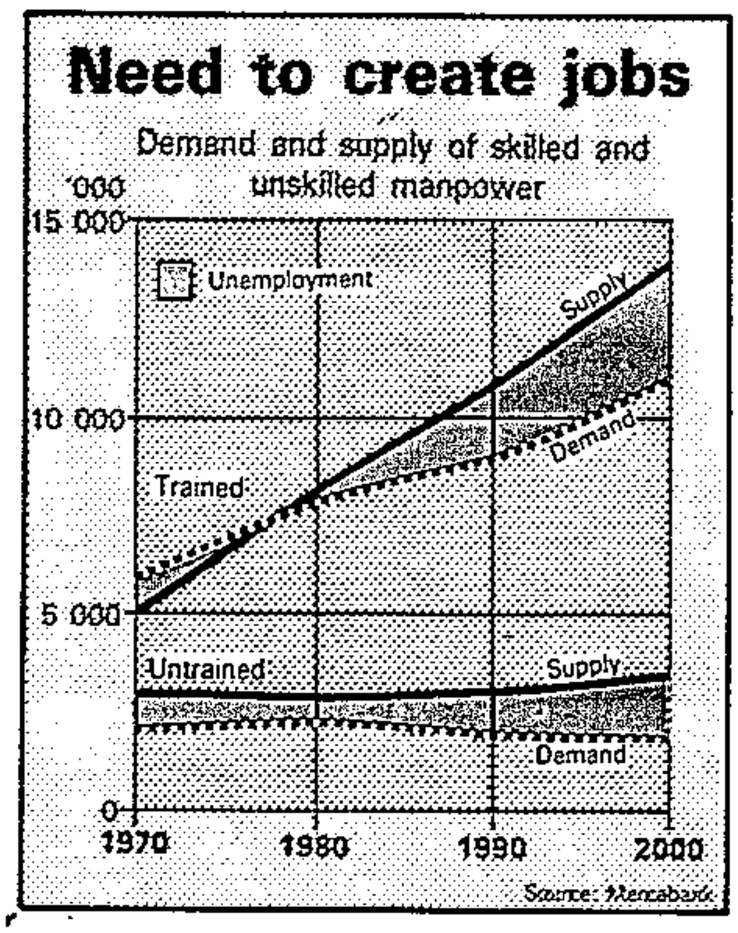
We are indebted to the Old Mutual's *Economic Monitor* for a definition of it: "Inward industrialisation is domestically generated growth based upon supplying basic consumer products to the rapidly urbanising black population, with the increasing labour force coming from the rural areas simultaneously finding employment in these industries."

The *Monitor* comments very sensibly that this is not so much a policy as an economic process which was a major growth generator for centuries in Europe. It dubs Reserve Bank Deputy Governor Jan Lombard as its father here. Jan has a habit of attracting controversy.

Essentially, the reasoning of its protagonists is that the capital boycott and trade sanctions will inhibit traditional export-led growth while the population continues to grow — and is likely to make even greater demands on increasingly limited resources. Therefore, other means must be found of making the most of what we have.



The logic to that is incontestable. SA's black numbers are not merely growing, they are urbanising (see graph). This country's urbanised population will jump from its current 10m to 30m by the year 2000 — and 21m will be black. The current 12m total workforce is expected to increase to 18m by then — and Small Business Development Corporation (SBDC) MD Ben Vosloo estimates that even a 3,2% annual growth rate (hardly likely) could accommodate only some 10m people in the modern sector. This would leave 8m (or more) either unemployed or on the streets looking for work.



As most reasonable people know, the answer lies in deregulation, privatisation and small business development — internationally, the recipe for success. The small business and informal sectors have proved worldwide to be the most efficient job creators. But only if they are left to get on with it with an absolute minimum of government interference.

If that's the essence of inward industrialisation, it deserves widespread support.

Government has fortunately shown some signs that it recognises this, after decades of interventionism and effective socialism. Apart from the reality of urbanisation, virtual economic stagnation over the past few years has also served to concentrate some influential minds.

Acceptance was signalled at the November 7 1986 "summit" between businessmen and government. Out of it came the Economic Advisory Council's (EAC's) proposals on long-term economic strategy. For, significantly, the EAC accorded "increased job-creating growth" the highest priority.

Acceptance is one thing — reality another. Although the Group Areas Act has been put on the back-burner for the election, it remains one of the major legal hurdles to true economic and political freedom. And, apart from Group Areas, thousands of other laws, by-laws, ordinances and regulations — accumulated over the past 40 years — need to be scrutinised for adaptation or rejection. Not only central government legislation, but also municipal zoning, licensing and registration ordinances restrict, prevent or hinder economic growth and development.

Vested interests in bureaucracy, in the private sector and in politics will probably hinder this process through careful and powerful special pleadings.

Deregulation would provide the initial opening for small business and informal-sector developments to take off in black urban areas, leading to an increase in production of basic consumer goods. Backyard service industries, free trade areas and sharply reduced First World standards would all form part of the new economic scenario. Fuelling this development would be an expected sharp rise in black spending power over the next 13 years (see graph).

Mercabank's May 1985, economic *Focus* estimated private consumer spending to grow from 1980's R31 billion to R75 billion — at constant 1980 prices — by 2000. Of the latter some R28,5 billion (40%) would be spent by blacks, while black spending power for food could be as high as 60%. For liquor, and clothing and footwear the respective percentages could be 55% and 50%.

Another spark for grassroots economic growth is the massive need for low-cost housing. Current estimates point to a backlog of 550 000 housing units, and the recent launch of the SA Housing Trust has already made some R1,2 billion available for black housing in the short to medium term.

In housing, low skills levels will be no real brake to job creation and economic growth. Meanwhile, legalising the informal sector will lower existing barriers to entry into the economy and thereby provide the initial thrust for increasing sophistication and practical, further development of skills.

Other benefits would be reduced cost structures, increased competition and lower prices; a proliferation of smaller labour-in-

P.T.O.

5 000 oil jobs in pipeline for PE

By DENISE BOUTALL

THE Mossel Bay offshore project could result in the creation of some 5 000 jobs supporting about 25 000 people in Port Elizabeth.

This was said today by Mr Brian Rayner, a director of the management consulting firm that compiled the report stating Port Elizabeth's case for building the platform.

He was reacting to the Government's go-ahead on the project.

Mr Rayner said it was estimated that about 1 200 people would be employed on the construction of the platform, but the spinoff from the work could create about five times as many jobs.

"If 1 000 of those jobs are in Port Elizabeth that means 5 000 jobs supporting about 25 000 people.

"To this one has to add the possibility of a substantial proportion of the onshore refinery being built in Port Elizabeth on a modular basis."

In his statement yesterday, the Minister of Energy Affairs, Mr Danie Steyn, said that production of oil from the Agulhas bank gas field would start during 1991. A second platform would be built about 17 years from now. The field has an esti-

● Turn to Page 2

5 000 oil jobs possible in PE

● From Page 1

mated life of 29 years.

Asked whether PE was not staking too much on a project with such a limited life, Mr Rayner said: "Whether it's a one-off or not, it will be good for us and we must get as much of the work as possible."

Exploration of gas and oil was continuing between PE and Mossel Bay and Mr Steyn was probably being careful not to raise too many hopes about the construction of additional platforms. "But this is certainly not a flash in the pan," he said.

The construction in PE would mean that a lot of overseas specialists would visit the city and spend money here.

"If the jacket is built here, it would no doubt also function as a tourist attraction because of its enormous size. It will be almost three times as high as Brister House."

Once construction was complete the city would continue to play a major role in the training of staff who work on the platform and in the maintenance of the structure. There could also be spin-offs from the tranportation of the oil from Mossel Bay to the rest of the country.

Although PE was the logical site for manufacture, he believed the report which was commissioned by the City Council and Midland Chamber of Industries had helped to arm the Government to argue the case for the city against political pressure to base the fabrication elsewhere.

Mr Rayner said the argument for building the refinery on a modular basis in PE was that it was better to create the additional employment opportunities in the city where there was already serious unemployment and sufficient capacity.

Mossel Bay did not have a big enough labour force to undertake the work.

The cost of building the refinery would be about three or four times the cost of the platform.

'The benefits will outweigh the problems'

Gas project creates wave of optimism

(173) W/E Post (66) 21/2/87

Weekend Post Correspondent

THE disclosure that the R4 200 million Mossel Bay gas project is to proceed — creating an estimated 1 800 jobs in the region — has sent a wave of optimism through the Southern and Eastern Cape.

Comments on the project include:

● Mr C W Heunis, Mayor of George: "The project will be a big economic boost, but one should guard against over-optimism.

"A problem could be the creation of jobs. While it would be wise to sound a note of caution about the resulting population influx, the benefits outweigh anticipated problems.

"The project will focus more attention on the Southern Cape, and the snowball effect it will have on our region will be far-reaching and all sectors of our economy — including industry, agriculture and forestry — will benefit."

● Mr J de Jonghe, president of the Chamber of Commerce in George: "Apart from the profit motives, it will provide investors with the chance to inject funds into the Southern and Eastern Cape to give these areas a much-needed economic boost.

"The project will have a stabilising effect, especially in the socio-political field, with special reference to Port Elizabeth, where unemployment is high."

● Mr Charles Robertson, Chamber of Commerce, Mossel Bay: "I hope the activities will be planned so that the creation of the necessary infrastructure can start off in a low key, but as soon as possible."

● Mr Rudi Barnard, Mayor of Mossel Bay: "We can prove this large-scale development will not have a detrimental effect on our cultural and historic traditions, or the environment.

"We can now in start with further planning and the infrastructure must be developed to its full potential.

"The economic benefits for Mossel Bay and the

with Administration and Broadcasting Services:

What was the estimated *(a)* number of unlicensed television sets in the Republic as at the end of 1986 or the latest specified 12-months period for which figures are available and *(b)* loss of revenue suffered by the SABC as a result?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

(a) 180 000.

(b) R8 400 000.

Economically active persons

250. Mr A B WIDMAN asked the Minister of Home Affairs:

(a) How many persons in each population group were economically active in the Republic as at the latest specified date for which figures are available and *(b)* how many such persons were employed in the public sector?

The MINISTER OF HOME AFFAIRS:

	Whites	Coloureds	Asians	Blacks
(a) Economically active population as at 30.6.86	2 116 000	1 058 000	305 000	5 918 000
(b) Public sector employment (on the assumption that the following categories are included):				
Total	627 720	179 184	36 456	744 676
Central Government	152 650	76 943	17 977	149 657
Provincial Administrations	131 192	29 410	5 188	99 565
Local Authorities	63 600	29 200	6 400	141 500
Self-governing National States	—	—	—	129 599
South African Transport services	99 569	17 157	1 856	99 465
Posts and Telecommunications	54 677	10 809	2 124	29 897
Sundry Statutory Bodies	14 052	1 656	99	12 318
Public corporations	82 108	9 498	1 007	70 751
Agricultural control boards	2 208	420	48	732
Universities	23 278	3 508	1 317	9 883
Technikons	4 386	583	440	1 408

Children born

252. Mr A B WIDMAN asked the Minister of Home Affairs:

How many *(a)* White, *(b)* Black, *(c)* Coloured and *(d)* Asian children were born in South Africa in 1985, (i) including and (ii) excluding the national states?

The MINISTER OF HOME AFFAIRS:

	(i)	(ii)
*(a)	79 863	79 800
*(b)	749 920 (estimated)	411 481 (estimated)
*(c)	83 705	83 682
*(d)	20 396	20 386

*The lower figures, compared with the figures of previous years, are attributed to an advanced closing date as declared in paragraph 2.3.1.1 in the 1985 annual report of Central Statistical Service.

Citizenship certificates

253. Mr R A F SWART asked the Minister of Home Affairs:

How many citizenship certificates *(a)* (i) had been issued and (ii) remained to be issued as at 31 December 1986, and *(b)* were issued in 1986, to citizens of each national state?

The MINISTER OF HOME AFFAIRS:

	(a) (i)	(ii)	*(b)*
KwaZulu	1 602 154	1 480 576	8 146
Lebowa	277 854	1 118 723	1 677
Qwaqwa	163 642	841 088	4 299
Gazankulu	98 400	400 115	571
KaNgwane	4 574	519 373	8
KwaNdebele	35 404	324 007	4 358

The figures furnished under *(a)* (ii) are projections based on the 1985-census figures as supplied by the Central Statistical Service.

Citizenship

254. Mr R A F SWART asked the Minister of Home Affairs:

(1) How many Blacks in each independent Black state regained their South African citizenship between 1 January and 31 December 1986 in terms of the provisions of the National States Citizenship Amendment Act, No 13 of 1978;

(2) whether any applications were refused; if so, *(a)* how many from each state and *(b)* why in each case?

The MINISTER OF HOME AFFAIRS:

(1) Transkei—396
Bophuthatswana—257
Venda—129
Ciskei—2 127.

(2) No. *(a)* and *(b)* Fall away.

Strikes

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

(1) How many *(a)* strikes as defined in section 65 of the Labour Relations Act, No 28 of 1956, and *(b)* discontinuances of work reportable in terms of section 65A of the said Act, took place in 1986;

(2) how many *(a)* (i) recognition and (ii) other agreements have been filed with his Department in terms of section 31A of this Act since 1 September 1984 and *(b) status quo* orders in terms of section 43 of the Act were (i) granted and (ii) refused by the Industrial Court in 1986?

The MINISTER OF MANPOWER:

(1) *(a)* 643 strikes.

(b) 150 work stoppages.

(2) *(a)* (i) 174 recognition agreements.

(ii) 1 090 other agreements.

(b) (i) 187 *Status quo* orders were granted.

(ii) 93 *Status quo* orders were refused.

Strikes

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

Whether any payments were made in 1986 from the fund established to assist motor industry workers who refuse to join strikes but are unable to work; if so, *(a)* how many, *(b)* when, *(c)* to whom and *(d)* what was the total amount involved?

The MINISTER OF MANPOWER:

(a) No.

(b) Falls away.

(c) Falls away.

(d) Falls away.

Note: The scheme, which was estab-

Management centres

366. Mr G B D McINTOSH asked the Minister of Law and Order:

(a) What are the names of the members of the (i) joint management centre and/or (ii) sub-committees thereof in Durban and Pitermaritzburg, respectively, and *(b)* how many meetings were held by the (i) Pietermaritzburg joint management centre and/or (ii) sub-committees thereof in 1986?

The MINISTER OF LAW AND ORDER:

(a) For the security of the persons I do not consider it advisable to publish their names.

(i) and (ii) Fall away.

(b) (i) 15 meetings.

(ii) 12 meetings.

Employment opportunities

368. Mr G B D McINTOSH asked the Minister of Education and Development Aid:

(a) How many new employment opportunities were created for Blacks in each employment sector in the national states and border areas (i) by development corporations and other statutory bodies and (ii) through investment by *(aa)* South African and *(bb)* overseas companies in the 1985-86 financial year and *(b)* what was the cost per employment opportunity created in each of these sectors?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

		Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
		R	R	R	R	R	R	R
KaNgwane	*(a)* (i)	189	730	87	—	—	—	14
	(a) (ii) *(aa)*	189	730	87	—	—	—	14
	(a) (ii) *(bb)*	—	—	—	—	—	—	—
	(b)	6 719	5 933	1 812	—	—	—	10 000
KwaNdebele	*(a)* (i)	189	2 560	—	—	—	—	—
	(a) (ii) *(aa)*	189	2 141	—	—	—	—	—
	(a) (ii) *(bb)*	—	419	—	—	—	—	—
	(b)	6 800	6 500	—	—	—	—	—
KwaZulu	*(a)* (i)	194	3 194	98	—	3 000	—	—
	(a) (ii) *(aa)*	194	2 737	98	—	3 000	—	—
	(a) (ii) *(bb)*	—	457	—	—	—	—	—
	(b)	27 223	4 010	15 843	—	404	—	—
Lebowa	*(a)* (i)	464	845	89	—	—	136	—
	(a) (ii) *(aa)*	464	845	89	—	—	136	—
	(a) (ii) *(bb)*	—	—	—	—	—	—	—
	(b)	18 250[2]	18 250[2]	18 250[2]	—	—	18 250[2]	—
Shangaan	*(a)* (i)	220	434	—	11	50	18	70
Tsonga	*(a)* (ii) *(aa)*	220	319	—	11	50	18	70
	(a) (ii) *(bb)*	—	115	—	—	—	—	—
	(b)	6 042	11 354	—	—[1]	660	4 300	600
Qwaqwa	*(a)* (i)	55	5 800	—	—	25	—	—
	(a) (ii) *(aa)*	55	5 800	—	—	25	—	—
	(a) (ii) *(bb)*	—	—	—	—	—	—	—
	(b)	8 035[2]	4 983	—	—	8 035[2]	—	—

		Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
		R	R	R	R	R	R	R
STK	*(a)* (i)	23	2 731	10	—	1 600	—	—
	(a) (ii) *(aa)*	23	819	10	—	1 600	—	—
	(a) (ii) *(bb)*	—	1 912	—	—	—	—	—
	(b)	7 391	1 672	2 482	—	8 141	—	—

(1) Not available as yet.

(2) Only average figures available.

Group Areas Act

370. Mr G B D McINTOSH asked the Minister of Constitutional Development and Planning:

Whether any open areas have been proclaimed in municipal areas in terms of section 19 of the Group Areas Act since 28 February 1986; if so, *(a)* how many, *(b)* in which municipal areas and *(c)* when?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

Yes.

(a) 60 free trade areas in 28 municipal areas.

(b) and *(c)*

Bellville	on 07-11-1986	—2
Cape Town	on 07-05-1986	—4
Colenso	on 23-05-1986	—1
Delmas	on 23-05-1986	—1
East London	on 19-09-1986	—3
Estcourt	on 18-04-1986	—1
George	on 31-10-1986	—1
Howick	on 02-05-1986	—1
Kimberley	on 05-09-1986	—3
King William's Town	on 23-05-1986	—1
Malmesbury	on 15-08-1986	—1
Nelspruit	on 04-04-1986 and 03-10-1986	—2
Nigel	on 19-09-1986	—1
Ottery (Cape)	on 09-05-1986	—1
Paarl	on 24-10-1986	—3
Parow	on 14-11-1986	—4
Pietermartizburg	on 07-11-1986	—3
Port Elizabeth	on 07-11-1986	—7
Port Shepstone	on 03-10-1986	—1
Potchefstroom	on 09-05-1986	—1
Queenstown	on 03-10-1986	—2
Somerset West	on 31-10-1986	—1
Stellenbosch	on 03-10-1986	—4
Swellendam	on 24-10-1986	—1
Vishoek	on 07-11-1986	—3
Volksrust	on 20-06-1986	—1
Vryburg	on 01-08-1986	—5
Witbank	on 09-05-1986	—1

Consolidation

372. Mr G B D McINTOSH asked the Minister of Education and Development Aid:

What was the cost of purchasing land for the purpose of consolidation in respect of each *(a)* national state and *(b)* independent Black state as at 31 December 1986 or the latest specified date for which figures are available?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

On 31 December 1986 the cost of land purchased for consolidation purposes was R1 219 418 000.

The costs relating to the purchase of land are not recorded separately in respect of each state. The figures requested are thus not readily available.

National states

374. Mr G B D McINTOSH asked the

Work-seekers

384. Mr P H P GASTROW 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 1986?

The MINISTER OF MANPOWER:

Male and Female Blacks registered as workseekers in White Areas during 1986 are as follows:

Month	Male	Female
January	50 942	26 881
February ...	81 188	44 323
March.....	64 356	33 061
April.....	58 836	29 176
May	48 608	23 553
June	42 317	18 842
July.....	36 301	15 154
August	40 029	16 223
September ..	39 036	15 878
October	39 704	15 710
November ..	39 815	13 599
December ..	31 754	10 121

Work-seekers

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

How many males and females, respectively, had been 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 specified month in 1986?

The MINISTER OF MANPOWER:

Figures for 1986 are as follows:

REGISTERED AS WORKSEEKERS: 1986
ALL RACES

	Jan		Feb		Mrc		Apr		May		Jun	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Johannesburg ...	22 911	15 747	37 118	22 102	31 823	19 054	29 961	18 502	24 385	15 447	20 604	13 660
Cape Town.....	11 796	6 249	13 252	7 776	12 742	8 281	12 877	8 728	13 837	9 009	13 875	8 748
Durban	29 504	16 055	36 225	22 018	38 128	10 893	29 045	16 010	28 976	16 045	26 578	14 410
Pretoria.....	10 525	6 687	16 424	9 201	13 630	7 750	12 807	6 309	10 765	5 321	11 270	5 236
Port Elizabeth ...	13 683	6 088	17 228	8 683	14 602	6 140	14 058	6 463	13 257	6 503	13 679	5 218
Bloemfontein....	3 465	2 286	4 526	2 692	3 820	2 530	3 669	2 350	3 150	2 095	3 204	2 067
East London.....	3 106	2 186	4 667	3 644	3 245	2 398	4 021	2 818	3 003	1 848	3 215	1 923
Kimberley	2 406	1 005	3 839	1 291	2 293	1 051	2 196	940	1 854	812	1 724	928
George	1 214	793	1 290	722	1 320	728	1 412	602	1 559	619	1 650	597
Total	98 610	57 096	134 569	78 129	121 603	58 825	110 046	62 722	109 786	57 699	95 799	52 787

REGISTERED AS WORKSEEKERS: 1986
ALL RACES

	Jul		Aug		Sept		Oct		Nov		Dec	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Johannesburg ...	19 962	12 584	20 811	12 972	20 971	13 061	21 491	11 383	22 653	11 622	19 839	10 108
Cape Town.....	14 753	8 718	16 969	8 564	17 083	8 136	17 339	8 267	17 026	7 718	15 383	7 199
Durban	25 030	13 625	28 162	14 279	26 295	13 316	24 710	13 373	23 032	11 864	20 799	10 370
Pretoria.....	8 805	4 234	8 799	3 937	9 525	3 858	9 911	3 930	8 678	3 557	8 160	3 168
Port Elizabeth ...	12 908	4 621	13 067	4 507	11 357	4 087	10 789	4 178	10 122	3 396	6 805	2 672
Bloemfontein....	2 566	1 814	2 268	1 693	2 373	1 791	2 001	1 407	2 007	1 427	1 746	1 354
East London.....	3 385	1 818	3 348	1 681	3 312	1 869	3 338	1 656	3 508	1 886	2 217	1 319
Kimberley	2 016	855	1 938	834	1 940	895	1 732	771	1 731	738	1 385	659
George	1 836	686	1 995	657	1 800	622	1 721	615	1 649	614	1 351	579
Total	91 261	48 955	97 357	49 124	94 656	47 635	93 032	46 035	90 406	42 822	77 685	37 428

Trade unions

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

How many trade unions applied between 1 January and 31 December 1986 for registration in respect of *(a)* Black employees only, *(b)* White employees only, *(c)* Coloured employees only and *(d)* employees of more than one population group?

The MINISTER OF MANPOWER:

(a) 4.

(b) Nil.

(c) Nil.

(d) 12.

Industrial accidents

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

(1) How many workmen in each race group *(a)* suffered permanent disablement and *(b)* died as a result of injuries sustained at work in the latest specified year for which figures are available;

(2) *(a)* how many industrial accidents occurred in the Republic in that year *(b)* what amount was paid out by the Accident Fund in respect of such accidents and *(c)* what was the total period for which persons injured in such accidents were absent from work in that year?

The MINISTER OF MANPOWER:

(1) *(a)* Whites..... 1 584
Asians..... 196
Coloureds..... 1 418
Blacks..... 18 902

(b) Whites..... 139
Asians..... 22
Coloureds..... 116
Blacks..... 1 414

(2) *(a)* 268 539.

(b) R84 620 822.

(c) 3 297 180 man days.

Note: The latest available figures are for 1984.

Trade Unions

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

(1) How many registered trade unions confined their membership to *(a)* White, *(b)* Coloured/Asian and *(c)* Black persons as at the latest specified date for which figures are available;

(2) *(a)* how many racially mixed registered trade unions were there, and *(b)* how many (i) White, (ii) Coloured and Asian and (iii) Black persons were members of trade unions, as at that date?

The MINISTER OF MANPOWER:

(1) *(a)* 46.

(b) 17.

(c) 23.

(2) *(a)* 109.

(b) (i) 487 002.

(ii) 333 829.

(iii) 823 620.

Note: The figures are as at 31 December 1986. The figures under (2) *(b)* pertain to members of *all* registered trade unions. There were also 53 706 members in respect of whom no classification was made according to population groups.

Conciliation Boards

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

Argus 24/2/87

ECONOMY

Chronic inflation seen for SA

By MAGGIE ROWLEY
Finance Staff

THERE is a 30 to 50 percent chance that South Africa will experience chronic inflation in the next few years, says Old Mutual's chief economist Mr Rob Lee.

Addressing the University of Cape Town Graduate School of Business yesterday, he said Old Mutual had done research into the causes of hyper and chronic inflation in other countries.

While it was unlikely South Africa would be hit by hyperinflation there were many characteristics present in South Africa which had been seen to contribute towards chronic inflation in other countries such as Brazil. These included:

- Rapid changes in society, including urbanisation; and
- An unequal distribution of income.

The root causes of inflation in South Africa were socio-political and there was a 45 percent chance of inflation being between 15 and 20 percent or even higher in the next few years.

ARGUS 24/2/87

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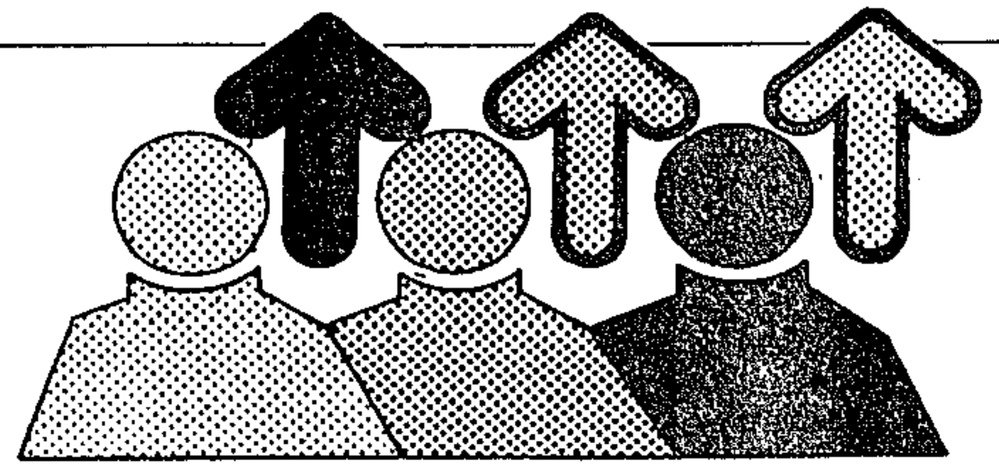
PART 1



Dateline: JOHANNESBURG

Black advancement has become an economic necessity in South Africa: the key to success and survival for white management is to train black managers. Most companies admit not enough is being done. Many say the job is not being tackled properly. "Building for Tomorrow", a series by SHERYL RAINE, examines the successes, the rewards and the mistakes as private enterprise prepares for the 1990s.

Training for the future

BY the year 2 000, experts say, South Africa will need to produce 210 000 executives and more than one million highly skilled white-collar workers.

Blacks, coloured and Indians will have to fill 74 000 new managerial posts and 901 000 skilled office and teaching posts.

There are only 256 000 South Africans managing and administering the country and its businesses out of a total economically-active population of 8,7 million, according to the latest official population analysis.

This analysis and others show that there are more than 33 workers for every manager or administrator, compared with ratios of about 6:1 in the United States and 8:1 in Europe.

Race is on for black advancement

If the public sector in South Africa is omitted, the ratio rises to about 50:1.

At present, only 10 802 blacks are officially listed as managers or administrators — less than four percent of all such workers.

By contrast, about 60 percent of all economically-active South Africans are black.

This means the ratio of all workers to black managers is about 820:1.

At the end of 1985 there were 56 264 white matriculants compared with 55 330 black, coloured and Asian matriculants. By 1990 the projection is that there will be 62 954 white matriculants compared with 96 791 black, coloured and Asian matriculants.

Out of sheer economic necessity, say the experts, the race is on for black advancement.

Leading personnel consultant Mr Mike Alfred says: "I believe it is wrong to see blacks as the problem. The problem lies in black/white interaction and as much work must be done with whites as with blacks if we are to find solutions.

"South African businesses are as much representative of the national ethos as a braaivleis.

"We take racism for granted. It's a matter of extreme naturalness to us whites. Over the years we have developed a highly sophisticated set of rationalisations to prevent blacks from 'climbing the ladder' ".

Enormous obstacles along the way

These were:

- No sense of time.
- No sense of technology.
- No sense of achievement.
- Inability to compete.

Expected Number of Matriculants

	White	African	Coloured	Asian	Total
1985	56 264	37 130	8 306	9 894	111 594
1990	62 954	71 937	11 948	12 906	159 745
1995	52 422	123 835	15 001	12 825	204 083
2000	54 520	186 922	19 392	14 439	275 273

Source: Manpower and Management Foundation (1983)

Mr Alfred believes, like many others, that the approach should be not so much "black development" as development of the business organisation as a whole.

There are encouraging signs that the advancement of all employees is becoming an important aspect of company planning.

Although company task forces, academics and researchers say black advancement cannot occur unless there is radical socio-political change in South Africa, the experts agree that the process has to start now if there is any chance of winning the race.

The obstacles along the way, however, are enormous.

Number one on the list of problems is the generally poor quality of black education. And, with the many disruptions which black education has suffered over recent years because of political turmoil in the townships, the problem is not likely to go away soon.

Trying to compensate for shortcomings

It is not only in the formal educational structure that deficiencies abound. In the informal and non-formal educational environment, childhood deprivation is the rule rather than the exception in most black townships. This in turn, can impede child development and success at school.

For example, just four percent of all pre-school children in Soweto attend creches while 17 500 pre-schoolers are left with childminders.

Many companies have found themselves trying to compensate for decades of educational shortcomings in the space of a few years.

Socio-cultural differences between westernised whites and aspirant black employees affect performance and advancement in the work place.

White resistance to black advancement and the realities of "white backlash" are other rocks on the road to success.

There are also a host of legal constraints which kill black entrepreneurship and the very qualities which need to be nurtured in order for black employees to compete on an equal footing.

Equal opportunity programmes

Inside organisations themselves, in spite of top-level commitment to equal opportunity and black advancement programmes, managerial inertia at lower levels often sabotages such projects and results in confidence-shattering experiences for black employees trying to progress.

Political and social pressure not to co-operate with the capitalist system, one which has become increasingly associated with white rule in South Africa, as well as black employee disinclination and lack of assertiveness, are other obstacles which companies bemoan.

It is little wonder that leading researchers in the field of black advancement, such as Dr Linda Human of the Wits Graduate School of Business, Professor Karl Hofmeyer of the Unisa School of Business Leadership and Mr Roy Smollan, lecturer at the Mangosuthu Technikon in Kwazulu, find that almost any study on the subject of black advancement turns up results which highlight an almost ubiquitous under-performance among black managers.

But these experts have also discovered certain keys which, if used correctly, could open the right doors to admit blacks to the hallowed corridors of real economic power, corridors which have been the preserve of white males for centuries.

Apart from the many multinationals which have had to comply with employment codes to ensure equal opportunities, some South African firms have started to implement equal opportunity programmes. Others have only got to the "corporate intent" stage. Still others are embarrassed to say they have done nothing at all.

will, capacity and vision for reform.

0916 7025 74287

Economically active population

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HOUSE OF ASSEMBLY. — Altogether 2 116 000 whites and 5 918 000 blacks were economically active at June 30 last year, the Minister of Home Affairs, Mr Stoffel Botha, told Mr Alf Widman (PFP Hillbrow). Of these, 627 720 whites and 744 676 blacks were employed in the public sector. A total of 1 058 000 coloured people and 305 000 Indians were economically active at June 30, 1986, of whom 179 184 coloured and 36 456 Indians worked in the civil service. — Sapa and Political Staff

2 116
5918
1058
305
9397

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

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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."

Brick plant reopens in PE

W/E Post 28/2/87

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Business Editor

A COMPANY which closed its plant in Port Elizabeth almost a year ago has reopened, providing job for most of the staff it retrenched.

More than 100 jobs have been created as a result of the reopening of the Corobrik clay face brick plant.

At the same time production at the company's Grahamstown plant has been increased by 25%.

The re-commissioning of the Port Elizabeth plant has cost R250 000.

The company's new Eastern Cape branch manager, Mr Dewey Schmidt, said the developments followed a "dramatic turnaround" in the fortunes of the building industry in the Eastern Cape, which until recently had been suffering its worst recession in decades.

"All our market intelligence points to a significant increase in the demand for clay bricks in the future," said Mr Schmidt.

"We have just won an order for more than three million bricks for a project in Graaff-Reinet.

"There is other work in the pipeline.

"Corobrik is most confident about the future of the building industry in the Eastern Cape and we intend to take full advantage of the opportunities that are being offered.

"Since our decision to reopen the Port Elizabeth plant, the go-ahead has also been given for the Mossel Bay oil from gas project. This also presents exciting prospects for us."

Almost 100 weekly paid employees — mostly those who were retrenched when the Corobrik plant closed last year — have been rehired during the past two weeks.

Additional sales, administrative and technical staff have been appointed in the past month to bring the total number of new jobs created to more than 100.

Mr Schmidt said the kiln, capable of manufacturing 12 million bricks a year, would be in full production soon.

Campus project to create more jobs

MR643 4/3/87 173 501

Education Reporter

THE University of Cape Town and the Peninsula Technikon are to set up a joint project, Campus Industries, to promote small business development, create jobs and provide a steady flow of income.

The two institutions plan to design, develop and manufacture laboratory and scientific equipment which now has to be imported at high cost.

UCT and Pen Tech, with Barlow Rand, are looking at location, funding and staffing of the new venture.

Advancement of all, on merit and without discrimination

Argus 5/3/87 173

AECI has a different approach to equal opportunity. In addition to overall company policy, it has identified some key areas for special projects. The company's MD, Mr Mike Sander, has also set clear objectives for advancing all employees on merit and without discrimination. SHERYL RAINE reports from Johannesburg

AECI, with a workforce of 27 800, has squared up to the task of black advancement and is beginning to spawn some interesting success stories.

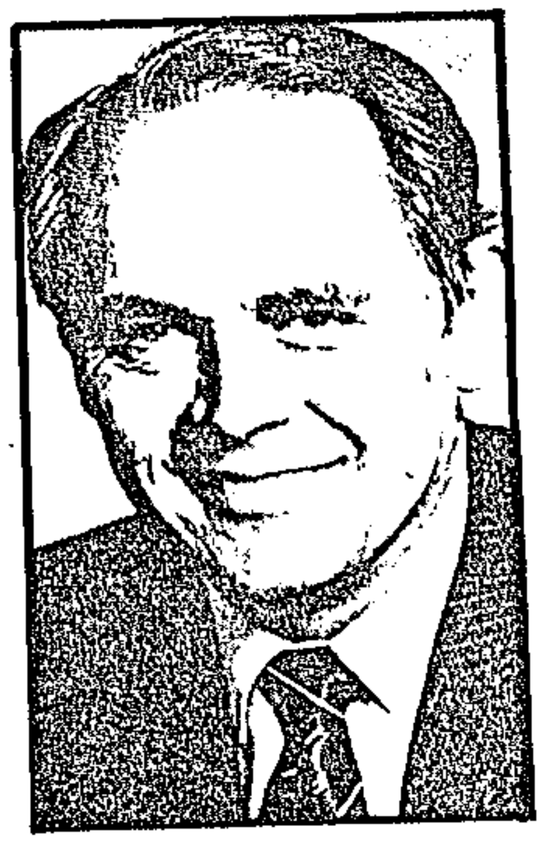
"We are not just trying to get a number of black managers into top level jobs," says group personnel manager Mr Bokkie Botha. "We are approaching black advancement on a broad front moving people up the line.

"We have an element of affirmative action. Our companies do set targets. These started off being very specific and at the time they were set we knew they were probably going to be unachievable.

"The big difficulty came when the economic recession set in and black advancement programmes became more difficult to implement with staff freezes. People became more specific about what could be realistically achieved. Targets are now firm but reviewable within the various companies.

"The most important achievements in black advancement at AECI have occurred in specific problem areas in particular plants. Although theorists say you must not adopt the project type of action, I believe you must focus on specific needs.

"One of our success stories is the Modderfontein detonator factory. It has been an expensive but worthwhile project."



Mr M A (Mike) Sander ... has set clear objectives

About three years ago, at this explosives production unit with a staff of about 1 100, it was found that most of the foremen were busy "pushing paper" and not managing production or people.

A new staff position was created — that of production supervisor. The job was carefully specified and demanded not only certain abilities but human qualities as well. The 800 applicants for the jobs were put through a rigorous selection procedure which included tests, role plays and structured interviews.

In the end, 14 jobs were offered and the candidates subjected to nine months' intensive training.

Areas tackled during training included resources management, an achievement motivation course, communications, management techniques and a one-month stint in the plant itself, doing the most menial tasks.

At the end of the training programme all were appointed and placed in the plant for 18 to 24 months before being appointed to run their own section.

The results of the training programe have been highly encouraging. But there have been some indications of a white backlash as some employees feel their jobs threatened by black trainees.

There are other things happening throughout AECI which were not happening 20 years ago — like the black manager in the Chlor Alkali plastics division who is in daily contact with officials and shop stewards of a right-wing white trade union. There is also the case of black industrial relations officers who sit on disciplinary inquiry committees, where necessary, to consider infringements by white staff.

"We have no imposed monitoring groups for black advancement in the group, but the executive committee is kept informed and we have a personnel policy development group which, by consensus, establishes guidelines to be used by each company," says Mr Botha.

"Each company now is encouraged to establish its own monitoring groups and appoint people responsible for black advancement. Different companies have gone about it in different ways and we believe that is right.

"As regards white backlash, we have tried coercive and soft tactics. We have told people that they must not put themselves into situations where racial conflicts arise. We have used racial conflict as grounds for dismissal. The message is clear.

"A lot can be said for environmental preparation. The Bob Tusenius course, involving weekend seminars at hotels away for multiracial groups of about 20, is one which we use. It involves role reversals and generally sensitising people to racial issues.

"It is an expensive business but big companies are looking for the answer and there are no easy solutions."

In addition, AECI has a vigorous quality-of-life programme with a focus on black communities as well as a comprehensive bursary scheme.

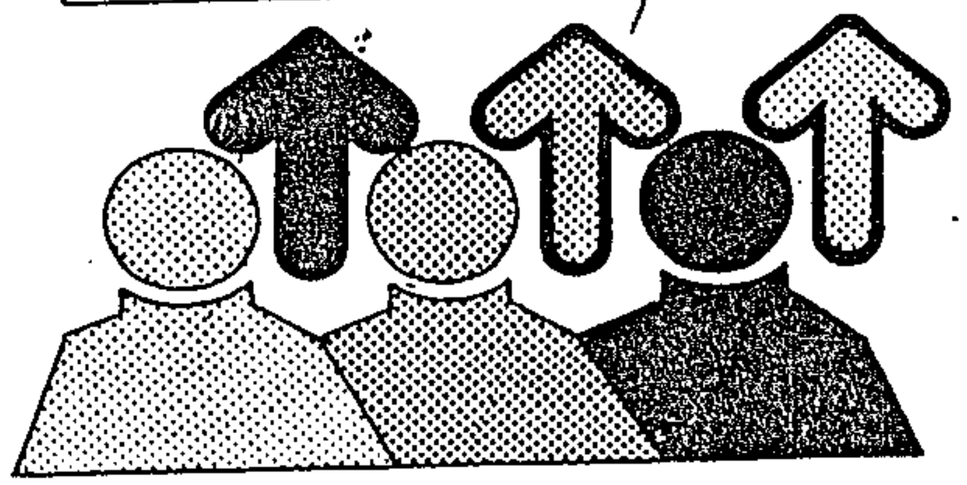
"We have recently started to publicise these things to help change attitudes of our staff," says Mr Botha.

"White employees can see we are focusing on the needs of the black community. The programme is highly biased towards education and community development as well as manpower development. For instance we could sponsor a man wishing to get a technical diploma even though his job does not require that qualification.

What about mistakes?

"We have had programmes which were expensive and wasted money but I believe there is some positive element in every venture even if its just the valuable experience one gains.

Building for Tomorrow — Part 4



Equal opportunity aims

AECI has set out its equal opportunity objectives.

- **Advancing all employees by providing a satisfactory work environment with diverse and challenging career opportunities at all levels, on merit and without discrimination.**
- **Active participation in improving the quality of life in South African society by fostering education and training for all races.**
- **Playing a positive and constructive role in helping to bring about meaningful and peaceful change in South Africa.**

To attain these objectives AECI will, among other things:

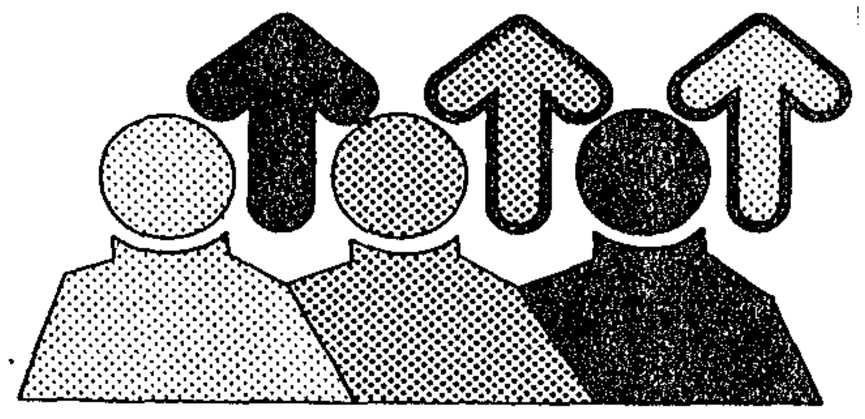
- **Eliminate all discrimination based on race, colour, creed or sex from all aspects of employment practices.**
- **Eliminate segregation of the races in all eating, comfort and work facilities.**
- **Set up training and development programmes to allow all employees equal opportunities for further advancement based on merit.**
- **Ensure an annual audit of progress in the implementation of this policy and communicate the results to its employees.**

All AECI Group employees are expected to support and promote the equal opportunity policy.

AECI squares up to task of advancement for blacks

Building for Tomorrow

AECI has a different approach to equal opportunity. In addition to overall company policy, it has identified some key areas for special projects. The company's MD, Mr Mike Sander, has also set clear objectives for advancing all employees on merit and without discrimination. This is part 4 of the series, "Building for Tomorrow", by SHERYL RAINE.



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Discrimination and segregation are out in all aspects of employment

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MANPOWER MIRROR by LYNN SMERCZAK

Boraine's plan to provide jobs

UNDER 20% of South Africa's manpower is educationally qualified for skilled occupations — and far fewer people have the training to perform such jobs.

This comment was made by Alex Boraine in a keynote address to manpower specialists at the IPM Conference.

Dr Boraine, who last year resigned from the Progressive Federal Party, is executive director of the Institute for a Democratic Alternative for South Africa.

Reliable

He says the official estimate of 500 000 unemployed is far exceeded by academics' figures of 6-million. Attention should be given to obtaining a reliable estimate.

"By 1990, South Africa's population will be about 36-million, of which over 75% will be black. By this time the economically active population will be 12,2-million, of which 68% will be black.

"By 1990 blacks will be entering the labour market at the rate of at least 202 400 a year. It has been estimated that simply to absorb that number of workers will demand an average annual economic growth rate of 5%.

"At the moment the South African economy is nowhere near realising even a 3,5% growth rate."

According to the National Manpower Commission, 55 300 whites, 10 500 coloureds, 7 800 Indians and 48 900 blacks will matriculate each year by 1990.

Dr Boraine says at least 70% of white matriculants will enter executive ranks against only 7,5% of blacks.

"Our enterpreneurial class — the class that actually creates the wealth in SA — is pitifully small, constituting a mere 1,6% of our population.

"An optimal figure is be more like 6%.

"Unless adequate job opportunities are created the existence of this growing body of educated people could be the basis for social instability.

Suggestions

"Considering that the unemployed are to be found largely in the disenfranchised sections of our population, the problem takes on serious political implications. Long-term and large-scale unemplyoment is a serious problem in any country, but when there exist deeply felt political grievances and high unequal income distribution the problem is compounded."

He recommends:

☐ The Governement should appoint an employment opportunities commission, formed of representatives from commerce, industry, trade unions, universities and the Government.

☐ There must be planned movement away from a capital-intensive to a labour-intensive economy. This can be achieved by improving tax incentives for industrialists who set up such operations in urban areas.

☐ Increased productivity through improved training — which, in turn, relies on a better general education.

☐ Development of the informal sector through deregulation — "our greatest hope for job creation".

☐ Radical redistribution of agricultural resources so that many large farms employing a few people will be replaced by many small farms giving work to large numbers of people.

☐ The introduction of social security.

Some delegates were worried about his social-security plea. They said tax increases and abuse of social benefits would result.

But Dr Boraine argues: "If we stubbornly reject this, we could put at risk the very fabric of our society — and none of us will remain untouched. It is also in the States's own interest to counter the potential havoc which could flow from the hungry, angry and despairing unemployed masses."

Fewer jobs for school leavers

(173) SMAR 12/3/87

Finance staff

CAPE TOWN — The recession has made Cape clothing workers value their jobs more and although thousands moved from job to job last year, the numbers were significantly lower.

"However, the industry's ability to absorb school-leavers appears to be declining and no improvement can be expected until there is a firm upturn in the country's economy," says Mr Alex Rosenberg, chairman of the Industrial Council for the Cape Clothing Industry.

Employment this week stands at 52 995, up from 50 246 a year ago and 52 105 at the end of 1986 and the the number of manufacturers increased by 17 to 390 last year.

Cape Times 13/3/87

R470m expansion for SAB

173

From MICK COLLINS

JOHANNESBURG. — South African Breweries (SAB) yesterday announced a huge capital expenditure programme, involving more than R470m, due for immediate implementation.

The managing director of SAB's beer division, Mr Peter Lloyd, said the programme would create more than 3 500 permanent and temporary jobs.

"We believe that these projects are a tangible demonstration of our complete faith in the economic future of SA. Many more jobs will be created in secondary industry."

The announcement is expected to spur an economic chain reaction as it impacts on satellite industries — construction, steel, engineering and transport.

The expansion programme, one of the biggest undertaken in the industrial sector, includes a new R270m brewery at Pietersburg and a R150m expansion at Rosslyn brewery in Pretoria.

Agricultural benefit

Mr Lloyd said the agricultural sector would also benefit as he foresaw an increased demand for sugar, maize and hops.

The project includes at R20m plan to upgrade brewing and packaging facilities at the Newlands brewery in Cape Town, and at Chamdor, Bloemfontein, and Isando. A further R30m will be spent on enlarging existing SAB depots.

Funds for the financing of the giant Capex programme will be self-generated and according to SAB, have been in place for some time.

The first phase of the Pietersburg project will have a capacity of 150-million litres of beer a year. Work on site will commence next month and the plant will come on stream in October 1989.

"These projects will have a ripple effect on other sectors including construction and equipment suppliers. All plant will have an 80% local content ratio.

"Over the past few years SAB has worked hard at reducing the imported content of our breweries. Six years ago 40% of such a project as Pietersburg would have had to be imported."

The Rosslyn brewery, already one of the biggest in the world, will handle 60 000 bottles an hour when in full production.

BUSINESS BRIEF

Gold (close)	$409,25
Rand	$0,4765/72
FT index (close)	1578,00
BD 100	1746,20

A time to build for tomorrow

THE CHALLENGE of effective black advancement has been identified as a priority in many large South African and multinational corporations. The Star, in its "Building for Tomorrow" series, profiled some of the leaders in the field; but there are many who are not building for tomorrow.

The private sector has a tough task ahead if it is to guarantee the survival of the free enterprise system in this land. It must ensure a supply of competent manpower. Business also has to make up for serious shortcomings in State policy and black education. Despite enormous obstacles, black advancement must be accelerated now if there is to be any chance of success.

Yet research has shown that most local companies do not have an explicit black advancement policy even while recognising such policies are needed. A significant number do not have a clear equal job opportunity policy. Although many businesses recognise the need for bridging programmes as vital components of equal opportunity, few have such programmes. Still fewer have paid any attention to preparing the work environment, and people in it, for advancement.

Many are too afraid of shortsighted backlash to embark on equal opportunity programmes — despite the fact that white workers will be the first to suffer if blacks are not brought into the system. While many companies regard training and development as important, few place emphasis on the training of blacks at other than the skills level.

Experts say by the year 2000 the country will need 210 000 executives and more than a million highly skilled managers and white-collar workers. Presently only 10 802 blacks are officially listed as managers or administrators, even though some 60 percent of all economically active South Africans are black. The country's 33:1 manager:worker ratio compares poorly with America's 6:1 and Europe's 8:1.

Moral and political considerations aside, sheer economic necessity dictates that the race is on for black advancement. Without equal opportunity for all, there will be no opportunities at all.

(123) STAR 14/3/87

THURSDAY MARCH 12 1987

Jobs boost for Umtata

Dispatch Reporter

EAST LONDON — Umtata stands to gain between 80 and 100 employment opportunities when a brickfield opens near the town in May.

A spokesman for the investing company, Mr Andreas Palfie, said the field would be opened approximately 4 km from Umtata at Ikwezi, and would go into production this month.

Mr Palfie said the construction of the factory had been completed and the installation of machinery was near completion.

"A trial run will be held on the 15th of next month," Mr Palfie said.

The initial investment at the factory was R640 000.

Mr Palfie said a decision had been taken to establish a brickyard near Umtata to satisfy the needs of the town.

"Previously bricks had to be imported from 270 km away in Ciskei and this added to the cost.

"The quality of the clay, which is based on geological confirmation of 240 million tons, will also enable us to manufacture face bricks and tiles.

"Previously these had to be imported from as far afield as the Free State, Eastern Cape and Durban."

Mr Palfie said that after satisfying the local demand for bricks and tiles, the company intended expanding its market to include the East London-Bisho area, as well as Southern Natal.

The initial output of the factory will be 60 000 bricks, but the machinery's capacity will be 80 000.

State likely to employ over 1m by year-end

PRETORIA — The numbers employed by public authorities will soar above a million if the steady rise in personnel continues this year.

This is clear from latest Central Statistical Services figures, which show that at the end of last year 947 442 people — 380 782 of them white — worked for central government, the provinces, local authorities and diverse statutory bodies.

Based on the figures, if workers in these areas get a 12% pay rise — they are pressing for 15% — their total salary and wage bill will rise to more than R14bn this year.

This does not include the salaries and wages of the 210 000 Sats workers — who could earn about R3,2bn in the next financial year — and 96 000 Post Office workers who could earn close to R1,5bn, depending on the extent of public-sector pay hikes.

GERALD REILLY

Latest figures show the increasing dependence on black workers. Of the 403 071 people employed by central government, 250 748 were black; of the 273 659 in the provincial administrations, 136 712 were black; of the 242 200 working for local authorities, 178 000 were black; and of the 28 512 in diverse statutory bodies, 14 354 were black.

Staff in the four areas is rising by an average of about 4% a year.

And, as Opposition spokesmen point out, when the bureaucratic sprawl widens after RSCs come into being, the number of people working for the State will be over a million.

Report by Gerald Reilly, 216 Vermuelen Street, Pretoria.

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.)

POLITICS

Uplifting employment progamme

SCHWARZ

MAX DU PREEZ
Political Correspondent

A PROGRAMME of employment to improve the quality of life by job creation through the building of facilities in underprivileged areas has been proposed by the PFP.

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

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

Schwarz said inflation would have to be fought by restricting the share of government in the economy. Monopolies and economic power concentration should not artificially increase prices and true competitive circumstances should exist in the market place with adequate legislative consumer protection.

He said the PFP's attack on the NP would be based on the contribution by government to the highest inflation rate, the highest number of unemployed and the greatest degree of instability in living memory.

Combined with an inefficient administration and the application of incorrect policies, the lack of any real plan for the political future of the country had resulted in a loss of consumer and investor confidence.

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

IN BRIEF

Group Areas Act 'can be amended'

THE Group Areas Act could "be amended as often as is necessary and it can even be abolished" as far as he was concerned, the NP MP for Newton Park, Sakkie Louw, said yesterday.

He said he was also in favour of scrapping the Separate Amenities Act.

Louw's comments form part of the answers to five questions put to him by his PFP opponent in Newton Park, Eddie Trent.

Don't use a hatchet on a fly, says the CP

A QUOTE from the "Something to Remember" column in the latest edition of the CP paper in the Free State, *Vrystaat-Spieel*: "Do not remove a fly from your friend's forehead with a hatchet."

Viljoen admits he's a friend of Heunis

THE new vice-chairman of the SABC board, Professor Christo Viljoen, yesterday acknowleged he was a card-carrying member of the NP and a friend of Minister Chris Heunis.

However, he emphatically dismissed suggestions by critics of his appointment that this had in any way influenced government's decision to give him the job.

Viljoen said: "I don't want to convey the impression that I am not a friend (of Heunis), but that had nothing to do with my

Manpower dept investigates work bureau

Queuing up for 'guaranteed' jobs

(173)
STAR
24/3/87

By Anna Louw, East Rand Bureau

The Department of Manpower is investigating an Alberton employment bureau which allegedly claims to guarantee jobs for black people if they pay a R20 fee.

Applicants have alleged that although they filled in forms, paid their R20 and stood in queues for weeks, they were not given jobs.

A group of white employees situated near the Shabulani Job-Finding Centre, became suspicious when they saw the same people queuing up day after day in the hope of finding employment.

A spokesman for the group told The Star they clubbed together and gave one of their black colleagues R20. He set off to enrol at the bureau.

He stood in a long queue and eventually received his application form after paying R20, for which he was issued a receipt.

The application form said he had been screened and found to be suitable for a good job.

The form read: "Congratulations, you have been screened and your application has been accepted. This is your first step to a new lifestyle, don't hesitate, someone else may take your place.

"We strive to place you in pleasant and rewarding employment, which you deserve."

TERRIBLE TO SEE

An employee who reported the practice to the Department of Manpower said: "It's terrible to see these people queuing up day after day in the hope of getting a job, which never seems to become a reality. They have invariably scraped together the R20, which they can ill afford."

A spokesman for the Department of Manpower's branch in Alberton said the matter was being investigated, but he would not say if any steps had been taken.

Officials at head office in Johannesburg were in a meeting and unavailable for comment.

SAB creates 3 500 jobs

By SELLO SERIPE

SOUTH African Breweries has announced an expansion program costing nearly R500-million, with R270-million from this sum to be used to construct a new brewery in Pietersburg.

SAB Beer Divison managing director Pete Lloyd said the expansion was expected to trigger a multi-million rand economic stimulus as it impacted on back-up industries such as agriculture, construction, steel, engineering, glass and transportation.

Lloyd added that R150-million would be used to expand packaging and brewing facilities at the Rosslyn brewery in Pretoria; a R30-million enlargement program for selected SAB depots around the country and a R20-million program to upgrade brewing and packaging facilities at the Bloemfontein, Chamdor, Isando and Newlands breweries.

"The program will create temporary and permanent job opportunities for at least 3 500 people," said Lloyd.

C/Pter 29/3/87 (173)

The dilemma facing black managers

Sowetan 31/3/87

173

MR Donald Ncube, a top industrial relations practitioner, believes black managers are in a dilemma.

In an interview with the *Sowetan* he said:

"As managers in white-owned companies they are regarded by the workforce as 'Uncle Toms', 'sell-outs' and 'stooges', who betray the cause of blacks in South Africa."

Mr Ncube is the deputy head of the industrial relations department at Anglo American.

No trust

He says management does not trust them either and sees them as intruders and as people challenging white supremacy.

Only a few of these men and women, who are trudging an uncharted course, have whites as subordinates. They have broader problems than their white counterparts and are among other things expected to play a role by engaging in the black liberation struggle.

There are more than 200 of these men and women in South Africa, according to researchers at the University of the Witwatersrand. Most of them are members of the Black Management Forum.

Mr Ncube says the conflicting roles managers have to play have been created by the apartheid policies of the Government.

Born in Alexandra Township 39 years ago, he holds a Bachelor of Arts degree in Economics and Political Science, a post-graduate Diploma in Labour Relations and a Master of Science degree in Manpower Studies.

During his school years he rubbed shoulders with many popular figures in the history of the liberation struggle. One of them was Steve Biko, whom he admired.

Elitist

He says there is no such a thing as "black managers" but that there are simply "managers".

"They are put in an invidious position once they move upwards in their work. They are seen as bourgeois and elitist individuals who have left the ranks of their former class," he says.

The worst scenario is one where such a person is perceived as a traitor — with people wondering to what extent they can trust him, confide in him, and to what extent he is part of the system.

"Such a person may come to be seen as the bulwark of the middle class, playing the role of entrenching the system, and making it respectable.

"This attitude can be developed into one in which the black person who is a manager can be seen not only to give respectability to the "system" within South Africa, but may also be accused of being a beneficiary of the apartheid system.

If the black manager is not competent, his lack of competence reinforces the stereotypes held by both sides. The blacks below him see him as a puppet or a stooge, and the white managers do not see him as a colleague.

Conflict

Mr Ncube says in most instances conflict occurs between management and trade union shop stewards because on the one hand the manager is required to be egalitarian and socialistic, while on the other he is required to be capitalistic.

Another compounding factor is that if he does not have the power to hire and fire, does not have powers to sign, does not have the power to sit in a decision-making position and speak on behalf of the company then he is seen as "a flowerpot, and not as a manager".

He says when these managers go to Soweto they do not have peers in their social environment. Such a manager does not belong to a cricket club, does not watch early morning test rugby on television.

They do not go to shebeens because those institutions are not supported by managers, but they are supported by ordinary workers.

"The social environment creates more pressure in that when there are social movements such as rent boycotts, funerals or stayaways, the black manager is expected to identify with those movements and the masses.

"He is not required to adopt a merely passive role, but he is expected to play an active one — 'you are oppressed, robbed of your rights, but because you are educated we expect you to play a role in the vanguard of the working class," the community says to him.

"Consequently the black person who is a manager is confronted with the dilemma that while his company expects him to play an exemplary role in their terms, his society expects him to lead them in a broader sense."

Mr Ncube says the manager is a loner, and when pressures are exerted on him, he also becomes schizophrenic — he is the meat in the sandwich between his work and his social life.

At work they speak one language and may, for example, be pro-investment and anti-sanctions while at home they speak another language and may be pro-sanctions.

Power

As a result, a different ethos is developing among certain members of the black population. The people do not want to work for large corporations — but would rather go into the townships and run their own businesses in competition to white businesses.

He says this pressure to own one's business has come from political forces. If there is going to be an acquisition of political power, then there must be a similar acquisition of economic power.

"Black people no longer aspire to be marketing or finance or production managers, but rather to be owners," said Mr Ncube.

Coupled with this trend the black community is also saying that not only are they going to look to such organisations as the United Democratic Front and the Azanian People's Organisation for leadership, but they are also going to look to black managers.

He believes that there is a way out of the dilemma, the managers should be allowed to be part of the decision-making machinery so that misconception could be cleared.

They should be able to plan, strategise and implement their decisions on the factory floor, just as their white counterparts are allowed to. They should not be "flowerpots".

He also believes that the system of education needs to be changed drastically so that the

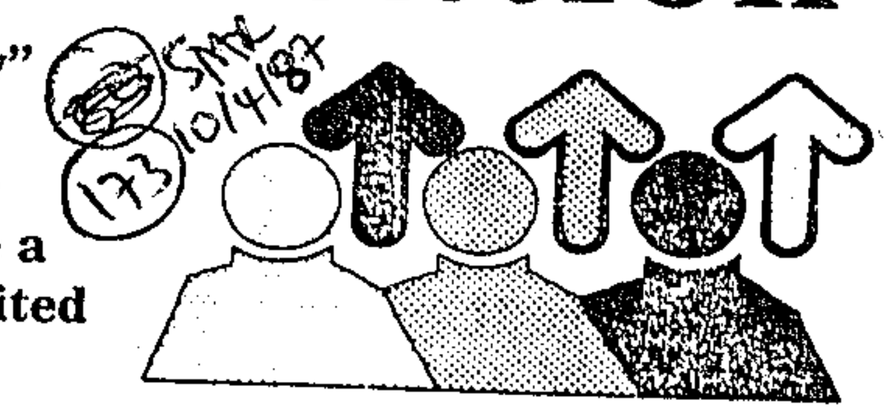
FOCUS

By JOSHUA RABOROKO

Mr DONALD Ncube.

Black advancement must start with improved communication

In response to The Star's "Building for Tomorrow" series, Anthony D Manning suggests that the real problem is not that there is a shortage of suitable candidates for advancement, nor that blacks have a "Third World mentality" which makes them unsuited for First World business leadership.



For many South African companies, black advancement will be an exercise in futility. Their chief executives will encourage sound programmes and will support them with deep sincerity. A great deal of time and effort will be put into making them work. A lot of money will be poured into them.

Yet the failures will outnumber the successes and increased efforts will simply increase everyone's frustration.

As Sheryl Raine showed in her series of excellent articles, "Building for Tomorrow", organisations such as Barclays Bank and AECI have already gone a long way down the road of black advancement. They have thought carefully about how to recruit people, how to train them, how to pay them. They have lobbied the Government to change restrictive and discriminatory apartheid laws. They have bought houses for their blacks employed in white suburbs. They spend lavishly on educating black children and on upgrading social amenities.

In other words, they have taken a holistic view of what needs to be done to make blacks truly competent and competitive in the white business world and they are tackling the problem on all fronts.

It would probably be true to say that South African firms are world leaders in black advancement. One recent American survey of the *Fortune 500*, for example, found just four blacks in senior executive positions. As an article in the *Harvard*

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Anthony Manning . . . "risks must be taken".

vital to the future of South African business and society. Equally clearly, it is a very complex process.

The whole South African environment is structured to make it so. Social norms, laws and differences in the way blacks and whites are educated have over many years rendered some people less equal than others. Businessmen have a legitimate excuse for not moving faster with black advancement when they say: "We just can't find people whom we can advance."

They also tell how they have been let down by blacks who apparently have had a suitable background and who have been given opportunities.

But the real problem is not that there is a shortage of suitable candidates for advancement, nor that blacks have a "Third World mentality" which makes them unsuited for First World business leadership. Rather, it is one of communication.

Perhaps nowhere else in the world has communication been so deliberately slowed down, blocked or totally destroyed as in South Africa. And if black advancement is to have any chance of success, improving communication must be the first point of attack.

Poor communication in business is a world-wide phenomenon. In South Africa it affects the performance of both blacks and whites. It's a key reason for this country's extremely low productivity growth rate. It is also a major source of the industrial relations conflicts which are escalating so rapidly in their length, intensity and cost.

If black advancement is to make real gains in the years ahead, communication must become its central theme. Naturally, attention must be paid to recruitment, to training, and to mentoring and career path-planning. Also, risks must be taken: some people will have to be promoted into jobs for which they are perhaps not quite ready.

All of these steps will have some positive effect. Without communication, however, none of them will lead anywhere.

Fortunately, improving communication is quite simple. It begins with a change in behaviour: with people making determined efforts to share ideas and information. It is kept alive through training in communications skills, in negotiation and conflict resolution and in interpersonal relations. And it is driven forward by the use of every available communications medium: meetings, information bulletins, newletters, annual reports, mailshots, audio and video programmes, and so on.

Communication must be seen as a company-wide process. It must be treated as a top management priority. It must be developed as a long-term strategic resource — not simply exploited as a "quick-fix" tactical option.

If great strides have already been made in black advancement, there is far more work to be done. Improved communication is where it all begins.

● *Anthony Manning joined the Coca-Cola Export Corporation in 1985. He has run many workshops on communication, business strategy and change. He has also published a book on the subject.*

Workers stay: jobs scarce

(173) WP 11/4/87

By DENISE BOUTALL

WITH virtually no alternative employment opportunities, workers in the Port Elizabeth-Uitenhage area last year followed a strategy of "hanging in there" that saw labour turnover drop below 10% for the first time in 14 years.

"In many companies the labour force was almost static," says Mrs Sylvia Miller, of the Industrial Relations Unit at the University of Port Elizabeth, in the 1986 annual report, "Labour turnover in Port Elizabeth-Uitenhage secondary industry".

The study covers labour turnover among hourly paid employees at 29 companies in the area.

The labour turnover rate was 9,5%, the lowest since the start of the survey in 1972.

"Clearly the labour market still reflects the effects of the recession.

"The labour force has manifested significantly few short-service losses, a marked decrease in the number of voluntary terminations and the lowest turnover rates ever recorded."

A measure of the severity of the economic downturn in the region was seen in December when only 20 out of the 15 100 coloured and African men voluntarily left their jobs.

"Employees' awareness of the large reservoir of work-seekers together with significant increases in the cost of living acted as a severe brake on mobility."

Last year only 959 people voluntarily left their jobs compared with 1 433 in 1985. Even retrenchments were down by half on 1985 to 1 032.

Another indicator of the severity of the recession was that few people left their jobs less than three months after joining the company, indicating that employers were selecting and training staff with success.

Although employment levels remained low, the year ended on a more optimistic note than 1985 when there was a far steeper decline.

During 1986 employment fluctuated according to the monthly swings in motor vehicle sales.

Employment by the two motor manufacturers declined by 8% over the year.

Mrs Miller describes 1986 has one of the most depressing periods in South Africa's economic history, particularly for the motor industry.

In Port Elizabeth unemployment in the African population reached 60%.

In addition consumer boycotts resulted in insolvencies and more unemployment and the loss of income due to stayaways aggravated the poverty in the region.

A new trend emerged in some companies where black men were being replaced by coloured men.

"The reasons are probably the frequency of stayaways and continued unrest that affects blacks to a far greater extent than coloureds."

She describes the small rise in employment over the year as a sign that the economy may have bottomed out.

"Unfortunately the political situation in the counry as a whole is delaying a resurgence of economic activity.

"It would seem that political accomodations are vitally necessary before any economic improvements are likely to be sustained."

It has also become a matter of urgency that positive steps are taken to diversify trade and industry in the region.

The announcement about the go-ahead of the Agulhas Bank gas project is welcome news for the area.

Any marked upturn in the economy and increased employment will see labour turnover rise, but not as high as it had been in previous boom periods.

"Aware of the huge reservoir of unemployed labour in the area, workers will not change jobs nearly as readily as they did in the past."

More demands on employers

By BOB KERNOHAN
Business Editor

EMPLOYERS are likely to be faced with increased negotiations on health and safety issues and on the protection of striking workers in the year ahead.

This is the forecast of Mr Achmat Mohamed, the chairman of the human resources and social services committee of the Midland Chamber of Industries (MCI).

The committee has just completed a comprehensive report based on a survey on conditions of service and industrial relations trends among its members.

"A significant fact to emerge from the report is the high level of organisation of employers and employees in the region," said Mr Mohamed.

"Of the respondents, 77% indicated they were members of one or more of the 29 employer associations identified in the survey.

"A total of 27 trade unions were represented in 90% of the respondent companies, with more than 77% of the hourly paid workers being unionised."

Mr Mohamed said the survey had disclosed that there was a definite trend in the types of agreements which had been negotiated or were being dicussed. These were:

- Disciplinary (74%).
- Grievance procedure (62%).
- Shop stewards (54%).
- Retrenchments (49%).

"This is indicative of the more mature industrial relation relationships which exist in the area," he said.

"Agreements covering issues such as health and safety (22%) and protection of striking workers (9%) were not well represented, but it is anticipated that these issues are likely to become the focal point of negotiations in the coming year."

Mr Mohammed added that it was significant that in spite of the shift to plant-level negotiations 60% of hourly paid employees covered in the survey were still regulated by industrial council agreements.

He said it was likely that the survey would be updated periodicially.

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.

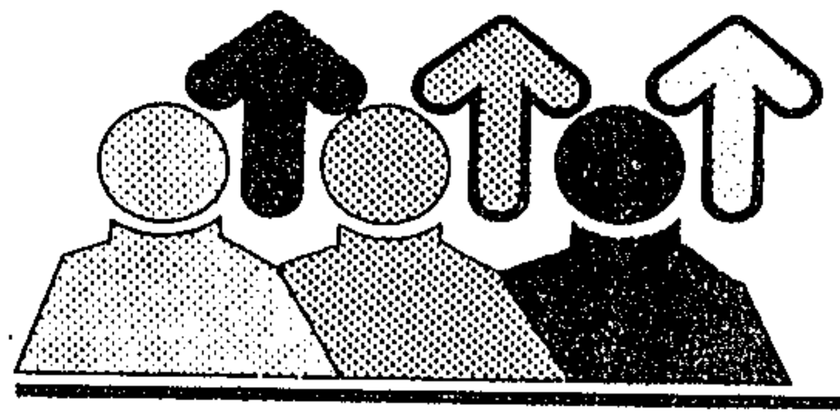
A small group of unemployed adult males in Alexandra Township, many of whom were experienced artisans, was the target. Masinga and his team set about advising them how to look for jobs, how to do simple costing, how much to charge, where and how to purchase material together with some basic training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

A powerful new tool to tackle a daunting task

(173) Star 21/4/87



The early identification of black leadership potential is critical in any attempt at black advancement. In response to The Star's "Building for Tomorrow" series, Dr Eric Charoux, a senior lecturer in psychology, explains an American technique which could benefit South Africa.

In "building for tomorrow", managers in South Africa require a unique skill: the ability to identify the black employee with the most leadership potential.

Over the last 10 years or so, as overseas recruitment doors have slammed shut in their faces, South African managers have become increasingly aware that they have no choice but to identify, train, and develop their supervisory and managerial potential from within their own ranks.

The identification of black leadership potential has been traditionally carried out by means of at least three methods. These are:

- The use of the "longevity" technique — whereby the black employee who has been on the job over a period rises gradually to a supervisory level as management feels that "he has been in the company for a long time now".
- The use of psychological tests — whereby the potential supervisor is assessed psychometrically and, on the basis of his scores, combined at times with an interview, gets appointed.
- The use of supervisory ratings — whereby management rates the performance of existing employees and, on the basis of these ratings, appoints the potential black supervisor in a training capacity.

Each of the above techniques has a number of major shortcomings. For example, the "longevity" technique almost invariably produces a supervisor with a limited potential.

Similarly, the problems associated with culturally biased psychological tests have been confronting us for half a decade and a solution is far from being reached. Finally, the use of supervisory ratings in a multicultural work situation is well known to be heavily biased because of racial prejudices, paternalism, etc.

Essentially then, management has a major problem whenever it attempts to identify black leadership potential: how to do so accurately and without being influenced by the usual cultural prejudices prevailing in our society. Over the last five years or so, the applicability of a new and revolutionary black leadership identification technique has been explored: the Assessment Centre process.

The Assessment Centre was pioneered by the American Telephone and Telegraph Company in the 1950s. A typical process brings together 10 to 12 candidates who undergo a series of exercises designed to stimulate behaviours which are similar to the position for which the candidate is being considered. As the candidates indulge in these exercises, they are observed and assessed by a trained team of in-company managers.

Towards the early 1970s, this process was imported to South Africa but used sparingly at, primarily, the senior (white) managerial levels. More recently, the process has been adapted to the black supervisory level, resulting already in some encouraging results.

The advantages of the process over the traditional selection methods mentioned above have become very clear. The research we are conducting in this area shows that the process:

- Does not discriminate between black and white candidates but assesses their potential fairly.
- Is more acceptable both to management and the candidate than the traditional ones — both parties feel that the exercises are more relevant to their position than some obscure psychological constructs.
- Bridges the gap between (white) boss and (black) subordinate as both parties learn to communicate with one another — a factor so critical to a healthy organisational climate.
- Enhances the skills of the manager and motivates the candidate to perform better once back on the job.

Certainly then, the manager building for tomorrow has, in this process, a powerful tool at his disposal — one which promises to be of definite value to him as he attempts one of the most daunting tasks which lie ahead of him: the valid identification of the subordinate with the most potential to become a successful manager.

● *Dr Charoux is a senior lecturer in the department of psychology, University of Natal.*

ECONOMY

ARGUS 29/4/87 (173 (858

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.

There's gold in garbage 'n cars

By S'BU MNGADI

GARBAGE-collecting and car-washing could play an important role in easing recession and unemployment, according totwo Natal University academics.

Douglas Booth studied the plight of 68 car washers who work at Durban's beach front. He concluded that these workers had litle chance of entering the formal sector, nor did they have prospects for material improvement in the present socio-political climate.

Interesting results of the surveys are:

● An estimate of 120 people now regularly wash cars in Durban.

● The status of a car washer compares to that of a begger, vandal or thief.

They are hired out of a combination of need and sympathy. Often a car washer is paid an "insurance policy" in the hope that vehicles will be protected from damage or crime.

● The majority of car washers think the work they.do is humiliating. The begger-vandal-thief stigma, unpredictable weather, seasonal clientele and police harassment combine to make car washing dehumanisding. Most felt it was a pleasant and suitable job for school children.

"Local authorities would do well tostop perceiving car washers as social pests.

"A start can be made by decriminalising car washing and ensuring that the police identify and co-operate with regular car washers," said Booth.

Meanwhile, Rachelle de Kock, a post-graduate student attached to the Development Studies Unit, also at Natal University, conducted a survey at three Durban rubbish dumps and found that many garbage pickers have adopted this as survival activity, either by retrieving food or clothing for survival or for resale.

Of 96 pickers interviewed, 69 percent were the sole earners in their families. Of the 31 percent who were not bread winners, 14 percent said additional income was brought home by live-in relatives. Only 23 percent overall earned a regular wage.

The pickers play an important role in the waste recycling process, not only by making personal use of items, but also by selling it directly to recycling companies or to brokers and hawkers.

It was learnt from three large recycling companies in Durban that they did buy from garbage pickers. They were, therefore, substantial links with the formal factor.

In conclusion, Kock said if the economic recession experienced by the country continued, the number of people living off garbage dumps was likely to increase as more people became jobless.

More formal job creation was essential, but it was even more urgent to find ways in which pickers would be allowed to continue, as well as ways to improve their earnings and working conditions.

One way would be the general application of the principle of source separation of waste material, such as the Robinson Deep experiment, which was being conducted in Johannesburg.

Success for Singh

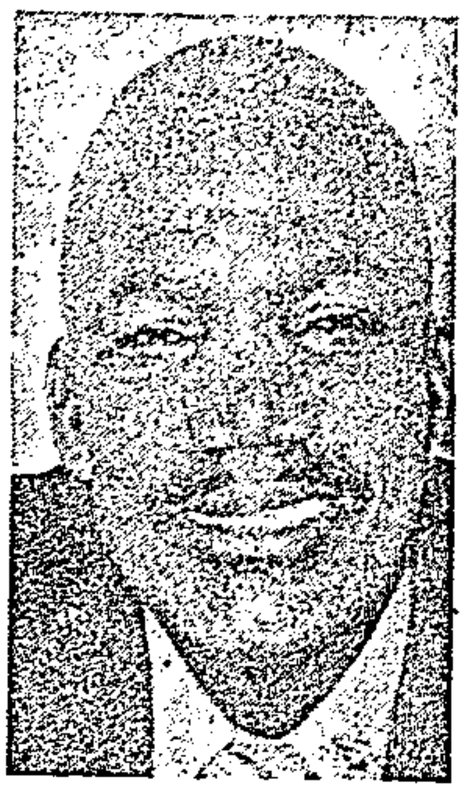
LOCAL film producer Anant Singh, whose breakthrough anti-apartheid picture *Place Of Weeping* became a box office success both in the US and South Africa, will premiere his most recent motion picture, *City of Blood*, at this year's Cannes Film Festival, which starts on May 7.

City of Blood, like *Weeping*, is written and directed by Darrel Roodt. It is a political thriller which cost R2-million to make and was filmed in and around Johannesburg and the Eastern Transvaal.

The film stars Joe Stewardson, Ian Yule, Dudu Mkhize, Susan Coetzer, Liz Dick and Ken Gampu.

Singh said he would be screening the film for major US film companies before the festival and hoped to do a distribution deal there.

In addition to attending the festival to acquire motion pictures for South African distribution, Singh has been contracted by Distant Horizen International to oversee and consult on all matters relating to production and financing of their pictures.



Ken Gampu

ARGUS 5/5/87 (17B)

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.

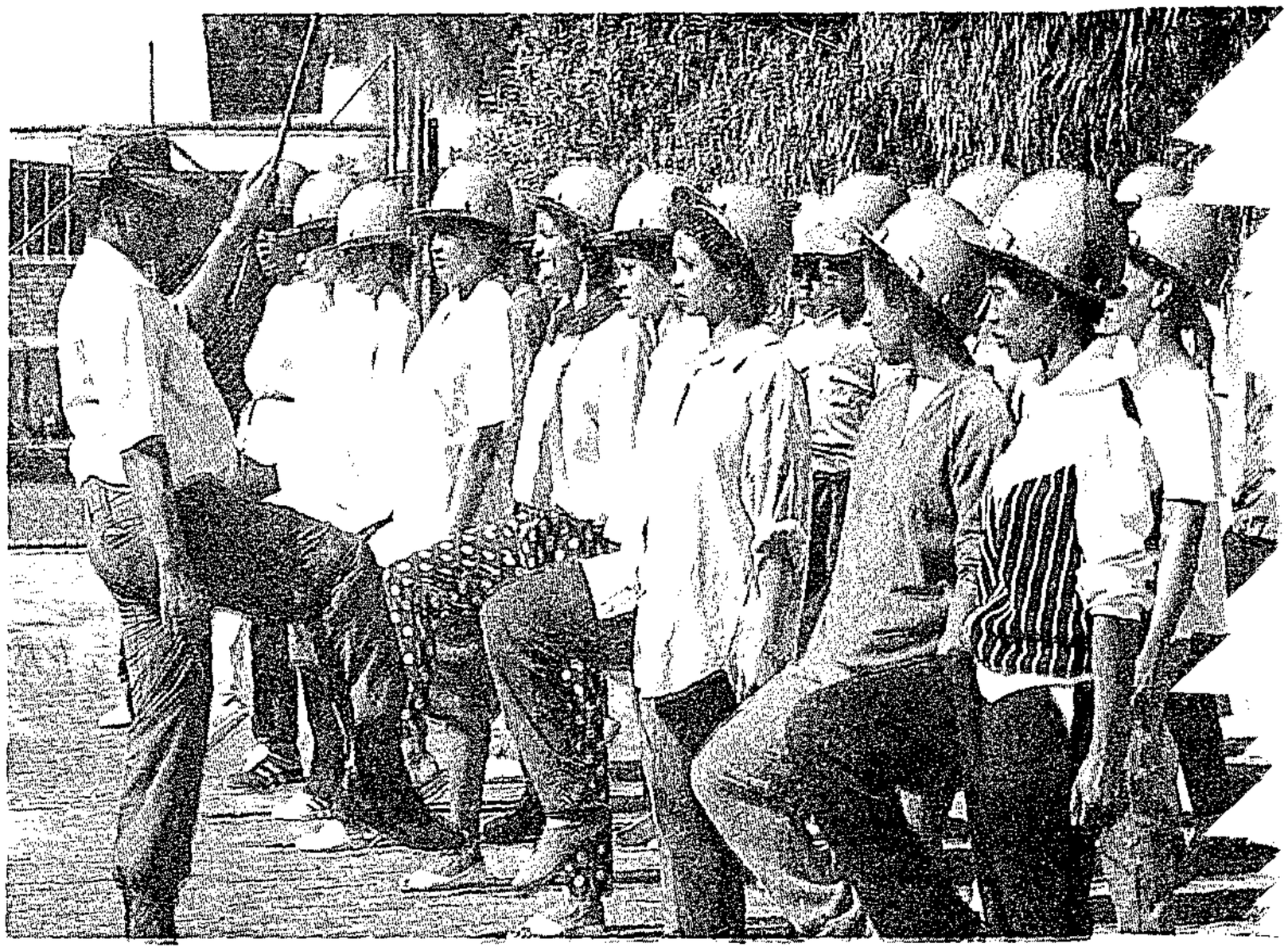
Mr Greyling discovered a demand for garden help and gardening students grow vegetables.

Their experience will be fed back into the community to help people grow their own food.

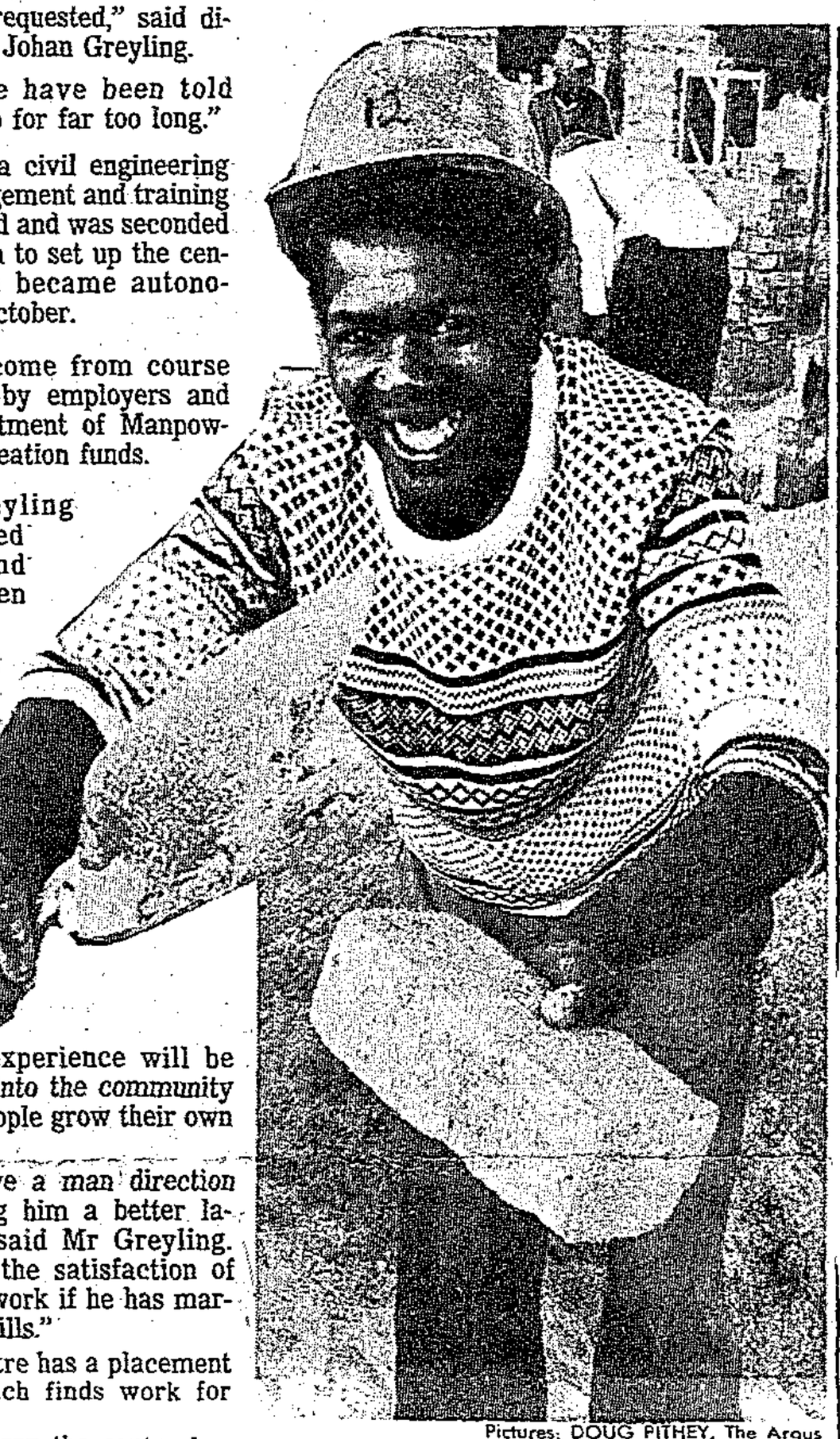
"We give a man direction by making him a better labourer," said Mr Greyling. "He gets the satisfaction of full-time work if he has marketable skills."

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.

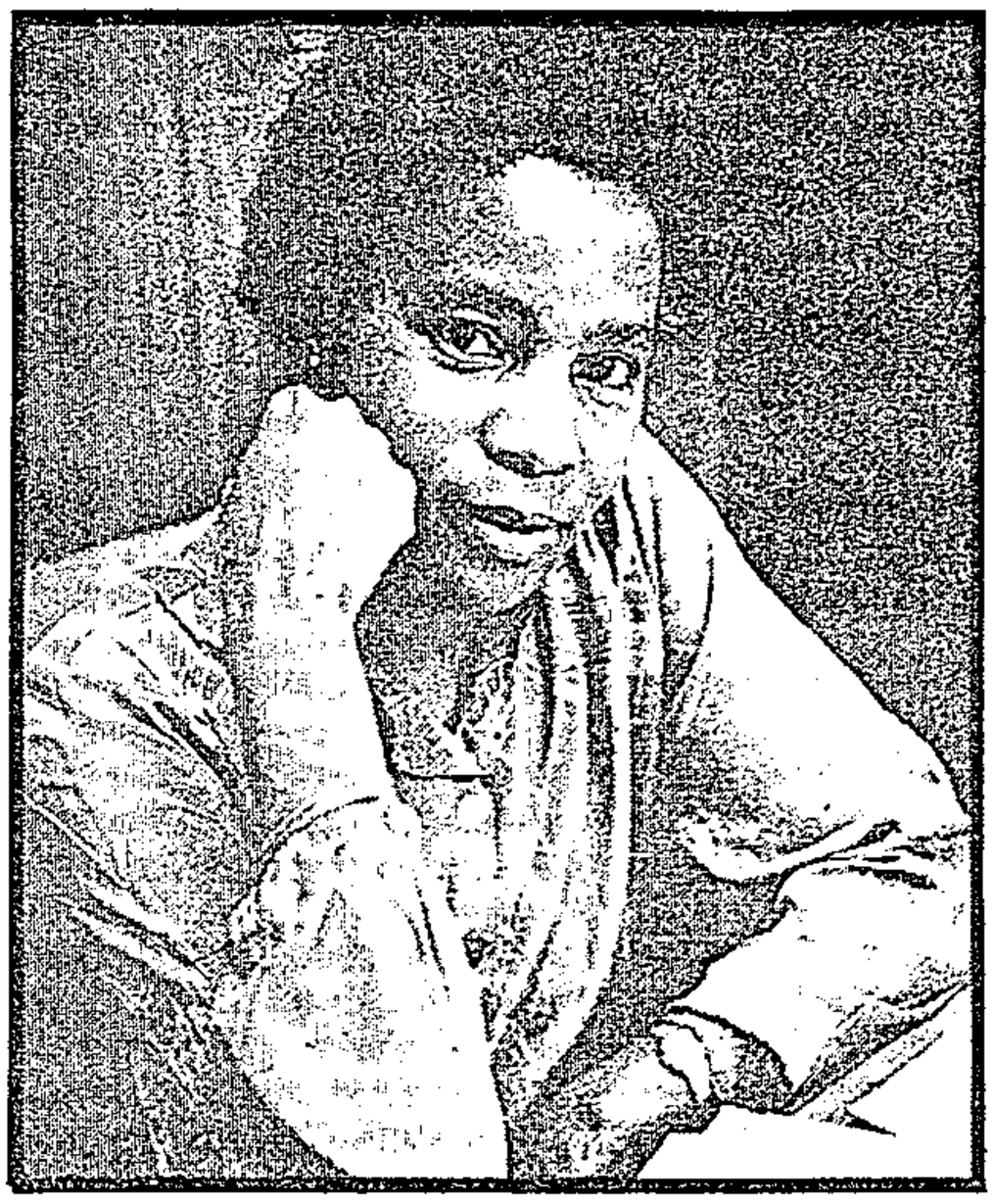


Pictures: DOUG PITHEY, The Argus

BRICK-LAYING: Mr Nkolisweke Mwandaba learns to lay bricks.

Zodwa's appointment generates much excitement, but . . .

Why all the fuss, she asks



ZODWA PAMELA MOTAUNG: marketing research her chosen career.

By Nana Kutumela

Mrs Zodwa Pamela Motaung, the newly appointed marketing research manager for a major departmental store, cannot understand the excitement generated by her new appointment.

After all, she says, she is not even the first black woman to be appointed to the post, only the third. And she dislikes talking about her achievements.

"I am not new to marketing. Before joining this company, I held a similar position for nine years," says Mrs Motaung.

Looking back 12 years ago, when she dumped a social science degree, majoring in social work, to take up marketing, she remembers an early fear of failure.

She feels she has changed a great deal since then, and recalls the days when she "shook like a reed when I had to address company directors. Those days I would bite my tongue a million times before uttering a word. This happened despite the fact that I was a social work graduate".

She stopped at nothing to change what she thought was an apologetic personality into what she is today.

Her hard-earned self-confidence has won her trips abroad, meeting and delivering speeches to counterparts and directors of multinationals.

Mrs Motaung is the third in a family of four girls — all professionals.

She studied social work, she says, because "I was young and like most black children then, had no idea what career would suit me best. When I was offered a bursary, I blindly chose social science."

After graduating as a social worker, it soon became clear that social work was not for her. In 1975, she bumped into an old friend who worked for a consumer research company in Durban — and so began a successful career in marketing research.

As marketing research manager for OK Bazaars, she will co-ordinate the company's research needs with market research companies.

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NATIONAL Argus 21/5/87

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."

SA 'needs to create jobs'

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."

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

● From Page 1

- 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 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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● More reports: Page 22

Goyt urged to wage war on unemployment

Political Staff

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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.

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MRGUS 22/5/87 173

'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."

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.

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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.

Problems plague Wesgro

Staff Reporter 27/5/87 173

WESGRO, the regional development initiative launched in 1982, and Wesplan, a programme aimed to create 700 000 jobs in 15 years, are being completely restructured in the face of criticism.

But Wesgro chief executive Mr Beau Pryce today denied that the regional development initiative was in crisis.

The Cape Town City Council yesterday decided to reconsider its membership of Wesgro after its two representatives on the body, Mr Clive Keegan and Mr Jack Frost, announced that they wished to resign.

Mr Keegan told yesterday's monthly council meeting there was "considerable unhappiness" about Wesgro and that he had experienced many problems.

In the past few months other local authorities in the region have withdrawn from or suspended membership of Wesgro, citing unhappiness with undue emphasis on Cape Town.

"The need for management restructuring in Wesgro had been recognised by the board and members have been working hard to ensure that it is done correctly ... it is a job that business understands," Mr Pryce said.

These plans had been discussed with a wide range of leaders, private sector constituent bodies and members of the Municipality.

"Although there has been wide support for the direction being pursued, the city's executive committee is not yet fully informed and we believe further comment should await that."

Wesplan is also being restructured — under a new name, Build a Better Cape.

● Mr Pryce said that the Wesplan idea was still vitally necessary for the region.

The project has found it difficult to raise the cash and good regional data more difficult to gather than in developed countries.

Wesgro has made substantial progress with analysing regional strengths, weaknesses, opportunities and threats, including an analysis of 180 replies to questionnaires from a wide range of business and civic leaders.

A summary of the findings will be released soon.

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CREATING JOBS

The outlook is not promising. We have tended to produce politicians rather than technologists. But we can learn . . .

By FRANS CRONJE

IN the past 10 years South Africans have been growing in numbers a lot faster than in national income — in fact, about five times as fast.

The average South African therefore became poorer but, as there is no such thing as an average South African, this impoverishment was spread very unevenly.

Among the unskilled and semi-skilled — mostly blacks — those who obtained employment fared fairly well. Real wages in manufacturing industry have increased considerably — anything from 50 percent to 80 percent — in the past decade.

It was the increasing number of unemployed who suffered as a result of the slow growth.

Even among the better off, mostly whites, the consequences of slow growth was unevenly spread. Slow growth was accompanied by high inflation. High inflation has important effects on the distribution of income.

The younger generation, particularly the highly skilled, can demand high wages and salaries to compensate for inflation. It is the older generation on pensions and semi-fixed incomes who suffer badly.

Increasing unemployment, particularly among young blacks, is taking place at the same time as a vast number of them are becoming literate and educated. This is a sure recipe for violence and instability, slowing growth further and accelerating unemployment.

It is obvious that a necessary condition for social and political evolution and stability is a rising standard of living for all sections of our population. This can come about only through fast economic growth.

In the Fifties and Sixties South Africa's growth rates compared fairly well with those of the Western world, if not with Japan and the new industrialising countries or, to give then a simpler name, the NICs.

There was also a fair rate of growth for two short periods from 1973 to 1975 and 1979 to 1981 due to substantial increases in the gold price. But, overall, the slow growth in the past decade has already had disastrous social and political consequences.

Why has our growth rate slowed down so considerably?

In our period of good economic growth there was a worldwide demand for commodities — particularly metals. Metal prices increased faster than our import prices — mainly manufactured goods.

But since the early Seventies the terms of trade have turned against commodity-exporting countries — in other words, export prices have declined relative to import prices. Thus the prices of many metals and certain agricultural products in real terms are at a 30-year low.

Is there any hope of this situation reversing — that the terms of trade of commodity-exporting countries improve considerably again?

The outlook is not very promising. A structural change has occurred in the great industrial economies. In the past, when these economies grew fast, metal consumption grew even faster. But now the metal-using industries are not the growth industries any more, hence the decline of the iron and steel industries.

And Europe, from being a huge net importer of food, has become a net exporter, thanks to a protective wall for agriculture.

Despite these structural changes and the slower growth rate of the world economy, a few commodity-resource poor countries in the past 25 years have grown fast out of Third World status into First World status — or at least Second World.

I refer to Taiwan, Hong Kong, Singapore and Korea. In the past 25 years they have increased their real national incomes eight to tenfold. Their real per capita incomes have increased at a faster rate than the world has ever seen — if one excludes the Middle East oil producers, who became immensely wealthy through no effort of their own.

Can South Africa possibly learn from them? What was their secret?

Although diverse in many respects, with fairly authoritarian governments, they all succeeded in shifting their unemployed, refugees (Hong Kong had four million) and low-income peasants in the case of Taiwan and Korea, into high-productive industry.

They had to develop export industries, because they had no commodity exports, in competition with the older industrialised countries and Japan. They had to start with relatively unsophisticated industries like textiles, clothing and shoes, and then develop more sophisticated ones like electronics, cars and other durables.

What did they do to achieve this?

In the first place, they put a large part of their limited resources (originally) in vocational and technical training.

In the second place, labour mobility was free and encouraged. By the constant upgrading of skills, labour was encouraged to move to more sophisticated and therefore higher-productive industries.

Thirdly, wages were determined largely by supply and demand. Minimum wage legislation was shunned. Labour unions had little influence. Wages were determined not by social considerations but by productivity and profitability.

In South Africa a large percentage of our workers are either unemployed, semi-employed or in low-productive agriculture. If they could be moved into manufacturing industry, maybe we could also achieve an economic miracle which would make all "reforms" easier.

To do that we would have to "reform" all the mistakes we have made in the past.

In the first place, we have sadly neglected education for an industrial society, particularly of the blacks.

Education seems to have been directed to produce politicians rather than technologists. Hence the shortage of teachers for technical highly skilled workers.

Labour mobility, which basic "freedom" but essen ing workers out of unemp low-productive peasant f higher-productive manuf dustry and the service inc severely restricted.

One of the biggest obsta trialisation in a society su a minimum wage level "economic", and therefor

What minimum wages an American professor South Africa some years out, is to prevent the un selling the only commodi cheap labour.

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To conclude. Can our society avoid mounting unemployment due to the rapid increase of the black population and slow economic growth?

"Free enterprise" means to free the individual to be as enterprising as he can. There must be no unnecessary restrictions on entering the labour market as a worker or small business, or informal sector as an entrepreneur.

No other system in history has ever created wealth as fast as a real "free enterprise" system.

● *Dr Cronje is a prominent South African businessman and chairman of a number of major companies.*

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KEEPING JOBS

Mr Pieter Schoeman this week warned against a call for an investigation into activities of unregistered trade unions which was contained in the Council report on a Strategy of Employment Creation. Here he presents his case ...

There must be a better way than head-on confrontation

By PIETER SCHOEMAN, PFP member of the President's Council

GOVERNMENT departments, the transport and postal services, are still nursing their bruises after having been locked in battle with trade unions and striking workers.

The disruptive actions of workers have certainly not endeared them to the public nor has it created any sympathy for their cause.

It is clear the authorities have interpreted the recent industrial actions as acts of war against the political powers in Cape Town, rather than actions which belong in the ambit of normal industrial relations.

This is also the perception of the public at large and for that reason there is a growing general concern, especially about the role of black trade unions in our society.

All this, then, makes it even more important that we look critically at the President's Council recommendation in its report on employment creation that there be an investigation into the unregistered trade unions.

The recommendation, surely, signals a further clampdown by the Government on trade union activities in order to curb their influence among the masses as well as cutting off any foreign financial support which they might enjoy.

While the report acknowledges that, in the absence of acceptable means of political expression for black people, a favourable climate conducive to employment growth will not be achieved, it by implication supports Government actions against trade union leaders who engage in political activities.

The question arises, however, whether the trade union movement can divorce itself totally from politics.

The tariff increases which were announced this week by the Minister of Transport will affect future wage negotiations — the unions will be obliged to find some wage compensation for the escalating travelling costs of their members.

Business is conducted in a political environment and it is therefore self-evident that both managements and unions will have a direct interest in who enjoys political power in the country.

It is a fallacy to expect unions to be apolitical; that is tantamount to expecting the farmer not to be interested in the weather.

This point was underscored by Professor Nic Wiehahn in his address to the Afrikaanse Handels Instituut last week when he stated that unions will remain involved in politics even in the event of the ANC ruling the country.

Having said that, and accepting a political content in the trade union movement, the question remains whether black political aspirants are not abusing the union platform for their own ideological ends.

The churches and the black union movement probably form the strongest extra-parliamentary opposition against the policies of the present Government. A critical evaluation of these extra-parliamentary forces can only be made once an analysis of the relevance of Parliament itself has been made.

Instead of focusing on the activities of those organisations who are outspoken critics of the Government outside Parliament, the attention should be drawn to the fact that the country's executive has usurped so many powers that one can rightfully speak of an extra-parliamentary government.

Parliament has been likened to a grandstand which allows an excellent view of the game but denies any meaningful participation.

Parliament no longer exercises control over the executive — the overwhelming number of docile Nationalist MPs who serve obediently and the decrease in number of the opposition to the left of the Government, leaves serious doubts whether Parliament is anything more than a rubber stamp.

The question then arises whether extra-parliamentary action is not the only legitimate and effective way to get rid of an unwanted extra-parliamentary executive, especially if the executive excludes black political participation in the central seat of power.

It would seem that we can prepare ourselves for a clash of extra-parliamentary forces. We can expect severe actions on both sides. Detentions will be matched by strikes, the closing of funds countered by disinvestment and sanctions.

Unfortunately this kind of battle results in the hardening of attitudes which holds little hope for either side. The tragedy is that no winner will emerge from this battle.

In spite of the apparent toughness on the Government's side, the security situation will deteriorate as millions become unemployed — the victims of this spiral of conflict.

While the report recognises the negative impact of increasing unemployment it fails to find ways to engage the trade union movement in the creation of productive employment.

Nothing is more important to the country than to address the unemployment problem and get South Africa to work.

Instead of rushing into a head-on confrontation with the unions it would be far more advisable to assist in the formulation and implementation of a strategy aimed at creating employment opportunities.

Not only will the present and future employment seekers benefit from the input of these bodies, but the participation of the trade union movement in the process of job creation will enhance our chances of creating a nation of partners.

The question is whether Parliament will be able to discuss the extra-parliamentary executive indulging in union bashing and whether the trade union leadership will accept the challenge of job creation as a means of achieving true freedom and security.

The work place may well be the starting point of a new South Africa.

C/71

Production and Consumption of Sugar

WENDELL

turned to the applicant for rectification. However, the applicant failed to respond. A further application was received on 7 May 1987 by the Natal Provincial Administration via the Regional Office of the Department of Development Planning in Pietermaritzburg. This application also was incomplete and a letter was addressed to the applicant on 15 May 1987 requesting the required information.

(b) Mr and Mrs J R James.

(2) Yes. On 15 May 1987.

(3) No. The application will be considered on receipt of the additional information called for.

(a), (b) and (c) Fall away.

(4) Falls away.

(5) Yes.

(a) A notice in terms of section 41 (1) of the Act has been issued.

(b) The SA Police was requested on 22 April 1987 to serve a notice on the accused.

(c) The person concerned owns and occupies immovable property contrary to the provisions of the Act.

(d) The Government.

Regional services councils

*4. Mr S S VAN DER MERWE asked the Minister of Constitutional Development and Planning:

Whether any regional services councils have been constituted; if so, (a) in respect of what regions and (b) when in each case; if not, when are they to be constituted in respect of each region?

†The MINISTER OF NATIONAL EDUCATION (for the Minister of Constitutional Development and Planning):

Yes.

(a) The Bloem-Area Regional Services Council.

The Walvis Bay Regional Services Council.

(b) During May 1987.

The following regional services councils have already been established in terms of section 3 of the Regional Services Council Act, 1985, and will shortly be constituted:

The Central Witwatersrand Regional Services Council;
The East Rand Regional Services Council;
The West Rand Regional Services Council;
The Greater Pretoria Regional Services Council;
The Western Cape Regional Services Council;
The Algoa Regional Services Council.

It is the intention to have regional services councils established in the rest of the country as soon as is practically possible having regard to the legally prescribed procedures which must be followed.

Internal Security Act

*5. Mrs H SUZMAN asked the Minister of Law and Order:

How many persons were detained in terms of section 29 of the Internal Security Act, No 74 of 1982, during the period 6 February 1987 up to the latest specified date for which information is available?

The MINISTER OF LAW AND ORDER:

79 persons until 21 May 1987.

Group Areas Act

*6. Mr S S VAN DER MERWE asked the Minister of Constitutional Development and Planning:

(1) Whether, since 1 January 1987, his Department has in terms of the Group Areas Act served any mixed couples with notices requiring them to vacate the dwellings occupied by them; if so, how many such notices had been served in respect of (a) White and (b) other group areas as at the latest specified date for which information is available;

(2) whether his Department has received any responses to these notices; if so, (a) what responses, and (b) from whom, in each case?

†The MINISTER OF NATIONAL EDUCATION (for the Minister of Constitutional Development and Planning):

(1) No.

(2) Falls away.

National Manpower Commission

*7. Mr P H P GASTROW asked the Minister of Manpower:

(1) Whether his Department has received a report from the National Manpower Commission relating to the possible application of the provisions of the Labour Relation Act, No 28 of 1956, to farm and domestic workers; if so, on what date;

(2) whether he intends to respond to this report; if so, when;

(3) whether he intends to make the contents of the report public; if so, when; if not, why not;

(4) whether he will make a statement on the matter?

The MINISTER OF MANPOWER:

(1) Yes, in final form on 3 July 1985.

(2) Yes, once consultations with organised agriculture have been finalised.

(3) The release of this report, if deemed advisable, will be considered after consultations with organised agriculture, which take place on an ongoing basis, have reached finality.

(4) No.

Notices to evict occupants

*8. Mr P H P GASTROW asked the Minister of Constitutional Development and Planning:

Whether any owners of properties in White group areas who leased such properties to non-White occupants, have been served with notices to evict the occupants concerned; if so, (a) (i) how many, (ii) why, (iii) when and (iv) on whose instructions during the latest specified 12-month period for which information is available and (b) in which towns or cities were these notices served?

†The MINISTER OF NATIONAL EDUCATION (for the Minister of Constitutional Development and Planning):

No.

Notices to vacate premises

*9. Mr P H P GASTROW asked the Minister of Constitutional Development and Planning:

Whether any notices have been served on non-White occupants of premises situated in White group areas (a) to vacate rented premises and (b) to sell premises owned by them; if so, (i) (aa) how many, (bb) why, (cc) when and (dd) on whose instructions in each case during the latest specified 12-month period for which information is available and (ii) in which towns or cities were these notices served?

The MINISTER OF NATIONAL EDUCATION (for the Minister of Constitutional Development and Planning):

No.

Regional Development Advisory Committee

*10. Mr D J N MALCOMESS asked the Minister of Constitutional Development and Planning:

(1) (a) How many times did the Regional Development Advisory Committee for the Port Elizabeth-Uitenhage area meet in 1986 and (b) when is it anticipated that it will complete its business;

(2) whether this body has issued any publications in connection with its activities; if so, (a) what publications and (b) when;

(3) whether this body has reported to his Department on the results of its ac-

Creation of new jobs is a top priority

By PATRICK CULL
Political Correspondent

CAPE TOWN — The Minister of Finance, Mr Barend du Plessis, this afternoon presented a R46 billion Budget — up from R38 billion last year — "designed as a stimulus towards bringing the economy out of recession and putting it back on the path of sound growth".

Expenditure on social services will now take 37% of the economic cake — up from 32% last year — protection services 22% (19%), economic services 13% (14%) and public services 11% (9%).

Mr Du Plessis said the 1987-88 Budget was the first presented in terms of the five-year plan outlined last year.

But, he said, the Government had refrained from major changes in the tax system while it awaited the Margo Commission Report, now scheduled to be released in August.

The Budget, the Minister said, reflected the continuation of direct and indirect concessions and measures to "promote thrift and provision both for one's working life and for retirement".

He said the Budget had to promote the creation of new jobs and ensure the continuance of existing ones by way of grants and other measures, always bearing in mind the fact that employment creation belonged primarily in the private sector.

Finally, he said, the Budget had to provide for the maintenance of law and order "in the face of an unprecedented escalation of the risk of violence and where possible act pre-emptively in this regard".

Sketching the Government's long-term economic strategy, Mr Du Plessis said the highest priority in determining economic goals had to be given to a growth process that above all generated work in such a way that ensured the participation in the ensuring benefits of the greatest number of people.

In the light of this, he said, the further development of the South African economy would be threefold:

● The strengthening and development of the modern sector.

● Economic growth generated internally by the increased demands of a burgeoning urban population.

● The promotion of rural development and the creation and maintenance of job opportunities there.

Finance Minister BAREND DU PLESSIS holds the Budget that he presented in the House of Assembly this afternoon.

The Minister said the Government's fiscal strategy aimed at a relative reduction in total public sector expenditure from 38% of the gross

● To Page 2

Growth is the o

reation of ew jobs is top priority

Growth is Budget's aim, says Barend du Plessis

From Page 1

By PATRICK CULL
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domestic product in 1985-86 to approximately 34,5% in 1991-92.

Mr Du Plessis said the South African economy was still in an upward phase of the business cycle started in the middle of 1985.

The continuing upswing, he said, was evident from economic indicators such as manufacturing production, wholesale and retail sales, car sales, company profits and share prices.

He said that present indications were that the revivial would continue through 1987 and 1988 and that the real gross domestic product would grow by about 3% in 1987.

Turning to inflation, Mr Du Plessis said as part of the inflation spiral, wages and salaries had risen faster than productivity, but less than inflation itself.

The real remuneration per worker in the fourth quarter of 1986 was 9% lower than in the first quarter of 1984.

Mr Du Plessis said if new demand inflation or wage inflation could be avoided, the rate of inflation should gradually fall still further.

Regarding the balance of payments and the rand, Mr Du Plessis said the surplus on the current account had grown to R7,2 billion in 1986, which he described as a "remarkably high percentage for any country".

Present indications, he said, were that it would stand at R5 billion in 1987.

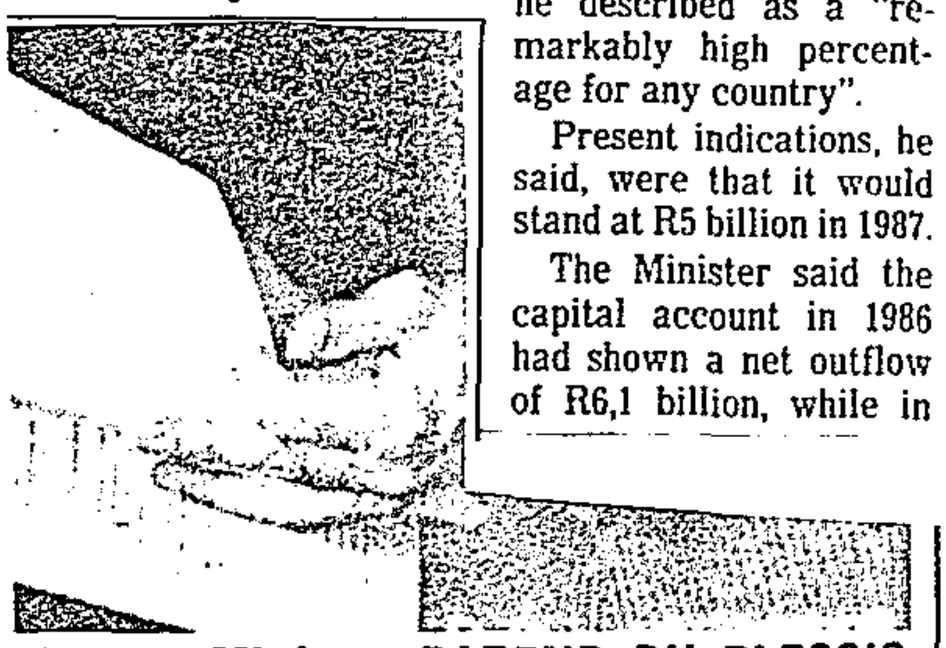
The Minister said the capital account in 1986 had shown a net outflow of R6,1 billion, while in the first quarter of 1987 there had been a net capital inflow of about R500 million.

Mr Du Plessis said the fiscal and monetary strategy for 1987-88 remained expansionary, "the object being to boost consumption and investment so as to raise production, employment and real economic growth".

This, he added, did not mean the fight against inlfation was not a high priority.

On the question of the Margo Commission, Mr Du Plessis said the translation into Afrikaans was almost complete.

He said because of the far-reaching nature of some of the recommendations, it was imperative that the Government give a clear indication from the start which of these recommendations were acceptable and which were not. The report, as a result, could not be released before August.



Finance Minister BAREND DU PLESSIS holds the Budget that he presented in the House of Assembly this afternoon.

The Minister said the Government's fiscal strategy aimed at a relative reduction in total public sector expenditure from 38% of the gross

To Page 2

SA will teach from the sky

STAR 9/6/87

By Michael Chester

South Africa is planning new satellite links for a multiracial "Varsity in Space" — run by the private sector and beaming services to all main urban centres and even the most remote rural corners.

It is expected that the first phase of the project will be in operation within the next two years, and is likely to trigger a revolution in approaches to education from school level to industrial manpower training programmes.

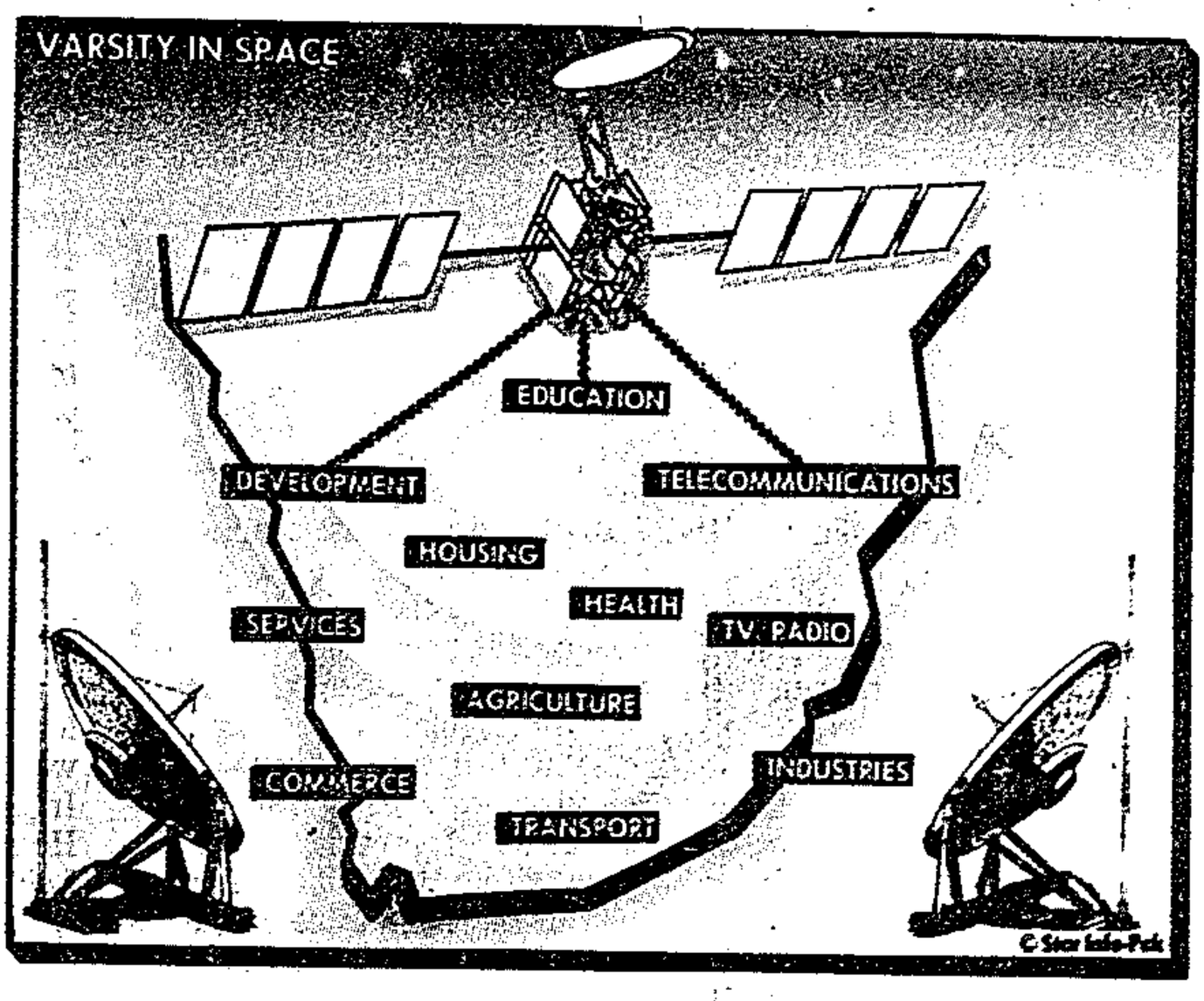
The aim is to mobilise space-age technology to ensure that South Africa draws on all racial groups to produce the vast new reservoir of highly-skilled manpower needed to increase the economic tempo.

Planning is being handled by the Syncom think tank and the Laboratory for Advanced Engineering at the University of Pretoria, which have studied world-wide high technology developments in education to prove the viability of the exercise.

Minister of Economic Affairs and Technology Mr Danie Steyn will open a special conference of business leaders at the Council for Scientific and Industrial Research in Pretoria tomorrow. It has been called to discuss details of the satellite scheme and how the private sector will finance it.

It is being regarded as a significant signal of the potential role of privatisation in the education system. Agreement by Mr Steyn to make the opening address is seen as Government blessing for the project.

The support of business and leading educationists is indicated by the four-man panel which will outline the concept: Mr Harold Groom, president of the Association of Chambers of Commerce; Professor Rod Conacher, rector of the Johannesburg College of Education; Professor Cas Crouse, rector of Vista University; and Mr Leepile Taunyane, president of the Transvaal United African Teachers' Association.



A first objective at the conference will be to create a special new company to run the "Varsity in Space".

"South Africa faces a blunt choice," says Dr Niko Stutterheim, chairman of Syncom.

"It can develop technologically — or deteriorate into permanent underdeveloped status.

"The blueprints and hardware are available for rapid technological advancement, but they will be useless without the necessary skilled and high-level manpower."

CAR TIMES 8/6/87

Recovery drive needs training fuel — Westcott

From MICK COLLINS

JOHANNESBURG. — Not enough is being done to educate all races in order to help fuel an economy teetering on the brink of recovery, says SA's largest management consulting group.

A return to boom times is in the offing, it says, but can only be achieved with skilled and entrepreneurial manpower.

Commenting on training and job creation in the wake of last week's budget, PE Corporate Services MD Martin Westcott says if programmes for these sectors begin to lag even more, SA can look forward to serious economic constraints on growth.

This would mean shelving the eagerly awaited recovery which is regarded as one means of salvation for SA's present stagnation. Labour-intensive industries, job creation and training programmes may be adversely affected by the budget, he says.

"Interest rates may be expected to rise over the next 12 to 18 months as a result of government deficit being funded out of shrinking savings and investors backing capital-intensive industries as opposed to labour-intensive ones.

"Labour-intensive industries are currently being struck by stay-aways, labour disputes and union controversies — and therefore seen as too volatile for investors who wish to hedge their bets."

This, he says, would be a sad trend for the country as a whole, for it would mean that these industries will achieve a slower growth, could stagnate and be forced to implement continuing short-term and easily perpetuated cuts — such as expenditure on much needed training programmes.

'Passed the buck'

"This in turn will adversely affect the development of labour-intensive industries leading to even more industrial strife."

The whole trend would be to the detriment of job creation, with skills shortages, unemployment and political unrest reaching new highs.

"It is well accepted that one of government's main priorities is the achievement of political and social security. It is debatable whether or not this objective is better achieved through expenditure on defence in preference to job creation, education and training."

Westcott says Finance Minister Barend du Plessis also warned that the temporary support programmes for job creation and training of the unemployed of the past two years could unfortunately not become a permanent feature of government spending.

"The minister has passed the buck to the private sector by calling upon it to create permanent job opportunities over the medium and long term. This will only be viable if government is able to ensure that funds allocated to primary and secondary schooling create, as a minimum, a literate pool of workers that are suitable for further job training."

For many years too little attention has been paid to uplifting the unskilled labour force into semi-skilled categories, and to improving the expertize of the semi-skilled to skilled artisan and operative classes, he says.

out of the hon the Minister's reply, can he give us a guarantee that no action will be taken against any teacher who wishes to teach and refuses to register under the existing single race register?

†The MINISTER: No, Mr Speaker.

Universities

*6. Mr R M BURROWS asked the Minister of Education and Culture:

Whether he or his Department has taken or intends taking any steps to restrict the admission of students to universities falling under his control on the basis of racial criteria; if so, what steps?

†The MINISTER OF EDUCATION AND CULTURE:

No.

Race quotas/restrictions

*7. Mr R M BURROWS asked the Minister of Education and Culture:

Whether, with reference to his reply to Question No 3 on 2 September 1986, any amendment is being contemplated or has been made to the policy of race quotas or restrictions in regard to the admission of students to technikons; if not, why not; if so, what is the present policy?

The MINISTER OF EDUCATION AND CULTURE:

Yes, in the sense that the Minister maintains a dialogue with Rectors of Technikons under his jurisdiction regarding the rendering of service to members of other population groups, taking into consideration the provisions of the Constitution, academic merit, regional needs, the character and ethos of the institutions and ensuring that other and smaller technikons are not deprived of potential students.

Mr R M BURROWS: Mr Speaker, arising out of the hon the Minister's reply, can he give us an indication as to whether the quota for Whites at any technikon has been reduced below 90%?

†The MINISTER: Mr Speaker, if the hon member had been listening he would have realised that we have ongoing discussions with the principals of technikons, and after negotiations with individual principals of technikons we are busy adjusting the policy in the light of the needs so determined at a particular technikon.

Universities

*8. Mr C J DERBY-LEWIS asked the Minister of Education and Culture:

(1) To what extent are student fees in respect of universities falling under the control of his Department subsidised;

(2) whether these subsidies are granted subject to certain conditions; if so, what are these conditions?

†The MINISTER OF EDUCATION AND CULTURE:

(1) The universities are subsidised in terms of a scientifically determined formula. The implication is that the Department of Education and Culture subsidises student fees by approximately 80%;

(2) subsidies are determined purely on the number of full-time equivalent students.

For written reply:

General Affairs:

Maize: landed cost

20. Dr M S BARNARD asked the Minister of Agriculture:

What was the (a) landed cost of each consignment of maize imported in 1985 and (b) (i) outflow of foreign currency and (ii) extra cost to the taxpayer as a result of these imports?

The MINISTER OF AGRICULTURE:

(a) The landed cost of each consignment of maize imported in 1985 is not available. During the period 1 May 1984 to 30 April 1985, 2 043 543 tons of maize were imported at an average landed cost of R248,06 per ton. No maize was imported after 30 April 1985.

(b) (i) The total landed cost was R506 914 526.

(ii) An amount of R92 789 776 could not be recovered in the selling price of the imported maize and had to be financed by the State.

Medical University of Southern Africa

32. Mr K M ANDREW asked the Minister of Education and Development Aid:

How many applications by students for admission to the first-year course in the faculties of (a) medicine, (b) dentistry and (c) veterinary science have been (i) received and (ii) accepted at the Medical University of Southern Africa in respect of 1987?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

	(i)	(ii)
(a)	3 123	427
(b)	531	80
(c)	86	29

Universities: students registered

38. Mr K M ANDREW asked the Minister of Education and Development Aid:

(a) How many (i) White, (ii) Coloured, (iii) Asian and (iv) Black students were registered in 1986 at each university falling under the control of his Department and (b) how many of these students were first-year students in each case?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a) Information in respect of (i), (ii), (iii) and (iv) is included in the Department of Education and Training, Annual Report 1986, Table 8.2.1, p 45.

(b)

	(i)	(ii)	(iii)	(iv)
University of Zululand	3	0	3	1 223
University of the North	0	2	0	1 448
Medical University of Southern Africa	0	0	18	414
Vista University	0	51	2	614

Work opportunities

46. Mr J J WALSH asked the Minister of Education and Development Aid:

(a) How many new work opportunities were created for Blacks in each employment sector by each of the development corporations in the 1985-86 financial year and (b) what was the cost per opportunity in each sector?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

The powers concerning work opportunities created by the national development corporations vest in the governments of the respective self-governing territories and I can therefore not furnish the information requested in that regard.

Particulars regarding work opportunities created by the South African Development Trust Corporation, Limited, are as follows:

	Commerce, services and housing	Establishment of industries	Small industries	Mining	Agriculture	Transport	Other
(a)	23	2 731	10	—	1 600	—	—
(b)	R7 391	R1 672	R2 482	—	R8 141	—	—

1m new mouths to feed every year

Services 'can boost growth'

(173)

Cape Times 19/6/87

By JANE ARBOUS

WITH about 1m new mouths to feed each year in SA, it is in the services sector of the economy, in particular the insurance industry — that a solution to necessary economic growth will be found, according to Protea Assurance MD Tony Crank.

Addressing his company's executive development programme this week, Crank said a fundamental change was needed in planning the region's economic future, to accommodate a population estimated at 75m by the year 2025.

The insurance industry was well placed to realize the potential competitive advantages it possessed to stimulate new services, thereby stimulating the creation of "an unlimited variety of jobs".

Crank said he was convinced that with the erosion of jobs in the mining, agricultural and manufacturing fields by automation and robotics, it was in the services sector that most new job opportunities would be opened.

He called for an umbrella body to look after the interests of the services sector and encourage the industry to "come out of hiding".

He said services went far beyond insurance, banks, transport and distribution and there was a great need for a better understanding of the policy framework required to boost employment in services.

Underlining the potential for the service industry to make its contribution, Crank said that in the field of added value, European economies benefited about 60% from services, while industry contributed 35% and agriculture only 5%.

"There is a vital need to identify new service export propositions and to innovate new profit avenues in the traditional activities of both the service sector and those government sectors where there is a gradual shift towards privatization".

Looking at current negative aspects of the service sector, Crank admitted he was concerned about the insurance industry's short-term trading arm where the tendency had been to step up the costs to a level where more problems were created in the market than were solved.

In his opinion, the key ingredients for future wealth were no longer land or capital, nor even labour in the traditional economic sense, but technological know-how, action skills and a positive attitude towards change.

JOB CREATION 113

Poor climate

There is a crying need for job creation in SA and information technology could provide huge opportunities for meeting this need, says Wits Business School's Peter Pirow.

But, says Pirow, who has just had a senior doctorate conferred on him by the university for post-graduate studies into the application of computers in business, there is a strong inhibitor to such developments — the unfavourable climate for the development of small business.

As an example of what could be done, he says SA could develop a terminal for schools and develop the methodologies for communicating in the 46 languages which are spoken here.

"We are living in a world of change, we are talking about education and training for this change that is happening worldwide. The service sector is the fastest growing sector worldwide and that is where the most jobs are being created — at the small business level.

"The tragedy of this country is that we have done so much to stop small business in the past. But, if it were freed, we could still take advantage of the potential."

Pirow has been collecting cases of computer applications from around the world since 1961. Papers he has published on some 2 000 studies have received international recognition. (A criterion for a senior doctorate is that the individual has made a contribution to international knowledge.)

Typical of the sort of inhibitors that people wishing to establish small firms have to face, he says, is that before establishing a business enterprise in the Johannesburg municipal area, a would-be entrepreneur has to comply with more than 40 different regulations.

While accepting that there have to be controls over such issues as employment conditions and safety, he questions whether SA can afford the present levels of control.

"I, for one, would far rather have a certain lack of control and the jobs, than the unemployment. Only when there is full employment can one afford the luxury of controls as we have now."

He is critical of PO regulations which prohibit the use of technically mature, low-cost communications options.

"It is ridiculous, for instance, that if I want to communicate with the Wits mainframe from Parktown, just a few kilometres away, my data communications have to be routed to the Hillbrow PO and then transmitted down the line to the Braamfontein PO before eventually reaching the Wits computer.

"I am not allowed to use a microwave dish on the roof of the university and another on the Business School, which would allow direct and efficient communication."

The PO should allow small businesses to provide such communications links, he says, provided they maintain certain standards. ■

Retired experts are asked to aid blacks in developing skills

(173) (WP 30/6/87)

By MIKE MABUSELA

AN appeal has gone out to retired white engineers, accountants and technicians to help black people to upgrade and develop their skills.

"We want our people to be part and parcel of major developments like the Mossel Bay oil project," East Cape African Chamber of Commerce executive director, Mr Sydney Mshweshwe, said this week in an interview on the chamber's plans for the development of small business entrepeuners in the townships.

Mr Mshweshwe also appealed for land where blacks could farm.

He said the small business development sector could become a major source of employment.

The experience of being involved in a undertaking like the Mossel Bay oil-from-gas project would also help them whenever a major development came along.

"There are a lot of services which our black people could offer

"There is no running away from the fact that blacks are endowed with tons of talent.

Mr S MSHWESHWE

"We have self-taught mechanics, electricians, carpenters, welders, shoemakers and people making clothes and uniforms without formal tuition."

Mr Mshweshwe said blacks had an intense interest in farming.

"In earlier days blacks were successful farmers.

"But now, when there is a funeral or any traditional feast in the township, one has to travel a long distance to buy a goat, sheep or an ox costing about R800 instead of slaughtering one in the kraal.

Services sector the key to more jobs — claim

HELENA PATTEN

MORE jobs will be created in the services sector in the future than in agriculture, mining or manufacturing, said Protea Assurance MD Tony Crank in a recent address to Protea's Executive Development Programme.

Automation and robotics were already taking their toll in these sectors. New technologies could destroy the comparative advantage SA had in its mineral and agricultural resources.

New, alternative materials like fibre optics and hard plastics could well replace all the minerals earning SA its foreign exchange.

"It is my belief the services sector of the economy has the best chance of ensuring a future for all. The insurance industry, in particular, is well placed to realise the potential competitive advantage it possesses to stimulate new services and an unlimited variety of new jobs," he said.

The key ingredients for future wealth were no longer the traditional elements. The key ingredients of the future would be technological know-how, action skills and a positive attitude to change.

JOB CREATION

Posts at a price

Government's R600m special employment creation programme has been largely successful in providing short-term relief, according to Simon Brand, chief of the Devel-

41

173
FM 10/7/87

opment Bank of Southern Africa (DBSA). He was speaking at a conference this week, at which the report on the programme was released.

The project was launched in September 1985 to cope with the high rate of unemployment. Currently, 2,4m people are believed to be out of work.

Between September 1985 and March 1986, nearly 300 000 people were accommodated in temporary jobs, involving an allocation of just over R300m. The training programmes involved some 250 000 people, of which about 35% found immediate employment. The project also assisted small businesses through which 28 000 jobs were created or maintained, and more than a million people received food relief of more than R10m.

The DBSA has given qualified approval to the project. But unemployment remains a problem, and the bank suggests that any future project should also address long-term structural unemployment problems. Dawie Crous, Marketing Head of the Small Business Development Corporation (SBDC), says the body receives inquiries from about 1 000 people a day for financial and other assistance.

It is estimated that it costs R90 000-R120 000 to create a new job in a large enterprise, while in small businesses jobs can be created for about R120-R12 000.

Crous says the SBDC has created and maintained 148 570 jobs at an average cost of R2 400 each since 1981. The recent shoe polishing project has been particularly successful, with jobs being created at the "ridiculously low" cost of R50. On a good day the shoeshiners can earn up to R25.

☐ Manpower Director General Piet van der Merwe says R100m will be allocated for job creation and R75m for training during the present financial year. ■

Marina to create 1 000 jobs

PORT ELIZABETH — The Port Alfred Marina — which is due to be launched in Johannesburg tomorrow — will create employment for ~~about~~ 1 000 people over the next few years, according to Mr Justin Steyn, a director of the development company.

Reacting to statements by an environmentalist, Prof J. R. Grindley, who criticised the proposed development as "inappropriate for the area", Mr Steyn said the project had many advantages, among which was the creation of job opportunities.

"Port Alfred has a population of about 12 000 to 14 000 black people — 90 per cent of whom are said to be unemployed. On top of this there is no industry in the area.

"The proposed marina can only be seen as advantageous for the underprivileged community in Port Alfred as jobs will be created either directly or indirectly for more than a 1 000 people over the next few years." — DDC

Minister pays out

CAPE TOWN — The Minister of Law and Order has been ordered to pay R20 766 in damages to the mother of a 17-year-old Langa boy who lost his right eye after being shot by police in 1985.

The boy said he was shot near the Zone 15 bus terminus in Washington Road, Langa, between 6 pm and 7 pm on October 19.

Mr Acting-Justice Hoberman found that the plaintiff had proved her son was shot by police.

"The shooting was prima facie wrongful and unlawful and, if not intentional, was negligent," he added.

The minister was also

Put money into jobs, businessmen told

Cape Times 5/8/87 p 173

By AUDREY D'ANGELO
Financial Editor

SEEFF PROPERTY ORGANISATION BREAKFAST CLUB
IN ASSOCIATION WITH THE CAPE TIMES

BUSINESSMEN who intend to stay in SA should invest money without delay in creating new jobs, PFP spokesman on economic affairs Harry Schwarz said yesterday.

Pointing out that although paper profits were being made on the Johannesburg Stock Exchange the real economy was not yet doing well, Schwarz said money raised by listing firms should be used to create more employment.

And owners of firms about to be listed should make shares available to all their work force — and ensure that their employees "fully understand what this means".

Schwarz was speaking at the inaugural meeting of the Seeff/Cape Times breakfast club for executives, at the Rosenfontein restaurant.

He told more than 80 leading businessmen and women that the real issue facing SA now, with its high rate of inflation and high population growth, was not politics but the differing economic philosophies of capitalism and nationalization.

It was clear from the White Paper on privatization that the government saw capitalism as the answer, and was planning to cut public services to the minimum. It was all in line with capitalist thinking in the Western world.

Harry Schwarz

the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

156. Mr R M BURROWS asked the Minister of Manpower:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF MANPOWER:

(1) 3 642: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	9
4	1
5	2
6	16
7	1
8	52

(b) (i) 81.

(ii) 2.

(c) Whites: 79;
Coloureds: 1;
Indians: 21;
Blacks: 1.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R57 268
5	R57 106
6	R54 954
7	R50 477
8	R43 389 × 1 830 – 47 049

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

157. Mr R M BURROWS asked the Minister of Public Works:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF PUBLIC WORKS:

(1) 12 324: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	8
4	26
5	28
6	99
7	46
8	1

(b) (i) 208.

(ii) 3.

(c) Whites: 211;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R32 445 × 1 179 – 34 803 × 1 431 –41 958
8	R34 803 × 1 431 – 39 096

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

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Full-time employees

158. Mr R M BURROWS asked the Minister of Justice:

(1) What was the total number of persons employed in a full-time capacity in the Department of Justice as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF JUSTICE:

(1) 8 123: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	30
4	65
5	171
6	244
7	719
8	530

(b) (i) 1 639.

(ii) 140.

the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

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(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF MANPOWER:

(1) 3 642: specified date 8 June 1987.

(2) (a)

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(1) What was the total number of persons employed in a full-time capacity in the Department of Justice as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF JUSTICE:

(1) 8 123: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	30
4	65
5	171
6	244
7	719
8	530

(b) (i) 1 639.

(ii) 140.

Business Repor

FRIDAY, AUGUST 14, 1987

'Back black co-ops for more jobs'

CHE Times 14/8/1987 (358) 173 (189)

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."

DAILY DISPATCH, SATURDAY, A

Post-apartheid SA: topic for Aiesec week

GRAHAMSTOWN — Speakers from bodies such as the Urban Foundation, the Development Bank of South Africa and the University of the Wtwatersrand Graduate School of Business Administration have been billed for the annual International Association of Economics and Commerce Students (Aiesec) Rhodes University Commerce week, which starts on Monday.

The first speaker will be Miss Anne Bernstein of the Urban Foundation. Her topic is the consequences of urbanisation and rural development on a post-apartheid South Africa. She will be followed by Dr Matthew Cobbert of the Development Bank of Southern Africa.

The next day a management consultant, Mr Anthony Manning, will talk on communicating for change. He will be followed by Mr Ngeni Mtimkulu who will talk on the Aiesec vice-president's projects.

This will be followed by a panel discussion on how businessmen and trade unions see a post-apartheid economy. Speakers will include the group personnel manager of a big industrial firm, Mr J. W. Botha, Wits Graduate School of Business Administration Professor Loet Dauws Dekker, the co-director of Idasa, Dr Alex Boraine, a trade union official, Mr Piroshaw Camay, and a University of the Witwatersrand sociologist, Professor Eddie Webster.

The lunchtime speaker will be the former PFP MP for Albany, Mr Errol Moorcroft. His topic will be the effects of apartheid on the survival of a free market economy.

On Friday the managing director of Volkswagen, Mr Peter Searle, will speak on business's role in shaping a future South Africa.

The week will not be without entertainment.

There will be an opening dinner on Tuesday.

Diamonds are Forever is the theme of the concluding ball on Friday, which will take place at the 1820 Settlers' National Monument. — DDR

WEEKEND FOCUS

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 government's decentralisation policy, since certain of the industries which have tended to respond to the incentives provided in the homelands are those which traditionally located in the Cape.

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 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 concerned.

Secondly, proposals have been put forward to allow industries employing up to two people 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.

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.

A planner at the Cape Town City Council said: "Generally speaking, with our zoning we are working towards zoning more land for 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.

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.

Economy determined by ability of leaders — speaker

GRAHAMSTOWN — The South African business environment faced a new order of challenges which were both problematic and opportunistic, Mr Nick Binedell, from the University of the Witwatersrand Business Graduate School, told the Aiesec commerce week at Rhodes University.

He said: "There is opportunity for adaption and realignment in the business sector."

Leadership was responding to pressures to determine the role of business in a society facing socio-political upheaval and transition.

"The long term future of the political economy in South Africa will be determined by the vision and ability of its business leaders," Mr Binedell said.

The key challenge to business was the legitimacy of capitalism.

Mr Binedell said: "This crisis of legitimacy is of major concern for the long term viability of South African industry. If in a future power dispensation, political leaders are strongly socialist, they are unlikely to create favourable fiscal and investment opportunities in society."

The other problem was socio-political intrusion into the busines area.

He said: "The mass mobilisation of black political anger at current conditions has meant that the work force has sought to embroil the busines community in these issues."

Managers were being forced to deal with multi-cultural situations, affirmative action progrmames, strikes, labour disputs, wage settlements, boycotts and security problems, among others.

This placed new stresses on management and diverted them from the basic business of producing products and selling them.

International economic isolation was likely to influence the basic nature, infrastructure and development of the economy.

Mr Binedell said: "In South Africa, a key element of leadership strategy is the contending political and economic ideologies that are vying for support."

South Africa was in a long term period of transition in which power was going to shift to a broader base. This would place particular demands on the economic infrastructure to implement its agenda.

South Africa's was a low-productivity, low technology, isolated economy. There was an enormous requirement for the provision of education and management development.

Mr Binedell said: "In my view these issues create the demand for a new form of South African business leadership."

To begin this process, the role of management needed to be redefined and placed in the broader context of socio-political change.

Consultant says

SA suffering a leadership crisis

(173) 24/8/87

GRAHAMSTOWN — South Africa is suffering from a leadership crisis because employers are not telling the people in which direction to go, a Johannesburg management consultant, Mr Antony Manning, said here yesterday.

Speaking during the Aiesec Commerce Week at Rhodes University, Mr Manning said, two kinds of business leaders were needed: transactional leaders to keep things going and transformational leaders to create realities.

"We must stop throwing the naartjies and get on to the field and start playing."

It was easy to be safe from a distance, but South Africa could not afford this, he said.

He said that to say nothing would change until the government changed was nonsense.

Change could happen in little, tentative, incremental ways. Work places themselves, as the bases for change, should not be overlooked, he said.

"Our perceptions are not true. We can all make an impact. We can start by seeing our organisation (business) as a learning environment, taking chances and regarding everybody as a crew and not passengers."

Mr Manning said businessmen were largely traumatised by the magnitude and complexity of the changes they were facing.

No businessman knew where he was going nor what he had to cope with. While there were no simple answers, there were simple and potent solutions, Mr Manning said.

"No business anywhere in South Africa is performing anywhere near its potential. In almost every case, companies are cutting their cost structure instead of increasing turnover, in a climate which is becoming more hostile to business."

He said business leaders were in a state of future shock. They were paralysed and did not know how to deal with the situation. It was a depressed climate. Negativism was being reinforced while leaders focused on difficulties.

"We must develop mechanisms and thinking processes to deal with the future."

Management must be analytical in finding a way ahead.

He said: "Our entire society is being re-invented. We are on shifting ground with changing rules."

What was needed was something new and dramatically different. Not enough information was causing instinctive judgments, risk-taking, pressure and compounding error.

Few in South Africa were prepared to push forward and take aggressive chances. Consumers had lost confidence and most companies went out of their way to hold people back, narrowing peoples' vision.

"This is worse in the big organisations."

He said most people lived in a contextual logic bubble. If there was no overlapping the bubbles would burst.

"The bubbles have been separated so widely that we're shouting at each other. But even if you disagree there will be a sharing process," he added.

In any organisation there should be five critical communication interfaces, Mr Manning said.

There should be a powerful communication strategy, a similarly strong human resources management strategy, growing public relations, social responsiblity programmes to send "signals" and "hugely" communicative industrial relations practices.

"It is these signals and symbols which will indicate how far you will push — or be pushed."

Mozambique, says a report in the official ...

Rates become lower in Hon...

Argus 27/8/87

173

CITY/NA

Opportunities in SA are 'unlimited'

From DEREK TOMMEY
Financial Editor

STELLENBOSCH. — Dr Anton Rupert, founder and chairman of the R4-billion Rembrandt group, expressed optimism and confidence in South Africa's future at the group's annual meeting here today.

"The opportunities offered by South Africa are unlimited," he said.

"There is no country in the southern hemisphere which has managed to repay R15,5-billion of its foreign debt in two years."

"Real growth"

He quoted comments made in the 1930s by Professor C W Kiewit that "South Africa progresses by political disasters and economic windfalls".

Dr Rupert said: "This is exactly what is happening today. South Africa is showing resilience under pressure. According to acceptable norms it is credit-worthy and solvent."

Dr Rupert called for greater encouragement for the promotion of new small businesses.

"The economic growth we have to achieve is not growth only through take-overs and mergers, or growth based on consumption only, or growth bloated by inflation, but real growth — in economic capacity, in production and in job opportunities.

"Neither the established institutions nor the large business corporations alone are going to create the job opportunities on which our future security is dependent."

In the past five years the 500 biggest companies in the United States had reduced their employment figure by 1,8-million. During the same period new businesses had created 2,5-million jobs, he said.

Dr Rupert welcomed the Government's expressed intention to help the informal sector by abolishing redundant regulations. "South Africa can be saved only by this kind of emancipation," he said.

"We must free the energy bottled up in our communities so that it may create prosperity rather than friction. We must also not hesitate to demolish holy cows.

"It is better to do away in good time with obsolete control measures rather than run the risk of eventually having no control at all."

● See page 22.

Job-creation funds 'used to house councillors'

Cape Times 9/9/87

Political Staff

HOUSE OF ASSEMBLY. — Allegations that R268 000 earmarked for job creation had been used to build nine houses for Ibhayi town councillors were revealed yesterday by Mr John Malcomess, the Progressive Federal Party MP for Port Elizabeth Central.

The rent for each of the R33 000 houses was put at R4,24 a month.

And confidential minutes of the executive committee of the Ibhayi Town Council in the hands of our correspondent in Port Elizabeth show that on August 26 last year it was recommended that "approval be granted" for such action and that the "actions of the mayor and the then acting town clerk be condoned".

They had earlier called for tenders for the nine houses.

Speaking during committee stage of the Budget, Mr Malcomess said the Minister of Constitutional Development and Planning, Mr Chris Heunis, had supplied an answer to the House in connection with the houses which was "not correct".

Advocate General

He said evidence of the use of the job-creation funds as well as other documentation relating to a "considerable degree of malpractice in the Ibhayi Town Council" had been forwarded to the Advocate General.

Mr Malcomess said the minister had stated in reply to questions that neither the mayor of Ibhayi nor town councillors received housing or transport benefits, neither had they received loans to build houses.

He said that subsequent to these replies being reported he had been visited by a person "who believed the answer given to me was not correct and he produced evidence to support his contention.

"He also produced other evidence relating to a considerable degree of malpractice within the Ibhayi Town Council."

Quoting from council minutes Mr Malcomess said it had been recommended that nine houses be erected at KwaMagxaki and that quotes be called for.

Petrol bomb

Further recommendations were that the monthly rental and instalment payment on the capital amount of R33 000 would be:

- R4,24 a month rental.
- R352 monthly instalment over 20 years if the house was purchased.

Mr Malcomess said the minutes also recorded that during April 1986 councillor Ncama's house had been destroyed by fire following a petrol bomb attack and that the council had had no option but to provide hotel accommodation for him as the guest house was occupied by councillor Petela.

The request that alternative accommodation be found had come from the Minister of Constitutional Development and Planning, who had advised that it "is placing him in a very embarrassing position in Parliament".

Mr Malcomess said it appeared that the minister had been advised of the situation and it would be "somewhat surprising if he did not know that money had been spent on providing these nine houses.

"If the allegations are correct, then certainly the rental of R4,24 for a month for a R33 000 house is subsidization of housing for councillors on a massive scale and the answer supplied by the minister in this House was not correct."

FM. 18/9/87

JOB CREATION (173)

What's the cost?

Pretoria's R225m training scheme for the unemployed was a "success story from beginning to end," says the Department of Manpower's chief director of training, Roelf Dyman.

Measuring the success of spending R225m of taxpayers' money in this way is a questionable method of public accountability.

Dyman said 34% of 600 000 people who underwent training during the past two years had found employment immediately upon completing their courses. That implies that the other 66% are still without work.

Others, however, had "entered the economy as private contractors. They were given documentary proof that they had completed a course which helped them to find jobs." Dyman said the scheme had proved itself a success, and had "helped develop the informal economic sector." With SA's 4 000-plus statutes, and countless other by-laws and municipal ordinances, the concept of an "informal sector" is fallacious; indeed it implies illegal activity.

Studies of the informal sector have shown that it creates jobs at the lowest cost. The latest Decentralisation Board annual report shows the cost of a job in 1986-1987 was over R18 000. In Ciskei, after two years of bull-necked deregulation and heavy tax cuts, Joe Rowles of the Ciskei Small Development Business Corporation says jobs are being created for "less than R1 000 each."

In SA, deregulation and privatisation, which would help to expand the private sector from grassroots, and which are official economic policies, have been left in a state of suspended animation. ■

Yes.

(i) The erection of a prison forms part of the development strategy for the North-Western Transvaal border area.
The mortuary which is planned forms part of the police complex.
The existing police station is inadequate and also does not comply with present-day standards.
Living quarters for the South African Police are needed and have to be provided.
At present there is no court building in Alldays and sessions of the periodical court are held in the office of the station commander of the South African Police. This is an unsatisfactory state of affairs.

(ii) The prison is provided at the request of the SA Prison Services while the police station, living quarters and mortuary are provided at the request of the SA Police.
A court building where sessions of the periodical court can be held, is provided at the request of the Department of Justice.

(iii) Except for the prison, police station, mortuary, court building and living quarters no other buildings are envisaged.

(iv) Prison—

the final accommodation requirements are not yet known but it is expected that approximately 600 prisoners will be accommodated.

Police station—

approximately 45 persons.

Court building—

4 officials during sessions.

It is not possible to indicate how many persons would be accommodated in the living quarters.

Annual reports

367. Mr K M ANDREW asked the Minister of Manpower:

HoA

(1) (a) (i) How many annual reports were produced in 1986 by his Department and/or statutory bodies falling under his Department and (ii) in respect of what bodies were these reports produced, (b) what was the cost of producing each such report, (c) how many copies of each report were printed and (d) who undertook the printing of each report;

(2) whether the printing of these reports were put out to tender; if not, why not; if so, (a) what was the (i) lowest and (ii) highest tender submitted, and (b) what was the amount of the successful tender, in each case;

(3) whether any copies of these reports were sold; if so, (a) how many, (b) to whom, and (c) at what price, in respect of each report;

(4) in respect of each of the latest specified five years for which information is available, (a) what was the total cost to his Department of these annual reports, (b) how many copies were printed, (c) how many of these reports contained (i) full colour and (ii) black and white pictures, (d) on what quality paper were the annual reports printed and (e) (i) how many of these reports contained a photograph or drawing of the (aa) political head and (bb) top official of his Department and/or the statutory bodies in question and (ii) how many of these pictures were in (aa) colour and (bb) black and white in each case?

The MINISTER OF MANPOWER:

(1) (a) (i) Four.

(ii) Department of Manpower (DMP)
Workmen's Compensation Commissioner (WCC)
Unemployment Insurance Commissioner (UIC)
National Manpower Commission (NMC).

(b) DMP—R34 672,45
WCC—R2 004,80
UIC—R1 721,44
NMC—R15 728,67.

(c) DMP—1 400
WCC—600
UIC—1 200
NMC—1 200.

(d) DMP—Government Printer
WCC—Hennies Secretarial Services
UIC—Pretoria Printers
NMC—Government Printer.

(2) Yes. The printing or the giving out on tender for printing of the Annual Reports of the Department of Manpower and of the National Manpower Commission, is a function of the Government Printer, whilst the particulars for the Workmen's Compensation Commissioner and the Unemployment Insurance Commissioner are as follows:

(a) (i) WCC—R2 004,80
UIC—R1 721,44.

(ii) WCC—R2 610,00
UIC—R1 928,64.

(b) WCC—R2 004,80
UIC—R1 721,44.

(3) DMP—Yes
WCC—No
UIC—No
NMC—Yes.

(a) DMP—20 (According to Government Printer)
NMC—429 (According to Government Printer).

(b) DMP—General public
NMC—General public.

(c) DMP—R22,50 per copy
NMC—R10,50 per copy.

(4) (a)

	DMP	WCC	UIC	NMC
1982	R24 160,36	R1 105,47	R 927,50	R53 543,56*
1983	R20 432,79	R1 452,92	R1 135,20	R17 971,44
1984	R21 439,38	R1 093,22	R1 261,12	R15 697,40
1985	R27 854,44	R1 833,38	R1 377,60	R17 005,40
1986	R34 672,45	R2 004,80	R1 721,44	R15 728,67

*Last time that high pressure setting was used.

(b)

	DMP	WCC	UIC	NMC
1982	1 456	600	1 200	1 430
1983	1 420	600	1 200	1 842
1984	1 495	650	1 200	1 300
1985	1 300	660	1 200	1 400
1986	1 400	660	1 200	1 550

(c) (i)

	DMP	WCC	UIC	NMC
1982	None	None	None	None
1983	None	None	None	None
1984	One	None	None	None
1985	One	None	None	None
1986	One	None	None	None

(ii)

	DMP	WCC	UIC	NMC
1982	One	None	None	None
1983	One	None	None	None
1984	None	None	None	None
1985	None	None	None	One
1986	None	None	None	One

(d) DMP—Dakuza Matt
WCC—Dakuza Matt
UIC—Dakuza Matt
NMC—G P Wove.

HoA

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.

Sat Times 30/9/87 (2)(13)

Training programme for builders launched

JOHANNESBURG. — A comprehensive training programme, aimed at upgrading the management and professional skills in the small building industry was launched here yesterday, SABC radio new reports.

The programme, conducted by the Brick Development Association of SA with the backing of the private sector, is a registered venture with the Department of Manpower.

The director of the association, Frikkie Kraukamp, said at the launching function that the new programme, the first of its kind ever launched for the building industry, was a culmination of negotiations between various organized small builders and the Department of Manpower to improve managerial skills of black builders.

The programme, to be known as the Proficiency Development Project, will be run at a new training centre of the BDA near Turffontein in Johannesburg.

Kraukamp said training encompassed aspects such as planning, stock and inventry forcast and bargaining. It is conducted in conjunction with similar programmes tailored for the training of the unemployed by the government. — Sapa

More jobs in spite of export loss — Seardel

ARGUS 30/9/87

By TOM HOOD, Business Editor

SANCTIONS hit overseas sales by the giant Seardel Investment Corporation, the country's largest clothing manufacturer, reports the chairman, Mr Aaron Searll.

"Export turnover has dropped quite significantly," he says in his annual report.

"Strenuous efforts are continually being made to replace this business."

As the clothing industry recovered from the recession, the group's number of employees increased for the first time in several years in the 12 months to June 30.

Mr Searll

The group now employs about 14 100 people, of whom 12 500 are employed in production. Managerial and administration number 900 and promotion and sales staff total 700.

Where possible, disabled people were employed in suitable jobs, said Mr Searll.

The group's wage bill came to R102-million.

Success in dealing with union and labour problems was largely achieved as a result of a change in management style which accepted the challenge of implementing and administering justice and democracy in the work place.

"This is no easy task and cannot be achieved overnight. It is rather the beginning of a commitment towards an ongoing process which will form the basis of our industrial relations policy in the years ahead," he said.

Cape Times 30/9/82 173

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

CAPE TIMES 2/10/87 (173)

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

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ARGUS 6/10/87 (173)

SELF-HELP

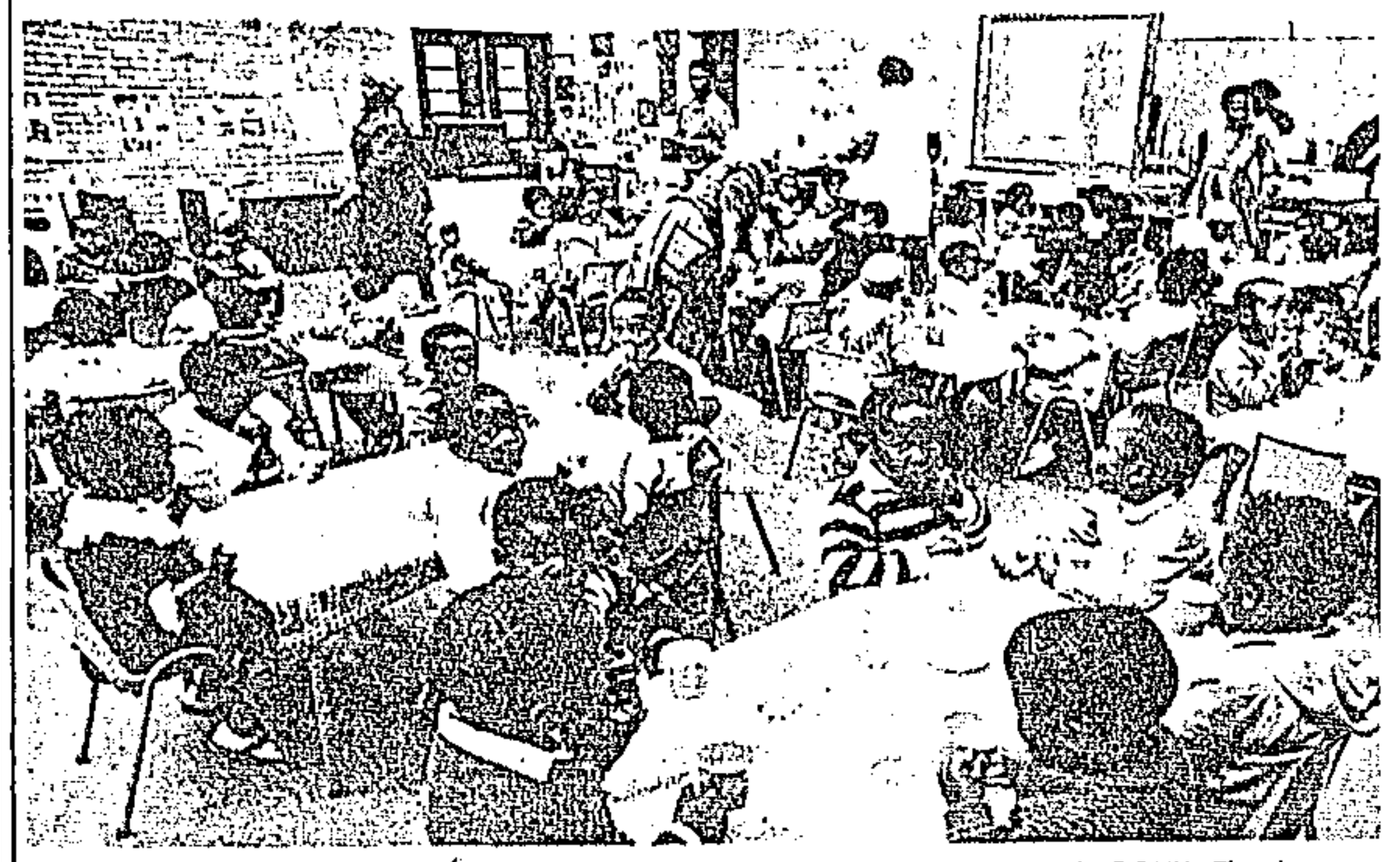
Mfesane project spreads its wings

By HENRI DU PLESSIS
Staff Reporter

MFESANE, an ecumenical Christian project among black people in the Eastern Cape, has spread a fledgling wing to the Western Cape this year and Khayelitsha has become the launching pad of their actions.

The main purpose of Mfesane is to spread The Word, not only by word, but especially by deed. Or as a founder, the Rev Almero Cloete says: "There is no use in preaching to people if they are so hungry they cannot feel or experience the love of God!"

"We want to help people to help themselves," said the Rev Johann Els, manager of Mfesane in the Western Cape.



Pictures: DANA le ROUX, The Argus

SNACKTIME: Morning snacktime for tiny tots at the Bavumeleni Educare Centre in Khayelitsha. Their parents usually leave home when their children are still asleep and arrive when they have gone to bed at night.

"So far we have mostly been investigating if there was space for us here and we have launched a number of pilot projects to test this."

Projects included are an educare centre, a sewing club and a senior citizens' club.

Envisaged are a school for the deaf, a proper old-age home and an industrial training centre where certain crafts would be taught.

The Zenzele sewing club has white and black members.

"As part of our attempt to initiate contact, we have invited white women who have certain sewing skills to become members and teach the black women. We also have a number of very capable black instructors," Mr Els said.

Sewing classes

Mrs Isabeau van Nierop of Oranjezicht gives classes every Wednesday morning.

"I started off with the idea of teaching the members patchwork, but I found some first needed to learn other basic skills," she said.

According to Mrs van Nierop, her classes only started in May and already every member has already made at least one jacket.

"They can sell what they make themselves or, if the work is up to standard, we'd like to arrange for it to be sold commercially," Mrs van Nierop said.

The Bavumeleni Educare Centre, founded at the request of the Dutch Reformed Church in Africa, is being run in partnership with the Grassroots Education Trust who provide basic equipment and in-service-training to staff and management.

Principal Mrs Doris Lugalo is rightly proud of the fact that her charge is not merely a childcare centre.

"We have a full educational programme for our 80 pupils," she said.

The school is operated on a sponsorship basis. People can contribute R15 a month to sponsor a certain child.

Senior citizens

Mfesane Cape Project Development Worker Mr Theo Zweni keeps an eagle eye on the Nonceba Senior Citizens' Club members.

"Our senior citizens had nothing to do here and this club has given them an opportunity to feel useful again," he said.

"They pay fifty cents a day when they come here and we give them food and keep them busy."

Mfesane projects are run by local people. A management committee has been created for the educare centre, chaired by evangelist Mr Z Vani.

"We only enter an area when we are requested to do so by the people and we do not make decisions on their behalf," Mr Els said.

"Project budgets are also openly presented to the management committee and members of the clubs and they have to come forward with solutions to money problems."

BUSY HANDS: Men of the Nonceba Senior Citizens' Club doing macrame, above from left, Mr J Feni, Mr M Ramatodi, seated, Mr Theo Zweni and Mr S Xibi. Top: Zenzele Sewing Club members show their work.

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. ■

'Red tape hampers building industry'

Business Editor

THOUSANDS of workers are being trained in basic building skills as part of the Department of Manpower's unemployed training scheme, but the effort will be wasted because little work is coming from the South African Housing Trust, says the director of the Building Industries Federation, Mr Lou Davies.

He said in his annual report that the reason was lack of land — not serviced land, but ordinary building plots that could be used to provide thousands of housing units, a multitude of job opportunities and a burgeoning formal and non-formal building industry.

"Bureaucratic red tape, lethargy among local authorities and a generally unappreciative audience of monolithic officialdom seems unable to grasp or exploit the many available housing solutions.

"The enormous opportunity for providing jobs and creating consequent wealth through housing is being dissipated by unnecessary controls, restrictions and traditional attitudes."

The challenge lay in creating greater job opportunities and providing affordable and adequate housing for all South Africans.

Mr Davies said he hoped the indications of a moderate industry upturn would be sustained and so restore the confidence of entrepreneurs who continued to view building as a viable investment.

SA needs to create 3,8 million jobs — survey

By BARRY STREEK
Political Staff

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.

Cape Times 20/10/87

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Population growth outstripped

Big rise in public sector jobs — study

By BARRY STREEK
Political Staff

THE growth in public sector employment was higher than the increase in both the population and the economically active population, a University of Cape Town masters student, Mr Barry Standish, has found.

He said employment by the public sector was estimated to have increased from 160 000 in 1920 to 1,5 million by 1980 and 1,6 million by 1986.

Homelands

White employment by the public sector grew from 12% of the white economically active population in 1921 to 31% of the white economically active population by 1980, while black employment by the public sector increased from 5% of the black economically active population in 1946 to 11% in 1980.

Mr Standish's findings have been summarized and published by UCT's Southern African Labour and Development Research Unit (Saldru).

"The most surprising and least expected result is the evidence regarding the tremendous growth in the number of blacks working for the state.

"The growth is largely centred around the growth of black employment in the public services, particularly the central authorities during the 1980s and the homeland governments since the 1960s.

"In terms of the activities which the public sector undertakes, nearly half of all employment is to do with the provision of economic services."

One of the problems he faced in his research was "no complete data existed for public sector employment".

In absolute terms employment by the central authorites grew from less than 19 000 in 1930 to "a massive 335 000 in 1981.

"This is a compounded annual growth rate of nearly 5% since 1930, compared to a compound annual population growth rate between 1936 and 1970 of 2,53%."

P W Botha

In 1985, there were 381 759 people employed by the central authorities, 258 699 by the provincial authorities, 239 100 by local authorities, 124 866 by homeland governments, 30 882 by statutory bodies and control boards, 225 055 by SATS, 93 924 by the post office and 200 000 by public corporations, giving a total of 1 554 285.

In 1978, when Mr P W Botha became Prime Minister and pledged to streamline the civil service, there were 1 481 109 people in the public sector.

Cape Times 23/10/87 Page 173

Rand Mines: R2-bn to create 20 000 jobs

JOHANNESBURG. — The Rand Mines Group is engaged in a R2 billion expansion programme that will create more than 20 000 new jobs in a climate of high unemployment in SA, said Warren Clewlow, CE of Barlow Rand, at Virginia, OFS, this week.

He was speaking at the official opening of the new R250m number 4 shaft complex at the Harmony Gold Mine — one of several new mining developments being tackled by Rand Mines, the mining arm of Barlow Rand.

Clewlow said that, apart from Harmony number 4 shaft complex, the projects currently under way in the Rand Mines Group include:

The new Barplats Platinum Mine — to be developed near Steelpoort, Transvaal, at a cost of R500m.

The new Barbrook Gold Mine near Barberton — a R100m development.

The Escom-tied Khutala and Majuba underground coal mines — which are costing a total of R800m to establish.

The R300m Far East vertical project that will give the ERPM gold mine a 50-year new lease of life.

The R60m City Deep sand and slime retreatment plant that Barlow Rand chairman Mike Rosholt will officially open next week.

"If you take into account that the average mine worker has five direct dependants, it becomes clear that the current expansion of the Rand Mines Group is creating a livelihood for at least 100 000 people. This represents a very good investment in the future of SA," said Clewlow. — Sapa

More and more blacks are working for the State

BD 30/10/89

BARRY STREEK: Cape Town

The substantial growth in employment in the public sector in South Africa was higher than the increase in both the population and the economically active population, a University of Cape Town masters student, Mr Barry Standish, has found.

He said employment by the public sector was estimated to have increased from 160 000 in 1920 to 1,5-million by 1980 and 1,6-million by 1986.

White employment by the public sector grew from 12% of the white economically active population in 1921 to 31% of the white economically active population by 1980, while black employment by the public sector increased from 5% of the black economically active population in 1946 to 11% in 1980.

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"The growth is largely centred around the growth of black employment in the public services, particularly the central authorities during the 1980s and the homeland governments since the 1960s.

"In terms of the activities which the public sector undertakes, nearly half of all employment is to do with the provision of economic services.

"The 1980 results show employment in education, the second most important employment activity, involved 20% of state employment.

"Evidence suggests that for certain periods and certain sectors, a limit was imposed on the number of blacks who could be employed given the number of whites employed.

"The effect of this was to severely restrict the growth in employment in these sectors in the periods where white labour shortages existed," Mr Standish said.

One of the problems he faced in his research was "no complete data existed for public sector employment."

In 1980 the central authorities were the largest employer, being responsible for 21% of total employment of whites and 20% of blacks in the public sector.

The percentage figure has steadily dropped since 1965 when 32% of whites in the public sector were employed by the central authorities.

The number of whites employed by the South African Transport Services (Sats) has also dropped, from 61% of whites in the public sector in 1920 to 18,46% in 1980.

However, in absolute terms employment by the central authorites grew from less than 19 000 in 1930 to a massive 335 000 in 1981.

"This is a compounded annual growth rate of nearly 5% since 1930, compared to a compound annual population growth rate between 1936 and 1970 of 2,53%."

In 1985, there were 381 759 people employed by the central authorities, 258 699 by the provincial authorities, 239 100 by local authorities, 124 866 by homeland governments, 30 882 by statutory bodies and control boards, 225 055 by Sats, 93 924 by the post office and 200 000 by public corporations, giving a total of 1 554 285.

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They have also found the real monthly income per capita from formal sector employment was more than ten times higher for whites than for blacks, and that the gap of real income between whites and blacks, per head of population, had increased between 1970 and 1985.

Although there had been "a definite tendency for real wages to rise for all racial groups" but unskilled labourers had been marginalised, and black and coloured workers had been affected "most deleteriously".

The distribution of income within the black and coloured groups had become "more skewed, causing impoverishment".

This had been illustrated by the increase in dependency on each black 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 been unable to provide sufficient employment opportunities, "the informal sector has also shown little capacity to absorb the unskilled unemployed labourers".

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Bid to boost small Cape building

w/e MAGUS 31/10/87 (28) 173

By TOM HOOD,
Business Editor

SMALL building companies in the Cape have been left out in the cold at Blue Downs, the giant housing project near D F Malan airport, says Mr Joe Taylor, managing director of the South African Housing Trust.

He wants to give them a piece of the R2-billion action and is negotiating with one of the country's building giants to help the small builders by providing expertise, management and access to materials at bulk buying prices.

All the home building contracts at Blue Downs have gone so far to large building companies, some of them based in the Transvaal.

Mr Taylor said this week that the State-backed Housing Trust last month approved its first project involving a major company that was prepared to adjust its operating structure to meet the trust's requirements.

OFF THE GROUND

"We want organised industry to help to get the small coloured or Indian builder off the ground," he said.

"The big companies want us to put up the superstructure.

"We will do it if they will act as project managers at a fee of 3 percent. They have the experience, support systems and bulk buying arrangements."

The trust aimed to produce houses selling for less than R20 000 and to increase job creation and help smaller builders.

"We are the Pick 'n Pay of the construction industry with low margins and high profits," he told the Building Industries Federation congress this week.

"Our market has certain limits — only 6 percent earn more than R1 200 a month — so costs must be kept right down."

While older black people might be prepared to accept traditional methods of construction, young people wanted bricks and cavity walls — "not even building blocks."

Speaking of the big logjam in housing and the shortage of land, he said: "Our market cannot afford serviced sites at R10 000 each.

"We will have to work at it and produce serviced for about R5 000."

Mr Taylor, a former banker, was switched from the State President's office to become managing director on January 1 and start up the housing trust.

He is considering raising funds from the market, possibly through debentures, to finance low-cost housing.

One investor had said he was prepared to take R100-million of debentures.

The trust received funds of R400-million earlier this year and has already earmarked R281-million for projects around the country — 95 percent in the black low-cost market.

Lack of management and supervision caused the failure of many earlier aided self-help schemes.

The trust has opted for development in stages as a way of providing houses.

Infrastructure and a part of the house are contractor-built and the rest is completed by the owner.

"In practical terms this means we will first develop and finance the provision of infrastructure to produce serviced sites at a cost compatible with our market segment."

The construction of these houses would be handled by local businessmen acting on behalf of the owner, under the umbrella of a development agent, such as a major company.

Initial successes were expected to grow into a very powerful vehicle which would make a big impact on the country's housing backlog.

"By offering both bridging or development capital and long-term bond finance at soft subsidised interest rates, we believe we will provide the stimulus for increased activity in the affordable housing market," added Mr Taylor.

"By lowering the entry threshold to mortgage finance many more low income families will be helped."

The Trust's 8 percent bond rate works out at R125 a month repayment requiring a monthly income of only R418 and that, says Mr Taylor, is what many people already pay in rent for backyard rooms.

Mr Taylor added the public tender approach to housing in a developing country had proved itself as a world-wide failure because it took no congisance of the wishes of the end user, the availability of value of local entrepreneurs, labour and the resourcefulness of those directly confronted with the problems of the housing shortage.

"In contrast, staged development, which invariably includes upgrading, and aided selfhelp have proved as viable alternatives in other developing countries."

A problem of 'maldistribution' as . . .

SA also faces over-supply of health workers

GERALD REILLY

PRETORIA — The world-wide trend of an over-production of health manpower has become apparent in SA, Stellenbosch University professor Wynand Dreyer said yesterday.

He told the International Dental Congress in Pretoria the threat of an over-supply of health manpower had to be given timeous attention.

Over-production was causing world-wide concern. By the year 2000, it was estimated the world would face a surplus of more than 250 000 physicians.

Similar trends were developing for dental manpower, both in the developed and developing countries. In SA, however, it was not simply a matter of over-production of health personnel but rather one of maldistribution.

Urban communities were well supplied, while rural and deprived peri-urban communities had extensive needs. The trend towards maldistribution would affect dentistry.

While opening the congress, National Health Minster Willie van Niekerk said some delegates had been under substantial pressure not to attend the congress.

International dental companies were also present, in spite of the disinvestment campaign against SA.

Disinvestment, he said, could only harm the health services of especially the developing people of SA who were largely dependent on State services.

Van Niekerk said he was pleased "meaningless" sanctions against SA had not marred the liaison between SA dentists and dentists in other countries.

At the beginning of the year, 3 367 dentists, 103 dental therapists and 448 oral hygienists were registered with the SA Medical and Dental Council.

Argus 4/11/87 (173)

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."

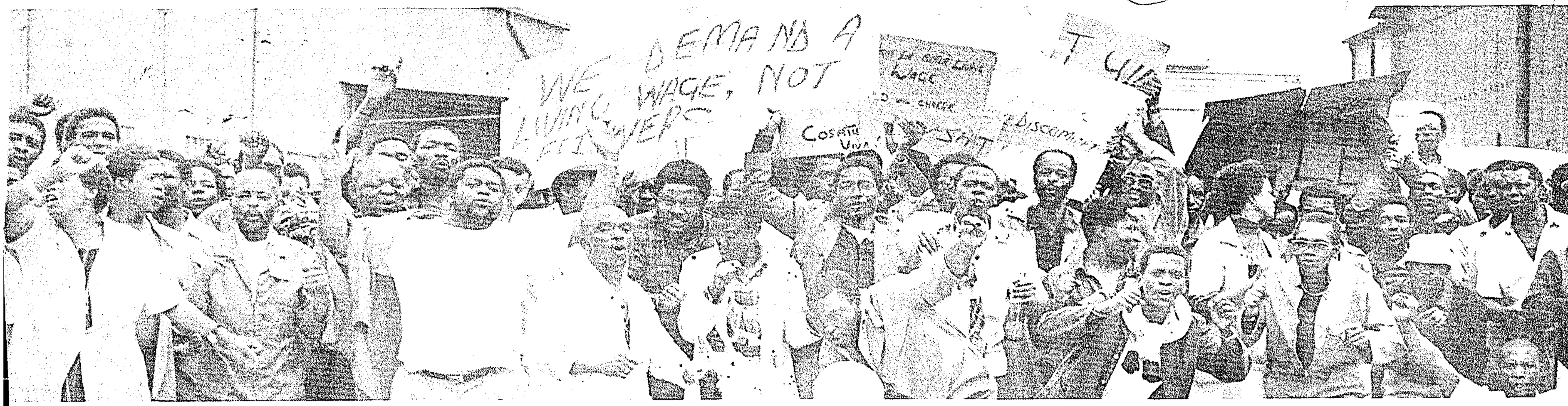
Mr Smith, acting secretary, said Launisma survived on outside help "from people who know about us and who are keen to get the project off the ground.

"We are here to help the community through training people and generating income."

Pictures: HANNES THIART, The Argus

SPARKS FLY AT WORK: Among the panel-beating staff are Mr Mncedisi Ntloko, left, and Mr David Ndyumbu.

RADIO, TV MAN: Mr Drummond Manyefane, Launisma auto-electrician and electronics whizz, at work.



'Job worth' must be defined

Dr RJ Snelgar, of the University of Port Elizabeth's department of industrial and organisational psychology, discusses the importance of devising a system of job evaluation in the October issue of the *Institute of Personnel Management Journal* which hit the streets this week.

JOB evaluation has become an issue of great importance to managers, workers, unions and even various governmental bodies.

Primarily it is a process of determining the relative value of jobs. However, most have come to view it as a process of determining the pay and rand value of jobs and placing jobs in categories or grades that all receive the same basic pay.

Recently, a movement has begun to reconsider the way that workers are compensated and job evaluation has taken on a new meaning and importance. Basically, it has been proposed that people who perform comparable work should receive similar compensation.

This proposal is obviously of vital importance when considering the pay structure which may reflect both sexual and racial discrimination in prevailing pay rates.

In the above context, we must study the validity of compensation systems and methods for determining the relative worth of jobs.

A second type of pay discrimination arises when job structures within an organisation are substantially segregated by sex, race and workers of one category are paid less than workers of another category when the two groups are performing work that is of comparable worth to the employer.

In the light of these types of pay discrimination, we must concern ourselves with two questions: To what extent does the fact that women and blacks who are, on the average, paid less than white men, reflect discrimination in the way jobs are being compensated? And: If pay discrimination exists, what can be done about it?

On the basis of a review of the evidence, we can only accept that there is substantial discrimination

other, producing similar results.

universal standard of job worth and problems of measurement.

However, job evaluation techniques may overcome these criticisms, as discussed later. Another approach to the relative worth of jobs, then, is to equate the worth of jobs with existing pay rates.

The belief that the existing pay differentials between jobs provide a valid measure of the relative worth of jobs, depends on the view that the operation of labour markets is freely competitive and that pay differentials primarily reflect differences in individual productivity and are not substantially influenced by discrimination.

While there is a great deal of controversy about the nature of labour markets, the operation of labour markets can be better understood as reflecting a variety of institutions that limit competition with re-

This approach necessarily puts in question the thought of applying "demand and supply" independently to each pay rate in an organisation. There simply is no compulsion of market forces adequate to explain the detailed determination of pay differentials.

Internal standards of job comparison are a much more adequate explanation of many pay differentials than are market forces. From this point of view, the pay rate for one particular job cannot be divorced from the pay rates for other jobs within the same company.

Particular pay rates are set by administrative decision within the company. Management have increasingly worked toward a stable structure frequently based upon job evalution.

Although no universal standard of job worth exist, job evaluation plans do provide standards and measures of job worth that are used to estimate the relative worth of jobs.

In job evaluation plans, pay ranges for a job are based on estimates of the worth of jobs according to such criteria as the skill, effort and responsibility required by the job.

Pay for an individual within the pay range is set by the worker's characteristics, such as credentials, seniority, productivity and quality of performance. In this way, job evaluation plans provide measures of job worth that may be used to discover and reduce pay discrimination for persons covered by a given plan.

By making the criteria of compensation explicit and by applying the criteria consistently, it is probable that pay differentials resulting form traditional stereotypes regarding the value of "women's" work or work customarily done by blacks will be reduced.

Rather than looking to outside market rates in order to remain "competitive", and thus perhaps reduce the current levels of potential union-management conflict, individual companies should be concentrating on the strict application of job evaluation policies.

Surveys of market rates will perpetuate levels of discrimination, while the logic of job evaluation must surely disallow this perpetuation and eventually eliminate it.

Unions have increasingly accepted the notion of job evaluation creating a stable structure. Perhaps the greatest fear is the use of job evaluation to freeze unions out of the pay differential area or to restrict pay differential policy too narrowly. Related to this is fear of an overly scientific, as contrasted with a looser equity, approach.

Real differences in philosophy may create conflict in adjusting pay rate. It is difficult for the union at this stage to allow a job rate to be reduced when rates are "brought into line" by using job evaluation to create a pay structure, regardless of the logic.

Traditional pay relationships and numerical significance of particular groups within the union may give a shallow ring to "logical" job relationships. However, in South Africa the existence of the wage gap based on discrimination would imply an upward movement of rates, and unions may be happy to "buy" into the system by accepting higher pay rates.

Also, with a reasonable voice in policy administration, a union may find evaluation constructive and desirable.

The development of job evaluation has been a real force in the creation of simplified pay structures, and the widespread use of particular job evaluation plans can create more nearly identical detailed wage structures throughout an industry or segment of an industry.

Collective bargaining has been, and is likely to be, an influence creating and extending these simplified and more uniform pay structures.

The removal of inequities and discrimination is a common part of the bargaining process. As unions became going concerns, constant pay inequities and discrimination in general were no longer acceptable, and the use of the job evaluation the logical "weapon" for bargining on both sides.

This discussion has attempted to make clear that an operational type of pay differential theory relating each company rate to a market rate through the employment process is highly unrealistic if there are attempts to negate discrimination and resultant pay rate inequities.

This is not to say that there are no labour market forces, both in an employment and a pay comparison sense.

It is to say, however, that not every pay rate is of equal significance and that systems of rates must be explained and related to their economic and administrative context and environment.

Job evaluation is the vital tool in this process especially when establishing comparable worth on an internal pay structure basis, which will allow reliable and valid identification of discriminatory rates and practices.

City Press
8 NOV 1987

which requires an investigation of whether, and to what extent, existing pay differentials between jobs are the result of discrimination.

Many argue that the pay rates set by the market determine precisely what jobs are worth to both employers and employees, but this position has been challenged by those who argue that existing pay differentials incorporate discriminatory elements.

Most job evaluation plans, which provide the basis for many employers' compensation programs, use market pay rates to determine the value of features they identify as contributing to job worth.

That is, how much each feature contributes to the job worth score (the weight of each factor) is determined by studying how those features appear to be compensated by market pay rates.

However, if market pay rates incorporate any bias based on sex, race or ethnicity, then alternative methods for determining job comparability, or ways to remove such bias, are needed.

It is important to note that two major types of pay discrimination may be reflected in the internal pay structure.

One type of pay discrimination occurs when one class of people is paid less than another class for doing the same job. For example male and female teachers, doing jobs that are essentially indistinguishable from one another in pay.

Specific instances of discrimination are neither easily identified nor easily remedied because the widespread concentration of women and blacks in low-paying jobs makes it difficult to distinguish discriminatory from non-discriminatory components of compensation.

Nevertheless, one is aware of the perpetuated discrimination on both a national and a company level, as evidenced by the "wage gaps". One approach to remedy the situation is to use existing job evaluation plans as a standard for comparing the relative worth of jobs.

Because employers use many different job evaluation plans, the economic circumstances of employers and industries differ and because there is no hierachy of job worth that could or should be applied to the entire economy, we should only look at the comparable worth approach as it could be used to adjust the pay rates of jobs within companies, and this implies use of job evaluation.

A procedure suggested in the identification and correction of pay discrimination is to compare the actual rates of pay of jobs with the relative worth of jobs.

This relative worth approach requires a generally acceptable standard of job worth and a feasible procedure for measuring the relative worth of jobs. Criticism of this approach revolves around the lack of a respect to markets and pay and tend to perpetuate whatever discrimination exists.

Workers are not generally free to sell their labour to the highest bidder. They are constrained by legislation, geographic location and imperfect information as well as by institutional arrangements designed to encourage stability of the workforce by putting a premium on seniority.

Also, the supply and demand for labour and pay rates offered are affected by union contracts and internal promotions and transfers which lead to employers not seeking labour on the open market.

As suggested, then, it is best to look to the individual company and specific job evaluation plans for solutions to the problem of discrimination. Abstracting the individual internal pay structure for consideration has the advantage of staying within an organisational unit and dealing with a problem having realistic administrative scope.

Companies' role in job creation stressed

Businessmen should seek methods of encouraging all South Africans to share the fruits of the private enterprise system, President Botha said at the centenary banquet of the Johannesburg Stock Exchange at the weekend.

The stock exchange was an important channel for increasing the involvement of South Africans to the the workings of free enterprise, he said.

Schemes in which companies offered shareholdings to their employees were to be welcomed as they improved the motivation of the workforce and increased productivity.

He said the establishment of the capital development market on the JSE in 1985 was an important step forward.

"In the light of the limited ability of the existing large companies to provide sufficient employment opportunities for the continuing and large number of entrants to the labour market, the capital development market could contribute towards giving new impetus to the advancement of small and medium-sized businesses," he said.

Mr Botha said about 50 percent of unfilled positions in the public service had been abolished. — Sapa.

(50) (173) SPM 9/11/87

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 "software" (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.

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.

F/M 20/11/87

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GAUGING LABOUR SKILLS

A National Manpower Commission (NMC) report, *Placement Services in the RSA*, has revealed significant shifts in the racial composition of unskilled workers.

In 1985, blacks, coloureds and Asians made up 32% of all HLM (defined as Matric plus at least two years' education and training), compared to 25% in 1965.

Women are mainly responsible for the shift, largely in the nursing and teaching professions.

White men remain the single largest source of HLM.

In the MLM category (defined as at least Standard seven or eight, plus a few weeks' or months' training), blacks, coloureds and Asians increased from 20% in 1965 to 40% in 1985.

In 1985, HLM made up about 11% of the economically active population; MLM about 25%.

The State immigration assistance scheme established in the early Sixties had brought about an influx of immigrants, who contributed 25%-40% of the total increase of HLM and MLM between 1965 and 1985.

The report argues that: "The private and public sectors have to develop the attitude that will contribute to the optimal utilisation of blacks, coloureds and Indians, and also women, whereby their occupational advancement into skilled occupations and the management corps will be encouraged."

THE stock market crash may have been a blessing in disguise, says former US Federal Reserve Board chairman Paul Volcker. The October 19 crash may have benefited the economy by forcing policymakers to address long-range economic problems such as the US budget and trade deficits.

Cape Times □ 25 Jul 88 173

JOB CREATION SA — the Johannesburg-based business consultancy set up in April last year to create 500 jobs in three years — has placed 350 people in jobs so far. The consultancy — established jointly by Barlow Rand and the National African Federated Chamber of Commerce (Nafcoc) — was set up to provide a supportive environment for new businesses to start up and prosper.

Only 34% of blacks worked

ABOUT 36% of 2,9-million coloureds and 34% of 906 600 Indians and 19,3-million blacks were economically active last year, Central Statistical Services (CSS) figures show.

CSS reports 16% of the coloured workers were semi-skilled, 24% of Indians did clerical work and 22% of blacks worked in services.

The report says 25% of coloured and 26% of black workers earned R200-R319 a month, while 18% of Indians earned R400-R599 a month.

Of the total unemployed, 77% of coloureds, 75% of Indians and 73% of blacks were aged 15 to 34. Of these, 21% of coloureds and Indians and 37% of blacks had been seeking work for more than two years.

Political comment in this issue by Ken Owen. Newsbills by Gerald Prosalendis. Headlines and sub-editing by Gordon Amos. All of Times Media Ltd. 11 Diagonal Street, Johannesburg.

388 - LADIES' STOCKINGS INDUSTRY/CERTAIN AREAS.

Superceding w.d. no: 298

AREA A: East London.

AREA B: Parys.

AREA C: Estcourt.

Cape Times **Appointments**

CAPE TIMES 10/12/87

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CAREERS CHOICE

How parents can help their children to choose a career

After school, what next?

NIELS LINDHARD

WITH the holidays upon us, school-leavers' thoughts will turn to career choices after they have enjoyed their well-earned break. "Careers Choice" by Niels Lindhard is a guide for parents, teachers and other advisers and also informs parents how they can help children to choose a career.

HOW much do parents actually know about today's career opportunities for young people? Parents are known to be one of the most important sources of advice when teenagers have to choose a career. But the problem is that careers are not what they used to be: a job for life or a number of jobs which follow after each other in a continuous pattern.

The careers of tomorrow will be one of the most unstable parts of a person's life. People can expect to have six to 10 jobs in their working lives and two or three different careers. Already, only one person in five in the USA will retire using his or her university or college education. Four out of five will change their original careers completely.

We all want success for our children, and helping them is a family operation which should be led and inspired by the parents. And what do we mean by success? Is it security, is it money, is it social status for the children? What do the children want? Security, money, status, or just to do their own thing? How do we guide them, will they listen? Are we hopelessly out of date in our knowledge about careers? What careers are there, and how does one choose? How do we help the young to come to a wise decision, and what is a wise decision anyway?

A relatively new book **Careers Choice** (College Tutorial Press, Cape Town, price R12) which was published a few months ago, discusses how parents can help their children to choose a career.

Author, Niels Lindhard gives parents many answers, but confirms that most parents will be out of touch with the new works of work. It tells you of the new approaches to careers guidance and how to assess your children's aptitudes and about the new world of work.

It also tells you how the next generation may have to plan for unemployment, and finally, in the last chapter, now that you know a great deal about careers, it asks you to take a hard look at your own.

WHAT SHOULD PARENTS DO?

Encourage your son or daughter from the age of 12 or 13 to think about careers. Let them know the choice is theirs but do not call for a "final" decision. Take them to as many workplaces as you can.

Give them many opportunities to learn about themselves from experiences and challenges. Develop their independence, curiosity, alertness, decision-making skills and relationship skills.

Give them other skills, an additional home language, using their hands, music, mechanical, computer skills. You can give them few better gifts than additional skills.

Give them advice in the form of information, encouragement and assistance to investigate by raising questions in their own minds to which they can seek their own answers.

WHAT PARENTS SHOULD NOT DO

There are two main things parents should avoid: they should not abdicate and they should not dictate. Abdicating means refusing any responsibility: "As long as Jenny is happy, I shall be happy." This is not good enough. Jenny has deserved more support, and she will probably be happy to have some guidance. She may be about to make some very unrealistic choices, and will need your help or perhaps some professional guidance.

Dictating is not worse, it is just as bad. To insist that a young person take up a career of your choice is to court disaster. Parents' ambition often gets in the way: "This is my daughter Rachel, the neuro-surgeon."

And finally, how about giving advice? Please don't. There is an old Hebrew proverb: "Do not confine the young to your own learning for they live in another time." And so, we as parents are not competent to give advice to people who live in another world.

Another of Mr Lindhard's books *Become What you Are* will be available in the shops in April. This book is about people's potential and how they can fulfull that potential by striving towards what they would really like to be and do with their lives.

Mr Lindhard has been running the Lifeskills Education Project at the Faculty of Education, UCT for five years. Formerly a careers adviser at the university for 17 years, he has written eight books on careers guidance, the best known is *Guidance in the Classroom*.

Prediction for 1988 of more jobs, better rises

(173) Bday 31/12/87

LISE BOSMAN

JOB prospects for 1988 are favourable, with salary-scales likely to keep pace with inflation, predict Johannesburg personnel firms.

Personnel consultants say job-hunting in the secretarial, book-keeping and office personnel fields will be affected favourably by an upswing in the economy.

The 33 000 white matriculants in the Transvaal and 77 000 black matriculants countrywide will have a better chance of finding employment in 1988 than in 1987.

"Our company has a very optimistic viewpoint for 1988," says Drake SA marketing co-ordinator Vivien Keller.

Keller says job opportunities are always greater in the first three months of the year. But it is difficult to predict trends for the rest of the year.

Kelly Girl operations director Lorraine Dell stresses the increasing demand for skilled personnel.

But she says the outlook for 1988 is "much healthier". She attributed this trend to greater confidence in the economy, resulting expansion and more employment opportunities.

The results of a Kelly Girl salary survey bear good tidings for employees. Increases between June and December 1987 were 18% higher than in the same period in 1986.

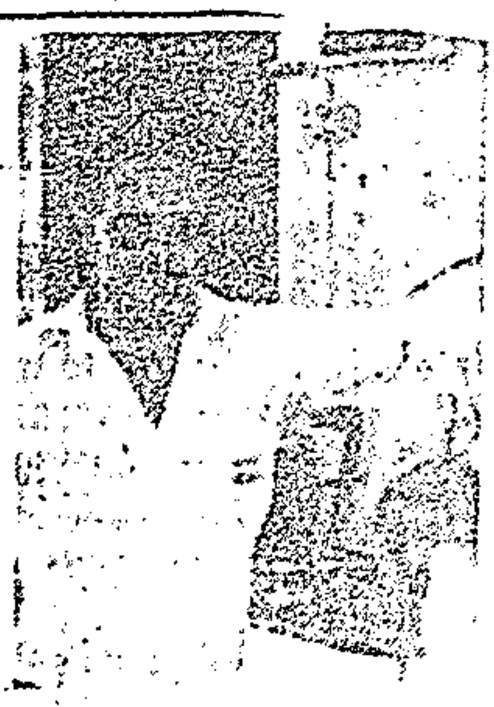
Salaries are expected to escalate, due to the shortage of skills in the market place.

Dell predicts salaries will be competitively higher to attract skilled staff. She notes matriculants with secretarial training stand an excellent chance of employment.

Brent Personnel director Sandra Steynis equally optimistic.

"It's quite clear the outlook is considerably better than 1987 and ten-fold better than 1986.

"We may not have a 3% growth rate, but there are definite signs of improvement," she says.



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