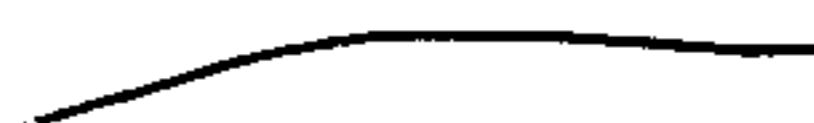
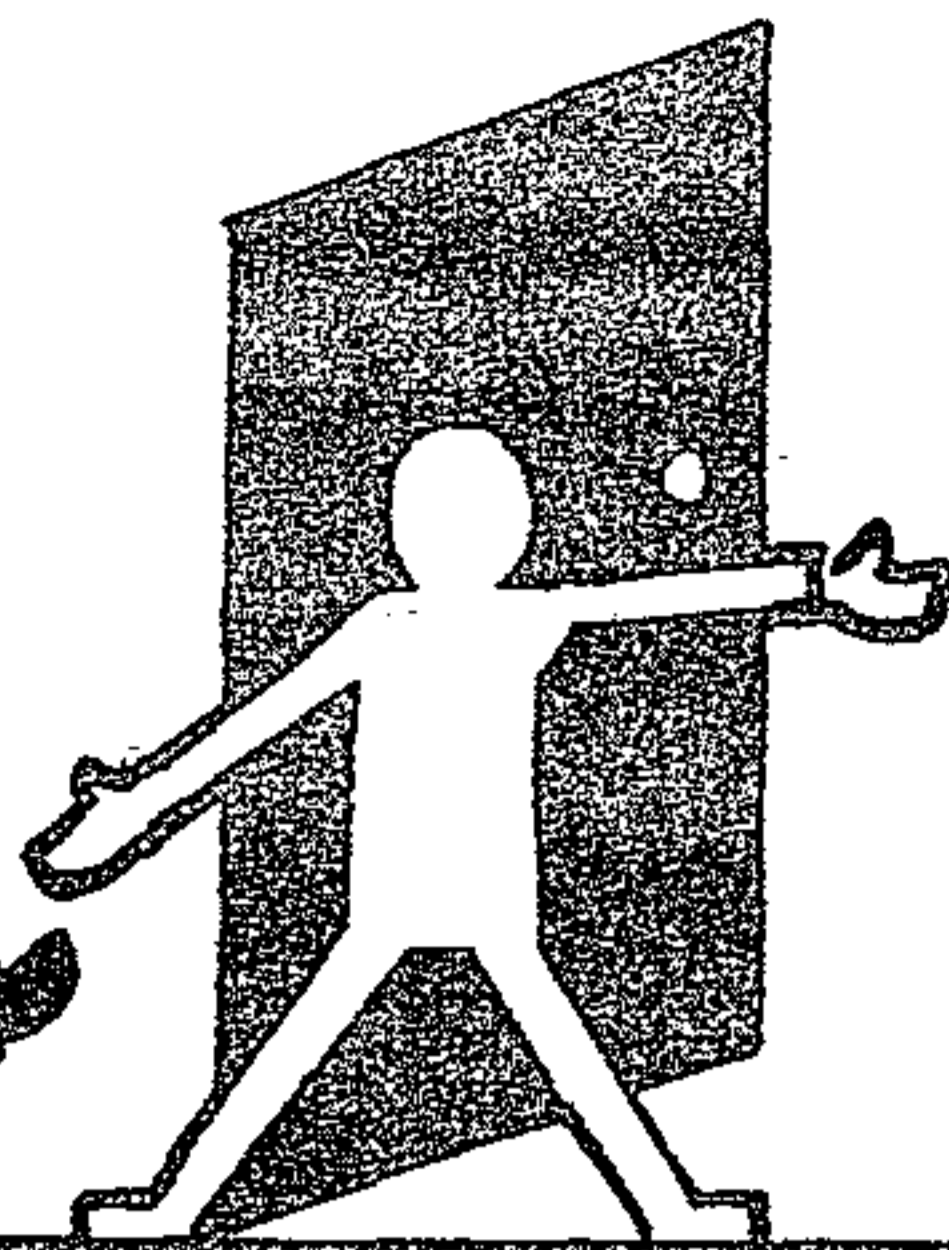
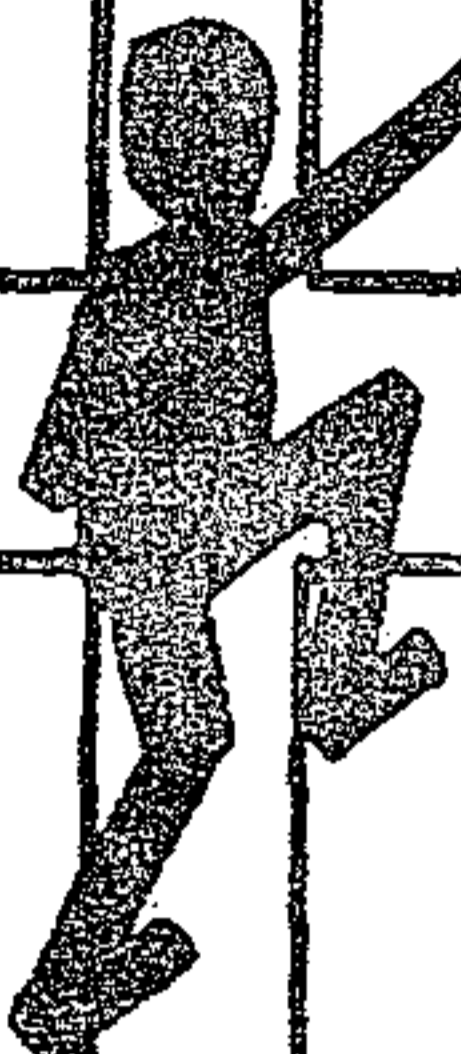


# MANPOWER TRAINING

1975



1976



# BOITHUSONG

OPLEIDINGSENTRUM VIR SWARTMENSE.

POSBUS 349, BLOEMFONTEIN 9300. TEL. 78466

## IS U 'n JA-BROER ?

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

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

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

SY EDELE MNR. MARAIS VILJOEN:

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

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

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

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

South Africa cannot at the present stage of its development afford to have so large a proportion of its Non White population working as unskilled workers.

Prof. H.P. Langenhoven en ander skrywers in hul verslag "Die benutting van Nie-blanke arbeid in Suid-Afrika" - 'n Verkenningstudie 1974):

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

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

DAAR IS EGTER HONDERDE WERKGEWERS WAT NIKS DAAR-  
AAN DOEN NIE!!

TOG VERWAG HULLE GOEIE WERK, HOË PRODUKTIWITEIT EN  
ARBEIDSVREDE —

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

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

DIT IS IN SY EIE BELANG WANT -

DIT IS IN SY WERKER SE BELANG EN

DIT IS IN DIE REPUBLIEK VAN SUID-AFRIKA SE BELANG

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

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

BOITHUSONG verskaf reeds kursusse in:

MESSELWERK  
LOODGIETERSWERK  
KOOKKUNS  
TOESIGHOUDING  
ELEKTRIESEWERK

VERKOPE  
BEVOORRADING  
PLEISTERWERK  
MOTORWERKTUIGKUNDE  
HUISBEDIENDES

SKRYNWERK  
SKAKELBORDWERK  
SEKRETARIEËLEWERK  
STORE ADMINISTRASIE

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

DIE PRINSIPAAL  
POSBUS 349  
BLOEMFONTEIN  
9300

Of skakel Tel. 78466/7

MARK THE SUBJECTS YOU WANT INFORMATION ON:—  
 MERK DIE VAKKE WAARVOOR BESONDERHEDE VERLANG:—

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SUID-AFRIKAANSE INSTITUUT VIR RASSEVERHOUDINGS  
POSBUS 97, JOHANNESBURG

MANPOWER-TRAINING

# THE BLACK WORKER OF SOUTH AFRICA

G.M.E. LEISTNER  
W.J. BREYTENBACH



PRETORIA  
1975

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MANPOWER - TRAINING

# Putco pay up 100 pc in three years

SUNDAY TIMES 16/2/75



Ian Archibald of Putco . . . Giving workers a better deal pays off.

By JULIAN KRAFT

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

From next month it is also raising the wages of its 2 664 African employees — 1 400 of them drivers — by an average of 5 per cent.

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

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

Training at the centre will begin in about six weeks.

"We are also putting the training of our supervisors, inspectors and clerical staff on a more structured basis and will introduce formal training to supplement

the existing on-the-job training," Mr Archibald said.

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

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

Mr Archibald said the company is using a battery of tests for selecting suitable candidates from among its employees for the technical training school. It hopes to have about 30 trainees when the training starts and to increase it to about 50 this year.

African training officers are also being trained.

On wages, Mr Archibald said that since last year the company had introduced twice-yearly wage reviews to ensure that wages were not overtaken by the cost of living.

F.M. 4/4/75 *Wage - Training*

# A formula for change

The greatest danger for SA's future — and also the greatest challenge — is the fact that it contains poverty in the midst of advanced industrial development. The great majority of the Black population is in a situation similar to that of the typical working-class of Marx, Lenin, Proudhon and Engels.

Dr Wim de Villiers believes this is the only conclusion to be drawn from SA's pattern of income distribution. In his inaugural lecture last week as an honorary professor at Rand Afrikaans University, De Villiers pointed out that though Whites constitute only 17,3% of SA's

nection with Black wages to find moral justification for exploitation does not apply in SA in its absolute sense."

It had to be accepted that the fruits of productivity gains must be divided between shareholders and employees, and that the rectifying of the present low level of Black wages must partially come from a lowering of the profitability of the undertaking.

⊙ Special priority must be given, on a national scale, to the training and development of Blacks.

The most important task, says De Villiers, is to train large numbers of

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

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

Eschewing the "socialistic" model of a trade union movement, De Villiers says the right option is the recognition by professional management of workers' basic rights to organisation, negotiation, and — where necessary — to strike.

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

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

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

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



General Mining's De Villiers . . . reform, not revolution

population, they receive 70%-76% of the country's total income.

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

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

⊙ The wage gap must be narrowed to help remove friction-points in the socio-economic structure.

"The starting point is the acceptance that Black workers must be paid reasonable wages and that the demand and supply argument generally used in con-

Black workers to perform semi-skilled work.

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

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

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

He is careful to add, however, that the

TRANSARD 10

Q. Column 718

16/4/75

**Boitseanape Trade School**

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

(a) How many Bantu students are taking a course for trade instructors at the Boitseanape Trade School near Mafeking; (b) what is the duration of this course and (c) how many students qualified as trade instructors at the end of 1974.

The MINISTER OF BANTU EDUCATION:

- (a) 17.
- (b) 2 years.
- (c) 7.

~~Letter - Feb. 1975~~  
 R. Mlamphiso - Feby

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# The sky's the limit

F.M. 18/4/75

Manpower - Training

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

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

Built and equipped at a cost of R250 000 provided by the State on land donated by the Bloemfontein City Council, the centre, called Boithusong ("the place where you can get help") arises out of the proposals of the Van Zyl interdepartmental committee established in 1972. Until the appointment of

the committee government's official standpoint was that it would only provide formal industrial training for Africans in the Bantustans (*FM* April 19, 1973).

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

to Africans.

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

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

• **Private in-service training centres.** Boithusong is the first of these, and the second is being built in Sebokeng, the township in the Vanderbijlpark-Vereeniging area. Five more will be built

for industry (in Benoni, Krugersdorp, Pretoria, Pinetown, and Port Elizabeth) and an agricultural centre is planned for Potchefstroom.

They fall under the ultimate jurisdiction of the Standing Committee of the Department of Bantu Education (soon to be re-named the Advisory Council for In-service Training of Bantu), on which government departments, trade unions, and employer organisations are represented, but not African workers.

Each centre will be run by its own governing body consisting mainly of employer representatives. Building and basic equipment costs will be borne by the State but operating costs must be met by the industries which the centres will serve.

Enabling legislation for the raising of funds has already been drawn up and will be introduced in Parliament this session. In essence, the idea is that each governing body, through the Advisory Council in Pretoria, will be able to ask the Minister of Bantu Administration to impose a levy on all employers in the area.

The Minister will then gazette a warning notice which will allow time for the lodging of objections. The Boithusong body has already decided to ask for a levy of 30c a month per worker to be imposed on all employers of Africans in commerce and industry in the OFS. This should give Boithusong an income of some R10 000 a month.

Boithusong has made a modest start, with 7 pupils enrolled for a welders' assistants' course. Frikkie van Kraayenburg, chairman of its governing body, told the *FM* that courses for repair shop assistants, building, plumbing, woodwork, engineering, and for chefs and waiters in the catering trade would be introduced before the end of the year.

The centre has six White fully qualified artisans as instructors, and at the end of a course a worker will be merit-tested and then given a certificate.

Boithusong can accommodate 140 trainees in its hostel at a time. Employers pay between R10 and R15 per week in tuition fees, and R3 in accommodation fees. Both amounts are tax-allowable, as are transport costs and the wages paid to workers during training.

Jaap Strydom, chief education planner (industrial training) at the Department of Bantu Education and overlord of the various training schemes explains to the *FM* that the centres will concentrate on modular training (ie step-by-step training in specific task components of a job).

A repair shop assistant should normally take nine weeks to train, while a steelfixer can be trained in one week. Strydom expects each centre eventually to train about 1 500 people a year.



Jaap Strydom . . . it's now over to employers

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

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

He adds that the facilities in these centres (which are attached to ordinary schools) will also be available to employers in the afternoons and evenings for additional subjects. "For example, we can run classes for typists if there is a demand either from an individual company or from a group of employers. From June 1 we will be lending one of the two Soweto centres to the Business Equipment Association, who will run its own courses."

Strydom adds that a big problem is the "non-existence" of Black instructors. "So we are sending 48 teachers in our employ for special training as instructors, and by next year we will have 48 fully qualified Black instructors. We had so many applications for this course it's just not true."

Eight of these centres are planned: two in Soweto, and one each in Sebokeng (Vereeniging), Mbali (Pietermaritzburg), Mamelodi (Pretoria), Lamontville (Durban), New Brighton (PE), and Natalspruit (Germiston). One Soweto centre is already in operation, and the other is being used to train the instructors. Sebokeng is expected to open shortly.

• In-company (on-the-job) training schemes. These, says Strydom, have the biggest potential of all. "Some firms

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

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

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

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

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

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

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

So far Strydom and his four-man team of inspectors have received about 160 formal applications for registration. Over 100 have been inspected all over the country -- in all the main centres,

and as far afield as Palabora, Nelspruit, Richards Bay, Hammarsdale, and Saldanha. More than 50 have been approved and registered.

Strydom points out that in industries like textiles, canning, and chemicals the

eight in-service training centres will not provide all the expensive machinery on which the workers must be trained. So the tax-concession scheme is the one which these and other industries with heavy equipment should use.

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

# College set up for Black technicians

Jan  
Times  
(B.7.)  
20/4/75

BY COMPARISON with 52 000 Blacks the South African Railways have trained so far, the Post Office has trained a rather paltry 131 to do skilled jobs.

Before any unwarranted conclusions are arrived at, when comparing these two figures, it must be pointed out that all the Black people trained so far by the Post Office are now highly skilled men — telephone electricians — while the Railways includes in its 52 000 people, those who have been trained as lift-truck operators and shunters.

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

This fault cannot be attributed to the public servants who run the Post Office.

It is now history that when Ben Schoeman, the former Minister of Railways, first made it quite clear that he was training Blacks to do skilled jobs, Dr Albert Hertzog could see no reason why he should follow suit.

Replying to a question in the House of Assembly during March, Marais Viljoen, the present Minister of Posts and Telegraphs, said that at the end of 1973 there was a backlog of 94 249 telephones, and this grew to a backlog of 96 959 at the end of last year.

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

In spite of the shortage of staff, he told the House, in the seven years that ended on March 31, this year, R682-million had been spent on improving the country's telecommunication network, and that during this financial year — ending on March 31, 1976 — the Post Office will spend another R182-million on the improvement of the network.

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

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

When he delivered his

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

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

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

It now has a total of 630 immigrants working as technicians. Of them, 213 were recruited last year.

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

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

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

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

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

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

According to figures published in the last annual report of the Postmaster-General, there were 1 574 telephone technicians and 2 976 telephone electricians in training, but there was also an erosion factor ... 142 technicians, 425 telephone electricians, and 450 partly trained people resigned from the service.

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

Hougaard 11

Q column 764  
21 April 1975.

11 May 1975  
Z. 250

X Training for non-White professional engineers

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

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

The MINISTER OF NATIONAL EDUCATION:

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

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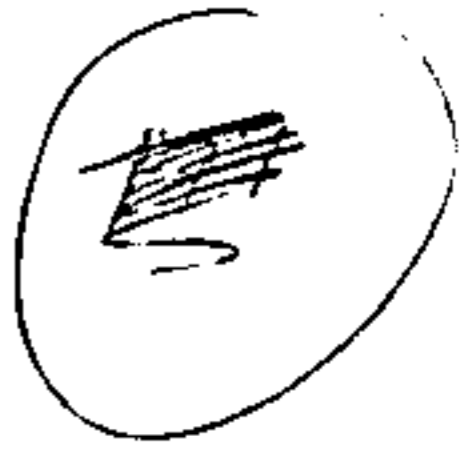
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# New Black training centre open

STAR

21/4/75



## Labour Reporter

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

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

● South Africa cannot maintain a healthy economic growth rate without relying on skilled Black labour.

● Black wages must continue to rise substantially and cannot do so indefinitely without improving Black productivity.

## CONCESSIONS

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

● Grant tax concessions amounting to an 82 percent subsidy of basic training costs entered into by private employers.

● Put down R100 000 to build and R50 000 to equip each of eight private training centres of which Boithusong is the first to come into operation.

## LEVY

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

Organised commerce and industry bears the running costs of private centres such as Boithu-

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

Mr Frikkie van Kraayenburg, chairman of the board controlling the Bloemfontein centre,

announced today that training in welding and plumbing at the centre began two weeks ago.

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

After that operatives for the engineering, wood-working and building industry are to undergo training.

HANDBOOK 11

Q. 801

24 April 1975.

Black artisans in building industry in  
South Africa

273. Mr. G. S. BARTLETT asked the  
Minister of Labour:

How many Blacks have completed  
apprenticeships and qualified as artisans  
in the building industry in South Africa.

**THE MINISTER OF LABOUR:**

None in terms of the Apprenticeship  
Act, 1944. However, up to the end of  
1974, altogether 7 782 Bantu obtained  
registration as building workers in terms  
of the Bantu Building Workers' Act,  
1951. This figure includes Bantu who  
were not trained under the Act but who  
passed trade tests prescribed in terms of  
the Act.

131

2. Handbook - Tang.  
3. 332

Manpower Training

Garment workers

WORKER

25th April, 1975

## RETRAINING OF WHITE WORKERS

Training

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

Mr. Arthur Grobbelaar, General Secretary of the Trade Union Council of S.A. (TUCSA), welcomed these plans. He said, "There are many people now at a disadvantage and there will be a lot more unless something is done. Not every White can be a

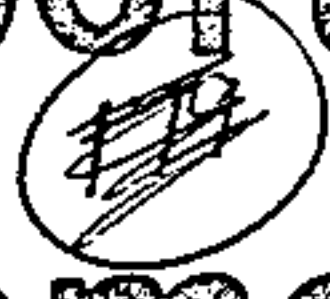
foreman." He said that if some Whites could not be retrained then they should be retired at an early age and given some form of compensation.

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



# Eager Blacks support mine training scheme

*Sunday Express 27/4/75*



By TRISH BARRY

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

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

While selected miners are trained during company time, the voluntary trainees are trained after they come off shifts. Of about 600 miners receiving further training at one of the centres, 200 are volunteers.

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

It would seem that the scheme has far-reaching implications, as education and training of the unskilled

workers in this country is vital for real economic growth.

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

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

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

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

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

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

In a report in Optima on the policies and objectives of Anglo American, at the time when wages were undergoing a major revision, Mr Harry Oppenheimer said: "Correctly minimum wages received first attention. It is important to appreciate, however, that better minimum wages are far from

being the only, or perhaps even the most important, aspect of advancement. In the short term the scope for improving real standards of living through increased minimum wages is strictly limited."

Real advances will only be achieved as the economy progresses to a capital-intensive economy. He points out that this cannot be achieved immediately, but "requires a massive investment in education and training of all kinds."

28 April 1975

Manpower - Training

Industrial manual training centres

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

(1) (a) At which centres have institutions been established, in co-operation with industrialists, for giving initial practical training in specialized trades to factory operatives to be employed in border industries, (b) what courses of training are available and (c) how

many operatives were trained during 1974;

(2) (a) at which centres have schools been established to offer general pre-employment training for industrial workers to be employed in border areas and/or growth points in the homelands, (b) what courses of training are available and (c) how many workers were trained in 1974;

(3) at which urban centres are (a) departmental and (b) private industrial manual training centres now in operation.

The MINISTER OF BANTU EDUCATION:

(1) (a) and (b)

Place	Government <i>ad hoc</i> —Industrial Schools Courses jointly offered
Babelegi	} Manual Arc and Oxy-Acetylene } Gas Welding } General Woodwork and Machining } Bricklaying } Metalwork and Plumbing
Isethebe	
Umlazi	
Mdantsane	
Ezakheni	

Factory *ad hoc* Border Industrial Schools

Industry	Where sited	Courses in respect of
Veka Ltd.	Newcastle	Clothing
Hulett's Aluminium	Pietermaritzburg	Aluminium
Mooi River Textile Ltd.	Mooi River	Textile
Xhosa Border Industry	East London	Clothing
Chloride (S.A.) (Pty.) Ltd.	East London	Batteries
Berkshire Int. (S.A.) Ltd.	East London	Stockings
Dunlop Semtex Flooring	East London	Floor tiles
Hebox Textiles Ltd.	Hammersdale	Spinning, weaving and winding
Scottish Cables (S.A.) Ltd.	Pietermaritzburg	Electrical cables
H. J. Henochsberg (Pty.) Ltd.	Babelegi	Clothing
Springbok Clothing Manuf. (Pty.) Ltd.	Babelegi	Clothing
Dunlop (S.A.) Ltd.	Ladysmith	Tyres
Neckelmenn	Hammersdale	Textile
Johnson and Johnson (Pty.) Ltd.	East London	Cosmetics
Wilson Rowntree (Pty.) Ltd.	East London	Sweets
Escrete Ltd.	Kliprivier	Asbestos cement products
Pan Textured Yarns	Hammersdale	Textile

(c) Government *ad hoc* Industrial Schools: 1 146.  
Factory *ad hoc* Border Industrial Schools: 2 596.

(2) (a) Mabopane.  
Seshego.  
Mdantsane (not in operation yet).

(b) Orientation courses in Manual Arc and Oxy-Acetylene Gas Welding, Woodwork and Machining, Bricklaying, and Metalwork and Plumbing.

(c) 183.

(3) (a) Orlando.  
Molapo.  
Sebokeng.

(b) Bloemfontein.

HANDS AREO 12

Q. 854

30 April 1975.

1. Ma-power Training  
2. Future - Talk F. Ube.

WEDNESDAY, 30 APRIL 1975

† Indicates translated version.

For written reply:

Expenditure per White pupil in special/ industrial/reform schools X

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

- (1) What was the expenditure per White pupil in (a) special schools, (b) schools of industries and (c) reform schools under his Department in the year ended 31 March 1974;
- (2) what was the total enrolment of pupils in (a) special schools, (b) schools of industries and (c) reform schools in 1974.

The MINISTER OF NATIONAL EDUCATION:

- (1) (a), (b) and (c) My reply to question No. 8 dated 20 September 1974 contains this information.
- (2) (a) 3 899.
- (b) 2 141.
- (c) 168.

# Training to achieve planned growth rate

Daily Dispatch  
30/4/75

1975

JOHANNESBURG — Scores of thousands of men and women, white and black, will have to be trained or re-trained before 1980 if South Africa's planned growth rate is to be achieved, according

to analyses made by the Institute of Personnel Management.

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

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

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

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

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

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

The training challenge convention is arranged so that all delegates will attend

general sessions, but will attend one of four sub-programmes of selective interest — organisation and management development, supervisor training, skill training in commerce, or skill training in industry. — DDC.

MAINTENANCE - TRAINING  
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S.A. Digest 2/5/75

## RAIL COLLEGE FOR BLACKS

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

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

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

A decision on the site of the college for Black railwaymen had not yet been taken.

HANDED 12

Q. 863

2 May 1975.

1. Manpower Training

Pietermaritzburg area/Edendale: Training of Bantu electrical technicians/apprentices

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

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

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

The DEPUTY MINISTER OF BANTU AFFAIRS:

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

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

(2) Yes.

HANSARD. 13. Q. 924-25-26.

9 May 1975.

Manpower - Training

### Industrial training centres

289. Mr. L. F. WOOD asked the Minister of Bantu Education:

- (1) How many (a) Departmental and (b) private industrial training centres (i) have been established and (ii) are planned;
- (2) (a) where are the existing training centres situated and (b) how many students can be accommodated at each;
- (3) (a) when will the planned centres be operational, (b) where will they be situated and (c) how many students will be accommodated at them;
- (4) what courses (a) are and (b) will be offered at these centres.

The MINISTER OF BANTU EDUCATION:

(1)	(a)	(b)
(i)	3	1
(ii)	5	7

- (2) (a) Departmental Industrial Training Centres  
Orlando—Johannesburg.  
Molapo—Soweto. Johannesburg.  
Sebokeng—Vereeniging.

Private Industrial Training Centres  
Bloemfontein.

These four centres are already functioning.

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

- (3) (a) Departmental Centres  
It is expected that the centre at Katlehong (Natalsspruit) will be operational by August 1975 and the other four during 1976.

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

- (b) Departmental Centres  
Katlehong—Natalsspruit.  
New Brighton—Port Elizabeth.  
Imbali—Pietermaritzburg.  
Mamelodi—Pretoria.  
Lamontville—Durban.

Private Centres  
Vereeniging.  
Krugersdorp.  
Benoni.  
Pretoria.  
Port Elizabeth.  
Pinetown.  
Potchefstroom.

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

- (4) (a) and (b)  
Departmental Centres  
Elementary courses are offered for higher primary and junior secondary schools in

Brickwork  
Electrical Work  
Woodwork  
Metal-work

Industrial courses are offered in

Woodwork  
Welding  
Brickwork  
Mechanical Practice  
Electrical Work

### Private Centres

Courses may be offered *inter alia* in

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

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

# Plan to boost growth and beat inflation



STAR 12/5/75

Fanie Kruger  
Industrial Editor

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

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

Some of the proposals have already been accepted.

Outlining the thinking behind the move, the president of the foundation,



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

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

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

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

the recent findings of the Stellenbosch Bureau of Economic Research on growth expectations is "disquieting."

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

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

## UNIQUE

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

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

tion and communication.

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

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

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

Everybody must be involved in the fight against inflation — housewives, businessmen, workers, farmers, and officials, and

the way to do this is to have a co-ordinated campaign operating at all levels. In this effective labour use, productivity, anti-waste action and intelligent spending all play a part.

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



# Training centre opens for Coloureds

RDM  
14/5/75

EAST RAND: ROY DEVENISH

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

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

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

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

A number of companies who had each donated

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

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

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

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

Kempton Park

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

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

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

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

POLITICAL COMMENT in this issue by Raymond Louw, Rex Gibson, Benjamin Pogrand and Ralph Cohen; newshills by J. C. Viviers; headlines and sub-editing by Patrick Carfax; 11 of 171 Main Street, Johannesburg.

# Learning is the keystone

East Rand Bureau

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

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

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

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

## IMPORTANT

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

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

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

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

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

Mr Leon saw the solution in compulsory education and the training and discipline of post-school youth.

# Textile men gear up for training

STAR  
15/5/75

7/5

## Labour Reporter

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

So far there has been no training to speak of in this industry which represents an investment of R450-million and employs 100 000 people.

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

## EXPERTS

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

Mr Shlagman described it as a unique “bootstrap” operation arranged by the industry to help itself.

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

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

Mr Shlagman believed training programmes could take advantage of the tax concessions instituted for Black industrial training. He also foresaw

the feasibility of textile training at colleges for advanced technical education.

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

“The Transvaal clothing college, equally financed by employers and workers, shows the workers' concern for training,” Mr Klein said.

# PO pins hopes on skilled Blacks

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

Mr Rive said as long as the private sector con-

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

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

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

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

A training centre for

Africans had also been established in Johannesburg.

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

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

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

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

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

# Training college 'to open soon'

~~TOP~~  
RDM  
28/5/75

## Labour Correspondent

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

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

The centre's principal will be Mr George Tabor, who for the last 26 years has headed the Soweto Vocational Training Centre which earlier this year was renamed after him.

## REPAIR

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

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

The centre has been set up in terms of the Van Zyl Commission recommendations, which provide for the Government to contribute up to R200 000 to provide buildings and equipment for each of eight training centres in White areas throughout the Republic, and allow an 82c in the rand tax deduction for industrialists participating in the training schemes.

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

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

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

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

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

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

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

Sources close to the industry expect further advances will soon become possible as a result of the still desperate shortage of White artisans.

# GO-AHEAD SOON FOR BLACK LABOUR TRAINING

179

Sunday Trib

25/5/75

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

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

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

## Schools

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

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

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

## Financial Reporter

of the new draft legislation.

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

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

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

In the first year of operation, the Pinetown

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

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

And some employers fail to realise the cost of maintaining a training centre is tax deductible, so that an investment of 10c in the training of a skilled Black worker actually costs only 1,8c.

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

# 'Whites must make way for Blacks'

STAR 27/5/75

5  
2  
3  
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1  
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6-247

## Labour Reporter

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

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

Mr Grobler was speaking after the confederation's quarterly executive

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

Mr Grobler said the confederation called for a complete review of price

control. While it was against the principle of complete price control, it felt the present system did not meet the requirements.

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

# Blacks threatening White jobs, says union leader

RDM 15/4/75

## Staff Reporter

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

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

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

more serious.

It appeared one of two things was happening.

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

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

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

Mr Nieuwoudt said it was

necessary to train Black workers, and for good race relations their economic lot should be improved.

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

At present there was no significant unemployment

among Whites.

There were, however, a small number of unemployed Whites.

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

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

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# INDUSTRIAL RELATIONS COURSE

Financial Reporter

*Jun  
Trib  
1/6/75*

A COURSE in industrial relations is to be included in the syllabus of the Black labour training school to be operated by the Natal Chamber of Industries at Pinetown, it was decided this week.

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

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



# Training for factory men

ETS

5-TAR 12/6/75

## Labour Reporter

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

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

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

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

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

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

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

# Bosses irked by training costs

175

W/E ARGUS  
(Bus. Arg.)  
14/6/75

Financial Staff

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

During 1968-69 earnings increased by 5.6 percent, while productivity rose 4.1 percent. In 1970-71 wages rose 10.1 percent and productivity only 1.4 percent.

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

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

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

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

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

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

Dr J. D. Jones, Cape Town executive of the Clothing Industry Productivity Association, said the organisation had surveyed several member companies to find areas where efficiency was being lost, the amount of improvement possible and the action needed to achieve improvements.

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

One of the most effective was the re-examination of machining and sewing techniques, which were often left behind in times of rapid growth and high demand.

Activity sampling was another useful tool, particularly for showing up losses in the production system.

These techniques required practically no capital investment or expense and little sophistication—only commonsense and purpose, said Dr Jones.

One large clothing company had a 44 percent increase in output from the same labour force after a study of working methods, said Mr L. A. Repler, senior productivity analyst of

the National Productivity Council.

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

Mr P. Swart, a personnel manager, estimated that 91 000 newcomers would have to be trained by 1985. About 70 percent of all training would need to be directed at the semi-skilled and skilled operator level.

# Fort Hare man will train 150 000 workers

*Det. Insp. 16/6/75*

**EAST LONDON** — The South African Forestry Council has appointed Professor Wolhuter Backer, 38, an authority on work motivation, as director of training for the timber industry.

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

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

motivation. Professor Backer will be responsible for training more than 150 000 workers in the timber industry — 95 per cent of them blacks.

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



**PROF BACKER**

HANSARD 19

Q. 1197-8

17/6/52

*Maritime Training*

Training of Artisans Act  
352 Dr. G. F. JACOBS asked the Minister of Labour:

(a) How many notices have been served in terms of section 2 of the

Training of Artisans Act and (b) in respect of what trades were they served.  
The MINISTER OF LABOUR:

(a) 2690 original notices. This figure does not include subsequent notices served in cases where trainees were transferred from one employer to another.

(b) Trade	Number
Auto Body Repairing	186
Bricklaying and Plastering	265
Carpentry and Joinery	299
Domestic Radio Serviceman	32
Electrical Wireman and Electrician	465
Fitting and Turning	457
Motor Mechanic	319
Panelbeater (including Spray-painting)	18
Plating/Boilermaking	22
Plumbing	175
Welding	452

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

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

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

Mr Rive put the problem graphically when he described expansion in these terms: "We have increased our cable network by 34 per cent, the automatic exchange capacity by 40 per cent, the trunk network by 47 per cent and overseas channels by 140 per cent — but against this we increased our maintenance ability by only 30 per cent. "It is this widening gap which will affect the whole service. Maintenance is the key to an efficient service."

He then outlined the acute staff situation. There are 10 500 trained technicians and electricians in present jobs, of whom 145 are Blacks, but the Post Office lost nearly 1 000

# Labour crisis ahead for the Post Office

RAND Daily Mail 17/7/75

men last year — 500 of them were fully trained technicians and electricians. By June this year 702 trained and semi-trained men had left.

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

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

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

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

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

So there will be an interim period where things will become very difficult indeed in the telecommunications fields.

This I must say very frankly."

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

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

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

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

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

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

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

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

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

He said the technical staff in the Post Office get a better deal in

benefits than they would get in the public sector, and this accounted for many men staying in the service.

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

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

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

"This is a brave claim that does not bear close scrutiny," he said. In the postal service alone there was expected to be a loss

1974/75 of R12-million, he said.

Would a businessman be prepared to take over telephone services on a R30-million party line plant costing more than R2.5-million a year to maintain, knowing that the service runs at an annual loss of R6.5-million?

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

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

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

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

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

172  
201

# 12-year structure to be adopted in Ciskei schools says Ncamashe

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PORT ELIZABETH — The granting of partial independence to the Ciskei in August, 1972, had brought about radical changes in the Ciskei's education system. The Ciskei Minister of Education, Mr S. Burns Ncamashe said at the University of Port Elizabeth, here yesterday.

Mr Ncamashe was addressing students of the department of anthropology and other members of the uni-

versity's academic staff on Past, Present and Future Education in the Ciskei.

After tracing the development of education in the Cape from the 19th century and the advent of Bantu Education up to the appearance of homeland governments, Mr Ncamashe sketched what was being done by his department to improve education in the Ciskei.

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

He gave the total number of pupils and students in primary, secondary, training, trade, vocational and industrial schools as 206 442.

Of these 201 325 were in primary and secondary schools.

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

Various measures were embarked upon to solve the problems listed.

In order to cope with the increasing number of teachers required in secondary schools, the adoption of the 12-year structure in schools would be adopted as from next year as against the 13-year structure obtaining at present.

To improve the standard of teachers in secondary schools, the necessary training would be given at the new In-Service Training Centre at Mdantsane later this year.

The shortage of classrooms at post-primary schools was being met with the building of secondary schools and additional classrooms throughout the Ciskei.

Redundant classrooms made available as a result of the new structure would also help meet the ever-increasing number of new enrolments, Mr Ncamashe said.

New projects were a training college at Zwelitsha which when ready next year would train teachers in post-matric courses, the expansion of an industrial school at Middledrift to provide courses in home management, dressmaking, weaving, pottery and carpet-making. Also nearing completion was an agricultural school in Alice.

Adult education had not been ignored, Mr Ncamashe said and to this end a start was made in 1974 when 22 literacy schools were opened in rural and urban areas. — DDR

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# Leader <sup>San Times Supplement</sup> sees end <sup>20/7/75</sup> to labour shortage

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

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

"Part of the reason for not using our resources to full advantage is the restrictions imposed on the industry by legislation.

"However, I am happy to be able to say that these problems are being overcome."

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

While he was its chairman in 1968, Bifsa made an offer to the trade unions: that the industry would guarantee full employment to all White artisans able and willing to work, for the rest of their working lives, in return for concessions for the greater use of Black labour on work then classed as skilled.

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

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

"There is already evidence that this is happening on the construction side, where there is an

almost complete disappearance of conventional beam and slab construction.

"It is being replaced by sophisticated shuttering techniques, which do not require skilled erection labour, and by flat slab design."

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

The first centre, in Bloemfontein, is already operating. Other training centres are being set up by the industry in Port Elizabeth, Cape Town, Durban and on the Reef.

Both the civil engineering federation and Bifsa are financing the operation of these centres.

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

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

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

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

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

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

"It is wrong to believe that all problems can be solved in a laboratory.

"Similarly, of course, it is possible to talk about research to some people, and it won't make sense to them until they have seen how problems are researched, and how the solutions are tested before they are recommended for application."

# Income 'key to curbing baby boom'

STAR 29/7/75

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

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

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

This runs counter to the Marxist ideal of class solidarity as the essential motor of revolution.

Professor Piek pointed out that whereas the population growth rate in developed countries was only one percent a year, in the third world it increased to 2.3 percent.

## LOW STANDARDS

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

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

"They probably hope for the mobilisation of this ever-growing proletariat towards a communist takeover."

Professor Piek said South Africa offered an ideal microcosm of rich and poor, where development could be accelerated by a redistribution of wealth within the capitalist system.

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# Business Systems & Equipment

(INCORPORATING "THE BUSINESS EXECUTIVE")

AUGUST 1975

Volume 6 No. 8

## Blacks are to service equipment

Much of the sophisticated equipment for the growing South African business equipment industry is to be serviced and maintained by Black technicians qualifying under a new government approved training scheme. The scheme is being undertaken by the Business Equipment Association of South Africa which represents an industry employing more than 15 000 people engaged in the manufacture, marketing and maintenance of equipment ranging from adding machines and typewriters to computers.

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

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

Mr Andries pointed out that a large proportion of the in-

dustry's technical staff operated in customer's premises where good service and sound customer relations were vital and therefore it was necessary to have sound selection.

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

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

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

① 189

② 28

③ MANPOWER-TRAINING

# Minister's pledge on Black labour

Cape Times 4/8/75

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

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

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

Referring to the need for training to improve productivity, Mr Viljoen said one of the most important facets of training was learning to communicate at all levels. Workers should know exactly what was expected of them. Good communications reduced tension and made better productivity possible.

A recent survey by the University of the Orange Free State had shown that communications systems could be improved in 97,4 percent of South African firms.

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

The convention continues until Wednesday.

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S.A. Digest 8/8/75

<sup>f. 5</sup>  
**FARM LABOUR — NEW DEAL**

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

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

He told *Star* reporter Siegfried Han-nig that Black workers would be motivated and drawn by better wages and working conditions.

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

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

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

- (1) 11
- (2) Answers - Training
- (3) ~~334~~
- (4) ~~123~~
- (5) ~~Agric - Timber~~
- (6) ~~200~~

# Industrial training for Blacks

13/8/75 The Argus Correspondent

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

Each centre would be capable of training between 5 000 and 6 000 pupils a year, he said.

Mr Botha was officially opening two industrial training centres in Soweto at Molapo and Orlando — implementing what he

called 'a new era in the training of the Bantu announced at the end of 1973.'

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

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

#### SELLING LABOUR

Sums of R200 000 had been spent on the erection of each centre and equipment worth R100 000 had been bought for each.

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

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

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

#### 10 000 REQUESTS

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

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

'Areas such as Umlazi, Garankuwa, Seshago and Mdantsane should be well suited to the purpose,' he said.

W/E ARGUS (B.A.) 16/8 75

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# TRAIN MORE BLACKS, URGES ABRAHAMSE

THE Government's efforts to stimulate the inflow of foreign capital is to be welcomed, Mr. L. G. Abrahamse, joint executive deputy chairman of Syfrual, told Business Argus.

But he emphasised that while increased capital investment was vital for the continued growth of the South African economy, the training of Blacks for more skilled occupations in White areas was no less essential.

The pace of this training and development in recent years had not been fast enough and must be accelerated, he said, pointing out that South Africa

was facing an extreme shortage of skilled workers. This was confirmed by unemployment statistics for June, he added. In that month, fairly deep into the current economic slowdown, the number of registered unemployed Whites, Coloured people and Asians stood at under 11 000 — about 0.5 percent of the labour force in these groups.

The comparable number in America was 10-million, or eight percent. An urgent offensive to train and raise the skills of all in South Africa is needed and a grassroots, sophisticated programme of education is required because the minds as well as the hands of the people integrated into the economic system are needed, he said.

Only 5 percent of the economically active population of South Africa holds professional, technical and upper management jobs against 12 percent in Britain, 17 percent in Australia and 22 percent in America. To raise the South African proportion to only 6.5 percent by 1980 would require employing 700 000 upper echelon people.

This could be done only if more Black, Coloured and Asian people were educated and upgraded, said Mr. Abrahamse. If this were not done the country would run out of the managerial and professional skills, as well as the factory and artisan skills, required to keep the economy functioning, let alone growing rapidly.



Mr. L. G. Abrahamse

# Training MERCURY 26/8/75 - centre for Blacks

African Affairs Correspondent

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

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

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

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

"Industry is limited to what legislation will allow for Africans, and some industries are tightly governed."

Mr. Baxter felt that many Africans would do work done by Whites "only a short time ago," but the centre's curricula were not designed to produce replacements for White artisans.

MANPOWER - Training

## Planning & change seminar

# Race laws must change

Cape Times 21/8/75

— Reynders

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

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

He said it had to be accepted that the Black

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

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

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

### "REPUGNANT"

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

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

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

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with a great singing  
ahead of them.  
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lar Tony Naidoo.

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# Technical training for Transkei pupils

Daily Dispatch  
29/8/75

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

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

The schools involved are at Butterworth, Umtata, Lusikisiki and Zwelitsha.

The sales representative of the company in the Eastern Cape and Border, Mr Dick Dixon, said this was the fore-runner of bi-monthly courses to be established and conducted in Natal.

It was hoped that the course

would be established in one of the homelands if a suitable place could be found.

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

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

Mr Kakana accompanied the Minister of Education in the Transkei, Mr A. Jonas.

MANPOWER - Transkei

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1975

MANPOWER - Training

Educ. - Technical + Voc.



MANPOWER - Training

**BLACK TRAINING BOOST**

S.A. DISTRICT 5/19/75

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

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

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

The R1,2-million cost is being absorbed by Rustenburg Platinum Mines, the largest platinum mining operation in the world, and the largest employer of Blacks in the Bophuthatswana homeland.

MANPOWER - Training

# Ask more Blacks, says Punt Janson

RDM 5/9/74

Staff Reporter

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

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

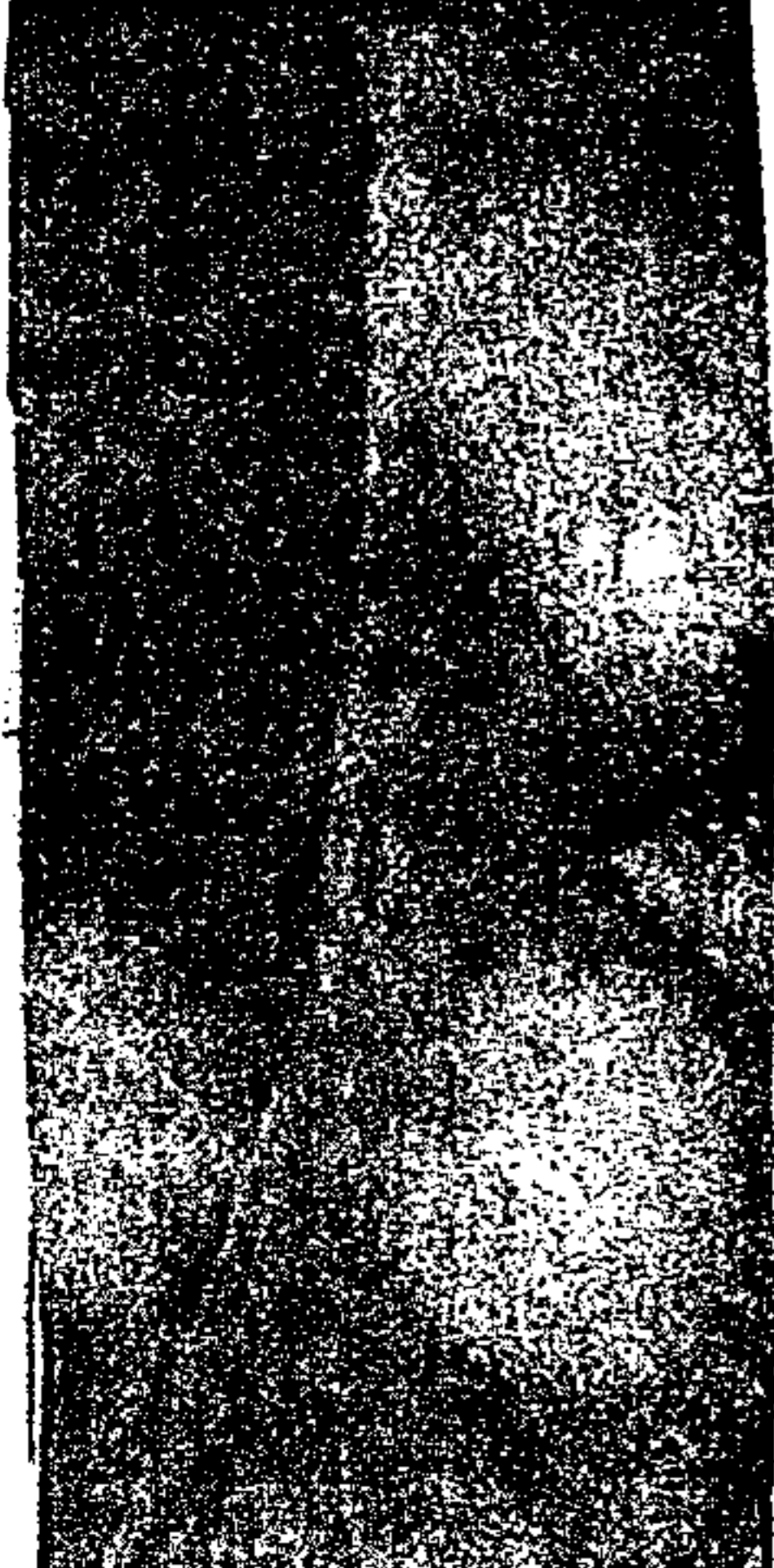
He urged that Black people should be invited to such occasions.

Later he appealed to Blacks to consider their White employers as their friends who were not out to exploit them.

**PREPARE**

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Jannesburg, home.



Manpower - Training

STAR 16/9/75

# Call on support for labour training

Franz Albrecht

In the endeavour to widen the field of training of White and Black workers in the civil engineering industry, the chairman of Grinaker Holdings, Mr Ola W Grinaker, seeks the support of consulting engineers as well as engineers in state, provincial and municipal departments.

He says in the annual report that they can make their contribution by producing more workable specifications, practicable tolerances, structural designs requiring less intricate formwork and by recognising that design should provide for greater use of plant and less labour.

The group's own training programme consists of several permanent schools properly staffed and equipped and trains all racial groups in a full spectrum of activities.

Mr Grinaker says that with the exception of a few activities, the day of the hand craftsman has been supplanted by production methods using more mechanised techniques.

Just as those in the field are making changes to their construction methods and techniques to accommodate the newly trained semi-skilled Black worker so, too, must the people

who are responsible for the design and specifications, he says.

Unless this can be achieved, work will take longer to complete and must inevitably be more costly to the client and the country.

In time South Africa's civil engineering industry will have trained an efficient and productive work force that will sustain the expansion of this sector of the economy for as long as we care to look ahead, he says.

On the prospects for the group he says that it may be difficult to accept the idea of a long-term slowdown, but if this is the case, the group must be in a strong position at the end of it to take advantage of the upturn.

Given the right environment the group will go from strength to strength, he says.

In the year ended June the group's taxed profit was R4 295 000 (1974: R3 696 000), with earnings a share of 89,8c (77,3c), and a dividend total of 27c (25c) a share.

12.11.75

Improve <sup>Dispatch</sup>  
skills of <sup>18/9/75</sup>  
blacks - Nat

BUFFELSPOORT — A prominent Transvaal Nationalist yesterday called on municipal governments to follow the example of South African Railways in training their black employees for skilled jobs.

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

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

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

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

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

MANPOWER - Tro

(1) 267

(2) 152

(3) Manpower - Training

# Crisis in hotel industry

MANPOWER - Training

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

Mr Leon Malan.

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

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

"In view of the fact that there is already a reasonable number of trained people employed in our industry . . . a more correct estimate is probably 60 percent or more than 30 000 of present employees in the industry will require training or retraining," said Mr Malan.

## ALLIED FIELDS

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

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

The six existing hotel training centres turned out about 1 000 people a year. Courses offered in hotels by the board's staff trained another 400 a year. This total represented replacements of only 2,6 percent of existing staff.

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

# Training plan bothers furniture men

MANPOWER - TRAINING

Sun Times (Bus Times) 28/9/75 ① 188

By DAVID PINCUS

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

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

Paradoxically, some of those who are now condemning the scheme privately ("nothing for publication, you understand?") not only assisted in formulating policy, but realised the possible harm it could do only about a month ago. And they will have to wait until January 1977 before they can do anything about it.

## furniture men

Explaining his opposition to the scheme, one manufacturer, whose name may not be quoted, said: "The way the training scheme will be published makes it an absolute waste of both time and money. It is designed to protect the jobs of Whites, Coloureds and Asians in the industry, but makes no provision to train Blacks to do any of the better, more skilled jobs in the industry — when it is obvious that in a few years the industry will have to rely almost exclusively on African skilled labour."

"Until about six years ago the industry was staffed by White skilled workmen, but then they moved out and were replaced by Coloureds and Asians. Now they are moving out to better, pleasanter jobs and we are now beginning to experience shortages of skilled men."

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

"I believe that Africans are more reliable. On some Mondays we have up to a 20 per cent absenteeism among our Coloured workers. Absenteeism among our African workers, who are limited to doing the more menial jobs, has never come anywhere near that figure."

### Training

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

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

Sias Odendaal, the director of the Furniture Industry Training Board, which was established to draw up and administer the

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

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

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

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

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

# Industry dragging its heels over training

MANPOWER - TRAINING

DD

8/10/75

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

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

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

Nor has industry yet

decided how it is going to recruit suitable qualified instructors to run the various courses. And it does not appear as if industry has yet established what its exact training needs are.

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

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

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

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

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

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

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

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

— Business Editor

F.M. 10/10/75 Manpower-Training

# Apartheid wins again

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

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

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

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

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

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

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

For example: if large-scale systematic training of Africans as artisans is not going to start *now*, by the time the eco-

nomy picks up again there is simply not going to be the manpower to produce the goods to meet stepped-up demand — and a situation like that can send prices sky-high.



Viljoen . . . Never mind, you can always go to a Border Area

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

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

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

Furthermore, the exemptions will be withdrawn if White workers become available at a later stage. So much for "not condoning" racial discrimination.

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

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

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

As far as the training of Africans in the Common Area goes, the manifesto refers to the "good progress" being made with the private industrial training centres, and government and employer organisations undertake to "propagate" their use amongst industrialists.

But as far as the development of a free and fully competitive labour market, or the free and fully productive use of SA's Black workers, is concerned, the Social Contract is not worth the paper it is written on.

Apartheid wins again.



# No leapfrogging of White workers

15/10/75

2 Magazine - Training

Manpower-Training

## Labour Reporter

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

"We accept that there are not enough White workers to meet future requirements," said Mr. E. J. "Tubby" Faure, the union's national chairman.

"But we are not going to permit any leapfrogging of the many thousands of White workers who can be trained successfully to perform more responsible work."

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

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

## INFLATION

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

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

The council supported the collective programme against inflation and would be watching developments with great interest, Mr. Faure added.

# Bantu boards to help with farm labour

MANPOWER - TRAINING

17/11/75

① 4 ② 323 ③ 98  
④ 319 ⑤ 48 ⑥ Manpower - Training ⑦ 205

## Farming Editor

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

Mr Manie Mulder, chairman of the West Rand board told farmers this at

the Transvaal Agriculture Union symposium here yesterday.

Mr Mulder suggested boards could assist with:

- the building of houses by the board's building teams;
- provision of recreational and welfare facilities;
- medical services and

clinics on farms;

- family planning;
- education and the provision of bursaries for farm children to attend city high schools;
- in-service training of farm labourers and selection of employees;
- mobile registration units to visit farms.

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

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

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

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

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

RDM 30/10/75

# Builders ~~to improve~~ to improve training

By CLIVE EMDON  
Labour Correspondent

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

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

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

He said by 1980 the building industry would require an estimated intake of 3 450 men in skilled jobs each year as against the 1 600 in 1974.

Last year 616 Whites, 716 Coloureds and 334 Asians were registered apprentices.

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

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

(i) Manpower - Training

(J) 31

Act 3/11/75

# Blacks

## may get training centre

### East Rand Bureau

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

The Apex In-Service Training Centre has been granted their right of occupation of a 2,5 ha site in Apex Extension 2 which is about to be proclaimed an industrial area in Benoni.

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

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

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

### PREPARING

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

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

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

The Government has provided R150 000 for each school, plus R100 000 for general equipment. Thereafter industry will support the centre and provide any specialist equipment.

Manpower - Training

SUPPLEMENT TO GERMAN OBERSEMINAR (Additional, Honours, M.A.)  
PRESCRIBED BOOKS 1976

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D. cont. DRAMA:

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

DIE LYRISCHEN MYSTIKER:

D. Czepko: Monodisticha  
A. Silesius: Cherubinischer Wandersmann (Reclam)  
E. von Spee: Trutznachtigall

ROMAN:

J. Fischart: Geschichtsklitterung  
J. C. von Grimmelshausen: Landstörtzerin Courasche (Reclam)  
H. M. Moscherosch: Die Gesichte Philanders von Sittewald  
C. Reuter: Schelmuffsky (Niemeyer)

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# RESPONSE TO CONCESSIONS IS 'ALARMING'

*Manpower - Training*

28/11/75  
The Argus Correspondent

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

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

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

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

## SAVED

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

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

ten his apprenticeship by taking a trade test.

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

## TURNOVER

The introduction of semi-skilled operatives in the motor industry had cut down labour turnover by 40 to 50 percent for less skilled workers to 5.3 percent for operatives, he said.

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

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

Mr Baqwa was stressing the key role of the supervisor in the implementation of productivity measures. The Black man regarded his supervisor as 'the ultimate, the boss,' he said.

material; this could include

# In-service training for Blacks

ARGUS 21/11/75  
The Argus Political Correspondent

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

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

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

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

## PROMOTING

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

It also provides for the establishment, running and financing of public centres for such training as well as the recognition of private centres and there will be a levy on certain employers.

Manpower - Training

Manpower - Training

Time of release: 12h00 on 21 November 1975

PRESS STATEMENT BY THE SECRETARY FOR BANTU EDUCATION,

MR G.J. ROUSSEAU

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

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

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

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

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

Comments on the Draft Bill must reach the Secretary for Bantu Education, Parliamentary Section, Private Bag X212, Pretoria, 001, before 31 December 1975.

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

PRETORIA

DATE: 21 November 1975



# TRAINING KEY TO 1976

Manpower - Training

Meary,  
19/11/75

Financial Editor

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

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

## TRAINING

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

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

It involved the following:

Retraining the man who is displaced;

Retraining the supervisor who had employees with different coloured faces to those to which he was accustomed;

Keen top management interest in the moving interface between Black and White workers;

Ensuring that an employee understands how his function fits into the overall company operation.

17/11/75

(4)

Manpower - Training

# Better conditions for farm workers planned

By PETER SUTTON — Agricultural Correspondent

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

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

The organisation has established a training centre at Bothaville in the Free State at a cost of more than R250 000 for the intensive training of about 2 000 tractor drivers and machine operators a year.

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

## Whites

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

In an attempt to stop this appalling waste, the tractor company has made it compulsory for all agents selling their

products to send their employees on courses so that they can instruct their clients in the proper use and maintenance of tractors.

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

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

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

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

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

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

## Steps

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

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

*URGENT*  
15/11/75

# Three centres for Blacks

African Affairs  
Reporter

THE SOUTH African Sugar Association is building a training centre for African farmers on the Umsinduzi Mission Reserve, in the Ndwedwe District, at an estimated cost of R200 000.

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

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

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

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**'Skilled  
labour  
need is  
chronic'**

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

Addressing the Engineers' Association of South Africa he said all South Africans should now realise that four million Whites cannot carry on indefinitely providing the skills needed for the sustenance of a total population of 25-million, and still maintain the present standard of living.

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

**THE UNIONS**

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

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

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

**BUSINESS**

**MERCURY**

*Wed. 5/11/75*  
**Training**

**centre**

**opens**

**in 1976**

**Industrial Reporter**

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

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

Courses for stores assistants, survey assistants, site clerks, plant maintenance assistants, carpenters assistants, pipe layers and manhole constructors, concreting hands and Hotel Board trainees are being planned.

Other possibilities include basic welding and metal work and courses for telephonists and typists.

#### **INSPECTED**

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

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

The Civil Engineering Industries Training Board will staff, fund and administer the centre during its first year. Interested employers should telephone the acting principal Mr. Colin Baxter at telephone 814644.

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

Manpower - Training

Manpower - Training

# INDUCTION

This series of Fact Sheets is based on the 'Notes for Managers' handbooks published by the Industrial Society, London.

'Notes for Managers' are brief, practical guides to subjects in the field of man-management and employee relations. They are written for the line manager and are designed to provide essential information on a topic and to explain its relevance to his day-to-day work.

Subjects to be covered in this series of Fact Sheets include communication, training, target setting, leadership, induction, supervision, delegation, appraisal, job evaluation, selection, salary administration and safety.

Each month, People & Profits publishes a centre-page pull-out Fact Sheet on crucial manpower issues.

To enable readers to collect a complete set of Fact Sheets, the following items are available from People & Profits:

- A Fact Sheet Binder, divided into sections, and colour-coded for each topic
- Fact Sheets 1 - 13 on Industrial Legislation, available either in loose-leaf form for filing in the Binder, or as a booklet
- Fact Sheets 14 - 28 in the Notes for Managers series on Training, Management and Assessment Techniques, Communication, Selection, Productivity and Safety, available in loose-leaf form.

These items may be obtained by completing and returning the attached order card.

## How to set up an effective induction programme

### CONTENT OUTLINE

Introduction

What should they be told?

Who should tell them?

When should they be told?

Special cases

Induction in the office

Checklist

## Introduction

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

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

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

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

## What should they be told?

There are three main categories of information:

### Job factors

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

### Personal factors

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

### Group integration factors

This category should cover the informal and the formal aspects of working life - the fact that 'we all go for

a pint after work on Fridays' as well as such details as who the shop steward is, who the supervisor is, and what he does.

## Who should tell them?

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

### The recruit's immediate boss

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

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

### The shop steward/staff representative

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

### A counsellor

Great benefit can be derived from appointing a counsellor for the new recruit. The counsellor should be a **member** of the group, and of the same sex and age group as the recruit. It can be of great assistance to a new recruit to have a 'friend' to whom he can turn. Increasingly, companies find themselves recruiting

outside their own geographical area and, in such cases, the counsellor can introduce the newcomer to the local community. In this case, the counsellor chosen should have some interests in common with the recruit.

#### The personnel department

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

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

#### The recruit's boss's boss

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

## When should they be told?

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

There are four main periods over which to spread the priorities:

- pre-employment
- day one of employment
- during the first fortnight
- by the end of week six

### PRE-EMPLOYMENT

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

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

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

### DAY ONE

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

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

These points are arranged to fall into a routine day, but some other visits should also be arranged for day one, for example, a brief talk (no more than five minu-

tes) with the shop steward or staff representative and a quick visit to the medical room, or the first aid man.

### DURING THE FIRST FORTNIGHT

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

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

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

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

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

### BY THE END OF WEEK SIX

By now the recruit should be settling down into a steady work routine. His performance levels should be climbing and he should be settling into the work group.

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

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

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

## Special cases

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

### INDUCTION OF TRAINEES

A special contingency must be made for trainees

# Checklist

## PRE-EMPLOYMENT

### The responsibility of the personnel department

	Personnel officer	Line manager	Other people
Job factors	Contract of employment details Confirming letter sent to recruit with contract of employment, stating date and time of work commencement Letter to line manager	Working hours (shifts) Overtime likelihood Tour of department showing 'what we do' N.B.: Prepare for recruit's arrival - lay on equipment, materials, etc.	Medical examination (when necessary)
Personal factors	Remuneration Hours of work Pension scheme Sickness scheme Holidays Conditions of employment	Trade union membership Social, sports facilities Car parking, transport	
Group integration factors	Arrange to meet recruit (specific place) on his first morning	Read application form carefully and appoint counsellor	

## DAY ONE

### The responsibility of the recruit's line manager

	Line Manager	Counsellor	Shop steward/Staff representative
Job factors	Clocking on Safety and security checks Supply equipment and materials Protective clothing Show the job Fire precautions	Act in loco parentis for line manager where necessary	Give recruit union rule book
Personal factors	Lockers and cloakrooms Smoking Visit sickroom First aid arrangements Method of payment Explain pay slip	Introductions: colleagues counsellor shop steward/staff representative Discuss role of trade unions	Without too much detail: Grievance procedure Payment of union contributions
Group integration factors	Tea breaks Canteen or other lunch arrangements If recruit is new to locality check on domestic arrangements and interests	Informal group customs	Without too much detail: How joint consultation procedure works

## DURING THE FIRST FORTNIGHT

### The responsibility of the recruit's line manager

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

## BY THE END OF WEEK SIX

### The responsibility of the recruit's line manager

	Line manager	Counsellor	Other people
Job factors	Doing the job Regular interviews to monitor work standards and progress Explain: education and training facilities; promotion prospects; transfer possibilities	Note: at the end of six weeks, the counsellor's official role is terminated with a general report to the line manager	Personnel office: attend 'welcome' meeting for all new recruits
Personal factors	Holiday arrangements	Encourage recruit to take personal problems to line manager	
Group integration factors	Get recruit to give 'first impressions' at a briefing meeting		



joining a department where the training is 'off-the-job'. Whether the 'off-the-job' element of training is short or long, time should be left for the trainee's boss to proceed with his induction programme.

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

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

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

## INDUCTION OF GRADUATES

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

### The technical graduate

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

### The management graduate

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

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

## INDUCTION OF YOUNG PEOPLE

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

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

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

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

- Young employees can be encouraged to form a 'youth forum'. Broadly, this is a 'club' open to all

young people in the organisation. It can provide education on the company, and organise social activity.

Many young employees have no clear idea of how their job will develop or how it relates to any relevant pre-employment experience they may have. The inductor should always keep in mind the possibility of training in particular skills. People like to think their employers are taking a personal interest in their careers, and demonstrating a readiness to develop individual aptitudes is an excellent way of doing this.

## Induction in the office

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

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

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

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

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

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

# Few act on Black tax cuts

Star 25/1/75

## Labour Reporter

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

The words are those of Mr J Dickerson, vice president in charge of training

and development at the Institute of Personnel Management.

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

Mr Dickerson said at the institute's productivity convention in Johannesburg yesterday that one company in the Vaal Triangle had saved itself R123 000 in its last tax year through the concessions.

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

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

### BOGGED DOWN

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

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

Manpower - Training

# Training centres for Blacks

STAR 27/11/75

Political Correspondent

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

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

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

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

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

F.M. 28/11/75

MANPOWER - TRAINING

## CURRENT AFFAIRS



# Boost for Black training

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

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

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

The main features:

- Appointment of an Advisory Council for In-Service Training of Bantu Employees. The Departments of Bantu Education, Bantu Administration and Development, and Labour will have a total of six representatives.

The FCI, the Handelsinstituut, Seifsa, the Building Industries Federation, the Motor Industry Employers' Association, Assocom, the SA Agricultural Union, Tucsa, and the Confederation of Labour will each be able to nominate one member. The private sector will thus be in the majority.

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

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

of equipment.

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

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

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

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

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

for the transport business in Lui-paardsvlei, near Roodepoort; and a training centre for lorry drivers in the forestry industry is planned for Sabie, in the Eastern Transvaal.

However, the Bill does not provide for financial assistance for such training centres, other than the tax allowances already in operation.

Individual employers running training schemes for their own workers may also, subject to similar provisions, apply for recognition. Many already have such recognition, of course. In "economic development areas" determined by the Minister, grants-in-aid may be provided by Parliament. These will apply in addition to the 125% tax rebate already allowed in these areas, the aim being to assist and encourage decentralisation.

- The Secretary for Bantu Education is empowered to have training centres inspected.

Training carried out in terms of the Bill will evidently only be for jobs which are open to Africans. A Press statement says that "in accordance with government policy, training to be regulated under the proposed legislation will be in permissible work categories only."

This provision should, however, be read in conjunction with the anti-inflation manifesto, in which government undertakes to "motivate continuously, in a positive manner, employers and employees to reach agreement on the re-classification of work in the national interest." The implication of this is that government will now play a more active role in persuading the registered trade unions to allow the movement of Africans in higher jobs.

The Bill can be traced back to the recommendations in 1973 of the interdepartmental committee set up under the late Dr Hennie van Zyl, Secretary for Bantu Education. Well over 200 schemes and centres have already been established, and employers are entitled to claim tax rebates in respect of the costs of sending workers to these centres for training and also in respect of training carried out in their own establishments.

Government itself now also provides pre-service training of African workers, mainly through technical courses at secondary schools.

# Welders'

## R25 000

RDM

5/12/75  
gift to

# Blacks

Staff Reporter

THREE normally cut-throat rival companies in the welding industry have declared a truce — to donate equipment worth

R25 000 to a training centre for Blacks in Boksburg.

The companies, Afrox, Liquidair and Fedgas, donated oxy-acetylene equipment, manifold systems, hand tools, protective clothing and arc welding equipment to the Education and Skills Training Centre on the East Rand, in Reiger Park.

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

Speaking at a ceremony to mark the occasion, one of the founder trustees, Mr H. H. Ferreira, said the firms had shown an awareness of the need in industry to develop manpower in all its sections.

By their donations the companies had continued the process of detente, at a time when detente should be seen to be done in South Africa and to work in practice, Mr Ferreira said.

Manpower - Training

MANPOWER - TRAINING



REPUBLIC OF SOUTH AFRICA

# GOVERNMENT GAZETTE

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### GENERAL NOTICE

DEPARTMENT OF BANTU EDUCATION

DRAFT BANTU EMPLOYEES'  
IN-SERVICE TRAINING  
BILL

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

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

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

### ALGEMENE KENNISGEWING

DEPARTEMENT VAN BANTOE-ONDERWYS

KONSEPWETSONTWERP OP DIE  
INDIENSOPLEIDING VAN  
BANTOEWERKNEMERS

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

Die bedoeling is om die Konsepwetsontwerp met inagneming van die kommentaar wat ontvang word, vir ooreweging aan die Minister van Bantoe-onderwys voor te lê.

Kommentaar op die Konsepwetsontwerp moet die Sekretaris van Bantoe-onderwys, Parlementêre Afdeling, Privaatsak X212, Pretoria, 0001, voor 31 Desember 1975 bereik.

## WETSONTWERP

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

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

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

- (i) „Bantoe persoon” iemand wat 'n Bantoe is binne die bedoeling van die Bevolkingsregistrasiewet, 1950 (Wet No. 30 van 1950);
- (ii) „Departement” die Departement van Bantoe-onderwys;
- (iii) „Minister” die Minister van Bantoe-onderwys;
- (iv) „nywerheid” 'n nywerheids-, handels-, of landbou-onderneming of 'n onderneming wat die Minister van tyd tot tyd tot 'n nywerheid verklaar maar nie ook 'n mynbou-onderneming nie;
- (v) „openbare sentrum” 'n openbare sentrum ingevolge artikel 7 ingestel;
- (vi) „opleiding” enige opleiding waarvan die besondere oogmerk is om 'n werknemer beter te bekwaam vir enige werk wat in of in verband met enige nywerheid verrig word;
- (vii) „private sentrum” 'n sentrum ingevolge artikel 11 erken;
- (viii) „raad” die raad in artikel 2 vermeld;
- (ix) „Sekretaris” die Sekretaris van Bantoe-onderwys;
- (x) „skema” 'n skema wat ingevolge artikel 12 erken is;
- (xi) „vasgestelde gebied” met betrekking tot 'n openbare sentrum, die gebied wat ingevolge artikel 7 ten opsigte van daardie sentrum vasgestel is;
- (xii) „werkgewer” 'n persoon of groep of vereniging van persone wat in 'n nywerheid betrokke is en 'n Bantoe persoon vir die verrigting van werk in daardie nywerheid employeer;

## BILL

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

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

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



- (xiii) „werknemer” ’n Bantoe persoon wat in diens is by enige werkgewer vir die verrigting van werk in ’n nywerheid en wat van sodanige werkgewer besoldiging ontvang of geregtig is om dit van hom te ontvang.

Instelling van raad. 2. (1) Die Minister stel ’n raad in wat die Adviesraad vir Indiensopleiding van Bantoe werknemers heet.

(2) Die raad—

(a) dien die Minister van advies oor—

(i) beleidsaangeleenthede wat voortspruit uit of in verband staan met die toepassing van die bepalings van hierdie Wet;

(ii) die ander aangeleenthede betreffende die opleiding van werknemers wat die Minister na hom verwys;

(b) verrig die ander werksaamhede wat ingevolge hierdie Wet aan hom opgedra word.

Samestelling van raad.

3. (1) Die raad bestaan uit—

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

(i) vier in die Departement van Bantoe-onderwys;

(ii) een in die Departement van Arbeid, en

(iii) een in die Departement van Bantoe-administrasie en -ontwikkeling,

in diens moet wees;

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

(i) Die Suid-Afrikaanse Gefedereerde Kamer van Nywerhede;

(ii) Die Afrikaanse Handelsinstituut;

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

(iv) Die Federasie van Bounywerhede (Suid-Afrika);

(v) Die Werkgewersvereniging van die Suid-Afrikaanse Motornywerheid;

(vi) Die Vereniging van Kamers van Koophandel van Suid-Afrika;

(vii) Die Suid-Afrikaanse Landbou-unie;

(viii) Die Vakbondraad van Suid-Afrika;

(ix) Die Suid-Afrikaanse Konfederasie van Arbeid;

en

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

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

(2) (a) Indien die Minister van oordeel is dat ’n groep of vereniging van werkgewers wat in ’n nywerheid betrokke is en wat nie verbonde is aan enige liggaam vermeld in subparagrafe (i) tot (ix) van subartikel (1) (b) nie, in die raad verteenwoordig behoort te word, kan die Minister daardie groep of vereniging by kennisgewing in die *Staatskoerant* vir die doeleindes van hierdie artikel aanwys.

(b) ’n Liggaam, groep of vereniging in subartikel (1) (b) vermeld, kan met die goedkeuring van die Minister ten opsigte van die lid deur daardie liggaam, groep of vereniging aangestel. ’n plaasvervangende lid aanstel.

- (xiii) "training" means any training which has as its special aim the better equipment of any employee for any work performed in or in connection with any industry.

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

(2) The council shall—

(a) advise the Minister on—

- (i) matters of policy arising out of or connected with the application of the provisions of this Act;
- (ii) such other matters relating to the training of employees as the Minister may refer to it;

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

3. (1) The council shall consist of—

**Constitution of council.**

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

- (i) four shall be serving in the Department of Bantu Education;
- (ii) one shall be serving in the Department of Labour, and
- (iii) one shall be serving in the Department of Bantu Administration and Development;

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

- (i) The South African Federated Chamber of Industries;
- (ii) Die Afrikaanse Handelsinstituut;
- (iii) The Steel and Engineering Industries Federation of South Africa;
- (iv) The Building Industries Federation (South Africa);
- (v) The South African Motor Industry Employers' Association;
- (vi) The Association of Chambers of Commerce of South Africa;
- (vii) The South African Agricultural Union;
- (viii) The Trade Union Council of South Africa;
- (ix) The South African Confederation of Labour; and
- (x) any other group or association of employers designated in terms of subsection (2) (a):

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

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

(b) Any body, group or association mentioned in subsection (1) (a) may with the approval of the Minister in respect of the member appointed by that body, group or association appoint an alternate member.

(c) 'n Plaasvervangende lid ingevolge paragraaf (b) aangestel, kan enige vergadering van die raad bywoon en aan die verrigtings van die raad deelneem, maar is nie bevoeg om op sodanige vergadering te stem nie, behalwe wanneer die lid ten opsigte van wie hy as plaasvervangende lid aangestel is van die betrokke vergadering afwesig is.

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

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

Voorsitter en  
vise-voorsitter  
van raad.

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

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

(3) Wanneer die voorsitter van die raad van 'n vergadering van die raad afwesig is, neem die vise-voorsitter as voorsitter waar en wanneer die voorsitter sowel as die vise-voorsitter afwesig is, kies die lede van die raad wat op daardie vergadering aanwesig is, een uit hul midde om op daardie vergadering voor te sit, en terwyl hy as voorsitter waarneem het die persoon wat ingevolge hierdie subartikel aldus waarneem al die bevoegdhede en verrig hy al die werksaamhede van die voorsitter.

Vergaderings van  
raad en verrigting  
van administratiewe  
werk.

5. (1) Die raad kan reëls maak betreffende die byeenroeping van en die kworum en prosedure op vergaderings van die raad en betreffende enige ander aangeleentheid wat vir die doeltreffende funksionering van die raad nodig is.

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

Uitsluiting van  
bepalings van  
Wet 47 van 1953  
ten opsigte van  
sekere opleiding.

6. Die bepalinge van die Wet op Bantoe-onderwys, 1953, is nie van toepassing nie ten opsigte van opleiding wat by 'n openbare of private sentrum of ooreenkomstig 'n skema verskaf word.

Instelling van  
openbare sentrums  
vir opleiding van  
werknemers.

7. (1) Twee of meer werkgewers kan met die goedkeuring van die Minister en behoudens die voorwaardes wat hy na goedvinde ophê, in 'n gebied ingevolge subartikel (3) vasgestel, 'n openbare sentrum vir die opleiding van werknemers instel en dryf.

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

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

(b) die duur en standaard van sodanige opleiding;

(c) die persele, toerusting, fasiliteite en materiaal wat vir die doeleindes van sodanige opleiding gebruik of verskaf moet word;

(d) die opvoedkundige kwalifikasies of praktiese ondervinding wat van persone wat by sodanige sentrum vir die gee van sodanige opleiding geëmployeer word, vereis word;

(c) An alternate member appointed under paragraph (b) may attend and take part in the proceedings at any meeting of the council, but shall not have the power to vote at such meeting, except when the member in respect of whom he has been appointed an alternate member is absent from the meeting in question.

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

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

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

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

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

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

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

6. The provisions of the Bantu Education Act, 1953, shall not apply in respect of any training provided at a public or private centre or in accordance with any scheme. Exclusion of provisions of Act 47 of 1953 in respect of certain training.

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

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

- (a) the nature of the training which may be provided at a public centre;
- (b) the duration and standard of such training;
- (c) the premises, equipment, facilities and materials to be used or provided for the purposes of such training;
- (d) the educational qualifications or practical experience required of persons employed at the centre for the giving of such training;

(e) die standaard van opvoeding of praktiese onderrinding wat deur werknemers behaal of opgedoen is voordat hulle toegelaat mag word om opleiding van 'n bepaalde aard te ondergaan;

(f) enige ander aangeleentheid wat met 'n openbare sentrum of sodanige opleiding in verband staan.

(3) Die Minister kan vir die doeleindes van subartikel (1) gebiede vasstel en kan verskillende gebiede vasstel ten opsigte van verskillende kategorieë werk wat deur hom vir hierdie doel bepaal word.

(4) Geen goedkeuring, voorwaarde of gebied word ingevolge subartikel (1), (2) of (3) verleen, opgelê of vasgestel nie, behalwe op aanbeveling van die raad.

(5) 'n Openbare sentrum vir die opleiding van Bantowerknemers wat ingevolge artikel 9 van die Wet op Bantoeonderwys, 1953 (Wet No. 47 van 1953), voor die inwerking-treding van hierdie Wet geregistreer is en enige voorwaarde ingevolge daardie artikel ten opsigte van sodanige sentrum opgelê, word geag ingevolge hierdie artikel ingestel of opgelê te wees.

(6) Die Minister kan met die goedkeuring van die raad enige openbare sentrum sluit indien die Minister oortuig is dat die behoefte aan sodanige sentrum nie meer bestaan nie.

Beheer oor en bestuur van openbare sentrum.

8. (1) Die beheer oor en bestuur van 'n openbare sentrum berus by 'n beheerliggaam wat 'n regspersoon is.

(2) Die raad moet ten opsigte van die beheerliggaam van 'n sentrum 'n konstitusie opstel wat voorsiening maak vir—

- (a) die samestelling van daardie liggaam;
- (b) die verkiesing of aanstelling van die lede van daardie liggaam;
- (c) die ampstermyn van en die ontruiming van amp deur sodanige lede;
- (d) die byeenoeping van en die kworum en prosedure op vergaderings van daardie liggaam;
- (e) die boekjaar van daardie liggaam; en
- (f) enige ander aangeleentheid wat nodig is vir die doeltreffende funksionering van daardie liggaam.

Bevoegdhede van beheerliggaam van openbare sentrum.

9. (1) Die beheerliggaam van 'n openbare sentrum kan—

- (a) die diensstaat van daardie sentrum bepaal;
- (b) enige persoon by daardie sentrum aanstel, bevorder of ontslaan;
- (c) die diensvoorwaardes, verlof- en ander voorregte, salariele, salariskate, uitdiensttreding- en pensioen-voordele van alle persone in diens by daardie sentrum, bepaal;
- (d) kursusgelde bepaal;
- (e) roerende goed wat vir die bestuur en dryf van daardie sentrum nodig is, verkry, en sodanige goed wat nie meer vir daardie doeleindes nodig is nie, verkoop of op 'n ander wyse daarvoor beskik;
- (f) 'n rekening by 'n bankinstelling geregistreer ingevolge die Bankwet, 1965 (Wet No. 23 van 1965), open;
- (g) skenkings aanvaar; en
- (h) enigiets doen wat redelikerwys beskou kan word as nodig of wenslik vir die doeltreffende bestuur van en beheer oor daardie sentrum.

(2) 'n Bevoegdheid in paragraaf (a), (c), (d), (e), (g) of (h) van subartikel (1) vermeld, word met die voorafgaande goedkeuring van die raad uitgeoefen.

(3) Die beheerliggaam van 'n sentrum aanvaar nie sonder die goedkeuring van die raad, verleen na oorlegpleging met die Minister, 'n skenking waaraan 'n voorwaarde geheg is nie, en indien die beheerliggaam sodanige skenking aanvaar, word met daardie skenking ooreenkomstig die bepalinge van bedoelde voorwaarde gehandel.

- (e) the standard of education or practical experience which shall have been achieved or gained by employees before they may be permitted to undergo training of a particular nature;
- (f) any other matter connected with a public centre or such training.

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

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

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

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

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

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

- (a) the constitution of that body;
- (b) the election or appointment of the members of that body;
- (c) the period of office of, and the vacation of office by, such members;
- (d) the calling of, and the quorum and procedure at, meetings of that body;
- (e) the financial year of that body; and
- (f) any other matter necessary for the effective functioning of that body.

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

- (a) determine the establishment of that centre;
- (b) appoint, promote or discharge any person at that centre;
- (c) determine the conditions of service, leave and other privileges, salaries, salary scales, retirement and pension benefits of all persons employed at that centre;
- (d) determine fees for courses;
- (e) acquire movable property required for the management and conduct of that centre, and sell or otherwise dispose of such property no longer required for such purposes;
- (f) open an account with a banking institution registered in terms of the Banks Act, 1965 (Act No. 23 of 1965);
- (g) accept donations; and
- (h) do anything which can reasonably be regarded as necessary or desirable for the effective control and management of that centre.

Powers of governing body of public centre.

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

(3) The governing body of a centre shall not without the approval of the council, granted after consultation with the Minister, accept any donation to which any condition is attached, and if the governing body accepts any such donation, such donation shall be dealt with in accordance with the terms of such condition.

Geldelike bystand  
aan openbare  
sentrums.

10. (1) Behoudens die bepalings van subartikel (2), kan die Minister uit gelde deur die Parlement vir die doel bewillig, geldelike bystand verleen aan die beheerliggaam van 'n openbare sentrum ten opsigte van die oprigting van geboue en die lewering, oprigting of installering van toerusting by daardie sentrum.

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

Erkenning van  
private sentrums  
vir die opleiding  
van werknemers.

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

(2) (a) Die Sekretaris kan, behoudens die voorwaardes wat hy goetvind om op te lê, 'n private sentrum waarop 'n aansoek in subartikel (1) beoog, betrekking het, erken.

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

(c) Die Sekretaris kan 'n voorwaarde wat ingevolge hierdie artikel opgelê is, intrek of van tyd tot tyd wysig.

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

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

(5) 'n Private sentrum vir die indienopleiding van Bantoe-werknemers wat voor die inwerkingtreding van hierdie Wet ingevolge die Wet op Bantoe-onderwys, 1953 (Wet No. 47 van 1953), geregistreer is, en enige voorwaarde wat ten opsigte van die registrasie daarvan opgelê is, word reëg ingevolge hierdie artikel erken of opgelê te wees.

Erkenning van  
skemas vir  
opleiding van  
werknemers.

12. (1) 'n Werkgewer wat 'n skema vir die opleiding van sy werknemers dryf of van voorneme is om sodanige skema te dryf, kan by die Sekretaris om die erkenning van daardie skema aansoek doen.

(2) (a) Die Sekretaris kan behoudens die voorwaardes wat hy goetvind om op te lê 'n skema waarop 'n aansoek in subartikel (1) beoog, betrekking het, erken.

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

(c) Die Sekretaris kan 'n voorwaarde wat ingevolge hierdie artikel opgelê is, intrek of van tyd tot tyd wysig.

(3) Die Sekretaris kan ten opsigte van 'n skema wat ingevolge subartikel (2) erken is, die bystand (behalwe geldelike bystand) verleen wat na sy oordeel sou kon bydra tot die bereiking van die oogmerk waarvoor daardie skema ingestel is, en kan aan enige werknemer wat enige opleiding wat ooreenkomstig sodanige skema verskaf is, met goeie gevolg voltooi het, 'n bevoegdheidsertifikaat laat uitreik indien die Sekretaris oortuig is dat die standaard van daardie opleiding die uitreiking van sodanige sertifikaat regverdig.

10. (1) Subject to the provisions of subsection (2), the Minister may out of moneys appropriated by Parliament for the purpose, render financial assistance to the governing body of a public centre in respect of the erection of buildings and the supply, erection or installation of equipment at such centre. Financial assistance to public centres.

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

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

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

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

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

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

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

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

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

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

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

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

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



(4) Die Sekretaris kan te eniger tyd en sonder om enige rede daarvoor te verstrek, die erkenning van 'n skema intrek indien hy van oordeel is dat enige van die voorwaardes wat ten opsigte daarvan opgelê is, nie nagekom is nie.

(5) 'n Skema vir die indiensopleiding van Bantowerknemers wat voor die inwerkingtreding van hierdie Wet ingevolge die Wet op Bantoe-onderwys, 1953 (Wet No. 47 van 1953), geregistreer is, en enige voorwaarde wat ten opsigte van die registrasie daarvan opgelê is, word geag ingevolge hierdie artikel erken of opgelê te wees.

Hulptoelaes ten opsigte van skema wat in sekere gebiede gedryf word.

13. (1) Die Minister kan op die voorwaardes wat hy goedvind om op te lê en ooreenkomstig die grondslag wat hy met die instemming van die Minister van Finansies bepaal, uit gelde deur die Parlement vir die doel bewillig hulptoelaes toeken aan enige werkgewer wat 'n skema vir die opleiding van die werknemers van daardie werkgewer dryf in 'n ekonomiese ontwikkelingsgebied wat die Minister bepaal.

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

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

Heffing.

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

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

(i) sy voorneme om sodanige heffing op te lê, vermeld word;

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

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

(iv) die grondslag waarop sodanige heffing opgelê gaan word, uiteengesit word; en

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

(b) Enige werkgewer in paragraaf (a) bedoel, kan binne die tydperk in daardie paragraaf bedoel of te eniger tyd daarna by die raad aansoek doen om vrystelling van die verpligting om die heffing te betaal, indien 'n heffing opgeleë sou word.

(3) (a) Die Minister kan te eniger tyd na die verstryking van die tydperk in subartikel (2) (a) bedoel, op aanbeveling van die raad en met inagneming van die vertoë in verband met die beoogde heffing en as hy dit in die belang van die nywerheid ag, by kennisgewing in die *Staatskoerant* 'n heffing opleë wat bepaal word op die grondslag wat in daardie kennisgewing vermeld word.

(b) 'n Heffing in paragraaf (a) bedoel, is betaalbaar deur alle werkgewers wat in die vasgestelde gebied vermeld in die kennisgewing gepubliseer ingevolge daardie paragraaf betrokke is in 'n nywerheid aldus vermeld.

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

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

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

Grants-in-aid in respect of scheme conducted in certain areas.

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

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

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

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

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

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

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

(b) A levy referred to in paragraph (a) shall be payable by all employers who are engaged in the fixed area specified in the notice published in terms of that paragraph in any industry so specified.

(c) 'n Kennisgewing ingevolge paragraaf (a) gepubliseer—

- (i) moet die tydperk vermeld waarin die heffing wat daarkragtens opgelê word, betaal moet word;
  - (ii) kan van werkgewers wat verplig is om die heffing te betaal, vereis om sodanige aantekeninge te hou en sodanige opgawes te doen as wat in die kennisgewing vermeld word;
  - (iii) kan voorsiening maak vir die vrystelling van enige werkgewer of kategorie werkgewers van die verpligting om daardie heffing te betaal; en
  - (iv) kan voorsiening maak vir enige ander aangeleentheid ten einde 'n doeltreffende toepassing van die bepalings van daardie kennisgewing te verseker.
- (4) Die Minister kan na oorlegpleging met die raad 'n kennisgewing wat ingevolge hierdie artikel gepubliseer is, intrek of van tyd tot tyd wysig.

Betaling en invordering van heffings.

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

(2) Die Minister kan op aanbeveling van die raad en op die voorwaardes wat die Minister goedvind om op te lê, by kennisgewing in die *Staatskoerant* iemand magtig om bedoelde heffing namens die betrokke beheerliggaam in te vorder.

(3) Iemand wat ingevolge hierdie artikel gemagtig is, kan enige werkgewer wat verplig is om bedoelde heffing te betaal, skriftelik gelas om binne 'n redelike tydperk wat in bedoelde lasgewing vermeld word enige aantekening wat daardie werkgewer verplig is om ingevolge 'n kennisgewing gepubliseer kragtens artikel 14 (3) te hou, vir ondersoek voor te lê.

Begroting van inkomste en uitgawe, rekenings, ouditering en verslae.

16. (1) Die beheerliggaam van 'n openbare sentrum moet vir goedkeuring deur die raad, jaarliks en in die vorm wat die raad bepaal, sy begroting van inkomste en uitgawe vir die volgende boekjaar voorlê.

(2) Die beheerliggaam van 'n openbare sentrum moet behoorlik boekhou van die goed en al die finansiële transaksies van die beheerliggaam.

(3) Die boeke en rekenings wat betrekking het op die goed en die finansiële transaksies in subartikel (2) bedoel, word jaarliks geouditeer deur 'n persoon wat as rekenmeester en ouditeur ingevolge die Wet op Openbare Rekenmeesters en Ouditeurs, 1951 (Wet No. 51 van 1951), geregistreer is.

(4) Die beheerliggaam van 'n openbare sentrum moet so gou doenlik na die end van elke boekjaar

(a) rekenings van sy inkomste en uitgawe vir bedoelde jaar en 'n balansstaat van sy bates en laste soos aan die end van daardie boekjaar opstel;

(b) aan die raad—

- (i) 'n verslag oor sy bedrywighede gedurende bedoelde jaar;
- (ii) die rekenings en balansstaat in paragraaf (a) vermeld; en
- (iii) 'n afskrif van die verslag van die persoon in subartikel (3) bedoel ten opsigte van die betrokke ouditering,

voorlê.

Inspeksies.

17. (1) Die Sekretaris kan of uit eie beweging of op versoek van die raad 'n inspeksie laat hou—

(a) ten einde vas te stel of aan enige voorwaarde ingevolge hierdie Wet opgelê ten opsigte van 'n sentrum of skema voldoen word of is;

(b) betreffende die doelmatigheid van die opleiding wat by 'n sentrum of ooreenkomstig 'n skema verskaf word;

- (c) A notice published in terms of paragraph (a)—
- (i) shall specify the period within which the levy imposed thereunder shall be paid;
  - (ii) may require employers who are liable to pay the levy to keep such records and to render such returns as may be specified in the notice;
  - (iii) may provide for the exemption of any employer or category of employers from the liability to pay such levy; and
  - (iv) may provide for any other matter so as to ensure an effective administration of the provisions of such notice.

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

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

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

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

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

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

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

(4) The governing body of a public centre shall, as soon as possible after the end of each financial year—

- (a) prepare accounts of its revenue and expenditure for such year and a balance sheet of its assets and liabilities as at the end of such financial year;
- (b) submit to the council
  - (i) a report on its activities during such year;
  - (ii) the accounts and balance sheet referred to in paragraph (a); and
  - (iii) a copy of the report of the person referred to in subsection (3) in respect of the audit in question.

17. (1) The Secretary may either of his own accord or at the request of the council cause an inspection to be carried out — Inspections.

- (a) in order to establish whether any condition imposed in terms of this Act in respect of any centre or scheme is being or has been complied with;
- (b) as to the efficacy of the training provided at a centre or in accordance with a scheme;

- (c) betreffende die vermoë van 'n openbare sentrum om aan die vraag na opleiding wat in die betrokke vasgestelde gebied bestaan, te voldoen;
  - (d) betreffende die finansies van 'n openbare sentrum;
  - (e) betreffende die aanwending van 'n hulptoelae wat ingevolge hierdie Wet toegeken is; en
  - (f) betreffende enige ander aangeleentheid wat in verband staan met 'n sentrum of skema wat na die oordeel van die Sekretaris geïnspekteer behoort te word.
- (2) (a) Iemand wat 'n inspeksie ingevolge subartikel (1) doen, kan—
- (i) nadat hy redelike kennis gegee het aan die persoon in die beheer van enige perseel wat gebruik word vir die verskaffing van die opleiding wat die onderwerp van die inspeksie uitmaak, te eniger redelike tyd daardie perseel betree en daardie perseel en enige toerusting, fasiliteite of materiaal wat vir die doeleindes van bedoelde opleiding gebruik word, inspekteer;
  - (ii) iemand wat 'n boek, dokument of stuk wat betrekking het op die dryf van die sentrum of skema wat die onderwerp van die inspeksie uitmaak, in sy besit of bewaring of onder sy beheer het, skriftelik gelas om daardie boek, dokument of stuk binne 'n redelike tyd in bedoelde lasgewing vermeld vir ondersoek oor te lê;
  - (iii) uittreksels en afskrifte maak uit of van 'n boek, dokument of stuk wat ingevolge subparagraaf (ii) voorgelê word.
- (b) Iemand wat 'n inspeksie ingevolge hierdie artikel gedoen het, moet aan die Sekretaris 'n verslag oor daardie inspeksie voorlê en kan in daardie verslag die verrigting van enige handeling in verband met 'n aangeleentheid wat deur hom geïnspekteer is, aanbeveel.
- (c) Die Sekretaris moet afskrifte van daardie verslag deurstuur aan die raad en aan die beheerliggaam van die betrokke sentrum of aan die persoon wat die betrokke skema dryf, en kan, na oorlegpleging met die raad, die stappe wat die Sekretaris goedvind in verband met die aangeleentheid doen.

## Regulasies.

## 18. Die Minister kan regulasies uitvaardig—

- (a) wat voorsiening maak vir die beskikking oor die bates van die beheerliggaam van 'n openbare sentrum wat ingevolge artikel 7 (6) gesluit is;
- (b) betreffende enige aangeleentheid wat die Minister nodig ag om voor te skryf ten einde die oogmerke van hierdie Wet te verwesenlik.

## Misdrywe en strawwe.

## 19. (1) Iemand wat—

- (a) versuim om—
  - (i) 'n heiling opgelê kragtens 'n kennisgewing gepubliseer ingevolge artikel 14 (3) te betaal binne die tydperk in daardie kennisgewing bepaal;
  - (ii) 'n aantekening te hou of 'n opgawe te doen wat hy kragtens sodanige kennisgewing verplig is om te hou of te doen;
  - (iii) 'n aantekening ter voldoening aan 'n lasgewing ingevolge artikel 15 (3) voor te lê;
  - (iv) 'n boek, dokument of stuk ooreenkomstig 'n lasgewing ingevolge artikel 17 (2) oor te lê; of
- (b) die bepalinge van artikel 20 oortree,

is aan 'n misdryf skuldig en by skuldigbevinding strafbaar met 'n boete van hoogstens vyftig rand of met gevangenisstraf vir 'n tydperk van hoogstens een maand of met daardie boete sowel as daardie gevangenisstraf.

- (c) as to the capacity of any public centre to meet the demand for training which may exist in the fixed area concerned;
  - (d) as to the finances of any public centre;
  - (e) as to the utilization of any grant-in-aid awarded in terms of this Act; and
  - (f) as to any other matter connected with a centre or scheme which in the opinion of the Secretary should be inspected.
- (2) (a) A person who carries out an inspection in terms of subsection (1), may—
- (i) after having given reasonable notice to the person in control of any premises used for the purpose of providing the training which forms the subject matter of such inspection, at any reasonable time enter upon such premises and inspect such premises and any equipment, facilities or materials used for the purposes of such training;
  - (ii) direct in writing any person who has in his possession or custody or under his control, any book, document or thing which relates to the conduct of any centre or scheme which forms the subject matter of such inspection, to produce within a reasonable time specified in such direction such book, document or thing for inspection;
  - (iii) make extracts from and copies of any book, document or thing produced in terms of subparagraph (ii).
- (b) A person who has carried out an inspection in terms of this section shall submit to the Secretary a report on such inspection and may recommend in such report the performance of any act in connection with any matter inspected by him.
- (c) The Secretary shall transmit copies of such report to the council and to the governing body of any centre concerned or to the person conducting the scheme concerned, and may, after consultation with the council, take such steps in connection with the matter as the Secretary may deem fit.

18. The Minister may make regulations—

Regulations.

- (a) providing for the disposal of the assets of the controlling body of a public centre closed in terms of section 14 (6);
- (b) relating to any matter which the Minister considers it necessary to prescribe in order that the objects of this Act may be achieved.

19. (1) Any person who—

Offences and penalties.

- (a) fails to—
  - (i) pay a levy imposed under a notice published in terms of section 14 (3) within the period specified in such notice;
  - (ii) keep a record or to render a return which he is under such notice required to keep or to render;
  - (iii) produce a record in compliance with a direction in terms of section 15 (3); or
  - (iv) produce a book, document or thing in compliance with a direction in terms of section 17 (2);
- (b) contravenes the provisions of section 20,

shall be guilty of an offence and on conviction liable to a fine not exceeding fifty rands or to imprisonment for a period not exceeding one month or to both such fine and such imprisonment.

(2) Wanneer 'n persoon skuldig bevind word aan 'n oortreding van subartikel (1) (a) (i) moet die hof wat hom skuldig bevind, benewens enige straf ten opsigte van daardie oortreding opgelê, op staande voet ondersoek instel na en die bedrag bepaal van die heffing wat daardie persoon aan die betrokke beheerliggaam verskuldig is en onverwyld vonnis vir die bedrag aldus bepaal, uitspreek teen daardie persoon en ten gunste van daardie beheerliggaam, en sodanige vonnis kan ten uitvoer gelê word op dieselfde wyse asof dit in die loop van 'n siviele geding uitspreek is.

Geheimhouding  
moet bewaar word.

20. Geen lid van die raad, of 'n plaasvervanger van sodanige lid of 'n beampte van die Staatsdiens of 'n ander persoon wat toegelaat word om op 'n vergadering van die raad of 'n komitee van die raad of by 'n ondervraging deur 'n beampte van die Staatsdiens aanwesig te wees, mag aan enige persoon behalwe die Minister of 'n beampte van die Staatsdiens of vir die doeleindes van die vervulling van sy pligte of die uitoefening van sy bevoegdhede ingevolge hierdie Wet of wanneer dit in 'n hof of ingevolge 'n wetsbepaling van hom vereis word, enige inligting openbaar nie met betrekking tot die sake van 'n werkgewer wat ingewin is by die vervulling van sy pligte of die uitoefening van sy bevoegdhede ingevolge hierdie Wet of terwyl hy sodanige vergadering of ondervraging bywoon, na gelang van die geval.

Kort titel.

21. Hierdie Wet heet die Wet op Indiensopleiding van Bantowerknemers, 1976.

(2) If any person is found guilty of a contravention of subsection (1) (a) (i), the court convicting such person shall, in addition to any punishment imposed in respect of that contravention, summarily inquire into and assess the amount of the levy due by that person to the governing body concerned and forthwith give judgment for the amount assessed against that person in favour of the governing body, and any such judgment may be executed in the same manner as if it had been pronounced in the course of civil proceedings.

20. No member of the council or any alternate to any such member or any officer in the Public Service or any other person allowed to be present at any meeting of the council or a committee of the council or at any interrogation by an officer in the Public Service shall disclose to any person, except to the Minister or an officer in the Public Service or for the purpose of the performance of his duties or the exercise of his powers under this Act or when required to do so before a court or under any law, any information in relation to the business of any employer acquired in the performance of his duties or the exercise of his powers under this Act, or while attending any such meeting or interrogation, as the case may be. Secrecy to be observed.

21. This Act shall be called the Bantu Employees' In-Service Short title. Training Act, 1976.



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# African training centres

*Merrim 28/1/75*  
African Affairs Reporter  
THE THREE training centres for African farmers, which are being built by the South African Sugar Association, will be handed over to the KwaZulu Government early next year.

Mr. James Nxumalo, KwaZulu's acting Chief Executive Councillor, said the official opening of the centres would take place in February and March next year.

The centres are being built at Umzinto, Mtunzini and Ndwedwe at an estimated cost of R600 000.

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

Courses in home economics and cultural subjects will be given for the farmers' wives.

1. Mampasa-Tiamj
2. (A)
3. 107

Sto 24/1/75

# 'False economy' charge

## Labour Reporter

Business management has been warned to avoid the false economy of cutting back on training in an effort to maintain profits.

This warning was sounded today by Dr Lawrence McCrystal, chairman of the publicity committee of the South African anti-inflation campaign.

He was speaking to 120 personnel managers at a symposium in Johannesburg today designed to promote productivity.

Dr McCrystal said many top business leaders limited themselves to short-term outlooks — which at a stretch took in next year's profits.

It was this kind of attitude which resulted in the

falling off in training expenditure.

If it became a widespread phenomenon it would be nothing short of a disaster for the economy.

"We have been talking about improved productivity for years but the climate was not as right as it is now," Dr McCrystal said.

South Africa was in a position of a family whose main breadwinner had experienced the decline in income.

It was necessary to impress on people that they all contributed to the inflation spiral by expecting more from the economy than they were putting into it.

*Dr Lawrence McCrystal*

# African training centres

Mercury 28/1/75

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Manpower - Training

1 Manpower Training  
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RDM 4/12/75

# 'Train our own people'

MANPOWER - Training

SOUTH AFRICA did not need foreign immigrants to increase its labour force, but some foreigners could be brought in to help train the Blacks in the country to take up worthy positions, Mrs Lucy Mvubelo said yesterday.

Mrs Mvubelo is General Secretary of the Garment Workers' Union, based in Johannesburg. Speaking on the working force, Mrs Mvubelo said in the clothing industry workers did not think in terms of race, they worked as one family.

For the country to be a happy place there must be no discrimination in work. If more training was given to Blacks all races would be able to make a full contribution to the country's economy.

## Swell

At a recent overseas conference she attended there was a resolution to end the immigration of skilled workers to South Africa. Mrs Mvubelo said South Africa did not need immigrants to swell its work force. "We have our own

people that we can train. People who talk about labour problems should have been far sighted and started training Black workers long ago.

"I am happy that the Government has now set up training centres in the large urban areas, but why did we wait until it's too late and depend on immigrants?" she asked.

## Upgrade

She said South Africa perhaps needed immigrants who could impart their skill on to the Black workers.

Foreign investors had also done much for Blacks but they should still upgrade Black workers more.

Speaking on the same platform Miss Maggie Oewies of the Domestic Workers Union, Cape Town, said domestic workers must remember that they had to fulfill the role of a parent to the children they looked after. They had to assist them to sort out problems. She appealed to employers to consider the training needs of domestic workers and said first aid and health education was more impor-

tant than the finer arts of cooking.

Even cooking would be more meaningful if the worker understood the needs of the body.

2. J81

# Coloured man for top prison job

fla  
17/12/75

175  
(1) Manpower - Training  
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John Patten,  
Political Correspondent

announcement today when he addressed a passing-out parade of Coloured trainee warders and wardresses at Westlake.

He said the Department of Prisons was also making history by being the first uniform-wearing department to involve Coloured women in intensive basic training.

He told the trainee wardresses that Coloured men had already opened many doors in the department for themselves and added: "The door that has been opened by Captain Witbooi is certainly not the last which will be opened."

The Minister of Prisons, Mr Kruger, announced today that a Coloured man is to be appointed for the first time to head the Prison Service's Coloured Training College at Westlake in Cape Town.

From January 1, Captain Philip Witbooi will take over the college. He was promoted from Lieutenant at the beginning of this month.

Mr Kruger made his

3. u feel should be added to the course?

4. Are you satisfied with your present tutor? Yes/no  
Comment

5. (a) What in your opinion should the aim of tutorials be  
(b) Do you feel these goals were achieved during the year?

# Industry training scheme doubles

11/12/75

① Manpower - Training  
② 1020

you feel should be added to the course?

Labour Reporter

Plans to almost double South Africa's industrial training capacity for Black schoolboys have been announced by the Secretary for Bantu Education, Mr G S Rousseau.

A total of 50 000 to 75 000 pupils could be in training annually after the planned expansions of the scheme to Black homelands.

Mr Rousseau, revealed multipronged plans for next year to:

- Establish three more training centres in White areas.

- Create the first two similar centres in homelands.

- Double the originally planned training capacity of the two centres in Soweto through extensions costing an estimated R40 000 per centre.

- Make extensions to the six other centres due to begin operations next year, also at a cost of about R40 000 per centre.

Seven of the first eight training centres are to be in operation next month. The eighth is expected to be ready later next year.

#### BUDGET

One of the new centres will be established at kwaThema, Springs, and another in Tembisa, near Kempton Park. The location of the third is yet to be decided.

Mr Rousseau declined to name the two homelands which are to get similar centres because these projects are subject to homeland budgets.

But it has been announced that the Ciskei has allocated R300 000 for a centre.

Mr Rousseau said:

"Training for better utilisation of manpower and productivity represents one of the cornerstones of South Africa's anti-inflation manifesto."

About 42 teachers would be trained as instructors in Soweto next year before being posted to the new or extended centres.

Forty-eight from areas to be served by the first eight centres were trained this year.

One centre cost R200 000 to build and R100 000 to equip.

4. Are you satisfied?  
Comment

your present tutor? Yes/no

5. (a) What in tutorials be  
(b) Do you year?

should the aim of

als were achieved during the

VERKLARING DEUR DIE SEKRETARIS VAN ARBEIDMNR. B.G. LINDEQUE

(Vir vrystelling op 9 Januarie 1976 om 12h00)

Die Sekretaris van Arbeid maak bekend dat ongeskoolde en halfgeskoolde Blanke werkers wat geen vooruitsigte vir vordering het; nulle inkomste vinnig kan verhoog, ambagsmanstatus kan verkry, en saam met hulle gesinne n hoër lewenspeil kan geniet deur gebruik te maak van die skema vir die opleiding van ambagsmante wat deur die Departement van Arbeid in samewerking met die Departement van Nasionale Opvoeding aangebied word.

Hierdie skema is tot voordeel van die werker, die en die landseksonomie; deur daarvan gebruik te maak verhoog die werker sy vaardigheid, die werkgever kry kundige arbeid en die gevolglike verbeterde produksie dra by tot die bevordering van die welvaart van die land.

Die skema dien verder ook die uiters nuttige doel dat dit die heersende tekort aan geskoolde arbeid verminder. Meer as 2 000 persone het reeds ingevolge die skema vakmanstatus verwerf.

Ongeskoolde en halfgeskoolde werkers kan nulle bekwaam as:

Elektrisiëns en elektrotegniese draadwerkers, loodgieters, messelaars en pleisteraars, motorwerktuigkundiges, paneelkloppers en spuitverfwerkers, passers en draaiers, plaatwerkers en ketelmakers, timmermanne en skrynwerkers.



In goed toegeruste werkwinkels aan die Opleidingsentrum vir Volwassenes te Westlake, (Kaapstad) word eers 12 maande lank intensiewe opleiding gegee. Gedurende dié tydperk word 'n weeklikse toelae wat wissel na gelang van die aantal afhanklikes, aan 'n kwekeling betaal.

Daarna word kwekelinge by goedgekeurde werkgewers geplaas vir hoogstens twee jaar en ontvang hulle 'n weeklikse loon van minstens R52,50 gedurende die eerste ses maande, wat elke ses maande verhoog word totdat die opleiding voltooi is. Die indiensopleidingstydperk kan met 50% verkort word deur die suksesvolle aflegging van 'n kwalifiserende ambagstoets wat slegs uit praktiese take bestaan.

Voornemende kwekelinge moet aan die volgende vereistes voldoen:

Hulle moet -

- (a) minstens 21 jaar oud wees;
- (b) minstens oor 'n St. VII-sertifikaat vir die ambagte elektrisiteit en elektrotegniese draadwerker of minstens 'n St. VI-sertifikaat vir die ander ambagte beskik;
- (c) 'n mediese ondersoek ondergaan; en
- (d) nie as vakleerlinge ingeboek wees nie.

Persone wat belang stel, kan volledige besonderhede van die naaste kantoor van die Departement van Arbeid verkry. Kursusse neem jaarliks in Mei maand 'n aanvang en aansoeke vir die 1976 kursus moet voor die einde van Januarie 1976 ingedien word.

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Uitgereik deur die Departement van Inligting op versoek van die Departement van Arbeid.

Pretoria

9 Januarie 1976

9/1/76.

MANPOWER - Training

## Scheme to train White artisans

The Department of Labour is to offer a training scheme which will enable unskilled and semi-skilled White workers who have no prospect of advancement, to attain artisan status.

This was said in Pretoria today by the Secretary for Labour Mr B. G. Lindeque, who said the training scheme would be run in collaboration with the Department of National Education.

Already more than 2 000 adults have attained artisan status through the scheme and it is hoped the programme will help reduce the current shortage of skilled labour.

Unskilled and semi-skilled workers may qualify in a number of trades including bricklaying and plastering, carpentry and joinery, electrical work and electrical wiring, motor mechanics and plumbing.

Intensive training will be given at the Trade Training Centre for adults at Westlake, in Cape Town, for 12 months.

During this time a weekly allowance will be paid to the trainee.

After completion of the scheme trainees will be placed with approved employers for at least two years.

Interested people may obtain full details from the nearest office of the Department of Labour. Courses start annually in May and applications for this year must be lodged before the end of this month.

# Training targets set for hotels

The Hotel Board, which sets standards for 1,400 hotels, will to consider "extensive plans" next month for the training of 25,000 workers in the industry.

The move comes at a time when pay rises about 10 per cent for hotel staff are expected to be 15 per cent in 1976.

and services, particularly of Black workers, who represented 83 percent of the industry's labour mar-

ket, had also strained the situation.

"The board has extensive plans to raise the standards of 59,487

workers," said Mr. [unclear]. "The aim is to improve efficiency and productivity."

An important step would be to raise training standards. This would mean an agreement for hotel staff to be trained in a range of skills, including the use of modern equipment and the application of new management techniques.

1. <sup>2/10</sup> & TP.  
 2. 1976, 1977 Training

MANPOWER - TRAINING

FEB. 1976 - OCT. 1977.

179

Hansard 2 col 87 4/2/76

Artisans: Notices published

157. Mr. T. HICKMAN asked the Minister of Labour:

(a) How many notices have been published in terms of section 2 of the Training of Artisans Act and (b) in respect of what trades were they issued.

The MINISTER OF LABOUR:

(a) 2 748 original notices. This figure does not include subsequent notices served in cases where trainees were transferred from one employer to another.

(b) Trade	Number
Auto Body Repairing	186
Bricklaying and Plastering	260
Carpentry and Joinery	304
Domestic Radio Servicemen	32
Electrical Wireman and Electrician	494
Fitting and Turning	469
Motor Mechanic	326
Panelbeater (including Spray-painting)	19
Plating/Boilermaker	30
Plumbing	178
Welding	450

(1) 266

(2) Mc-parker - Train

# Black step-up STAR boosts

## saving

New training schemes for 16 000 Africans, Indians and Coloured staff holding jobs previously done by Whites are on the way as part of the country's anti-inflation measures.

A statement by South African Railways includes references to training for Black employees in a programme designed to improve productivity.

The anti-inflation programme covers the South African Airways, administration of petroleum pipelines, departmental road transport services and ancillary services of SAR.

Anti-inflation steps include:

① Curtailment of uneconomical services with, where possible, more economic alternative transport methods.

② Promotion of productivity including improved and simplified methods.

③ Fuel conservation with, where justified, gas-turbine and electrically replacing oil-burning systems, and aircraft continuing to operate at more economical altitudes and speeds.

### PRICE INDEX

④ The railways insisting on using only non-inflationary indices where tender prices are subject to escalation. This means using a consumers' price index rather than a wage index in the case of labour costs.

And when increases are claimed the supplier will be asked to indicate what discount is being allowed in terms of the anti-inflation manifesto.

In one purchase of electric locomotives, the railways disclosed, this appeal earned a discount of more than R1-million.

# Job centres for Blacks multiply

STAR 18/7/76

## Pretoria Bureau

Sixteen training centres for Black industrial workers are now functioning or due to begin soon, and 170 in-firm training schemes are registered or recommended for registration.

Two more homeland training centres are planned and more will "probably" be budgeted for by homeland governments in the foreseeable future. A further eight are planned by the Department of Bantu Education, and an un stated number of in-firm training schemes are still in the amendment stage prior to being recommended for registration.

This was stated in Pretoria today by the Action Programme Against Inflation, in a statement on the progress attained in creating training facilities for Black workers in industry.

The statement said the Department of Bantu Education had provided all employer-organisations with written information on the possibilities which exist for industrialists and prospective industrialists in border areas for establishing and using ad hoc training schemes for their workers.

The department, which had a representative on the board of each of the private industrial training centres now functioning, had instructions to make every possible endeavour to ensure their successful functioning and to propagate their use by industrialists.

Three such centres were now in operation, and two more in the process of being commissioned. Three more should be ready to

begin functioning by July this year.

Three of the eight training centres planned by the department began functioning last year, and the other five were now committed.

Manpower - Training

RD M 25/2/76

# Training and production go hand in hand

Dr BRIAN ROSE: Education Correspondent

MONEY that is not backed by production depreciates — and this is seen by many experts as the core of inflation.

Perhaps it oversimplifies a very complex situation, but there can be no doubt a nation working half-time is unlikely to keep out of the red.

South African levels of industrial production in manhours compare unfavourably with many industrialised nations and the recent collapse of the gold price and soaring inflationary costs have forced us to take a hard look at our economic future.

What can be done about it? An inevitable — and probably correct — solution is to step up production.

Merely turning on the screw won't help much. Labour has to be motivated. But all the motivation in the world won't create competence on the job. Competence is the product

of basic ability and training. And it was to training that the State President made his brief but important reference when he opened Parliament recently.

Unlike the school sector of education, industrial and business education is a partnership of State and private enterprise, with the non-governmental sector playing a major role.

Almost every firm of any size has its training division, headed by a training officer often recruited from the ranks of the teaching profession.

With more freedom for self-determination and slightly better salary scales, teachers often enjoy working for industry. Decisions are swifter and usually there is more money available for educational support.

In fact, in the techniques of presentation of learning material, many industrial training units are streets ahead of high schools and universities.

But however excellent individual training departments may be, what is required now is leadership on a broad national front, which is exactly what organisations such as the IPM — Institute of Personnel Management — and the NDMF — National Development and Management Foundation — have been doing.

If these national bodies are to make a real impression, then, as Dr Ray Hinds of the NDMF told the Rand Daily Mail, 1976 has to be a year of "training the trainers". And that means drawing up a blueprint for both Black and White.

Last year the NDMF reached, through its membership, 447 239 people of which 238 266 were Blacks. Concerned with general management training, the NDMF has been concentrating on supervisory management.

If the emphasis is on "training the trainers", the concern at the NDMF, as at the IPM, is with productivity.



DAVE JACKSON

Part of the 1976 plan, coded as "Operation Progress", is, says Mr P. W. Penzhorn, the NDMF's executive director, "a labour training and productivity plan of action".

Dr Hinds, senior manager of development and operations, explained that apart from courses, the NDMF ran in-service training too. The trouble was

that the shortage of trainers was so acute that it was difficult to achieve all that one planned.

Dave Jackson, energetic executive director of IPM, has solved his organisation's problem of trainer shortage in an interesting manner. His "Plan 21", the core of the IPM's Campaign Against Inflation, is a sinewy, complex approach to the managerial problems for job effectiveness, with training at its core.

The plan demands the commitment and cooperation of board, top management and each level of line management. It provides a down-to-earth technique for analysing the company's problems and suggests steps for remedying them both through organisational development and training.

Once the company understands and accepts the strategy involved, it uses its own internal task force to reach training and organisational objectives. Very wisely, Dave Jackson intends to put the whole operation on to videotape, thus avoiding the breakdown of a viable proposition through specialist trainer shortage.

SEIFSA, a much bigger enterprise financially, is a function of the metal and engineering industries, a sector of the economy responsible for 20 per cent of the gross domestic product; in 1975 an amount of R4 810-million.

With an employment roll of 467 000 it has an obvious concern with training. In 1975 SEIFSA industries had 13 375 apprentices in training alone. But despite resources and tremendous effort the president of SEIFSA said in 1975 that the skilled labour shortage would be still further aggravated.

Some Black industrial and management training is undertaken by the Department of Bantu Education in Pretoria.

The Department of National Education has a finger in the pie and it plays an important part in validating much White training towards certification.

There are several private groups to which a number of industrialists have contributed and supervisory management training for Blacks working in local industries. In fact, the training picture of South African education is much more diversified than is that of our formal schooling.

Though SEIFSA is directly concerned in some training operations, it sees its principal role as acting as a facilitator. Dr E. P. Drummond, SEIFSA's executive director, commented: "We concentrate on the funding of



DR E. P. DRUMMOND

apprentice training as well as that of technicians and supervisory management.

The Structural Metals and Engineering Industries Education and Training Fund has been in operation for five years and during that time has paid out more than R14-million.

SEIFSA has also paid out more than R1 500 000 for the 570 bursaries it administers.

SEIFSA shares the general view that it is the Black sector of our economy that requires the most help. Courses run to explain to Black workers their rights and obligations in terms of current legislation have been well received.

"Industrial relations," remarked Dr Drummond, "are an important part of SEIFSA's work and our trainers try to update workers about legislation as far as it affects such things as liaison committees."

Diversification in the training field up to the present time has meant freedom to take swift decisions, a lack of red tape and elbow room for men of originality.

It may also have involved some duplication of effort, some overlap, some wastage of energy; and the time may be coming not so much for centralisation, but for voluntary coordination in order to deploy scarce resources to the greatest advantage.

Industrial and management education have still much to teach their colleagues in formal education.

For instance, they could benefit from the practice of many medical schools in offering updating courses for people who have been five or 10 years out from their last training experience. One easily becomes obsolete in skills without realising it.

But another weakness in almost all industrial education is that it is largely a "one-shot" affair. Little or no attempt is made to provide a follow-up or support once the trainee returns to the job.

There is the re-entry problem, as it's often called, where a trainee returns full of new ideas and good intentions into a largely uninterested environment. It all too easily results in a gradual performance.

The IPM's Plan 21 is a great improvement on previous tactics, because it recognises this weakness and corrects it very effectively.

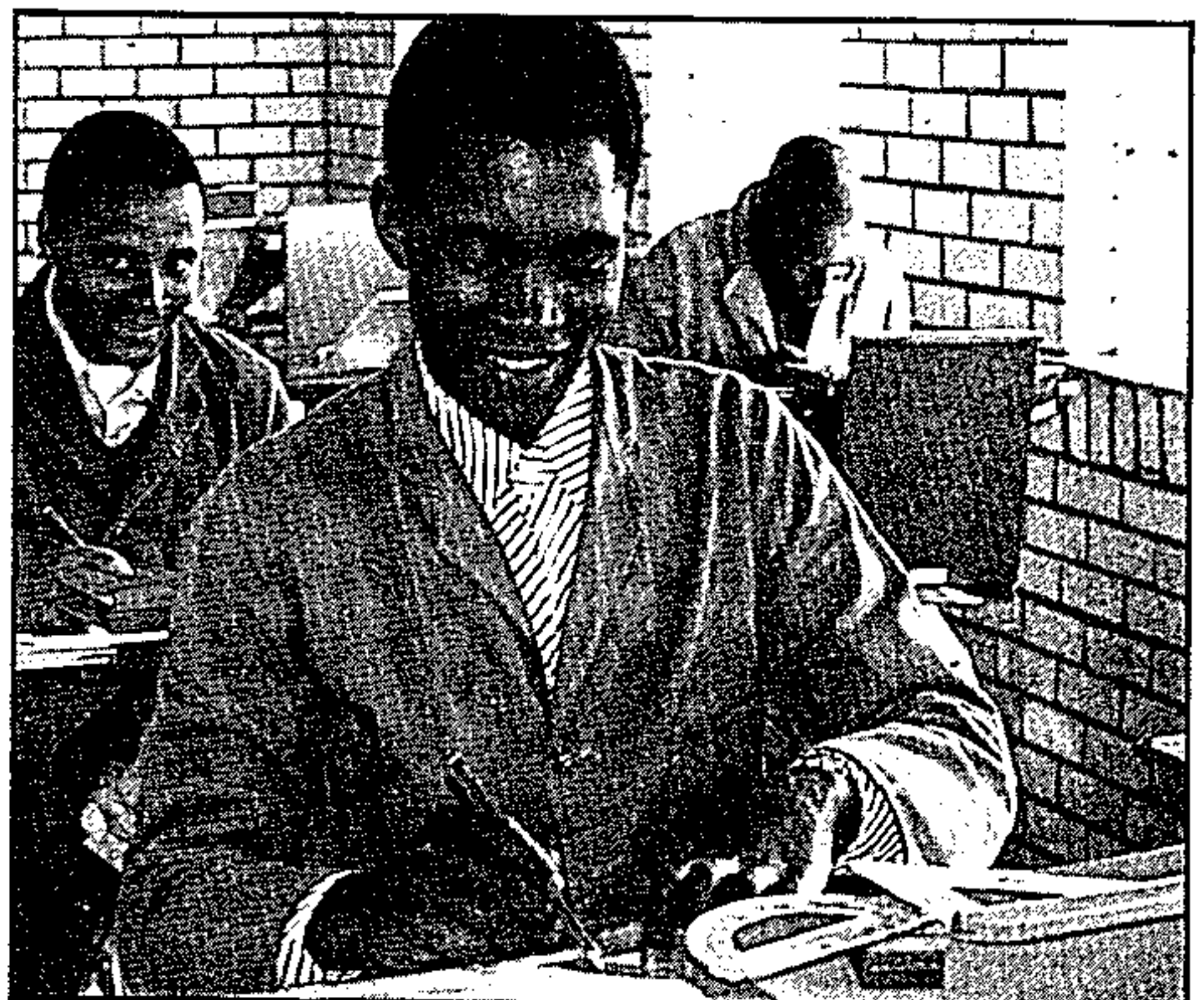
The various groups of the private sector of industry and management are probably more effective than they realise. With both a growing professionalism and with considerable "know-how" they are as lively and stimulating as many a small university in their particular fields.

① 279  
② Inspector - 100

MANPOWER - TRAINING

# TECHNICAL TRAINING FOR BLACKS

Sophisticated products for the South African business equipment industry are being serviced and maintained by Black technical workers qualifying under a new training scheme. The first of its kind, this programme is the start of planned basic training in the industry. Since the scheme falls under the Government's provision for in-industry training, the direct costs can be claimed as tax concessions.





# Produktiwiteit waarheen?

Wat sommige vakbondmanne betref, is produktiwiteit 'n drie-letter woord.

Maar die argument dat die woord alléén te blameer is vir die ongewildheid van die begrip is net helfte van die waarheid. Toegegee, die woord is so wyd en syd misbruik dat die vakbonde en hul lede 'n diep wantroue daarin ontwikkel het.

Dit het vir hulle beteken dat hulle meer werk moet verrig vir dieselfde lone sodat die werkgewer groter winste kan toon. Dit is natuurlik 'n misverstand van die begrip, maar besture het waarskynlik slegs hulself te blameer vir dié wanindruk.

Dit spruit gewoonlik voort uit die ou 'ons-hulle'-begrip ten opsigte van arbeidsverhoudings. Aan die vakbond-kant beteken dit dat die maksimum vir die minimum verkry moet word. Aan die bestuurskant kom dit meer of min op dieselfde neer met die byvoeging van die heilige begrip van 'n vrye kapitalistiese ekonomie.

Wat egter gebeur het is dat beide die woord en die konsep van produktiwiteit in die weersprekings en geredekawel in onmin en selfs verlore geraak het.

Gevolglik het 'n toedrag van sake ontstaan wat Chris Heunis, die Minister van Ekonomiese sake, daartoe genoodsaak het om te sê dat die produktiwiteitsvlak van byna al die nywerhede wat deur die Nasionale Produktiwiteitsinstituut ondersoek is, slegs sowat 50 persent was van wat billikerwyse van hulle verwag kon word.

Min. Heunis het die toedrag van sake as veront- rustend beskryf en die verantwoordelikheid vir die regstelling daarvan op die skouers van bestuur geplaas.

Onlangs het Lawrence McCrystal, voorsitter van die onderwyskundige komitee van die gesamentlike program teen inflasie – wat nou in sy produktiwiteitsfase oorgegaan het – ook gesê dat 40 persent of meer van sakelui geen vertroue toon in die vooruitsigte van die program nie.

## Vakbonde

Waar staan die vakbonde ten opsigte van produktiwiteit?

Kort voor hy verlede jaar oorsee is vir verdere studie, het Robert Kraft, adjunk-hoofsekretaris van die Vakbondraad van Suid-Afrika gesê dat Vaksa ten volle bewus is van die noodsaaklikheid van verhoogde produktiwiteit.

Vaksa was ook ten volle bewus van die slegte konnotasie wat aan die woord gegee word en was van plan om dit met doeltreffendheid te vervang. Doeltreffendheid moet dan 'n doelwit word vir sowel die werkers as besture.

Die Konfederasie van Arbeid, by monde van sy president, Attie Nieuwoudt, het ook die noodsaaklikheid van meer effektiewe, en daarom verhoogde, produksie ondersteun.

Nieuwoudt sien egter 'n hele paar voorvereistes:

- daar moet nouer samewerking kom tussen werkers en bestuur om die doelwit te verwesenlik;
- bestuur moet toesien dat die werkers die gereedskap het om meer produktief te wees;
- bestuur moet ook toesien dat werkers behoorlik vir verhoogde produksie vergoed word. Werkers moet daarvan oortuig word dat verhoogde produksie nie slegs vir die eie-gewin van werkgewers nodig is nie;

- bestuur en werkers moet toesien dat verhoogde lone en winste saamgaan met verlaagde eenheidspryse op die verbruikersmark.

Om dit te bereik, sê Nieuwoudt, moet daar nader samewerking en meer werklike vennootskap tussen arbeid en bestuur ontstaan.

Min. Heunis het ook onlangs by die Bestuurskool van die Universiteit van Kaapstad 'n soortgelyke beroep gedoen.

Dit is alles egter nie so maklik nie.

## Rassewrywing

Die saak word meer ingewikkeld gemaak deur die heersende arbeidstekort van geskoolde wit werkers wat tradisioneel sekere werk verrig. Hulle plekke moet ingeneem word deur swart werkers wat nou vir die eerste keer tot die nywerhede toetree.

Vir die konserwatiewe wit vakbondman skep dit probleme. Die veiligheid van sy laer geskoolde lede word bedreig. Vakbondleiers soos hierdie glo dat die enigste belang wat die werkgewer by die indiensneming van swart werkers het, laer lone, en gevolglik hoër winste, is.

Of dit waar is kan aan die gewete van die werkgewers oorgelaat word.

## Oplossings

Verskillende oplossings is reeds aan die hand gedoen:

- Die loon vir die taak
- Opleiding van wit werkers om tegnisi-status te kan aanvaar
- Die opvoeding van die wit werker om die swart werker as 'n gelyke te aanvaar.

Al hierdie oplossings, en nog veel meer, laat baie gapings oor. As die loon vir die taak toegepas moet word sal swart werkers baie deeglike opleiding moet ontvang anders sal hulle 'n agterstand by wit werkers ondervind. Dit kan wrywing op rassegrondslag veroorsaak.

As swart werkers opgelei word, kla wit werkers. Dit is op die oomblik die geval in die ingenieursbedryf, waar die opleidingsentra met groot agterdog bejeën word. In die mynbedryf word daar gekla dat sentra waar swart vakmanshulpers opgelei word, gebruik word om herstelwerk te doen wat die vakmanne self gedoen moet word – ten koste van die wit vakmanne.

Wit vakbonde wys ook daarop dat nie alle wit operateurs tegnisi kan word nie. Hulle bly agterdogtig teenoor swart vordering omdat daar nie opleidingsgeriewe bestaan om die minder begaafde wit werker van 'n heenkome te verseker nie.

Dit maak nie saak of die klagtes en agterdog onredelik of ongegrond is nie. Hulle bestaan en hulle sal op 'n doeltreffende manier uit die weg geruim moet word voordat hierdie een remskoen op hoër produksie losgedraai kan word.

Een nywerheid wat reeds goeie vordering gemaak het en besig is om die vrees en weerstand van die wit werker uit die weg te ruim, terwyl daar ook 'n hoë mate van samewerking tussen arbeid en bestuur bestaan, is die leernywerheid.

Die ondervinding van dié nywerheid word in die hoofdeelte van hierdie artikel bespreek.

The Business Equipment Association of South Africa, representing an industry employing more than 17 000 people who manufacture, market and maintain equipment ranging from adding machines and typewriters to computers, has started a training scheme for Black technical workers in the industry. Past president of the Association, Val Andries, says, "We are dedicated to the programme, not only because we think it worthwhile to provide training and career opportunities for Blacks, but also because we know they are a pool of labour from which we can satisfy our ever-growing needs for skilled manpower. The strains on present resources demand that we expand training facilities to keep pace with the growth of the business equipment industry."

To put its plans into immediate effect, the Association, last July, obtained approval to start its 15-week intensive programme, in temporary premises. Permanent training premises have since been completed at Chamdor, Krugersdorp – the first government-sponsored training centre for Johannesburg and the West Rand.

Because the pilot scheme was seen as an experiment and because of the lack of space, the number of trainees was restricted to ten. These were selected from nominations by companies in the industry.

In this article, Ron Marsden, the Association's director of training, describes the programme and its results. However, because of the small sample, he cautions that it would be naive to draw conclusions from the study. Its value lies in the framework it provides for future on-going basic technical training in the business equipment industry.

## Objectives and content

The objectives of the course were to:

- decide whether it was practical to introduce basic technical training programmes for the industry
- measure the potential of Black employees so that training programmes could be developed to upgrade workers
- collect data on technical and attitude training techniques and related problems and on the use of certain mechanical aptitude batteries and tests
- find a level that would meet the ability of trainees and provide training relevant to the work situation

- use it as a model to develop future courses at Chamdor.

The many facets of the industry made it impossible for all its needs to be met in one programme. The course concentrated on those tasks that required manual skill, a good working knowledge of basic mechanics and electro mechanics, ability to take accurate measurement and make minor adjustments. The subjects were:

- industrial arts – technical drawing, woodwork, metalwork and soldering
- mechanical theory and practice
- electrical theory and practice
- mathematics
- industrial safety.

The content was structured at standard 8 level for trainees with a knowledge of mathematics and science. Each subject had to be covered within a given time.

## Programme progress

With the exception of mathematics, the course was com-

pleted almost within the time set for each subject. In review, the maths syllabus was optimistic, and more in line with a White standard 8 maths. All the trainees had little more than a basic knowledge of arithmetic and found it difficult to grasp elementary algebra, logarithms and trigonometry.

The industrial arts subjects were, on the whole easily understood. However, the trainees found difficulty in relating the training to their job, particularly the section on woodwork. Seventy per cent of them showed a greater natural aptitude for technical drawing than for any other subject in the programme. Standard industrial arts training techniques were used, the only change being greater use of group problem solving and discussion periods.

Mechanical theory caused a number of problems because the trainees were weak in elementary maths. 'Chalk and talk' and the use of many practical problems eventually gave the best results. Practical experiments were done with the aid of mechano sets. This also improved finger dexterity.

Electrical labs and programmed texts were used to teach electrical theory and practice. The trainees worked in teams of two and made steady progress. They worked at their own pace – their progress being monitored by an instructor who helped them, where necessary.

Industrial safety was taught by a Nosa representative. The trainees were given an introductory course, followed by more detailed training.

## Tests

Oral, practical, written and ballard tests were given to measure progress and to decide what kind of measurement should be used. The best results were from oral and practical tests. Generally, written tests were poorly completed. This was mainly because the trainees could not express themselves. In the ballard tests, where several possible answers are given and the student is told to choose the right one, some trainees always ticked more than one box.

Even though oral and practical tests appeared the most promising, when all the results were placed in rank order, the rankings of each type of test were almost identical.

## APTITUDE TESTS

When the course was planned, only those academic and apti-

tude tests that had been developed in the Republic, for Blacks, were included. Although this limited the selection, the wide range of overseas tests had little, if any, proven validity for measuring mechanical and electrical aptitude in Blacks.

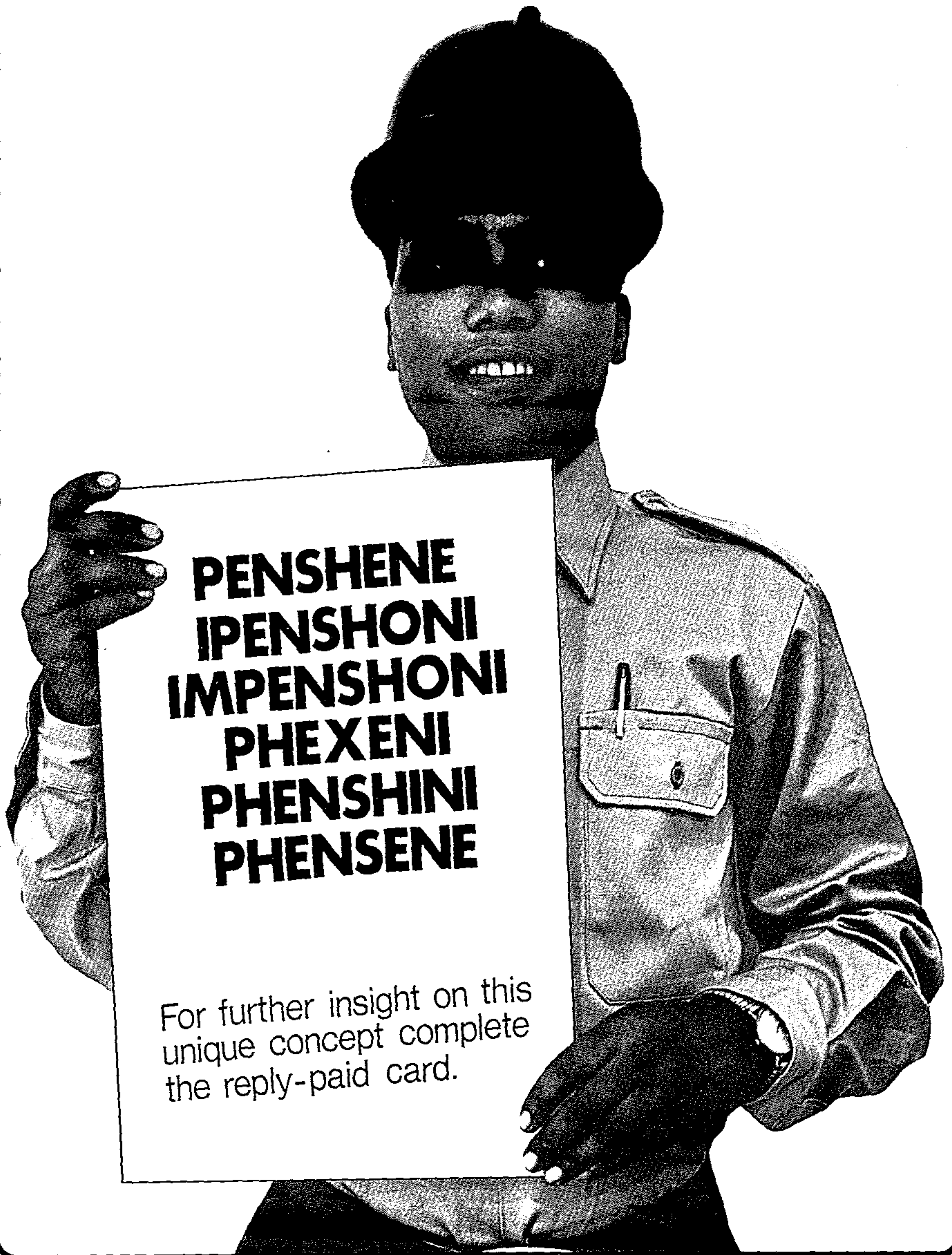
The tests used were the Junior Secondary Aptitude Test (JST) of the Human Sciences Research Council, the Form Series Test – advanced extended version (FST A-EV) of the National Institute of Personnel Research and a manual aptitude test similar to that used for selection by the Swiss Watchmakers' School.

When the results of all the individual aptitude tests and trainees results were ranked, there was a marked degree of agreement between them.

## Training techniques

A variety of training techniques was used. Some were dictated by the nature of the training and others were used to try and find the best training method.

# A PENSION SCHEME YOUR BLACK WORKER WILL UNDERSTAND



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PHENSHINI  
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## **TECHNICAL TRAINING FOR BLACKS**

*(Continued from page 13)*

When the residential facility at the Chamdor centre is completed, some of the problems arising in Black training will be more easily overcome. The centre will provide facilities such as libraries, quiet rooms and areas where groups can resolve their common difficulties. The Chamdor concept is to improve the whole man rather than only his technical know-how.

Training where there is rapid technological change means that courses will have to be continually reviewed to ensure their value to the industry. But the real challenge will be to try and modify the behaviour and attitude of the Black worker so that he fits into the modern technological world.

The results showed that the standard training practice for industrial arts will not require major changes, except that a strong emphasis on measurement must be built into the content. In the technical subjects, the trainees were more at ease with 'chalk and talk' and demonstration on training aids, followed by lab work, than with programmed texts and lab work. There was no clear indication of which training methods obtain the best results. However, the self-paced aspects of programmed texts showed advantages worth investigating in future courses. It was also noticed that in audio visual presentations, the trainees related quickly to situations showing Blacks in the work environment.

## Attitude training

In an industry where a large part of the workforce is in constant contact with the customer, the attitude of the worker is very important. The Black worker must be able to fit into a work environment where the norms are set by Whites. Because of this, non-technical training was included in the course content by using group discussion periods. Many areas taken for granted by Whites, for example, workmen's compensation, pension schemes, medical aid plans, hire purchase, overtime and incentive schemes, were discussed in these sessions.

Basic differences in the attitude between the races, in areas such as work disciplines, time-keeping, status and job security, must be taken into consideration and allowed for in the course content.

## Evaluation

The trainees and the sponsoring companies were asked for constructive comment on the course.

The trainees were given a questionnaire where items had to be placed in rank order. Questions covered subject preference, relationship of training to their present job, benefit of the course, length of course, language medium and work assignments.

Although the trainees were not identified on the response forms, many gave answers that they thought would be expected of them. The small sample size prevented any in-depth analysis, but points of interest were:

- they rated electrical knowledge high in the requirements of their present job, even though most were, in fact, employed on mechanical tasks with no electrical content
- all of them preferred to use English as the language medium, rather than Afrikaans or their native language
- 80% found the home study assignments easy – test results showed the opposite
- 30% did not think they had benefited from the course
- in ranking how they felt the course had helped their future prospects, top of the list was to be better prepared for promotion. To be a supervisor was placed fifth and to prepare for a better job with another company was sixth in the list of six questions.

Ten weeks after the trainees had returned to their job, a questionnaire was completed by their immediate supervisor. Scales were included on changes in productivity, type of work, work attitude, job motivation. 60% of the supervisors noted a marked improvement in all these areas; the remainder noted no change in some areas. No unfavourable ratings were recorded.

## Future development

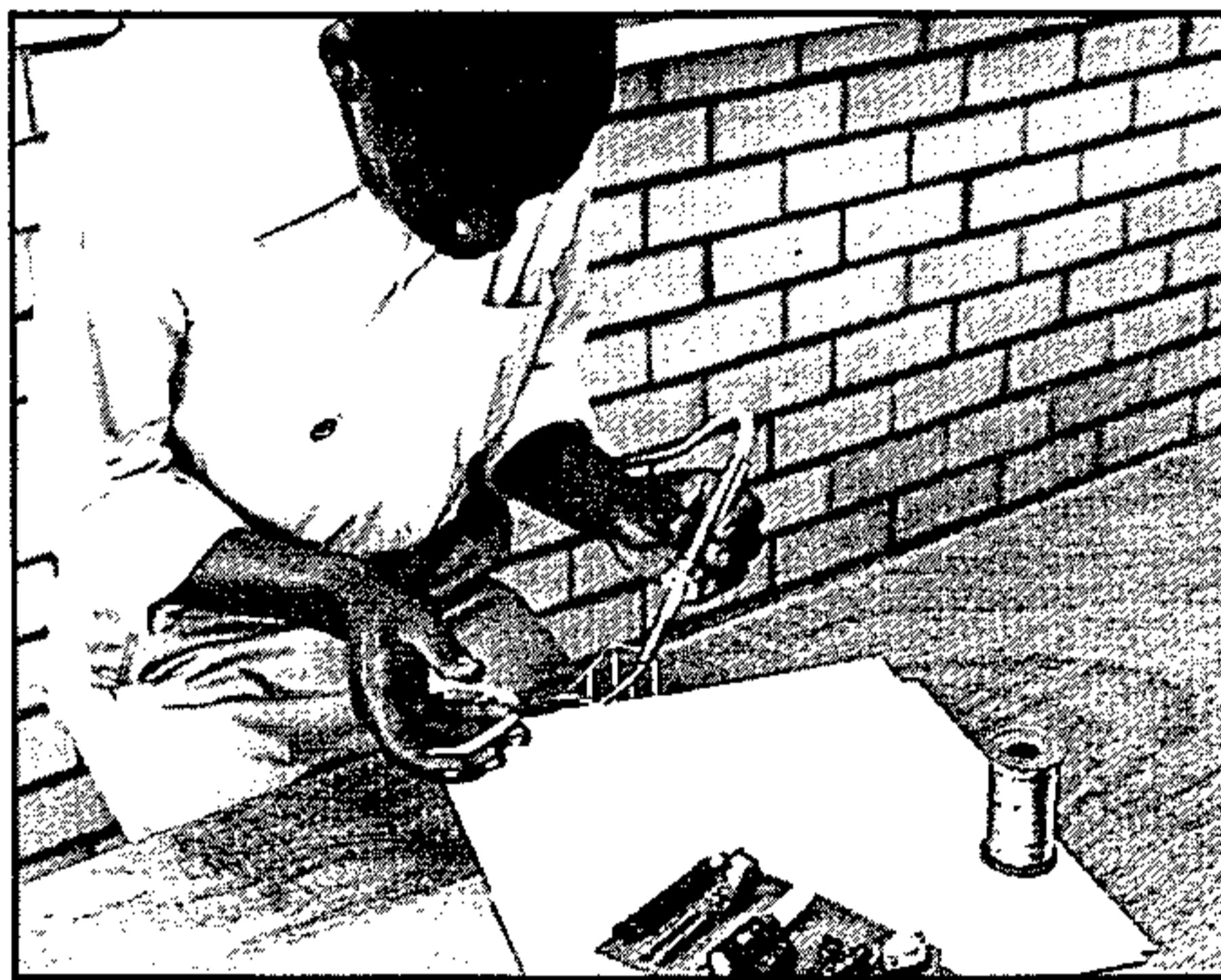
The pilot scheme proved that central basic technical training of Blacks can work, and, that given the chance and proper training, the Black worker can become more effective.

Technically, the course content met basic requirements and the model can be changed to develop specific training needs of each section of the industry. Initially, three courses are being tailored for the mechanical, the electro-mechanical and the electrical-electronic sectors. These courses will start in the middle of this year.

*(continued on page 33)* 



Learning how to file was part of the metalwork course.



One of the industrial arts subjects was soldering. A trainee concentrates on 'how to do it'.



Trainees gained practical experience in the electrical laboratory.



Practical experiments were carried out using mecano sets. This had the side benefit of improving finger dexterity.

# The Super Minicutive

## A case for the middle-manager

A main task of the middle manager is to bridge the gap between top management and the first-line supervisor. The ideal middle manager is someone who specialises in working at supervisory level. A key factor in his success at his job is his ability to deal, on an ad hoc basis, with situations where organisational systems are tested by direct contact with the public. He must to some extent, defy the management pundits and specialise in narrowness, in the small picture, and in dealing with detail. In order to acknowledge his importance, administrative manager David Grinker, has coined the term 'super-minicutive' for the person who is neither a clerk nor an executive in the conventional sense.

### What are the problems?

In his role, the competent middle manager is a vital part of an organisation. Why is it, then, that he is so rare?

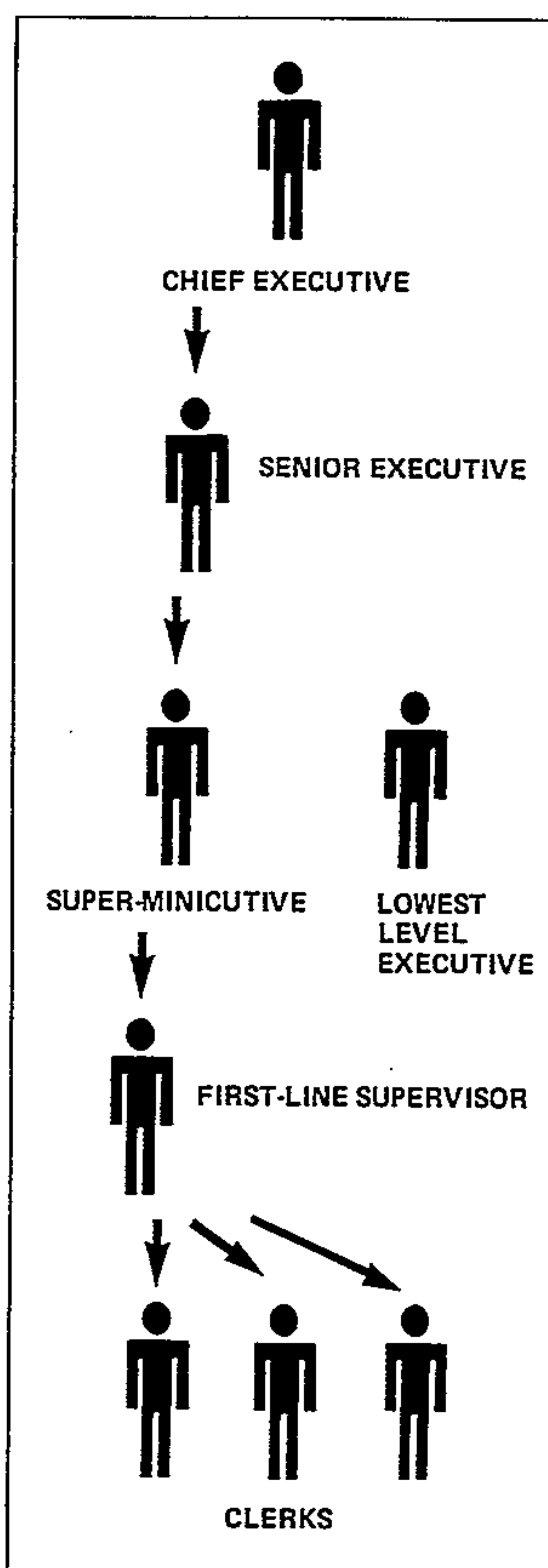
One of the failures in managerial training is that it does not give people the incentive to make careers as middle managers. Everyone is encouraged to aspire to the top posts. Because there are not many of these, the result is a lot of people in middle management who are neither proud of their job nor keen to make a success of it — frustrated failures in the race to become top executives.

The employee on his way to the top regards a middle management position as a stepping stone. In his career. He is usually not in the position long enough to learn the skills that will enable him to master the job. Often, inefficiencies occur because there are too few middle managers to do the job properly or because they do not have the necessary ability.

There are many individuals who, while they might be able and intelligent, do not wish to commit themselves to the 18-hour a day administrative rat race. These employees do not want to accept the responsibility and commitment that is part of a top position.

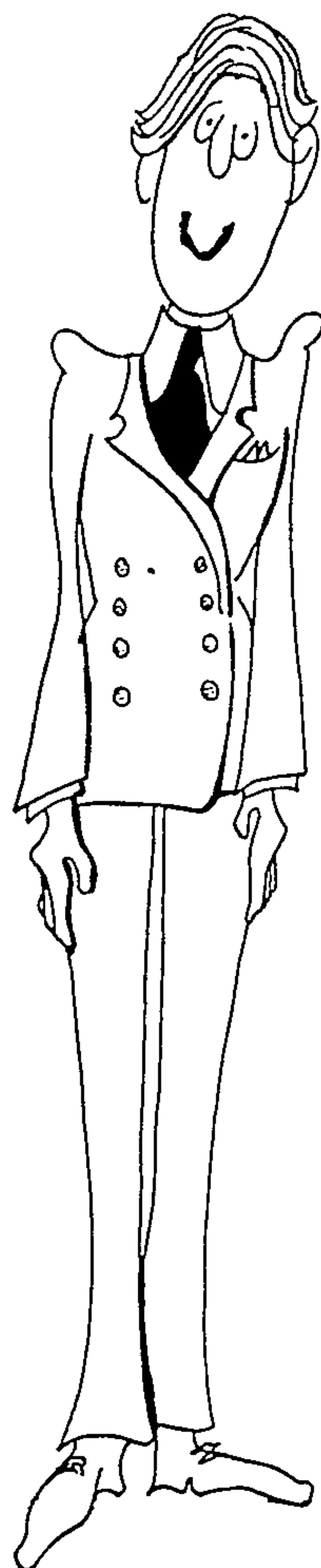
Employees should be offered a career as super-minicutives and encouraged to forge the link between management and the shopfloor. In this position, and with recognition from management, they could make a valuable contribution to the smooth running of the organisation.

Figure



### Solution

They are ideal for the position of super-minicutives. Top management has the choice of using them as competent middle managers who will help plug the gaps that occur in daily administration, or it can throw them on an organisational scrapheap where their needs and abilities are completely ignored.



## FIRST STEP TOWARDS RACE CHANGE

# Open up the varsities says Natal Professor

A SENIOR Natal academic said this week: Open South Africa's universities to all races — there is no better place to start changing South Africa's apartheid race patterns.

In a major speech on universities in Pietermaritzburg, Professor G. D. L. Schreiner, Pietermaritzburg vice-principal of the university, who returned recently from an overseas trip in which he studied a number of British universities, said that it seemed to be widely accepted in South Africa at present that there were going to be fundamental

changes in the patterns of life imposed by apartheid.

He went on: "These involve a fundamental alteration in the traditional relationship that currently exists between White and Black in South Africa.

"Such changes will not come easily.

"They involve long-established and deeply felt patterns of life in our country. There can be no better sphere in which to start to achieve this change than in our universities.

Tribune Reporter

"It is here that those who will occupy positions of leadership in the community will learn to understand the fears and ambitions of fellow members of their community.

### Essential

"It is here in the atmosphere of university enquiry that those friendships and understandings which must prove so essential in the future can be forged."

Professor Schreiner said that the opening of the

universities was not related to the choice of a particular political solution for South Africa; it would be equally vital in a Balkanised or a unitary system.

He said that there was already some recognition that separation in the higher levels of education was "unnecessary and in fact harmful."

It was not going to be easy to make such adjustments and it would be foolish to ignore the experiences of other universities in Africa.

### Tension

"We must anticipate that university communities will reflect the community in which they exist and that they will, if the ethnical approach is modified, reflect the conflicts and tension that are present in the wider community.

"It is nevertheless a challenge and a responsibility which universities should be allowed to accept."

Professor Schreiner made some serious criticisms of the report of the Van Wyk de Vries Commission on White universities.

The commission's funding recommendations would mean that departmental staff-student ratios would remain considerably worse at South Africa's White universities than in Britain, with corresponding effects on teaching methods and research output.

In addition, the scale of university funding so far attainable in South Africa was "minimal."

## NEW PLAN TO BEAT THE CLASSROOM CRISIS

Tribune Reporter

NATAL has introduced sweeping changes in White teacher training which will have major repercussions throughout the country.

Two of Natal's three teacher training colleges have been linked in partnerships with universities.

Edgewood College of Education in Pinetown has been linked with the University of Natal and, in a move likely to cause considerable controversy, the Durban Teachers' Training College has been similarly linked with the University of the Orange Free State.

This has been achieved through the establishment of councils and senates at the colleges somewhat on the university pattern.

The effects of these pioneering changes mean the two colleges can now train secondary school teachers.

This will help fight the



### Mr Philip Nel . . . move will ease teacher shortage in Natal

serious high school teacher shortage. Some 125 students started studying for the new four-year diploma this year.

Mr Philip Nel, Natal's Director of Education, said

that the intake of students for the high school courses at the two colleges had been "most heartening."

He told me: "This will certainly help to alleviate the teacher shortage."

126 48 57

WINTERBURN - TRAM

Senate Hansard 5 @ cols. 29-30

16/3/76

179

TUESDAY, 16 MARCH 1976

† Indicates translated version.

*For oral reply:*

**Bantu Building Workers Act/Industrial Conciliation Act: Bantu trained**

\*1. Senator B. R. BAMFORD asked the Minister of Labour:

How many Bantu persons were being trained in terms of (a) the Bantu Build-

ing Workers Act, 1951, and (b) sections 48 and 48(A) of the Industrial Conciliation Act, 1956, at the latest date for which figures are available.

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

- (a) As at 25 February 1976, 322 Bantu were being trained in terms of the Bantu Building Workers Act, 1951.
- (b) Statistics in connection with Bantu who are being trained in terms of schemes established under sections 48 and 48(A) of the Industrial Conciliation Act, 1956, are not available as such training is undertaken by industrial councils or groups or associations of employers.



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Hansard 9 col 675  
26/3/76

Training schemes for Bantu employees

\*18. Dr. A. L. BORAINÉ asked the Minister of Bantu Education:

- (a) How many employers applied during 1975 to have training schemes for Bantu employees approved by his Department and (b) how many of the applications were approved.

†The DEPUTY MINISTER OF BANTU ADMINISTRATION AND EDUCATION:

- (a) 460 inquiries were received.  
149 completed application forms were submitted.
- (b) 117 applications were approved.  
30 applications were withdrawn as a result of consolidation with other schemes.

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**Non-White learner technicians in Public Service**

677. Mr. D. J. DALLING asked the Minister of the Interior:

Whether any (a) Coloured, (b) Asian and (c) Bantu employees in the Public Service are being trained as learner technicians; if so, (i) how many and (ii) in what fields of study; if not, why not.

The MINISTER OF THE INTERIOR:

The following employees in the Public Service (excluding Provincial employees) receive technical training:

- (a) Coloureds
  - 10 Inspector of Works (Structural).
- (b) Asians
  - 8 Agricultural extension.
  - 9 Medical Technology.
- (c) Bantu
  - 17 Weights and Measures.
  - 10 Radiography.
  - 6 Occupational Therapy.
  - 20 Physiotherapy.
  - 13 Dental Therapy.
  - 64 Medical Technology.

Rand Daily Mail 15/4/76

## Inside Mail

# Helping people to help themselves

Report by LLEWELLYN RAUBENHEIMER

Pictures by PETER MAGUBANE

EASTER has a special meaning for Father Stan Brennan, of Boksburg.

It marks the third anniversary of his multi-racial Easter project which provides, on the East Rand, industrial training for the underprivileged and unskilled, and adult education and management training for anyone who wants it.

The education and training provided by the East Rand project — the Easter project — provides opportunities for more than 2 000 people every year to acquire new skills.

The training facilities have been provided by a number of industrialists on a non-profit basis. Trustees of the project have provided R40 000 or more each.

Ten years ago Father Brennan, who wanted to work with Coloureds in Reiger Park near Boksburg, inherited a church site in the area on which was only an old African school building.

His dream was to provide development facilities for the "whole" man and he set about building a library on the site.

The Anglo American Corporation provided financial support for the completion of the library and a few simple classrooms.

Today more than 1 000 students of all races attend evening classes ranging from basic literacy to graduate training. Teaching these students are some 35 professional people, many of them volunteers.

"Easter Project is also an approved University of South Africa centre offering language courses plus a sophisticated science laboratory, the only one of its kind on the East Rand for Blacks.

In the industrial training programme courses are geared to individual organisations for basic workshop training to top-level management courses.

The training director of the project is Mr Peter Hirst, a former mining engineer.

There are many social and cultural facilities at the centre including a television lounge, ballet lessons, a scout group, and swimming and tennis clubs.

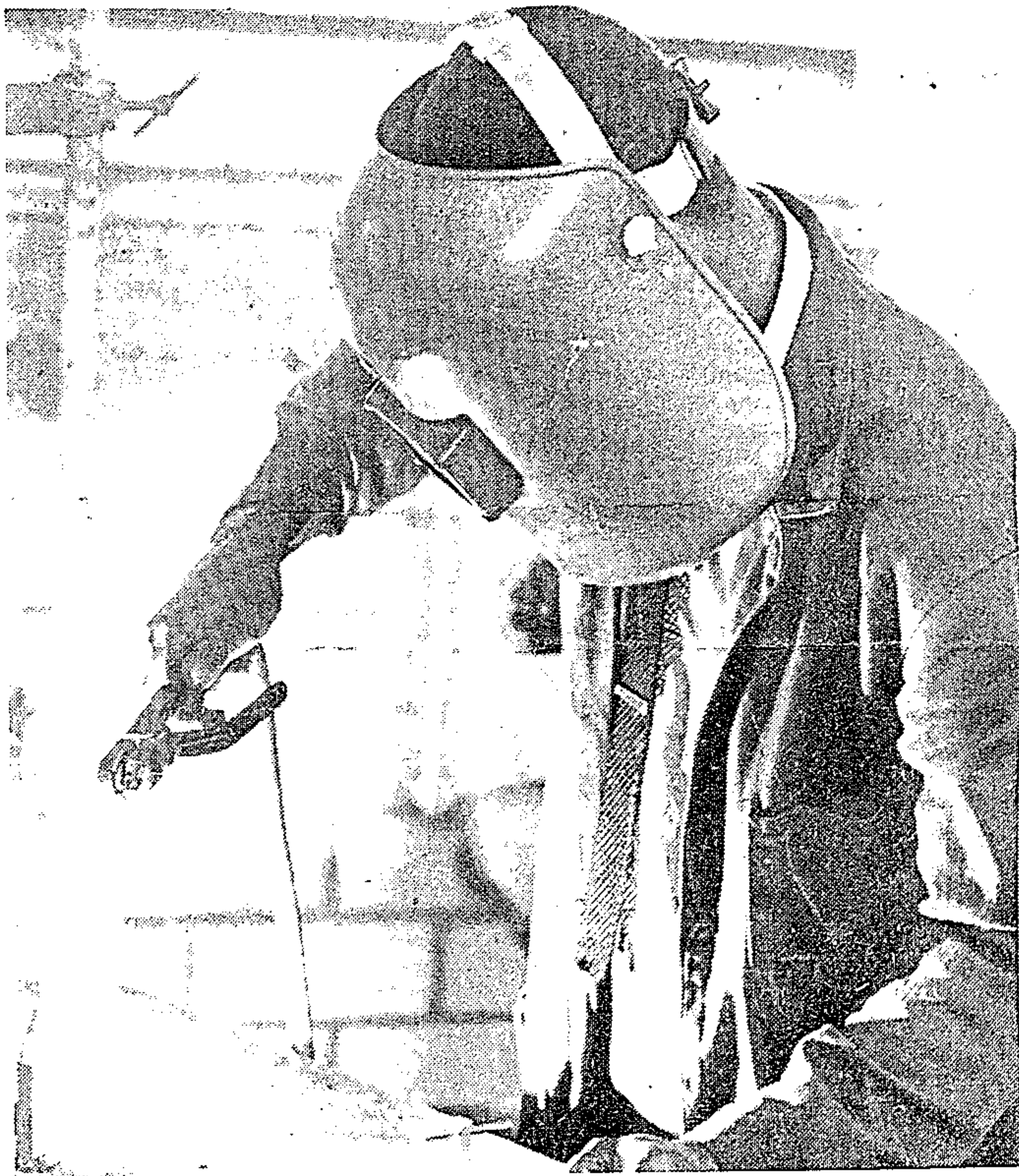
"In Reiger Park the crime rate has dropped considerably since the centre opened. It's what the Coloured people need," Mr Hirst says.

Next door to the centre is an overcrowded Coloured primary school. The Easter Project lends seven classrooms to the school to ease the congestion.

Industries which need better-trained, better-educated employees, White and Black, use the centre to meet their own training requirements and at the same time contribute towards a fuller and better life for the African, Asian and Coloured communities.



Father Stan Brennan, right, founder of the Easter Project and Mr Peter Hirst, director of training, discuss future training with a student, Mr Joe Makushu.



Mr Petrus Moloi, a welding instructor, demonstrates arc welding.

MANPOWER - TRAINING

179

2 APRIL 1976

868

lege, excluding the courses for the National Technical Certificate, in 1975 and (b) what are these courses;

- (3) how many (a) apprentices and (b) students, excluding those at the College, received full-time instruction during 1975 by means of group training for periods of 10 weeks each;
- (4) how many apprentices, excluding those at the College, attended Departmental or continuation classes in (a) the Republic and (b) South-West Africa in 1975;
- (5) (a) how many students passed the National Technical Certificate Part I, Part II and Part III, respectively, and (b) how many pupils at multilateral high schools passed the examinations for the (i) Technical Junior Certificate and (ii) Technical Senior Certificate, in 1975.

The MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS:

(1) (a) (i) 106.

(ii) 22.

(b) (i) 244.

(ii) 212.

(2) (a) 466.

(b) National Certificate for Technicians:  
 T 1—64.  
 T 2—57.  
 T 3—5.

National Higher Certificate for Technicians: T 4—3.  
 National Certificate for Building Foremen: 18.  
 National Diploma for Health Inspectors: 6.  
 National Diploma in Public Health: 2 (1st year).  
 National Diploma in Public Health Nursing: 12.  
 National Diploma in State Accountancy and Finance: 1.  
 National Diploma in State Administration: 2.

Technical education for Coloureds

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

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

(2) (a) how many students passed each of the courses available at the Col-

869

THURSDAY, 2

National Secretarial Certificate: 6.  
 Teacher's Diploma (Technical):  
 1st year—9.  
 2nd year—7.  
 3rd year—4.  
 Teacher's Diploma (Commerce):  
 1st year—48.  
 2nd year—28.  
 3rd year—24.  
 Business Courses: 170.

(3) (a) 2 609.

(b) 16.

(4) (a) 175.

(b) 7.

(5) (a) National Technical Certificate:  
 part 1—946.  
 part 2—755.  
 part 3—302.

(b) (i) 173.

(ii) 65.



Trainees go through their paces on the repair shop assistant's course. Vehicles and components are donated by motor manufacturers.

By TONY KOENDERMAN

IF THERE is one thing we could do to assure a stable and prosperous future for South Africa, it arguably is to set in motion a vast and comprehensive industrial training programme for Blacks.

Take heart: a start has been made.

But don't get too excited. We've got to move a damned sight faster than we are if we are to save ourselves from a prospect too ghastly to contemplate.

Constantly we are told there is a shortage of skilled labour in this country. We cannot meet the shortfall, as we have tried to do, from the flow of European immigrants.

There are at least 1-million unemployed or underemployed Blacks sitting around idly. Yet until October 1975 there was no provision for training Blacks in White areas.

Even allow for an inflow of 30 000 immigrants a year — a figure the country only sometimes achieves — Witwatersrand researchers have calculated a minimum

# We must train the idle millions



IBM's Roly Clark...determined to validate the scheme.

manpower shortfall of 2-million skilled workers by 1980.

The actual availability of skilled manpower is expected to be only 1.8-million.

The shortfall can only be met from the unskilled Black labour pool.

If the economic implications of this are staggering, the political significance is

even more so. A huge untapped reservoir of frustrated Blacks must surely be ripe for revolution. By contrast, the creation of a stable Black middle class, which sees its aspirations being realised in a climate of steadily improving socio-economic conditions, is a prerequisite for a satisfactory resolution of present political uncertainties.

What is being done about it?

In October 1973, the Government accepted the recommendations of an inter-departmental committee and announced that two types of training centres should be established.

There are to be eight of each. One, the responsibility of the Department of Bantu Education, is a technical school or pre-service training centre. The other, which industry must set up and run

— with Government financial assistance — is an in-service training centre.

Three of these were opened last year, one on the Reef, at Chamdor, and the others at Pinetown and Bloemfontein. Five more are to start up this year, at Benoni, Pretoria, the Vaal Triangle, Port Elizabeth and Cape Town.

Through the Bantu In-service Training Bill, shortly to be published, accommodation is made for two groups of trainees: existing employees being upgraded from unskilled to semi-skilled or skilled posts; and new employees being given high-skills training.

Three categories of training scheme are provided for — an entrepreneur setting up a training centre as a business, a firm training employees of other companies in its own school, and a public training centre for a whole industry, such as Chamdor.

Government provides the initial building costs and basic equipment, which in the case of Chamdor came to R250 000. It also grants 200 per cent tax deduction for all expenses associated with Black training, which means that for every R1 000 spent on training, R820 is deducted from tax.

But it is up to industry to identify its training needs, provide courses and instructors, and generate the running costs of these centres.

## Not easy

This is not as easy as it sounds. Industry has been slow in responding to the Government's initiative on training, largely because it is easier to pay a premium for White labour than to train Blacks.

Consequently, says Roly Clark, IBM personnel manager who is vice chairman of the governing body of Chamdor, many firms are not clear what their training needs are.

"We go to them and ask them what kind of courses they want us to run, and their answer is: 'Well, what kind of courses have you got?'" he says.

"But we are determined to validate the programme and then to expand just as fast as we can."

With existing facilities, Chamdor could cope with 1 500 students a year, but Mr Clark says it can be expanded to handle 10 or 12 times that number.

Courses available at present are for repair shop and body shop assistants in the motor industry, and one for business equipment technicians.

Courses planned will cover welding, typing and secretarial work, supervisory training, salesmanship and commercial subjects.

An important element of the centre will be its housing project.

"We are developing a high-class, low-cost housing unit designed to let students

sensibly adapt some of the ideas to their own lifestyle," says Mr Clark.

"We are trying to develop not merely the technical knowledge, but the whole person."

It is not always easy to bring to life the benefits of Black training to individual companies.

"From the point of view of the whole country, the need is easy to specify," Mr Clark says. "But for the individual company it is harder to see the benefits."

However, IBM's own experience in training Blacks provides invaluable guidelines. One lesson is that there must be no compromise on standards, and when a Black is trained to do a job previously done by a White he must be paid the rate for the job.

## Reconciliation

This ensures there is no wage under-cutting. IBM has also found that race prejudice tends to break down when a White discovers that the Black working alongside him and doing the same job is just as efficient as he is.

"We don't have racial problems here so much as competence problems," Mr Clark says.

Another attempt to allay Whites' fears is a programme of retraining them for higher level work.

Blacks, for their part, often start with the fundamental disability that they are not equipped with a working knowledge of the basic accoutrements of modern society.

Handling mechanical bits and pieces, such as nuts and bolts, is second nature to most White youngsters, but can be totally alien to a Black reared in a vastly different environment.

To overcome this, the first phase of IBM's training for office equipment and computer technicians involves woodwork and technical drawing.

Clearly, this approach is paying off.

At Chamdor, the principal is Joos Lemmer, an IBM employee who spent 18 years in teaching. Such is his uncompromising commitment to high standards that on a motor mechanics course he insisted on a pass mark of 75 per cent.

The average mark attained on the course was 93 per cent.

Hopes are high that Chamdor and other centres like it will make a crucial contribution to the training problem. The involvement of industry will help ensure that all trainees have jobs to go to, and don't end up bitter and frustrated.

An enlightened approach to the training problem shows in the aim of developing the whole person, rather than merely providing technical knowledge.

But the potential output of skilled and semi-skilled Blacks from these centres is still a long way short of requirements. More centres must be established. More use must be made of the

① 315  
② Manpower - Training

Manpower - Training

RDM 12/4/76

# Levy will be imposed for Black training

Industrial Editor

THE INABILITY of industry to reach a consensus on how to finance running of the Government-approved training centres for Blacks being built in the White metropolitan areas has led to this decision being taken out of its hands.

Tired of waiting for the private sector to make up its mind, the authorities have decided that the running costs will be financed from a levy on industrial and commercial employers of the Blacks attending the centres.

This information comes from Dr Basie Kleu, chairman of the Board of Trade and Industries, who says it is believed the authorities are drawing up the enabling legislation.

Formally opening a R5-million distribution centre the Edgars Stores group has built at Crown Mines, Johannesburg, Dr Kleu said: "Perhaps employers will take more interest in training if they are required to pay compulsory levies."

This legislation has been in the pipeline for some time. Originally it was to be exercised only at the initiative of employers in a particular geographical area who applied for a levy to be introduced.

Absence of any consensus on this question has led the authorities into making it a compulsory levy.

Until the levy can be put into effect, the Government — in addition to providing the capital cost of each centre — is supplying bridging finance.

The centres are designed to provide technical training for Blacks, the type of training depending on industry's requirements in each area.

Their frames of reference

may also be extended to provide facilities for the in-service training requirements of Black employees in the commercial field.

Dr Kleu says attempts are being made to introduce courses in this field at the Chamdor training centre, near Krugersdorp, which serves the Witwatersrand area.

Although the larger retail chains operate their own staff training schemes, the retailing sector as a whole has made little attempt at tackling the job in a comprehensive and co-ordinated fashion.

This is probably one of the main reasons why its rate of productivity improvement has been disappointingly small. This poor performance is particularly disturbing because of the important influences productivity and efficiency of distribution have on general price levels.

Dr Kleu says studies in the United States have shown that the cost of marketing, including the marketing efforts of manufacturers, amounts to about 50 per cent of the final prices paid by consumers.

Because trade margins tend to be higher in South Africa than in America, it is probable that the cost of marketing could account for an even higher percentage here, he says.

Dr Kleu used the Edgars distribution centre to illustrate one approach the retailing sector could adopt to improve productivity and efficiency in merchandise processing.

Covering a floor area of 21 200 sq metres, the centre supplies 500 outlets. It has a despatch capacity of about 50-million units a year.

The basic concept used in the design of the system is to reduce merchandise handlings to a minimum.

Dr Kleu estimates that the projected labour savings for Edgars will amount to R264 000 in the current year, and are likely to rise to R738 000 in the 1980 financial year.

Staff productivity in the distribution centre will exceed the level achieved at Edgars' previous facilities by as much as 27 per cent.

"This amounts to a saving of R2 938 000," says Dr Kleu.

Manpower - Training

Regional

R.D.M.  
19/4/76

# Black training the key for SA, says Wessels

By JOHN IMRIE  
IF one particular Nationalist, the millionaire Afrikaans industrialist Dr Albert Wessels, was running South Africa, his first priority would be — to TRAIN and TRAIN and TRAIN Black workers.

Dr Wessels, who announced recently that he was relinquishing all but two of his chairmanships, said:

"I would spend millions on establishing technical training schools so that at least 50 per cent of our Black people could have technical training."

Dr Wessels, who started life as a counter clerk with Sasbank in Bloemfontein in 1930, now runs a business and industrial empire which spans, among other things, motor vehicles (Toyota and Renault), clothing (Veka, whose labels include Embassy, Consulate, Tern)

and banking (Randbank).

He believes it is vital to train Black workers so that they can be productive and efficient, earn more and spend more and so expand the South African market, industry and the economy.

It is this untapped but potentially rich labour force which South Africa has which Dr Wessels believes sets us apart from other countries and gives him faith in the Republic's economic future.

And Dr Wessels has a first-hand knowledge of the social, economic and political conditions in other countries over the past couple of decades, having travelled widely (17 trips to Japan alone) in that time.

Nor is his cry for the training of Africans a new one. He was the first industrialist to train Africans actually in a big way.

For his time as a Bloemfontein bank clerk — "and it was the only time in my life I ever worked for a boss" — was a relatively brief five years before he moved to Johannesburg.

"I borrowed the equivalent of about R1 000 and started a correspondence college, the Efficiency Correspondence College, in 1935. Five years later, Sasbank asked me to take over and manage Volkshemde en Klerefabriek (Veka) in Johannesburg."

Albert Wessels knew nothing of industry but he read, and learnt rapidly, developing and introducing his own stock control and production systems.

"I was personally also always very fashion conscious and that helped. I introduced a new sense of fashion into the company, and also widened the outlets for our products.

"I gradually moved the factory to the country, first to Standerton and then to Charlestown, and began to train Blacks . . ."

At the start of the sixties, on a trip to Japan to buy textiles, he came back with something else — the franchise for Toyota vehicles.

## CRITICISM

Although a confirmed and lifelong Nationalist, Dr Wessels has never been afraid to speak against Government policies with which he has disagreed.

He has been one of the most consistent supporters of Black job advancement — long before it became official policy — having foreseen that South Africa would run headlong into trouble unless Blacks were trained.

Years ago, he pointed out that if Blacks were not allowed to become motor mechanics the nation's fleet of vehicles would, by 1980, virtually halt because there would not be enough White mechanics to maintain them.

As a result Africans have been let in — not as fully-fledged mechanics, for the White union involved is still blocking this, but with enough of a mechanic's job given over to them to alleviate the situation.

Dr Wessels has also hit at things like the Immorality and Mixed Marriages Acts and strongly criticised "creeping socialism" — increasing Government involvement in the private sector of the economy.

He is also on record as saying he supports a wider distribution of the country's wealth, but within the capitalist framework.

He readily concedes that Nationalist policy has no answer for the urban African.

"We will see the Coloureds back on the common voters' roll — and I believe this will happen in my lifetime — but we have no solution for the urban Africans," he says.

Manpower - Training

The Natal I

# Call for trained Black employees

23/4/76 NMM

Mercury Reporter

**BLACK** employees had to be trained if industrialists were not to run short of skilled labour in the near future, said Mr. Colin Adcock, managing director of Toyota, in Durban.

"If employers do not train their labour force it will only be a matter of time until they are unable to obtain labour," he said, and added that it had been estimated that by 1980 South Africa would be short of about two million skilled workers.

It was his opinion that fewer than one major company in three was doing anything to train its labour and encourage it to become involved in the company. By shirking this responsibility they were merely ensuring a labour shortage for themselves in five years.

"Over the next five years 400 000 Blacks will become available in the labour pool with a Standard 6 certificate — at least eight years of education.

"They want the opportunity to use that education. For this reason I say that there is much more employers can do to utilise Black labour within legislation," he said.

Mr. Adcock cited the example of Toyota initiating training programmes.

"This year we have set ourselves the target of eliminating illiteracy among our Black staff," he said.

"There is a huge desire for knowledge among the Blacks, and they must be given the opportunity to use the knowledge they have attained."



MANPOWER - Training

# R2,7-m <sup>STAR</sup> training <sup>26/4/76</sup> centre for Blacks

## Pretoria Bureau

Basic industrial training for 12 000 Black students will be provided annually when the last three of eight training centres costing R2,7-million are completed by the Department of Bantu Education this month.

It has already been decided to extend the centres to cope with a total of 40 000 students a year.

This was announced by the anti-inflation committee in Pretoria last night.

Training for Black labour was being emphasised by the Department of Bantu Education as its contribution to the anti-inflation fight, the committee said in a statement.

Four additional centres were planned for the next financial year, and a further four for the ensuing year, making a total of 16.

In addition, the department was urging homeland governments to establish training centres,

and two — the Transkei and Ciskei — had provided funds for their purpose in their 1976-77 budgets. Other homelands were reported to be showing a keen interest in the idea.

## INSTRUCTORS

To ensure that sufficient staff was available for the training centres, the department was this year qualifying 30 instructors at the Molapo training centre, Soweto, to join the 48 trained last year.

In addition to the centres in Black areas, four industrial training centres for Blacks had been completed in White industrial complexes — Bloemfontein, Chamdor (West Rand), Pinetown and Seboken (Vaal Triangle) — and another four were under construction, at a total cost for the eight of R2-million.

These would provide in-service training to increase productivity in what the department terms "permissible job categories."

(1) Manpower - Training  
(2) 250

# Professor hits at employers

28/4/76 STAR

Labour Reporter

White enterprises are anxious to get well-trained Black personnel officers, but they

do not want to pay for the training.

That is the opinion of Professor Georg Marais, director of the University of South Africa's School

of Business Leadership.

He complains of a very poor response to the school's new on-the-job training programme for Black personnel officers.

"Interest is great, but leading companies anxious to promote a good image in the labour field, take fright when they hear that the 15 months of intensive training will cost them R650," Professor Marais said.

Only about 20 students have been signed up so far for the first course due to start late next month.

The school has three Black faculty members with wide experience in personnel management — one of them working on a doctorate and one just back from the United States with an MA degree in industrial psychology.

## GROUP PROJECTS

The new course is similar to the one for Black businessmen which started last year with regular group assignments and group projects as well as a week's full-time school about every quarter in addition to the normal correspondence study offered by Unisa.

About 100 businessmen, many of them self-employed men from the Transkei and Zululand, are expected to enter this course when it starts again in August.

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HANSARD NO. 13

FRIDAY, 30 APRIL 1976

\*Indicates translated version.

Audio/vi

For oral reply:

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vid

Private industrial in-service training schemes

\*1. Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

How many unsubsidized private industrial in-service training schemes have been approved and registered by his Department.

\*The DEPUTY MINISTER OF BANTU ADMINISTRATION AND EDUCATION:

160.

9/4 Is the venue for your presentation been decided?

SO:

Will you be playing at home or away, and is the meeting room familiar to you?

Is it suitable as a meeting place for your audience and as a background for your subject?

- (c) Is it the right size for the audience expected?
- (d) Will everyone be able to see? Is there a dais or platform? Is there enough room for the proper positioning of one or more projection screens?
- (e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?
- (f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

- (a) What equipment will you have at your disposal? Will there be an experienced projectionist available?
- (b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?
- (c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

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Harvard No 14  
5/5/76

Training centres/workshops for disabled  
Bantu 958

771 Mr. N. J. J. OLIVIER asked the  
Minister of Bantu Administration and De-  
velopment:

(a) How many training centres or work-  
shops are there for disabled Bantu, (b)  
how many Bantu were employed in these  
schemes at the latest date for which  
figures are available and (c) in respect of  
what date is this figure given.

The MINISTER OF BANTU ADMINIS-  
TRATION AND DEVELOPMENT:

(a) 11.

(b) 1 033.

(c) 31 March 1976.

The figures given above do not  
include the number of employed  
Bantu in the centres in the Ciskei  
because the Ciskeian Government  
does not wish to furnish the required  
particulars.

MANPOWER - TRAINING

# Industry pays for training

STAR  
6/5/76

Political Staff

THE ASSEMBLY — The Government view was that training of black industrial workers was basically the responsibility of industry, said the Deputy Minister of Bantu Education, Dr Treurnicht.

Introducing the second reading of the Bantu Employees' In-Service Training Bill, he added it was, therefore, not the Government's intention to bear the running costs of public-training centres to be established in terms of the proposed legislation.

Dr Treurnicht said employers' organisations were faced with serious problems in finding the necessary money to finance running costs for such training centres. After several possibilities had been examined, it was decided that a statutory levy was the only way of raising the funds needed.

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HANSARD NO. 25

13 MAY 1976

1000

Audio/visuals

THURSDAY, 13 MAY 1976

Is it essential to show any audio-visuals such as a film or videotape?

\*Indicates translated version.

For written reply:

Course for trade instructors at Boitseanape Trade School

770. Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

(a) How many Bantu students are taking the course for trade instructors at the Boitseanape Trade School near Mafeking, (b) how many qualified as trade instructors at the end of 1975, (c) what is the duration of this course and (d) what are the entrance qualifications.

The MINISTER OF BANTU EDUCATION:

(a) 17.

(b) 8.

(c) 2 years.

(d) Technical or academic Junior Certificate plus a trade school certificate; or Technical Senior Certificate.

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any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

Mapase Training

A spokesman for Bantu Education tells the *FM* the Bloemfontein centre, called Boithusong, has applied for a levy, and that the governing councils of three of the others are considering doing so.

In addition to these public centres, the Department itself provides pre-service manual training for schoolchildren. Seven departmental centres are now in operation — at Orlando and Molapo (Soweto); Sebokeng; Katlehong (Germiston); New Brighton (Port Elizabeth); Mamelodi (Pretoria); and Lamontville (Durban) — while the eighth will open shortly at Imbali (Pietermaritzburg). All are to be extended. At both Orlando and Molapo, for example, the number of workshops is to be doubled to 14.

Three further departmental centres are planned, for Kwa Thema (Springs); Tembisa (Kempton Park); and Atteridgeville (Pretoria). Centres are also envisaged for the Ciskei; KwaZulu; and Lebowa.



**BLACK TRAINING** *F.M.*  
**New law — and lunacy** *14/5/76*

Employers in Bloemfontein are likely to be the first to have to pay the training levy which the Minister of Bantu Education is empowered to impose in terms of legislation currently passing through Parliament.

The Bantu Employees' In-Service Training Bill (*FM* November 1975) provides *inter alia* for the financing of "public centres" for the training of Africans for commerce, industry, and agriculture. Although these centres are established by the private sector, capital costs are borne by the State. Running costs however must be met by employers, and the Bill entitles the governing bodies of public centres to ask the Minister to impose a levy on employers in the areas and industries for which the centres provide training.

Four public centres are now in operation: Bloemfontein; Krugersdorp (Chamdor); Sebokeng (Vaal Triangle); and Pinetown. The Port Elizabeth centre is expected to open shortly, while those planned for Benoni, Pretoria, and Potchefstroom are awaiting building tenders.

**Training . . . employers must pay.**

African workers can also be trained by employers in their own factories. With the tax changes in the last Budget, employers can now claim rebates amounting to 98% of outlays on training in the common area. The tax rebate in development areas is even higher.

To date, 170 of these in-company training schemes have been registered with the Department, and some 56 000 workers have been trained through them.

● Minister M C Botha's Department of Bantu Education is clearly doing good work. But his Department of BAD is as verkramp as ever. Its latest act of lunacy is to order a multi-racial training centre in Boksburg — the only one on the East Rand — to shut out Africans on the grounds that it is in a Coloured area.

As a result, more than 1 000 Africans — not to mention the economy as a whole — stand to lose.

179  
 Hansard 16  
 18/5/76

3.

Technical training for Indians

758. Mr. G. W. MILLS asked the Minister of Indian Affairs:

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- (1) How many Indian secondary or high schools in each province offer a technical secondary course;
- (2) how many Indian pupils passed a technically orientated (a) junior and (b) senior certificate examination during 1975;
- (3) how many Indians passed the full (a) N.I, (b) N.II, (c) N.III, (d) T.I, and (e) T.II examinations during 1975;
- (4) how many passed other technical or vocational examinations during 1975, with specification of the course;
- (5) how many (a) full-time and (b) part-time students were enrolled at the M. L. Sultan College for Advanced Technical Education and its branches in March 1975.

The MINISTER OF INDIAN AFFAIRS:

- (1) Natal 3.  
 Transvaal 1.  
 Cape 0.

The foregoing figures refer to schools offering technical secondary courses as defined by the Minister of National Education. In addition all departmental high schools offer one or more technical subjects such as woodwork, metal work, technical drawing and industrial arts.

(2) (a) 140.

- (b) 28.  
 (3) (a) 155.  
 (b) 183.  
 (c) 227.

(d) and (e) No certificates or diplomas are issued until the completion of a full course i.e. 24 subjects. There were 815 subject successes in T.I representing a 77% pass and 487 subject successes representing a 88% pass in T.II.

(4) National Diplomas

Commerce	22
Art and Design (Dress Design)	3
Art and Design (Textile Design)	1
Public Administration	3
Community Health Nursing	7
Health Inspectors	4
Tropical Hygiene	7
Sugar Technology	3
Medical Technology	6
Chemical Technology	4
Civil Engineering	2
Civil Engineering (Intermediate)	3

National Certificates

National Secretarial (Private Secretaries)	19
National Secretarial (Consulting Room Practice)	3
Hairdressing	13
Civil Engineering	1

Other Certificates

Architectural Draughtsmanship	4
Institute of Certified Bookkeepers (Associate)	4
Nursery School Aides	2

- (5) (a) 1631.  
 (b) 4182.

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5) Leave about six lines for the introduction. Write your three main points down leaving a few lines in between each.

6) Go through your list of ideas again. Underline those points that support your three main points.

7) Write two sub points under each main point.

8) At this stage you should refer to books, interview specialists, check figures and statistics, find quotations, apt examples or demonstrations. Your talk should be an expression of your own ideas on the subject, backed by outside opinion.



(179)  
 Howard 17  
 25/5/76

3.

March 1975 in each year of study for courses of training for (a) (i) civil engineering, (ii) agricultural engineering, (iii) surveying, (iv) geological and mining, (v) electrical and (vi) telecommunication technicians, (b) water and sewage purification operators, (c) maintenance workers for water purification installations, (d) land surveyors, (e) (i) mechanical, (ii) electrical, (iii) chemical and (iv) civil engineers and (f) other specialist technical subjects, with specification of these subjects;

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(2) how many students passed their final examinations during 1975 in each of these courses of study.

The MINISTER OF BANTU EDUCATION:

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Students enrolled for specialist technical subjects

1087  
 769 Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

(1) How many students were enrolled in

(1)	Year of Study				(2)
	1	2	3	4	
(a) Technicians					
(i) Civil Engineering	31	17	12	10	7
(ii) Agricultural Engineering	—	—	—	—	1*
(iii) Survey	15	7	9	6	4
(iv) Geology	8	9	8	—	4
(v) Electrotechnical	—	—	—	—	—
(vi) Telecommunication	—	—	—	—	—
(b) Water and Sewage Purification Operators	16				9
(c) Maintenance Workers	24				20
(d) Land Surveyors	15	5	4	—	—
(e) Engineers					
(i) Mechanical	—	1	1	1	—
(ii) Electrical	—	1	1	1	—
(iii) Chemical	—	1	—	—	—
(iv) Civil	—	1	—	—	—
(f) Architecture	1	1	—	—	—

\* Candidate who wrote a supplementary examination.

Mine Technicians are not trained by my Department.

subject.

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of paper.

5) Leave about six lines for the introduction. Write your three main points down leaving a few lines in between each.

6) Go through your list of ideas again. Underline those points that support your three main points.

7) Write two sub points under each main point.

8) At this stage you should refer to books, interview specialists, check figures and statistics, find quotations, apt examples or demonstrations. Your talk should be an expression of your own ideas on the subject, backed by outside opinion.

Handwritten: 18  
2/6/76

Trade schools, sections for Bantu  
773. Mr. W. T. WEBBER asked the  
Minister of Bantu Education:

- (1) How many (a) trade schools for boys and (b) trade sections attached to other schools are there in (i) the Republic and the Transkei and (ii) South-West Africa;
- (2) what was the total enrolment in each trade course available and in each year of study at these schools in (a) the Republic and (b) South-West Africa in March 1975;
- (3) how many students passed in each trade school course available in 1975.

The MINISTER OF BANTU EDUCATION:

(2) Course	Year of study		(3)
	(a)	(b)	
General Mechanics	196	4	102*
SUB-TOTAL	151	5	
Concreting, Bricklaying and Plastering	18		
SUB-TOTAL	365		274*
Electricians' and Wiremen's	401		
Electricians' (Block training)	321		
SUB-TOTAL	23		15
Electricians' (Block training)	745		387
SUB-TOTAL	17		
Watchmakers'	13		
SUB-TOTAL	51		12
Tailoring	26		
SUB-TOTAL	13		
SUB-TOTAL	39		
Tailoring	142		
SUB-TOTAL	14		
Tailoring	12		
SUB-TOTAL	14		
Tailoring	40		
SUB-TOTAL	72		
Tailoring	63		
SUB-TOTAL	53		
Tailoring	188		

(2) Course	Year of study		(3)
	(a)	(b)	
Leatherwork	50		32
SUB-TOTAL	36		
Plumbing, Drainlaying and Sheetmetalwork	86		150*
SUB-TOTAL	209	30	
Motor Body Repairmen's	165	26	
SUB-TOTAL	23	56	81
Motor Mechanics	397		
SUB-TOTAL	110		
Upholstery and Motor Trimming	98		
SUB-TOTAL	208		
Upholstery and Motor Trimming	179	10	119
SUB-TOTAL	174	8	
Upholstery and Motor Trimming	125	2	
SUB-TOTAL	478	20	58
Carpentry, Joinery and Cabinet-making	66		
SUB-TOTAL	71		
Carpentry, Joinery and Cabinet-making	137		
SUB-TOTAL	325	77	267*
Painting and Glazing	266	65	
SUB-TOTAL	27	7	
Painting and Glazing	618	149	62
SUB-TOTAL	27		
Painting and Glazing	50		
SUB-TOTAL	77		
TOTAL	1 662	180	
GRAND TOTAL	1 458	144	
GRAND TOTAL	326	15	
GRAND TOTAL	13		
GRAND TOTAL	10		
GRAND TOTAL	3 469	339	

\* Does not include trade test for artisan status.

179

Hansard 18

2. 2/6/76

Audio/visuals

Is it essential to show any audio/visuals, such as a film or a videotape?

Verbal

training centres been opened which offer practical subjects for a junior or senior certificate course and are such centres to be established.

is?

(a)

(2) whether existing technical secondary schools are to be merged with the industrial training centres; if not, in what respect will the function of the two types of institutions differ;

one or room

(b)

(3) how many Bantu boys obtained (a) a junior certificate and (b) a senior certificate with one or more technical subjects in 1975.

ing and as object?

The MINISTER OF BANTU EDUCATION:

(c)

(1) (a) Soweto (two centres), Sebokeng, Mamelodi, Mankweng, Maseru, Mafikeng, Mmabatho.

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(2) No. The departmental industrial training centres provide practical training in a range of industrial subjects (e.g. Electrical Work, Brickwork, Woodwork and Plastics, Metalwork and Welding) additional to the Junior Secondary Education programme. The aim is to orientate these pupils to some extent with regard to the different industrial processes. Pupils also have the option to offer any two of these subjects for the Junior Certificate.

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(f)

The Technical Secondary course to the contrary was an academic education. The pupils offer the primary school subjects but, with Mathematics, Physical Science, Technical Drawing and a technical subject as compulsory subjects. They obtain Matriculation Exemption which is an accepted entrance qualification to a university or a technical college.

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Visual

(a)

(3) (a) 53.

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(b) 58.

(b)

Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c)

What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

1115

Industrial training centres for Bantu  
The MINISTER OF BANTU EDUCATION asked the  
Minister of Education:  
(a) How many Bantu urban residential  
and departmental industrial

179

Training schemes for Bantu factory operatives

1108

Mr. N. J. J. OLIVIER asked  
Minister of Bantu Education:

(1) (a) How many industrial firms making use of the scheme for...

viding crash courses of training subsidized by his Department for factory operatives to be employed in individual specialized trades in border industries, (b) how many operatives were trained in such schemes during 1975 and (c) (i) how many such training schemes exist and (ii) where is each situated;

(2) whether any such schemes have been merged with centres established by his Department to provide general pre-employment practical training for operatives to be employed in border industries or growth points in the homelands; if so, which schemes;

(3) (a) how many such Departmental centres are (i) in operation and (ii) planned and (b) where is each situated;

(4) how many operatives were trained at such departmental centres during 1975.

The MINISTER OF BANTU EDUCATION:

(1) (a) 18.

(b) 2 376.

(c) (i) 18 *ad hoc* border industrial schools.

- (ii) East London: 6.
- Babelegi: 3.
- Ladysmith: 1.
- King William's Town: 1.
- Hammarisdale: 2.
- Pietermaritzburg: 2.
- Howick: 1.
- Newcastle: 1.
- Mooi River: 1.

(2), (3) and (4) No *ad hoc* border industrial school is merged with any other training institution. As the rest of the question may create confusion, we deviate slightly by supplying the following information for the sake of clarity:

A. State *ad-hoc* Industrial Schools

Crash courses designed to meet the common training needs of a group of industrialists in decentralized economic development

Howard 18

2/6/76

Areas

areas are provided at the following 5 State *ad-hoc* Industrial Schools:

- Babelegi (Hammankraal)
- Umlazi (Durban)
- Isithebe (Natal North Coast)
- Ezakheni (Ladysmith)
- Mdantsane (East London)

Intensive instruction in basic manual and industrial skills is given in courses covering a variety of industrial categories. The majority of courses run for a period of 13 weeks. During 1975 1 336 workers were trained at these schools.

B. Departmental Industrial Training Centres

There are 8 departmental industrial training centres which provide pre-service industrial orientation for school pupils. These centres form part of the Junior Secondary education programme. Pupils in Standard 5 and Forms I, II and III are enabled to attend industrial training sessions of 2 to 2½ hour duration once per week. These centres are established in densely populated urban Bantu townships in the proximity of large industrial areas. Centres have been erected at the following places:

- Molapo (Soweto)
- Orlando (Soweto)
- Sebokeng (Vaal Triangle)
- Imbali (Pietermaritzburg)
- Lamontville (Durban)
- New Brighton (Port Elizabeth)
- Mamelodi (Pretoria)
- Katlehong (Natalspruit)

It is planned to erect a further 4 such centres.

C. Public Industrial Training Centres in White industrial complexes

Eight public centres have been erected at the following places for the in-service training of employees with a view to increase efficiency and productivity.

- Pretoria (Waltloo)
- East Rand (Apex)
- West Rand (Chamdor)
- Vaal Triangle (Sebokeng)
- Eleonora (Bathurst)
- Port Elizabeth (New Brighton)
- Pinetown
- Patchaferm (Deskop for the agricultural industry)

The centres are established to provide in the common training needs of local commerce and industry.

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

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**Boithusong/Chamdor West Rand/other in-service training centres**

Mr. B. W. B. RAGE asked the Minister of Bantu Education:

(1) (a) What courses of training are available at (i) the Boithusong Centre at Bloemfontein and (ii) the Chamdor West Rand Centre and (b)

how many Bantu were trained in each of these courses during 1975;

(2) (a) what further private in-service training is planned in industrial complexes and (b) what will the private sources of income be in respect of such centre to meet the operating costs.

THE MINISTER OF BANTU EDUCATION:

(i) (a)

- (i) Motor Repair Assistants
- Welding
- Electrician's Aids
- Plumber's Aids
- Builder's Aids
- Carpentry
- Cookery (Chef)
- Supervisors
- Switchboard Operators

(b)

- 69
- 80
- 14
- 29
- 53
- 14
- 78
- 95
- 30

(ii) Motor Repair Assistants  
Assistant for maintenance of  
Business Equipment

- 39
- 7
- 11

For the period  
1 October 1975  
to 30 April 1976.

(2) (a) Other centres in operation or to become operative during 1976 are as follows:

- Sebokeng: October 1975.
- Pietermaritzburg: January 1976.
- Port Elizabeth: May 1976.
- Springfontein: November 1975.
- Wolfsburg (Pretoria): October 1976.
- Worcester: October 1976.

(b) The indication is that most of the centres will be operated out of moneys donated by private firms and employers' organizations. Tuition fees may also be charged. As soon as the necessary legislation has been accepted a levy may be imposed. At present bridging finance is provided by the Department in the case of the Boithusong Centre.

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Is there enough room for the proper positioning of one or more projection screens?

Will everyone be able to hear?  
Will you need to use a microphone?  
Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

Can the room be darkened easily?  
Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

- (a) What equipment will you have at your disposal? Will there be an experienced projectionist available?
- (b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?
- (c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

# INDUSTRIAL TRAINING FOR BLACKS

The Argus Parliamentary Staff

THE Minister of Bantu Education, Mr M. C. Botha, has disclosed that there are now 39 centres in different parts of South Africa providing industrial training for Black workers, with a further four to be established.

Replying to Mr N. J. J. Olivier (U.P.; Edenvale), Mr Botha told Parliament that 18 industrial firms were making use of the

scheme for providing crash courses of training subsidised by the Department of Bantu Education for factory operatives to be employed in individual specialised trades in border industries.

A total of 2,376 people were trained under these schemes last year. Of the ad hoc border industrial schools, six were at East London, three at Babelegi (near Pretoria), two each at Hammarsdale and Maritzburg, and one each at Ladysmith, Howick,

Newcastle and Mool River. Expanding on the subject of industrial schools, the Minister went on to give details of different types of industrial training centres in operation.

He said five state ad hoc industrial schools near Hammanskraal, Durban, Ladysmith, East London and on the Natal North Coast provided crash courses to meet the common training needs of a group of industrialists in decentralised economic development areas.

Intensive instruction in

basic manual and industrial skills was given in courses covering a variety of industrial categories. The majority of courses ran for 13 weeks. Last year 1,336 workers had been trained at the schools.

In addition there were eight departmental industrial training centres providing pre-service industrial orientation for school pupils. These centres, forming part of the junior secondary education programme, were established in densely populated ur-

ban Black townships near large industrial areas.

There were two such centres in Soweto, one in the Vaal Triangle, one in Pretoria, one in Maritzburg, one in Durban, one in Port Elizabeth and one in Natalspruit.

A further four such centres were planned. Mr Botha said there were also eight public industrial training centres in White industrial complexes — one each in Pretoria, the East Rand, the West Rand, the Vaal Triangle, Bloemfontein, Port Elizabeth, Pinetown and Potchefstroom.

These centres provided for the joint training needs of local commerce and industry.

Manpower - Training

(1) 175  
~~(2) 136~~

# Botha boosts job reservation

NM 4/6/76

**JOHANNESBURG** — Job reservation still had a role to play as a precaution against competition between workers of different races, and White workers could be assured that it would not be removed, the Minister of Labour, Mr. Fanie Botha, said here yesterday. Speaking at the official

opening of the fourth biennial congress of the South African Confederation of Labour, Mr. Botha said: "I assure you job reservation will not be abolished by the

Government but that it will be applied as in the past to assure the worker's career and the entrepreneur's labour force."

White workers generally had no reason to fear that their work security would be endangered by the admission of Coloured and Black workers into the higher work categories.

It remained the Government's policy that labour adjustments, through the reallocation of work, would only be done in co-operation with the White workers and their trade unions.

Constant industrial expansion and technological developments, as well as the shortage of

skilled White labour, made changes necessary.

Urgent attention needed to be given to the redistribution of work, Mr. Botha said.

It was morally right and necessary for stability and peace that all race groups should be given full work opportunities, but this had to be done in an orderly way without giving offence to any worker.

It was in this context that job reservation still played a role as a precautionary measure against rivalry or friction between workers of different races.

The creation and maintenance of healthy relations between White and non-White workers was of the greatest importance.

Handled No 19  
7/6/76

179

Compare your two lists of circumstances and negotiate with the relevant authorities to achieve your objective.

2. PLANNING THE PRESENTATION

2. Trade schools for Bantu  
1140  
903 Mr. C. A. VAN COLLER asked the Minister of Bantu Education:

- (1) What are (a) the boarding fees and (b) the tuition fees at trade schools?
- (2) whether trainees are given financial assistance in respect of fees, books, tools and uniforms; if so, to what extent;
- (3) (a) how many trainees can be accommodated in the trade schools in existing trade schools and (b) how many applications were received for these vacancies in 1976;
- (4) whether prospective trainees at trade schools are given aptitude tests;
- (5) what is the rate of failure at trade schools;

3

- (6) (a) how many trade instructors on the staff of the trade schools are in possession of trade instructors' certificates and (b) how many lecturers on the staff of these schools are in possession of the Advanced Technical Certificate II;
- (7) what are the minimum educational qualifications required from teaching staff at trade schools.

The MINISTER OF BANTU EDUCATION:

All the trade schools for Bantu pupils are situated in the Bantu homelands. The information supplied was obtained from the various homeland governments.

- (1) (a) It ranges between R66 and R100 with an average of approximately R100 per annum.  
(b) No tuition fees are payable.
- (2) Yes. In 1976 a total of 344 trainees receive financial assistance of between R25 and R205 with an average of R55 per annum. The total amounts to R29 038.
- (3) (a) 3 655.  
(b) 5 728; but all did not qualify for admission.
- (4) No. A test battery for this purpose is at present being developed by the Human Sciences Research Council.
- (5) The hon. member is referred to table 5.19 on page 276 of the Annual Report for 1975 as well as my reply to Question 773.
- (6) (a) 39 trade instructors are in possession of a technical or trade instructors' certificate with an additional 18 in possession of an academic teachers' certificate.  
(b) There are no lecturers on the staff of trade schools. 12 trade instructors are in possession of the Advanced Technical Certificate II or equivalent or higher Technical qualifications.
- (7) A completed certificate or five years' appropriate experience.

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The Body

- 5) Leave about six lines for the introduction. Write your three main points down leaving a few lines in between each.
- 6) Go through your list of ideas again. Underline those points that support your three main points.
- 7) Write two sub points under each main point.
- 8) At this stage you should refer to books, interview specialists, check figures and statistics, find quotations, apt examples or demonstrations. Your talk should be an expression of your own ideas on the subject, backed by outside opinion.



F.M. 24/9/76

## BLACK TRAINING: TIME FOR EMPLOYERS TO MOVE

"When I started training Blacks some years ago, I thought they could not become technically advanced. It came as a pleasant and refreshing surprise to find I was wrong, and to see such keenness and such tremendous high morale and enthusiasm."

The words are those of "Joos" Lemmer, principal of the Chamdor in-service training centre near Krugersdorp. The performance of his students bears him out: of 144 men recently put through training courses for the motor industry, only two failed.

The Chamdor training centre is one of the first to be established as a result of government's new dispensation allowing Africans to be trained in the common area for middle-level jobs in industry.

Con Burton-Durham and his colleagues in the Motor Industries Federation (MIF) have been the main driving force getting Chamdor off the ground, providing the bridging finance among other things. IBM has also played a key role, and Lemmer is an IBM man seconded to Chamdor for two years.

The *FM* last week visited the centre to see how things are progressing. Government has provided R150 000 worth of buildings, as well as R100 000 for equipment. The private sector has also donated equipment. The land was given by the West Rand Bantu Affairs Board.

In addition to an administration building, Chamdor so far has three classrooms and seven workshops. It offers training courses for supervisors, business equipment technicians, repair and body shop assistants in the motor industry (including agricultural equipment), typists, and welders.

Apart from the 144 students trained for the motor industry, Chamdor has put 43 through the supervisors' course and 17 through the business equipment course.

The instructors are on secondment from the private sector. Length of courses varies: one week for supervisors, one course of 10 and one of 14 weeks for business equipment, while the welders' course, which begins in October, will last three months.

The first module of the typists' course lasts one month, at the end of which the typist should know the keyboard blind and be able to do 15 words a minute. The second module, of three

months, brings the speed up to 40 words a minute in both English and Afrikaans, and also offers training in general office skills. Lemmer adds that a more advanced module will be developed if there is a demand for it.

IBM's Roly Clark, vice-chairman of Chamdor's governing body, tells the *FM* he has been trying for three months to fill the next typing course. Approaches to between 30 and 40 companies and employer associations have so far yielded only four students.

Says Clark: "No-one seems to want to take the lead. The facilities here are good and they have been put on a plate for industry, but it is just not coming forward."

The facilities have indeed been handed to commerce and industry on



Learning to use a lathe . . . instructor Harry Walton and trainee Dithema Chiloane at Chamdor

a plate. The tax concessions allowable to firms in respect of expenditure incurred in sending their employees to Chamdor amount to 98 cents in the rand — double the concession normally allowed by the Receiver of Revenue for business expenses.

Training courses require the approval of the Department of Bantu Education, to ensure that they have been properly devised and that they can achieve what they set out to achieve. Pretoria also checks the curricula to make sure that Africans are not going to be trained for jobs closed to them under the industrial colour bar.

The fact remains, however, that even within the framework of the jobs colour bar there is a great deal of scope for training Black workers.

At present, Chamdor's students are

housed in a nearby mine compound. But Clark's great ambition is to replace this with proper accommodation at Chamdor itself. The first phase involves the construction of five residential units, each of which will house 20 trainees, one to a room. He also plans a central community block, containing a dining-room, a library, recreation room, and laundry. Anglo American has promised R190 000 for this community facility, conditional upon Clark being able to find R40 000 for each of the five residential units.

The immediate aim is to provide accommodation and training facilities to enable Chamdor to train 1 000 to 1 200 students a year.

Later, Clark wants to double the number of classrooms and workshops with a stage, a lounge, and playing fields. He can hardly contain his enthusiasm: "There is tremendous growth potential here. My vision for the future is to establish a technical and commercial campus."

So far, he has the R40 000 and add a hall with a stage, a lounge, and playing fields. He can hardly contain his enthusiasm: "There is tremendous growth potential here. My vision for the future is to establish a technical and commercial campus."

So far, he has the R40 000 for the first residential unit in his pocket. Building begins in two weeks' time. But Clark needs another R160 000 for four more units before Anglo hands over its R190 000 for the community facilities.

Clark says that "current events have undoubtedly polarised White attitudes against Black development. But it is imperative that the development still goes ahead."

Clark is indeed a man with a mission. Many businessmen are no doubt feeling pretty despondent about the evident lack of initiative from Pretoria in the face of South Africa's present racial crisis. Instead of wringing their hands, here is something constructive they can do. They can send their workers to Chamdor for training and, if necessary, additional courses can be developed.

And they can also come forward with money for Chamdor, to help make the ideal of men like Clark and Lemmer a reality.

● Cheques, please, to Chamdor Training Centre, PO Box 68, Luipaardsvlei 1743, Transvaal.



REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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Vol. 132]

CAPE TOWN, 30 JUNE 1976

KAAPSTAD, 30 JUNIE 1976

[No. 5176

DEPARTMENT OF THE PRIME MINISTER

DEPARTEMENT VAN DIE EERSTE MINISTER

No. 1106.

30 June 1976.

No. 1106.

30 Junie 1976.

It is hereby notified that the State President has assented to the following Act which is hereby published for general information:

No. 86 of 1976: Bantu Employees' In-Service Training Act, 1976.

Hierby word bekend gemaak dat die Statepresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:—

No. 86 van 1976: Wet op Indiensopleiding van Bantoe-werknemers, 1976.

① 179  
② 184

Because of the strict application of the Environment Planning Act, the Transvaal industry is shrinking rapidly — its Industrial Council expects 20-30 factories to close down annually. Trained personnel will therefore either be forced into unemployment queues or have to look for jobs elsewhere.

To add insult to injury, a further clothing factory, owned by Dugsons clothing, has been forced to close because of the restrictive climate created by the prosecutions. About 200 workers have lost their jobs as a result. The National Clothing "test case" judgment has been postponed to August 16, but the Industrial Council will see Planning Minister Van der Merwe on August 9.

The new Bantu Employees' In-Service Training Act, which places training centres under the Department of Bantu Education (BED), classifies the college as a "private centre" and, according to Deputy Minister Andries Treurnicht, this will mean it can train workers only for the occupations they already fill, and not for higher-level jobs.

Understandably, those clothing workers who contribute towards the college are not prepared to subsidise a centre which is permitted only to make them better at the job they already do, but may not train them for promotion. The college has therefore decided to close its doors at the end of 1977. Plans to open a national college are being discussed, but nothing concrete has emerged.

The college is not even certain that it will be permitted to train Africans until the end of next year. It has obtained a six-month extension from BED, during which it must apply for registration under the new Act.

This will allow it to operate until the end of this year, but the College has no guarantee that it will be allowed to operate next year without fulfilling the Department's criteria, which it cannot do.

If permission is refused, large numbers of African students will be unable to complete their courses.

The clothing industry's college is not the first centre to be hit by government ideology. In May, the EASTER project in Reiger Park, Boksburg, which trains about 1 000 Africans, was ordered by



Treurnicht . . . no steps up the ladder

BAD officials to close its doors. The officials claim the centre is contravening the Group Areas Act because it is in a "Coloured area". The project's trustees deny this.

The *FM* understands that when approached by the project's organisers, BAD Minister M C Botha denied any knowledge of the decision and refused to hear representations until he had received a report on the matter. Representations have also been made by the German, British and US Embassies.

The centre was supposed to close its doors this week, but an extension until the end of the year has now been granted.

## AFRICAN TRAINING F.M More lunacy 6/8/76

Black workers in the Transvaal clothing industry can be forgiven if they suspect government is waging a vendetta against them. First there was the wave of Environment Planning Act prosecutions. Now, believe it or not, the industry's Transvaal training college is having to close down. Besides normal industrial training, one of the college's objectives has been to assist in training management, supervisory and instructor personnel.

1) 184  
2) 179

Union Collaboration

The Sunday Times will expose petty apartheid wherever it appears

Sun Times 10/10/74

# A BANTU DOOMS COLLEGE

By RAYMOND JOSEPH

**THE** multi-racial Transvaal Clothing College in Johannesburg is doomed. The Government has given the college until October next year to stop training Africans.

The Bantu In-Service Training Act prohibits the college from offering Africans any course other than that in which

they are employed. As a result, Black unions have withdrawn financial support.

The unions contributed nearly R25 000 through a six-cent weekly contribution from the 19 000 Blacks employed by the industry in the Transvaal. Without this money, the college will be forced to close.

Transvaal clothing manufacturers have also said they will withdraw

their support after the deadline. They say that because of the Environmental Planning Act — designed to get Africans back to the homelands — they were not prepared to finance the training of people who "will then go and work somewhere else".

According to the college's director, Mr David Wheeler, it is the industry's main source of trained staff. The college trains an

average of 35 full-time students a year from all race groups for managerial and design positions. There were also about 200 part-time students, mainly unskilled Black clothing industry workers learning advanced skills.

### Demand

"There is obviously a demand because we have never had any trouble placing our students," Mr Wheeler said.

The effects would not be felt immediately, but in a "couple of years" trained staff would have to be recruited from overseas, resulting in higher costs and wastage of local manpower, he said.

Mrs Lucy Mvabele, general secretary of the National Union of Clothing Workers, said: "It is sad that the college should have to shut down just because it is multi-racial."

See also page 29

ARGUS 13/10/76

# Industry training for city's Africans

The Argus Education Reporter

THE first industrial training centre in the Western Cape for Africans will be situated on the outskirts of Guguletu and it is hoped construction on the project will begin early next year.

This was announced yesterday by Mr M. J. Mitchell, circuit inspector of the Department of Bantu Education.

Mr Mitchell said the site had been chosen after consultation between Bantu Affairs Administra-

tion Board (BAAB) officials and the acting chief planner for industrial training of the Department of Bantu Education in Pretoria.

He said a meeting of African teachers and principals had been held with Bantu Education Department officials from Pretoria to explain the concept of the proposed industrial centre.

The teachers had written an aptitude test and five teachers would be selected from this group

to attend an intensive one-year training course in Johannesburg in 1977.

Mr Mitchell said it was hoped the centre would open at the beginning of 1978.

Pupils from the Standard 5 level up to Standard 8 would be trained at the centre. They would attend for a certain period each week and receive basic training in bricklaying, woodwork, welding, metal work and electrical work.

There were at present eight departmental indus-

trial training centres for Africans in South Africa — the closest to Cape Town being the one in Port Elizabeth.

The immediate provision of technical, trade and vocational training facilities for Africans was one of the most urgent requirements which headed a list of student grievances recently handed to Mr D. H. Owens, Regional Director of Bantu Education, at a meeting with more than 2000 African pupils.

# Industrialists reject Rive claim on Black skills

By GORDON KLING  
Industrial Reporter

MAJOR industrialists employing Blacks in the Cape have rejected a recent statement by the Postmaster General, Mr Louis Rive, on the inability of Blacks to apply skills—they have learned.

Mr Rive told the annual convention of the Federated Chamber of Industries in Johannesburg last week that Black people could assimilate technical knowledge at this

point but had difficulty in applying it in practice.

"I don't buy it," was the reaction of the managing director of the construction and engineering group employing the largest number of Blacks in the Cape, Mr G Knudsen.

"We've found just the opposite. There's something wrong with training or selection in the Post Office." Industrialists complained that a big problem they did have with Black workers were

legal bars which prevented them from taking on more sophisticated tasks.

The president of the Cape Chamber of Industries, Mr R D Smith, who is an executive in a large telecommunications firm in his personal capacity, said it was interesting to learn that the Post Office was training Black technicians. His firm was not allowed to do this in terms of the Industrial Conciliation Act.

Sharing this view was the head of another Cape

construction company, Dr J K Evenwel, who believed training and ability were not a major problem but that the law was.

Higher work categories were restricted to White and Coloured people in the Cape. "This is unfortunate because we haven't found intelligence to be linked to racial group." Blacks were permitted to advance to more skilled tasks up-country.

The manager for the Transvaal and the Free State

of the Civil Engineering Industry Training Board, Mr R Smith, could not agree with Mr Rive's views.

The ability of Blacks to apply technical knowledge was, however, highly influenced by implementation and follow-up of training programmes and this was very dependent on individual employers.

A manager in another civil engineering operation was inclined to side with Mr Rive.

He had noticed no increase in productivity from Blacks who had participated in company-sponsored training schemes.

The Circuit Inspector of the Department of Bantu Education in Cape Town, Mr M J Mitchell, said he could not speak from personal experience here because there were no technical training colleges for Blacks. But in Port Elizabeth where facilities were available, Blacks had shown very little interest in them.

# Council training centre opened

EAST LONDON — The municipal training centre, through which it is hoped to save 7.5 per cent of the municipal salary bill by the end of next year, has been officially opened by the Mayor, Mr J. A. Yazbek.

The councillor in charge of staff matters, Mr D. T. Brassell, said the training centre had only cost the ratepayer about R2 500 and it was hoped that through proper training and increased productivity and not replacing staff that the savings on the wage bill would be about R450 000.

Not only will the training centre increase productivity, but courses, such as for drivers, should cut down on accidents and damage to expensive vehicles.

The municipal personnel officer, Mr J. H. Deetlefs, said the number of courses was still being

developed, but the training centre was for the use of the whole municipality.

“Although there are standard courses, heads of departments are expected to outline their specific training needs so that more specialised courses can be organised and run in conjunction with each department’s middle management.”

Every new municipal employee will attend an induction course aimed at introducing employees to the council service.

There are job relations courses to help supervisors understand human problems in job instruction; a course in job methods for the improvement of work flow.

Other courses include written communications, supervision and delegation, management communication, motivation and delegation, the function and principles of management and management training. — DDR.

10/12/78  
DD

MANPOWER TRAINING

1977





MR. Desmond Owens, Director of Bantu Education in the Cape.

# TECHNICAL TRAINING AT GUGULETU

ARGUS 10/11/78  
~~179~~  
2179

A TECHNICAL training centre for African schoolboys is to open on the outskirts of Guguletu next month. It will serve several schools. The eventual aim is to teach 5 000 pupils at this centre.

At this centre, which will start operating on February 1, there will be basic training in electrical work, bricklaying, woodwork and plastics, metal work and welding.

Two of these subjects are taken by boys in the last standard in primary schools (Std 5), while in the first year of secondary schools (Form 1 or Std 6), a change is made to two other subjects in this grouping.

Welding can be taken in Std 7 (Form 2). In Std 8 (Form 3), one or more of these subjects can be written as part of the external Junior Certificate examination of the Department of Bantu Education.

Pupils will be taken to the technical centre by bus to attend lessons there for 2½ hours a week. To start with, the centre will be situated in rented premises. But a site in Guguletu has been selected for a new building which will be started this year.

The African teachers at this centre are all experienced school teachers who have undergone a year's special training at Soweto, where a technical centre

Continued on page 2.

## Guguletu technical centre planned

~~179~~ 2179

Continued from page 1.

has been in operation for several years.

In an interview the Director of Bantu Education in the Cape, Mr Desmond Owens, said: 'While no education department can afford to lose sight of its primary responsibility — which is to provide mass education of an academic character as a foundation for job-orientated training — the Department of Bantu Education has in recent years provided a variety of opportunities for vocational and technical instruction.

With the introduction of differentiated education there is more opportunity than ever before for variations of curricula. Significant progress has been made in the development of wider choice offered by this system within the limits imposed by budgetary considerations and by the shortage of highly

qualified teachers at the senior secondary level.

'Boys who show an aptitude for technical matters will now have greater opportunity to follow their interests through the training offered at the new technical training centre.

'The department also encourages and subsidises more advanced in-service training in factories. Centres can be established by a group of associated industries, such as the one in Port Elizabeth, or individual companies are encouraged and helped to start their own in-service training schemes.

At present there are 300 schemes run by individual companies throughout South Africa, including 16 in the Western Cape. These schemes were started in about 1974. During 1977 about 75 000 African workers took part in individual company training schemes which among them offered 450 different courses.

# Nun founded school

SIX years ago a Catholic teaching nun helped 10 students to prepare for their matriculation examination. From this small beginning has grown the adult education section of the St Francis Cultural Centre in Langa where 1 500 students of varying ages were taught last year.

This year the range of subjects is to be expanded further. A two-year training course for nursery school teachers is to be started in February as well as a two-year home economics diploma course which has been specially designed to equip women for work in hotels, hostels and institutions. A needlework-dressmaking course will also be introduced.

The principal of the adult education section of the St Francis Cultural Centre is Sister Veronica, formerly principal of the Loreto Convent school for girls in Sea Point.

In 1971 she was asked for help by two African men who were working for their matriculation examination. By the end

of the year Sister Veronica found she had a small class of 10 and at the beginning of the next year, 90 pupils were waiting for her when classes started again.

This is how the foundation was laid for a wide education programme from basic literacy classes through to the full syllabuses for matriculation and other senior standards as they are applied in full-time schools.

The matriculation students write the National Senior Certificate examination for which thousands of people of all races enter from all parts of South Africa each year. Most of the students have been writing two or three subjects at a time each year.

Sister Veronica said: 'The enthusiasm of these students, and their willingness to study and work hard, is truly amazing. They are so keen to improve their education.

'After a hard day's work, they come here for three hours a night. Classes in the evening are from 6.30 pm until

9.30 pm. But some arrive earlier to study on their own — in many homes, particularly those in which there are lots of young children, study at home is impossible.'

Students include domestic workers, messengers, labourers, clerks and schoolteachers.

Primary school teachers and others are improving their general education as well as gaining further teaching qualifications. Background knowledge is gained by attending various lectures given at the centre — lecturers from UCT take part.

The diploma course for nursery school teachers will at first be confined to trained primary school teachers who are already working in nursery schools. Later the course will be widened to include school leavers.

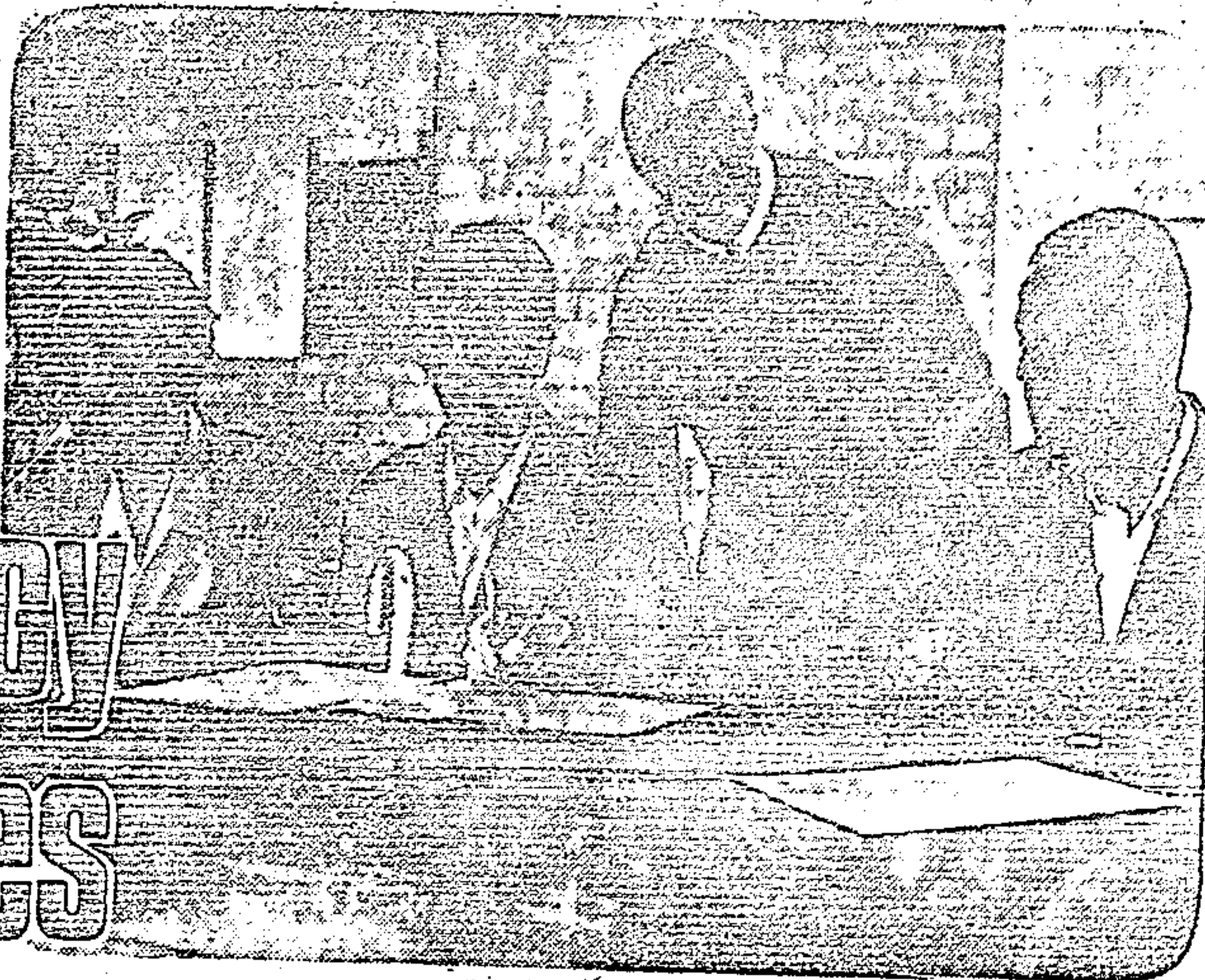
This year there will be a further expansion of the training of literacy teachers.

Sister Veronica now has a staff of 100 part-time teachers of all races. Many of them are from Catholic convents and schools. Others include teachers from other schools, including African secondary school teachers and clergymen.



■ SISTER VERONICA (left), principal of the adult education section of the St Francis Cultural Centre in Langa, with a member of her staff, Miss V Sityata.

## Firms give literacy classes



AFRICAN workers for several Cape Town businesses are attending literacy classes at their places of work. Some firms have literacy teachers trained by the adult education section of the St Francis Cultural Centre in Langa.

These teachers are usually educated members of the staffs of these companies. They have been trained in literacy teaching by Sister Veronica, the principal of

the adult education section of The St Francis Cultural Centre and Brother Anthony, who acted as vice-principal last year.

Companies that have already taken advantage of the scheme include Amalgamated Packaging, Murray and Stewart, Nannucci Limited, HSK Contractors, Rennie Stevedores and the Cape Town Stevedores Association.

This year Sister Veronica is hoping more companies will take advantage of the literacy teachers' classes.

She said: 'Last year we had 150 pupils in our literacy classes. But there are many more Africans in the Cape Town area who would want to attend literacy classes if they were able to. Many cannot come to us because they are on shift work.

'So I want to ask more firms to follow the example set by several important concerns who are now allowing their trained literacy teachers to give classes on work premises, in some instances during work time and in others during the lunch break.

'Apart from the immediate advantages which literacy gives to workers

in their writing and reading — many of them continue with their studies some right through to matric.'

Companies who wish to discuss the training of literacy teachers with Sister Veronica can telephone her at the St Francis Cultural Centre (53-5796) or they can write to her (P.O. Box 42, Crawford).

The classes for training literacy teachers are held in the mornings, while literacy classes for general workers are held in the afternoons and evenings.

The new term starts on February 1, with enrolments accepted from January 16 for literacy classes and for other courses leading through to matriculation.

In practice enrolments

■ SISTER Veronica, principal of the adult education section of the St Francis Cultural Centre, Langa, with a literacy class. Her pupils are Mr S Mama, Mr J Ngnga and Mr L Hlaleli.

achieved in literacy, there are four groups. Students are allowed to proceed at their own pace.

As soon as literacy is gained in Xhosa, the students are taken into a preparatory class to introduce them to English, Afrikaans, history, geography and the sciences. This class is also divided into groups to make allowances for different rates of progress.

The students then proceed to course one, which lasts a year. Six subjects are taught and they are brought up to the equivalent of Std 4.

Course 2, which also lasts a year, offer 10 subjects and this course brings the students up to the equivalent of Std 7 or Form II as it is also known. The subjects include Xhosa, English, Afrikaans, mathematics, physical science, biology, history, geography, business science and Biblical studies.

At the end of Course 2 the students write an examination and if they pass, they then follow the usual syllabus for the senior standards leading to matric.

Hansard. 13 Feb. Col. 3.  
1978

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Industrial training centre in Guguletu

S R

\*7. Dr. A. L. BORAINÉ asked the Minister of Bantu Education:

Vra

What progress has been made in establishing a departmental industrial training centre for Blacks in Guguletu?

15. Wanneer u nie hi  
en/of doen u a

The MINISTER OF BANTU EDUCATION: terug huistoe

Wat doen u dan?

Problems were initially experienced in finding a suitable building-site for the erection of the centre. A site has now been obtained and it is expected that erection will commence this year. In the meantime the centre will temporarily be accommodated in other buildings. A principal has already been appointed and training will begin this year.

16. Gaan u terug hui

aas?

17. Watter deel van die jaar bring u deur by die huis?

18. Hoe reis u van u woonplek na die plase?

Van die een plaas na die ander?

Wie betaal u vervoer?

19. Het u bepaalde lone?

Hoe word hulle bepaal?

20. Betaal al die boere hierdie lone?

21. Is u betaling bepaal per skaap, per uur, per dag?

Weeklikse betaling - kontant (per uur betaling x ure x dae/  
per skaap betaling x skape, ens.)

ander betaling

22. Wanneer was die laaste verandering in u kontantbetaling?

Wat was die verandering?

Hoe het dit gekom dat u betaling verander het?

23. Watter probleme ondervind u met die werk?

Wat doen u gewoonlik om die probleme op te los?

DA 14/3/78 (779) (10/2)

# Blacks' chance at leadership



MR W. H. SHUENYANE

EAST LONDON — Blacks in this area with the potential to become leaders in commerce, industry or the professions are being offered a rare opportunity to further their careers through the Careers Development Project.

Project director, Mr Windsor Shuenyane, who was in East London yesterday as part of a week-long tour of the Eastern Cape, said he was looking for mature men already established in their field, who had the leadership qualities to fill top posts in management, or in the law, engineering, architectural or other fields.

"This will be the type of person who can then pass on their knowledge to others," he said.

Opportunities for blacks in industry and other fields where they could reach top management level were becoming increasingly available, and Mr Shuenyane said the project was aimed at providing the trained men to fill these positions.

The project provides short term courses at various universities, colleges and institutions in South Africa, and as it is a branch of the United States South Africa Leader Exchange Programme, certain people may be chosen to study

in America.

In the 15 months since it was formed the project has already helped over 60 blacks receive training in various fields, and Mr Shuenyane said among those who had been sent to America were four journalists, two potential heads of university departments (three more are on their way shortly), two industrial relations officers and two librarians.

As the Project's head office was established in Johannesburg most of the blacks to benefit so far have been from the Rand, but Mr Shuenyane said the purpose of his visit to the Eastern Cape was to change this.

He will be visiting the heads of major industrial concerns here as well as community leaders, and will travel to King William's Town, Alice (where he will speak to academics at Fort Hare) and Port Elizabeth.

Mr Shuenyane emphasised the project was not a bursary organisation. It was aimed at mature people already established in their field who were genuine leaders. Anyone satisfying the requirements should contact him at P. O. Box 61606, Marshalltown. — DDR.

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- 4.
- 5.

Work	Wage (weekly)	Reasons for leaving
------	---------------	---------------------

- 12. Have you ever thought of doing different work?  
If yes, why don't you?
- 13. How much of the year do you spend doing this work?
- 14. How many farms do you visit each year?
- 15. When you are not doing this work, do you go home and/or do other work?  
What?

# An easing of attitudes

3/4/78  
129

JOHANNESBURG — It was pleasing to note that in many areas former hard line attitudes have eased considerably, and have been replaced by an awareness of the need to recognise that the fullest use of black labour could result in rising living standards for all sectors of the population, Amic chairman, Mr Gavin Relly, said in his annual report.

encouraging to note the advances that had been made.

Since 1974, when he commented on the need to improve labour productivity and the utilisation of man-power resources through the establishment of training centres, there had been evidence of considerable progress within the Anglo American Corporation group, many other major companies, and in the attitude of the Government itself.

adopted the Paterson job-grading plan, with the ultimate aim of achieving a unified wage structure.

Training centres, and the changing attitude of Government to the progress of blacks in industry, are gradually leading to far-reaching changes in the structure of labour in South Africa, Mr Relly said.

He felt it was essential with process of change should continue, and the co-operation and help of the white trade unions would become increasingly important in this period. — SAPA

15.

Although the penetration of upper job categories by black employees had become more difficult in recessionary times, it was

16.

A number of Amic group companies had

stoe

17. Watter deel van die jaar bring u deur by die huis?

18. Hoe reis u van u woonplek na die plase?

Van die een plaas na die ander?

Wie betaal u vervoer?

19. Het u bepaalde lone?

Hoe word hulle bepaal?

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ander betaling

22. Wanneer was die laaste verandering in u kontantbetaling?

Wat was die verandering?

Hoe het dit gekom dat u betaling verander het?

23. Watter probleme ondervind u met die werk?

Wat doen u gewoonlik om die probleme op te los?

Coloured workers are work-shy, lazy and drink too much -- wisdom, or old wives' tale?

The latter, according to a survey on absenteeism among Coloured workers in the Cape. Commissioned by the Cape Chamber of Industries, the survey was recently completed by Stellenbosch University's Professor S P Cilliers.

It reports that on average only 5% to 6% of scheduled man-days are lost annually through all forms of absence -- including *bona fide* sick leave. (In Germany, the comparative percentage rose from 4% in 1954 to more than 7% in 1971.)

Cilliers argues that absenteeism, unlike labour turnover, "is largely a factor of functions outside the workplace," like "poor quality of life in the homes and communities" of coloured workers.

According to Cilliers, the problem is greatest among the unskilled. 85.7% of all coloured workers in the Cape are unskilled or semi-skilled. "Employers apparently pay little attention to training and induction of new employees." Of the firms surveyed, 42% offered coloured workers no training at all.

Only 4% of the firms had special formal training programmes, and only 2% special induction programmes. About 11% relied on formal training by fellow-workers.

Star 12/4/78  
179

# Big training plans for black welders

## Labour Reporter

A major breakthrough for black advancement — the training of black welders to below artisan level for work at Sasol 2 — was confirmed today by Sasol.

The move follows an outcry over the report that Sasol is considering importing up to 200 Korean pipewelders to meet the shortage of welders at the site of South

Africa's second oil-from-coal plant.

The first 20 black pipewelders are to start their training at the Waltloo Industrial Training Centre in Pretoria on almost R10 000 worth of new equipment.

Similar equipment has been ordered or is being installed at the Chamdor training centre, in Krugersdorp, and the Vaal Triangle training centre, in Sebokeng.

They propose to start training another 20 men each within the next week or two.

The principals of the training centres have been given 10 weeks, or 50 working days, to complete the course. "If the right people are selected for training, we should be able to do it," said Mr Leon Ferreira, principal of the Vaal Triangle's centre.

# Training rights due to all - mines

57MR  
20/4/78

AD  
(17)

Labour Reporter

It is the conviction of the Chamber of Mines that people of all races have an equal right to be trained and to qualify for any position for which they are capable.

That is stated by the Chamber's president, Mr L W P van den Bosch in the Chamber's March report, issued yesterday.

"If the mining industry is to make optimum use of available human resources, it is essential that the potential work effort of all race groups be fully mobilised.

"Inevitably this must mean a concerted and progressive move away from racial discrimination in the work place."

On economic considerations alone, the removal of restrictions on employment could be shown to be both inevitable and of compelling urgency, he said.

He made the following points:

● The rapidly increasing population requires that an increasing number of blacks must be absorbed into the skilled labour pool.

● The increasingly sophisticated black worker entering the mines needs training to develop urgently needed skills.

Unless blacks perceive avenues of advancement and rewarding careers, they are in danger of being lost to competitors outside the mining industry.



24/4/78 Star

# Action programme

## on black labour

### Labour Reporter

The course of events over the last year has emphasised that more effort is required to improve the employment conditions of especially black, coloured and Asian workers.

That is the call of the president of the Federated Chamber of Industries, Mr J P Cronje, in a circular to the FCI's members.

In a Press statement, issued at the weekend, he said the circular, entitled "Racial Harmony in the Workplace," was an effort to reach "the desk of each top executive" of member firms.

It is clearly designed to provide guidelines which

will help to implement the South African code of employment practice.

His circular proposes an "action programme" including:

○ Employing unemployed black youths and minimising the employment of migrant workers.

○ Improving the literacy of all adult black workers by in-service or other courses, and giving financial recognition for successes achieved.

○ Negotiating the sharing of facilities and amenities in the workplace in consultation with the Department of Labour.

○ Improving conditions of employment, wage rates in accordance with productivity and job evaluation.

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NM 24/4/78

# Remove race barriers, firms told

Mercury Reporter

SOUTH African industrialists have been warned by their own national employers body that they are not trying hard enough to remove race discrimination in the workplace.

The S.A. Federated Chamber of Industries (FCI) says in a letter aimed at its 8 000 member firms that Black workers' conditions can be much improved, even within the framework of Government restrictions and discriminatory laws.

"Indeed many people contend that the removal of the remaining legislative discriminatory measures will produce little practical result, if employers are not prepared to change traditional practices to enlightened practices."

The letter outlines an "action programme" which includes appeals for: equal pay for equal work; improvement of fringe benefits; upgrading of workers to jobs not restricted by law; literacy programmes; employing Black township youths rather than migrant workers in White urban areas, and improving labour relations and training Black workers in industrial relations.

While the directive has been welcomed in some quarters, a spokesman for Black Durban unions dismissed it as "useless unless it recognises Black unions."

"If management has failed all these years to do anything to remove all discrimination, what guarantee do we have that they are going to do it now?" he said.

"The only way to ensure anything is done is to allow the workers themselves to organise in unions and do it themselves.

"It is useless unless it is concrete. After all what does 'promoting sound industrial relations' really hold management to?"

The FCI sees its action programme directive as a follow-up to the Code of Employment Practice drawn up last year by the Urban Foundation, a code which itself followed the publication by the EEC and the U.K. of codes for their firms in South Africa.

The Durban union spokesman said that the local code and action programme differed significantly from its overseas counterparts — which recognised unions and called for unions to be given

access to factories.

"The overseas codes also say to the unions, 'if you achieve a certain level of membership, we will talk to you.' That is something concrete that workers can hold management to," he said.

The FCI's position on unions is not explicit. In the action programme, recognition is not mentioned at all but an earlier "thirty point action programme" contains a point which is regarded as a definition of union rights, including the right to strike.

It recognises "the rights of employees to organise and associate for the purpose of collective negotiation of agreements of conditions of employment, including the right to withhold labour resulting from an industrial dispute, and to be protected from victimisation."

Dr. Gavin Maasdorp, University of Natal economist and executive member of the S.A. Institute of Race Relations welcomed the FCI statement.

"I agree completely that we have customary prejudice in the workplace. We can't blame it all on the Government, we have to remove the customary barriers."

Asked if he thought the move would be an effective form of pressure he said yes but suggested a system such as the American Equal Opportunities Programme of the late '60's would help ensure success.

In this programme firms which passed the no-discrimination test were given an equal opportunities badge so Black employees looking for work would know where to go.

Mr. J. Pohl, labour adviser and deputy executive director of the Durban Chamber of Industry said the chamber would be launching a programme to "edify" its member firms of the new change in attitude, signalled by the code of practice and the action programme.

All the South African chambers would be meeting to draw up a uniform questionnaire for firms to answer. This should be ready around September.

## Opportunities limited

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In almost every country in the world the efficient, modern secretary is in demand and well paid.

That's not so for hundreds of blacks — mostly schoolgirls — who are enrolled at a number of "blacks-only" secretarial schools. The problems facing them are stiff.

One of these, says a principal of one of SA's big white secretarial schools which for years has been making application after application without success to admit blacks, is government red-tape. The best secretarial training in the land is just not available to black girls.

"It breaks my heart when these girls walk through our doors and tell us that they would like to enrol. We have to tell them that according to government policy we are not allowed to take them

on. We then refer them to other places."

Why don't the girls stick to the "blacks-only" schools (which have mushroomed in the cities)? The girls say it's because the standards there are not high enough. So they can't compete with their white counterparts in the labour market.

The *FM* has winkled out some "blacks-only" secretarial schools that promise employment to their students after completion of the course. But keeping that promise is another matter.

As for fees, they range between R140 and R190 for a course lasting from a few weeks to four months. Black parents who pay for their daughters grumble. Says one: "It would have been a worthwhile investment if we were assured that our children would be placed in jobs after they completed their courses."

# First black student enrolls for Natal

Sun. Tribune 7/5/78



Mr Andrew Mathe, with two fellow students

## college training course

THE first black student at Natal's College for Advanced Technical Education in Durban was enrolled last week.

He is Mr Andrew Mathe of Pietermaritzburg and he joined six other students — all white — on the intensive four-week industrial training course which aims at revolutionising training techniques.

Mr Mathe, a training officer for Hulett's Aluminium, speaks enthusiastically about the course which includes programming learning techniques with film strips, audio-visual aids and closed circuit television.

"I'm quite sure there will be a big pay-off on this type of training in industry, particularly in this country where so much of the labour force is illiterate," he says.

"Visual aids are all important in this regard.

Industrial training isn't just a matter of putting up signs to inform workers they should wear, say, protective ear muffs," says Mr Mathe, who is studying in his spare time for a degree in psychology — he already has an arts degree and law degree. "You have to appreciate that symbols and colours mean different things to different ethnic groups for example."

The training course, which is unique in South Africa, was made available to Mr Mathe after "a few hassles with Pretoria" according to Mr Barry Clements the public relations officer for the technical college.

"We're delighted to have succeeded in welcoming our first black student to the college," he says. "We already have two coloured women students, Miss Denise Docherty, who is doing cost accountancy, and Miss Christobel Ogle, who is studying for the

Chartered Institute of Secretaries Diploma. All three have the full use of all college facilities of course, and we are expecting more blacks to seek admission as our courses expand. Provided they cannot get the required qualification in the black colleges, there would seem to be no reason why they should not come here."

The industrial training course, although still in its infancy, is becoming increasingly sought after by training officers such as Mr Mathe, who supervises the training of over 1200 people in the aluminium plant at Pietermaritzburg.

"There is a serious communication problem in industry in this country," he says. "Blacks often do not understand basic business principles and they need to be educated to appreciate the problems of management and how they fit into the work environment."

# Firms must reveal SA job practices

By RIAN DE VILLIERS  
Labour Correspondent

BRITAIN is to ask all UK companies operating in South Africa to reveal their employment practices in the Republic to the Department of Trade before June 30, informed sources said yesterday.

And it is understood that the information from the companies will be made public by the British Government.

Britain is expected to announce these steps today when it tables a White Paper in Parliament which will commit it formally to the EEC code of employment practices for firms operating in South Africa.

The White Paper will urge the firms to do everything they can to implement the code, agreed on by the nine members of the Common Market last year.

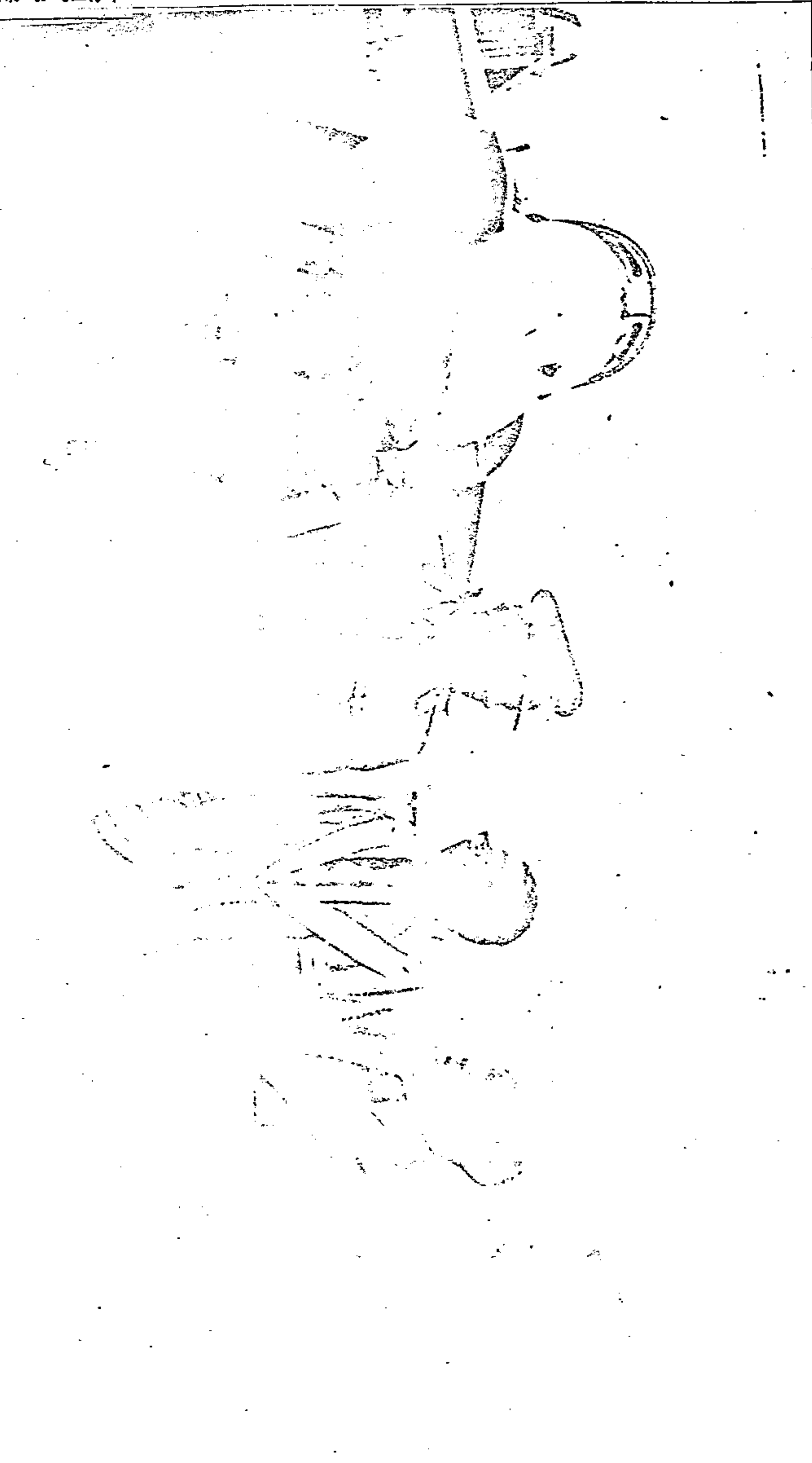
Sources say the White Paper will contain no provisions to force companies to observe the code.

It appears the government will rely on public pressure — but with full disclosure of companies' employment practices this may be very effective, especially in the light of

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the role played by the pressure groups in the past.

Britain will be the first of the EEC countries to commit itself formally to the code.

The others have been co-operating closely and are expected to follow suit soon. They may take similar steps to monitor the code.

The White Paper, together with a questionnaire and covering letter, will be supplied to chairmen of all companies operating in South Africa, sources say.

Firms will be asked to complete a new questionnaire each year.

Among the provisions of the code are:

### Suitable

- Equal pay for equal work and all jobs open to suitably qualified people, irrespective of race.
- The right of all workers to be represented by trade unions.
- Minimum wages to be 50% above the minimum living level (formerly called the Poverty Datum Line).
- Efforts to abolish segregation in the workplace.
- Alleviation of the effects of the migrant labour system.
- Training programmes for black workers.
- Funds for providing for workers' leisure and improved fringe benefits.

It has been estimated that the code will affect 145 British companies operating in the Republic with a shareholding of 50% or more, owning a combined total of 450 subsidiaries.

The fact that there will be no penalties for the non-observance of the code has led trade union organisations in the UK to point out that it is not binding and therefore lacks teeth.

### Sanctions

Radical sectors, including some trade unionists, would like to see commercial sanctions levied by the government against British companies which failed to comply with a code of conduct, the "Mail" London correspondent reports.

They advocate that firms which break the code should be denied government contracts where this is applicable and be subject to limitation of tax relief.

Britain has had its own code of conduct governing companies in South Africa since 1974.

The government felt, however, that it would be more effective and the position of Britain would be less undermined, if a joint move was made by other countries as well.

For this reason the member states of the Common Market drew up the 1977 code of conduct, which the White Paper will commend today.

• See Page 8

RDM 25/5/74

# Steel to end race bars

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2. ~~174~~  
3. 179

By RIAAN DE VILLIERS  
Labour Correspondent

EMPLOYERS and trade unions in the steel and engineering industry yesterday negotiated a new industrial agreement ending the formal colour bar, and providing job security and opportunities to all workers on a nonracial basis.

The effect of the new agreement will be to end the formal colour bar in the industry, which up to now has restricted certain skilled and semi-skilled jobs to members of registered trade unions — whites, coloureds and Asians.

A trade unionist involved in the negotiations said last night there was now no racial bar to any job in the industry, depending on

the qualifications and experience of workers.

But this excludes the top job grade — the artisan grade — which would on apprenticeship and still be closed to blacks due to other restrictions training.

Details of the new agreement have not yet been released.

According to a statement issued after the meeting, the agreement would provide for new security of employment safeguards.

The safeguards related to the re-employment of retrenched employees, promotion, training and re-training facilities.

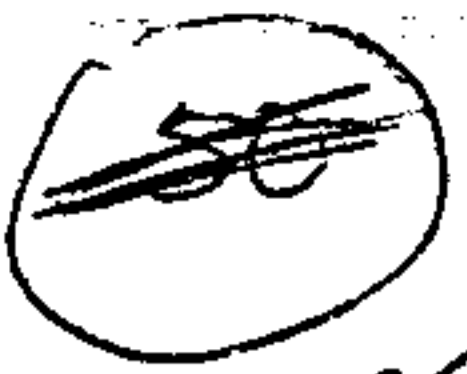
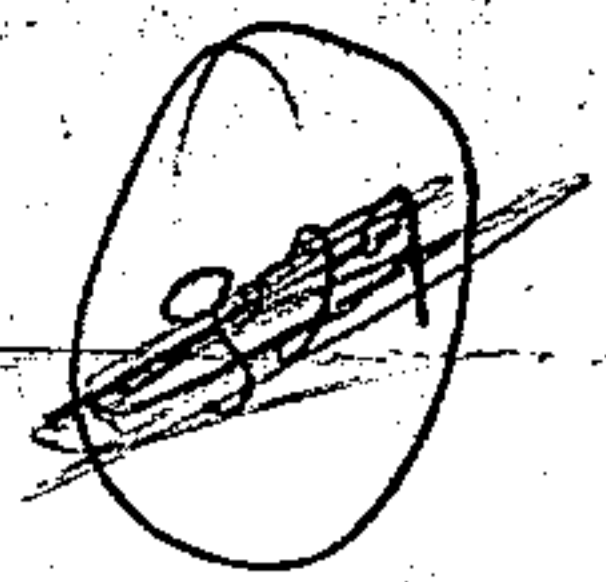
Joint consultation machinery would be established at plant level, and training and employment

services would be provided through the industrial council structure.

"Inherent in the plan is the fact that job security, job opportunities and promotional aspects will be written in, not only with respect to existing incumbents and persons who have done military service.

"Basically the plan envisages that it will be applied to all workers in the industry, including new entrants, on a nonracial basis."

The statement also announced increases in minimum wages as well as across the board increases. Basic wages were increased ranging from R2,50 per hour (14,7%) for artisans to 70 cents (18,6%) per hour at the bottom end.



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The Star W

June 21/9

Community effort to fight unemployment + + +

By Sieg Hannig, Labour Reporter

A self-help typing school for potential secretaries is the latest initiative in community efforts to fight unemployment in Johannesburg.

The planned school for jobless black, coloured and Indian people enjoys the support of the Civic Centre Methodist Church whose church hall has been put at its disposal.

It is the brainchild of Miss Michele Muller, group personnel officer of a large company.

"The objective is to get the jobless employed — not merely to provide training," says Mrs Muller.

"In my professional capacity I have noticed a shortage of secretaries and as a Christian I am concerned about the plight of the unemployed."

"This school is designed to alleviate both — firstly by providing training for suitable people and secondly by helping to place them in employment."

The intention is to run classes in the church hall, within easy walking distance of Johannesburg's railway station, for two hours on Saturday mornings.

These will be backed up by strictly enforced homework.

'Our objective is to get the jobless employed — not merely to provide training'

Only the best applicants will be taken on for the course which is expected to take about three months to complete, depending on circumstances.

Would-be students will have to provide proof that they are unemployed and must pass an English test and an intelligence test to prove their aptitude.

"I don't believe people want charity,

therefore we shall charge a small, nominal fee to help pay for running costs," Miss Muller said.

There is only one snag — the lack of equipment. The requirements are:

- Typewriters — manual and electric.
- Dictaphones.
- Pitman's typing manuals.

Miss Muller would like to train 30 students at a time, which would mean 30 sets of the relevant items of equipment.

But she can do with more typewriters in particular because some will be required for the students to do their homework.

She is thinking of placing typewriters at various strategic places where several students can share one typewriter for their homework.

"I am going to telephone one company



after the other, trying to get old typewriters or money to buy typewriters and dictaphones," she said.

Miss Muller will be assisted by a colleague, Gail Collins.

The two women are well able to cope with the task at hand.

Miss Muller has a post-graduate teaching diploma and Miss Col-

lins has a secretar diploma from Rhod University.

Miss Muller's moth is Professor Ceci Muller of the department of social work Witwatersrand University and her sister Miss Helen Muller, is director of the Carways Child Centre.

Once the course is under way, the two women will look into the possibility of seeking more helpers to extend the Saturday course to weekdays.

"But we have many hurdles to cross before we can begin to think of that," Miss Muller said.

Weekday

Meanwhile, the Reverend Errol Gray of the Civic Centre Methodist Church said he could make arrangements to keep the church hall open on weekdays for students who could not do homework elsewhere.

He said Miss Muller had the resources of the building as well as those of the congregation at her disposal.

"We have encouraged and supported her because we believe the church's integrity is established by this kind of action," Mr Gray said.

"We have to practise what we preach and this is a very worthwhile way of doing so."

Anybody who can help to provide used typewriters, dictaphones, Pitman's typing manuals or financial assistance should call Miss Muller or Miss Collins at 725-4900.

Vacant ground 'can be

put to good use'

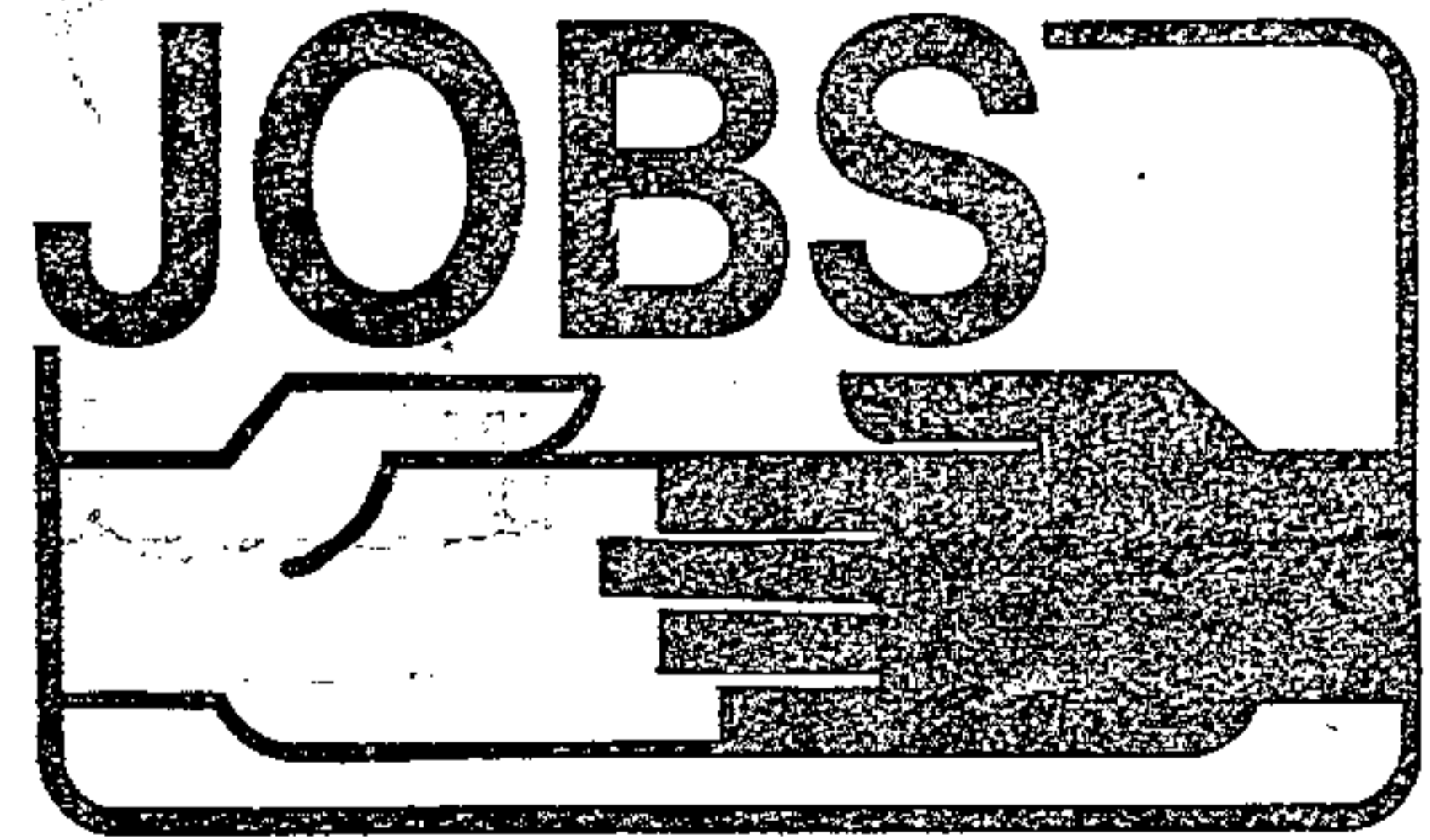
Vacant ground on church properties in Soweto could be put to use in the fight against the consequences of unemployment, says Mrs M Roux, organiser of the Grow gardening project of the Organic Soil Association.

She said Grow would help to show Soweto congregations how to grow vegetables which could be used for soup kitchens or could be given to the unemployed to combat malnutrition.

The gardens could also serve to inspire individual householders to grow vegetables, no matter how small their properties were, Mrs Roux said.

"We'll show them how to do it — but we can only help those who want to be helped," she emphasised.

Ministers of Soweto churches who want to take advantage of the offer, should call Mrs



R. Bryant at 728-4662 or the Organic Soil Association at 788-7257.

Mrs Roux has also appealed for fencing needed to protect gardens which her organisation is laying out in Soweto. Offers of assistance should be made through the telephone numbers mentioned

previously.

Mr Nico Mañan, the West Rand Administration Board's director of housing, is the board's liaison official with JOBS, the Johannesburg Organisation to Boost Self-help for the unemployed.

One of his first acts in this capacity has

been to make an office available in Diepkloof for a citizens' advice bureau.

\*\*\*

A former black teacher from Garankuwa, near Pretoria, who is finishing his law degree, has offered JOBS his services for a nominal salary or free of charge for six months.

\*\*\*

JOBS is looking for shelters for unemployed people engaged in various self-help projects.

Anybody who knows of unused prefabricated buildings which could be put at their disposal should write to JOBS, PO Box 87459, Houghton, Johannesburg 2041, or telephone 41-5420 (mornings only).



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Two of the growing number of Johannesburg people who make it their business to fight unemployment are Miss Michele Muller (far left) and Miss Gail Collins. They plan to open a typing school in a Braamfontein church hall and are looking for equipment such as used typewriters.

They have asked prospective students not to call them because they cannot handle applications yet. When they are ready for applications, they intend to announce this through the JOBS column of The Star. JOBS, the Johannesburg Organisation to Boost Self-help for the

unemployed, aims to fight unemployment by supporting training and job creation through self-help efforts of the kind being mounted by Miss Muller and Miss Collins. Contributions or appeals for assistance can be sent to JOBS, PO Box 87459, Houghton, Johannesburg 2041 (Telephone 41-5420).

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+++ Self-help typing ... a new course

# LEARN AND EARN

These are standard single 'built-in' beds which consist of The men often alter the built-in care. Some are so totally recognised for what they were mattresses.

# Mining

## Chief

## calls for

## equality

179

### Labour Reporter

An urgent plea for equal opportunity on the labour front was made today in the annual presidential address of the president of the Chamber of Mines, Mr. J. P. van den Bosch.

"The Government should not shrink from the leadership that will be necessary to bring about change rapidly in this vital sector," Mr. van den Bosch said.

He warned "that even in the absence of any restrictive legislation, the restrictions on the sector's productive employment of labour can contribute to the destruction of the mining industry."

But it was no accident that the country's labour market for the year is in a contract on which conditions to the country's mining industry have been ultimately depended.

Even at the present time of recession and unemployment there was a chronic shortage of competent recruits. This would get worse when new mines such as Deelkraal, Bland and Van Oudtshoorn were into production and others completed their expansion programmes.

"The Government has declared its belief that all persons have an equal right to be trained and to qualify for any position," Mr. van den Bosch said.

"This policy should be expressed in legislation as soon as possible."

The education system had to be geared to meet the demand for educated people. And the law should be administered to ensure equal opportunity for training and employment of all those with the necessary educational qualifications.

Mr. van den Bosch welcomed the "wide spread acceptance, embracing all racial groupings, in South Africa, that job creation based on racial discrimination is no longer defensible or practical."

The urgent need of the hour posed a special challenge to the State. The employer and the institutions "who must in every case bring about change in a pragmatic and not a purely theoretical manner," Mr. van den Bosch said.

# Fort Hare <sup>56/7/18</sup> personnel <sup>10</sup> programme <sup>17</sup>

ALICE — The University of Fort Hare has embarked on a teaching programme which should enable black personnel specialists to play a meaningful role in industrial and race relations, according to the dean of the faculty of economic sciences, Prof W. C. Botha.

Delivering his inaugural address here, he said the white population, which traditionally held the managerial, technical and professional jobs, could no longer supply the ever-increasing demand for more qualified workers.

Black personnel specialists were no longer "merely staff office employees," but had become full partners in management staff.

Prof Botha said many employers in South Africa were aware they held the key to improved relations and were doing something about it, but the majority had done little to improve the situation. — SAPA.



bate.

As far as South Africa is concerned, it may be taken for granted that these powers are being exerted against disinvestment. But how do the multinationals react to pressures for change in South Africa?

The answer — defined in terms of the self-interest which is likely to be the prime motivator of such giants — might be of interest to South African companies.

This answer is provided here by Unilever, one of the top names among multinationals.

It appeared in a recent Press statement containing information requested by the British government in its White Paper on wages and working conditions for blacks employed by British firms in South Africa.

Unilever South Africa employs 6 600 people, of whom more than 3 800 are black, 2 000 white and the rest coloured and Indian. They work in about a dozen subsidiaries producing mainly food products and toiletries.

### Wage rates

Unilever's wage policy is to keep its minimum pay plus bonus above the supplemented living level measured by the Bureau of Market Research of the University of South Africa. That amounted to R195,52 for a family of six in Johannesburg in April.

Thus the current minimum wage in the lowest-paid grade plus an annual bonus equivalent to one month's pay works out to R45,50 a week or R197,15 a month.

The actual average of wages for the 750 workers in this grade is R47,86 a week, or R207,38 a month.

Casual employees, who number less than 100, do not receive less than the minimum for permanent employees.

### Fringe benefits

Every job is evaluated under a system of job evaluation and is classified within a specific grade to which pay rates apply regardless of race or sex.

Annual leave and paid sick leave applies to all races on the same basis.

Subsidised canteens are provided wherever possible, and employees are

### education

In view of the shortage of education and training opportunities for blacks, Unilever aims to provide such facilities by way of:

● On-the-job training for operators.

● A trainee supervisor programme and on-going training for supervisors.

● Literacy training.

● Training for workers in joint consultation and informal negotiation.

● A management development scheme.

● Engineering training for black employees.

● A scheme whereby employees are refunded the cost of approved courses of study.

● A university scholarship scheme.

● Book bursaries and scholarships for the children of lower-paid workers.

● Cash grants to educational institutions for all races.

### Advancement blacks

"Considerable attention and resources are directed to the recruitment, development and training of non-white employees for management and supervisory positions," Unilever says.

"Special emphasis continues to be given to the recruitment of non-white graduates, and close contact with the universities is maintained."

### Consultation

Unilever has liaison committees for blacks, elected by the workers by ballot or show of hands. There has been no request from these to negotiate pay rates or service conditions as permitted under legislation.

The company's policy is "to recognise a trade union which has substantial membership in the employee common interest group it seeks to represent."

"One important aspect of development in South Africa is the provision of opportunity for black Africans to develop commercial undertakings for themselves," Unilever notes.

# Factory for blind people is a real eye-opener

By Harry Mashabela  
Itireleng (Do It Yourself) is a place to warm the heart and restore faith in man's willingness to help his less fortunate fellows.

A factory for blind people just north of Pretoria, Itireleng, was established in 1967 by the Transvaal Bantu Blind Society as a sheltered workshop. But it has developed over the years into a factory employing more than 300 blind men and women.

Today Itireleng is a modern complex with its own clinic, a creche for 88 toddlers, whose parents are blind, a hostel and a concert hall.

The factory itself has three departments — one for manufacturing mattresses, pillows and cushions; another for making a wide variety of baskets and yet another for making brushes and brooms.

Mr Hilton Barber, manager of Itireleng, said 70 percent of their products were sold to shops at wholesale prices and the rest directly to the public at retail prices.

Brooms and brushes were produced at the rate of 15 000 a month, and the largest buyers were the Government and municipalities.



Proficiency is the hallmark at Itireleng, and workers are aware their work is judged on merit alone.

A young blind man going through the motions of learning how to travel safely on his own. With him is his instructor (left), Mr Winston Netshifhephe.

"We win tenders on price and quality alone, getting no preferential treatment," said Mr Barber.

He also explained that Itireleng was a special workshop where the blind could earn money for themselves and their families. The average weekly wage was R10.

Half of the 350 blind working at Itireleng live in dormitories, provided with hot water and all the usual amenities. The others rent houses in Ga-Rankuwa with their families.

There were two schools for the blind in the Transvaal, Mr Barber said, and each year people graduating from those schools turn up at Itireleng, looking for jobs.

The waiting list of blind people seeking employment presently stood at about 200, he said. But nothing could be done to accommodate them until some of those already at Itireleng had been absorbed into the open labour market.

Mr Barber said that while the blind worked at Itireleng they were also trained so that they could eventually fit into job situations elsewhere.

As a result blind workers were encouraged to learn braille, typing and switchboard operating.

Before the blind could be placed in jobs in industry, they were trained to operate the type of machines usually used by

ordinary factories.

They were also taught how to travel safely on their own so they could commute alone between their homes and places of employment.

For its survival Itireleng depends on sales of its products, donations and a subsidy from the

Bophuthatswana Government, according to Mr Barber.

But the institution was "going through a serious financial problem at the moment." It needed R50 000, he added. He could not see how they could "come square" without donations.

## Blind band needs some amplifiers

Pretoria Bureau

A group of blind musicians based at the Itireleng blind institute is in need of amplifiers and drums.

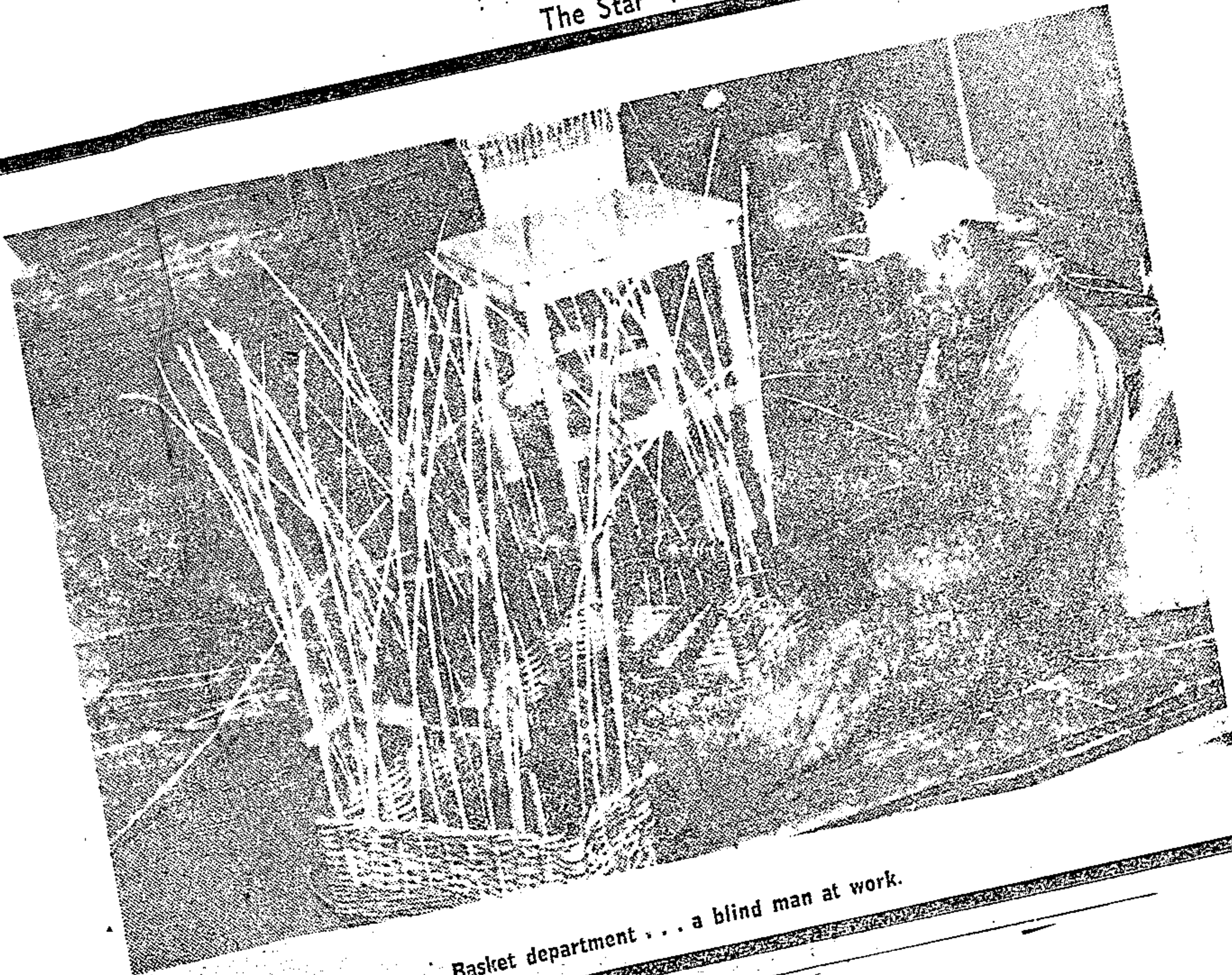
The group, The Orations, consists of Simon Falatse on lead guitar, who also composes for the group; Sarah Monate, vocalist; Max Mbuthuma, leader vocalist; Tailor Phasha, drums; and Koos Masokameng, guitarist and comedian. The group has been without amplifiers and drums for the past three years.

"We have appealed to the public to help obtain these instruments but without success," Mr Falatse said.

Despite the lack of these instruments the group has been meeting three times a week for rehearsals, using old wire-fastened drums, a guitar and a bass.

Max Mbuthuma, who formerly performed with the Bloemfontein Nice Sounds, said the group could not use congas and a piano because these would drown other instruments.





Basket department . . . a blind man at work.

Africans as technicians

I. BACKGROUND:

Basic Reading: B.M. Metzger: The New Testament: Its

See also R. Bultmann: Primitive Christianity

F.F. Bruce: New Testament History, pp1-143

Background, Growth and Content, pp17-78

The general perspective of the background material should be viewed in terms of significance for the emergence and growth of Christianity:

1. Judaism, the Sects, literature, social and political situation.
2. Hellenism, language and culture.
3. Rome, the empire and its administration.

II. THE SYNOPSIS GOSPELS:

Basic Reading: B.M. Metzger: op.cit; pp78-101, and at least

one of the following:

F.C. Grant: The Gospels

Wm. Barclay: The First Three Gospels

A.M. H...: Introducing the New Testament, (3rd ed.), pp23-60

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# Blacks to become artisans, says Union

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Labour Correspondent

THE Electrical Workers' Association yesterday took the first of two crucial decisions relating to opening its ranks to qualified black artisans.

The overwhelming majority of members at the union's tri-annual conference voted in favour of all races being given the opportunity of being trained as artisans.

In closed session today the conference will debate the constitutional amendment that all qualified tradesmen who meet the union's conditions should be admitted as members.

Introducing the motion, Mr J Snyman, executive council member for the Free State and Northern Cape, said the time had come for a complete change in work practices, with the same opportunities for all South Africans.

The white population was "sick and tired" of the taxation burden. "Equal pay for equal work will mean equal tax," he said.

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# Drop in black training

27/8/78  
179

EAST LONDON — A "tremendous drop" had occurred in the training of blacks in the Border region, the National Occupational Safety Association's Border chairman, Mr J. Rich, said yesterday.

Presenting his annual report, he said it was "disappointing to notice this tremendous drop" — from 818 during 1976-77 to 516 during 1977-78 — but said he believed the general state of the economy had played a part in producing this fall. "It is hoped there will be a reversal during the year ahead."

Disabling injuries had dropped during the past year to 1 090 compared with 1 170 in the previous year. Non-disabling injuries, however, had increased from 3 193 to 3 494.

Emphasising the need to reduce lost manhours, Mr Rich said: "The word productivity today is no longer an in word, it is a fact of life in any business and you are all aware of the tremendous cost to the country of manhours lost."

The general manager of Nosa, Mr H. J. Matthyssen, said before this year was out, more than a quarter

of a million South Africans would be victims of on-the-job accidents, serious enough to keep them away from work for at least one full day.

To get the Nosa members to really appreciate the need for improved safety measures, Mr Matthyssen quoted figures which startled many present. He said 110 000 hands, 50 000 feet and 40 000 eyes would be badly injured. Thirty-one thousand men and women would be permanently maimed, some so badly they would never return to their jobs. More than 2 000 people would be killed. — DDR

# Varsity lecturers need special skills—Koornhof

JOHANNESBURG — The Minister of National Education, Dr Plet Koornhof, yesterday suggested that academics wanting to lecture at institutions in higher education should be given special training.

In an address delivered for him by the Secretary for National Education, Dr J. T. van Wyk, Dr Koornhof said serious consideration ought to be given to the systematic establishment of training facilities for academics wanting to lecture.

The address was prepared for the opening of a national symposium on the transition between school and university, organised by a committee of university principals.

Dr Koornhof suggested training of academics would have to begin with instruction in the didactics of higher education for lecturers of first year students.

He also raised the possibility of the establishment of preparatory, internal colleges at universities which could ease the way of students having difficulty in adjusting to university.

Such colleges would be manned by academics having educational qualifications as well as knowledge of their subjects.

In the preparatory year, more emphasis could fall on the instruction of students.

Dr Koornhof said the possibility that diploma holders from colleges of other institutes of higher

education might be able to get university degrees after one further year of study should not be excluded.

A similar procedure in some areas of study at colleges for advanced technical education was also possible. In this way, training at a college could serve as a way of entering a university.

He hoped university principals and provincial education chiefs would reconsider the basic functions of the joint matriculation board to improve the transition from school to university and other institutes of higher

education. Meanwhile two educationists have urged study of a plan to put all first-year university and college students through an orientation semester to channel them into the right study directions.

They also suggested that teacher training institutions become colleges of universities responsible for training both primary and secondary school teachers.

Prof S. J. Preller, Dean of the Faculty of Education at Potchefstroom University, and Prof A. H. Strydom, Director of the Bureau for University Education at the University of the Free State, were delivering a paper at the symposium.

Secondary schools, they said were in danger of developing into mini-universities at the cost of their function of preparing pupils for life generally. — SAPA.

MCH Clinic utilization pit latrine building TB patients to continue drug therapy (continued on next page)

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## TRAINING EXISTING THREE WH PROGRAMMES

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## GENERAL NEWS

# Industry urged to raise output

233 (179)  
28/9/78  
R.D.M.

DURBAN. — Double and even treble shift working could be an effective way to utilise plant equipment in South Africa which often was not even run in before it was overtaken by new technology, Mr Harold Morecombe told the Federated Chamber of Industries executive council meeting in Durban.

Urging industrialists to improve productivity, Mr Morecombe, chairman of the FCI's productivity committee, said this would

keep domestic prices low and stimulate growth. It would also put the economy in a better position to build up export markets and reduce imports.

He quoted figures showing that South Africa lagged behind Western countries in increasing productivity. In the five years from 1970 the increase in Italy was 6% and in South Africa a mere 1.2%.

"We are not using our resources to the best advantage. Vast tonnages of

raw materials are exported to no advantage. Last year, only 5 000 training opportunities were used in the Government-sponsored training centres and supervisory training was sub-standard," he said.

The secretary for industry, Mr Philip Theron, said business should consider contingency planning.

Such planning would help local industry. If goods had to be imported it would be a good thing to find all the channels to

do this, added Mr Theron. Recovery was still in the shallows and it was necessary to consolidate for it to last.

Mr Mickey van der Walt, Secretary for Inland Revenue, said the return from General Sales Tax for July, was R53-million and it might be difficult to reach R650-million for the full year.

"We must not hang the economy on GST as we did a few years ago with the gold price," he said.

On requests for further tax incentives he said the only way the Government could do this was to cut expenditure and there was not much further room to do this.

He said there were possibilities that the import surcharge would be phased out later.

The Council noted there had been a "spectacular" increase in the balance of trade during 1977 and a sustained rise in export earnings, particularly from manufactured exports, though they were operating from a semi-dormant local market.

The Secretary for Commerce, Mr Tjaart van der Walt, assured delegates there would be no changes in export incentives until the Minister of Economic Affairs had studied the mechanical Committee's report on the matter.

Mr Norman Duncan, President of the Natal Chamber of Industries, endorsed a call by delegates to have exports from the countries in the South African Customs Union tabulated so that industry could see what was happening. — Sapa.

## Unemployment poses growing threat, says labour expert

Pretoria Bureau

ECONOMIC and labour experts said yesterday South Africa's long-term unemployment problem has begun to assume alarming proportions.

The chairman of the Corporation for Economic Development, Dr S P du Toit Viljoen, said in an interview in Pretoria yesterday that unlike most other Western countries, South Africa's unemployment problem carried with it the threat of serious unrest.

Dr Viljoen estimated that between now and the end of the century, 62-million new jobs will have to be created for blacks if the country's labour force is to be fully employed.

The economy, he stressed, would have to grow at an annual rate of at least 5½% to meet the growth of the job market.

The problem is underlined by an estimate by the Prime Minister's economic advisory council that this year's growth rate is not expected to exceed 2%.

Dr Viljoen said that by the end of the century the number of new black workers entering the labour market would have increased to 312 000 a year.

Studies based on the country's wealth of human and material resources, and its sophisticated econo-

mic organisation, indicated that a growth rate above 5½% was possible between now and the year 2000.

Dr Viljoen said the threat to social and political stability lay in the young, unemployed, semi-educated urban black. This category had been an explosive and disruptive element in other parts of Africa.

In Durban earlier this week, a former president of the Federated Chamber of Industries, Mr S R Back, said South Africa needed to create 1 000 jobs a day every working day to the end of the century.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said South Africa's long-term unemployment problem was insoluble.

"This we will have to face. The only effective way of tackling the problem — which affects all countries — is strictly applied birth control. There are simply too many people, and modern economics cannot provide enough work".

He suggested a Government-sponsored birth control programme to run parallel with State-sponsored labour-intensive work projects as a base from which the problem could best be tackled.

## Revenue increase for PO

DURBAN. — Post Office revenue had increased by 10,6 % in the first five months of the current financial year, the deputy Postmaster General, Mr Chris Gouws, said in Durban yesterday.

Addressing the Federated Chamber of Industries (FCI) convention, he said the Post Office expected total revenue for the year to reach R764-million — 2,7 % more than budgeted.

But he pointed out the increases were offset by higher capital and operating expenditure.

Use of the telephone services had increased considerably, and metered telephone calls for July increased by 38% compared to July last year.

Income from foreign services increased by 25% and telex services by 16,7%.

Dr Anton Moolman, chief commercial superintendent of the South African railways, indicated that during the first five months of the current financial year the administration had shown a surplus of R54 400 000, which was well above budget.

This surplus was accounted for by a small increase in revenue and improved savings, he said. — Sapa.

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# Black <sup>(179)</sup> training plan in doldrums

**DESPITE** the availability of massive tax incentives, only 3 800 black workers were trained last year at the eight urban industrial training centres, which have the capacity to handle 75 000 trainees a year.

The failure of this training effort, at a time when the urgent need for black training has been widely accepted, has become a matter of increasing concern to organised industry in the past year.

The eight centres were established at a cost of R2-million in white industrial areas under the Bantu Employees' In-service Training Act of 1976, which allows industrialists to claim tax deductions equal to twice the cost of training.

The cost of building and equipping the centres was borne by the State, but running costs are met by commerce and industry.

A major problem is that the co-ordinating council which governs the scheme is hamstrung by its lack of full-time administrative staff. The Department of Education and Planning, meanwhile, appears reluctant to take any action until the reports of the Wiehahn and Riekert commissions have been produced.

One reason is that the commissions may make recommendations which would transfer the council and the administration of the Act to some other department.

Business men complain that the council is thus not getting the backing it needs from the department.

But private sector interests are also at loggerheads. Some industrial sectors refuse to use the centres because they are set-

Only  
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centres

By TONY  
KOENDERMAN

ting up their own training schemes.

Others are objecting to the payment of the levy used to fund the running costs of the centres.

For some industrialists, the centres are too far from their factories, and the provision of daily transport to the centres for their workers is a problem. There is also a shortage of suitable instructors.

Despite everything, however, the chief educational planner at the Department of Education and Training, Marius Krige, remains confident the scheme will work.

He told the recent congress of the Federated Chamber of Industries that this year would show a sharp increase in the throughput as the economy improved. He pointed out, too, that some centres had only recently been opened.

It is clear, though, that the present unco-ordinated approach to black training must be radically altered.

24/10/78 119

# Botha: more skilled jobs for blacks

**VEREENIGING** — Blacks would have to fill skilled jobs in future because there would not be enough whites for all the jobs, the Minister of Labour, Mr Fanie Botha, said yesterday.

Addressing a symposium on the optimum utilisation of manpower, Mr Botha said South Africa was already experiencing a skilled labour shortage in some industries.

Projections showed South Africa would experience a skiller labour shortage of 21 per cent in 1980. By 1990 there would be a shortage of 1,4 million office workers, 180 000 workers in the technical and professional fields, and 758 000 in the skilled and semi-skilled categories.

Mr Botha said the Government fully realised its responsibilities in this regard.

"The Government will not stand in the way of the employment of workers of other races in occupations

and classes of work previously exclusively done by whites as long as this is done in an orderly way and with the knowledge and co-operation of the white, employees and their trade unions," Mr Botha said.

Black access to the professional, semi-professional and technical occupation had increased considerably from 1971 to 1977.

According to the recent manpower survey of the Department of Labour, whites in these occupations had increased by 31 per cent, Coloureds by 71 per cent, Asiatics by 65 per cent and blacks by 49 per cent.

In clerical occupations, Coloureds had increased by 99 per cent, Asiatics by 62 per cent and blacks by

101 per cent.

Mr Botha said less than one per cent of South Africa's total manpower was affected by the five work reservation determinations still in existence.

"Work reservation has not — as was often incorrectly stated — been applied in favour of the whites only, but certain types of work in particular industries have specifically also been reserved for Indians and Coloureds."

"But of all the work reservation determinations which were made since the work reservation provisions were placed on the statute book 22 years ago, I have already withdrawn 18 determinations and suspended two," Mr Botha said. — SAPA-DDC.

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number of houses, rooms or beds, whichever applicable, was systematically selected.<sup>3</sup> Most interviews were conducted in Xhosa and lasted about two hours. There were few refusals and a wide variety of reasons was given for refusing. A systematic method of replacing refusals was also

1. Sheila T. Van der Horst (1964); the field work was carried out over the years 1955 to 1957.
2. The living quarters were divided into the following types:  
Guguletu : Residential area (permanent residents only); Barracks (BAD); Employers' Barracks; Section 3 near Klipfontein Road (residential area for migrant labourers only); KTC ("Dutch Location", squatters).  
Langa : Residential area (permanent residents only); Old Flats; New Flats; Main Barracks; North Barracks; Zones; Special Bachelor Quarters.
3. Even though systematic sampling was employed this did not introduce a bias into the sampling because the population was not systematically distributed. See C.A. Moser and G. Kalton, Survey Methods in Social Investigation (Heinemann, 1971), p.83.

**LACK OF SKILLED LABOUR WORRIES SADIE**

AN increasingly acute shortage of skilled labour caused by a plummeting white birth rate and an evaporating flow of immigrants threatens to stifle economic growth, says Professor Jan Sadie, director of the Bureau for Economic Research of the University of Stellenbosch.

The annual average number of immigrants has dropped from 27 000 between 1970 and 1976 to virtually zero, and the white birth rate had declined dramatically from 23 a 1 000 to less than 19 a 1 000.

The country's total white population, he says, is only likely to grow from 4,42-million this year to about 4,5-million by 1980.

The number of whites in the 15 to 64 "productive age group" he adds, is only expected to increase by a mere 1,1 percent.

He said that with the declining birth rate, lack of immigration and extended military service, which retards the entry of about 37 000 young men into the labour force by a year, white males will only account for about seven percent of South Africa's total male labour force.

Sadie says the economy could find itself in severe difficulty when the rate of growth climbs to between four and five percent.

"A continuation of ex-

# Recovery faces new threat



Jan Sadie

**Report by ESMOND FRANK**

isting policy and trends in the supply of skilled labour can drown the revival almost at birth in cost inflation by way of both low productivity and vigorous demands for high wages," he said.

He believes the solution is the immediate introduction of a large-scale training programme.

He adds that whether or not the move by whites out of blue collar jobs can be reversed, other population groups will have to provide the major portion of skilled workers.

"If there are educational requirements for the admission to courses of training which are not necessary for the successful completion of courses, but have been written in as a means of

limiting admissions, they have to be abandoned.

"If the feelings against such jettisoning run very high, they may conceivably be assuaged by a recourse to a differentiation between higher and lower diplomas or a certificate of competence versus a diploma which will, of course, be accompanied by differential wages.

"A contrived scarcity of skilled labour amid an imbalance of human material capable of being trained makes neither economic nor political sense."

Sadie's sentiments were echoed in Johannesburg this week by Fanie Botha, Minister of Labour who told delegates at a symposium on the optimum utilisation of manpower that greater emphasis will

have to be placed on the development and use of black labour in the face of a growing shortage of skilled manpower.

By 1980, he predicts, there will be a shortage of 1,4 million office workers, 180 000 professionals and technicians and 758 000 skilled and semi-skilled workers.

Quoting the results of a recent manpower survey conducted by the Department of Labour, Botha said the number of whites in professional and semi-professional occupations increased by 31 percent between 1971 and 1977, yet the number of blacks in these occupations increased by 49 percent, the number of coloureds by 71 percent and the number of Indians by 65 percent.

Dear Forest Glade,

Half a year has passed since our last A.G.M.; and you may like to know what has been, and is, happening in the Association.

1. COMPOSITION OF THE BOARD

We have sadly had to accept the resignations of R.A. Provan, H.S. Rumbelov and G.C. Winn from the Board. Mrs. Mary Greenhalgh, who was co-opted to the Board immediately after the A.G.M., was elected as Chairman, J.O. Head as Vice-Chairman, and Mr. E.E. Monk was co-opted as a Director. The Board of Directors now comprises the following:-

- Mrs. Mary Greenhalgh (Chairman) - Hse No. 81 (Hamlet 2) Tel. 723719
- J.O. Head (Vice-Chairman) - Hse No. 53 (Hamlet 3) Tel. 724726
- A. Fox - Hse. No. 44 (Hamlet 4) Tel. 721718
- D.S. Roberts - Hse. No. 1 (non resident) Tel. (office) 452086
- G.B.R. Burns - Hse. No. 30 (Hamlet 4) Tel. 727074
- E.E. Monk - Hse. No. 39 (Hamlet 4) Tel. 723946

They will be glad to help you if they can, so please feel free to contact them if you have problems about your house or the estate or matters you would like discussed at a Board Meeting.

2. FEES

Since the increases in the monthly levy, we have managed to meet our commitments and to use the funds coming from the extra levy of R5.00 per month per house raised for that purpose, for the gradual painting of the exterior walls of the houses. This so far this year the finances of the Association have been satisfactory, though constant control of expenditure has still to be exercised to maintain this. If anyone wishes to have further details about this, the books, budgets etc., are available at the Secretary's house - No. 44.

3. PROBLEMS WITH ENCLOSURES

The Directors have had their attention drawn to the fact that some members have been enclosing their own property and in a few cases, enclosing parts of the common area with private walls, so appearing to stoke a claim of ownership to it. It is allowed to continue this enclosing will gradually undermine the whole open-plan concept of Forest Glade, and it also can cause illfeeling between neighbours.

These enclosures have been made in various ways - by walls, fences or hedges, or by less obvious, but just as effective barriers made from careful landscaping or groupings of plants. The Directors have been put into a very difficult and worrying position over this, and have felt obliged to conclude that it is in the interests of all members to retain the open-plan scheme for Forest Glade. It is not possible to consider the individual merits of the various cases without appearing invidious, and therefore, it seems in the best interests of the members generally, to insist that the regulations should be complied with.

Members are reminded that no walls, fences or other external erections are allowed on their property without the prior consent of the Board of Directors and the Divisional Council. The common area must be kept open for the use and enjoyment of all members. No full enclosures of any sort can be permitted, and all which have been made must be completely opened up. Barriers or constructions

put on the common area and interfering with the enjoyment and use of the common area by all must be removed.

We quite realise that some people have gone to a lot of trouble and expense to plant on their own or the common area. Thus where enclosures have been made by planting, we hope that they can be opened up by the least possible disturbance and the judicious moving of certain, rather than all, plants. Mr. Roberts, the Architect for the estate, and member of the Board, will be glad to discuss and advise on the possible methods of doing this, and we would suggest that people who have enclosures made by plants should contact him before moving or removing plants themselves.

The Directors have most reluctantly decided that if these enclosures, barriers or obstructions have not been removed by the end of 1973, they must take the necessary steps, possibly through legal action, to have them opened up or removed. While some people have already received requests to open up enclosures and remove barriers, we wish to make it clear that the regulations and policies apply equally to all.

As a general rule, the Directors have decided that they will consider applications for the removal of enclosures and barriers and western boundaries of the estate.

EAST LONDON - The Ciskei Minister of Education, Chief D. M. Jongilanga, yesterday appealed to members of the Motor Industries Federation to open their garage doors to black apprentices.

The Minister was speaking to 42 members of MIF after they inspected the Mveliso Industrial School, Mdantsane.

The school has been built at an estimated cost of R10 000 donated by the Federation. The MIF also donated a further R3 000 for tools and other equipment used at the school. The school was started in September 1973.

Among the 42 members who inspected the school were the chairman of MIF for the Border Division, Mr E.G. Grenfell, the secretary for the federation for the Eastern Cape and Border, Mr R.P.W. Hayward, and the Mdantsane Chief Magistrate, Mr D.G. Bouchier.

Chief Jongilanga said it had taken some time for blacks to have the type of education which was provided at the school. Before there had been no commercial and industrial schools for blacks.

# Garages urged to train blacks

For many years skilled work was a closed channel, but things changed with time, he said.

The government, he said, expected efficiency and productivity and not cheap labour provided by people who had been trained at the school.

Chief Jongilanga said having a close liaison with the motor industry would result in an exchange of ideas. "People trained in this school should be provided with work opportunities. It would be useless to train them for them to have nothing to do when they have completed," he said.

Mr Grenfell said the idea of training people at the school established by MIF was to have all ethnic groups and to have harmony and mutual co-operation.

Mr Grenfell said he hoped that there would be co-operation between the Ciskei Government and MIF.

Thanking Chief Jongilanga, Mr Hayward said industry was for the good of South Africa. - DDR.

up on their balconies in the quality of passersby. The houses have yards especially to avoid this unattractive feature. Moreover, it is quite possible to put up lines at a very low level on 1st floor balconies so that washing hanging on them cannot be seen from the ground or from other houses. Please would people refrain from putting washing in a place or at a level where it can be seen by others.

7. EXTERIOR LIGHTS

For a glorious few weeks after the repair work on the lights had been completed

(b) a person who is serving on the Reserve in terms of section 46, 47, 48 or 48A of the Act;  
(c) a scholar."

(b) 'n persoon wat kragtens artikel 46, 47, 48 of 48A van die Wet op die Reserwe dien;  
(c) 'n skolier."

**DEPARTMENT OF EDUCATION AND TRAINING**

**DEPARTEMENT VAN ONDERWYS EN OPLEIDING**

No. R. 2472 15 December 1978  
THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

No. R. 2472 15 Desember 1978  
DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

EMTHONJENI PUBLIC IN-SERVICE TRAINING CENTRE, PORT ELIZABETH. — REPEAL OF GOVERNMENT NOTICE

EMTHONJENI- OPENBARE INDIENSOPLEIDINGSENTRUM, PORT ELIZABETH. — INTREKKING VAN GOEWERMENSKENNISGEWING

I, Andries Petrus Treurnicht, Deputy Minister of Education and Training, acting on behalf and on the instructions of the Minister of Education and Training, hereby, in terms of section 14 (4) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), repeal Government Notice 1200, dated 1 July 1977.

Ek, Andries Petrus Treurnicht, Adjunk-minister van Onderwys en Opleiding, handelende namens en in opdrag van die Minister van Onderwys en Opleiding, trek hierby, kragtens artikel 14 (4) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), Goewermentskennisgewing 1200 van 1 Julie 1977 in.

A. P. TREURNICHT, Deputy Minister of Education and Training.

A. P. TREURNICHT, Adjunk-minister van Onderwys en Opleiding.

No. R. 2473 15 December 1978  
THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

No. R. 2473 15 Desember 1978  
DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

NOTICE OF INTENTION TO IMPOSE A LEVY IN AID OF THE EMTHONJENI PUBLIC IN-SERVICE TRAINING CENTRE, PORT ELIZABETH

KENNISGEWING VAN VOORNEME OM 'N HEFFING TEN BEHOEWE VAN DIE EMTHONJENI- OPENBARE INDIENSOPLEIDINGSENTRUM TE PORT ELIZABETH OP TE LE

The Deputy Minister of Education and Training, acting on behalf of and on the instructions of the Minister of Education and Training, intends, in terms of section 14 (3) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 10c per month per employee in respect of all Black employees in the fixed area of the centre, that is the area of the Cape Midlands Administration Board, engaged in the industries or undertakings listed below, in respect of which training is provided at the Emthonjeni Public In-service Training Centre, Port Elizabeth:

Die Adjunk-minister van Onderwys en Opleiding, handelende namens en in opdrag van die Minister van Onderwys en Opleiding, is van voorneme om ingevolge artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), 'n heffing van 10c per maand per werknemer te hef ten opsigte van alle Swart werknemers wat in die vasgestelde gebied van die sentrum, naamlik die gebied van die Administrasieraad vir die Kaapse Middelland, betrokke is in die nywerhede of ondernemings hieronder genoem ten opsigte waarvan opleiding by die Emthonjeni- Openbare Indiensopleidingsentrum te Port Elizabeth verskaf word:

- (1) Asbestos Cement Products Industry; (1)
- (2) Automobile Manufacturing Industry as defined in Government Notice R. 1557, dated 31 August 1973; (36)
- (3) Baking and Confectionery Industry as defined in Government Notice R. 603, dated 14 April 1972; (2)
- (4) Basketware Manufacturing Industry; (27)
- (5) Biscuit Manufacturing Industry as defined in Government Notice R. 1998, dated 24 October 1975; (4)
- (6) Brewing Industry; (8)
- (7) Brush and Broom Manufacturing Industry as defined in Government Notice R. 567, dated 7 April 1972; (5)
- (8) Building Industry; (6)
- (9) Canvas Goods and Allied Products Industry as defined in Government Notice R. 1575, dated 1 September 1972; (42)
- (10) Cement Manufacturing Industry as defined in Government Notice R. 620, dated 11 April 1974; (43)
- (11) Cement Products Industry; (44)
- (12) Ceramics Industry; (20)
- (13) Chemical Industry; (10)

- (1) Asbesmentproduktenywerheid; (1)
- (2) Bak- en Banketnywerheid soos omskryf in Goewermentskennisgewing R. 603 van 14 April 1972; (3)
- (3) Bedryf vir die maal of verpakking van sout; (54)
- (4) Beskuitnywerheid soos omskryf in Goewermentskennisgewing R. 1998 van 24 Oktober 1975; (5)
- (5) Borsel- en Besemnywerheid soos omskryf in Goewermentskennisgewing R. 567 van 7 April 1972; (7)
- (6) Bounywerheid; (8)
- (7) Breinywerheid; (29)
- (8) Brounywerheid; (6)
- (9) Buiteband- en Rubbernywerheid soos omskryf in Goewermentskennisgewing R. 991 van 14 Junie 1974; (55)
- (10) Chemiekalieënywerheid; (13)
- (11) Drankvervaardigingsnywerheid soos omskryf in Goewermentskennisgewing R. 354 van 8 Maart 1974; (33)
- (12) Druk- en Nuusbladnywerheid soos omskryf in Goewermentskennisgewing R. 2596 van 30 Desember 1977; (43)
- (13) Elektrotegniese Nywerheid; (18)



- (14) Civil Engineering Industry as defined in Government Notice R. 924, dated 5 May 1978; (45)
- (15) Commercial Distributive Trade as defined in Government Notice R. 1829, dated 5 October 1973; (22)
- (16) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (15)
- (17) Dairy Industry as defined in Government Notice R. 2298, dated 24 December 1971; and
- (18) Electrical Industry; (13)
- (19) Food Industry as defined in Government Notice R. 3106, dated 15 August 1969; (56)
- (20) Footwear Industry; (46)
- (21) Fruit and Vegetable Canning Industry; (57)
- (22) Furniture Manufacturing Industry as defined in Government Notice R. 969, dated 11 June 1976; (28)
- (23) Glass and Glassware Manufacturing Industry as defined in Government Notice R. 1097, dated 29 June 1973; (14)
- (24) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793, dated 18 May 1973; (49)
- (25) Hotel and Liquor Trade as defined in Government Notice R. 1634, dated 24 September 1971; (17)
- (26) Ice-cream Manufacturing Industry as defined in Government Notice R. 710, dated 8 May 1970; (34)
- (27) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats as defined in Government Notice R. 517, dated 5 April 1973; (35)
- (28) Iron, Steel, Engineering and Metallurgical Industries as defined in Government Notice R. 1112, dated 2 June 1978; (60)
- (29) Knitting Industry; (7)
- (30) Lead Acid Batteries Manufacturing Industry; (25)
- (31) Leather Industry as defined in Government Notice R. 1213, dated 16 June 1978; (23)
- (32) Liquid Fuel and Oil Trade as defined in Government Notice R. 1829, dated 5 October 1973; (55)
- (33) Liquor Manufacturing Industry as defined in Government Notice R. 354, dated 8 March 1974; (11)
- (34) Meat Trade; (54)
- (35) Millinery Industry; (16)
- (36) Milling Industry as defined in Government Notice R. 3554, dated 17 October 1969; (26)
- (37) Mineral Water Manufacturing Industry as defined in Government Notice R. 1224, dated 13 July 1973; (29)
- (38) Monumental Masonry Industry; (30)
- (39) Motor Garage Trade as defined in Government Notice R. 1829, dated 5 October 1973; (31)
- (40) Motor Industry as defined in Government Notice R. 1039, dated 17 June 1977; (32)
- (41) Motor Transport Undertaking (Goods) as defined in Government Notice R. 676, dated 11 April 1975; (33)
- (42) Pet Foods Industry; (53)
- (43) Printing and Newspaper Industry as defined in Government Notice R. 2596, dated 30 December 1977; (12)
- (14) Glas- en Glaswarenywerheid soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (23)
- (15) Handelondernemings wat Swartes in diens het om werk te verrig wat vermeld word in die omskrywings van "winkel" en "kantoor" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (16)
- (16) Hoedenywerheid; (35)
- (17) Hotel- en Drankbedryf soos omskryf in Goewermentskennisgewing R. 1634 van 24 September 1971; (25)
- (18) Houtverwerkingsnywerheid soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (58)
- (19) Kamstoftekstielywerheid; (60)
- (20) Keramieknywerheid; (12)
- (21) Klipvergruisingsnywerheid soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (49)
- (22) Kommersiële Distribusiebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (15)
- (23) Leernywerheid soos omskryf in Goewermentskennisgewing R. 1213 van 16 Junie 1978; (31)
- (24) Lekkergoednywerheid soos omskryf in Goewermentskennisgewing R. 628 van 24 April 1970; (50)
- (25) Loodsuurbatteryvervaardigingsbedryf; (30)
- (26) Maalnywerheid soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (36)
- (27) Mandjieswerkvervaardigingsnywerheid; (4)
- (28) Meubelnywerheid soos omskryf in Goewermentskennisgewing R. 969 van 11 Junie 1976; (22)
- (29) Mineralewaternywerheid soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (37)
- (30) Monumentklipmesselnywerheid; (38)
- (31) Motorgaragebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (39)
- (32) Motornywerheid soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (40)
- (33) Motorvervoeronderneming (Goedere) soos omskryf in Goewermentskennisgewing R. 676 van 11 April 1975; (41)
- (34) Nywerheid vir die Vervaardiging van Roomys soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (26)
- (35) Nywerheid vir die Vervaardiging van Seep-Kerse, Suiweringsmiddels, Eetbare Olies of Vette soos omskryf in Goewermentskennisgewing R. 517 van 5 April 1973; (27)
- (36) Outomobielnywerheid soos omskryf in Goewermentskennisgewing R. 1557 van 31 Augustus 1973; (2)
- (37) Ondernemings wat handel drywe in ou metaal; (56)
- (38) Padpassasiersvervoerbedryf soos omskryf in Goewermentskennisgewing R. 1983 van 26 Oktober 1973; (46)
- (39) Privaathotel- en Losieshuisbedryf soos omskryf in Goewermentskennisgewing R. 1140 van 13 Junie 1975; (44)
- (40) Pulp- en Papiernywerheid soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (45)
- (41) Rubber- en Rubberproduktenywerheid soos omskryf in Goewermentskennisgewing R. 588 van 15 April 1977; (47)
- (42) Seildoekgoedere- en Verwante Produkte nywerheid soos omskryf in Goewermentskennisgewing R. 1575 van 1 September 1972; (9)
- (43) Sementnywerheid soos omskryf in Goewermentskennisgewing R. 620 van 11 April 1974; (10)

- (44) Private Hotel and Boarding-house Trade as defined in Government Notice R. 1140, dated 13 June 1975; (39)
- (45) Pulp and Paper Manufacturing Industry as defined in Government Notice R. 425, dated 10 March 1978; (40)
- (46) Road Passenger Transport Industry as defined in Government Notice R. 1983, dated 26 October 1973; (38)
- (47) Rubber and Rubber Products Manufacturing Industry as defined in Government Notice R. 588, dated 15 April 1977; (41)
- (48) Stevedoring Trade as defined in Government Notice R. 2311, dated 15 December 1972; (47)
- (49) Stonecrushing Industry as defined in Government Notice R. 577, dated 13 April 1973; (21)
- (50) Sweet Manufacturing Industry as defined in Government Notice R. 628, dated 24 April 1970; (24)
- (51) Tea, Coffee and Chicory Industry as defined in Government Notice R. 51, dated 10 January 1969; (50)
- (52) Textile Manufacturing Industry; (51)
- (53) Timber Trade as defined in Government Notice R. 1829, dated 5 October 1973; (52)
- (54) Trade for the grinding and packing of salt; (3)
- (55) Tyre and Rubber Manufacturing Industry as defined in Government Notice R. 991, dated 14 June 1974; (9)
- (56) Undertakings dealing in scrap metal; (37)
- (57) Watch Patrol Services as defined in Government Notice R. 3403, dated 26 September 1969; (58)
- (58) Woodworking Industry as defined in Government Notice R. 2006, dated 15 December 1967; (18)
- (59) Wool, Mohair, Hides and Skins Trade; (59)
- (60) Worsted Textile Manufacturing Industry; (19)
- Employers in the above-mentioned area who are engaged in the industries or undertakings listed in (1) to (60) are requested to submit representations with regard to the said levy within a period of two months from the date of publication of this notice, to the Chairman of the Co-ordinating Council for In-service Training of Black Employees, Private Bag X212, Pretoria, 0001.
- (44) Sementiproduktenywerheid; (11)
- (45) Siviele Ingenieursnywerheid soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978; (14)
- (46) Skoelselnywerheid; (20)
- (47) Stuwadoorsbedryf soos omskryf in Goewermentskennisgewing R. 2311 van 15 Desember 1972; (48)
- (48) Suiwelnywerheid soos omskryf in Goewermentskennisgewing R. 2298 van 24 Desember 1971; (17)
- (49) Swarklei- en Verwante Produktenywerheid soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (24)
- (50) Tee-, Koffie- en Sigoreinywerheid soos omskryf in Goewermentskennisgewing R. 51 van 10 Januarie 1969; (51)
- (51) Tekstielywerheid; (52)
- (52) Timmerhoutbedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (53)
- (53) Troeteldiervoedselbedryf; (42)
- (54) Vleisbedryf; (34)
- (55) Vloeiware Brandstof- en Oliebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (32)
- (56) Voedselnywerheid soos omskryf in Goewermentskennisgewing R. 3106 van 15 Augustus 1969; (19)
- (57) Vrugte-en-groente-inmaaknywerheid; (21)
- (58) Wagpatroliedienste soos omskryf in Goewermentskennisgewing R. 3403 van 26 September 1969; (57)
- (59) Wol-, Angorahaar-, Huid- en Velbedryf; (59)
- (60) Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (28).
- Werkgevers wat in die gebied hierbo genoem, betrokke is in die nywerhede of ondernemings in (1) tot (60) genoem, word versoek om binne twee maande vanaf die datum van publikasie van hierdie kennisgewing vertoë oor die bedoelde heffing te rig aan die Voorsitter van die Koördinerende Raad vir Indiensopleiding, van Swart Werknemers, Privaat sak X212, Pretoria, 0001.

MANPOWER TRAINING

1997

MANPOWER -  
Training  
1977

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## A 'first' for the SAAF

Own Correspondent

CAPE TOWN — For the first time in the history of the SAAF a group of coloured men started work at the Ysterplaat Air Force base today, as members of the Permanent Force.

The men finished their basic training at the Cape Corps Service Battalion in Eerste River last year.

Making the announcement at Ysterplaat today, Brigadier Willem van den Bos, Chief of Air Staff Personnel, said although coloured men fought in the last war in the SAAF, they were not members of the Permanent Force.

28/11/77  
These 25 men are the first of what we hope will be a very large group. The only problem is getting more of them into the SAAF.

"We have decided to start on a small scale. The 25 men who started today, have served a year in the Cape Corps and most of them reported for duty yesterday.

Today is their first day in a SAAF uniform," Brigadier van den Bos said.

"They will be employed as firemen, chefs, painters and signwriters and equipment assistants.

Other musterings are also being considered. We must find something with market value as we hope they will make the SAAF a career," he said.

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Hansard 2 vol 159 4/2/77

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**Training schemes for Black employees**

163. Dr. A. L. BORAINÉ asked the Minister of Bantu Education:

- (a) How many employers had applied by 31 December 1976 to have training schemes for Black employees approved by his Department, (b) how many applications were approved and (c) in respect of what total number of employees.

The MINISTER OF BANTU EDUCATION:

(a) 399.

(b) 260.

(c) The information is not readily available. No statistics are supplied to my Department on the number of employees that have been trained at such schemes.

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have completed such training in each category since the promulgation of that Act.

The MINISTER OF BANTU EDUCATION:

(1) (a)	(aa)	(bb)	Total
(i) .....	8	0	8
(ii) Private centres ...	1	0	1
Schemes .....	206	62	268*

\* Applications have been received from approximately 70% of the approved schemes for the approval of additional courses.

- (b) (i) Waltloo: Pretoria.  
Apex: Benoni.  
Chamdor: Krugersdorp.  
Sebokeng: near Vereeniging.  
Boithusong: Bloemfontein.  
New Brighton: Port Elizabeth.  
Pinetown: Pinetown.  
Boskop: Potchefstroom.

(ii) Private centres: Luipaardsvlei.  
Schemes: The information is not readily available—268 schemes are involved.

(2) In-service training .....	(a)	25 219
	(b)	52 507
Total .....		77 726

Pre-in-service training: No workers. (7 331 pupils).

In-service training: Act No. 86 of 1976

537 Mr. H. MILLER asked the Minister of Bantu Education:

- (1) (a) How many (i) public and (ii) private in-service training centres and/or schemes had been registered and/or established (aa) as at 30 June 1976 and (bb) since the promulgation of Act No. 86 of 1976 and (b) where have they been sited;
- (2) how many Black workers (a) had received in-service training and/or pre-in-service training in the Republic as at 30 June 1976 and (b) have received such training since the promulgation of Act No. 86 of 1976;
- (3) what funds (a) had been spent as at 30 June 1976 and (b) have been spent since the promulgation of that Act by his Department in respect of public centres;
- (4) how many Bantu (a) had completed a course of training at (i) public centres and (ii) private centres and/or training schemes as at 30 June 1976 and (b)

(3)	(a)	(b)	Total
Department of Bantu Education ...	R271 225,30	R36 382,50	R307 607,80
Department of Public Works .....	R2 282 744,00	R572 688,00	R2 855 462,00

(4)	(a)	(b)	Total
(i) Public centres .....	719	943	1 662
Private centres .....	535	428	963
Schemes .....	23 965	51 136	75 101
	25 219	52 507	77 726

Senate Hansard 2 Q col 11

24/2/77

**Bantu Building Workers' Act/Industrial  
Conciliation Act**

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

How many Bantu persons were being  
trained under (a) the Bantu Building Work-  
ers' Act, 1951, and (b) sections 48 and 48  
(a) of the Industrial Conciliation Act, 1956,  
as at 31 December 1974, 1975 and 1976.

The MINISTER OF LABOUR:

- (a) 379 as at 31 December 1974.  
456 as at 31 December 1975.  
290 as at 31 December 1976.
- (b) Statistics in connection with Bantu  
who are being trained in terms of  
schemes established under sections 48  
and 48A of the Industrial Conciliation  
Act, 1956, are not available as such  
training is undertaken by industrial  
councils or groups or associations of  
employers.



DEPARTEMENT VAN BANTOE-ONDERWYS

No. 313

4 Maart 1977

KENNISGEWING INGEVOLGE ARTIKEL 14 (2) VAN DIE WET OP INDIENSOPLEIDING VAN BANTOEWERKNEMERS, 1976 (WET 86 VAN 1976). VAN VOORNEME OM 'N HEFFING TEN BEHOEWE VAN DIE BOITHUSONG-OPENBARE INDIENSOPLEIDINGSENTRUM TE BLOEMFONTEIN OP TE LÊ

Die Minister van Bantoe-onderwys is van voorneme om ingevolge artikel 14 (3) van die Wet op Indiensopleiding van Bantoewerknemers, 1976 (Wet 86 van 1976). 'n heffing van 10c per week per werknemer te hef ten opsigte van alle Bantoewerknemers wat in die Bantoesake-administrasieraadsgebiede Suid-, Midde- en Noord-Oranje-Vrystaat (distrik Sasolburg uitgesluit) en Diamantveld in die nywerhede hieronder genoem en waarin opleiding by die Boithusong-Openbare Indiensopleidingsentrum gegee word, betrokke is:

- (a) Motornywerheid.
- (b) Boubedryf.
- (c) Siviele-ingenieursbedryf.
- (d) Handel en distribusie.
- (e) Yster-en-staalbedryf.
- (f) Hotelbedryf.

Werkgewers wat in die gebiede hierbo genoem betrokke is in die nywerhede in (a) tot (f) genoem, word versoek om binne twee maande vanaf die datum van die publikasie van hierdie kennisgewing vertoë oor die bedoelde heffing te rig aan die Voorsitter van die Koördinerende Raad vir Indiensopleiding van Bantoewerknemers, Private Bag X212, Pretoria, 0001.

DEPARTMENT OF BANTU EDUCATION

No. 313

4 March 1977

NOTICE IN TERMS OF SECTION 14 (2) OF THE BANTU EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976), OF INTENTION TO IMPOSE A LEVY IN AID OF THE BOITHUSONG PUBLIC IN - SERVICE TRAINING CENTRE, BLOEMFONTEIN

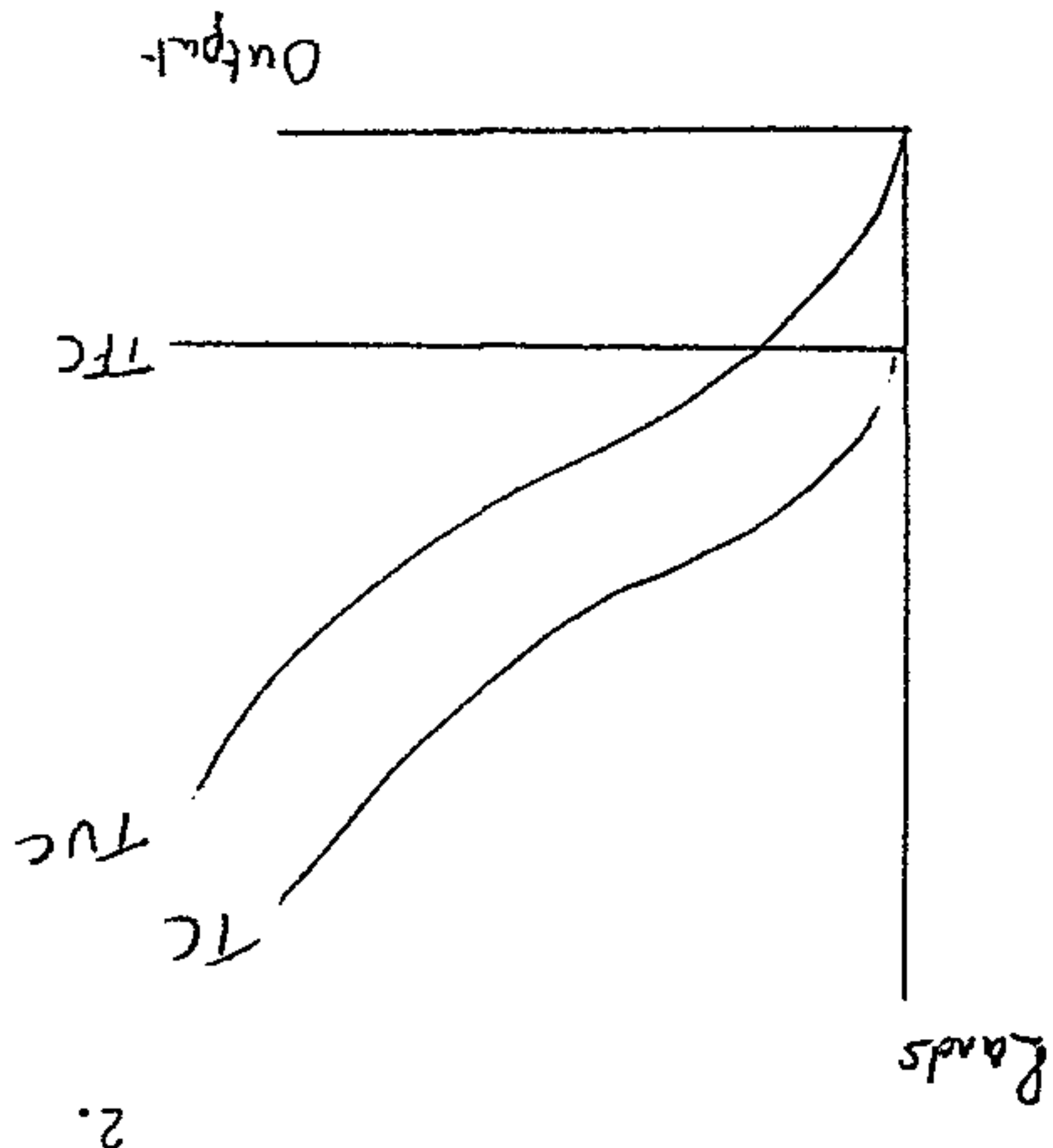
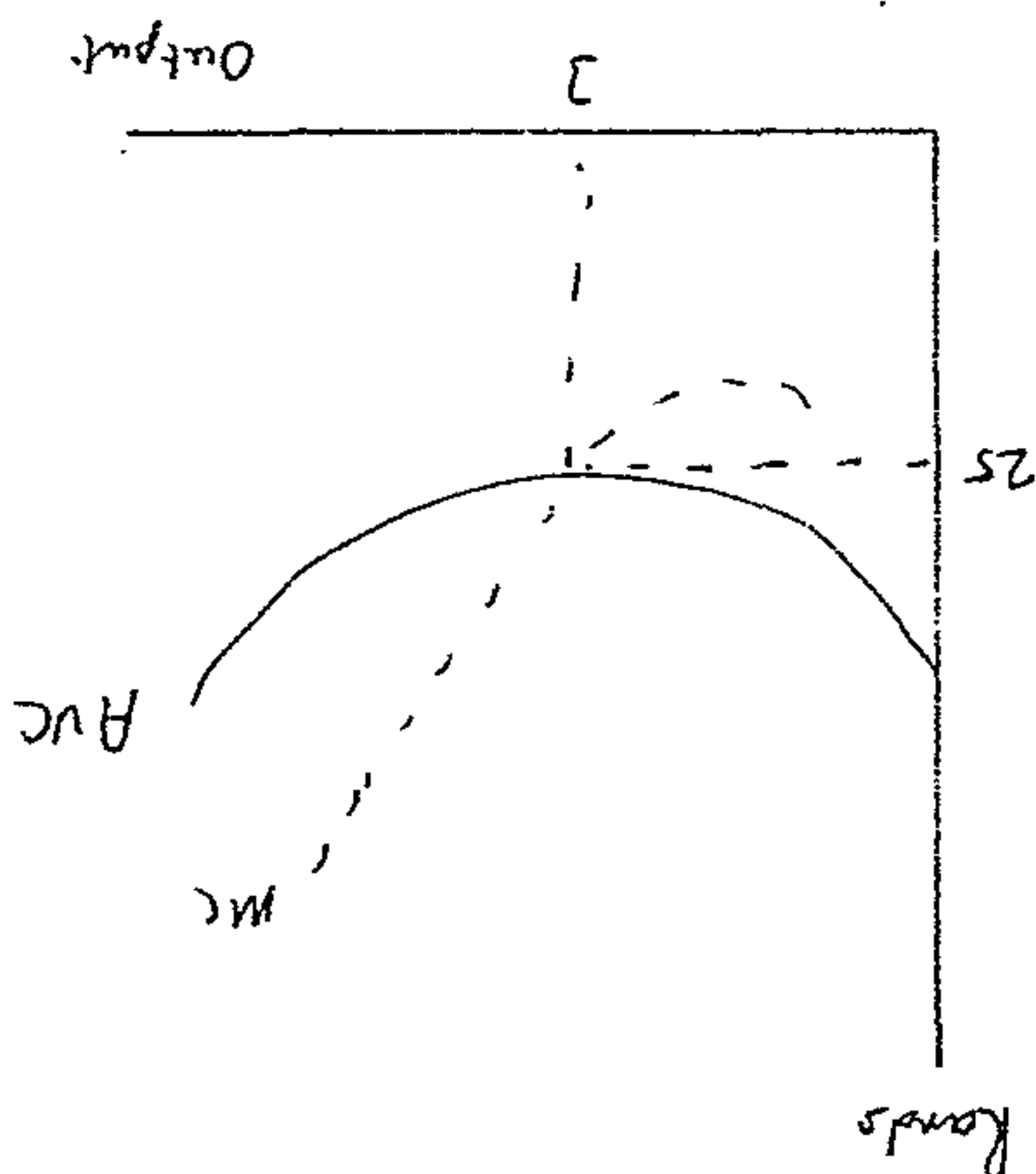
The Minister of Bantu Education intends in terms of section 14 (3) of the Bantu Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 10c per week per employee in respect of all Bantu employees in the area of the Southern, Central and Northern Orange Free State (District of Sasolburg, excluded) and the Diamondfield Bantu Affairs Administration Boards employed in the industries listed below and in which training is provided at the Boithusong Public In-Service Training Centre:

- (a) Motor industry.
- (b) Building industry.
- (c) Civil engineering industry.
- (d) Commerce and distribution.
- (e) Iron and steel industry.
- (f) Hotel industry.

Employers in the above-named areas who are involved in the industries listed in (a) to (f) are requested to submit representations with regard to the said levy within a period of two months of the date of publication of this notice to the Chairman of the Co-ordinating Council for In-Service Training of Bantu Employees, Private Bag X212, Pretoria, 0001.

The MD hasn't asked you to consider other alternatives e.g. doing neither  
The choices are between doing the Parow job or the Bellville job -

(4) Opportunity Cost



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Hansard 15 col 1107 13/3/77

**Trade training schemes for Bantu**

906. Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

(a) How many industrial firms are making use of the scheme for providing crash courses of training subsidized by his Department for Bantu factory operatives to be employed in individual specialized trades in border industries, (b) how many operatives were trained in such schemes during 1976 and (c)(i) how many such training schemes are there in the Republic, including the homelands, and (ii) where is each situated.

The MINISTER OF BANTU EDUCATION:

(a) Statistics of this kind are not kept. All the industries in the vicinity are entitled to make use of the courses.

(b) 569.

(c) (i) 6.

(ii) Babelegi (Hammanskraal).  
Enseleni (Richards Bay).  
Ezakheni (Ladysmith).  
Isithebe (Mandini, Natal).  
Mdantsane (East London).  
Ntuzuma (Durban North).

# Growing need for more skilled blacks?

Pretoria Bureau  
By 1980 whites will only be able to supply 50 percent of the skilled workers the country required, a senior Bantu Education spokesman said in Pretoria last night.  
Speaking at the meeting of the Citizens Advice

Bureau, Dr K B Hartshorne, director of Bantu Education (planning) said South Africa was going to need the skills of the black man particularly those with a high school education.  
South Africa could, he said, provide compulsory

schooling for blacks within five years if certain factors were attended to.  
The teacher — pupil ratio would have to be improved he said, and the present costs of books and supplying writing materials should be taken off the parents' shoulders.

The numbers of teachers being trained would have to be stepped up, double sessions where teachers taught two classes of around 50 pupils in shifts would have to be abolished, and more classrooms would have to be built.

One thing South Africa had failed to do, Dr Hartshorne said, was to give black education the priority it deserved.  
"We are dealing with a massive problem of numbers and unless the country is prepared to put some of its resources into

black education, we will struggle.  
"Educationalists have compulsory education as their aim and recently the Government has gone on record as saying that it is working towards compulsory education.

FIN MAIL 8/4/77  
**INDUSTRIAL TRAINING**  
**Waiting for the EDP**

TABLE NO. 9

Type of School	DROPPED	1971-1974	
		1973	1974
Government	Worried about the late arrival of the 1976-1981 Economic Development Programme (EDP), industrial training planners in Pretoria are wondering if a projected national industrial training conference will materialise this year. The conference was to be organised by the National Productivity Institute (NPI), who ask: "How can we plan ahead when we aren't certain of the Republic's estimated growth rate over the next five years?" The idea was to call the conference around June or July. All sectors of industry would have been invited to attend because, says one NPI executive, industry's training problems are now "frightening".	116 048	115 317
		74 686	76 577
		71 329	71 800
		57 818	58 525
Community	A key document in the NPI's struggle to make industrialists realise how important training is would have been a special report on SA's requirements over the next five years. It would have been circulated to key industry leaders. Since the NPI does not know the EDP's projected growth rate, it says it has been unable to prepare the report. Only a handful of local industries have their own training boards (furniture, saw-milling and civil engineering). Employer reluctance to train blacks is seen by the NPI as "self-destructive".	475 586	509 483
		380 869	403 388
		353 324	368 753
		272 599	292 977
Farm	Comments John Lawrenson, author of NPI's recently published proposals for an integrated system of manpower training and development in the clothing industry: "People are more interested in tax relief than the benefit workers derive from modern training systems."	112 768	116 079
		77 109	82 035
		61 918	65 543
		40 024	42 547

Sources: Annual

While 50 667 African  
 ment schools, or 46%,  
 of schooling, in comm

63 226 or 60% had dropped out. In 1964, more than a decade ago, the Minister of Bantu Education at the time asserted that: "The first priority was to eliminate illiteracy ... We have now almost completed that process and, therefore, we can now start concentrating on improving the standards."<sup>15/</sup> He went on to claim that fully 80 per cent of all African children of school-going age were literate. In the light of available evidence, whatever the measure of literacy adopted, the claim remains preposterous.

For the fewer than one in twenty children who complete their primary education at farm schools, higher education presents considerable difficulties. Clearly where the farm is within walking distance of a town with a secondary school, or if he is awarded a bursary by the B.E.D. or private bursary funds there are few problems. However, the numbers of children

<sup>15/</sup> Hansard 19, col. 6962, 2 June 1964. Cited in: Muriel Horrell, A Survey of Race Relations, 1964. Johannesburg, S.A.I.R.R. 1965, p.274

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# Crisis in black training

## Levy on employers opposed by large industries

In-service training for black employees has reached a turning point.

The next few months should show whether the Government's training scheme faces dramatic expansion or gradual death.

Under the scheme, black employees get in-service training at eight public training centres built and equipped by the Government at R250 000 to R300 000 each.

The chairman of the Boithusong training centre, which serves the Free State and Northern Cape, is Mr Trikkie van Kraayenburg.

He says the scheme cannot survive without a general levy on all employers in industries for which training courses have been established.

### Defence

"With a levy, however, many more centres will have to be established and existing ones will have to be expanded," he says.

Mr van Kraayenburg sees the training scheme as "the crux of internal defence."

He said it was the only way in which training could be provided for most employers of black labour.

Such training was essential in providing a basis for pay increases which would help create a black middle class. And such a middle class was imperative if South Africa was to withstand a communist onslaught.

The problem is that some employers are against the levy system which now has been proposed in the Free State. Does this mean the end

to the most promising initiative on black progress?

Thousands of black workers are already doing in-service training at several hundred large and responsible firms. Generous tax concessions practically reimburse these employers for training expenses.

But such training is confined to firms large enough to set aside equipment for training and afford to hire instructors.

### Don't care

Most of the black labour force is employed by companies too small to provide such training, who simply do not care about improved productivity or who are content to poach trained men from other firms.

The public training centres enable any small undertaking to take advantage of training. Employers can reclaim 98c out of every R1 spent on the training of workers at these centres, by way of tax concessions.

Yet the centres have found employers slow, if not reluctant, to come forward. Thus Boithusong, the first of these centres, trained only 1 600 men during the past 18 months.

Most trainees have come from a few industries which have gone out of their way to promote the system.

This is why Mr van Kraayenburg, and many others, favour introducing a levy on all employers for whom courses have been provided.

"When they have to pay for the training needs of others, they will be more likely to come forward themselves," Mr van Kraayenburg said.

In addition to providing a much needed incentive

for employers who do not bother to take advantage of the scheme, a general levy would put training on a sound financial footing, he argued.

This is the kind of reasoning which has prompted the Minister of Bantu Education, Mr M C Botha, to announce his intention to impose a levy of 10c a worker a week in respect of all black workers in the Bantu Administration Board areas of the southern, central and northern Free State (Sasolburg excluded) as well as the diamond field.

The proposed levy, under a law passed last year, would be applicable to the motor, building, civil engineering, iron, steel and hotel industries as well as commerce and distribution.

The affected employers have until the beginning of next month to lodge objections.

Other centres are known to be contemplating similar levies in their areas.

### Opposition

However, two large industries intend opposing the moves. They are the Federation of Civil Engineering Contractors and the Building Industries Federation (Bifsa), both of whom have substantial training funds accumulated from levies of their own and both of whom have successful training schemes of their own.

Their main objection is that the "easy money" available to training centres through blanket levies would not encourage efficiency.

They disagree with Mr van Kraayenburg's contention that the public training centres would collapse without a levy. They say the centres might not expand as rap-

idly but they would be more efficient. For this reason, they are prepared to contribute to the running costs of the centres. But they intend retaining direct control over the purse strings.

"We believe the centres can be of tremendous benefit, but a general levy is not the way to finance them," said Mr R G Stakianos, director of the Civil Engineering Industry Training Board.

His industry intends making the system a success and he said it is proving this by providing bridging finance for some of the centres as well as instructors.

The Pinetown training centre was "very nearly paying its way" during the first year of operations, he said.

Mr Johan Grotsius, director of Bifsa, said the Boithusong centre was already overstaffed in relation to the number of trainees it handled. This was the very situation Bifsa wanted to avoid.

### Override

He was also worried that the Department of Bantu Education might override the interests of industry in the administration of training centres.

Mr van Kraayenburg replied to the criticism by saying the efficiency of centres was regulated by control boards consisting mainly of participating industries. In addition, the Department of Bantu Education played a supervisory role.

Boithusong was "overstaffed" because employers did not provide a constant flow of trainees — a problem which the levy should eliminate, he said.

The Pinetown training centre was nearly paying its way because instructors were provided free of charge, Mr van Kraayenburg said.

Another large industry with a training fund of its own and with a large investment of "bridging finance" in the scheme takes Mr van Kraayenburg's side, although it does not want the levy system to interfere with its own fund.

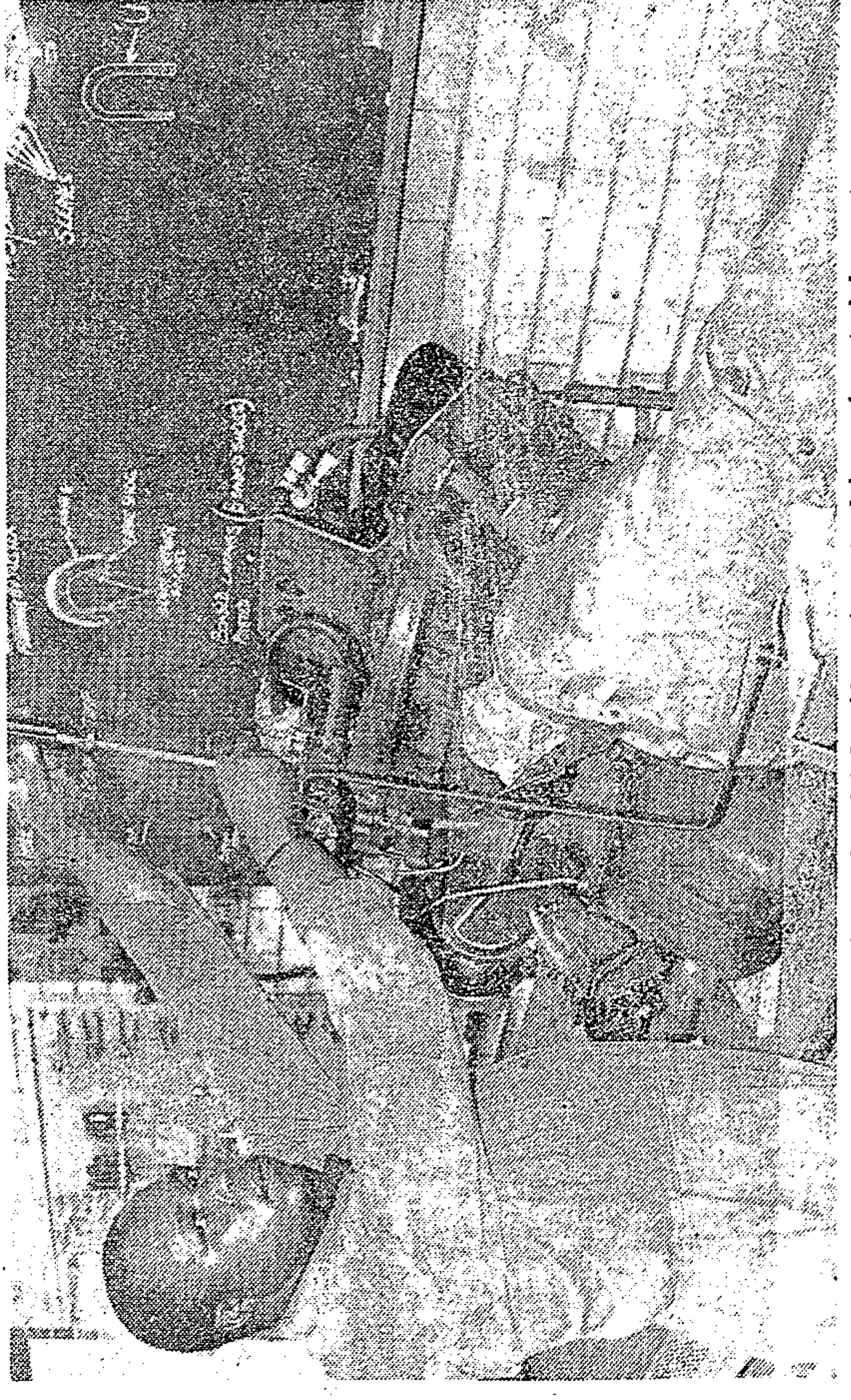
"We are prepared to pay our share of any levy, but we would like to do it through our own training

fund," said Mr C M Burton-Durham, divisional secretary of the Motor Industries Federation in the Transvaal.

"A levy is necessary if this kind of training is to continue and progress," he said. The levy would encourage more employers to take advantage of the scheme and thus reduce overheads.

The motor industry wanted to maintain its own training fund because it supported other training schemes as well.

For example, the industry wanted to run reorientation programmes for white workers concurrently with black training so that white employees could be shown how black training affected them, Mr Burton-Durham said.



Automotive training is a serious job for this trainee at a Johannesburg training centre.

Most employers of black labour in Free State industries will have to pay a weekly training levy of 10c per black worker in terms of a proposal by the Minister of Bantu Education.

Some employers see the levy as the beginning of a vast, countrywide expansion of black training. Others are totally opposed to it.

This report by the Star's labour reporter, Siegfried Hannig.



Two black in-service trainees at a Johannesburg training centre.

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Coloured technical training centres in Western Cape

\*20. Mr. G. W. MILLS asked the Minister of Coloured, Rehoboth and Nama Relations:

- (1) Whether Coloured technical training centres in the Western Cape are fully occupied; if so,
- (2) whether any such training centres are planned;
- (3) whether consideration has been given to training Coloured apprentices at training centres for Whites which are not fully occupied.

The MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS:

Education for Coloured persons in the Republic is a matter which has been delegated to the Executive of the Coloured Persons Representative Council. I have, however, ascertained that the reply to the question is as follows:

- (1) Yes, but the respective classes can still take further enrolments.
- (2) Yes.
- (3) No.

2. (B) - Bearing (N-B) - Non-Bearing.

Footnote

1. In the cases of maize, grain sorghum, wheat, other cereals, sunflower seeds, ground nuts, legumes, tobacco, chicory, seed cotton, sugar cane sisal and phormium tenax the table shows the percentage of total production produced in each economic region; for vegetables the percentage of sales in each economic region; for all fruit trees the percentage of trees in each economic region; and for livestock and poultry the percentage of total number in each region.

Footnotes:

Source: Department of Statistics, Report on Agricultural and Pastoral Production 1972/73 Agricultural Census No. 46. Report No. 06-01-10.

TABLE 8: EMPLOYMENT AND EARNINGS BY RACE AND PROVINCE: 1965, 1969 AND 1973

(A) REGULAR EMPLOYEES

RACE	PROVINCE	EMPLOYMENT				AVERAGE MONTHLY EARNINGS (1)				
		August 1965	August 1969	August 1973	Percentage change	1964/65	1968/69	1972/73	Percentage change 1964/65 1968/69	Percentage change 1968/69 1972/73
AFRICAN	CAPE	113	574							
	NATAL	164	963							
	TRANSVAAL	287	434							
	O.F.S.S.	144	382							
	R.S.A.	710	353							
ASIAN	CAPE	84								
	NATAL	5	223							
	TRANSVAAL	47								
	O.F.S.S.	-								
	R.S.A.	5	354							
COLOURED	CAPE	101	960							
	NATAL	419								
	TRANSVAAL	927								
	O.F.S.S.	2	165							
	R.S.A.	105	471							
WHITE	CAPE	6	865							
	NATAL	1	839							
	TRANSVAAL	3	206							
	O.F.S.S.	7	796							
	R.S.A.	12	706							
ALL RACES	CAPE	222	483							
	NATAL	172	444							
	TRANSVAAL	291	614							
	O.F.S.S.	147	343							
	R.S.A.	833	884							
				Westlake Training Centre						
				*19. Mr. G. W. MILLS asked the Minister of Labour:						
				(1) Whether the Westlake Training Centre is fully occupied; if not, what vacancies exist for 1977:						
				(2) whether he has made any recommendations to improve the position; if so, what recommendations.						
				†The MINISTER OF LABOUR:						
				(1) No, not at present as 15 vacancies exist. Since the last intake, which commenced on 11 May 1976, some trainees either deserted, resigned or were discharged. I may add that 183 trainees were selected for the training commencing during May 1977, which constitutes the full quota.						
				(2) Towards the end of 1976 representations were made to the Treasury to increase the present quota from 183 to						
				198. However, the financial arrangements for the increased intake in respect of the financial year 1977-78 could not be finalized. It is proposed to make representations to the Treasury for the 1978-79 financial year to increase the present quota of 183 to 198.						



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inside industry

## Upgrading the non-blacks

Government, the *FM* believes, is considering a scheme to give industry tax rebates up to 98% when training whites, coloureds and Asian operators and semi-skilled workers.

A top-level meeting is scheduled in Pretoria next month between the Department of National Education, leaders of the departments of Indian and Coloured Affairs and forward planners from the Ministries of Labour and of Finance. White trade unions are, however, not included.

At present industrialists get a hefty percentage of their money back (also up to 98% in tax rebates in urban areas; and to 200% in border areas) when training blacks.

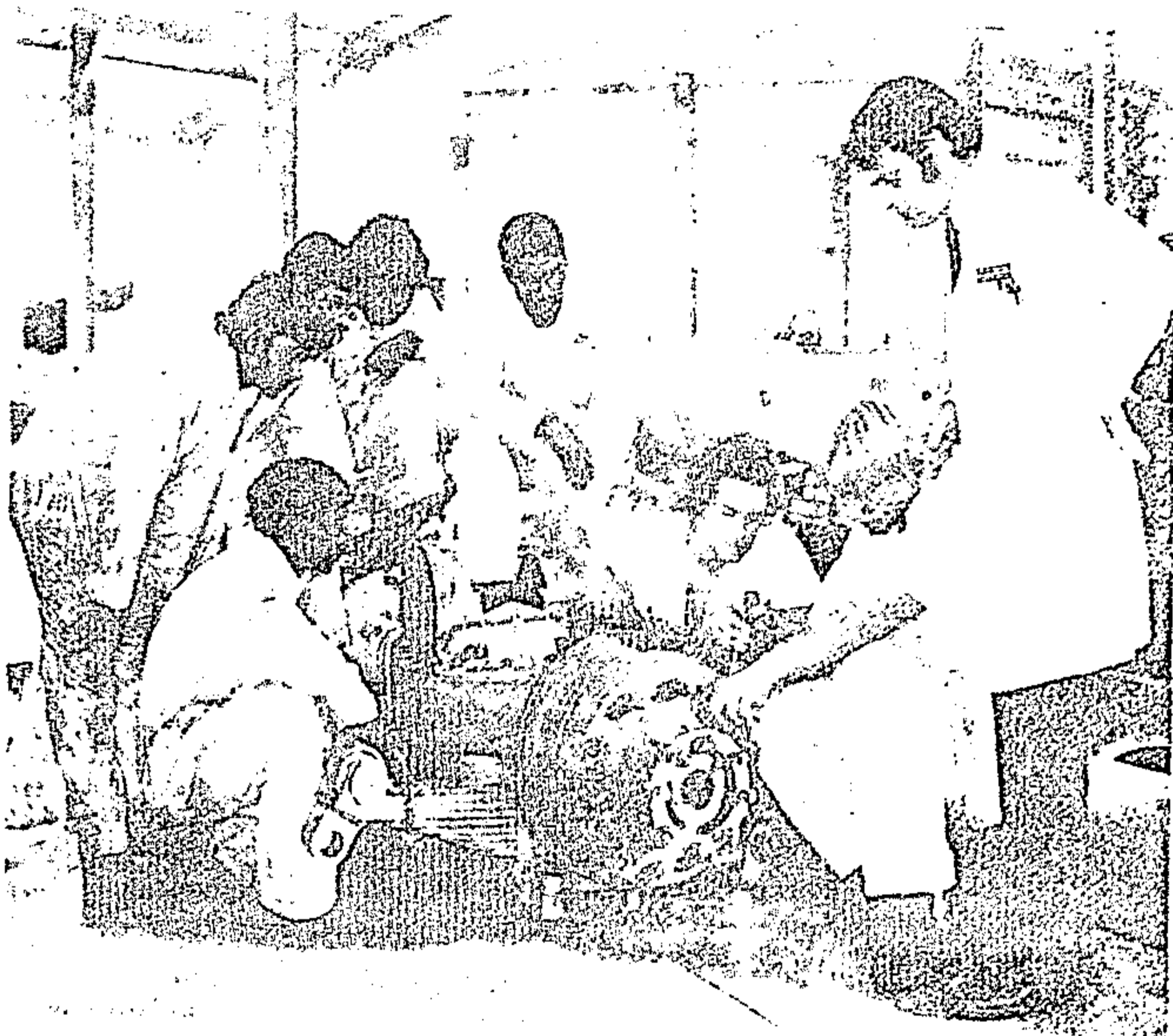
The move takes place against a looming shortage of operators and semi-skilled workers, in spite of current unemployment in some sectors. It follows a call from top industrialists to government: "Give some lead; some direction."

Last November the PM's Economic Advisory Council called for a special inquiry which led to the formation of the Naudé inter-departmental committee. Aim was to make a fast study of how best to train non-black workers in industry.

It reviewed manpower needs of industry over the coming decades and (above all) how much it would cost government to offer rebates for the training of non-black workers.

The committee consisted of representatives of the Departments of National Education, Labour, Indian Affairs, Coloured, Rehoboth and Nama Relations, employers and workers' organisations and the Human Sciences Research Council.

By the end of the year the Naudé Committee's recommendations were discussed — then accepted — by the Cabinet Committee for Economic Policy.



Non-black trainees . . . qualifying for the 98% too

The acceptance went largely unnoticed (the white unions said little on the subject though they were invited to comment). In March, industrialists and organised commerce and industry were asked by the Department of National Education to forecast how many non-blacks they needed to train and provide guesstimates on how much that would cost government.

One of the Committee's key recommendations was that if the industries were to establish their own training schemes (excluding training in terms of the Apprenticeship Act, 1944) the government should give financial aid in

respect of such schemes in terms of the 1962 Incomes Tax Act.

As a result of the acceptance of the Committee's proposals, the Department of Inland Revenue will have to make provision — through legislation — for tax concessions to industries which train unskilled and semi-skilled whites, coloureds and Asians.

So far the Department of National Education has provided a tentative "cost to the nation" figure to Inland Revenue. A more accurate estimate will be forwarded within the next few months, well after next month's discussions between government, Asian and coloured

industrial leaders.

A question mark hangs over the issue. Who will manage the new four-race training programme? Will there be four departments involved or, as the *FM* learns, one (probably the Department of National Education or a fresh branch of the Ministry of Labour)? Also, will tax rebates for employers training whites, coloureds and Asians be as large as to those training blacks?

*FM* sources estimate that the country will face a 21% shortage of top skilled workers by 1980; that by 1990 the Republic could need 1.4m blacks to fill white-collar jobs. In the professional and technical category there could be a shortage of nearly 180 000 whites by 1980 and, in all, skilled and semi-skilled occupations shortages could top 780 000. Marius Krige, Acting Chief Educational Planner (Industrial Training) at the Bantu Administration Department in Pretoria says that the government's three-pronged attack on black training could provide a kind of blue-print for future non-black training programmes. It comprises:

- Pre-service training centres in urban areas;
- In-service training schemes at company level; and,

<u>Table No.</u>		<u>Page</u>
1	Nur Ow	4
2	Av	6
3	Sul	7
4	Te	9
5	Pr of	10
6	Pu Al	11
7	Pu	11
8	Pr Hi	12
9	Dr 19	13
10	African Children Aged 5-14 Years but not Included in Distinct Economic Regions, 1972 (Estimated)	19
11	Some Official 'Guesstimates' of the Proportion of African Children of School-going Age Actually Attending Primary School	20
12	Proportion of African Children Aged 5-14 Years Living in Rural 'White' Areas and Enrolled at Farm (Primary) Schools in 1972, by Economic Region	21
13	Proportion of 'Coloured' Children Aged 5-14 Years Living in Rural 'White' Areas in the Cape and Enrolled at Farm (Primary) Schools in 1975, by Economic Region	24

- i) Two estimates of labour supply have been calculated as outlined in Section 111. Population is projected to grow at 2,65% per annum during 1975 - 1979.
- ii) The figures from Table IV. have been used for agricultural employment during 1961 - 1965, 1969 and 1971 - 1974. Figures for 1966-1968 and 1970 have been inserted using linear interpolation. Figures for 1975 to 1979 have been extrapolated using employment growth rates deduced from Table VI. These estimates are graphed on Figure IV.
- iii) Figures from S.A. Statistics 1972 and 1974, corrected by those appearing in the Quarterly Bulletin for December 1975 have been used for mining employment from 1961 to 1974. Figures from 1975 to 1979 have been extrapolated using **Kazerne Building at City Deep** graphed on Figure 111.
- iv) Figures from S.A. Statistics 1972 and 1974, corrected by those appearing in the Quarterly Bulletin for December 1975 have been used for manufacturing and construction employment from 1961 to 1974. Figures from 1975 to 1979 have been extrapolated using **Kazerne Building at City Deep** graphed on Figure 111.
  - \*11. Dr. E. L. FISHER asked the Minister of Transport:
    - (1) Whether the Kazerne Building at City Deep is being put to any use; if so, to what use; if not, why not;
    - (2) whether the building will be demolished.
  - †The MINISTER OF TRANSPORT:
    - (1) Yes; the basement and the ground floor are being used as an excess skit and a training school for Non-White motor vehicle drivers, respectively.
    - (2) Yes.
- v) Measurements of employment in services in S.A. Statistics have been so sporadic and incomplete in their coverage that working from them is almost impossible. For want of better figures, I have compiled service employment estimates for 1963 to 1973 by taking the mean of the estimates appearing in the first six EDPs for each of those years. Figures for 1961 and 1962 have been added by assuming that services employment grew as fast during 1961-1963 as it did from 1963-1967. Estimates for 1974-1979 have been extrapolated using Table VI. This gives the 'low' services employment series. A 'high' services employment series has been obtained by multiplying the 'low' series by a factor which just suffices to cause the curve to pass through the 1973 estimate in EDP V11. Assuming the most recent estimates to be the most accurate, the 'high' services employment series is used in the 'median' unemployment calculation and the 'low' series is used as a sensitivity test. Both estimates are graphed on Figure 111.

/cont:

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15

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H. M. R.  
14/5/77

14/5/77 N.S.A.

# P.O. awards 7 'first-time' certificates

Mercury Reporter

THERE was no reason why Indians should not become lecturers and instructors or be appointed to top supervisory posts over their own people in the Post Office, Mr. Chris Gouws, deputy postmaster for telecommunications, said in Durban yesterday.

He was speaking at a function at the M. L. Sultan Technical College where he presented national certificates for telecommunications technicians to the first seven Indian Post Office technicians.

This is the first time in South Africa that Indians have been awarded these certificates.

Mr. Gouws said that the certificates were not lightly awarded and reflected the dedication, study and hard work of the recipients.

"I am proud of the fact that the Post Office, as a State undertaking, had the vision to make today's happening possible. It is the beginning of an evolutionary process," he said.

Standard 16 @ col 1127 17/5/77

(179)

Any other  
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econom  
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authorities

School of industries for Indian girls  
945. Mr. L. F. WOOD asked the Minister  
of Indian Affairs:

Whether it is the intention to establish a  
school of industries for Indian girls: if not,  
why not; if so, (a) where, (b) when is the  
school expected to come into operation and  
(c) what is the estimated (i) cost and (ii)  
capacity of the school.

- The MINISTER OF INDIAN AFFAIRS:
- Yes.
- (a) Newcastle.
  - (b) Beginning of 1980.
  - (c) (i) Approximately R2,2 million.
  - (ii) 108 Initially.

the competitive  
industry  
of dampening  
and thus  
effect on

went where by  
ed on demand  
by the

for such endorsement seems to  
lie in the authorities belief  
that ultimate interest rates will  
be kept down.

This arrangement, competitive only  
through service, has the effect of  
discriminating against the small  
savers who have little use for the  
service provided.

It also results in a socially  
inefficient restriction on the holding  
of demand deposits, and to the  
extent that such services can  
only be received through the free  
use of the payment mechanism,  
it leads to the discouragement of socially  
necessary use of the payment  
mechanism.

Conclusion:

The banking industry provide a  
service to both savers and investors

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Departmental industrial training centres

902 Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

- (1) In which Bantu urban residential areas (a) have departmental industrial training centres been established and (b) are additional such centres to be established;
- (2) (a) how many Bantu pupils were receiving training at each of these centres in March 1976 and March 1977, respectively, and (b) how many instructors were employed at each of these centres during 1976 and 1977, respectively;

- (3) (a) where are instructors for these centres trained, (b) what qualifications are required for admission to the instructors' training course, (c) what is the duration of the training course and (d) how many instructors qualified at the end of 1976.

The MINISTER OF BANTU EDUCATION:

- (1) (a) Imbali.  
Katlehong.  
Lamontville.  
Mamelodi.  
Molapo.  
New Brighton.  
Orlando.  
Sebokeng.
- (b) Tembisa.  
Kwa-Thema.  
Atteridgeville.

(2)	(a)		(b)	
	1976*	1977*	1976	1977
Imbali .....	none	—	10	11
Katlehong .....	1 415	—	9	15
Lamontville .....	971	—	8	9
Mamelodi .....	none	—	10	14
Molapo .....	978	—	14	17
New Brighton .....	294	—	7	11
Orlando .....	2 207	—	10	17
Sebokeng .....	1 466	—	10	8

\*Statistics for 1977 are not yet available.

- (3) (a) Molapo.
- (b) It must be a qualified teacher.
- (c) One year.
- (d) 30.

## Who will foot the bill?

Wherever there's an employer conference on labour, it's a fair bet there'll be impassioned pleas for better use of African manpower and improved African technical training. But, how committed is big business to this goal?

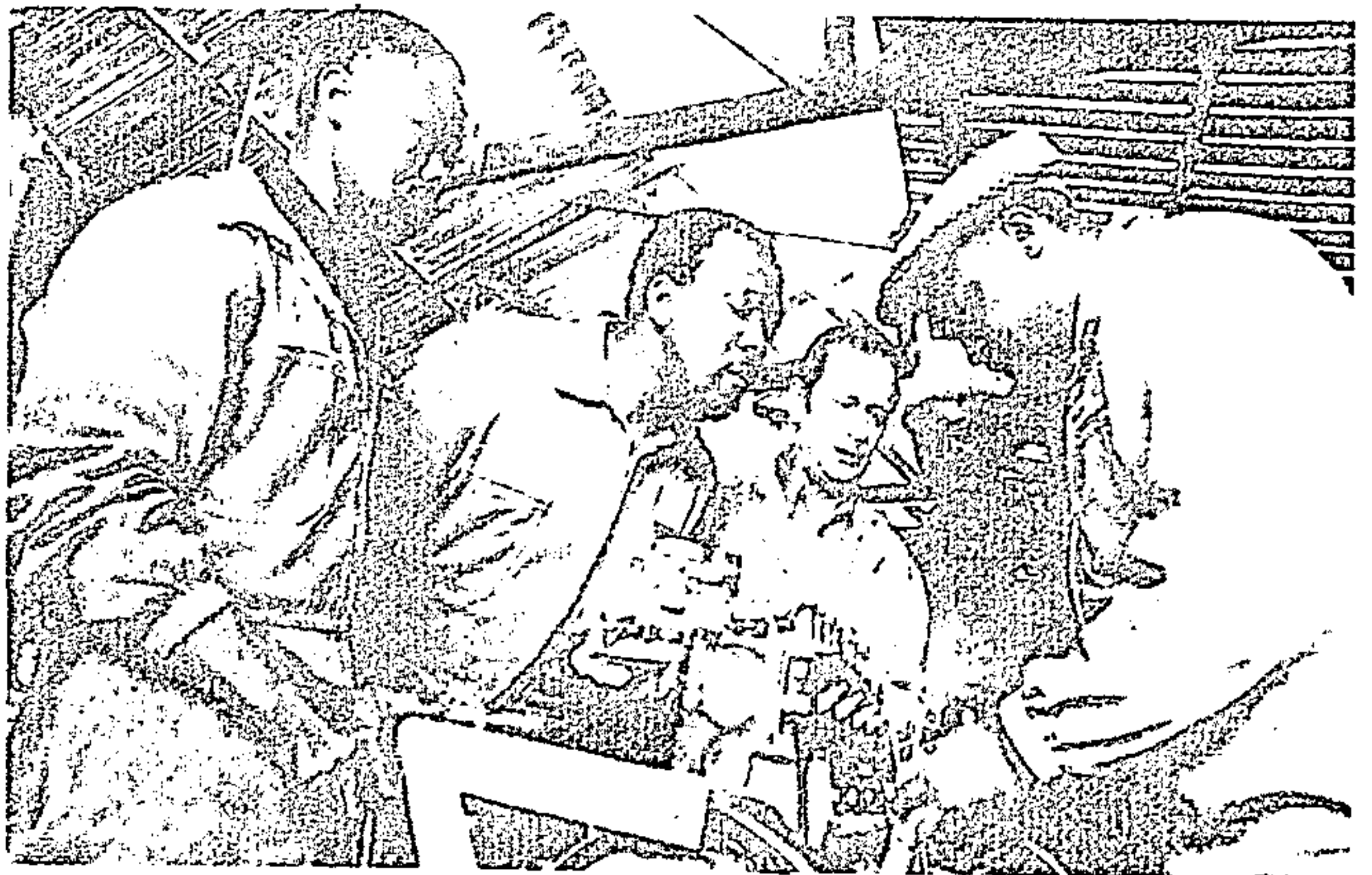
Employers in a number of areas will soon get an opportunity to show whether they're prepared to put their money where their mouths are.

The issue arises because more of the in-service African industrial training centres are about to ask employers to subsidise them through a compulsory levy.

The Boithusong centre in Bloemfontein has already asked for the levy. But Bantu Education Department industrial training chief Marius Krige tells the *FM* at least three others will follow suit, while three of the seven centres already in operation have decided to go without a levy for the time being.

Bantu Education Minister M C Botha is empowered to levy selected employers if the training centre which services their area requests it. Many employers have, however, asked to be exempted.

Boithusong's request for a levy is currently being considered by the Coordinating Council for In-Service Training of Bantu Employers, a joint government-employer body. Krige says a substantial number of employer applications for exemptions have been received in connection with Boithusong's application. Although he stresses that the Bantu Education Department does not do the



In-service training . . . are employers in earnest?

deciding, he adds that the council will be asked to exempt only those employer bodies whose present contribution to the training centres equals or exceeds what they would pay in a levy.

While the final decision will be left partly up to employers themselves, government's training planners obviously believe that employers who have in-service centres in their areas should use them and that business should not be allowed to get away without making a long-term investment in the project.

But large employer bodies oppose the proposed levies in general. They say they

would prefer voluntary contributions.

Krige replies, however, that the 1976 Act providing for the levies was requested by organised industry and that government has consulted employers on all legislation affecting training. Supporters of the levies also argue that levying employers a set amount would encourage them to make use of the facilities in order to get a return on their investment.

If big business is truly the force for change Andrew Young thinks it is, employers will have to show a great deal more enthusiasm about training.

MONDAY, 30 MAY 1977

Hansard 18  
col 1213

† Indicates translated version.

*For written reply:*

**N.T.C. I./N.T.C. II examinations at training centre for motor mechanics in Bellville**

1004. Mr. W. G. KINGWILL asked the Minister of Coloured, Rehoboth and Nama Relations:

How many candidates passed the (a) N.T.C.I. and (b) N.T.C.II examinations at the training centre for motor mechanics in Bellville in 1976.

**The MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS:**

Education for Coloured persons in the Republic is a matter which has been delegated to the Executive of the Coloured Persons Representative Council. I have, however, ascertained that the reply to the question is as follows:

(a) 39.

(b) 39.

1791



Public industrial training centres for Africans

907. Mr. N. J. J. OLIVIER asked the Minister of Bantu Education:

- (1) (a)(i) How many public industrial training centres for Africans have been established and (ii) where are these situated and (b) what further centres are planned;
- (2) (a) what courses of training (i) are and (ii) will be offered at each of these centres and (b) how many Africans were trained in each course during 1976.

The MINISTER OF BANTU EDUCATION:

(1) (a) (i) 8.

- (ii) Benoni.  
Bloemfontein.  
Krugersdorp.  
Pinetown.  
Port Elizabeth.  
Potchefstroom.  
Pretoria.  
Vereeniging.

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(b) No further centres are planned until the existing centres are fully utilized.

- (2) (a) (i) Explanatory note:  
The numbers given next to the various centres, indicate the numbers of the different courses in the schedule.  
Benoni: Training has not yet commenced at this centre.

- Bloemfontein: 1, 7, 8, 3, 12, 13, 16, 17, 18, 21, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57 and 58.  
Krugersdorp: 1, 5, 7, 12, 13, 16, 17, 18, 22, 24, 49, 51, 59, 60, 61, 62 and 63.  
Pinetown: 1, 2, 3, 9, 10, 12, 13, 14, 15, 16, 17, 19, 20, 51, 54, 56, 64, 65 and 66.  
Port Elizabeth: 1, 2, 6, 7, 9, 10, 12, 20, 51, 67 and 68.  
Potchefstroom: 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42 and 43.  
Pretoria: 18 and 68.  
Vereeniging: 1, 2, 3, 7, 10, 11, 12, 16, 17, 18, 19, 20, 43, 49, 51, 53, 54, 56, 57, 63, 64, 67 and 68.

(ii) Courses are offered by request of the industries concerned. It is not possible to establish the courses for which they will apply.

(iii) The Department does not keep these statistics.

BYLAE/SCHEDULE

1. Boogswiswerk/Arc welding.
2. Basiese betonwerk/Basic concreting.
3. Basiese randsteenwerk/Basic kerblaying.
4. Basiese sweiswerk/Basic welding.
5. Bedryfstoerustingsassistent/Business equipment assistant.
6. Messelaarsarbeider/Bricklayer's labourer.
7. CO<sub>2</sub> Sweiswerk/CO<sub>2</sub> Welding.
8. Kokke/Cooks.
9. Passershulp/Fitter's aid.
10. Gassnywerk/Gas cutting.
11. Onderrigtegnieke/Instructional techniques.
12. Toesighouers/Supervisors.
13. N.B.V.V. Veiligheidsbestuur/N.O.S.A. Safety management.
14. Pypfêwerk/Pipelaying.
15. Betonbewapeningshulp/Concrete reinforcing hand.

16. Herstelwerkswinkelassistent (Landboumasjienerie)/Repairshop assistant (Agricultural machinery).
17. Herstelwerkswinkelassistent (Motors)/Repairshop assistant (Automotive).
18. Verkoopskuns/Salesmanship.
19. Steierwerkerarbeider/Scaffolding labourer.
20. Bekistingshulp/Shutterhand.
21. Skakelbordoperateur/Switchboard operator.
22. Tik en bedryfsadministrasie/Typewriting and business administration.
23. Sulzer-opsigter/Sulzer overlooker.
24. Motorfietswerktuigkundige assistent/Motor cycle mechanic assistant.
25. Laaigraafoperateur/Digger/loader operator.
26. Stootskraperoperateur/Bulldozer operator.
27. Skraperoperateur/Grader operator.
28. 360 grade-hidrouliese masjiengraafoperateur/360 degrees hydraulic excavator operator.
29. Skropoperateur/Scraper operator.
30. Kruiplaaigraafoperateur/Tracked loader operator.
31. Laaigraafoperateur/Wheeled loader operator.
32. Kunsmatige inseminasie assistent/Artificial insemination assistant.
33. Omheiningswerker/Fencing worker.
34. Plaasvoorman/Farm foreman.
35. Besproeiingswerker/Irrigation worker.
36. Onderhoud van geboue/Maintenance of buildings.
37. Onderhoud van plaasimplimente/Maintenance of farm equipment.
38. Onderhoud van swaarvoertuie/Maintenance of heavy vehicles.
39. Melkmasjiene/Reaper driver/maintenance.
40. Aanplanting/Planting.
41. Bestuur en onderhoud van oesmasjiene/Reaper driver/maintenance.
42. Trekkerbestuurder/Tractor driver.
43. Trekkeronderhoud/Tractor maintenance.
44. Messelwerk/Bricklaying.
45. Pleisterwerk/Plastering.
46. Timmerwerk/Carpentry.
47. Elektriese werk/Electrical work.
48. Loodgieterswerk/Plumbing.
49. Voertuiginspeksieverslaggewing/Vehicle inspection reporting.
50. Stoomman/Storeman
51. Gassweis/Welding gas.

52. Verfwerk/Painting.
53. Smeerbediener/Lubrication attendant.
54. Messelwerkoperateur/Bricklaying operator.
55. Timmermanshulp/Carpenter's assistant.
56. Elektrisiënshulp/Electrician's assistant.
57. Pleisteraarshulp/Plasterer's assistant.
58. Loodgietershulp/Plumber's assistant.
59. Buitebandversoling/Tyre retreading.
60. Veiligheidswag/Security guard.
61. Tekenaar/Draughtsman.
62. Ponskaartoperateur/Punch-card operator.
63. Motorbakherstellersassistent/Motorbody repairer's assistant.
64. Onderhoud van masjieneoerusting/Plant maintenance.
65. Mangatbouer/Manhole builder.
66. Sloottimmerwerk/Trench timbering.
67. Sementblokmesselaar/Blocklayer.
68. Vurkhyseroperateur/Forklift driver.

TOESPRAAK DEUR SY EDELE H H SMIT, MINISTER VAN KLEURLING-, REHOBOTH-  
 EN NAMABETREKINGE, BY GELEENTHEID VAN DIE OORHANDIGING VAN SERTIFIKATE  
 AAN AMBAGSMANNE BY DIE OPLEIDINGSENTRUM VIR VAKMANNE OP DONDERDAG  
 16 JUNIE 1977 OM 10H00

SFERTYD ; 11h00 OP DONDERDAG 16 JUNIE 1977  
 EMBARCO : 11h00 ON THURSDAY 16 JUNE 1977

## 1. Inleiding

Hierdie funksie vandag is 'n betekenisvolle gebeurtenis vir verskillende instansies, soos u weldat sal sien; maar dit is ook 'n betekenisvolle gebeurtenis vir my persoonlik.

Dié van u wat destyds daarby betrokke was, sal onthou dat hierdie inrigting wat op 17 Julie 1974 begin funksioneer het, op 22 Mei 1975 amptelik geopen is. By daardie geleentheid was dit my voorreg om die openingsrede te lewer. Toe het ek u aandag daarop gevestig dat met die stigting van die Opleidingsentrum vir Vakmanne daar 'n unieke onderneming van stapel gestuur is, 'n onderneming wat mettertyd verreikende gevolge kan hê vir nywerheidsopleiding in hierdie land.

Die boom wat destyds geplant is, het nou drie jaar lank gegroei en lewer vandag sy eerste vrugte. U sal verstaan dat dit vir my aangenaam is om ook by te wees by die eerste oes, en om op hierdie wyse aan die verrigtinge deel te neem. Ek ag my betrokke by hierdie inrigting en by u, en ek deel in u vreugde. Ek glo dat my vreugde gedeel word deur my geëerde voorganger, Dr S W van der Merwe, wat die aanvoerwerk gedoen het vir hierdie onderneming.

## 2. Gelukwensing en dankbetuiging

Daarom begin ek graag met 'n woord van hartlike gelukwensing :

- aan die kwekelinge wat aanstons hul sertifikate en ander onderskeidings-tekens sal ontvang;
- aan hulle ouers wat trots en bly voel oor die prestasies van hul kinders;
- aan die Administrasie van Kleurlingsake en die inrigting met sy personeel wat sulke prestasies moontlik gemaak het; en
- dank aan die Adviesraad, die donateurs en vriende wat elk op 'n eie manier daartoe bygedra het;
- my persoonlike dank aan die hoof en personeel van hierdie inrigting vir puik werk, wat ek self bevallig het.

### 3. Die kwekelinge

Van die 40 kwekelinge wat in Julie 1974 begin het, is daar 37 wat die kursus voltooi het en vandag hul sertifikate sal ontvang. Net 3 het uitgesak - 2 van hulle weens siekte. Dit is 'n goeie getuigskrif vir die gehalte en deursettingsvermoë van die manne wat vir opname in hierdie kursus gekeur word.

Dit is ook vir my aangenaam om bekend te maak dat 25 van die 37 kwekelinge die volle N3-sertifikaat verwerf het met die volgende vakke :

- motorvakteorie
- toegepaste wetenskap; en
- tegniese tekene.

Van hierdie 25 het 11 met onderskeiding geslaag, en van die oorblywende 12 is daar 10 wat net een vak kortkom vir die volle N3-sertifikaat.

Op hierdie uitslae kan kwekelinge, ouers, instrukteurs en die Administrasie van Kleurlingsake met reg trots wees. Ek wens u geluk.

### 4. Die opleiding

Die praktiese opleiding van ambagsmanne in ons land geskied onder toesig van die Departement van Arbeid in terme van die Wet op Vakleerlinge, 1944 (Wet No 37 van 1944). Normaalweg moet ambagsmanne 'n vakleerlingskap deurloop om volle vakmanstatus te verkry. Die vakleerlingskap duur gewoonlik 5 jaar, maar kan verkort word deur die aflegging van 'n bekwaamheidstoets by die toetsentrum op Olifantsfontein, naby Pretoria. Vakleerlinge wat dié toets slaag, verkry onmiddellik volle vakmanstatus. Die teoretiese opleiding van vakleerlinge is die verantwoordelikheid van die betrokke onderwysdepartemente.

U sal dus oplet dat iemand wat 'n motorwerktuigkundige wil word, eers daarin moet slaag om as vakleerling by 'n motorfirma ingeskryf te word. In die praktyk is hiermee dikwels ernstige probleme ondervind.

Met die stigting van hierdie opleidingsentrum egter is daar vir aspirant Kleurlingemotorwerktuigkundiges alternatiewe opleidingsmoontlikhede gestel, so en behalwe dié wat reeds bestaan het ingevolge die bepalings van die Wet op Vakleerlinge.

~~Kwekelinge aan hierdie inrigting ontvang valtydse, deeglik beplande, geprogrammeerde praktiese en teoretiese opleiding as motorwerktuigkundiges oor 'n tydperk van 3 jaar. Aan die einde van die 3 jaar lê hulle dieselfde bekwaamheidstoets op Olifantsfontein af, en dié wat slaag, verwerf daarmee ook onmiddellik volle vakmanstatus. Hulle is dan gekwalifiseerde motorwerktuigkundiges.~~

Soortgelyke opleidingsfasiliteite bestaan nêrens elders, vir geen ander bevolkingsgroep, en voorasnog ook in geen ander ambagsrigting in hierdie land nie. Daarom is hierdie inrigting uniek, en daarom is diegene wat hier opgelei word, bevoorregte mense.

Hoe doeltreffend die opleiding is, blyk uit die voormelde teoretiese eksamenuitslae wat toon dat meer as twee-derdes (25 uit 37) van die kwekelinge aan die einde van hul derde jaar in al drie tegniese teorievakke Senior Serlifikaat-standaard behaal het.

Die kwekelinge het ook reeds die bekwaamheidstoetse op Olifantsfontein afgelê.

(LET WEL : met die opstel van hierdie toespraak was die uitslag van die bekwaamheidstoetse nog nie bekend nie, maar na verwagting sal dit teen 16 Junie beskikbaar wees).

##### 5. Die personeel

Neem ons kennis van die voortreflike opleiding wat hier gegee word, kan ons nie anders as om ook kennis te neem van die manne wat hierdie diens lewer nie.

Die personeel aan hierdie inrigting doen pionierswerk. Die resultate wat hier behaal word, sal bepaal of hierdie soort opleiding (as alternatiewe vorm van ambagsopleiding wat parallel loop met die vakleerlingstelsel) ook na ander meganiese en elektriese vakrigtings uitgebrei sal word. Daarom stek die belangrikheid van hul werk veel verder as net hierdie inrigting en voornemende motorwerktuigkundiges. Dit het ook groot potensiele betekenis vir tegniese opleiding in die algemeen; vir mense wat in ander vakrigtings belangstel; vir die hele Kleurlinggemeenskap; vir verskillende sektore van die nywerheid; en vir die land as geheel.

Om hierdie rede het die Administrasie van Kleurlingsake seker gemaak dat die manne wat hierdie diens doen, een en almal uitgesoek en goed ongeleide,

begeesterde mense is. Hulle het almal nywerheidservaring en het teen finansiële verlies na hierdie inrigting gekom om hierdie belangrike werk te doen.

Ek wil dus van hierdie geleentheid gebruik maak om vir mnr Engelbrecht, die vorige hoof, en vir mnr Knoetze, die huidige hoof, en sy personeel te sê dat daar van owerheidsweë groot waardering is vir die werk wat u tot hiertoe met soveel wysheid gedoen het. U doen belangrike werk. En ek wil hê u moet weet dat dit op prys gestel word.

#### 6. Die Adviesraad

Die sukses van die inrigting en sy werk hang egter ook ten nouste saam met die dienste wat deur die Adviesraad gelewer word. Op hierdie raad dien manne wat hulle in verskillende sektore van die gemeenskap onderskei, en groot hoogtes bereik het. Ek dink alle belanghebbendes kan hulle gelukkig ag dat hierdie opleidingsentrum in die pionierstadium van sy ontwikkeling vir koers en rigting kan steun op die raad en leiding van manne van hierdie formaat. Ook aan u rig ek graag 'n woord van opregte waardering.

#### 7. Donors

It gives me pleasure to express similar appreciation to the various bodies and individuals who have shown interest in this training centre. No fewer than 11 private firms from industry and commerce have substantiated their goodwill by making tangible donations in the form of valuable machines, tools equipment, books and other visual aids required for purposes of training. Others donated cups and trophies.

This, to me, is most significant. It bears witness to the valuable co-operation which exists between this institution and the State on the one hand, and industry and commerce on the other - co-operation which obviously must be of much mutual benefit; for in this way the necessary contact is established which enables the educational authorities to acquaint themselves with the kind of training required in industry and commerce, and to provide facilities for such training.

It is encouraging to note that similar co-operation is experienced also in other branches of industry like the building, steel and engineering industries. Co-operation of this kind is highly recommended. I sincerely hope that it will last and flourish.

## 8. Cost of training

It should also be noted that the Administration of Coloured Affairs has saved itself no pains to ensure the success of this institution. This is borne out by the fact that the unit cost of training at this centre is higher than at any other educational institution controlled by this Administration. In the financial year 1975/76 the unit cost (which excludes the cost of buildings) amounted to R1 742-43 per trainee per annum. This means that the training of one motor mechanic at this centre during the past 3 years cost the State R5 227-39.

## 9. Toekomsverwagtinge

Uit die voorafgaande is dit duidelik dat al die betrokke instansies uit hul pad gegaan het om seker te maak dat die kwekelinge aan hierdie sentrum die beste moontlike opleiding ontvang. Daarom glo ek dat daar nou 'n groot verantwoordelikheid op hulle rus om aan die wêreld te toon dat hulle opleiding inderdaad suksesvol was, só suksesvol dat nie net hulle self nie, maar ook die res van die gemeenskap, die nywerheid en die land daarby baat sal vind; want watter soort vakmanne hulle as motorwerktuikundiges uiteindelik sal wees, sal bepaal of soortgelyke opleiding ook vir andere in ander vakrigtings gegee sal kan word. Die gemeenskap, die nywerheid, die land se oë is op hulle gevestig.

Daarom wil ek my ten besluite tot die afgestudeerde kwekelinge persoonlik wend. Ek wil vir julle enkele wenke gee wat julle kan help om aan die wêreld te bewys dat julle opleiding suksesvol was :

- (a) Onthou voor alles jou besondere verantwoordelikheid as vakman. Dit raak jou integriteit en eer. Dit is op die spel by elke stukkie werk wat jy doen, hoe gering ook al. En daarvandaan dra dit verder tot dáár waar die gehalte van jou vakmanskap beslissend kan wees vir die nywerheid, vir belangrike besluite oor opleidingsmetodes, vir die toekoms van andere wat ná jou kom, en vir die heil van die land.
- (b) Tweedens, hou aan met leer. In ons wêreld waar alles so vinnig verander, ook die motor, is niemand ooit "klaar" geleerd nie. Om 'n suksesvolle motorwerktuigkundige te wees, is dit vir jou nodig om met ontwikkelinge tred te hou. Jy sal moet sorg dat jy "by" bly. En om "by" te bly, vra studie en inspanning. Julle het nou N3-sertifikate. Voor julle lê die T-sertifikate. Reël julle krag.

- (c) Onthou in die derde plek dat daar by julle werk belangrike menseverhoudings op die spel is. Die mens se motor is 'n funksionele instrument wat betroubaar moet wees, maar terselfdertyd is 'n mens ook lief vir sy motor en trots daarop. Dit sal u taak wees om te verseker dat die motoreienaar op sy motor kan vertrou en nie in sy liefde teleurgesteld sal wees nie. Daardeur sal u mense se goeie gesindheid wen en vertrouwe inboesem. U kan dit doen slegs deur volhardend net die beste werk te lewer.
- (d) Behou u idealisme. In ons materialistiese wêreld is dit vir ons nodig om in ons arbeid en denke nooit te vergeet dat daar ook ander en belangriker waardes is as voorspoed en geld nie. Die woorde van Christus by die versoeking in die woestyn het ook vir ons in ons vakmanskap sinvolle betekenis: "Die mens leef nie net van brood nie." (Mat 4:4) Baie belangriker as die brood wat ons verdien, is die kwaliteit van die diens wat ons lewer - diens aan ons huis, ons gemeenskap, die tegnologie, die nywerheid, ons land en die wêreld.

#### 10. Slot

Met hierdie woorde wens ek u geluk op hierdie dag en gee ek u my allerbeste wense mee vir u toekoms. Daardie toekoms sal grootliks wees dit wat u self daarvan maak.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN DIE MINISTER VAN KLEURLING-, REHOBOTH- EN NAMABETREKKINGE

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF THE MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS

KAAPSTAD  
CAPE TOWN  
16/6/77

# Need for black trained artisans becoming critical

South African industry is facing a hopelessly inadequate supply of trained journeymen and, according to industry sources, the position will only improve when blacks are taken in as trained artisans.

At this stage companies are doing their best to train blacks as journeymen's aides, thus enabling them to take care of semi-skilled operations.

The big problem lies, however, not in the Apprentices Act which does not discriminate against the employment of apprentices on the basis of colour, but in the lack of colleges to train them. Trade unions too are generally not enthusiastic about black apprentices.

## TECHNICAL COLLEGE

Commenting on the position, Dr Errol Drummond, the director of Seifsa said that "technically speaking, there is nothing in the Apprentices Act which discriminates against blacks being employed as apprentices.

"The main problem lies however, in the training of these apprentices. At this stage there are no technical colleges in the metropolitan areas which cater for them, so their training is restricted to the homelands and border areas.

"Naturally, apart from the practical training, certain educational standards also have to be met.

Dr Drummond said he was not aware of any black apprentices being employed in the iron, steel or engineering industries at present.

## "MAKE A START"

The situation in the chemical industry is highlighted by Mr Harry Oppenheimer in his last AECI chairman's review.

In it he says: "It is in the artisan area that the greatest difficulty is foreseen in meeting the needs of the Republic over the next 10 years, given economic recovery and normal growth.

"Reasonably educated efficient white apprentices, who are in any event in short supply, are increasingly being drawn up into the technician and supervisor ranks and into more lucrative occupations after qualifying."

Mr Oppenheimer then goes on to call for a start to be made on the

ning of black apprentices.

Commenting, Mr J E "Tubby" Faure, national chairman of the Amalgamated Engineering Union of South Africa says: "I believe the most realistic thing for companies to do is to train and retrain their semi-skilled and skilled white employees who have been in the various industries for a number of years, helping them to become qualified artisans.

"Once they have been fully catered for, the blacks can be given an opportunity to be trained. "We must not forget, too, that every year there are large numbers of school-leavers and they must also be catered for."



PAGE EIGHT

12.5.3 School of Modern Languages

7. PAUL ANDREWS (LEFT HALF)-DURBANVILLE

Afrikaans en Nederlands
A solid defender! Andrews acquitted himself extremely well and was particularly impressive in cover defence. He has a good reverse stick tackle but should practice 'giving' that side to his wing. He clung to the touch line so as to block the wing from going through. Any good right wing would then naturally play the one-two with his inner and pick up the ball behind the left half. Basic skills are good, but what a pity he is so ultra defensive. There were times where, had he followed up behind his forwards and called for the back pass, he could have switched play to the right with devastating effect. He should practice this. Another quiet young man who in years to come will be a great asset.

13. Degree Nomenclature

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TECHNOLOGY
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8. PETER

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Growing unemployment. This is the dismal message of the Economic Development Programme. The problem, now widely recognised, is how to deal with it in an economy beset by domestic recession and plagued by overseas scepticism.

In a thought-provoking talk to technologists in Durban last week, economist Lawrence McCrystal suggests a six-point package that he believes would go at least part of the way towards providing a solution. The package is designed, he says, to "promote the use of labour and economise on capital." Its elements:

- All concessions which reduce the cost of capital should be reviewed — allowing that some might have to be retained to compensate for the lack of enough tax concessions to compensate for inflation.
Efforts to train labour should be inten-

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other simple infrastructural work. However, observes McCrystal, "this implies changing the thinking of those in authority with regard to completion dates for such projects."

Grass-roots community development projects should be promoted in rural areas. Presently, such projects as exist are largely run by church groups who are doing sterling work in promoting handicrafts and self-help schemes. The government should get involved too, insists McCrystal.

Finally, restraints on black businessmen should be relaxed so that the commercial and services sectors — probably the most labour-intensive in the economy — can play a greater role.

These points certainly seem to be a good starting point. If only Pretoria would hurry up and get weaving.

9. STEVEN

Nicknamed what was for a very Yet, with short bal. think A jovial sort of

School and submitted to the Faculty for approval).

10. JEREMY CLOETE (CENTRE FORWARD)-CAPE

14. Cloete plays for his club, yet himself as a centre forward. Cloete has had the ultimate goal to show off the opportunity to see him play at stay in the forwards. He is a defender Johnny Thompson a defender, he shows both through and cross passes. His main tended to come back that when fore. This is a man who must be encourage youngsters who are well liked by all in

sified. McCrystal points out that a study in Europe has shown that only 10% of productivity increases are attributable to the replacement of men by machines. On the other hand, 65% result from better management, training and research.

There should be more research into "intermediate" technology to use in the under-developed parts of the economy. "Work in this direction is being done in various parts of the world but my impression is that little attention is being paid to it in SA," concludes McCrystal. Apparently, a Japanese-owned factory in India managed to reduce the size of its plant, which makes plate glass, by half. But the machinery was adapted to use three times as many workers.

SA ought to promote labour-intensive methods in the construction and maintenance of roads, especially feeder roads and district roads, and in housing and himself ht inner, ited I on that of Bobby ncentrate on the halves on either side of him in his build up. He tends to want to beat the man once too often.

114. NEIL FLOYD (LEFT INNER)-OLD MUTUAL

That restructuring of the Here is a young man with much potential properly lift the core to get performing came to the north (see left section) believe he has the makings of a good i Denne. His stickwork and basic skills are excellent, on his defence and use short passes to wing or the halves on either side of him in his build up. He tends to want to beat the man once too often.

On 17.10.60 Senate ratified the following recommendation of the Board of the Faculty of Arts:-

"On the recommendation of the board of the faculty, after approval of the heads of the departments concerned, the Senate may grant a student who has completed examinations at another university, exemption from and/or credit for (i) any course in any full year's work if he has passed that year's work as a whole; and (ii) any individual course in which he has obtained a pass mark of at least 50%; save that exemption and credit may not be given for more than three courses in respect of attendance at another university for one year only, and that the total number of courses for which exemption and credit is given may not exceed five."

This policy formula was recommended the discont

proved satisfactory in

(i) On the recommendation

of the heads of the departments concerned, the Senate may grant a student who has completed examinations at another university, exemption from and/or credit for (i) any course in any full year's work if he has passed that year's work as a whole; and (ii) any individual course in which he has obtained a pass mark of at least 50%; save that exemption and credit may not be given for more than three courses in respect of attendance at another university for one year only, and that the total number of courses for which exemption and credit is given may not exceed five."

(ii) Exemption from a course in the Department concerned to the equivalent of the above revised position

It is not clear from the above revised position that at some Universities Mr. Riordan, Faculty of Arts, was lighter than at

If Mr. Riordan's supply of transferring students at most Universities individual courses

# Sperry Vickers joins 'Operation Upgrade' to educate workers

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STAR 29/6/77

Sperry Vickers in South Africa has joined "Operation Upgrade," which is aimed at improving the educational standard of non-White staff with a view to placing more of them in more responsible positions in commerce and industry.

In the first course, which started in 1975, six illiterate Black members of the staff were enrolled with a view to bringing their educational standard up to Standard 4 level in Sotho and English. All six passed their first course with distinctions, their percentage level varying between 82 and 96, which is considered to be a remarkable achievement.

They are now being brought up to the Standard 6 level in English and are doing very well to date.

Sperry managing director, Mr Ron Hancox, said this week that he was particularly proud of the success which had been achieved and felt that the effort had been very worthwhile. The course had involved one hour daily for five days every week.

"As we progress, we will add to the numbers. It is our objective to bring all our black workers up to a Standard 8 educational level."

2 September 1967 when the Board reformulated its policy as follows: the faculty, after approval of the Senate may grant exemption and credit for (i) any course in any full year's work if he has passed that year's work as a whole; and (ii) any individual course in which he has obtained a pass mark of at least 50%; save that exemption and credit may not be given for more than three courses in respect of attendance at another university for one year only, and that the total number of courses for which exemption and credit is given may not exceed five."

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things what the reason may have been that at some Universities Mr. Riordan, Faculty of Arts, was lighter than at

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Group 4: Bruce Dick

# Skilled blacks to outstrip whites

STAR 5/7/77

Labour Reporter  
Labour forecasts for the next few years show that the black skilled worker force will outstrip the white by about seven to one, the director of the Steel and Engineering Industries' Federation, Dr Errol Drummond, said in

Johannesburg yesterday. He said that in the period 1975 to 1981, the number of artisans and technically skilled workers would increase by 78 500 a year, given an economic growth rate of five percent a year.

these workers — or 56 900 a year — would be blacks, compared with 7 300 whites.

Of these blacks, 1 100 would be foremen and supervisors and 1 800 would be artisans and apprentices.

projections at the manpower and unemployment congress of the International Association of Commerce and Economics Students.

The congress was told, however, that an economic growth rate of five percent was most unlikely. It was expected to be no more than four percent a year.

Dr Drummond said South Africa would have to intensify its efforts to "de-skill and fragment" artisan work to create greater job opportunities for semi-skilled operators irrespective of colour.

He said the country was going through a period of reassessment of its industrial training needs. Given successful implementation, the type of training now in progress would meet the needs for trained manpower.

More than 70 percent of these workers are expected to be blacks and whites. Dr Drummond gave his forecast because outside people provide the money and expect to see people actually get on and do the work; perhaps a lot of opportunities for interaction, and interdependence. Outside funding agents know better than the academics are that need to be solved. Perhaps their 'gut feeling' is more than the 'gut feelings' of people in isolated departments about the funding of research and the importance of research available to get people off the ground, rather than the refunding research which has expensive equipment available a long time, even if it has been producing results in terms of funding, the opportunities of units such as in that there may be more flexibility of finance if someone does come along and do some work for three months, and the researcher doesn't have to wait six months for the University Research Grant Committee to find some money to employ him. We discussed the possibility of increased use of graduate students, undergraduate students, in research, since they do good research, relatively cheaply.

In summary, we suggested that it is important to have the correct 'gut feeling' about what the important matters are; that things must be brought to fruition, that they must, if possible, be implemented; and that there should be some sort of audit and evaluation of research that is going on. We ended with the following questions: what is the University's responsibility in terms of research, how do we define research priorities for the University or for departments, and how do we draw a balance between the action-orientated, problem-solving research and research of a more fundamental nature. One member of the group was particularly concerned to know how we could ensure that research was a valid reason for missing the Afts Faculty meetings instead of having to make excuses about going to the dentist.

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NATAL MERCURY 6/7/77

JOHANNESBURG —

The electrification of Soweto will initially create jobs for about 2 000 Blacks, and improve the quality of life, Mr. S. R. Whiting, deputy managing director of LTA, said here yesterday.

He delivered a paper prepared by Powercon, a consortium of Roberts Construction, LTA and Siemens, and Marplan at the tenth annual economic congress of the International Association of Commerce and Economics Students.

"Perhaps the most significant changes that will occur in Soweto are sociological changes. The lack of lighting creates a feeling of insecurity."

Electrification, he said, would have the greatest impact on the income of the Soweto population. Through the medium of study they would increase their effectiveness and conse-

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# ELECTRIC POWER'S BOOST TO SOWETO

quently their quality of life.

The project involves 80 000 houses, 2 500km of trenching, 3 000m of electrical cables and 15 000km of house-wiring.

The project will cost R60 million over three to four years. The average monthly employment during construction will be 100 skilled artisans (probably all White), 500 semi-skilled artisans

(Blacks trained or who could be trained) and 1 500 unskilled Blacks. It is possible that more semi-skilled Blacks will be used.

Once the project was completed, Mr. Whiting said, it had to be operated and maintained. At present there were few qualified Black wiremen. The number would need to be increased to service 80 000 houses.

"The long-term benefits of Blacks becoming fully trained artisans are well known — a higher number of skilled men available, higher income earned, and better style of life," Mr. Whiting said.

"We are looking at a situation in which we are talking about income generated and employment opportunities after the project work is complete."

Soweto would become the potential market for 80 000 stoves, fridges, kettles, hi-fi sets, TV sets, heaters, irons and washing machines. The likely sale of appliances over five years indicated 58 000 stoves, 54 000 fridges, 67 000 irons, 38 000 heaters and 13 000 washing machines.

Most of these appliances have almost 100 percent local content. —(Sapa.)

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STAR 7/7/77

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# If blacks in Soweto can be electricians...

The consortium which proposes to bring electrification to Soweto will "certainly take the opportunity" to train black apprentices during the project, and expects no opposition from the authorities.

In fact, it sees the project as part of a training process for black wiremen and electricians who will have to operate and maintain the complete installations.

This disclosure is one of many revealing points made at the manpower and unemployment conference of the Internal Association of Commerce and Economics Students in Johannesburg this week.

It demonstrates how black artisans can be created even if job reservation is retained in white areas. It also raises the question of why the vast buying power of the Soweto complex has not been employed fully for the advancement of Soweto's own people.

Why should they not become contractors, open service industries and ultimately factories to employ the talent that is thwarted in the big city next door?

The answer was provided by another speaker who pointed out that blacks are not permitted to open up backyard workshops or run more than small shops in black urban areas.

The conference was told provided for the community and they have waiting labour-intensive industrial development in the area.

... Why is South Africa wasting such a vast potential of skilled manpower, employment and black buying power? Star Labour Reporter SIEGFRIED HANNIG pinpoints issues raised at a manpower and unemployment conference in Johannesburg this week.

that these were some of the regulations which contributed to poverty, polarisation and the "explosive situation" now being aggravated by unemployment.

It also became apparent that such restrictions generate unemployment by aggravating the skilled manpower shortage.

Various speakers made it clear that unemployment — described by one as "public enemy number one" — already exists and, by way of population growth, threatens "political disaster."

Blacks would have to advance into the highest skill levels if unemployment was to be curbed, the conference heard.

If the entire white population consisted of managers and professional people, South Africa would still fall short of the skills distribution required by a developed

country such as the United States. And such a skills distribution would have to be striven for to facilitate the kind of economic growth needed to employ the growing population.

Job reservation was seen as one of several ideological obstacles to maximum employment. Another was the "infamous" Environment Planning Act, which, by restricting the black labour force in white areas, prevents employment creation where it occurs most naturally.

But the "tremendous scope for backyard business" which one speaker saw in Soweto and which remains stifled at present, also holds great potential.

It is more than a means of dodging job reservation.

As electrification and home-ownership get under way, backyard workshops could grow into service industries and generate some of the leadership group which is so essential to economic growth and job creation.

The tribal homelands and the migrant workers from these homelands are far less likely to produce industrial leaders than townships such as Soweto, whose residents live cheek by jowl with Western technology and business.

Why should the black buying power that exists in Soweto not be allowed to upgrade the talent and enterprise of its own people?

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The Requirements of a Good Filing System is the title of the paper. The writer, however, is not a business efficiency expert, but Johannes Nhlapo, checker at Hoechst Pharmaceuticals in Industria, Johannesburg.

Nhlapo is one of a class of 18 of Hoechst's African and coloured workers, who have been selected for a programme that could have far-reaching effects on black training in SA.

Only some of the trainees have a matric. Their jobs range from clerk to lorry driver. But all can now talk in an

daily in a system they don't understand, in a world nobody has explained to them".

The course, which runs for about two years (once a week in office time) plans to do that explaining. The idea is to raise black workers' general economic skills and awareness — not to make them more efficient labourers.

It deals with topics ranging from basics like how to fill in a money order or operate a cash register through the ramifications of insurance and hire purchase to the rudiments of commercial banking

lants only as a potential white collar work force and to restrict training for the rest to basic technical instruction.

"They're cutting out 95% of their labour force. There must be thousands of Africans on the factory floor with exceptional intelligence who've never been able to get a matric."

So far, results have been encouraging. Hoechst Training Manager Arrie Schutte tells the FM: "We have been impressed with results thus far. The students have accumulated a great deal of basic business know-how."

At the end of this year, the students will write an exam, probably set by Unisa's School of Business Leadership. If they pass, they'll be presented with a certificate.

"They'll then have marketable skills — an obvious boon in these times. And they'll also have the protection of knowing how business works," says Ozynski.

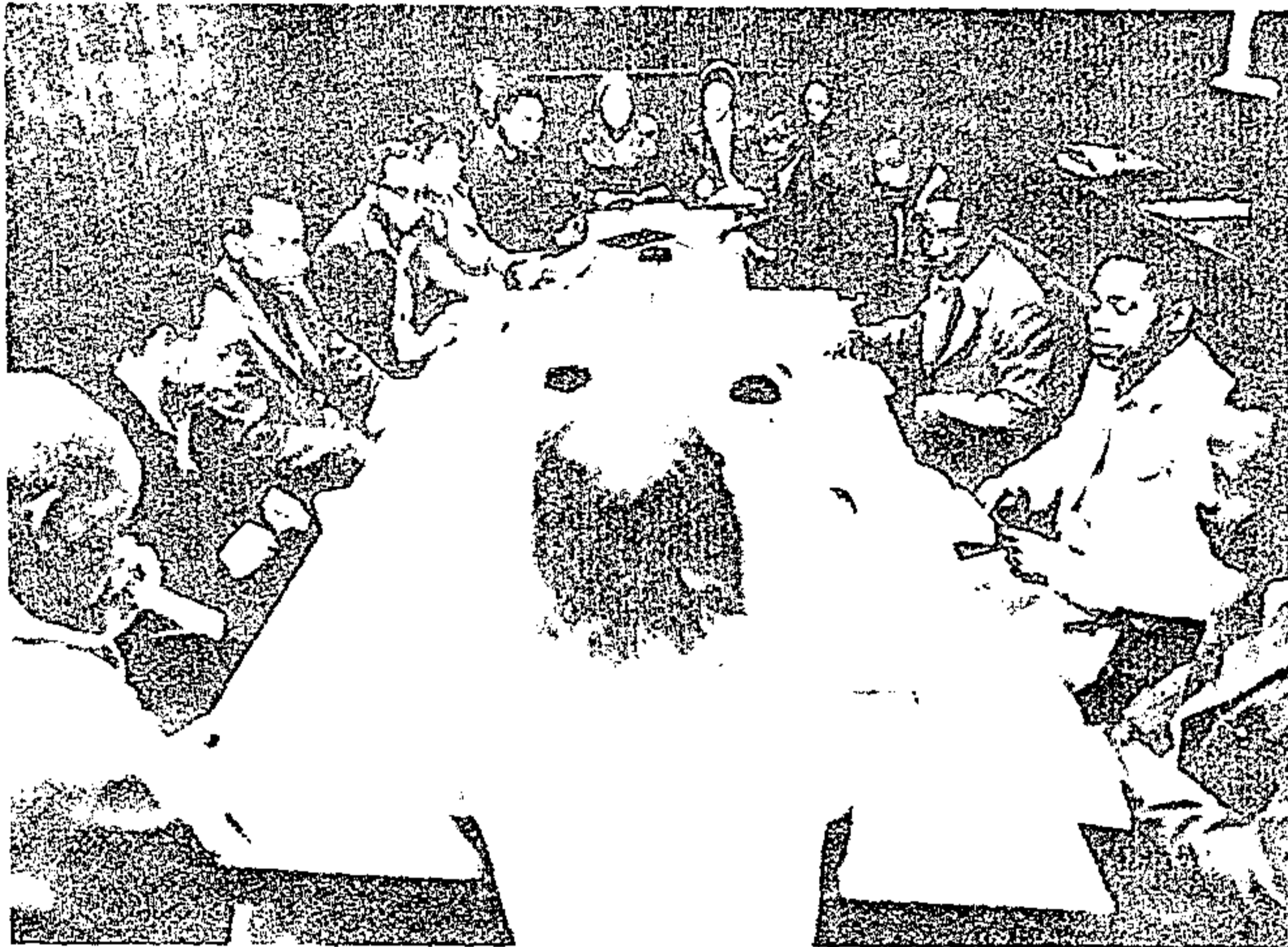
Some may be promoted, most will probably get wage hikes. But Hoechst isn't looking to the programme simply as training for higher jobs in its own plant.

Indeed, the importance of the scheme is the effect it will have, if successful, on future training. Ozynski sees it as a pilot project only, hopefully leading to similar work elsewhere. He's aiming at "mass crash business education".

He reckons that finding new teachers shouldn't be a long-term problem. Three of his own students are, he believes, able to become teachers themselves.

"Besides people who've undergone the course, there's obvious talent available at the universities. Employers can afford to pay well because training is tax deductible. We want the scheme to spread, and would welcome approaches from other employers."

The lesson is clear. Employer spokesmen have repeated *ad nauseam* the need to develop African skills, to induct Africans into the economy. What more obvious place to start than on their own factory floor?



Hoechst training class . . . the shape of things to come?

informed way about filing systems, office machinery, parcel insurance and the like.

The course doesn't aim at teaching people to do their existing jobs better. It is an attempt, says Saul Ozynski, a high school business economics teacher who runs it for Hoechst, "to take the mystery out of business procedure".

Black workers, he reckons, "work

and marketing.

The students were selected by Hoechst — not on the basis of educational qualifications, but via aptitude tests. 26 were selected, 18 have stayed the pace.

Ozynski believes his scheme could have important ramifications for training. "I've been struck by the way in which most employers tend to look to matricu-

# Commercial firms ignore Pinetown Training Centre

FINANCE

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Financial Editor

**THE PINETOWN** Inservice Training Centre, which began operations in February, 1976, has not yet run a course for Commerce, nor has it received a single request from the business sector, for employees to be trained.

This was the message given to a party from the Durban Chamber of Commerce, which visited the Centre yesterday.

Mr. A. D. Gourley, who represents the Chamber at meetings of the Centre's executive committee, said that commercial firms had been slow in getting off the mark. Industry was making good use of the Centre. There would be no space left for commercial courses if action was not taken soon.

"The days are over when training can be done 'down the line' on the job.

"People say that times

are bad and they cannot afford to pay for training but I believe that now is the moment for training.

"The future looks a lot better than it did a year ago. If you think of Natal's potential, we should start training because of the jobs that will have to be filled."

Mr. Colin Baxter, principal of the Centre, said that his aim was to satisfy the needs of Commerce and Industry.

"We waste no effort on unnecessary things but we want to know what courses Commerce would like us to run. I hope that Commerce will

appoint a training officer here."

Mr. Baxter said that training must be at all levels — from the top to the bottom.

"Management needs training, as much as anyone else, to keep abreast of modern developments. If we are going to export we must keep up with new ideas."

Mr. Baxter added that the Centre was viable, the flow of trainees was increasing and the cost to employers of having people trained was deductible for income tax purposes.

"But, if Commerce does not hurry up there will be no room left."



**MR. COLIN BAXTER** (extreme left), principal of the Pinetown Interservice Training Centre, explains to members of the Durban Chamber of Commerce the instruction being given in the basic metal workshop. He said that the productivity of students who have passed out at the Centre increases on average by 20 percent.

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sion of Saldru,

# 11-shift fortnight hits production at Rand Mines group

JOHANNESBURG. — Indications were that the 11-shift fortnight, which has been in effect for the June quarter, reduced production by about six percent at the Rand Mines group gold mines, in spite of every effort to improve productivity, the company announced yesterday.

Although the tonnages milled at all the mines increased mainly through utilization of a bigger work force, these could have been higher had the 11-shift fortnight not been in effect.

At all the group mines, labour complement was 100 percent and the training of new, unskilled labour initiated in the March quarter, began to show results in the form of the higher tonnages milled at the mines.

Total gold produced by the operating mines in the June quarter rose to 17 621 kg against 16 963 kg the previous quarter.

Helped by a higher tonnage milled of 441 000 tonnes (412 000 tonnes the previous quarter) and a slightly higher grade of 12,30 G/T (12,10 G/T), yesterday Blyvoor's gold production rose to 5 423,6 kg from 4 984,5 kg. This was achieved in the face of a rise in costs per tonne milled to R27 38 from R27,20.

The rise in cost a tonne milled, however, showed a distinct slowing over the previous quarter when the rise was nearly R2 a tonne.

Profit after tax and state's share of profit rose to R7,16m from R6,86m. The rise in profits is particularly noteworthy when account is taken that a profit of R1,06m

the previous quarter from gold sold as a result of clean up operations, was not repeated this quarter when no clean up gold was sold.

Tax and state's share of profit was up at R3,24m from R1,69m.

Uranium oxide produced was slightly higher at 33 851 kg, and a loss on sales the previous quarter of R75 000 was converted into a profit in the June quarter of R749 000.

The rise in the gold price during the quarter contributed to increased revenue from gold sales, and in fact assisted all the mines of the group.

At the end of the quarter a new hostel complex for black employees was nearing completion and some of the buildings have been occupied.

The erection of the plant for the recovery of uranium from numbers one and six slimes dams has been completed and it is at present being commissioned.

## Harmony

At the group's other major gold producer, Harmony, tonnage milled increased marginally to 1 533 000 tonnes, but with a lower yield of 5,24 G/T gold production was marginally down at 8 039 kg from 8 189 kg.

The dislocation caused by an underground fire resulted in 30 000 tonnes of lost production. However, the company has warned that the major effect of the fire will only be felt during the September quarter, when the yield on ore milled is expected to drop.

An increase in costs a tonne milled to R18,82 from R17,38 had the effect of reducing working profit to R2,68m from R3,36m.

Uranium oxide production was marginally higher at 139 002 kg, but working profit dropped to R156 000 from R8,97m as there were only limited sales of uranium during the quarter. Uranium oxide sales are sporadic



Mr Basil A Beeming has been appointed technical director on the board of directors of BP Southern Africa (Pty) Ltd.

and can differ materially from one quarter to the next.

There is a credit this quarter of R3,51m in respect of an over provision made during the year for tax and state's share of profit. This arises because of the lower uranium profits and increased capital expenditure. The final result is a net profit of R7,06m against R8,02m the previous quarter.

At ERPM tonnage milled increased to 384 000 tonnes from 313 000 and in spite of a lower grade of 5,91 G/T, gold production increased to 2 269,1 kg from 1 966,4 kg.

Costs were well contained during the quarter and helped by the higher tonnage milled the cost a tonne milled was down at R31,28 from R31,76.

The net loss for the quarter was lower at R754 000 (R807 000) after higher state assistance claimed of R2,24m (R,81m) had more than offset an increased working loss of R3,05m (R2,71m).

At the group's remaining gold producer, Durban Roodepoort Deep, ore milled increased to 529 000 tonnes from 480 000 tonnes, but with a disappointingly lower grade of 3,57 G/T (3,80 G/T), gold production was only marginally up at 1 889,1 kg (1 823,5 kg).

Costs a tonne milled were well held at R18,40 and net loss for the quarter fell to R155 000 from R304 000, after higher state assistance of R1,89m (R1,69m).

As operations at City Deep, CMR and Crown Mines are now confined to clean-up of the plants, the publication of quarter reports has been discontinued. — Sapa



# Training centre for blacks open

STAR 21/7/77

East Rand Bureau

Black wages had increased rapidly over the past four years but had not been accompanied by increased productivity, Mr C S Barlow, chairman of Barlow Rand Ltd, said at Benoni yesterday.

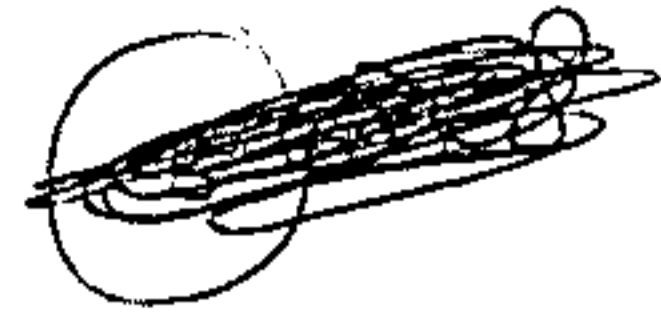
He was opening the new R300 000 in-service training centre for blacks at Apex.

Mr Barlow said this had had an inflationary effect. He felt one of the main reasons for South Africa's poor productivity record was poor training.

People had not been taught in a systematic fashion. It was here that in-service training centres could play a significant part in helping South Africa overcome its productivity crisis.

He said the current recession had meant there was availability of people for jobs. This could tempt industrialists to slacken training efforts but that should not be allowed to happen.

① 179



# Government urged to bring in army training for immigrants

JOHANNESBURG — There is growing discontent among South Africans with the Government's policy of not subjecting non-nationals to some form of national service, especially after the recent extended call-up to an initial period of two years.

Yesterday, Mr Vause Raw, chairman of the federal council of the New Republican Party and opposition parliamentary defence spokesman, called

for a fresh Government initiative to investigate ways of bringing non-nationals into the defence structure.

"I feel strongly about this. I feel it is totally wrong that a certain group of people should reap all the privileges of living in our country without contributing towards its defence," Mr Raw said.

Members of Parliament who were approached

yesterday confirmed that the issue had often been raised at political meetings in their constituencies.

Mr Radclyffe Cadman, MP for Umhlatuzana, said he had always held that people who lived and derived benefit from a country should be prepared to help in the defence of that country.

"I appreciate that international law and custom prevent the Defence Department from making

it compulsory for non-nationals to serve, but I think that the young men who are not nationals and who are permanent residents of South Africa should offer their services," he said.

Last month, the Minister of the Interior, Dr Mulder, said he agreed that there were people who were reaping the benefits of living in South Africa and not contributing.

"I cannot commit myself but we will be compelled to take a look at the situation. I will take it up with the Minister of Defence," Dr Mulder said.

Figures released recently by the Minister of Defence, Mr Botha, showed that the number of foreign males indicating they would become naturalised — thereby becoming eligible for military service — was on the decline.

In 1975, 1 429 foreign nationals indicated they would become naturalised, as opposed to 997 who said they would not. During the first four months of this year only 533 said they would and 1 232 said they would not.

Mr Raw said yesterday those who did not intend becoming naturalised should be denied permanent resident permits.

He said another suggestion that should be investigated was that a military tax be imposed on all foreign national males who do not serve in the army.

The South African Government relies heavily on immigrant manpower to keep the wheels of industry turning and to date has treaded carefully not to scare immigrants away.

— DDC

<p>for 30 years casual wk.</p>	<p>OF OTHER JOBS N FARM farm here 1 on nearby farm -</p>
<p>Weekly rations: 81b meat About 1 yr. dried fish, mealies, meal, beans, sugar, coffee, tobacco milk, vegetables in season</p>	<p>3 on Citrusdal farms</p>
<p>1 at 8 days Rations: 81b meat, dried fish, beans, sugar, coffee, tobacco, milk, fruit &amp; veg. in season.</p>	<p>Wife wk'd in Worcester &amp; Citrusdal</p>
<p>1 in town - sends R15 every 2 weeks Weekly rations: 61b meat, dried fish, rice, milk, fruit &amp; veg. in season</p>	<p>1 on near by farm</p>
<p>Husband &amp; wife born on nearby farms</p>	<p>3 yrs Nearby farms - wife as domestic</p>
<p>1 - pneumonia at 11 months</p>	<p>"can't rember here longer than present 'baas' Nearby farm wife as maid</p>

R24 (22) Casual 2 (3, 1)

2 yrs Nearby farm

# More training courses scheduled for Border

U.D. 25/7/77

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EAST LONDON — Two more training courses have been arranged for East London by the National Development and Management Foundation (NDMF).

Both are TSS courses and both relate to job relations — one is for whites and the other for Coloured persons and blacks.

What are the causes of unco-operative and suspicious attitudes in people? What does effective leadership depend upon? How can the supervisor get the intentions of management carried out on the job?

Both courses are concerned with the causes and effects of human attitudes in the work situation. Both teach a clear step-by-step approach through which the supervisor solves human relations problems on the job.

The training is essentially practical and is carried out by a combination of techniques of demonstration and group discussion. The instructor presents, demonstrates, the various principles and practices of the Job Relations programme, each of which must be tried out by the group members in syndicates.

The end results are then discussed in a plenary session by the full group.

In all TSS programmes the emphasis is on the end result — an inculcated ability to practise what is taught. TSS pocket cards

(reminders of the basic steps) are provided. These cards are world-wide recognised insignia of the trained TSS man.

In both instances, the course is aimed at the newly appointed supervisor, as well as the old hand who has not yet undergone a similar type of course.

Both courses will have as instructor Mr W. Krugel, training officer of Dunlop Flooring. Both will comprise two-hour sessions, the course for

Coloured persons and blacks being from August 1 to 5, and that for whites from August 8 to 11.

As I have said previously, during the present business recession firms have an ideal opportunity to get all their workers (at all levels) fully trained and ready for the return to more normal conditions, when they can then take full advantage with increased productivity and better understanding between all levels of management.

— BUSINESS EDITOR

# Ford chief gives his view

W/E ARGUS 30/7/77

Weekend Argus  
Correspondent  
PORT ELIZABETH: —

The biggest challenge South African industry faced today was to try to introduce innovations without face-to-face confrontation with traditional labour patterns.

# Training is key to SAA's black labour

(179)

This is the view of Mr Doug Kitterman, retiring managing director of the Ford Motor Company of South Africa.

Training is going to be the key to enable the black man to take his rightful place in an industrialised society,' he said.

After decades of being told what to do nobody can expect a black man suddenly to assume new responsibility without sufficient training.

'I am just as keen as anyone else to see the black man take his rightful place in industry. I abhor discrimination and I always have. But you cannot take an untrained person to give him authority overnight. What the hell is he going to do with it.'

Ford was fully committed to its community responsibility and the six principles which had been accepted by 33 companies.

'We are very pleased with the developments and progress in the upliftment of our black people.'

He welcomed the Urban Foundation as a good rallying point for big business.

'When the foundation has drawn up its own sets of principles companies like ours can commit to these principles which will be compiled in this country.'

Asked what he thought the government could do to create a better atmosphere for the motor industry in this country, ci-

gar smoking Mr Kitterman said although it only affected two percent of the work force the elimination of job reservation would give the country a tremendous psychological boost.

'I hope that in the next three to four months the Government will consider the elimination of job reservation although frankly it has never been a big problem to us.'

Outlining his ideas on the future of the industry he said the United States Government's plans to cut fuel consumption would bring about a drastic change in car and truck design.

'The car of 10 years time will be almost unrecognisable when compared with the models of today. Aluminium, plastics and alloys for lightness are going to play an even more important role in the future.'

One of the first innovations which the public would see was a new V8 engine due for release soon that would automatically run on four, six or eight cylinders depending on driving conditions.

'While running on four cylinders for example it will only use half the fuel it would use running on eight,' he said. As far as the future of the industry in South Africa was concerned he

would stick to his prediction that there would be only six or seven manufacturers left within 10 years.

'On this question of reducing the number of models we don't need to be pushed by the Government on this, we are doing it all the time and so are the other manufacturers.'

'We did it because we realised that it was the only way we were going to make any money. The South African industry's greatest hope for the future was the black market which was going to have a tremendous influence.'

'The only questions are when and how fast.'

'Once blacks are brought to the point of becoming effective consumers — and I think this is going to happen quicker than a lot of people think — the possibility will be unlimited for this untapped well.'

On the controversial issue of manufacturers and motor sport, Mr Kitterman has very definite views.

'I think it gives the company a certain vitality you can't get any other way and has youthful appeal.'

'I think I will understand the managing director down the road having the opposite view because I cannot prove it.'

# CAPE'S TRAINING PLANS IN JEOPARDY

W/E Abbas (Bus) 30/7/77

(179)

**PLANS to train more technicians are being jeopardised by the failure of most Cape industrialists and business firms to support the Peninsula's main training centre, the Cape College for Advanced Technical Education.**

The number of students is expected to rise by 70 percent to 25 000 in the next three years.

But appeals to business for R1-million by the end of next year to pay for the first phase of the college's development and expansion programme have raised only R420 000.

Fewer than one in 10 of 3 500 firms approached in three years by Mrs Rina Rauch, the college development officer, have responded, although a few generously gave as much as R10 000.

## R100 a year

'If each gave us merely R100 a year, which is fully tax deductible, they would help us tremendously,' she said this week.

For every R15 raised by the college from business interests, the State has agreed to contribute an-

by  
**TOM  
HOOD**

other R85, the ratio paid to universities.

'If we cannot raise the R1-million our plans will be held back. We cannot possibly go ahead,' said Mrs Rauch.

College authorities feel they are losing out because too many businessmen look on them as the poor relatives of the universities. Some companies give 10 times as much to universities as they do to technical colleges.

But they point out that the holder of the college's national diploma is now

rated as equal to a BSc Honours in the public service and superior by some large industrialists.

A man with the civil engineering technicians' national diploma, for example, is qualified to accept a town engineer's job.

In spite of the recession, there is still a shortage of people with technical qualifications and practical training, while many graduates in some faculties cannot find jobs.

There is also a shortage of technicians overseas, so that South Africa is unlikely to recruit many from that source.

## New jobs

New jobs will be created when the economic upswing comes and unless the college's expansion programme goes ahead students will be turned away.



TOWN engineers' appointments can now be accepted by students taking the civil engineering technicians' national diploma at the Cape College for Advanced Technical Education. Here a fourth-year student on the course, Mr W. A. M. Bates, left, of the CSIR, is taking measurements on a hydraulic jump in an adjustable bed flow-channel with Mr N. J. de Kok, senior lecturer in civil engineering.

The nuclear power station, the Saldanha iron ore export project and other developments in the Western Cape in the next few years will step up the need of the college to train technicians.

The R1-million the college is trying to raise by the end of next year will go towards the first phase of the expansion — building a modern educational

tower block on the site of the old Drill Hall. This was estimated to cost R4-million at 1966 prices.

Over the next 20 years the full development programme will take more than R30-million.

The Government has earmarked R168-million to expand the country's advanced technical education over 20 years.

## School's application

JOHANNESBURG — A school that offers management training to blacks — and has already trained about 200 — is to apply to the Government for a permit to continue running its multiracial classes.

It is the Institute of Business Management

Training, based in Pretoria. The institute also trains black managers in Durban.

Yesterday, the man who runs the school and regional director for the Transvaal, Mr. Jan Prinsloo, said he did not anticipate difficulties.

(179)

rate ( $i_{CD}$ ); foreign interest rate ( $i_f$ ); the rate of inflation expected in credit market; the rate of exchange, the real rate of interest; the rate of return on capital; the price of real assets  $P$  and the function are as follows: the Brunner-Meltzer model for bank credit; the government deficit, government (LC) and other bank credit; is the sum  $G_{BC} + G_{MB}$ ; course part of  $G$  of MB and dependent on requirements (requirements of Brunner-Meltzer); The interest rate is determined by Treasury

**Challenge on black training** 8/24 4/8/77

**Pretoria Bureau**  
 The Pretoria Institute for Business Management Training will go to the top if necessary to get a permit to train blacks in white areas "because it is Government policy to share facilities where no separate ones exist."  
 "In 1975 the Prime Minister, Mr Vorster, told the Natal Congress of the National Party that it was 'our policy' to share facilities between races if no separate amenities existed," said the regional director of the institute, Mr Jan Prinsloo, today.  
 The Prime Minister told the congress on September 26, 1975, in Durban that "we do it on the

rugby field and elsewhere already."  
 Mr Prinsloo said he had applied for a permit to train blacks in Pretoria but stressed that time was important. "If there are any problems I will seek an interview with the Minister of Bantu Administration and Development."  
 Mr Prinsloo said he would use the Prime Minister's speech to support his application to train blacks. "There are no other training centres here which offer the same facilities as we do," he said.  
 "We have received inquiries about training from blacks and whites all over the country," he said.

of exchange, the real rate of interest; the rate of return on capital; the price of real assets  $P$  and the function are as follows: the Brunner-Meltzer model for bank credit; the government deficit, government (LC) and other bank credit; is the sum  $G_{BC} + G_{MB}$ ; course part of  $G$  of MB and dependent on requirements (requirements of Brunner-Meltzer); The interest rate is determined by Treasury

which is fixed by the bank cartel and is simply  $i$  plus and the credit market determined bankers acceptance rate  $i_{BA}$ . The other interest rates are exogenous. The treasury bill rate is assumed as indicated to fall with the real level of Reserves ( $R^*$ ).  $R^*$  is established by valuing gold reserves at its market price and after subtracting accommodating foreign borrowing undertaken by the reserve bank or the treasury. The treasury bill rate is also assumed to respond to the measured excess reserves (EXR) of the banking system. That is to say it responds to the state of the credit markets. The supply of and demand for money are also given a Brunner-Meltzer type specification.

$$MB = R + NDA \quad (1)$$

$$R = R_0 \quad (2)$$

$$NDA = \alpha \left( \frac{BC_s}{R} \right) \quad (3)$$

$$BC_d = P_{BC} + G_{BC} \quad (4)$$

$$G_{BC} = G - T - OB + LC \quad (5)$$

$$P_{BC} = b(i_o, i_{CD}, i_f, P^*, X, E, p, P, Y) \quad (6)$$

$$BC_s = c(i_o, i_{BA}, P, rr, \dots) MB \quad (7)$$

ARGUS. 11/8/77

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## Second labour probe to focus on black training

FINDING ways to improve the training and productivity of black workers is expected to be one of the main tasks of a second commission of inquiry into labour matters which is to be appointed next week.

The new commission will run parallel with the Wiehahn Commission, which holds its first meeting today. It is investigating the fields of legislation administered by the departments of labour and of mines.

First news of the new commission was given last night by the Prime Minister, Mr B. J. Vorster.

### MANPOWER

He said it would investigate all legislation affecting the use of manpower, other than that being investigated by the Wiehahn Commission.

Mr Vorster said as there would be common points between the two inquiries, there would be mutual consultation to ensure that the whole labour field would be covered.

The composition and precise terms of reference of the commission will be announced next week.

Meanwhile The Argus Johannesburg correspondent reports that leaders of commerce and industry today welcomed the broadening of the inquiry into labour legislation clearly embracing the controversy over black managers in white areas.

The Prime Minister's announcement is seen as eliminating major omissions from the terms of reference of the Wiehahn Commission.

### GROUP AREAS

Among the laws excluded from the original terms of reference were the Group Areas Act which give rise to the recent rumpus over black managers in white areas, the Environment Planning Act which lays down black labour quotas for white areas and the Bantu Urban Areas Act.

### WELCOME

Mr Jack Holloway, president of the Transvaal Chamber of Industries, said: 'We very much welcome the expansion of the inquiry to include all manpower matters.

'But it is difficult to understand why the Government has seen fit to put what is basically one issue into the hands of two separate commissions,' he said.



**DEPARTEMENT VAN BANTOE-ONDERWYS**

No. 1662

26 Augustus 1977

KENNISGEWING INGEVOLGE ARTIKEL 14 (2) VAN DIE WET OP INDIENSOPLEIDING VAN BANTOEWERKNEMERS, 1976 (WET 86 VAN 1976), VAN VOORNEME OM 'N HEFFING TEN BEHOEWE VAN DIE SEBOKENG- OPENBARE INDIENSOPLEIDINGSENTRUM TE VANDERBIJLPARK OP TE LÊ

Die Minister van Bantoe-onderwys is van voorneme om ingevolge artikel 14 (3) van die Wet op Indiensopleiding van Bantoewerknemers, 1976 (Wet 86 van 1976), 'n heffing van 20c per maand per werknemer te hef ten opsigte van alle Bantoewerknemers wat in die vasgestelde gebied van die Sebokeng- Openbare Indiensopleidingsentrum, soos deur die Minister vasgestel, nl. die landdrosdistrikte Vereeniging, Vanderbijlpark en Sasolburg, betrokke is in die nywerhede hieronder genoem ten opsigte waarvan opleiding by die Sebokeng- Openbare Indiensopleidingsentrum verskaf word:

(a) Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, soos omskryf in Goewermentskennisgewing R. 479 van 29 Maart 1974;

(b) Motornywerheid, soos omskryf in Goewermentskennisgewing R. 1055 van 21 Junie 1974;

(c) Bounywerheid, soos omskryf in Goewermentskennisgewing R. 1956 van 17 Oktober 1975;

(d) Chemikalieënywerheid, soos omskryf in Goewermentskennisgewing R. 305 van 4 Maart 1977; en

(e) Kommersiële Distribusiebedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973.

Werkgewers wat in die gebied hierbo genoem, betrokke is in die nywerhede in (a) tot (e) genoem, word versoek om binne twee maande vanaf die datum van publikasie van hierdie kennisgewing vertoë oor die bedoelde heffing te rig tot die Voor-litter van die Koördinerende Raad vir Indiensopleiding van Bantoewerknemers, Privaatsak X212, Pretoria, 0001.

**DEPARTMENT OF BANTU EDUCATION**

No. 1662

26 August 1977

NOTICE IN TERMS OF SECTION 14 (2) OF THE BANTU EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976), OF INTENTION TO IMPOSE A LEVY IN AID OF THE SEBOKENG PUBLIC IN-SERVICE TRAINING CENTRE, VANDERBIJLPARK

The Minister of Bantu Education intends, in terms of section 14 (3) of the Bantu Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 20c per month per employee in respect of all Bantu employees in the fixed area of the Sebokeng In-service Training Centre, as fixed by the Minister, that is the Magisterial Districts of Vereeniging, Vanderbijlpark and Sasolburg, engaged in the industries listed below, in respect of which training is provided at the Sebokeng Public In-service Training Centre:

(a) Iron, Steel, Engineering and Metallurgical Industries, as defined in Government Notice R. 479 of 29 March 1974;

(b) Motor Industry, as defined in Government Notice R. 1055 of 21 June 1974;

(c) Building Industry, as defined in Government Notice R. 1956 of 17 October 1975;

(d) Chemical Manufacturing Industry, as defined in Government Notice R. 305 of 4 March 1977; and

(e) Commercial Distributive Trade, as defined in Government Notice R. 1829 of 5 October 1973.

Employers in the above-mentioned area who are engaged in the industries listed in (a) to (e) are requested to submit representations with regard to the said levy within a period of two months from the date of publication of this notice to the Chairman of the Co-ordinating Council for In-service Training of Bantu Employees, Private Bag X212, Pretoria, 0001.

# INDUSTRIAL TRAINING

## The price of apathy

Employers are still apathetic about training their African workers. The in-service training centre at Sebokeng in the Vaal Triangle has asked the Minister of Bantu Education to impose a levy on employers

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Cette première pièce exhale une odeur

— a "last resort" measure adopted when they fail to come forward voluntarily with funds.

Employers in the engineering, motor, building and chemical industries as well as those in commerce are to be asked to contribute 20c per worker to the centre every month.

Sebokeng thus joins three other centres — Waltloo in Pretoria, Port Elizabeth's Entonjeni and Bloemfontein's Boithusong — in applying for a levy. There are eight in-service centres altogether, three of which (Chamdor on the west Rand, Apex on the east Rand, and the Pinetown centre) have decided not to ask for a levy.

The minister was empowered to impose the levies by last year's Bantu Employees' In-Service Training Act.

The chairman of the Co-ordinating Council for In-Service Training, Marius Krige — who is also the chief industrial training man at the Department of Bantu Education — tells the FM that centres only apply for a levy "as a last resort". If they are able to attract sufficient funds from the private sector, no levy is needed. Exemptions from having to pay the levies can be obtained, but, says Krige, "only employers who belong to an employer association which already contributes would have a valid reason for asking for exemption".

Says Building Industries Federation director Johan Grotsius, whose organisation has been involved in financing the centres: "We don't feel we should pay the levy because we're already financially involved with the centres. But it's certainly true that other industries are making little or no contribution to training."

Outside the building, civil engineering and motor industries, employer participation in the centres is virtually non-existent, he adds.

"There's no reason why a centre shouldn't be able to pay its way — if employers in the area recognise the need for training. The fact that some have had to resort to a levy is an indication of how disappointing some organised employer reaction has been."

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BALZAC - LE PERE GORIOT

XIXE SIECLE

FRANCAIS I

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# Everyone on the bandwagon

179

WHILE training of black workers is now correctly recognised as a top priority by many South African companies, the vital complementary factors of job advancement appraisal and efficient selection of those to be trained are being largely overlooked.

This is the view of Harold Bruce, industrial relations executive of the Romatex Group.

"Selection, assessment and planning are essential if training is not to be counter productive," says Bruce. "The dangers of training 20 men as supervisors when there are only

## Finance Reporter

Sun. Trib. 4/9/77

likely to be two posts for them to fill should be self-evident."

The further up the ladder, the greater the danger of frustration and chaos becomes.

"Most companies are under tremendous pressure today on the training front," says Bruce.

"Not only are they conscious of the need to make up for lost time but regrettably, everybody is getting on the bandwagon. There is little if any co-ordinated training effort and the

inevitable commercial interest factor is creeping in.

"Every day, the avalanche of hard-sell literature pressing them to subscribe to this or that training seminar is increasing."

The Romatex Group has instituted an on-going management and development appraisal which will be the pace-setter for all advanced training and education programmes in the group.

Without such a programme, a large and diverse group could end up in a terrible tangle of too many chiefs and not enough Indians.

**DEPARTEMENT VAN BANTOE-ONDERWYS**

No. R. 1929

23 September 1977

OPLEGGING, BETALING EN INVORDERING VAN 'N HEFFING TEN BEHOEVE VAN DIE BOITHUSONG-OPENBARE INDIENSOPLEIDINGSENTRUM, BLOEMFONTEIN, KRAGTENS DIE WET OP INDIENSOPLEIDING VAN BANTOEWERKNEMERS, 1976 (WET 86 VAN 1976)

Ek, Michiel Coenraad Botha, Minister van Bantoe-onderwys—

1. handelende kragtens artikel 14 (3) van die Wet op Indiensopleiding van Bantoe-werknemers, 1976 (Wet 86 van 1976)—

(1) lê hierby, op versoek van die beheerliggaam van die Boithusong-Openbare Indiensopleidingsentrum, Bloemfontein, en op aanbeveling van die Koördinerende Raad vir Indiensopleiding van Bantoe-werknemers, die volgende heffing op wat betaalbaar is deur alle werkgewers van Bantoe-werknemers wat in die vermeldde gebiede betrokke is in nywerhede soos hieronder aangedui:

(a) *Bedrag en grondslag van heffing:*

40c per Bantoe-werknemer per maand.

(b) *Datum waarop heffing betaalbaar word:*

1 Oktober 1977.

(c) *Vasgestelde gebied:*

Die gebiede van die volgende Bantoesake-administrasies:

Suid-Oranje-Vrystaat.

Midde-Oranje-Vrystaat.

Noord-Oranje-Vrystaat.

Diamantveld

GOVERNMENT GAZETTE, 23 SEPTEMBER 1977

**DEPARTMENT OF BANTU EDUCATION**

No. R. 1929

23 September 1977

IMPOSITION, PAYMENT AND COLLECTION OF A LEVY FOR THE BENEFIT OF THE BOITHUSONG PUBLIC IN-SERVICE TRAINING CENTRE, BLOEMFONTEIN, IN TERMS OF THE BANTU EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

I, Michiel Coenraad Botha, Minister of Bantu Education—

1. acting in terms of section 14 (3) of the Bantu Employees' In-service Training Act, 1976 (Act 86 of 1976)—

(1) hereby impose the following levy, at the request of the governing body of the Boithusong Public In-service Training Centre, Bloemfontein, and on the recommendation of the Co-ordinating Council for In-service Training of Bantu Employees, which shall be payable by all employers of Bantu workers who are engaged in industries in the areas as indicated below:

(a) *Amount and basis of levy:*

40c per Bantu employee per month.

(b) *Date on which levy shall become payable:*

1 October 1977.

(c) *Fixed area:*

The areas of the following Bantu Affairs Administration Boards:

Southern Orange Free State.

Central Orange Free State.

Northern Orange Free State.

Diamond Fields.

GAZETTE

NO. 5740 17

(d) *Industries in respect of which training is provided:*

(i) Motor Industry, insluitende enige bedryf wat betrokke is in die vervaardiging, onderhoud of herstel van motor-voertuie of landbou-trekkers en bybehore vir motor-voertuie of landbou-trekkers;

(ii) Bou-nywerheid;

(iii) Streeke-ingenieursnywerheid, soos omskryf in Government-kennisgewing R. 1453 van 20 Augustus 1976, insluitende die Padmaatsnywerheid soos omskryf in Government-kennisgewing R. 1455 van 20 Augustus 1976;

(iv) Yster-, Staal-, Ingenieur- en Metallurgiese Nywerheid, soos omskryf in Government-kennisgewing R. 479 van 29 Maart 1974;

(v) Kommersieel-Distribusiebedryf, soos omskryf in Government-kennisgewing R. 1829 van 5 Oktober 1973;

(vi) Drink- en Verversingsbedryf, insluitende enige bedryf wat eets- of verversings insluitende drank bedien; en

(2) lê hierby die volgende werkgewers of kategorie van werkgewers vry van die verpligting om die heffing te betaal:

(i) Werkgewers wat lede is van die Federasie van Bou-nywerhede (Suid-Afrika);

(ii) Werkgewers wat bydra tot die opleidingsfonds van die "Civil Engineering Industry Training Board";

(iii) Werkgewers wat lede is van die "Business Equipment Association of South Africa"; en

2. in blinde kragtens artikel 15 (2) van voornemde Wet, mag die Bantoesake-administrasies vermeld in paragraaf 1 (d) (c) om die heffing namens die beheerliggaam van die Boithusong-Openbare Indiensopleidingsentrum in te order.

M. C. BOTHA, Minister van Bantoe-onderwys.

(d) *Industries in respect of which training is provided:*

(i) Motor Industry, including any other industry which is engaged in the manufacture, maintenance or repair of motor vehicles or agricultural tractors and accessories for motor vehicles or agricultural tractors;

(ii) Building Industry;

(iii) Civil Engineering Industry, as defined in Government Notice R. 1453 of 20 August 1976, including the Road Construction Industry as defined in Government Notice R. 1455 of 20 August 1976;

(iv) Iron, Steel, Engineering and Metallurgical Industry, as defined in Government Notice R. 479 of 29 March 1974;

(v) Commercial Distributive Trade as defined in Government Notice R. 1829 of 5 October 1973;

(vi) Liquor and Catering Trade, including any business which serves meals or refreshments, including liquor; and

(2) hereby exempt the following employers or category of employers from the obligation to pay the levy:

(i) Employers who are members of the Federation of Building Industries (South Africa);

(ii) Employers who contribute towards the training fund of the Civil Engineering Industry Training Board;

(iii) Employers who are members of the Business Equipment Association of South Africa; and

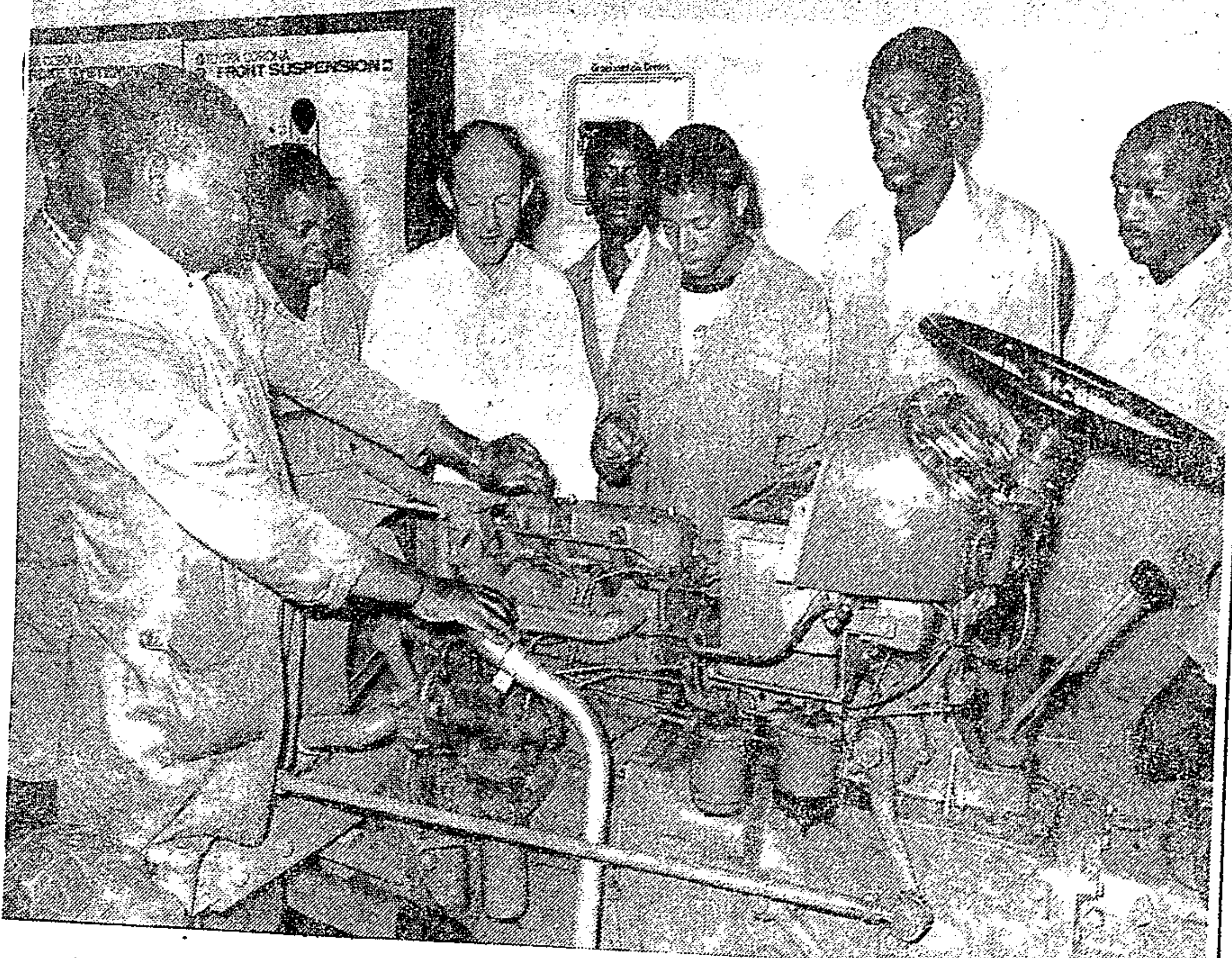
2. acting in terms of section 15 (2) of the aforementioned Act hereby authorise the Bantu Affairs Administration Boards mentioned in paragraph 1 (d) (c) to collect the said levy on behalf of the governing body of the Boithusong In-service Training Centre.

M. C. BOTHA, Minister of Bantu Education.

If the rate of interest on borrowed funds was 6%, the capital expenditure would not be worthwhile. If 4%, it would be worthwhile.

n.t.o.

# TRAINING FOR PRODUCTIVITY



A CLASS in progress for motor trade repair shop assistants. They are taught to strip and re-assemble commercial and passenger car engines at the Pinetown In-Service Training Centre.

## Capital's bonus scheme

THE CITY Council of Pietermaritzburg has introduced a pilot incentive bonus scheme in one of its departments which has resulted in greater productivity and, in some cases, larger pay packets for employees.

This news has been given by Mr. H. D. White, the City's Town Clerk, who was commenting on measures taken by the Council to counter the current economic downturn.

Mr. White said that although productivity could be improved, inflation had to be curbed and expenditure restricted at the same time.

"These factors tend to result in fewer people doing the same amount of work or less work being available for execution.

"This brings about a situation where there are less employment opportunities with a corresponding lack of spending power.

"This in turn, means less business being done."

Mr. White said that it was difficult for the Council to counter the effects of the downturn because of the need to restrict capital expenditure

within the bounds of the rates it levied. In addition, the level of rates had to be acceptable to ratepayers.

This had to be done because of the increasing costs in all spheres of activity.

The Council was doing its part in curbing inflation by not allowing posts, which became vacant, to be filled automatically.

A position is reviewed with the aim of not making a new appointment, if this is possible, and thus reducing the overall establishment.

"Also, departments are asked to keep in mind the need to effect economies and improve systems."

Meanwhile, the Council had equipped itself to face up to and combat inflation

by curtailing operating and capital expenditure.

Also, the Council helped the economy to recover by offering industrial and housing sites plus contracts for the execution of capital works.



THE COLOUR TV studio which is...

Interest rates were high and there was a need for local authorities to keep

... important part of the equipment at the Industrial Training Unit which the Natal College for Advanced Technical Education in Durban has established. This unit was established in 1951.

## Discrimination and expansion

IT IS the policy of organised industry in South Africa to get rid of job reservation as soon as possible and, in the meantime, advance African workers as far as possible under existing laws, according to Mr. W. A. Fuller, the Director of the Pietermaritzburg Chamber of Industries.

Mr. Fuller writes that among the reasons for this policy are:

- The country's growing population can only be supported by an expanding industry. This expansion will not get far if all the responsible posts have to be filled from a narrow segment.

- Expansion requires overseas capital. Investors abroad, while not necessarily interested in ideology, are interested in stability. They were distrustful of a country which appeared to be misusing a major part of its workforce.

"Organised industry has placed its views before the Government and asked it to sweep away discrimination in employment.

"The Government, while not dissenting in principle, has pointed to the limited extent to which discrimination arises from official work reservation orders compared with industrial agreements and customs."

It invited industry to "first put its own house in order."

"While not satisfied with the pace at which the Government is giving a lead in the dismantling of discrimination, industry feels that this challenge cannot be ignored and that all industrialists should be asking themselves whether they can do more to advance Africans in their employment."

Mr. Fuller says that the problems that have to be solved are to provide education and training for Africans and to overcome the discrimination currently in force.

"Education and training are subjects that have been taken up vigorously by industrialists and public authorities.

"With regard to discrimination my chamber hopes that industrialists will

make the best use of African workers."

Mr. Fuller stressed that his chamber's recommendations did not mean that it was not interested in the advancement of Indians and Coloureds or in the removal of the handicaps which affect them.

"These groups are progressing faster than the Africans. Their problems are of a somewhat different nature.

"Equality in industry is our aim but in Natal the position of Africans constitutes a difficult and urgent problem."

# Centres

Supp. to 11/11/77  
to 27/11/77

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# better skills

**C. Baxter—Principal  
of the Pinetown  
Inservice Training  
Centre**

A COUNTRY can count its future prosperity by the skills of its working population.

Education and training is the fastest growing career in the industrial world and South Africa is no exception. This has been borne out at Pinetown's Inservice Training Centre.

Industrial firms in South Africa are showing their enthusiasm for training their African employees by supporting Inservice Training Centres where unskilled Bantu labourers can learn not only basic procedures but high quality technical skills. Inservice training makes good business sense and gives the Bantu worker incentives in terms of job satisfaction as well as increased pay.

Natal's Inservice Training Centre is a successful example of co-operation at all levels bringing maximum benefits to the community it serves.

In 1972, the Federated Chamber of Industries urged that training programmes be established throughout South Africa for Bantu workers.

The Government, after consultation with industry, made plans to set up eight inservice training centres in various regions, for the purpose of upgrading the skills of the Bantu labour force and grants were made available to finance their construction. One such centre was to be situated in Pinetown.

In 1974, Pinetown Municipality donated a site for the centre and work began on its erection. In addition to the Government's financial assistance, donations of plant and equipment were made by local firms

which were eager to promote the new venture.

The Civil Engineering Industry Training Board undertook to provide bridging finance and administrative staff for the first year and courses began in the new Centre in February, 1976.

The Centre, which comprises seven workshops and three lecture rooms, received strong support from the beginning. In its first year over 60 firms participated in training schemes and 399 Bantu trainees passed through the Centre, 387 of whom received certificates of proficiency. The high pass rate is a tribute to the selection procedures of the trainees, their enthusiasm for learning new skills, and to the instruction programmes set out at the Centre.

Current courses are run for Civil Engineering employees, Motor Trade repair shop assistants, the Building Industry and the Electrical Contractors Association. Other courses are in the planning stage for the metal working industry and commerce.

It is already apparent that expansion of the existing complex is necessary.

The efficient use of the African worker's new skills is followed up by the Industry Training Boards who work in close co-operation with the Centre, maintaining a steady flow of trainees and organising new courses in keeping with industry's requirements.

Natal's Inservice Training Centre has fully justified the financial outlay and willing efforts of its sponsors. It is a thriving testimony to the growing need to satisfy industry with a more productive, able and, above all, fulfilled labour force.

## Overseas activities

A new company, LTA International Limited was formed recently to strengthen the international marketing activities of the LTA Group.

Operating from Johannesburg under the chairmanship of Mr. A. A. Pitt, joint Deputy Managing Director of LTA Limited, the company will co-ordinate and promote marketing operations in other countries.



# Co-operatives want

## to muscle in on the private sector

Sunday Times

(Business Times)

9/10/77

By CATHERINE LURIE

**SOUTH Africa's R3-billion co-operative movement expects to hear by the end of the year whether it will be allowed to spread its tentacles into shipping, insurance, printing and a long list of manufacturing activities.**

As a quid pro quo for accepting taxation on co-operatives, the SA Agricultural Union has asked the Government to amend the Co-operative Societies Act to make this expansion of interests possible.

Innis van Rooyen, chief of the SAAU's co-operative division, says the restriction of co-operatives to the supply of agricultural requisites should be lifted "without any argument from the private sector.

"The co-operatives want to be free to manufacture. We want to set up factories and such facilities as a combined printing works, and to provide services such as shipping and insurance."

The list of products which the co-ops want to manufacture includes gum boots, overalls, building materials and foodstuffs.

According to Louw du Toit, the Registrar of Co-operatives, the SAAU also recommended to the Government that co-operatives should be given the right to supply their products and services to non-members. This would bring them into direct competition with private enterprise.

However, private enterprise maintains the trade-off between taxation of co-operatives and permission to expand their activities is not a fair one.

Its view is that the taxation provisions for co-operatives, which became effective on October 1, still contain loopholes which will enable co-operatives to avoid their full obligations to the fiscus.

A carte blanche to push into the manufacturing sector would give them an un-

fair advantage over private enterprise, it is felt.

The SAAU is confident it will be given the concessions it has asked for, though they will only be formalised when the Co-operatives Act is amended at the next session of Parliament, after the general election.

The Northern Transvaal Chamber of Industries says the new taxation arrangements leave the co-operatives virtually tax exempt in practice.

This is because co-operatives will not have to pay tax on bonuses declared to members.

"This is not only wrong in principle, but could also lead to a practice of tax evasion," the Chamber says.

"The taxation policy will, therefore, not in any way remove the privileged position which co-operatives enjoy over the private sector."

Mr du Toit says co-operatives will have to pay the same tax as companies except that they will be allowed to deduct annual bonuses paid to members — only the surplus left over will be taxable.

"The members will then be taxed on that allocated bonus revenue, not the co-operative," he said.

"This makes the co-operatives more competitive with private enterprise. Instead of paying a bonus at the end of the year to the member, the co-op could lower prices."

Ordinary companies, however, are taxed in a slightly different way in that they pay tax based on their total profit before the distribution of dividends which are also subject to taxation in the hands of the shareholders.

# Motor industry must move on black training

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10/11/78

**BLOEMFONTEIN** —  
Coloureds and Asians are urgently needed for trades in the motor industry, according to Mr E J Keevill, President of the South African Motor Industry Employers' Association.

Speaking at the annual congress of the Motor Industries' Federation he said there was shortage of good journeymen, particularly in the repair industry.

He stressed that it was made patently clear to the trade union earlier this year that coloureds and Asians must be trained in those trades designated for the motor industry.

It was emphasised that this request was not unreasonable as it was in line with Government policy.

It had been pointed out to the trade union that the motor industry should take the lead and train black journeymen in "white workshops" for employment in garages in black townships.

## Despondency on the LSE

The Star Bureau

**LONDON** — Yet another marking up of prices on the London Stock Exchange yesterday failed to induce anything that could be called a technical rally.

Any attempt at one was of course killed outright by the authorities' decision to hoist the Minimum Lending Rate 2,5 percent to 12,5 percent — and the tone at the close on the equity pitches was very despondent.

## Easier said than done

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Codes of employment are now the in-thing among companies. Foreign-controlled firms brandish the Sullivan or EEC codes. For local companies there are the Urban Foundation-Saccola guidelines. Some, like SA Breweries, have even formulated their own codes.

In the two years since the first widely publicised codes, there has been almost no effective monitoring. But some general trends — and problems — are emerging. **Black job advancement.** This is where attention is focused, due chiefly to the shortage of skilled labour as white immigration dries up. A survey of 167 companies conducted by Fine Spamer Associates (FSA) showed that more than four in five had job advancement policies.

Promotion from within is the main theme of such policies. "We prefer to promote people from our existing labour force," says car assembler Sigma's personnel director Mof Lemmer. "They have been involved in the process themselves, and promotion prospects are a good incentive."

But statistics from the Department of Labour's Manpower Survey show that black job advancement is extremely slow,

even today. In the clerical category, the proportion of Africans rose from 13,2% in 1975 to 16% in April 1977. In artisan and apprentice jobs, only 2,1% of men and 2,0% of women were African in April 1977.

As blacks inch up the job ladder, whites usually advance one step ahead. The survey shows that only about 20% of whites remain in a job grade after blacks have made their debut. So the grey area between the black lower end of the scale and the white upper end remains small.

Some blacks are making the jump into managerial jobs, especially in banking. But black managers usually operate in black areas, and the percentage of blacks supervising whites remains negligible. In April 1977, only 0,5% of all managerial, executive, and administrative employees were black.

**Training:** A major stumbling block to black job advancement is the dearth of black skills, and the consequent need for intensive training programmes. In higher technology concerns, the problem is even more acute. Says Gwen Groves, personnel officer at Hewlett-Packard: "Our big-

gest obstacle in employing blacks is the shortage of suitably qualified people."

About 66% of the companies surveyed by FSA have some kind of in-company training. Most black training courses are bunched in the semi-skilled area, where the shortage of whites is most evident. Coming a close second are the skilled and supervisory categories, while only a tiny percentage of trainee managers are African.

Training, however, involves considerable expense. Details, says SA Breweries Dick Sutton, are impossible to calculate. Besides the costs of the courses themselves, additional training staff is required and a temporary loss of productivity is involved. With the recession, training programmes have slowed considerably, and government-sponsored training centres are never fully utilised, despite extensive tax concessions.

"We also need to educate white supervisors, who are accustomed to choosing whites for the job," adds Sutton. Some managers insist they could get closer cooperation from supervisors if black trainees could be paid less than white trainees for the same or comparable jobs. For

then there would be more incentive. Training, moreover, tends to be piecemeal and unproductive unless it is part of a comprehensive programme. "Only if you have assessed a worker's prospects in the company and assured him adequate remuneration can the best use be made of training processes," says Tol Sinclair of F. Salary Surveys.

But adequate remuneration means the rate for the job, which means closing the wage gap. This is a far more complicated process than it sounds. In fact, there are two separate wage gaps. The first arises when blacks and whites doing comparable work are not paid the same wages. The second comes about when wages for unskilled work are calculated on an entirely different job evaluation scale from that used for skilled work.

Both gaps are evident in most SA companies. Two distinct wage policies have evolved for white and black workers, with blacks dominating the unskilled categories, and whites monopolising everything from supervisor upwards. Where there is an overlap, the black curve is way below its white counterpart. And the ratio of skilled to unskilled pay is about 8:1, compared with only 1.4:1 in the US.

While closing the gap between blacks and whites doing comparable jobs is important, it pales into insignificance against the task of lifting the general level of black unskilled wages into a more equitable relationship with whites generally," said Anglo's Dennis Etheredge when discussing the wage gap at a conference in 1973.

#### Plotting integration

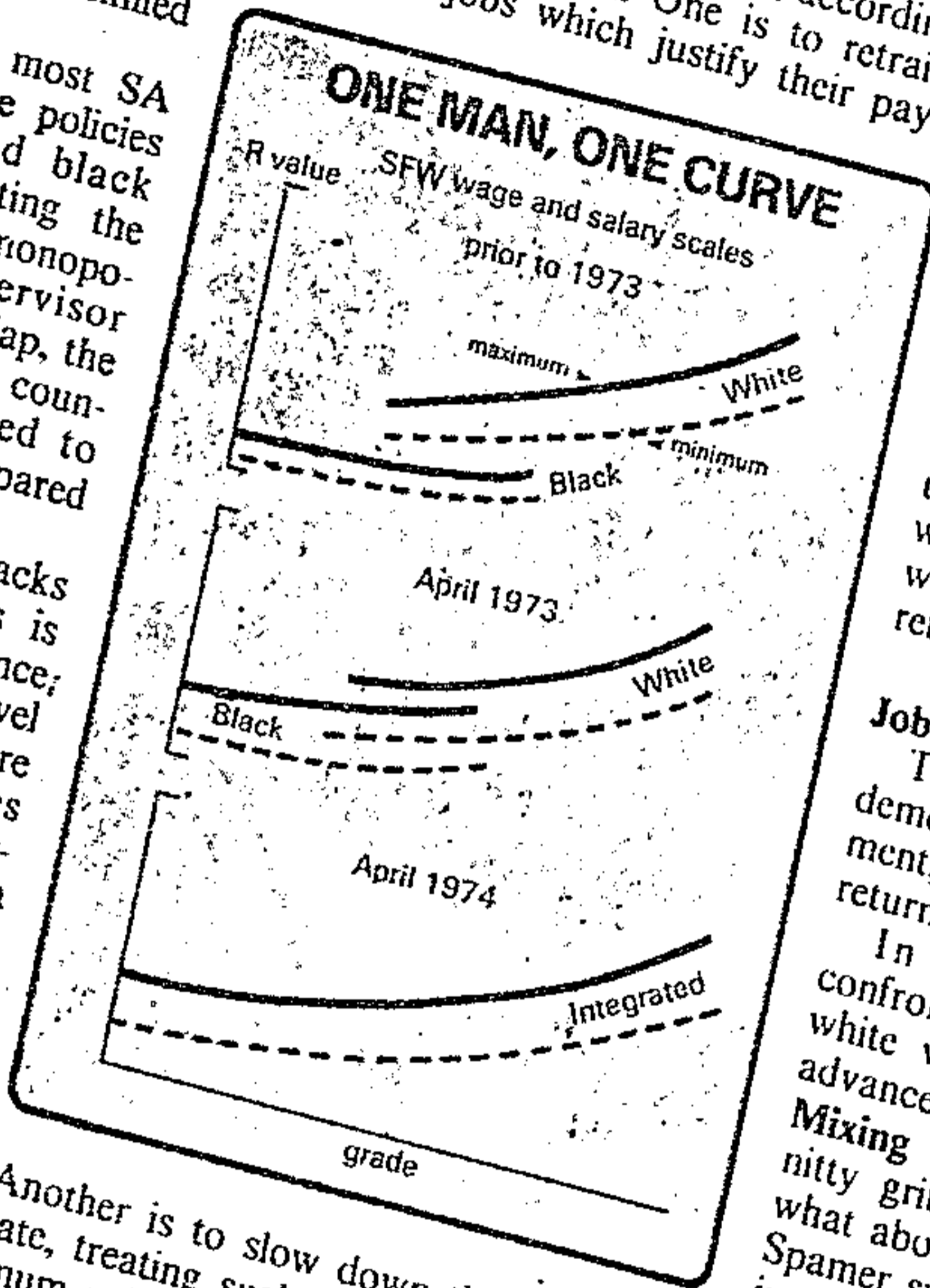
Before plotting an integrated curve, the value of each job must be established, using some method of job evaluation. Then each job is related to the market rate. It is considered that white rates in the upper categories give the best basis for a target curve, since black rates are unrealistically depressed, and white rates in the lower categories unnaturally inflated. The upper white curve is then projected downwards to give the target integrated curve.

Many companies are interested in the single-wage curve concept, says Sinclair, whose company specialises in giving advice on the subject. Stellenbosch Farmers Winery successfully implemented the curve between 1973 and 1974, at a total cost of R3.2m. SFW's personnel director, Piet Rossouw, told a recent NDMF seminar that no setback in profits was experienced. Hewlett-Packard has an integrated pay curve. Few companies, however, have progressed beyond the job evaluation stage. Sigma, for instance, introduced a programme for integrating the curve in 1977 but is finding that progress must be

gradual. Lemmer tells the FM that Sigma is concentrating on the overlap, rather than on minimum wages. "The shortage of skills makes this area more important to us," he argues. "People at this point get more frustrated than their unskilled counterparts."

The problem at the overlap is that the scarcity of whites in skilled and semi-skilled jobs has pushed up the white rate artificially. Companies are anxious that blacks should not inherit the scarcity premium. But, equally, they are painfully aware that white pay cannot easily be reduced.

There are several ways out, according to Breweries' Sutton. One is to retrain whites for jobs which justify their pay.



Another is to slow down the increment rate, treating such workers as the maximum paid people in that grade. Which ever way it is, "we must live with the anomaly until this generation disappears," he tells the FM.

Even more tricky is the question of raising minimum wages. Says Sigma's Lemmer: "Raising minimum wages too quickly must inevitably lead to a slashing of the labour force. The oversupply of unskilled labour is a fact of life. Although we make sure that minimum wages are living wages, a kink at the bottom of the curve is inevitable."

Between the Scylla of unemployment and the Charybdis of poverty wages lies a third obstacle. "We don't necessarily want to push up our labour costs so high that mechanisation is preferable," says Lemmer. However, if mechanisation is profitable, companies will mechanise, regardless of the social costs, say others. And so, the codes notwithstanding, the movement towards "acceptable" minimum wages is snail-like. Average African

earnings (including overtime pay) in the construction industry are only R119.77 a month, and in the mining industry R106.55 a month, according to Department of Statistics figures for March 1978. These are well below the household subsistence levels for all but rural areas. Nor is the wage gap narrowing significantly. Department of Statistics surveys show that, while the gap narrowed in the mining sector between April 1977 and April 1978, it widened both in manufacturing and construction (FM October 27).

**White unions.** An oft-cited obstacle to black advancement is white trade union opposition. The integrated pay curve is one way of overcoming this bogey. "The white trade union movement sees the principle of the rate for the job as their only protection against the threat of cheaper labour," argued Etheredge in 1973. "The creation of a unified wage scale involves concessions by white workers. In return, they must receive undertakings from management that white wages will not be reduced, that whites will not be sacked, and that retraining facilities will be available."

#### Job reservation

That such a policy can work has been demonstrated by the recent Seifsa agreement, which scrapped job reservation in return for concessions.

In the railways, after a near-confrontation in 1971, concessions to white workers have allowed black job advancement to proceed apace.

**Mixing at work.** Coming down to the gritty of code implementation — what about mixed facilities? In the Fine Spamer survey, 26% of respondents had integrated their offices for whites and Africans, 20% mixed in canteens, and 16% shared toilets. White reaction on the whole seems worse in the expectation than in the reality. While 68% of companies with separate facilities expected a negative white reaction, only a small percentage of whites have objected.

**Black unions.** Conspicuous by their absence are any black voices in all these proceedings. Indeed, none of the codes was formulated with any help from black workers. "Management will only move at the pace that suits it unless black workers have an effective bargaining position," says Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union.

Only the EEC code makes specific mention of union recognition, and only a handful of companies afford any kind of recognition of African unions. (Notable among these are Ford and Smith & Nephew.) Management usually avers that it is waiting for the Wiehahn report. But no legal obstacles stand in the way of recognition of unregistered unions.

# Train black labour now, Koornhof urged

RBM  
17/1/18  
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Pretoria Bureau

LABOUR experts yesterday appealed to the new Minister of Plural Relations, Dr Piet Koornhof, to make the training black labour his most urgent priority.

They stressed that immigration had virtually dried up, that white skills were being used to the full, and that any future economic spirit would stall because of a lack of trained workers.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said: "From this point on, unless adequate funds are devoted to formal education and occupational training for blacks, the country's great potential for industrial growth will be frozen."

Much would depend on

the drive and initiative of Dr Koornhof and the new Minister of Education and Training, Mr Punt Janson, he said.

Mr Grobbelaar said the Riekert Commission had included in its investigations the Black In-service Training Act.

In-service training, he said, could make a major contribution to providing the semi-skilled black workers necessary to initiate and sustain expansion. But material encouragement from the Government was essential.

The head of the Economic Research Bureau of the University of Stellenbosch, Professor J L Sadie, said in the bureau's latest publication that the great shortage of skilled workers amid a

super-abundance of human material available for training made neither economic nor political sense.

Young unemployed should be given theoretical and practical training to provide the tradesmen the economy was crying out for.

Blacks would have to be trained on a large scale because the white population could no longer provide enough manpower.

The present situation of a lack of training of blue-collar workers, and the decrease in the wage gap which was only applicable to trained productive black labour, presented an explosive situation with millions of untrained blacks who could not be accommodated, Prof Sadie said.

**DEPARTMENT OF BANTU EDUCATION**

No. R. 2381

18 November 1977

AMENDMENT OF NOTICE REGARDING THE IMPOSITION, PAYMENT AND COLLECTION OF A LEVY FOR THE BENEFIT OF THE BOITHUSONG PUBLIC IN-SERVICE TRAINING CENTRE, BLOEMFONTEIN, IN TERMS OF THE BANTU EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

I, Andries Petrus Treurnicht, Deputy Minister of Bantu Education, acting on behalf of and on the instructions of the Minister of Bantu Education, hereby amend the notice published under Government Notice R. 1929, dated 23 September 1977, by virtue of the powers vested in the said Minister by section 14 (4) of the Bantu Employees' In-Service Training Act, 1976 (Act 86 of 1976) as follows:

1. The following subparagraph is hereby substituted for subparagraph (i) of paragraph 1 (2):

"(i) Employers in the building industry who contribute towards the Building Industries Recruitment and Training Fund;"

A. P. TREURNICHT, Deputy Minister of Bantu Education.

**DEPARTEMENT VAN BANTOE-ONDERWYS**

No. R. 2381

18 November 1977

WYSIGING VAN KENNISGEWING BETREFFENDE DIE OPLEGGING, BETALING EN INVORDERING VAN 'N HEFFING TEN BEHOEVE VAN DIE BOITHUSONG- OPENBARE INDIENSOPLEIDINGSENTRUM, BLOEMFONTEIN, KRAGTENS DIE WET OP INDIENSOPLEIDING VAN BANTOE-WERKNEMERS, 1976 (WET 86 VAN 1976)

Ek, Andries Petrus Treurnicht, Adjunk-minister van Bantoe-onderwys, handelende namens en in opdrag van die Minister van Bantoe-onderwys, wysig hierby die kennisgewing gepubliseer by Goewernementskennisgewing R. 1929 van 23 September 1977, kragtens die bevoegdheid aan genoemde Minister verleen by artikel 14 (4) van die Wet op Indiensopleiding van Bantowerknemers, 1976 (Wet 86 van 1976), soos volg:

1. Subparagraaf (i) van paragraaf 1 (2) word hierby deur die volgende subparagraaf vervang:

"(i) Werkgewers in die bouwyerheid wat bydra tot die Bouwyerhede Werwings- en Opleidingsfonds;"

A. P. TREURNICHT, Adjunk-minister van Bantoe-onderwys.

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# Call to train blacks

**PRETORIA —** Labour leaders yesterday appealed to the new Minister of Plural Relations, Dr Piet Koornhof, to make the training of black labour his most urgent priority.

They emphasised immigration had virtually dried up, white skills were being utilised fully, and any future economic spirit would stall because of a lack of trained workers.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said much would depend on the drive and initiative of Dr Koornhof and the new Minister of Education and Training, Mr Punt Janson.

— DDC.

# 'TOO FEW' ARTISANS TRAINED BY CITY

NM 29/11/77

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## Municipal Reporter

**A DURBAN** councillor yesterday accused the Corporation, particularly the City Engineer's section, of not doing enough to train White and Black artisans.

Councillor Nick Fletcher used a Council rule which allowed him to speak for five minutes without the issue being thrown open for debate afterwards by the full Council.

He said he had taken this procedure because it seemed to him the only way he could bring it to the Council's opinion. He had endeavoured to get some action through the Town Clerk and through the Management Committee but had not succeeded.

### Poaching

In June he had written to the Town Clerk stating that in the private sector employers who relied on others to train staff and then poached them were regarded as parasites.

His request to have an overall review was ignored.

He subsequently wrote to the Town Clerk again and asked that the matter be brought to the attention of Manco. He was not satisfied with their reply.

Mr. Fletcher referred to the Mayor's Minute for 1976/77 which stated that for the second year running the City Engineer's department employed no apprentices at all in any trade. The excuse given was that there were no suitable White applicants.

By contrast, the City Electricity Department employed 110 and the Transport Department 42 of

various races and in various trades.

Turning to the Council's education scheme he said excluding apprentices, only three non-Whites were helped at a cost of R452, — or R150 a head, compared to 150 Whites at an average cost per head of R550.

### One man

"Mr. Mayor, if that conveys to you a picture of heads of departments throbbing with eagerness to encourage our young men to acquire skills and qualifications it does not do so to me."

Mr. Fletcher said Durban's Indian population was 360 000. Yet the City Treasurer's department 'spoke produly of one man qualifying as a municipal accountant.

The City Engineer's department had employed bricklayers who would, in the not too distant future, be able to train apprentices but no reference was made to other trades, such as painters, carpenters, plumbers etc.

He did not know why special artisans had to be employed to train non-White apprentices.

"We cannot be so irresponsible as to leave the training of skilled and qualified staff to other employers," Mr. Fletcher concluded.



# Levy proposed to boost black training

By MARTIN CREAMER

THE Government should impose a levy on manufacturing turnover to finance industrial training centres for blacks.

This is the view of Cadac deputy chairman Bill Husband — one which he has aired shortly before the important Wiehahn and Riekert commissions on labour laws and manpower use are to report.

Mr Husband says the acute shortage of skilled industrial workers, which is threatening to cripple the country's economic growth, can be overcome only by rapid training of blacks on a massive scale, in spite of the attitude adopted by a few white-controlled trade unions.

He warns, however, that the proposed training centres must be set up close to the country's main industrial complexes as there is no way that manufacturers are going to bear the cost and inconvenience of transporting black trainees to and from distant outposts.

The training centres, he says, should subject blacks to sophisticated and scientifically-conducted aptitude tests before passing them for training in specific skills.

"This matter must be treated with the utmost urgency if industrial endeavour in South Africa is not to grind to a standstill through a severe lack of skilled manpower," he says.

The Republic can no longer afford to ignore the industrial potential of its black population, he says, in the light of a rapidly evaporating flow of immigrants and the country's declining white birth rate.

He calls, too, for a new enlightened approach to industrial relations, warning that the passport to "industrial anarchy" is to treat workers, particularly those who are highly trained, "as cattle".

"Implementing the principles of industrial democracy, which lead to industrial peace, means sharing the wealth with the people who help create it.

S MOVEMENT REPLY

appalled by the naivety of the S.S.D. editors' titled "A Critique of Bourgeois Feminism" in ke to point out some of the combined ddled thinking that appear in their article.

ement should be confines itself to stating the itical movement", "It must, therefore, identify tures of society". To assume that factors such tter-camps and the role of women in these" have , by the U.C.T. Women's Movement indicates that ect knowledge of discussions and projects ovement members. A notable difference being haps more aware of the discrepancy between inually produce and reproduce the structural nd developing what the writer idealistically ctice" from within the context of such an ; a white university. To theorize around the beration of all men and women" is mere n itself with specific oppression. Separatism other oppressed groups.

s as the "fundamental contradiction that exists diction is never examined in detail) and saying between social classes then assumes secondary fails to realise that he/she moves from stating particular feminist stance - radical feminism cialist, Liberal or Lesbian Feminism) which is eld by U.C.T. women within the 'umbrella' article is a misinformed attempt to stereotype homogenous radical-feminist group and attack

By a process of flawed illogical reasoning several false conclusions are deduced, the most erroneous of which concerns "consciousness-raising". No feminist position in any Women's Movement would endorse a description of "consciousness-raising" as an involvement with personal issues. It is clear that, despite the tedious catalogue of fundamentals, the writer has failed to appreciate the basic fact that "women's problems" - rape, the pill, abortion etc., are not personal and private problems and that the small group facilitates the crucial transition in awareness from the personal to the political. Without individual political consciousness there can be no mass political consciousness. A practical example of this is the "speaking bitterness" sessions held by small groups of Chinese peasant women, which played a vital role in their mobilisation.

The cultural conditions of people's lives are as important as the economic basis of their oppression in determining consciousness. In speaking of "the very real contradictions that exist between bourgeois women who experience their oppression as discrimination and working class women who experience their oppression as essentially exploitation" a dichotomy is being set up between the 'bourgeois' psycho-sexual forms of oppression on the one hand and the 'real' material forms on the other substituting a mechanistic model of class relations for a more profound understanding of how these two aspects of oppression depend upon and reinforce each other.

The mock-warning that "inadequate strategies" could ensure that "Women's liberation is not achieved simultaneously with the liberation of men..." shows no cognisance of the historical fact that in no third world revolution this century have women, by fighting alongside men, come anywhere near achieving equality, simultaneously or after the revolution.

continues/...

In the economic sphere a major problem is that legislation restricts opportunities for able blacks by preventing them from supervising whites. It doesn't even allow blacks to manage businesses in white areas, though all their staff and most of their customers are black.

That means whites have somehow to be promoted so that they are never overtaken, at least in a direct line of authority, by any black. The unreality of that proposition, as the economy continues to expand, should be obvious even to the most insecure white.

What is less obvious, since it has only begun to manifest itself in the past year or so, is management's impatience with that proposition. Some companies have already decided that if whites prevent optimum labour utilisation, then whites must go. Operations have been reorganised to employ only blacks.

It's a decision many other companies may follow during the next decade.

If they don't, not only will the economy suffer. The capitalist system, and the equal opportunities for all it preaches, will steadily lose support among blacks.

## Moving up the ladder

*Restraints and restrictions are being overcome — but slowly*

Whatever moral pressure management experiences in elevating blacks in the jobs hierarchy, the strongest motivation is likely to be economic. If SA's economy is to grow fast enough to absorb its expanding population, and in the process to become more sophisticated as growing economies inevitably do, there will be insufficient whites to fill all the jobs traditionally reserved for them.

It was estimated a couple of years or so ago by both government and private sector organisations that SA would suffer a skilled manpower shortage of at least 2m people by 1980. Though the current economic stagnation has probably reduced that projected shortfall, wise companies are not letting the grass grow under their feet. They are advancing blacks wherever opportunities occur, though admittedly at a generally stately pace.

Siemens, for example, started manufacturing electrical equipment at Koe-doespoort in 1961 employing only whites. Today, it employs 7 000 people, 3 500 of them black. Of these, 49 are supervisors and a few are technical assistants. Blacks are also advancing up Siemens' administrative ladder. A score were selected in June of this year for a nine-month course that includes two days a week formal instruction. By the end of the course, students will qualify to sit for the Bookkeeping Institute's certificate.

Siemens has also enrolled blacks for Unisa courses in personnel administration and industrial relations. The company pays at least 80% of the cost, sometimes all. It has also just awarded its first black bursary in electrical engineering, to be studied at Wits University. So far, however, not a single black graduate has

been employed by Siemens. "We believe we can ourselves train a man up to our standards," says chief executive Wilfried Wentges. Nor, though there are 80 salaried blacks in the company, have any yet reached middle management, though Wentges hopes and plans to see them there.

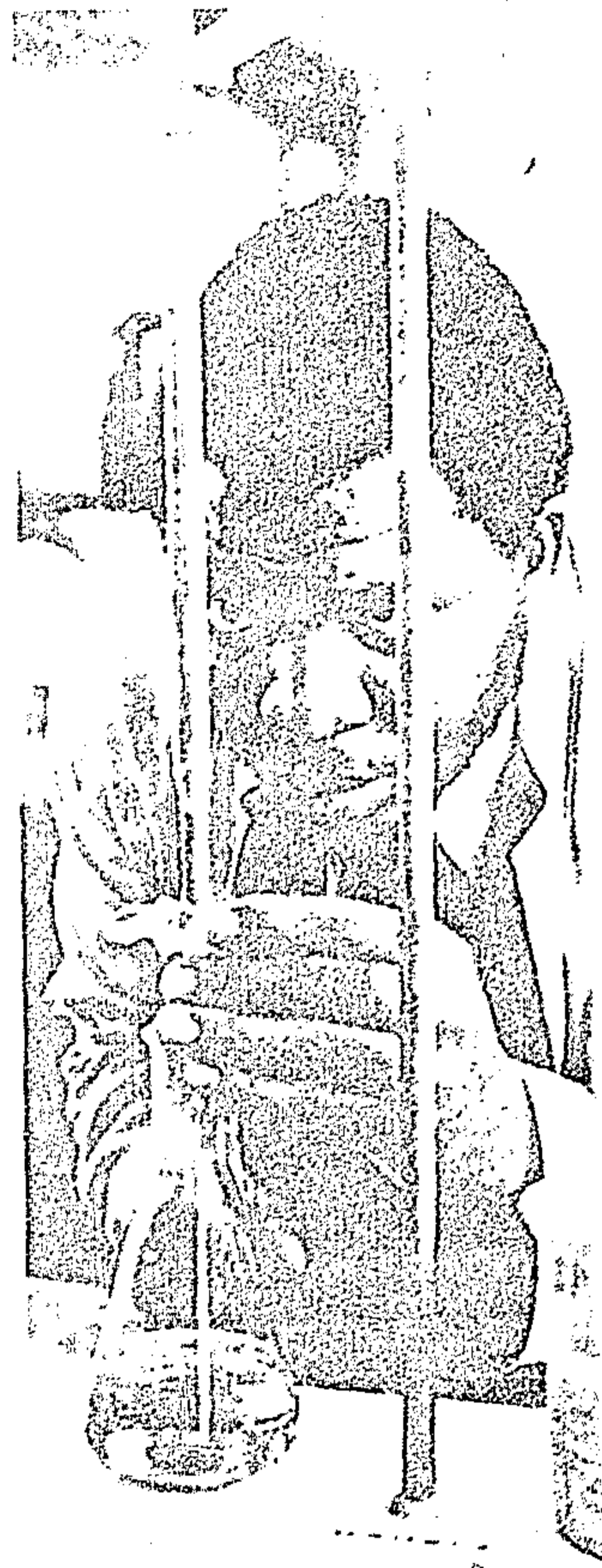
There's already one good indication of white acceptance of black colleagues. Management communicates with a racially integrated combined liaison committee representing a dozen local, racially distinct, liaison committees. Its full-time elected secretary is black.

Similarly progress is being achieved at Nordberg Manufacturing Co SA (Pty). A wholly owned subsidiary of the Rexnord Corporation, of the US, it manufactures cone and gyratory crushers for such operations as Iscor's Sishen mine.

Just over two years ago it had only two blacks on its salaried staff. Now there are 30, thanks to promotion and improved conditions of service. This improvement, says Nordberg, has been entirely self motivated. No pressure was exerted by the US parent.

Though 30 salaried blacks represent less than 10% of Nordberg's 350 blacks, conditions for all have been much improved during the past two years. In early 1975, some were being paid less than the "minimum living level" of 48c/hour, though the average wage was 56c/hour. Within one year and after a change of top management, the lowest paid workers were being paid 56c/hour against a "minimum living level" of 53c. The average black wage was 68c.

At the same time, Nordberg instituted a formal job evaluation scheme offering two benefits. It put all workers on the



same pay curve so that there was financial incentive (lacking before) to win promotion. It also enabled management to calculate accurately how much it would cost to improve black wages so that, among other things, the same rate for the same grade of job could be paid to union and non union members.

Though Nordberg has had less success than expected in training black operators (not, seemingly, to lack of black abilities), it is planning to advance blacks to technician level, working in industrial engineering, production planning and control and eventually management. A major problem facing this ambition is where to provide blacks with advanced technical training. Nordberg will seek it in technical colleges. If it fails there, it will try to organise suitable courses through the University of SA's School of Business Leadership, which is already offering blacks specially devised tuition.

As already observed, if blacks haven't yet advanced far up the jobs ladder in

any significant numbers, it's due mainly to an educational and socio-economic system that produces few black matriculants, let alone graduates, and to the fact that management concern over black advancement is in most cases little more than two years old. The lack of sound education produces a lack of confidence in black ability in both black and white.

Liberty Life, for example, is trying to advance its black staff to some of the more skilled technical and clerical jobs. Successful examples are still few — they include a visual display computer operator, an investment librarian and new business processing clerks. These are jobs which, says GM of administration, Mark Winterton "you'd have a job getting a white matriculant to do well within a year."

Nevertheless, he continues, "there's a great credibility gap. A manager will take the white matriculant on trust, but the black has actually to have done the job before we accept his capability."

The credibility gap is confirmed by the feedback the NDMF gets from its black students. "Only a handful are given more responsible jobs after completing our courses," says training officer Daniel Zengele. Indeed, he observes, management seems often not to know who it has sent blacks to NDMF courses.

Where blacks have advanced to middle management (and hardly any have gone beyond that in white companies, the law probably doesn't allow them to become directors of such companies, though it's never been tested) it's almost always been in jobs where their blackness is seen as an advantage. Though Siemens has a black garage manager in Johannesburg and Brierley a black distillation manager in Witbank, most black managers are in personnel, industrial relations and training, handling blacks almost exclusively, or in black townships.

Philips SA, however, has a black personnel manager who deals with whites as well as blacks at the group's Rosslyn plant near Pretoria. Though there are no complaints from the whites, says Atrikians, whites, black management will continue, says group personnel manager Japs Jacobs, to be found in fields where blacks can work on their own (laboratories, design research) or over other blacks.

That situation need not create much frustration if blacks continue to occupy an increasing proportion of skilled and semi-skilled jobs. But when they move on, or move up the ladder, the more opportunistly than white, do prominent black managers. But just now, what road has commenced and in which direction in recent years to train blacks in lower grade skills?

## Helping management help itself

*Training centres offer a lot, but there are still too few takers*

There's plenty of evidence that blacks trained for skilled or semi-skilled jobs often have far greater productivity than their white colleagues or predecessors. They are usually better motivated, because the jobs represent real opportunity for them, against the lowly station in life they represent for the whites. Almost always they are of higher educational background than the whites doing those jobs.

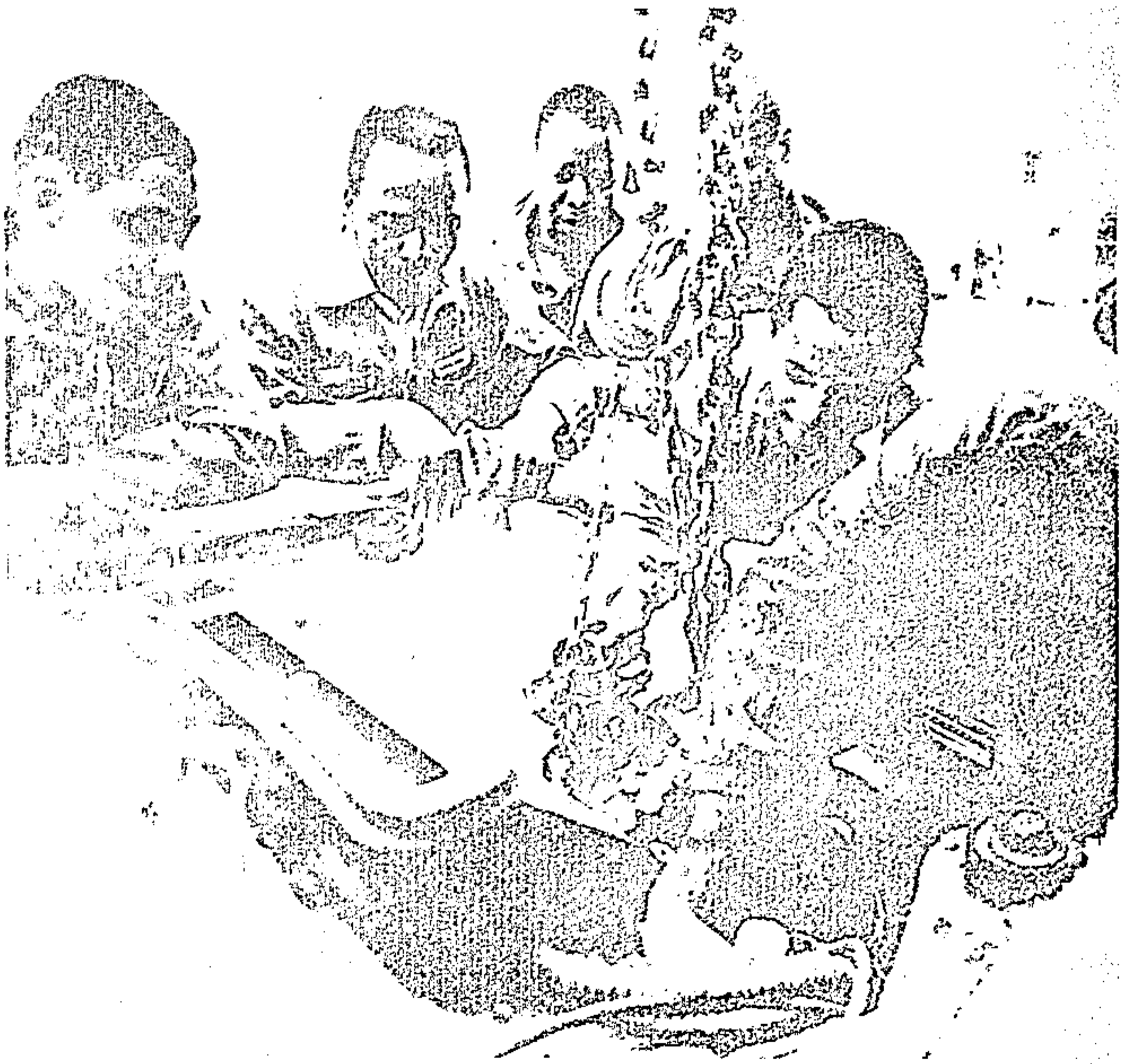
Stewarts & Lloyds has trained many blacks as welding operators. "It's a boring job which only low grade whites had been prepared to do," says group personnel manager Theunis Botha, "but it currently pays R152/hour which adds up to about R300/month. We only take on blacks with a minimum of Standard 8 education and get three times as much output from them as from whites. Similarly, we've recently begun training black first line supervisors. Their beha-

viour during the course was far more impressive than that of whites. They were simply better educated — often graduates against a maximum of Standard 8 with whites."

In view of this, there should surely be considerable enthusiasm in commerce and industry to train blacks. Especially since tax concessions for recognised training courses mean that the latter cost employers only 8% of their total outlay, including workers' salaries during training.

In company black training may indeed be proceeding apace. But there's been disappointing support for the eight in-service training centres launched by government during the past two years and handed over by it to the private sector to run and develop.

The most successful is at Chamdor, near Krugersdorp. But its capacity is still seriously under utilised. Says principal



Joos Lemmer: "Until June of this year we were very depressed by the lack of support." The centre at Sebokeng, near Vereeniging, has trained only 500 people this year, though, says Stewarts & Lloyds' Botha, there are many unemployed matriculants in the Vaal triangle who should make good trainees.

Why this poor support? Many companies, says Lemmer, reckon their cash flow in these tough times can't stand the strain of training costs. These total between R45 and R100 a week for each trainee, excluding salary, and some courses last for 12 weeks.

Another reason, says Lemmer, is that many companies don't know their training needs. That, in turn, may be because, according to NDMF executive director Paul Penzhorn, even many large companies appoint men as training officers who are inadequately trained and equipped for the job.

What kind of training do these centres offer? Quite simply, any kind sought by commerce or industry. Take Chamdor, for example. All its nine instructors are seconded by companies, a method of staffing that draws on an extremely wide range of teaching skills. The courses range from typing, basic wood and metal-working skills to vehicle maintenance and business equipment repair. Average size of class is 12.

The centre is capable of handling several thousand pupils annually, but it has had only 900 since it opened two years ago. Only 5% have failed to meet its high pass mark of 75% in their respective tests.

Lemmer hopes to have 3 000 pupils next year. Four R40 000 hostels, financed by donations from the Motor Industries Federation (the only user of the centre during its first year), the Business Equipment Association, IBM, Esso and Burmah Oil are being built, by black labour, to accommodate them.

There are also plans for a central block combining cafeteria, library, recreation facilities and, ultimately, a large hall with stage. Anglo American has already pledged R190 000 for its construction.

Trying to persuade companies to take more interest in devising their own training courses, Lemmer points out: "To be tax deductible to the extent of 92%, the course content must have been approved by a private sector organisation called the Information Bank, which is recognised for this purpose by government. Its approval for any new course usually takes three months, but the effect of its approval is retrospective, so employers don't have to wait for it before sending workers to a centre to take the course. Even if a course doesn't get this approval, its costs are still tax deductible at the normal rate."

# Retraining plan

STAR 15/12/77

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## for artisans

Sieg Hannig  
Labour Reporter

Training and retraining for white, coloured and Indian workers is to be boosted next year in terms of plans which include fresh legislation to be put before Parliament.

The plans, confirmed by the Department of Labour, would further reduce fears of workers who might feel threatened by any removal of job reservation.

They have three elements:

- Draft legislation has been completed for the creation of an "in-Service training board" to advise the Minister of Labour on manpower requirements and the need for training facilities.

- Tax concessions, under which employers would recoup much of

their training costs, are to be extended for the in-service training of white, coloured and Indian workers. Such concessions already exist for black training.

- More centres where adults can be crash-trained as artisans are planned — one at Kemp-ton Park for whites, another in Durban for Indians and a third in the Cape for coloured people.

### ONE CENTRE

Only one such centre exists, that for whites at Westlake in the Cape.

The training board, an advisory body to the Minister of Labour, is to have tripartite representation — organised labour, employers and Government.

It looks like a precursor of a long-sought manpower planning board which would co-ordinate research and planning for the whole country.

Manpower

Training

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Students and instructors (above and right) at work at the Chamdor in-service training centre for blacks near Krugersdorp.



## Chamdor — centre for skills

CHAMDOR — one of the eight in-service training centres for blacks currently operating in "white" urban areas, lies between Roodepoort and Krugersdorp, on the outskirts of Kagiso township.

The ultra-modern building complex is set among rolling lawns. A conducted tour by Mr Joe Sibiya, the registrar, revealed attractive, modern accommodation and beautifully equipped classrooms and workshops.

The accommodation modules were designed in collaboration with the Universities of the Witwatersrand and Potchefstroom to meet black social needs. "We wanted to determine what the needs of the trainees would really be," said Mr Sibiya.

Trainees live in small but adequately equipped individual rooms, each with bed, washbasin (there is hot and cold water throughout), cupboard and desk, and electric heater. Each of the four existing units has a conversation area for visitors, for discussions with other trainees and for joint study.

"The whole idea is to get away from hostels. We want to afford trainees dignity and privacy," Mr Sibiya says.

Each block costs R55 000 and each room R2 500. The four blocks were used to the maximum last year — they need two more now.

Two blocks have been donated by large concerns, and one built with an interest-free loan from the Urban Foundation. Various businesses have donated rooms at R2 500 each.

RIAAAN DE VILLIERS: Labour Correspondent

A central feature is the new community centre being built with an Anglo American donation of some R210 000. When completed it will provide a large cafeteria, a library, reading and study rooms, recreation areas, a hall seating 380, laundry and tuck shop.

The centre will use these facilities to cater for multi-racial business meetings.

The administrative staff is all black. There is an air of easy familiarity between white and black personnel at the centre. Of the eight full-time instructors, two are black — one a senior instructor seconded from a computer company to teach a computer course.

Staff facilities are totally integrated. Questions in this regard surprised Mr Joos Lemmer, straight-talking principal of Chamdor centre. "We don't even think about having black and white staff any more," he said.

Mr Sibiya is clearly proud of the centre and its work. A qualified social worker, he now has a new sense of fulfilment.

"Before, I was involved in dishing out charity to people who could not help themselves. Now we are giving capable people more skills. It is much more creative."

He is proud of the fact that such centres contribute to black advancement. "We explain to employers that if they send their workers for training, they should be prepared to promote them to jobs where they can use their skills to the full.

"And more skills mean greater bargaining power for the black worker."

The centres originated from the Van Zyl commission of inquiry recommendation of 1973 that technical high schools and eight in-service training centres be established for blacks.

Mr Lemmer was at pains to point out that the centres are not being run by the Government. "This is a common misconception. The Government provided the legislation setting up the framework for the centres, and also donated a minimum of R250 000 for each centre. Thereafter the centres were handed over to organised industry and commerce, who control them."

Total capital cost, including Government funds, donations and loans by organised commerce and industry and the Urban Foundation, is more than R800 000 to date. This excludes donations of machinery and equipment. Each centre is controlled by a governing body — two blacks serve on Chamdor's governing body. There is also a co-ordinating body which reports to the Minister concerned.

Government officials serve on the governing bodies in an advisory capacity only.

The Chamdor centre started operating in 1975. In 1976 it had 318 students, in 1977 it had 658, and last year the total number of trainees rose to 1 640. A large increase is expected next year.

All courses are designed by organised commerce and

industry to suit their needs. Standards are high. The average pass mark is 75 % and never less than 60 %. Depending on courses, trainees do practical and written examinations, and receive certificates when they pass. So far only 54 trainees have failed — some 3,29 %.

According to Mr Lemmer, feedback from former trainees and employers is reassuring.

"Most employers let us know that they are very satisfied," he said.

The centre has to date had negative feedback from only seven of the 1 640 trainees. Those seven all ran into problems with what he terms the "black-white interface" — in other words, friction with white artisans or overseers after they returned to their firms.

He lists the advantages to employers of the training scheme as increased productivity, greater responsibility from workers and greater dedication.

Trainees are also very enthusiastic. "During the 1976 disturbances we never closed. Trainees walked from Soweto to attend courses. We never lost a minute of training time."

Why then are industrialists and commercial concerns not making full use of the centre?

"I simply can't understand it. Looking at the tax concessions, which we believe to be unique, it's the best imaginable investment for two cents in a Rand. To my mind there should be a queue from here to Cape Town. If I was in industry I would jump at the chance."

He admits that marketing is bad and that industry had not been made fully aware of the advantages.

"Also, it may be due to the economic slump. But that is the right time to prepare for a boom. When the boom comes, it's too late to train — you're then geared towards productivity."

Mr Lemmer believes industrialists realise the need for training but are unable to identify their own training needs.

The training courses are designed within the framework of job delimitation, in terms of industrial council agreements between employers and trade unions.

"But it is our policy to also answer questions which fall outside the framework. It would be silly not to do so."

He says the centre can cope with any form of student explosion. With new legislation on training possibly to follow from the work of the Wiehahn commission, he feels they can also serve as the nucleus for advanced technical colleges.

"The centres," says Mr Lemmer firmly, "are a tremendous idea."

# BLACK ADVANCEMENT

## Action stations!

79 1911/79

Anglo American is busy discussing a series of pioneering proposals for black advancement at its head office. The discussions follow two reports which uncovered deep-rooted discrimination against Africans, who constitute about a quarter of the 1 300 head office employees.

The first report was drawn up by the all-black employees' representative committee. It claimed, among other things, that blacks were not advancing at the same pace as whites, and that there were no signs at head office that blacks were moving into management positions. It went on to ask:

- Does the black employee receive the same salary when he moves into a job previously held by a white, or is black advancement used to cover up cheap labour?
- Does the black employee have the same responsibility and delegating powers as the white he is replacing, or is the job down-graded immediately it is occupied by a black, making it necessary for another white to be in charge of him?

The report also refers to "an economic system which professes to allow equal opportunities while doing the opposite."

When this document reached Anglo's board, there was a tendency among some

... advised planned, organic

realised. The significance of these proposals is that Anglo is moving towards a constructive and imaginative programme of Affirmative Action. Although there has been some criticism, such programmes have resulted in a significant increase of black advancement in the UK. If the Department committed itself to implement the policies accepted in principle by Anglo, it will be broadening the ground for a South African programme.



# Skilled labour shortage in SA but training centres go unused

R.D.M. 15/1/79



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g blacks, led labour 777 99 000 0 of them of 21% in shortfall with 1,4- technical

man on finance, slated business for shirking its duty to remove discrimination and help the unskilled to acquire skills.

Attacking the view that it was "all the Government's fault", he pointed out that business continually called for more skills and more training — but when the means were provided, they were not used.

Recently, Mr John Cronje, president of the Federated Chamber of Industries, admitted: "I cannot understand the reluctance of industrialists to use these facilities."

But a big misunderstanding has crept into the issue. Several spokesmen on the issue have ascribed a yearly capacity of 75 000 to the centres. With some 3 600 workers trained in 1977, this would be a rather sensational shortfall.

But according to Mr Marius Krige, chief industrial training planner at the Department of Education and Training and chairman of the coordinating council for in-service training, the capacity of the centres is 14 000 a year.

"The figure of 75 000 which has been quoted is actually the total number of blacks trained last year in terms of the In-Service Training Act. They include the centres as well

## RIAN DE VILLIERS: Labour Correspondent

as over 325 private in-service training schemes by companies, as well as two private industrial training centres. He feels the centres are being used quite well. While 3 663 workers were trained in 1977, a final total of 7 014 is expected for 1978.

"Attendance has therefore doubled," Mr Krige says. Also, 14 000 is a maximum theoretical capacity not attainable in practice. He expects attendance to increase significantly this year. For instance, the Chamdor centre near Krugersdorp, which ran at about 60% of capacity last year, expects attendance to double this year and facilities are being extended. There is also a move for centres to use facilities at private firms for certain courses instead of adding to their own facilities.

He feels the success of the centres depend to a large extent on local support and involvement. As far as possi-

ble, local industrialists with a n interest in training are being involved in the governing bodies.

Also, it appears a levy on local industrialists may improve interest. A levy imposed on Bloemfontein industrialists since last year has led to a tripling in attendance at the Boithusong centre.

Mr Krige therefore paints a n more encouraging picture — but the fact remains that the p eople being trained still form only a fraction of the number: s needed and the centres are not fully used. Why?

Mr Jack Holloway, president o f the Transvaal Chamber of Industries, says: "This worl ies us greatly and we are giving the centres as much put ility as we can. The other leg of Government-sponsored t raining — the private in-plant training schemes — are very v successful, but only the large employers can do this them selves.

"The centres, aimed at the small e r employers, are not getting off the ground as they should."

While the chamber has not yet pos. itively identified the reasons, one explanation could be the : "general state of nervousness in the economy". Also, indt ustrialists are loath to upgrade workers who will face the frustration of not

being able to use their new skills t o the full because of the slackness of the economy.

Disruption in production while workers are away for training cannot be a major factor a: s industry is generally working below capacity.

Mr Theo Poolman, of for the Fe derated Chamber of Industries, feels industrialists are wait ing for an economic revival before sending workers for tra ining.

Yet employers would want to antic ipate the economic revival if they were made aware of the acute shortages they would then face. While larger empl oyers were aware of broader economic issues, this had n ot yet penetrated through to the smaller concerns — which the centres were aimed at serving.

"Perhaps the centres could advertise c irectly in their areas themselves," Mr Poolman suggested.

There: are centres for Pretoria, the E ast Rand, the West Rand, the Vaal Triangle, Bloemfontein, Port Elizabeth, Pine town and Potchefstroom, which offe ar more than 100 approved courses lasting up to 10 weeks. They include service and repairs of motor vehicles, motor cycles and agricultural machinery, plant maintenance, vehicle opera-tors, welding, switchboard operation, catering, ser vicing of business equipment, operations in the building, civ il engineering and construction industry, computer op eration, supervisory functions, typing and business administ ration, salesmanship and shop and supermarket assistant cc urses.

● TOMORROW: Chamdor — in-service training for b lacks in action

LAST year South Africa's gold mines spent R560-m on Black wages and R130-m of this was sent home by way of deferred pay and remittances by the miners.

Of this R130-m, R60-m found its way to Lesotho, Mocambique and Malawi. These governments stipulate that their migrant miners transfer 60% of their pay to their home country.

The mining houses have earmarked another R400-m to improve the quality of life for Blacks on the mines.

The funds will be used to provide married quarters and more sophisticated hostel accommodation.

Last year some 500 000 Blacks rolled up for employment in the gold mining industry, which represented a turnover rate of about 130%.

In 1978-employment con-

# Mines spent R560-million on Black wages in 1978

Sum Exp, 4/2/79 179 317

quarters, which are either under construction or will soon be completed.

Groups like Rand Mines and Anglovaal are spending R50-m and R18-m respectively to better their Black living conditions.

At Rand Mines' new Rietspruit colliery about R11-m is being devoted to Black married quarters.

(The Government has given the mine permission to house an unprecedented 85% of the Black labour force with their families.)

depends on:

- The economics of the industry, especially the ability to contain costs through greater productivity;
- The removal of statutory imposed race discrimination in the work place;
- The willingness of White workers to accommodate the progress of Blacks in more skilled and productive works.

"The need to continue maintaining acceptable minimum wages for Blacks and, where possible, to increase them, does bear on the escalating costs equation which has critical implications for both wage and

tion was 18 to 1.

This reflects the very considerable boost given to Black wages by the mining industry, and also highlights the fact that South African Blacks are being attracted to the mines by the pay and the short contracts.

South African Blacks now constitute 50% of the mines' Black complement, or double the proportion of local Blacks working on the mines in the early Seventies.

The latest monthly report issued by the Chamber notes in an article on higher Black wages that the scope for further improvement

## BY PAUL DIAMOND

ditions were buoyant for Black mine labour, with many mines over the 100% complement mark.

Black underground wages on the gold mines now average R130 a month with the addition of cash in kind — for food, accommodation, and medical care — amounting to R50 a month.

Today, according to TEBA, The Employment Bureau of Africa, the ratio of Black to White wages (basically unskilled to skilled) is seven to one.

Six years ago the propor-

employment levels."

While the industry talks glibly of Black advancement, the simple fact is that it is held in check by the inexorable Mine Workers' Union, which is showing no signs whatsoever of abandoning its militant stance over job reservation.

The labour-intensive gold mines are paying heavily for job fragmentation and over-full Black worker commitments.

Up to 1981 about R350-m has been earmarked for Black single accommodation and no less than R36-m for 3 000 Black married

firms for the reasons why they did not want to employ more technicians than they indicated in Question 3. Six firms that they had no need for more technicians than they had indicated in Question 3. The following table shows the relative frequency

ere advanced by the other 27 firms. indicate up to three factors which they om employing more African technicians

firms in Durban sample indicated that a three most important which prevented ore African technicians than they indi-

### F A C T O R

- ade Union/Industrial Council restrictions
- ar of reactions of White employers
- prenticeship Board restrictions
- b reservation
- sumed illegality of placing Whites under
- fricans
- ed tape associated with employment of
- fricans
- fricans not regarded as capable/'correctly'
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- refer to employ Asians
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- y law

hey thought a language and communication e answers are summarised in the following

ch firms in Durban sample indicated their ranging from 1 being 'urgent' to

Urgent 1. 2. 3. 4. 5. Not Urgent

18 6 4 3 2

RAM. 6/2/79  
**Training  
is waste  
unless...**

THE training of black labour in technical skills is a waste of money unless black and white supervisors and production managers are educated sufficiently to utilise these labour skills.

Mr Frank Carlisle, formerly a senior lecturer at the University of the North and now administrative director of the Production Management Institute, says that it is economically untenable to close the wage gap simply for sociological or moral reasons.

"Labour must be paid a wage which is just and reasonable when related to its productivity.

"A disturbing aspect to consider is that black semi and unskilled labour is paid a low wage because of its low productivity; but its low productivity is directly attributable to the complete lack of training and education of the supervisors, foreman and managers in the techniques and skills of production management."

MILLION

TOTAL POP

FIG 1

# INDUSTRIAL TRAINING Spokes in the wheel?

FM 9/2/79

A leading white trade unionist has voiced suspicions that government intends to train Africans as apprentices in the "white areas" — hitherto the rare exception rather than the rule.

Amalgamated Engineering Union general secretary Tommy Neethling says in his union's latest journal that this training might be done in centres already established in the "white" areas. He complains that the decision whether Africans will be trained for artisan jobs in "white" areas does not rest with the Department of Labour, but with Plural Relations. Neethling — who is a member of the Wiehahn Commission — tells the FM that trade unions are upset about the fact that they are not being consulted. He adds that he is worried that Africans with skilled training could be used in the "white" areas to undercut white artisans.

Joubert Rousseau, secretary for Education and Training — it is his department rather than Plural Relations which is responsible for black industrial training — rejects Neethling's complaint. Government policy, he points out, still prevents Africans from doing artisan

work in "white" areas.

What seems to be irking Neethling, however, is the fact that artisan-type training is being stepped up by Rousseau's department.

Apart from the industrial training centres established in the last few years (which apparently are not suitable for artisan training), there are two technical training centres in Soweto, one in Dube, the other in Jabulani. The range of courses offered at the Dube centre has been extended since Education & Training took it over two years ago, and an increase in enrolment is expected.

In addition, Rousseau says, the department is planning to build several new technical institutes in the next few years. A centre at New Brighton, Port Elizabeth, sponsored by the Urban Foundation, is among those in the pipeline.

Neethling is still unhappy: "It's no use their saying they'll train people but that it's someone else's problem where they are used." Neethling wants the Department of Labour to be the arbiter not only of where black artisans can be used but also of how and where they are trained. The registered unions, with their close links with Labour, would then be in a better position to influence the pace of African artisan training.

## URBAN FOUNDATION

The Urban Foundation is two years old this month. To mark the anniversary the FM's Special report: *The Urban Foundation* next week takes a look at the organisation born in the wake of the 1976 disturbances and how it hopes to sow the "seed of the new South Africa."

Year	Actual (1941-75)	von Weilligh (1980/5-2000)	Plewman II (1980-2000)	Plewman I (1980-2000)	Category
1961	17,0	2,8	5,0	5,0	Platinum
1962	16,9	n.a.	5,0	0	Diamonds
1963	1,7	n.a.	6,9	- 6,9	Gold
1964	n.a.	n.a.	n.a.	n.a.	Other
1965	8,2	n.a.	5,6	5,5	Asbestos
1966	4,0	0	7,8	5,1	Coal
1967	11,9	5,1	5,6	5,3	Manganese
1968	9,4	5,0	5,6	5,3	Chrome
1969	9,4	7,4-8,3	5,4	4,7	Iron Ore
1970	8,3	6,0	5,6	5,5	Copper

TABLE 39: OUTPUT PROJECTIONS TO 2000 A.D.: RATES OF GROWTH PER ANNUM

Source of column 4 is von Weilligh. Much of the growth in diamonds production is expected to be substantially dependent on the world steel by selling some increase global rates improve on the

TABLE 40: 1971-75  
5 years von Weilligh per annum.  
Copper, Chrome, There is agree growth will be substantially dependent on the world steel by selling some increase global rates improve on the

Change laws or face grave problems warns Wassenaar

223/79  
171

# Get cracking on black jobless

CAPE TOWN — It is of the greatest importance — both economically and socio-politically—that larger numbers of non-white workers should enter skilled occupations. It is hoped that the Wiehahn and Rieckert commissions would give the lead.

This was said here yesterday by Dr A D Wassenaar, Sanlam's chairman, in his address to the annual meeting. He added that he hoped the recommendations of these commissions "will lead to action for the benefit of all race groups in the country."

The high unemployment of South Africa's black population "is a matter of grave concern: it may cause us great socio-political problems in years to come unless swift and imaginative action is taken."

"It is clear that black unemployment is not

merely a cycle of nature but is, in fact, a structural problem. Rapid economic growth, which in itself is a prerequisite, will probably not be sufficient.

"Certain incisive adjustments in our labour policy are necessary for the better utilisation of our total labour force."

Dr Wassenaar saw the eighties as golden years for the South African economy if Government and the private sector would unite their energies in a spirit of partnership, best to utilise resources for the benefit of all racial groups.

"We have increasing

threats against South Africa or intensified economic sanctions as a political weapon.

"This international environment and the unceasing threats to our frontiers make high demands on South Africa, both politically and economically."

"Recent action and statements of the Government, however, indicate that we are entering a new era with the aim of ensuring a happy and prosperous future for all inhabitants of our country."

The South African economy "is in a greatly improved position compared with a few years ago" as a result of the strict financial policy adopted by the authorities in the past three years.

"The current account of the balance of payments has recovered remarkably from deficits of more than R1 500m in 1975 and 1976 to a surplus of R1 500m in 1978."

"I agree with the authorities that the balance of payments has recovered to such a degree and the prospects are such that the emphasis now to a larger extent must be placed on promoting economic growth."

1. La petite fille que j'ai pleurer, (perdu) dans la foule, cherchait ses parents. Je ne sais si elle les a (retrouvé).
2. Si vos amis avaient (voulu) venir, nous les aurions (reçu) avec plaisir et nous aurions (pu) facilement les loger.
3. Les matelots, (rassemblée) sur le quai, ont (embarqué) et nous les avons (vu) parti.
4. Les reproches placés sur la conduite l'ont tout de même profondément affecté et il a (valu) sa conduite l'ont tout de même (vu) de nombreux, certainement plus qu'il
5. Des complaisances et des perspectives sont devenues devenues en a (mérité) un tel degré de succès.
6. Il avait (été) d'accord avec les autorités que le balance of payments has recovered to such a degree and the prospects are such that the emphasis now to a larger extent must be placed on promoting economic growth.
7. J'aime beaucoup les danses de village m'ont (été) d'accord avec les autorités que le balance of payments has recovered to such a degree and the prospects are such that the emphasis now to a larger extent must be placed on promoting economic growth.
8. Des versements ont été effectués pour faire pendant six mois.
9. Trente millions de rands ont été dépensés pour faire pendant six mois.
10. Les arguments décisifs ont été présentés (présenté) ont lourdement (pesé) sur

Faites accorder les participes passés placés entre parenthèses.

# Koornhof

## call for new life for blacks

G.M. Branch and R.C. Ne

penditure in Limpets

359

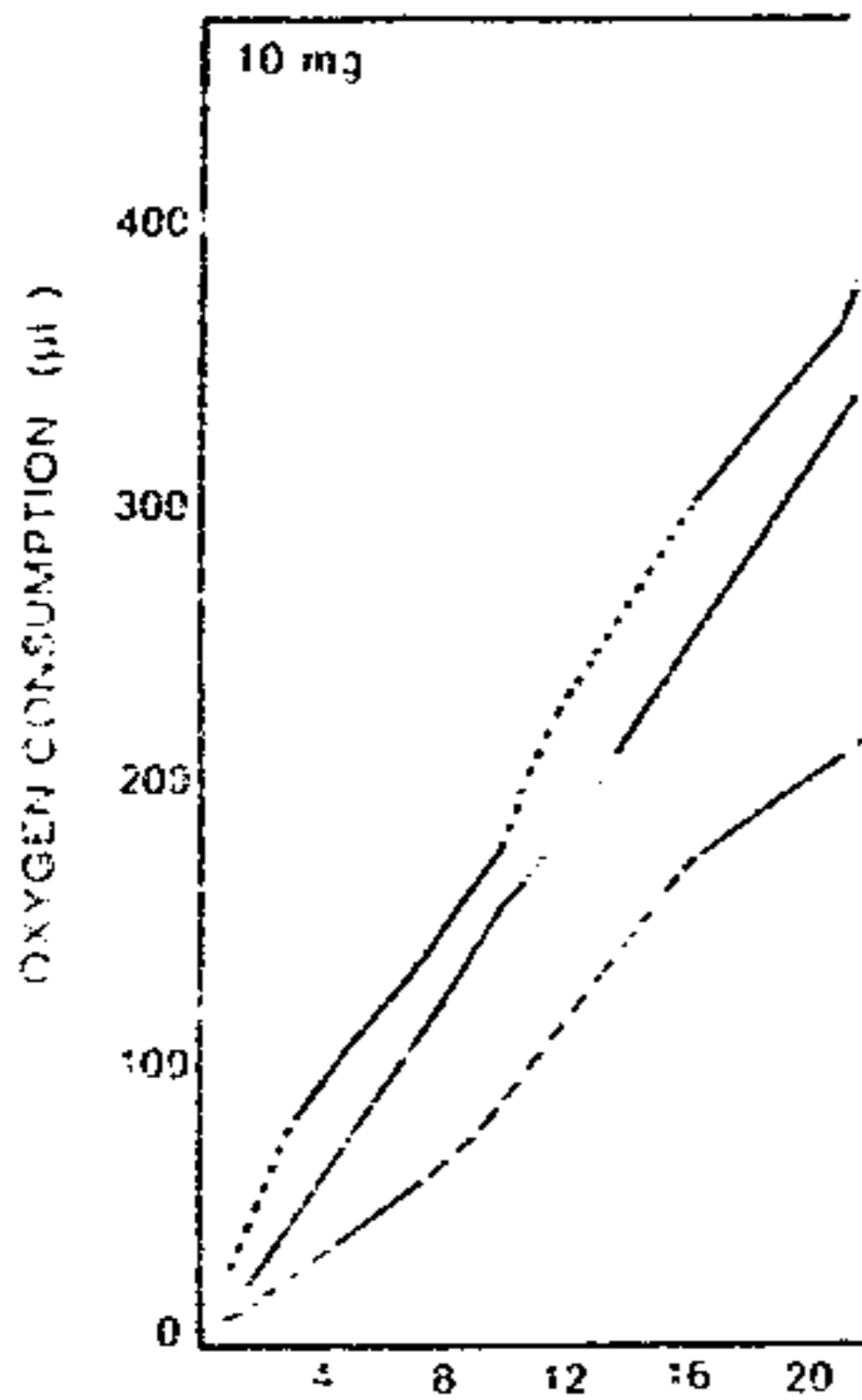


Fig. 6. *Patella* spp. Cumulative oxygen consumption over 24 h in relation to tidal and diurnal phase of tidal cycle. Data for standard individual of 10, 100 and 500 mg conversion 5.05 µl O<sub>2</sub> =

**Own Correspondent**  
CAPE TOWN. — Dr Piet Koornhof, the Minister of Plural Relations, yesterday called on employers to make better use of local labour and not to treat black states as "labour depots".

He was addressing a business luncheon of the SA Institute of Chartered Secretaries and Administrators and the Institute of Cost and Management Accountants in Cape Town.

He said it would take a combination of Government and private enterprise to supply opportunities to enable blacks to improve their quality of life.

Companies should plough back some of their profits into training and educating black children. An unemployed black child was a threat to the internal security of the country.

Dr Koornhof called on businessmen to ensure that the way orders and instructions were given to black staff was improved.

of large individuals that of small individuals (5A). This is predicted by different rates of respiration and large limpets in 3). Thus, the daily respiration of *Patella cochlear* is essentially unaffected by the variation of rate during tides.

In contrast, the respiration of *Patella oculus* increases its metabolic rate during the day (5B). The length of exposure and body temperature (up to 32°C) on the midshore. Larger individuals exposed more than juveniles respire faster in air (5C) increasing their respiration during tide.

Due to migration *Patella granularis* are subjected to very long periods of exposure, when body temperatures may rise to 32°C, but they minimise metabolic expenditure during this period because their respiratory rates are low in air. The Q<sub>10</sub> between 17°C in water and 28°C in air is only 1.33. Conversely, there is a dramatic drop in respiration at night from the rate at 17°C in water to that at 15°C in air (Fig. 5C), the Q<sub>10</sub> being 7.80. Thus, the low rate of aerial respiration not only keeps down day-time rates when temperatures are high at low tide, but results in a considerable saving of energy at night when air temperatures are low.

"If you've given him housing and education, but not friendliness and respect, you haven't given him a good quality of life," he said.

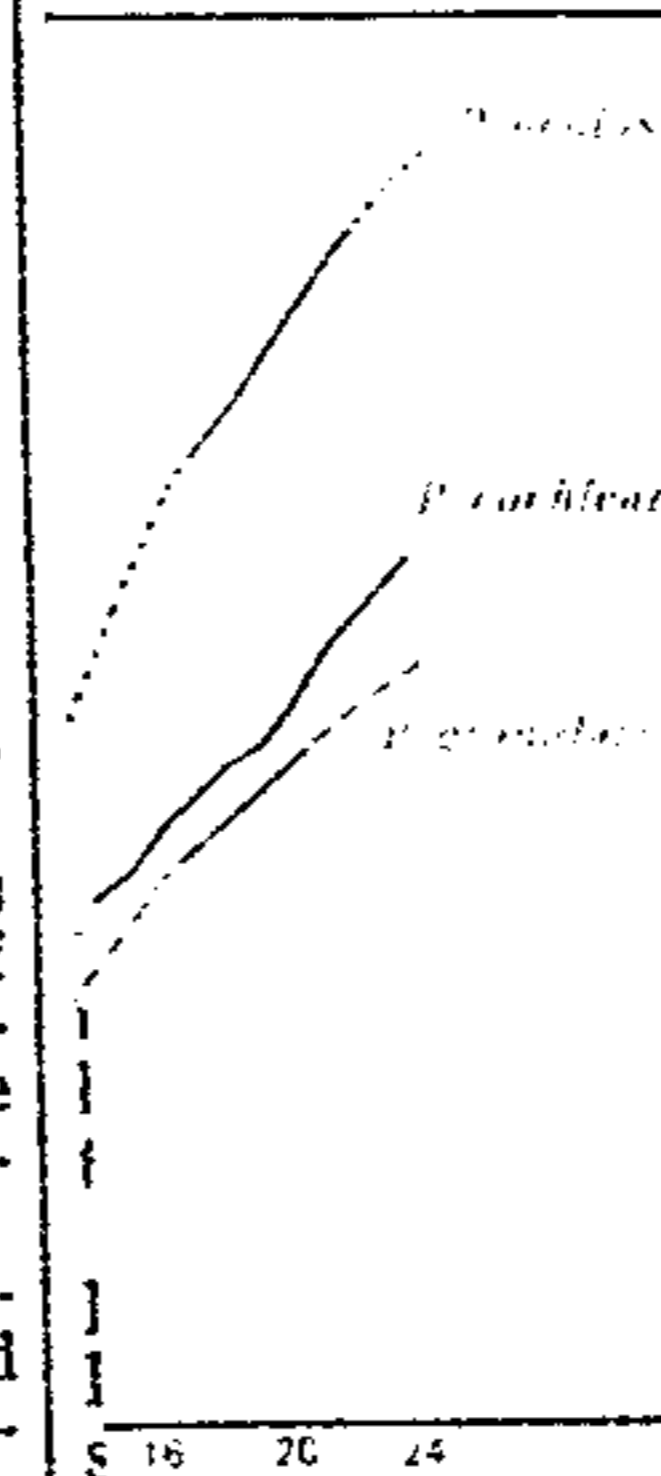
He said his purpose was to improve the quality of life

"If we concentrate our efforts on the cities only, we will have frustrated blacks in the black states who will flock to the cities for jobs," he said.

"The quality of life of the black man, wherever he is, must be improved and we will have to provide more job opportunities and more housing. So much more will have to be done," Dr Koornhof said.

He had always been proud to see and appreciate all the different races in the country.

"The sun shines on all of us, why can't the Venda and the Zulu and the Indians all have the good things they want? They're all part of our country," Dr Koornhof said.



OF DAY (h)

sumption over 24 h in relation to tidal and diurnal phase of tidal cycle. Data for standard individual of 10, 100 and 500 mg conversion 5.05 µl O<sub>2</sub> =

metabolic cost of metabolism can be calculated by the

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### Conclusions

*Patella cochlear* occurs very low on the shore where algal growth is potentially high, but under conditions of intense intraspecific competition most algae are eliminated, leaving lithothamnia (which are heavily calcified and have a low caloric value) as the main food. Feeding occurs during submergence and is thus fairly prolonged. Territorial spacing and stacking of juveniles on the shells of adults diminish but do not eliminate competition (Branch, 1975b). Populations are very stable and longevity high: up to 30 years. These circumstances favour a low growth and low reproductive output

# Work training allowances for all

N. MERCURY 29/3/79 (179)

ENABLING labour legislation would be introduced this session which would allow all population groups to benefit from workers' training allowances, Senator Horwood said.

This concession would cost the exchequer

R3 000 000 in 1979-80 and R10 000 000 in a full year.

"Flowing from the recommendations of the Naude Committee, the Department of Labour undertook the implementation of an in-service training

scheme similar to that at present enjoyed by Blacks, for all other workers.

"We need a more efficient and more highly skilled labour force in South Africa and I propose to contribute towards its achievement by amending

the present provision for Black workers' training allowances in the Income Tax Act to embrace the training of all population groups once the enabling labour legislation has been approved," Senator Horwood said. — (Sapa.)

1. Je voulais des aventures, j'en ai (eu) ;
2. La tempête faisait rage; nous les avons (vu) sortir le canot de sauvetage et partir sur la mer (démonté). Ils en ont, parait-il, (sauvé) quatre.
3. Les croisades eurent des conséquences qu'on n'avait ni (prévu) ni même (soupçonné).
4. Je leur ai (téléphoné) et ils m'ont (répondu) que serait (livré), ce soir, l'armoire que je leur ai (fait) faire.
5. Soyez indulgents avec lui, car des peines, des soucis, il en a (eu).
6. Vos tantes, je les ai (aperçu) à la gare, je les ai (vu) prendre l'autobus et je suis bien (surpris) qu'elles ne soient pas encore (arrivé).
7. Je n'oublierai jamais les jours difficiles que nous avons (vécu) pendant l'Occupation, les privations que nous avons (subi), les dangers que nous avons (couru) et les périls auxquels nous avons heureusement (échappé).

Même exercice.

1. La petite fille que j'ai (vu) pleurer, (perdu) dans la foule, cherchait ses parents. Je ne sais si elle les a (retrouvé).
2. Si vos amis avaient (voulu) venir, nous les aurions (regu) avec plaisir et nous aurions (pu) facilement les loger.
3. Les matelots, (rassemblé) sur le quai, ont (embarqué) et nous les avons (vu) partir.
4. Les reproches (mérite) que lui a (valu) sa conduite l'ont tout de même profondément (touché).
5. Des compliments, il en a (regu) de nombreux, certainement plus qu'il en a (mérité).
6. Il avait déjà (abandonné) la barque quand elle a (commencé) à s'enfoncer.
7. J'aime les spectacles sans prétention; ces danses de village m'ont beaucoup (plu).
8. Des versions, je lui en ai (fait) faire pendant six mois.
9. Trente mille francs, voilà ce qu'a (coûté) cette maison, il y a quarante-cinq ans; depuis, sa valeur a bien (augmenté).
10. Les arguments que vous lui avez (présenté) ont lourdement (pesé) sur sa décision.

Faites accorder les participes passés placés entre parenthèses.

# Call for equal trading rights for all races

① ~~173~~  
 ② 173  
 ③ 176  
 ④ 179  
 ⑤ ~~173~~

**Argus Correspondent**  
**JOHANNESBURG.** — A leading academic has called for equal trading and labour rights for all races — the development, acceptance and integration of members of all population groups on all levels in our economy.

Commerce and industry should take the leading role because it would sacrifice most if the political situation ended up in chaos, warned Professor H P Muller, director of the Graduate School of Business of Stellenbosch University.

Speaking to the Johannesburg Chamber of Commerce, he called for all races to be given a fair opportunity to prove themselves as supervisors, members of the middle management team and ultimately respected members of our boards.

The professor said the critical role of the Government in this context included:

- Providing a legal system to support the implementation of a free enterprise system as possible.
- Allowing in-company development of all races, making discrimination illegal, if necessary, and thus to force all employers to pay the rate for the job and to close the wage gap in the shortest possible time.

Developing schools for the training of technicians everywhere in industry and supporting management education on a co-ordinated basis.

But he emphasised that business could act faster than the Government.

## Huge task

A strong economy could not be built where the 'have nots' outnumbered the 'haves' by five to one.

It was a frightening and gigantic responsibility to provide 200 000 jobs annually for the next 20 years and to nearly double the number of blacks in industry alone by 1990.

This required a well-planned effort to rapidly develop people for more responsible positions — not window dressing.

## 'Not dirty'

'Giving people a share in the economy does not mean a dirty little shop in a ghetto or a poor little country town with all sorts of restrictions,' Professor Muller said.

The majority of people supporting the private enterprise system did not own a single share in the business they worked for.

'They support a system because they can earn themselves a decent income and a higher standard of living and education.'

With predictions that the white population would be outnumbered by six to one at the turn of the century, 'there can be no doubt about our interdependence politically and economically as a nation of nations,' Professor Muller said.



# Integration in business 'sure'

177 N/M  
27/1/77

BLACK businessmen must gear themselves for change. They must acquire knowledge of modern business techniques and apply this to their businesses to take full advantage of the growing African market and the expected change in attitudes of government as it follows its declared policy of moving away from discrimination based on colour.

This point was made by Mr. Llewellyn Mehlomakulu, manager, Business Development, Barclays National Bank, in his opening address at the annual conference of the Inyanda Chamber of Commerce in Durban yesterday.

He added that there was no doubt that integration in business would take place because South Africa was set on a normalisation course.

"This is already to be seen in sport, in the disappearance of discriminatory notices in public places, the narrowing of the wage gap, uniform conditions of employment and formerly exclusively White professional and other bodies opening their doors to all races," he went on.

Mr. Mehlomakulu pointed out that prophets of doom foresaw business integration as the death knell of the small African businessman because of his inability to compete. This was the negative approach.

Mr. Mehlomakulu sees the coming changes, not as a threat but a challenge, pointing out that in the "pre-prohibition days" small efficient African businessmen operated lucrative businesses in central Johannesburg.

However, the inefficient were unlikely to survive as competition intensifies. "But their exit," he said, "will be more than offset by the advantages of increased trade which will accrue to the efficient."

Training programmes, such as those run by Nafcoc and Barclays, were designed to equip the businessman to meet the challenges that lay ahead. These, together with the goodwill shown by the White private sector, augured well for the future of South Africa.

# Riekert: Transfer training control

HOUSE OF ASSEMBLY. —

The training of black workers in terms of the Black Employees' In-service Training Act of 1976, should be transferred to the Department of Labour, the Riekert Commission has recommended.

In its report tabled yesterday, the commission recommended that the Black Employees' In-service Training Act, 1976, should be incorporated in the proposed Employment and Training Act in which provision will be made for, inter-alia, the in-service training of all population groups on the same basis.

"The co-ordinating council for in-service training of black workers, together with the committee for the better utilization of manpower of the Economic Advisory Council, should be converted into a national co-ordinating council for manpower matters which should furnish the Minister of Labour with advice regarding the administration of the

## Riekert Report

Employment and Training Act."

The commission further recommends that:

- The National Co-ordinating Council for Manpower should be integrated organizationally with the Department of Labour and provision should be made for regional committees to assist the NCCM in its task, while the National Apprenticeship Board and its apprenticeship committees should be placed under the wing of the NCCM.
- All interested departments and national employers' and employees' organizations should be represented on the NCCM.
- The responsibility for the in-service training of workers should be placed primarily on the shoulders of employers and tax and other concessions etc., for the promotion of such training should be regarded only as temporary measures that should be phased out as quickly as possible.

# Training of labour vital — Botha

CAPE TOWN. — Employers should allocate much greater human and capital resources to the training of labour, the Minister of Labour, Mr Fanie Botha, said last night at a banquet of the Cape Employers Association, Sapa reports.

Increased production was one of the most important ways of meeting the need for a higher standard of living for millions of blacks, and skill was an important factor in improving productivity, Mr Botha said.

"As the available skilled manpower in the Republic is limited, training as a function of the private sector is of the utmost importance."

Training was of vital importance not only for raising productivity but eventually for survival, especially in the light of threats of international boycotts.

"To me it would appear that, compared with other Western countries, the amount of capital and human resources invested in the upgrading of the skilled level of our workforce do not receive the priority which is needed in the times and situations we are facing," Mr Botha said.

The Government would continue to give training the attention it deserved but the private sector should not lose sight of the fact that a direct responsibility for raising productivity rested with it, Mr Botha said.

Mr Botha was also among labour authorities yesterday who reacted to Rightwing union resistance to the Wiehahn and Riekert recommendations, it is reported from our Pretoria Bureau.

The Minister said only 5% of white workers were opposed to the recommendations.

"I believe the figure is even less. And to the vast majority support from white workers must be added the total support of black, coloured and Indian workers."

The vice-president of the Trade Union Council of South Africa, Mr Andre Malherbe, warned the Government against deviating from the course set by the Wiehahn Commission recommendations by the action of one union, albeit a powerful one.

If the Government allowed itself to be influenced away from enlightened labour practices it was difficult to see how industrial conflict could be avoided.

The Progressive Federal Party's labour spokesman, Dr Alex Boraine, said the protest breakaway of the

Mineworkers Union from the SA Confederation of Labour was no surprise after the tough statements made the MWU's secretary, Mr Arrie Paulus, after publication of the Wiehahn Commission's report.

It was hoped other unions would not follow suit, and that the MWU's action would not deter the Government from moving ahead with enlightened labour legislation.

achievements of the past.

was concerned

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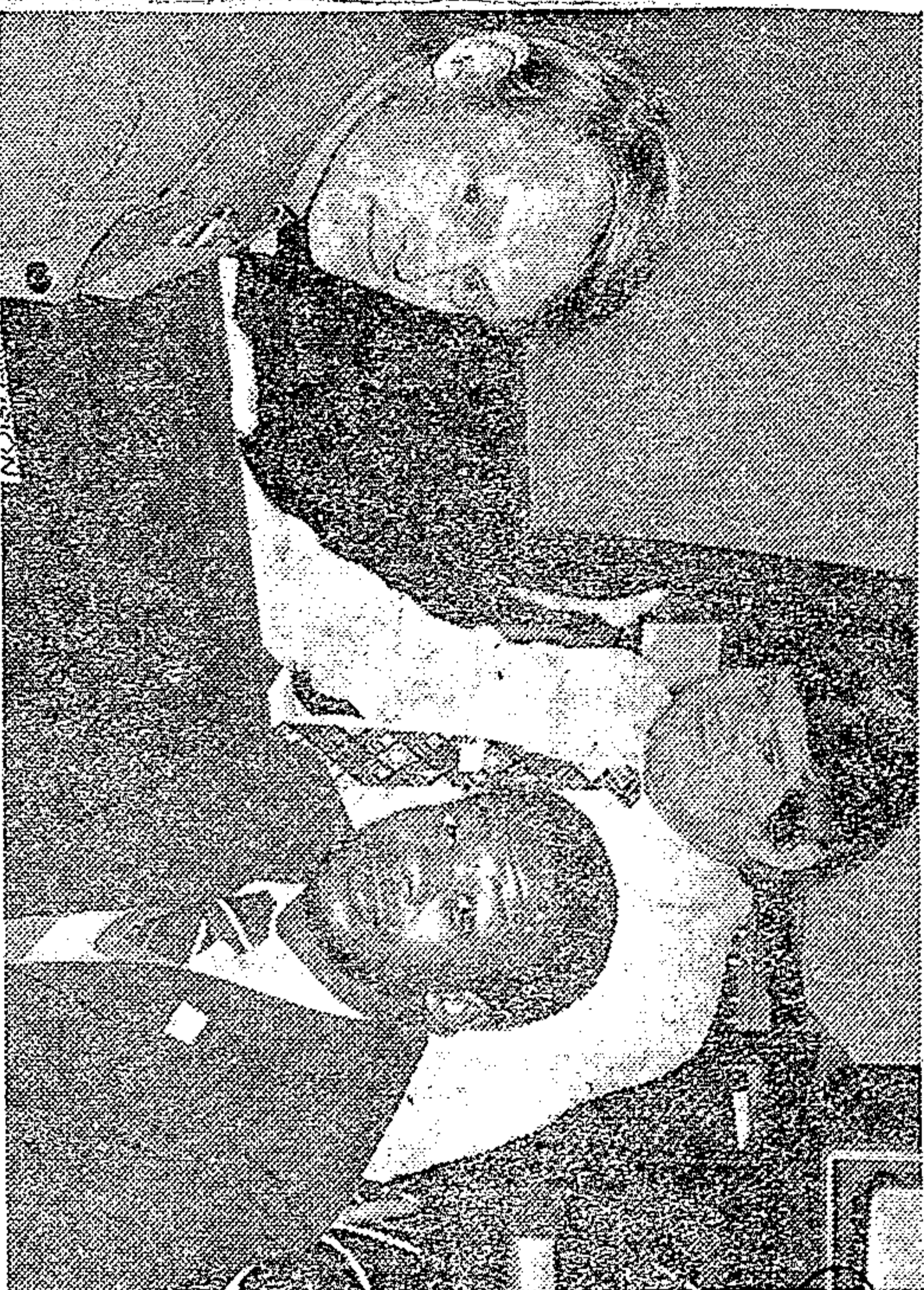
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## No' to black miners

Labour Reporter  
Bophuthatswana, due to enter its third year of independence this December, is still trying in vain to persuade the Mineworkers' Union to train blacks as miners.

Many requests for such training had been turned down. Mr P J "Arrie" Paulus, the union's leader, assured a questioner at his anti-Wiehahn rally in Rustenburg last night.

# TRAINING IN ACTION



Training officers Andrew McMoreland of Ford, Port Elizabeth, Danie Jacobs of Siemens, Johannesburg, and James Seutloadi of Futurus Engineering at Chloorkop, Transvaal . . . aiming for greater labour efficiency

# Commissions job plans

## Will boost training

By JACK BRICKHILL

RELAXATION of job reservation in line with the Wreghahn and Rieker commission recommendations will give a major boost to in-company training.

More blacks taking up new jobs will widen the scope for training of- ficers says Yvonne Jordan, the Technikon's Industrial Training Unit manager. Last week 30 graduates of former courses at the Technikon met in Durban to review the effectiveness of their training methods.

The courses, designed by the unit's consultant Les Cowie, fill the gap created by the lack of training in teaching techniques for the technical staff usually used to operate in-com- pany training programmes, which also suffer from major language com- munication problems.

The course at the Technikon covers a general systems analysis to determine what is expected of workers. The officers are then trained to com- pile a course using visual aids in-

cluding video tapes, slides and film, and soundtrack in the language of the learner.

The training effort follows the Pareto principle in which 20 percent of the job content occurs usually about 80 percent of the time. The programmed instruction is followed by tests.

Andrew McMoreland, dealer ser- vice consultant at Ford in Port Elizabeth, is using the methods in a new programme to improve the tuning of vehicles by Ford dealers, which will cut down fuel consumption.

The canned four-week courses for repair shop assistants, apprentices, mechanics and foremen, are conducted by district service managers who return test papers providing McMoreland with feedback on the pro- gress of the exercise.

Ford is also trying to encourage smaller dealers to instal meters which determine whether a car is using too much fuel or is running too lean.

179 Sund Tribune  
27/5/79

Star 7/6/79

# One in four black workers will have to be skilled 179

By Stephen Suckley

One in every four black workers moving into urban economic activity will have to be a skilled worker if long-term manpower objectives are to be met, says Professor J. A. Lombard of the University of Pretoria.

Discussing the latest edition of the Focus series "The Economy and the People," published by Mercabank, Professor Lombard says: "We have

the human material to cope with this objective as research shows that there are enough blacks reaching Standard 8 education, which is adequate for industrial training."

The message spelled out by the publication is that if South Africa is to regain the road to prosperity during the rest of the century, its own people will have to face the challenge of economic and political changes ahead.

And Professor Lombard warns: "When the economy does pick up the shortages of skilled manpower will be immediately felt and bottlenecks will occur."

The latest issue of Focus points out that a growth rate of five percent is necessary over the next 22 years considering the projected growth in manpower over the period.

**INDUSTRIAL TRAINING** (79)  
PM 22/6/79  
**New deal for whites**

Employers will be able to claim the same tax concessions for training non-African workers as are now available for African training, in terms of a bill which passed through the Senate this week.

The bill, called the In-Service Training Bill, followed representations to government by non-African unions, who argued that granting tax concessions solely for African training discriminated against their members and gave employers no incentive to train non-Africans.

Under the new bill, employers will be able to register non-African training schemes and thus apply for tax concessions. Finance Minister Owen Horwood has put the cost to the State at about R10m a year.

Manpower Utilisation Minister Fanie Botha told Parliament that the new bill was a "temporary measure" and that it would be merged with the Black Employees' In-Service Training Act if government accepted the Riekert recommendation that all industrial training be brought under one department and one law.

~~1) 555~~  
~~2) 176~~  
3) 179

# Plans to place more skilled blacks

Star 26/6/79

## Own Correspondent

CAPE TOWN—The Government is investigating measures aimed at increasing the number of blacks in skilled occupations, the Prime Minister's economic adviser, Dr S Brand, indicated in Cape Town today.

In an address to the sixth national congress of chartered accountants, Dr Brand emphasised that without such measures, the already high level of black unemployment would continue to rise and that the country's wealth would not expand fast enough to meet rising black aspirations.

Dr Brand said 800 000 blacks were unemployed at present. In addition 260 000 more blacks were expected to enter the labour market every year for the next 10 years.

Dr Brand said that as long as there were limits on the rate at which non-whites could enter skilled occupations, either through restrictions caused by educational or occupational background, or legislation, the capacity of the South African economy to increase material wealth and jobs would be hampered.

Dr Brand said it seemed that the South Africa economy could grow at a real rate of between 3 percent and 4 percent over the next decade.

But this would not be sufficient to prevent the unemployment rate continuing to rise, and neither would it ensure that the economy could meet the other challenges it would face.

South Africa faced formidable challenges which would require significant adjustments in the structure of the economy. These adjustments were receiving the attention of the authorities.



179

For full text see  
Act 1979



# STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

# GOVERNMENT GAZETTE

*As 'n Nuusblad by die Poskantoor Geregistreer*

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Vol. 169]

KAAPSTAD, 4 JULIE 1979

[No. 6544

CAPE TOWN, 4 JULY 1979

DEPARTEMENT VAN DIE EERSTE MINISTER

DEPARTMENT OF THE PRIME MINISTER

No. 1436.

4 Julie 1979.

No. 1436.

4 July 1979.

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring geheg het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:—

It is hereby notified that the State President has assented to the following Act which is hereby published for general information:—

No. 95 van 1979: Wet op Indiensopleiding, 1979.

No. 95 of 1979: In-Service Training Act, 1979.

# ACT

To provide for the promotion and regulation of the training of certain classes of employees in industry and for that purpose to provide for the establishment of a council; to provide for the registration of training schemes and private training centres; and for the inspection of such schemes and centres; and to provide for matters connected therewith.

*(Afrikuans text signed by the State President.)*  
*(Assented to 21 June 1979.)*

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

## Definitions.

- I. In this Act, unless the context otherwise indicates—
  - (i) "apprentice" means an apprentice as defined in section 1 of the Apprenticeship Act, 1944 (Act No. 37 of 1944); (xv) 5
  - (ii) "artisan" means any person who is engaged in work normally performed by a skilled artisan; (i)
  - (iii) "committee" means a committee appointed by the council in terms of section 5 (1) (b); (vi) 10
  - (iv) "council" means the Council for In-service Training established under section 2; (xi)
  - (v) "Department" means the Department of Labour; (iii)
  - (vi) "employee" means any person (except an employee as defined in section 1 of the Black Employees' In-Service Training Act, 1976 (Act No. 86 of 1976)) who is employed by or performing work for any employer in any industry and who receives or is entitled to receive remuneration from such employer; (xvii) 15 20
  - (vii) "employer" means any person whatsoever who employs or provides work for any person and who remunerates or expressly or tacitly undertakes to remunerate him or who permits any person whatsoever in any manner to assist him in the carrying on or conducting of his business; (xvi) 25
  - (viii) "industry" includes any class of undertaking, any section or portion of any industry and any group of industries, but does not include any mining undertaking; (viii) 30
  - (ix) "inspector" means any person appointed as an inspector in terms of section 9; (v)
  - (x) "Minister" means the Minister of Labour; (vii)
  - (xi) "officer" means an officer as defined in section 1 (1) of the Public Service Act, 1957 (Act No. 54 of 1957); (ii) 35

# WORKER TRAINING

179

## Mix and pay

16/79

The industrial training centres set up in the past few years for African workers will be opened to all races if Piet Riekert has his way. And employers will continue to support the centres through levies, despite their objections.

These are among the proposals on industrial training in the Riekert Report.

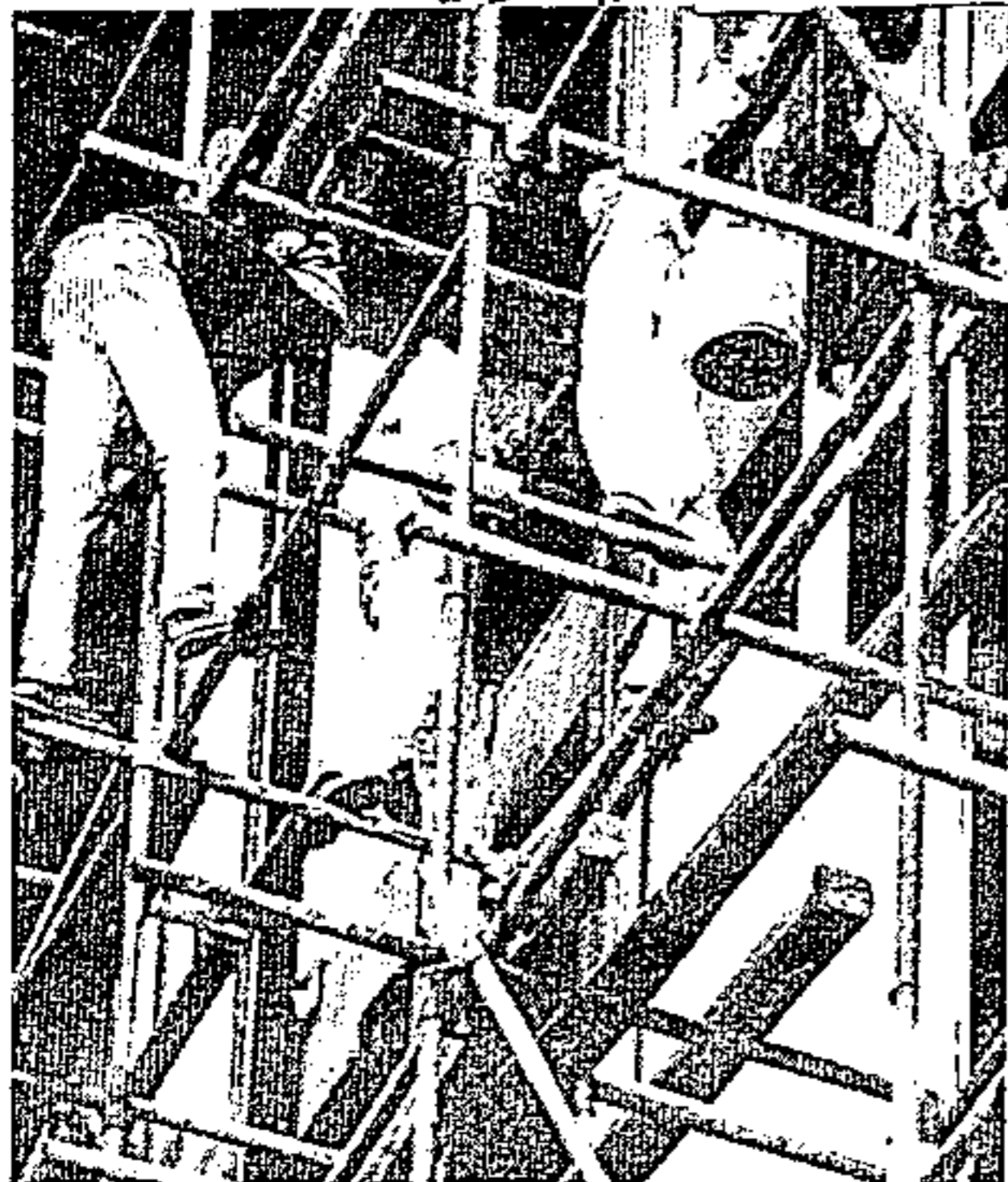
According to the report, eight public industrial in-service training centres were set up in "white" industrial areas in terms of the Black Employees' In-service Training Act of 1976, following recommendations by an inter-departmental committee that Africans be allowed to be trained in "white" areas for jobs in "permissible" work categories.

The idea behind these public centres (built by the State at a cost of R2m) is to cater for the common training needs of commerce and industry in the particular area. Organised commerce and industry bear the operating costs, though they can apply for tax concessions.

A. Mobiliteit en Politieke Verandering in Suid  
Hierdie projek is 'n paar jaar gelede aangepak.  
soek onder die kleurling bevolking van die Kaar  
eiland is onderneem. 'n aantal tydelike navorsers

c) Ander lede:

- Mr K. Bosman
- Professor A. Cupido
- Mr N. Daniels
- Mr Achmat Davids
- Professor R.J. Davies
- Professor J.J. Degenaar
- Mr René de Villiers
- Dr I.D. du Plessis
- Professor J.J.F. Durand
- Professor J.B. du Toit
- Mr A. Flederman
- Professor R.F. Fugle
- Mr G.J. Gerwel
- Erw. D. Guma
- Professor A. Paul Hare
- Mr H.W. Midd
- Erw. M.T.L.
- Professor A.D. Sheik A. Naja
- Mr Victor No
- Professor N.J.
- Mr L. Philli
- Professor H.P.
- Mr W.J. Sept
- Mr Franklin
- Mr P.M. Sonn
- Regter J.H. S
- Mr R. Tobias
- Professor R.E.
- Professor J.H.



Climbing the training ladder

The act also provided for individual employers to set up their own private in-service schemes, tax concessions again being available.

Riekert found that public centres were sometimes poorly supported. There was also "considerable misunderstanding" about them among some industrialists, who thought they offered courses drawn up by the Department of Education and Training, whereas industries are expected to develop courses to suit their own needs.

Pointing out that the 1976 act promotes the training of black workers, Riekert observes that no similar legislation exists for white, coloured, or Asian workers. He recommends that the eight public centres "be utilised on a broader basis" where possible, though in such a way "as not to give rise to friction." This means obtaining "the prior co-operation of organised labour and employers."

Riekert also proposes that the State consider taking over public centres which the private sector is not utilising fully, and using them for the training and re-training of people whose present skills

make it difficult for them to enter or compete on the labour market. Particular attention could then be paid to training in fields where shortages are expected or being experienced.

Under the act, the governing body of a centre can ask the Minister of Education and Training to impose a levy on local employers engaged in any industry for which the centre offers training. At the moment, only one centre is supported by such a levy — 40c per black worker per month, payable in the OFS to the Bloemfontein centre.

Employer objections to the levies notwithstanding, Riekert says they should bear the responsibility for in-service training, tax and other concessions being phased out as quickly as possible. Industrial councils should be encouraged to set up training schemes themselves, and to impose levies on employers under the Industrial Conciliation Act. Additionally, provision should also be made for the councils to acquire the existing training centres.

Referring to claims before his commission about "outside bodies" disturbing good relations "by leftist propaganda and the indoctrination of black workers under the cloak of training schemes," Riekert also proposes that trade union and labour relations training be included under the existing prohibition against anyone providing training for the employees of another person except in an officially approved centre.

Riekert further proposes that the training of African workers be taken over (from Education and Training) by the Department of Labour, and that a new "employment and training act" provide in-service training for workers of all races on the same basis.



For all its intimidating (286-page) length, Dr Piet Riekert's report on his inquiry into legislation affecting the utilisation of manpower (excluding laws covered by the Wiehahn Commission) is a fascinating document. Among other things, it discusses the practical effects of some of SA's complex labour laws, why people break them, and what changes were suggested to his commission.

So far, the FM has published broad analyses of Riekert as a whole, as well as brief summaries of some of his key recommendations (May 11, 18). This week we take a more detailed look at particular topics in the report. Other topics, as well as action arising from the report, will be examined in the weeks ahead.

# GOING SUPER BIZ

179  
DD  
29/6/79  
Indaba

By Barney Mthombathi  
PORT ELIZABETH — Checkers were training top personnel for the National African Federated Chamber of Commerce (Nafcoc), the company's chairman, Mr Bob Harvey, said in Port Elizabeth.

He said at a dinner to launch his company's first hypermarket to be opened in Port Elizabeth before Christmas that they were training four black managers for Nafcoc.

When they had completed training the men would take up employment with Nafcoc's Black Chain project, which is

## Training for key store personnel

geared to establish black-owned supermarkets in black areas.

In line with its policy of taking shops nearer to people, efforts were being made to establish supermarkets in places like Soweto and other townships.

The company was still awaiting a decision by the

Minister of Co-operation and Development, Dr Koornhof, on whether it would be allowed into Soweto and under what conditions. Clarity was also sought on the Government's decentralisation programme, Mr Harvey said.

A wholesale outlet had been opened in Madadeni,

near Newcastle, in KwaZulu, and a super-market was envisaged for Umlazi, near Durban.

There was also a super-market in Temba in Bophuthatswana and the company would decide on establishing another one in Mmabatho when the Government decided whether Mafeking should be part of the independent homeland.

The R12 million hypermarket will employ 450 people. It will be at the old Fairview racecourse in Cape Road and should open in time for Christmas shopping.

~~1/10~~

~~1/13~~

179

~~53~~

The Star Monday

# Citizenship bar to would-be black artisans

*copy 21/5/79*

Blacks still cannot become artisans unless they take out homeland citizenship.

This is the situation facing aspirant apprentices from the townships.

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

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

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

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

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

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

# ... to form 'pool of potential managers'

151  
179  
7/8/79

ANGLO American Corporation, says Mr H F Oppenheimer, chairman, in his annual statement, acknowledges the need to establish special programmes for black employees who have the potential for job advancement, in recognition of the various obstacles that

stand in their way.

One of these programmes is a scheme, "ambitious in concept and likely to be difficult of execution", to recruit, educate, train and develop high-quality black matriculants who will form a pool of potential managers in the financial and engineering fields.

Known as the undergraduate cadet scheme, it has been made possible by the co-operation of the University of the Witwatersrand. It is financed jointly by the Co-operation and De Beers, and will cost rather more than R2-million over the next five years.

"We look upon this," says Mr Oppenheimer, "as an investment in the widest sense, for once the scheme has proved itself it will be made available to other employers and educational institutions in the country."

Initially, to overcome the inadequate preparations of most black undergraduates for business careers, the scheme seeks to:

- ① Upgrade the cadet's academic and learning abilities to improve his progress during university studies.
- ② Integrate him into his working environment.
- ③ Sharpen and sustain his self-confidence.

④ Prepare and motivate existing employees to ensure the efficient integration of the black graduate into head office.

The academic and vocational upgrading, of a year's duration, will be in the hands of a team of specialist teachers. The academic component will be undertaken by the university and the vocational component at head office, where it will continue through the university years during vacation.

A modest start will be made in 1980 with about twelve carefully selected cadets, who will be Corporation employees from the outset.

"We are looking forward," says Mr Oppenheimer, "to employing blacks for careers in the significant decision-making areas of our business. We are determined to give meaning to the concept of equal employment opportunity, and in so doing to make our own small contribution to the development of a just society in South Africa."

Mr Oppenheimer says that the policy of extending the role of the Anglo American and De Beers Chairman's Fund, into broad socio-educational fields is now well established.

The Fund's largest project to date is a college

of advanced technical education for black students at Umlazi in Kwa-Zulu which will train technicians in civil, mechanical and electrical engineering to the same high standards, and for the same certificates, as the colleges of advanced technology for whites.

The cost will be in excess of R5 million, and thanks to contributions made by other companies the college will offer chemical engineering and commercial courses too.

Teaching began this year in service buildings; the main building, to accommodate approximately 500 students, should be completed early in 1981.

**Word of God**

While he yet spoke, behold a bright cloud overshadowed them: and behold a voice out of the cloud, which said, This is my beloved Son, in whom I am well pleased; hear ye him.

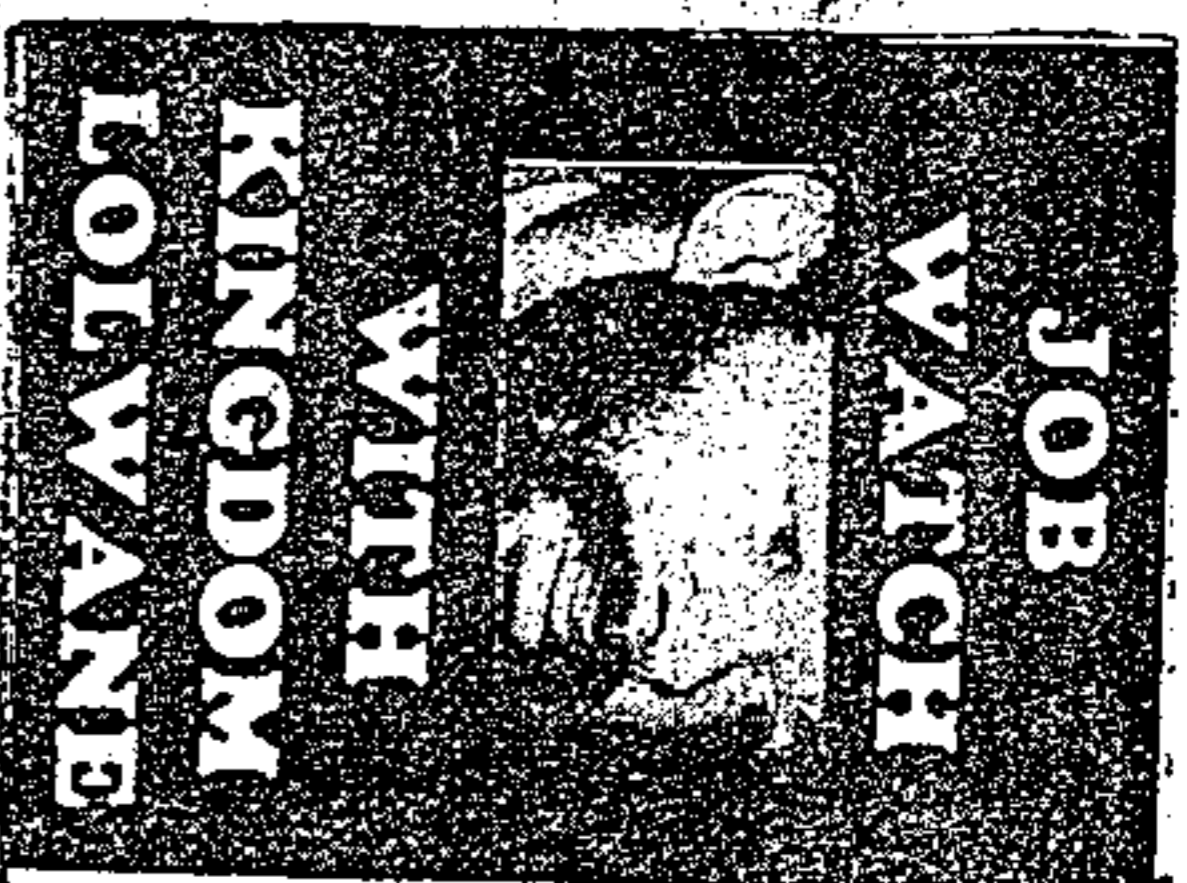
*Matthew 17:5*

Mr. H. F. Oppenheimer, Chairman  
 Anglo American Corporation  
 100, West Street, Johannesburg  
 Tel. 1234 5678

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Anglo American Corporation  
 Johannesburg





# Gillette says it is moving away from apartheid

## from apartheid

**MIR J I MILNE**, personnel manager of Gillette SA — an American company manufacturing razor blades — says his company is pressing for social and economic change in South Africa.

Mr Milne was replying to questions put to him by POST on what his company had done so far to upgrade its black staff.

He said he was aware that blacks in South Africa did not enjoy the same privileges as whites as far as training was concerned and that Gillette was doing everything possible to get blacks trained for more senior positions.

The company is currently training 15 blacks as managers and accountants. There is another team of 20 blacks being trained as clerks and supervisors.

In the last three years the following positions at the company have been occupied by blacks: wage clerk, invoice clerk, personnel clerk, marketing trainee, depot storeman, territory representative, laboratory technician, trainee salesman, buying clerk, cook, sharpening operator — blades and security officer.

This year nine blacks at the company went through on-the-job training — over a period of six months.

The company employs 143 Africans, 110 whites, 37 coloureds and seven Indians.

There are two grading systems at the company — Scale A and Scale M. Scale A runs from Grade 6 to Grade 18 (highly skilled people) and Scale M runs from Grade 1 to Grade 9 (unskilled, semi-skilled and skilled).

The table below shows the two scales and the number of people in each grade by race:

SCALE A

Grade	Africans	Whites	Coloureds and Indians
6	—	2	—
7	4	2	—
8	—	3	—
9	—	29	4
10	1	3	—
11	—	5	1

The committee meets once a month to discuss all problems affecting workers.

**POST:** What is your attitude to trade unions?

Mr Milne: We believe that workers have the right to form unions. But our enlightened employment practices render negotiations with unions unnecessary. For example, our conditions exceed the negotiated minimum in such areas as salaries, annual leave, sick pay, annual bonus, life assurance, provision of health services and pension.

Mr Milne says they were approached by a black trade union for recognition.

"We explained to them that we were neither for nor against them. But we believe they serve a great purpose in the world."

Mr Milne says they made it clear to their workers what their attitude is to trade unions.

Toilets, canteens and other facilities in the company are completely integrated.

POST's Job Watch team was taken around the factory. We came across the Sullivan Principles well displayed on notice boards.

"We cannot afford to be having all types of fancy arrangements separating blacks from whites," Mr Milne says.

Asked if they have not had any hostile reaction from their white workers to integration, Mr Milne says they have had complaints but that these were unimportant.

"We told everyone from the beginning that we were moving away from apartheid," he says.

The company has not encountered any legal restraints to integration.

What is the company doing towards the improvement of the quality of life in the townships?

Mr Milne says they will have established a multi-racial social club by the end of this year. They will also, in conjunction with the Urban Foundation and other prominent Springs companies, establish a work-group in order to determine the needs of blacks in these areas.



Mr J I Milne, personnel manager at Gillette . . . . is aware that blacks do not enjoy the same privileges as whites.

of programmes that address the educational needs of employees, their dependants and the local community.

Mr Milne says financial assistance is available to any employee who wishes to further his studies in a recognised course of a job related nature. He says educational assistance is also available to the dependants of their employees who earn less than R350 a month and in addition the company offers a number of bursaries to blacks.

"We encourage our workers to further their studies and have offered assistance to the local black adult education centre. We have adopted two schools in KwaThema near Springs and it is our intention to upgrade the facilities at these schools steadily," he



12 — 20  
 13 — 3  
 The remaining five grades belong to all the company executives.

SCALE M

Grade	Africans	Whites	Coloureds and Indians
1	43	—	10
2	40	1	13
3	35	2	13
4	16	12	1
5	4	6	2
6	—	4	—
7	—	1	—

The remaining two grades — Grade 8 and Grade 9 — have 15 whites and no blacks.

Mr Milne admits that there is still a great number of blacks on the lower grades.

The company has no blacks in positions where they supervise whites.

The company is signatory to the Sullivan Principles. "This is cash," Mr Milne said.

The minimum pay does not include bonus, subsidised meals, pension and other allowances.

There are nine blacks and no whites on this minimum. The least paid white earns R277 a month.

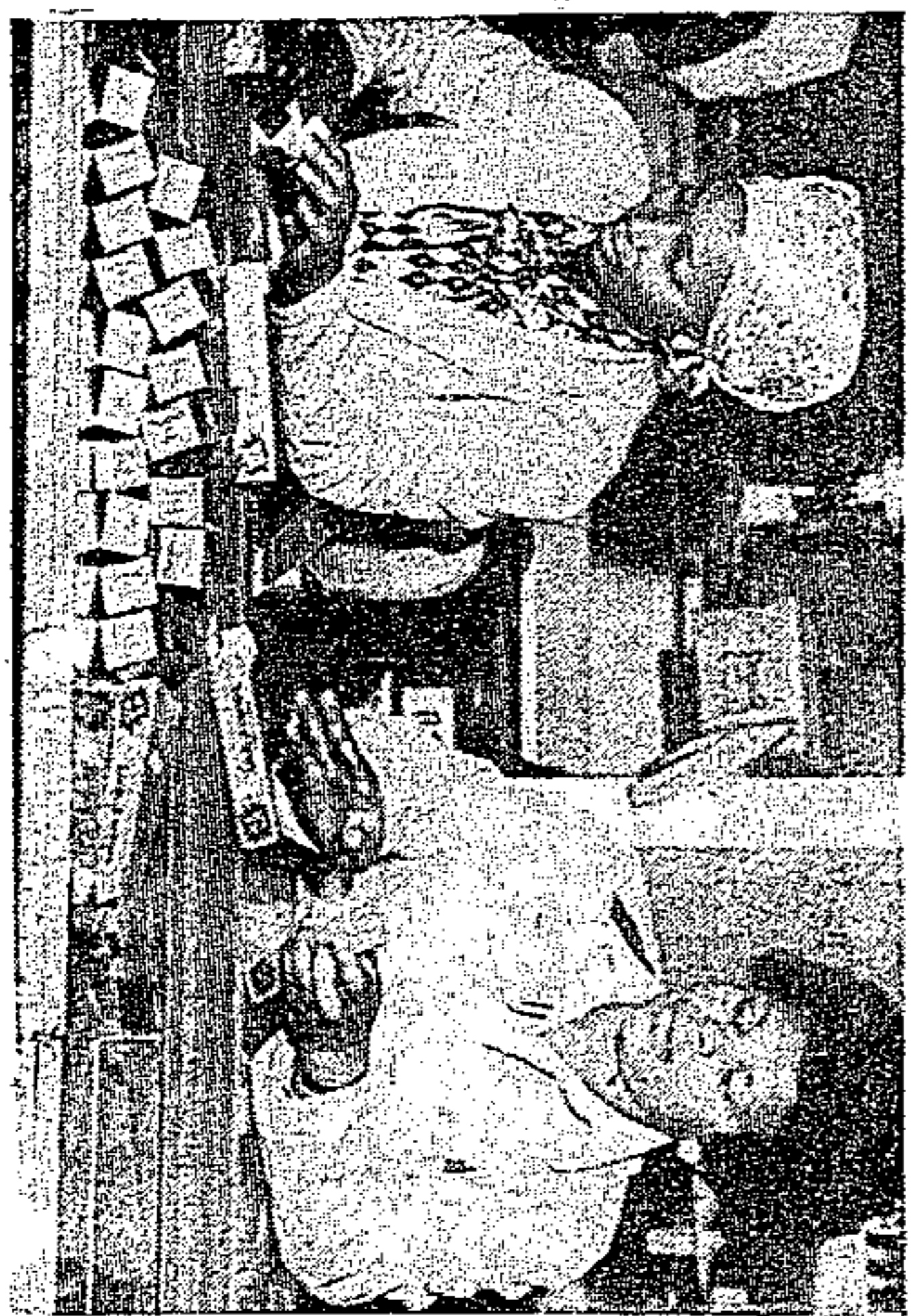
The company is signatory to the Sullivan Principles and bases its minimum pay on the Minimum Living Level calculated by the Johannesburg Chamber of Commerce.

In November last year the MLL for a family of five in Soweto was calculated at R182,31 a month.

Mr Milne says they negotiate with their workers through a multiracial consultative committee which consists of six blacks and four whites — all worker representatives — and one management representative.



Gillette's canteen, toilets and other facilities are also integrated.



Workers at Gillette.

# Call to use more black workers

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

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

of black workers at our disposal.

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

c) Ander lude:

4

Mr K. Bosman  
 Professor A. Cupido  
 Mr N. Daniels  
 Mr Achmat Davids  
 Professor R.J. Davies  
 Professor J.J. Degenaar  
 Mr René de Villiers  
 Dr J.D. du Plessis  
 Professor J.J.F. Durand  
 Professor J.B. du Toit  
 Mr A. Helderman  
 Professor R.P. Juggie  
 Mr G.J. Gouwel  
 Mr D. Guma  
 Professor A. Paul Hare  
 Dr Gertrud Heydorn  
 Mr F.A. Jacobs  
 Mr H.M. Jimba

Mr H.W. Middelman  
 Mr W.T.L. Moltsane  
 Professor A.D. Muller  
 Sheikh A. Nojari  
 Mr Victor Norten  
 Professor N.J. Olivier  
 Mr L. Phillips  
 Professor H.P. Pollak  
 Mr W.J. September  
 Mr Franklin Stein  
 Mr P.M. Som  
 Regter J.H. Steyn  
 Mr R. Tobias  
 Professor R.E. van der Ruyter  
 Professor J.H. van Rooyen  
 Mr S. Walters  
 Professor F.A.H. Wilson

d) Twee Ere-Fellows:

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

word na die Algemene Jaarvergadering van die Maatskappij uitgevoer en kies elke drie jaar 'n verteenwoordiger van die Reheerraad. 'n Verkieping is in 1978 gebou en die huidige ampdrager is Bishop A.W. Habelgarn. Tersyde geen verslagte aan lede opgele word nie, word hulpe geraadpleeg en in verband met sake wat die Sentrum se program raak.

## NAVORSING

ende die verslagjaar het die navorsing van die een die volgende behels:

Wobilititeit en Politieke Verandering in Suid-Afrika  
 die projek is 'n paar jaar gelede aangepak. 'n Onder-sonder die kleuring bevolking van die Kaapse skiereiland is onderneem. 'n aantal tydelike navorsings-

13

Friends (Quakers) en van die American Friends Service Committee deurgelyng. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, hare vergaderinge koorgesprek en senior beamptes van die Carnegie Corporation, van Community Relations Service van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbode aan verskeie universiteite besoek.

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

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

## (b) Konferensies

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon:

Jaarlike konferensie, Nasionale Oivereenre Komitee en Randvergoeding van die Suid-Afrikaanse Instituut vir Resercherhouinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlike Vergadering van die Religious Society of Friends, Staatterheim (April).

Negende Wêreldregerie van Sosiologie, Uppsala, Swede. Verhandelinge voorgele in werkgroep e en vergaderings bygewoon van die Knaal van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

# Anglo aims to put blacks at the top

BY MELANIE YAP

NICHOLAS Oppenheimer has spelt out details of Anglo American's R3-million scheme to train black matriculants for management roles in finance and engineering. Anglo American will launch the scheme next year.

To supplement some of the inadequacies of black education, the comprehensive plan will steer the first 12 potential executives through a year's pre-university training as well as their undergraduate years, and provide individual "mentors" to guide them through the intricacies of high finance.

The scheme has already been hailed as a major landmark pointing the way to South Africa's future.

Exactly when the corporation will have its first black manager is an open question — with possibilities ranging between 1987 and the year 2000.

In an interview this week, Mr Oppenheimer, chairman of the corporation's employment policy committee, outlined the thinking behind the new undergraduate cadet training programme and the way it will work.

"We're moving into uncharted waters and will only be able to tell if the scheme has succeeded in about four

or five years when the first graduates emerge."

Run in conjunction with the University of the Witwatersrand, the course is financed by the corporation and De Beers.

Mr Oppenheimer said the concentrated teaching in the scheme was directed at eliminating disadvantages many black pupils encountered.

"Black education does stifle potential. It is under a kind of numbers pressure all the time. The people who come through turn out to be those who pass exams mainly by rote with the ability to answer questions parrot-fashion."

"They often find it difficult to compete in the business field. For people who come from a white environment, there is a greater adjustment to business requirements and being part of the industrial world," he said.

"After an investigation into industrial practices, it was felt we were not living up to our plan of being non-racial employers. And looking at the management tree, blacks are all in the lower levels."

"It was felt we should do something positive to correct the imbalance and we are looking for people who have the potential to go up the line and take their places in the hierarchy."

"These people will become employees and be paid salaries as soon as they are recruited. While in training they will each have a mentor who is an expert in his field to oversee their work and provide guidance."

"Not everyone will make it. We do foresee some wast-

age, but once the students graduate, they will be put into a pool with all our potential management people and then we'll see if they can swim with the shoal."

Mr Richard Reese, head of the corporation's personnel development unit said the selection of the finance and engineering fields for management training went to the heart of the concept of equal opportunity in the organisation.

"These fields are the main arteries in mining houses, and as significant decision-making areas we feel this scheme gives teeth to our policy of providing equal employment opportunities for all."

He said it was impossible to speculate when the first graduates would become managers. They would have to take their chances with everyone in the "potential management pool".

The course, divided into academic and vocational sections, was designed to bridge the gap between school and university, Mr Reese said. The academic programme included courses in mathematics, science, commerce, accounts, English, communication and preparation for university life. The vocational section would include teaching of office skills, personal efficiency, effective management of time and how institutions like banks, insurance companies and stock markets operate.

Professor F R N Nabarro, deputy vice-chancellor of the University of the Witwatersrand, welcomed the training programme and said it would provide a pilot scheme for future remedial training for both blacks and whites.

"This scheme is really the future of South Africa. If it falls, its effects could be disastrous."

Up to now the university had found that many black graduates were not able to find a niche in the business world and the programme tackled several problems which black education had not dealt with, he said.

Pupils matriculating this year are invited to apply for the course.

Registered as The Anglo American Corporation (Pty) Ltd.

SENTRUM VIR INTERGROEPSTUDIES

1978

JAARVERSLAG

# Why Sam aims to be big boss

**SAM MOSIKILI** is a man who has arrived in the highly competitive world of marketing in South Africa.

He holds a top executive position in the Beer Division of South African Breweries. For 18 months he has been the company's black market consultant.

At the end of this month, Sam Mosikili leaves for Cambridge, Massachusetts, where he will study under a Harvard Business School, he will specialise in finance and business economics, marketing and industrial relations.

For this once-in-a-lifetime opportunity, 200 people applied and Mosikili was one of only three South Africans chosen by Harvard.

As SAB's black market consultant, Mosikili provides a two-way communication between SAB and the beer drinker.

"This means that I have to be in touch with the market place on virtually a 24-hour-a-day basis, to be able to interpret what its needs are. I then have to translate this back into the areas of brands, packaging, advertising and sales," he explained.

"To keep in touch, I have to mix at every level — from the down-and-out hobo to the highest social level within the black community.

"I have to get into their heads and understand their aspirations. I must drink where they drink; know how and why they drink and learn what group conformity determines their choice of beer brands. I must know what they want and what they don't want, because therein lie our marketing opportunities and advertising concepts."

Mosikili is helped by the fact that he is a social scientist as well as a marketing expert.

After matriculating at Moroka High, he earned a BA degree, majoring in human sciences, from the University of the North, and a diploma from the Institute of Marketing Management.

He then underwent extensive training in marketing at Colgate Palmolive, where he became their first black brand manager.

"During my four-year stint at Colgates, I worked under tremendous



"We must become psychologically liberated."



"I want to mess up myths some whites have about us."



"I want to be general manager."

marketing. Then he moved to SAB as black market consultant.

Explaining his reasons for going to the United States to study further, this dynamic and friendly young man from Kwa-Thema, Springs, said: "I am finding that the further you go up the ladder, the more important it is to have a financial background.

"You see, in 10 or 15 years, I want to be the general manager and to achieve this, I have to read and interpret balance sheets."

However, Sam Mosikili is motivated by more than personal ambition. He is also politically motivated. He believes blacks must become "psychologically liberated".

He adds: "I know it might sound naive, but I'd like to help change South Africa. I want to change the negative attitudes whites have towards blacks.

"Attitudes like, 'they can't do that', 'they can't take responsibility'.

"I want to prove that, given the opportunities, we blacks are just as good or bad as anyone else.

"At the same time, I am painfully aware that blacks, in general, have a negative attitude and poor self-image. Their natural inclination is to say, 'I can't do it'.

"I am saying: be black, be proud and put everything into it and you can do it.

"I'm not preaching arrogance, but I think that I am proving, through hard work and study, that we can succeed.

"I also feel that, in my small way, I am helping to mess up the myths that some whites have about us blacks."

"You see, SAB gives me a certain prominence, and if I become general manager or the marketing manager of a division, the Government will know about me. This would not be the case if I was MD of an advertising agency."

Sam Mosikili believes SAB is sincere in its approach towards blacks and this is important to him. For example, the company will continue to pay his salary and look after his career-minded, bank-teller wife Violet and their

prove to their New York home office that I wasn't just a token black."

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# Mixed facilities — but secret

TOILET integration at Nestle SA is kept secret.

This is what the company's managing director, Mr P C Bowes, told us when he was asked how far his company had gone in the integration of its facilities.

And, although we told Mr Bowes of the articles we have written on inte-

gration at other companies and that none of these companies has had trouble with the law, he would not allow us to publish the fact that their workers were free to use any facilities they please.

"You know what the Factories Act is all about, and publication of such nature will antagonise us with labour inspectors," he said.

The Factories Act prohibits integration of facili-

ties at certain areas in a factory.

The company has not had any legal restraints or hostile reaction from its white workers to integration.

Nestle is a Swiss company and does not subscribe to either the EEC code or the Sullivan Principles. Instead it has drawn up its own code — the Corporate Philosophy Code (CPC).

The company employs 1 502 Africans, 920 whites, 402 coloureds and 236 Asians.

There are 19 grades at Nestle — Grade 1 (highest) to Grade 19.

The table at the end of the article shows the number of people by race from Grade I to Grade II:

Mr Bowes could not give us figures of the people from Grade 12 to Grade 19.

POST: Do you have blacks in positions where they supervise whites?



Mr Bowes: I wouldn't say it is a great number, but we do have some as heads of departments and having whites working under them.

Mr Bowes would not say in what jobs these blacks are.

The company's minimum pay is R234 a month for workers in urban areas and R221 for those in the rural areas.

Mr Bowes says the difference in the rates is that workers in rural areas do not have to use transport to and from work like those in urban areas.

"Towns in rural areas are nearer and people normally walk to work," he says.

The minimum pay does not include the company contributions. Mr Bowes could not tell us how many people are on this minimum pay.

"All I can say is that they are on Grades 18 and 19," he says.

The least paid white at the company earns R234 a month and is on Grade 19.

The company bases its minimum pay on the Supplemented Living Level for a family of five in Johannesburg. This is R185,88 a month.

The company's CP code maintains a minimum salary commensurate with a reasonable standard of liv-

ing which should be the SLL plus 50 percent.

What machinery is the company using for negotiating with the workers?

Mr Bowes says they have liaison committees for the four race groups. Each committee elects two to three people to form an integrated committee.

"I know there are two integrated committees at our largest factories in Mossel Bay and Escourt," he added.

The committees meet once a month to discuss employment practices.

What is the company's attitude to trade unions?

Mr Bowes says his company acknowledges the right of employees' freedom of association and representation on matters relating to conditions of service and of employment.

"No worker will be victimised if he joins a trade union," Mr Bowes says, "and this will not even affect his job."

He says they were approached by the Food and Canning Workers Union for recognition but their workers turned it down. They were also approached by the Dairy Employees Association — a white union — which was also unsuccessful in recruiting their workers

for membership.

What is the company doing to upgrade its black staff?

Mr Bowes says they have an advancement programme for blacks. He said during 1978, blacks who attended formal training sessions were in large numbers.

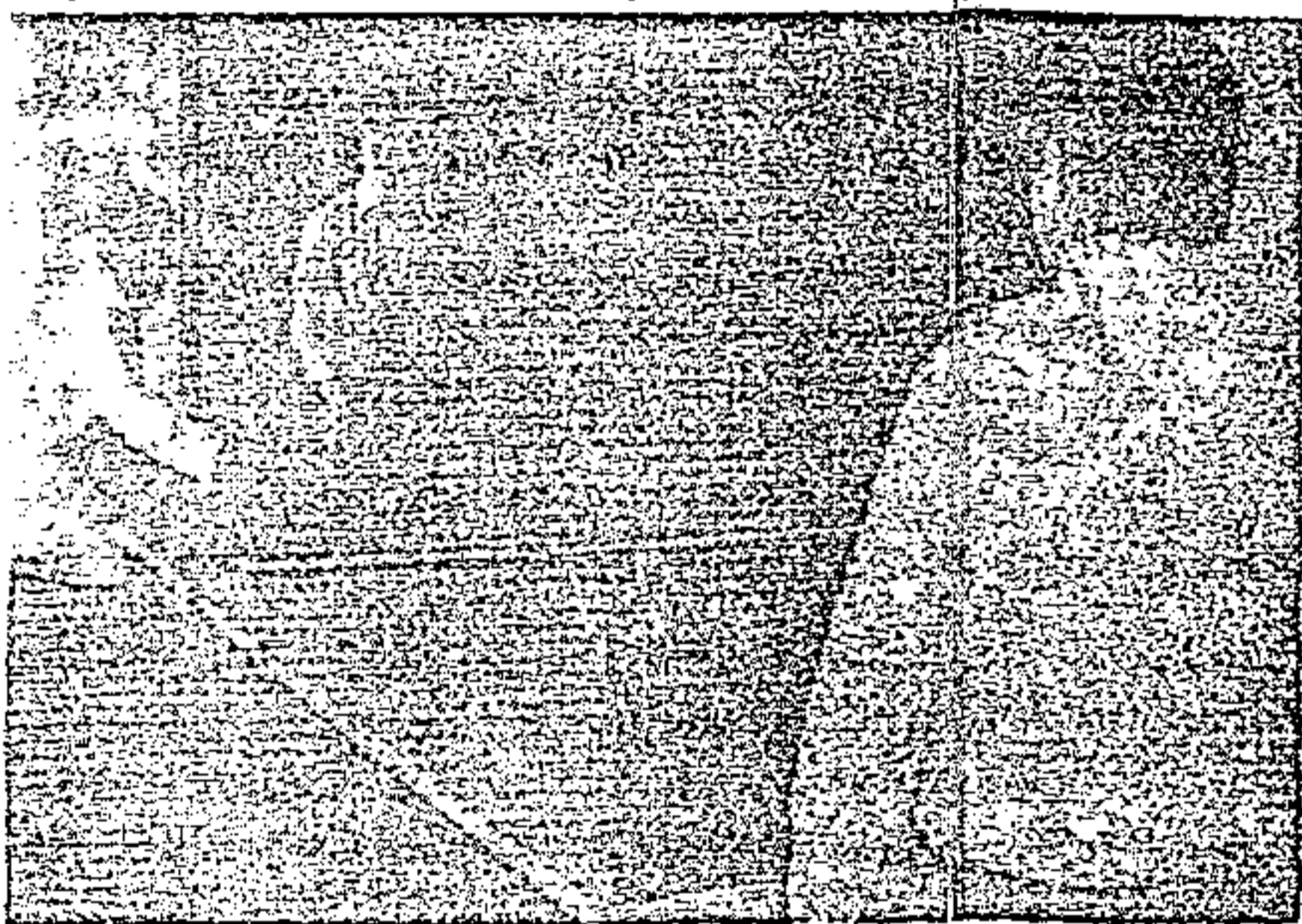
"Training sessions amounted to 1 180 man days," he says.

The following are some of the programmes that workers at Nestle attended:

Supervisory course, junior analyst course, first aid course, professional selling skills seminar, assistant microbiologist course, security guard course, management and leadership training course, and interpersonal skills seminar.

The company has donated R45 000 to a technical training centre in Ga-Rankuwa near Pretoria. The company is also involved in a trader training scheme in line with the National African Federated Chamber of Commerce.

Nestle also gives loans of up to 90 percent to their black workers to either build or improve their houses. The company has also given several donations to the Orlando Home for destitute children.



Break . . . workers playing table tennis.

Friends (Quakers) en van die American Friends Service

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Grade	Blacks	Whites	Job
1	—	1	managing director (MD)
2	—	—	vacant
3	—	4	directors under MD
4	—	5	managers
5	—	26	chief accountants and chemists
6	one to qualify	43	product managers
7	3	56	sales managers
8	7	87	product specialists
9	15	102	administration controller
10	32	158	shift supervisors and senior sales representatives
11	70	124	credit clerks, sales representatives and financial supervisors

DD 31/8/79  
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Get Wiehahn moving — Bifsa  
31/8/79

JOHANNESBURG — An appeal to the government not to delay the implementation of the Wiehahn Commission recommendations was made last night by the president of the Building Industries Federation of South Africa, Mr D. H. Mitchell.

He said: "If the spark that has now been kindled is frustrated in any way, the resulting holocaust could run away from us and we may lose control of a situation which right at this moment is well within our control."

Mr Mitchell was speaking at Springs at the opening of the first BIFSA training centre for apprentices for all races in the building industry.

The R2 million centre — one of four in a R10 million programme to provide the building industry with qualified artisans — was opened by the Minister of Manpower and Utilisation, Mr Fanie Botha.

Mr Mitchell, speaking after the Minister, referred to BIFSA's at-

titude to the Wiehahn Commission and said: "While I do not intend to use this platform to preempt further moves by the authorities to allow the introduction into the industry of all classes of labour, I would be failing in my duty as president of BIFSA if I did not make brief reference to BIFSA's attitude towards the implementation of the Wiehahn Commission in its various stages."

Mr Mitchell said the first response had already given a clear indication of the pattern of later reports and the building industry was straining to put these indications and intentions to good use.

"Let us in the future not be accused of stopping the good intentions. Neither we, nor the economy, could afford that."

Mr Mitchell said BIFSA was fully appreciative of the delicate nature of the whole matter that has "come as a challenge to the leaders of this country in both public and private sector interests."

He added: "We appreciate that a slow and careful approach can to a large extent be justified, but let us at least be seen to be moving forward — not sideways — or even backwards."

"I am afraid that if the spark that has now been kindled, is frustrated in any way, the resulting holocaust could run away from us and we may lose control of the situation."

Mr Mitchell said the future of the country's economy, and the building industry particular, was the result of positive, responsible and above all, realistic planning by state and organised industry alike.

Mr Botha, who was main speaker at the opening, referred to the deteriorating manpower situation in the building industry and said he was perturbed that the number of apprentices indentured had dropped from 1 624 in 1973 to 339 last year.

"To me this is a bad

omen. It will be obvious to any employer in the industry that such a deteriorating situation is most serious, especially in the long term.

"I believe that one of the gravest problems facing South Africa in the future is the question: "Where are we going to get the trained labour from to facilitate the economic upsurge we are all looking forward to?"

Die Sentrum word grootliks gefinansier deur die Bailey-Trust wat ingevolge die Bailey gestig is. Dit is gereguleer deur die Institute of Inter-Racial Studies (Garansie) - 'n maatskappy beperk tot handel-kapitaal kragtens die Wet van 1973, Nr. 61 van 1973).

No. R. 194, 1979

DATUM VAN INWERKINGTREDING VAN DIE  
WET OP INDIENSOPLEIDING, 1979 (WET 95  
VAN 1979)

Kragtens die bevoegdheid my verleen by artikel 15 van die Wet op Indiensopleiding, 1979 (Wet 95 van 1979), verklaar ek hierby dat die bepalings van genoemde Wet op die eerste dag van Oktober 1979 in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Een-en-twintigste dag van Augustus Eenduisend Negehonderd Nege-en-sewentig.

M. VILJOEN, Staatspresident.

Op las van die Staatspresident-in-rade:

S. P. BOTHA.

12942—A

No. R. 194, 1979

DATE OF COMING INTO OPERATION OF THE  
IN-SERVICE TRAINING ACT, 1979 (ACT 95 OF  
1979)

Under the powers vested in me by section 15 of the In-service Training Act, 1979 (Act 95 of 1979), I do hereby declare that the said Act shall come into operation on the first day of October 1979.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-first day of August, One thousand Nine hundred and Seventy-nine.

M. VILJOEN, State President.

By Order of the State President-in-Council:

S. P. BOTHA.

6643—1

11 years' education advocated

20/9/79  
Star  
(179)

Own Correspondent

Black employment in professional and technical work could be increased by 41 percent before their lack of formal education became a binding constraint, a prominent economist has said.


Professor Jill Nattrass, professor of economics at the University of Natal, told the Human Sciences Research Council's Conference in Pretoria that lack of education was not the major barrier to job advancement.

Blacks were crowded into the lower occupations and filled 86 percent of unskilled positions.

Professor Nattrass said 11 years of education was a reasonable minimum entry level for professional and technical work.

On this basis, black, coloured and Indian employment in the two categories could be increased by 41 percent.





# Call for more skilled blacks

20m 21/9/99

BLACK employment in professional and technical fields could be increased by 41% before the lack of formal education became a binding constraint, a prominent economist said in Pretoria yesterday.

Professor Jill Nattrass, Professor of Economics at the University of Natal, told the Human Sciences Research Council's conference that lack of education was not the major barrier to black, coloured and Indian job advancement, reports Sapa.

Blacks were crowded into the lower occupations and filled 86% of unskilled and 71% of semi-skilled positions.

Professor Nattrass said 11 years of education was a reasonable minimum entry level for professional and technical work.

On this basis, black, coloured and Indian employment in the professional and technical fields could be increased by 41% before their lack of formal education became a binding constraint.

"Formal education is only the doorway to job advancement.

"Training is frequently the key which enables a man to pass through the door. Up to now, training facilities for blacks have either been inadequate or absent.

"The recommendations of the Wiehahn and Riekert commissions and the Government's attitudes to these reports seem likely to ensure an improvement in this area." — Sapa.

A leading Austrian political scientist told the conference that South Africa was a member of the "fifth world" countries and should become more "African" in her foreign policy approach to the West, reports ROY DEVENISH.

Professor Werner Pfeifberger, director of the Austrian Institute for Political Training and a Professor of Political Science at the University of Munster, said fifth world countries included Taiwan, Chile, Israel, Rhodesia and South Africa.

They were countries who, for political reasons, found it difficult to join the other world groups.

South Africa's problem lay not in winning acceptance, but in gaining respect.

He said that until the beginning of the 1970s South African Governments had failed to realise fully or misinterpreted the changes on the African continent.

The director of the Africa Institute, Dr G M E Leistner, told the conference that South Africa's survival would depend on its ability to play an indispensable and constructive role in Africa.

Such a role included more than economic, technical and other aid to black Africans, he said.

South Africa could not, like Europe and America, regard aid to Africa merely as a method to achieve short term political advantages and commercial profit.



KENNISGEWING 724 VAN 1979

DEPARTEMENT VAN ONDERWYS EN OPLEIDING

DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

KENNISGEWING VAN VOORNEME OM 'N HEFFING TEN BEHOEVE VAN DIE BOITHUSONG-OPENBARE INDIENSOPLEIDINGSENTRUM TE BLOEMFONTEIN OP TE LE

Die Minister van Onderwys en Opleiding is van voorneme om ingevolge artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), 'n heffing van 40c per maand per Swart werknemer van alle werkgewers te hef wat in die vasgestelde gebied van die Boithusong-Openbare Indiensopleidingssentrum te Bloemfontein, naamlik die provinsie die Oranje-Vrystaat (met uitsluiting van die landdrostdistrik Sasolburg) en die landdrostdistrikte Hartswater, Warrenton, Barkly-Wes, Herbert, Kimberley, betrokke is in die nywerhede hieronder genoem, en ten opsigte waarvan opleiding by genoemde Sentrum verskat word:

- (1) Asbessmentproduktentwywerheid; (1)
- (2) Bedryf vir die maal of verpakking van sout; (68)
- (3) Beskuitnywerheid, soos omskryf in Goewernementskennisgewing R. 1998 van 24 Oktober 1975; (2)
- (4) Borsel- en Besemnywerheid; (5)
- (5) Bounywerheid; (6)
- (6) Brcinywerheid; (38)
- (7) Brood- en Bankelnywerheid, soos omskryf in Goewernementskennisgewing R. 1851 van 18 November 1966; (3)
- (8) Brounywerheid; (4)
- (9) Buiteband- en Rubbernywerheid; (70)
- (10) Chemiekalieteenywerheid; (13)
- (11) Chemiese en Verwante Produktie-nywerheid, soos omskryf in Goewernementskennisgewing R. 2096 van 25 November 1970; (12)
- (12) Dameskoussnywerheid; (35)
- (13) Doodskisvervaardigingsnywerheid, soos omskryf in Goewernementskennisgewing R. 691 van 28 April 1971; (16)
- (14) Drankvervaardigingsnywerheid, soos omskryf in Goewernementskennisgewing R. 354 van 8 Maart 1974; (44)
- (15) Druk- en Nuisbladnywerheid, soos omskryf in Goewernementskennisgewing R. 2596 van 30 Desember 1977; (57)
- (16) Eelbare Neule- en Versnaperingsnywerheid, soos omskryf in Goewernementskennisgewing R. 3104 van 15 Augustus 1969; (24)
- (17) Eethuishoubedryf, soos omskryf in Goewernementskennisgewing R. 1829 van 5 Oktober 1973; (23)

NOTICE 724 OF 1979  
 DEPARTMENT OF EDUCATION AND TRAINING  
 THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

NOTICE OF INTENTION TO IMPOSE A LEVY IN AID OF THE BOITHUSONG PUBLIC IN-SERVICE TRAINING CENTRE, BLOEMFONTEIN

The Minister of Education and Training intends, in terms of section 14 (3) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 40c per month per Black employee on all employers in the fixed area of the Boithusong Public In-service Training Centre at Bloemfontein, namely the Province of the Orange Free State (excluding the Magisterial District of Sasolburg) and the Magisterial Districts of Hartswater, Warrenton, Barkly West, Herbert, Hopetown and Kimberley, engaged in the industries listed below and in respect of which training is provided at the said Centre:

- (1) Asbestos Cement Products Industry; (1)
- (2) Biscuit Manufacturing Industry, as defined in Government Notice R. 1998, dated 24 October 1975; (3)
- (3) Bread and Confectionary Industry, as defined in Government Notice R. 1851, dated 18 November 1966; (7)
- (4) Brewing Industry; (8)
- (5) Brush and Broom Manufacturing Industry; (4)
- (6) Building Industry; (5)
- (7) Canvas Goods and Allied Products Industry, as defined in Government Notice R. 1575, dated 1 September 1972; (52)
- (8) Catering Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (67)
- (9) Cement Manufacturing Industry, as defined in Government Notice R. 620, dated 11 April 1974; (53)
- (10) Cement Products Industry; (54)
- (11) Ceramics Industry; (27)
- (12) Chemical and Allied Products Industry, as defined in Government Notice R. 2096, dated 25 November 1970; (11)
- (13) Chemical Industry; (10)
- (14) Civil Engineering Industry, as defined in Government Notice R. 924, dated 5 May 1978; (55)
- (15) Clothing Industry; (28)
- (16) Coffin Manufacturing Industry, as defined in Government Notice R. 691, dated 28 April 1971; (13)
- (17) Commercial Distributive Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (31)

(18) Elektrotegniese Ingenieursnywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (25)

(19) Elektrotegniese Kontraknywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (26)

(20) Glas- en Glaswarenywerheid, soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (31)

(21) Handelondernemings wat Swartes in diens het om werk te verrig wat vermeld word in die omskrywings van "winkel" en "kantoor" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (19)

(22) Hoedenywerheid; (48)

(23) Hotel- en Drankbedryf, soos omskryf in Goewermentskennisgewing R. 1634 van 24 September 1971; (33)

(24) Houtverwerkingsnywerheid, soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (74)

(25) Hyser- en Roltrapnywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (42)

(26) Kamstofstekstielywerheid; (76)

(27) Keramieknywerheid; (11)

(28) Klerasiennywerheid; (15)

(29) Klipvergruisingsnywerheid, soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (62)

(30) Koelkamer-, Spekbereiding- en Kleingoedere nywerheid, soos omskryf in Goewermentskennisgewing R. 1580 van 3 September 1976; (18)

(31) Kommersiële Distribusiebedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (17)

(32) Kondensmelk- en Ander Melkproduktenywerheid, soos omskryf in Goewermentskennisgewing R. 2302 van 11 November 1977; (20)

(33) Laaghoutnywerheid; (56)

(34) Leernywerheid, soos omskryf in Goewermentskennisgewing R. 1213 van 16 Junie 1978; (41)

(35) Lekkergoednywerheid, soos omskryf in Goewermentskennisgewing R. 1988 van 13 November 1970; (63)

(36) Loodsuurbatteryvervaardigingsbedryf; (40)

(37) Maalnywerheid, soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (49)

(38) Metaalhouer- en Aanverwante Produktenywerheid; (47)

(39) Meubelnywerheid, soos omskryf in Goewermentskennisgewing R. 1901 van 9 Oktober 1975; (30)

(40) Mineralewaternywerheid, soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (50)

(41) Monumentklipmesselnywerheid; (51)

(42) Motorgaragebedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (52)

(43) Motornywerheid, soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (53)

(44) Nywerheid vir die Vervaardiging van Roomys, soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (34)

(45) Nywerheid vir die Vervaardiging van Seep, Kerse, Suiweringsmiddels, Eetbare Olies of Vette, soos omskryf in Goewermentskennisgewing R. 517 van 5 April 1973; (36)

(46) Ondernemings wat handel drywe in ou metaal; (71)

(47) Padpassasiersvervoerbedryf; (60)

(48) Plastieknywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (55)

(18) Cold Storage, Bacon Curing and Small Goods Manufacturing Industry, as defined in Government Notice R. 1580, dated 3 September 1976; (30)

(19) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (21)

(20) Condensed Milk and Other Milk Products Industry, as defined in Government Notice R. 2302, dated 11 November 1977; (32)

(21) Cordage and Matting Industry; (64)

(22) Dairy Industry, as defined in Government Notice R. 2298, dated 24 December 1971; (58)

(23) Eating-house Keeper Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (17)

(24) Edible Nuts and Snacks Industry, as defined in Government Notice R. 3104, dated 15 August 1969; (16)

(25) Electrical Engineering Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (18)

(26) Electrical Contracting Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (19)

(27) Food Industry, as defined in Government Notice R. 3106, dated 15 August 1969; (71)

(28) Footwear Industry; (56)

(29) Fruit and Vegetable Canning Industry; (72)

(30) Furniture Manufacturing Industry, as defined in Government Notice R. 1901, dated 9 October 1975; (39)

(31) Glass and Glassware Manufacturing Industry, as defined in Government Notice R. 1097, dated 29 June 1973; (20)

(32) Heavy Clay and Allied Products Industry, as defined in Government Notice R. 793, dated 18 May 1973; (59)

(33) Hotel and Liquor Trade, as defined in Government Notice R. 1634, dated 24 September 1971; (23)

(34) Ice-cream Manufacturing Industry, as defined in Government Notice R. 710, dated 8 May 1970; (44)

(35) Industry for the Manufacture of Ladies' Stockings; (12)

(36) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats, as defined in Government Notice R. 517, dated 5 April 1973; (45)

(37) Iron, Steel, Engineering and Metallurgical Industries, as defined in Government Notice R. 1112, dated 2 June 1978; (76)

(38) Knitting Industry; (6)

(39) Laundry, Dry-cleaning and Dyeing Trade, as defined in Government Notice R. 1347, dated 4 August 1972; (74)

(40) Lead Acid Batteries Manufacturing Industry; (36)

(41) Leather Industry, as defined in Government Notice R. 1213, dated 16 June 1978; (34)

(42) Lift and Escalator Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (25)

(43) Liquid Fuel and Oil Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (70)

(44) Liquor Manufacturing Industry, as defined in Government Notice R. 354, dated 8 March 1974; (14)

(45) Locksmithing Trade; (57)

(46) Meat Trade; (69)

(47) Metal Containers and Allied Products Industry; (38)

(48) Millinery Industry; (22)

(49) Privaathotel- en Losieshuisbedryf, soos omskryf in Goewermentskennisgewing R. 1139 van 13 Junie 1975; (58)

(50) Pulp- en Papiernywerheid, soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (59)

(51) Rubber- en Rubberproduktenywerheid; (61)

(52) Seildoekgoedere- en Verwante Produktenywerheid, soos omskryf in Goewermentskennisgewing R. 1575 van 1 September 1972; (7)

(53) Sementnywerheid, soos omskryf in Goewermentskennisgewing R. 620 van 11 April 1974; (9)

(54) Sementproduktenywerheid; (44)

(55) Siviele Ingenieursnywerheid, soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978; (14)

(56) Skoelnywerheid; (28)

(57) Slotmakerybedryf, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (45)

(58) Suiwelnywerheid, soos omskryf in Goewermentskennisgewing R. 2298 van 24 Desember 1971; (22)

(59) Swaarklei- en Verwante Produktenywerheid, soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (32)

(60) Tabaknywerheid; (67)

(61) Tee-, Koffie- en Sigoreinywerheid, soos omskryf in Goewermentskennisgewing R. 51 van 10 Januarie 1969; (64)

(62) Tekstielnywerheid; (65)

(63) Timmerhoutbedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (66)

(64) Tou- en Matwerknywerheid; (21)

(65) Troeteldiervoedselbedryf; (54)

(66) Vervaardigingsnywerheid vir Hortjiesblinders en Verwante Produkte, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (72)

(67) Verversingsbedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (8)

(68) Vervoeronderneming (Goedere), soos omskryf in Goewermentskennisgewing R. 1752 van 27 September 1968; (69)

(69) Vleisbedryf; (46)

(70) Vloeibare Brandstof- en Oliebedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (43)

(71) Voedselnywerheid, soos omskryf in Goewermentskennisgewing R. 3106 van 15 Augustus 1969; (27)

(72) Vrugte-en-groente-inmaaknywerheid; (29)

(73) Wagpatrolliedienste; (73)

(74) Wassery-, Droogskoonmaak- en Kleurbedryf, soos omskryf in Goewermentskennisgewing R. 1347 van 4 Augustus 1972; (39)

(75) Wol-, Angorahaar-, Huid- en Velbedryf; (75)

(76) Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (37)

Werkgewers wat in die gebied hierbo genoem, betrokke is in die nywerheide in (1) tot (76) genoem, word versoek om binne twee maande vanaf die datum van publikasie van hierdie kennisgewing vertoë oor die bedoelde heffing te rig aan die Voorsitter van die Koördinerende Raad vir Indiensopleiding van Swart Werknemers, Privaatsak X212, Pretoria, 0001.

(21 September 1979)

(49) Milling Industry, as defined in Government Notice R. 3554, dated 17 October 1969; (37)

(50) Mineral Water Manufacturing Industry, as defined in Government Notice R. 1224, dated 13 July 1973; (40)

(51) Monumental Masonry Industry; (41)

(52) Motor Garage Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (42)

(53) Motor Industry, as defined in Government Notice R. 1039, dated 17 June 1977; (43)

(54) Pet Foods Industry; (65)

(55) Plastics Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (48)

(56) Plywood Industry; (33)

(57) Printing and Newspaper Industry, as defined in Government Notice R. 2596, dated 30 December 1977; (15)

(58) Private Hotel and Boarding-house Trade, as defined in Government Notice R. 1139, dated 13 June 1975; (49)

(59) Pulp and Paper Manufacturing Industry, as defined in Government Notice R. 425, dated 10 March 1978; (50)

(60) Road Passenger Transport Industry; (47)

(61) Rubber and Rubber Products Manufacturing Industry; (51)

(62) Stonecrushing Industry, as defined in Government Notice R. 577, dated 13 April 1973; (29)

(63) Sweet Manufacturing Industry, as defined in Government Notice R. 1988, dated 13 November 1970; (35)

(64) Tea, Coffee and Chicory Industry, as defined in Government Notice R. 51, dated 10 January 1969; (61)

(65) Textile Manufacturing Industry; (62)

(66) Timber Trade, as defined in Government Notice R. 1829, dated 5 October 1973; (63)

(67) Tobacco Manufacturing Industry; (60)

(68) Trade for the grinding and packing of salt; (2)

(69) Transport Undertaking (Goods), as defined in Government Notice R. 1752, dated 27 September 1968; (68)

(70) Tyre and Rubber Manufacturing Industry; (9)

(71) Undertakings dealing in scrap metal; (46)

(72) Venetian Blind and Allied Products Manufacturing Industry, as defined in Government Notice R. 1112, dated 2 June 1978; (66)

(73) Watch Patrol Services; (73)

(74) Woodworking Industry, as defined in Government Notice R. 2006, dated 15 December 1967; (24)

(75) Wool, Mohair, Hides and Skins Trade; (75)

(76) Worsted Textile Manufacturing Industry; (26)

Employers in the above-mentioned area who are engaged in the industries listed in (1) to (76) are requested to submit representations with regard to the said levy, within a period of two months from the date of publication of this notice, to the Chairman of the Co-ordinating Council for In-service Training of Black Employees, Private Bag X212, Pretoria, 0001.

(21 September 1979)

# MSD refuses request to talk to the workers

MSD, a pharmaceutical company based at Halfway House, recently advertised in POST for matriculants to work as cleaners and we asked the personnel manager, Mr L E Liebenberg, why.

"We don't think that a matriculant would clean better," he answered, "but we expect them to make up as vacancies occur higher up. We believe in promoting people from within."

"For the past three or four years, we have been trying to employ people who have matric at least. They have made some academic achievement."

Mr Liebenberg gave the example of two cleaners who have now moved to more senior positions.

MSD, who are signatories to the Sullivan Principles, have two salary grading systems — one for the "less responsible jobs" and another for more senior, from junior administrative level to senior management.

In the lower system, there are 97 blacks as against 46 whites. In the higher system there are 182 whites against 8 blacks. The blacks in the higher system are in the three lower grades, while whites are in all seven grades.

## DIRECTOR

Mr M G A Woodworth, the director of administration, says: "We can't provide skills overnight. We are constantly trying to get people with the correct aptitude."

The company also has a farm near Hartbeespoort and there are 18 blacks working there.

"They do normal farm work — tending animals, driving tractors, harvesting, sowing, etc."

What is the company's minimum pay?

Mr Liebenberg told us that it is R200 a month and this does not include



Mr Asiel Molefe, chairman of the liaison committee, who is also a senior supervisor.

## Joe Thobe on Job Watch

the annual bonus. He said this would be increased to between R230 and R235 from January next.

"The Supplemented Living Level for a family of five in Johannesburg was R183 when we fixed on the R200. We always try to keep ahead of it, but have fallen slightly behind because it is now R208,26. That is why we are raising the salaries."

Mr Liebenberg told us that even the farm workers get this minimum, but some of it is in kind.

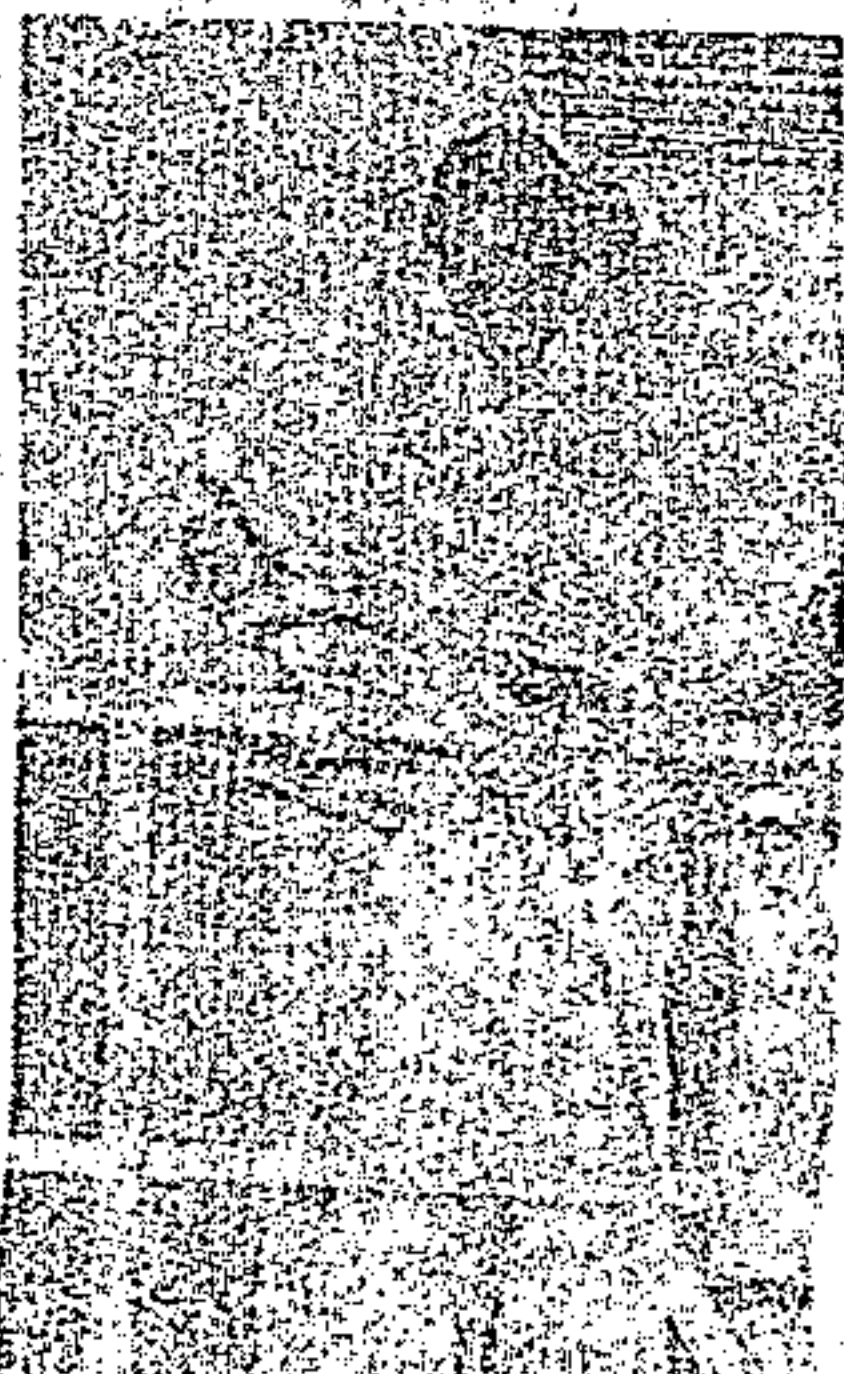
When POST visited the farm and asked one worker how much she earned, our escort told us that she had been told that we were to take pictures of the houses and was not told that we would be talking to the workers.

## RATIONS

At this time the worker had told us that she earned R52, R70 and R96 in three different months.

She told us that she gets rations — mielie meal, sugar, salt, beans, coal, soap, and on Fridays meat — overalls and free medical care.

It is a complex of seven



Mr Mandla Nyemba mills liquid at MSD.

houses, painted white, with lawns. The houses have electric lighting, one bedroom, another room that is used as kitchen, dining-room and livingroom, and a bathroom with hot and cold water, a flush toilet, and a hand basin. There is no bath.

At head office Mr Liebenberg confirmed that we were not allowed to talk to the workers: "Even here at head office you were allowed to talk to the supervisors only."

There is a liaison committee for black workers, while "about six whites" belong to a trade union.

Although Mr Liebenberg and Mr Woodworth insist they have no dealings with white trade unions, they say the company is bound by the Industrial Council agreement in the industry. (The agreement is between employers and trade unions in the industry.)

## UNIONS

What is the company's attitude to black trade unions? "We have an open mind. We would accept a black trade union."

Members of the liaison committee get training

and the company have meetings on "affirmative action."

"We do not have training facilities here, but we send people to outside institutions like Chamdor in Krugersdorp, and the National Development Management Foundation."

Besides training in things like safety and supervisory courses, the company trains for specific promotions.

One black is being trained for a management position. He is studying business management with the University of South Africa.

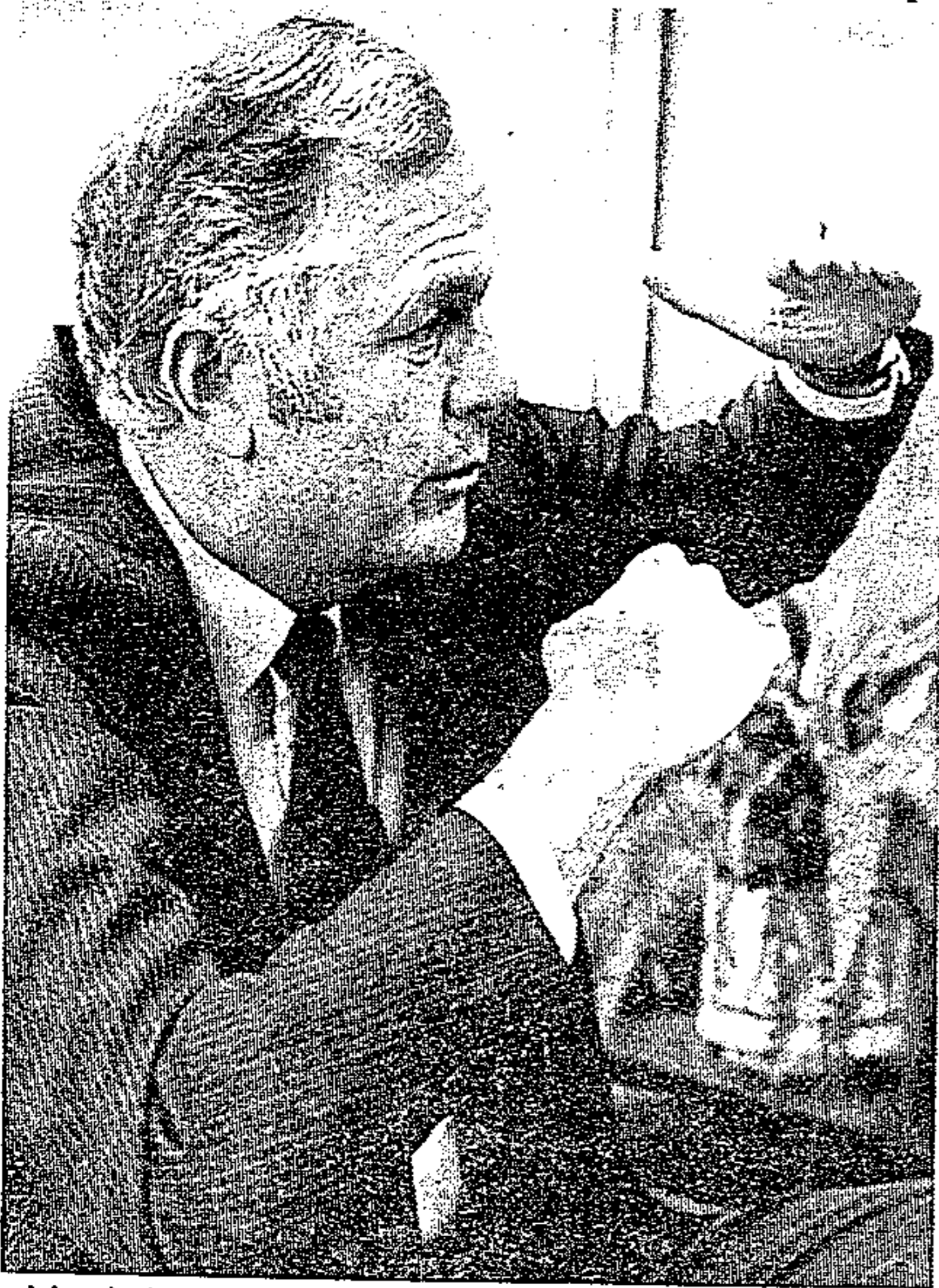
Does the company have a situation where a black supervises a white?

"Not at this stage. This is envisaged, probably around February."



Mr L E Liebenberg, personnel manager . . .

COFFEE SPECIAL  
Pour together into coffee glass  
with following: Fresh cream milk  
drops of vanilla essence and  
RANAOLLA DRINK  
cups sugar  
cups water  
Add water and sugar to a thin layer  
of Ranaolla. Then to this, add  
all the juice out. Stir and



Mr John Lindgren, chairman and managing director of Esso Standard.

# Esso's extra people

ESSO STANDARD is proud that it has seven blacks — five Africans and two Indians — in a class of employees the company calls EMPT ((Executive, Management, Professional and Technical) where five years ago there were none.

There are 83 whites in this category.

The employee and public relations manager of the company that is well known for its petroleum products, Mr Derek Prentice, told POST the company had an employee-development programme.

"We look ahead and identify positions in the business environment where there is likely to be a shortage of whites in the future," he said.

The company then recruits and trains according to this forecast.

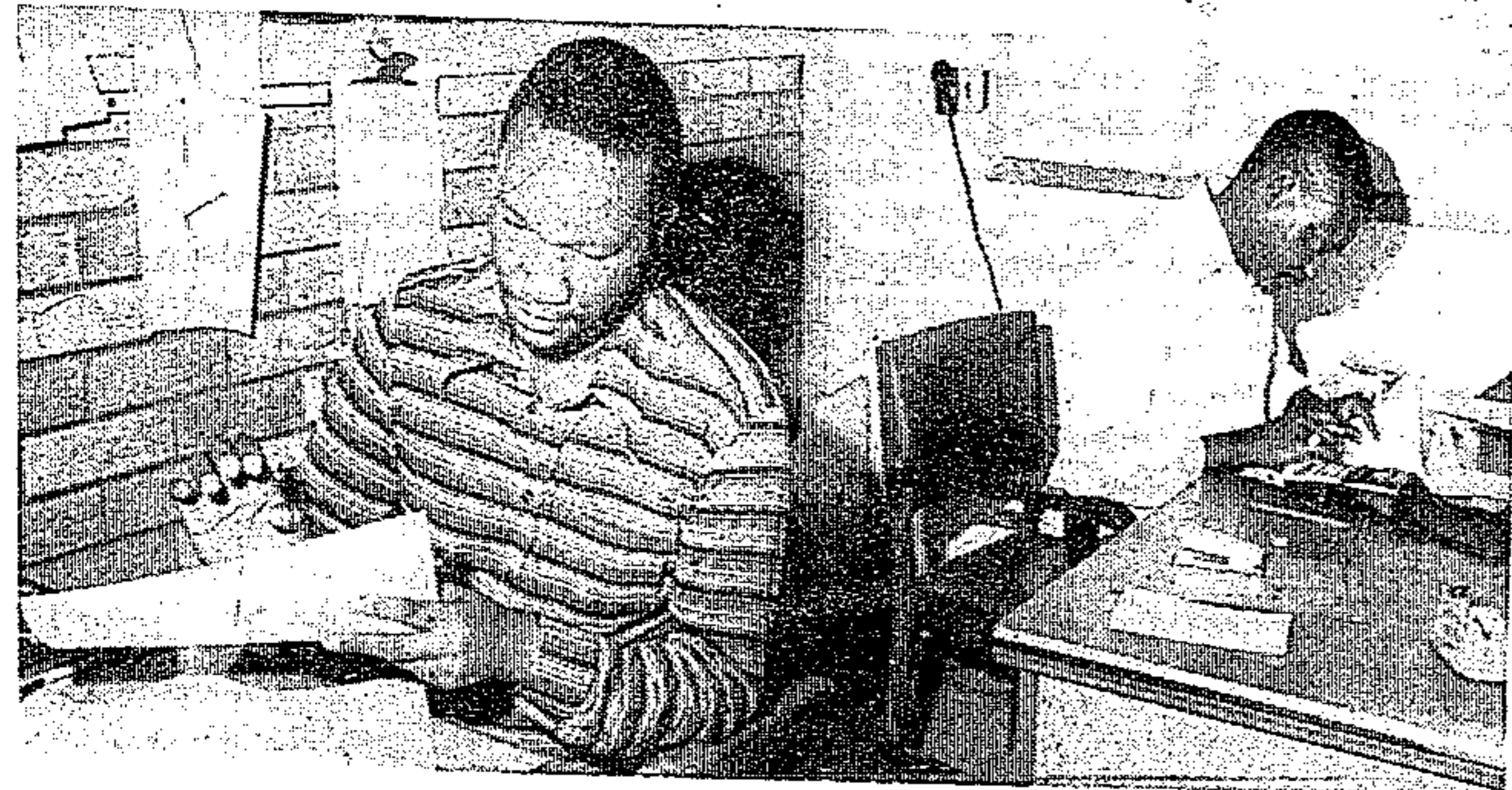
At the time we visited

## JOB WATCH

with JOE THOLOE and KINGDOM LOLWANE



Mr Derek Prentice, Esso's employee and public relations manager.



Working at the Alrode terminal of Esso Standard.

the company, Mr Paul Richards had just returned from a recruiting tour of five universities with a short list of 11 potential recruits — six black and five white.

Esso Standard is wholly owned by the American petroleum company Exxon, signatories to the Sullivan Principles.

"These are important to us," says the chairman Mr John Lindgren. "We have reason to be proud of our efforts to respond to their challenge."

They have translated the principles into Zulu and distributed them among the workers.

Esso employs about 240 people.

The minimum pay is R185 a month — and this is paid to junior plant men on six-months probation. At the end of the six months, they move up to R203 a month.

This minimum does not include the one month's pay bonus at the end of the year.

"We do our own surveys before we work out our minimum," Mr Prentice said. "We compare our figures with what is being paid in the chemical industry and with the minimum living level."

### COMMITTEES

The company had liaison committees until about four years ago when whites, coloureds and Indians wanted to know why they were excluded from the machinery.

"Now we have staff committees with worker representatives drawn from all the groups."

Black workers at the company's Alrode terminal told us they still meet by themselves be-

fore taking any issues to the staff committee meeting.

Mr Prentice said the company had never been approached by a trade union for recognition.

"We are prepared to recognise and negotiate with a demonstrably representative union. We would prefer a single, nonracial one, but we accept that the workers have the freedom to form their own or be represented by any union of their choice."

He said he found the staff committee most effective.

### MEALS

Mr Prentice told us the facilities at Esso were integrated. When we got to Alrode we found the company subsidised meals which few whites eat.

The depot manager told us he sometimes ate in the canteen.

All staff use the staff room, where they play table tennis, darts, or have coffee.

The whole complex — changerooms, kitchen, staffroom — is now being renovated at a cost of R18 000.

The American parent company has donated 100 000 dollars to operation Pace, the commercial high school that is being built by the American Chamber of Commerce in Soweto.

"More than 50 percent of our donations budget goes to education and health," Mr Prentice said.

The company also had on-going training for its staff — product storage and handling, security, stock control, literacy, supervision, human relation programmes, heavy duty vehicle driving.

1 fresh green medium size cabbage  
onions  
carrots  
Cut the centre from the cabbage and wash well. Wash well. Cube tomato and pineapple. Cube tomato leaves of the cabbage leaf. Pineapple, tomatoes, slice in a bowl, adding any juice salt and black pepper to bowl. Into the cabbage "bowl". Bowl of mayonnaise for the roses, cut across the tops. Iced water until the radic

#### GERMAN POTATO SALAD

boiled potatoes  
cooked bacon  
mayonnaise

Cube the potatoes while still hot with the potatoes, onion and salt and pepper. Use hot

#### EGG SALAD

hard boiled eggs  
saladonnaise

Cut eggs in half and lay down. Pour over saladonnaise

#### CHICKEN AND CUCUMBER SALAD

1 cup cooked chicken, diced  
4 finely chopped walnuts  
French dressing/mayonnaise  
lettuce

Marinate chicken, cucumber  
Serve on lettuce with mayonnaise and refrigerate until ready to eat

French dressing:  
Blend together 6 T salad

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## CAREERS GUIDE

# Specialise to meet industry's high demands

**THIS IS the age of specialization. Employers need thoroughly trained people — people who have made a thorough study of the jobs. A typist who is specialised is needed by commerce and industry and can earn a good salary, whereas a typist who has not specialised will find it difficult to get a good job and keep it.**

The Management Training Centre offers 31 job training courses. Every training programme is designed to match a certain type of job. Would-be students are advised at the centre to study job description and training programmes and then to match their interests, skills and abilities with the job descriptions.

The centre's courses are designed for specialisation — not for people who want to get basic knowledge. Training is given for one job at a time. This enables a person to specialise in one job and to know it better than anyone who did not specialise. The courses are also designed to give practical job training.

Some of the courses offered are accountancy, various forms of management, office practice,

production planning and control, salesmanship, buying and stock control, punch, storekeeping and stock records, switchboard and reception, typing, time-keeping and payroll.

The centre is fully aware of the standards required by commerce and industry and has set its own standards of training on a comparable level.

#### AUDIO-VISUAL AIDS

Trainees are advised to measure up to the standard set for each course before the final test.

The training scheme is done with audio-visual aids. Films and demonstration materials are shown to students in the centre's studio.

The Management Training Centre is at 40 Plein Street, 1st Floor, Tartan House, Johannesburg. Telephone 23-2560.





Student jobs . . . somebody has to help

## RACE RELATIONS

### A helping hand

179  
Feb 21/1977

"A minority of companies are fantastic when it comes to employing blacks", says Eleanor Kopp, who helps run the Institute of Race Relations' Employment Project.

"Our biggest problem is the reluctance of companies to train blacks," adds Ina Perlman, regional secretary of the Johannesburg branch, which started the employment assistance scheme over a year ago. About a quarter of the 2 300 jobless who've applied so far have been successfully placed.

From tentative beginnings to assist black matriculants and graduates who'd been through the Institute's coaching classes and bursary schemes, the Project now handles unskilled applicants as well. "If you're aware of needs you have to help," says Perlman, drawing attention to the flood of appeals from students seeking holiday jobs.

Letters have been sent to all the major companies informing them of the bureau. And prospective employees are also assisted in their applications through "situations vacant" columns in the newspapers.

Ingrained prejudice is, however, still a problem, as Kopp's recollection of the semi-tragic excuses supplied by some companies, testifies. Perlman also tells of the "tokenism" displayed some who have subscribed to the Sullivan Principles on equal employment for blacks. (One company needed a black double-quick because its New York MD was coming to Sand-

ton.)

While nobody was suggesting that they hire unqualified people, not enough cognisance was taken of many blacks' poor background and "unfamiliarity with things mechanical," explained Perlman. The concept of "affirmative action" had just not taken off in SA, she said.

There are other problems. "So much that is aimed at blacks is second-rate and totally inadequate." For instance, the matric certificates of most Sowetan kids are "not marketable"; there are phony private training colleges that provide these young people with the minimum for the maximum spent.

The Project thinks that more realistic training for blacks is called for, and firms have a role to play in this regard.

177 179 176

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2/11/79

# Firestone puts more blacks in higher jobs

FIRESTONE, the tyre manufacturer, had only 17 salaried blacks as against 239 whites at their Port Elizabeth headquarters last June.

The 17 were three African four coloureds and two Indians on clerical; one African and one coloured on the supervision level; and two Africans on the professional level.

By September the figure had gone up to 32.

Mr G P Morum, the managing director, said the blacks preferred to be paid weekly.

"It all depends on how one looks at the division between salaried and hourly-paid workers," Mr Morum said. "We have white clerks earning less than people paid on a weekly basis."

In June there were 1449 weekly-paid employees. The whites here were 282, ranging from lower semi-skilled to higher skilled.

There were only three Africans and eight coloureds in the higher skilled category.

"One of the major problems is education, but we are moving in that direction," Mr Morum said.

"What is needed is a broad basis of education, initially to raise the standard up to matric, and then later, tertiary education.

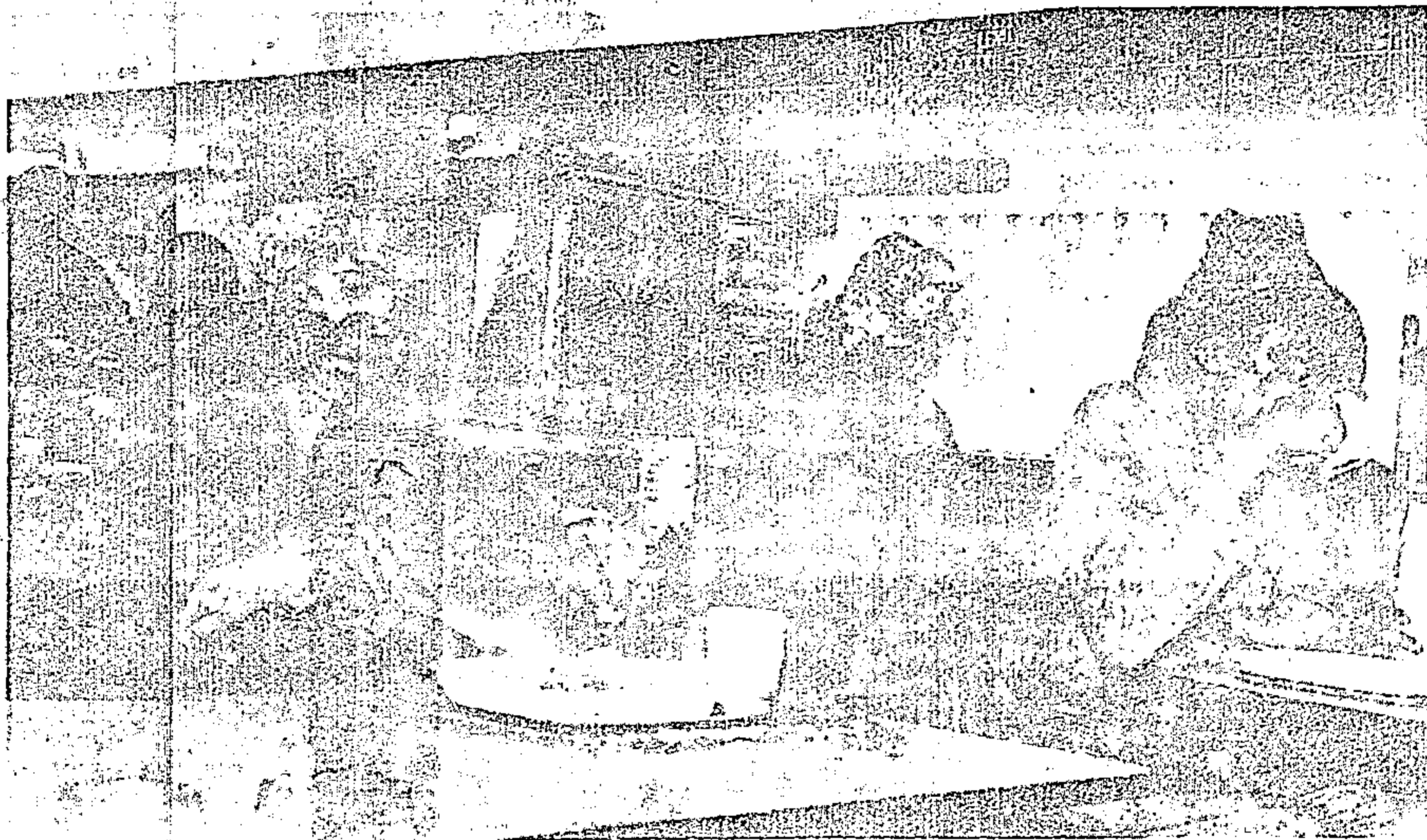
"This is the only way the country can have access to its complete pool of talent."

Firestone is one of the three companies that ini-

JOE THEOLOLOE ON JOB WATCH

Pictures by SIPHIWO RALO

'We're ready to listen and do'



The clock-card canteen at Firestone in Port Elizabeth.

tiated a technical high school for Africans in Port Elizabeth. The others are Ford and General Motors.

The R2,3million school opens next year.

"We have coloured apprentices, but up to now it has been against the law to have black apprentices," Mr Morum said.

Between January and June this year, the com-

pany had training programmes for 183 Africans, 82 whites, and 61 coloureds.

Among the courses were:

Safety, stock control, forklift driving, greasers, tyre building, electricians phase one (for assistants to artisans), decision-making, quality control, job instruction, job relations, supervisory skills.

advanced English and Afrikaans and Xhosa.

The company pays school fees for workers' children and is putting five would-be engineers through university, three at Witwatersrand and two at Fort Hare.

"We have done more than our fair share as far as education is concerned," Mr Morum said.

The company pays a minimum of R1,10 an hour, which works out at R200,18 a month.

The minimum laid down in the current agreement between the Textile and Rubber Manufacturing Industry, Eastern Cape, and the SA Motor, Steel and Verwante Nyeenhede-Union is 70c an hour.

This Iron and Steel Union is the only one with which the company has dealings, Mr Morum said.

Otherwise the company

workers."

The liaison committee has eight workers' representatives and four management representatives. The consultative committee has six workers and five management representatives.

Mr Morum said the company would recognise a black union if it represented more than 50 percent of the workers.

"But what the company does will indicate to the workers that there is nothing a union can offer for their money. We are enlightened enough and are prepared to listen and do."

Mr Morum said there was no segregation in facilities in the company.

"There are no racial signs on the toilets or on any other facilities, but different people still use different facilities. This is because of the long tradition of segregation in this country.

"In November last year, we opened a new cafeteria. The whites stayed out, but now they are trickling back. Remember we are talking about traditional issues."

Mr Roger Webb, the salaried personnel manager, told us integration was an academic issue: "It is of minor importance to the workers, money is important to them."

There are now three canteens at the factory in Port Elizabeth: one for clock-card workers, another for clerical staff and a management dining room.

"At the request of the black supervisors, we have a separate area for supervisors. They are separated from the labour force."

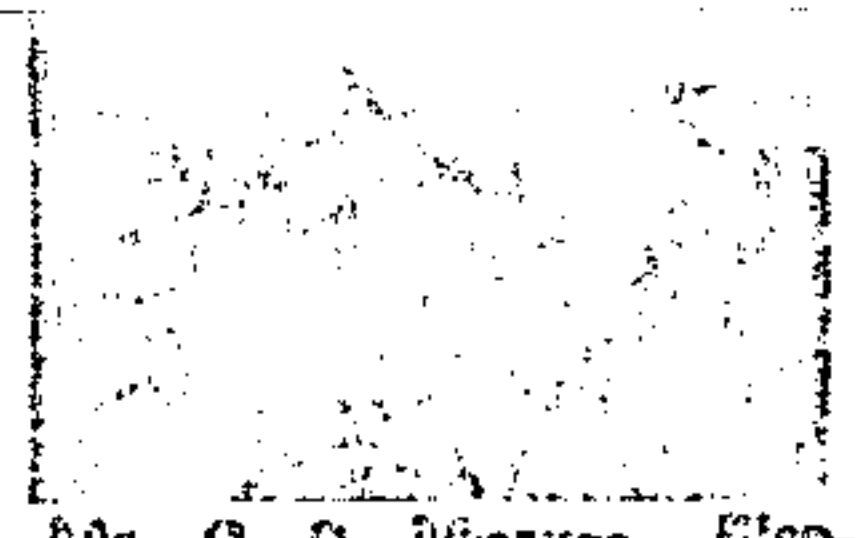
Besides the donation for

TABLE II

Rheumat	Hypert	Ischaem	Cerebro	Total Circula	Motor V
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has just started a consultative committee for all the workers.

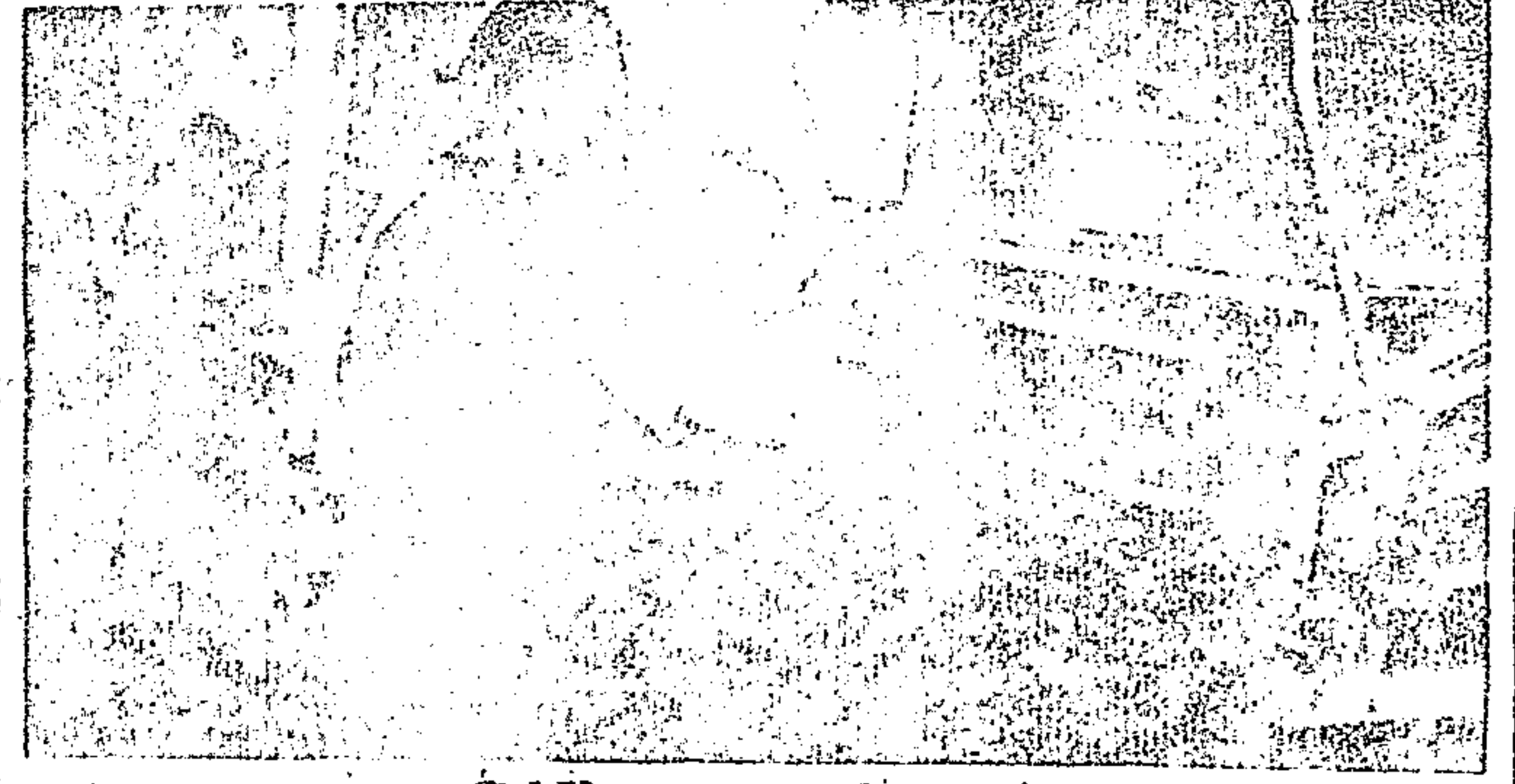
"We had and still have a liaison committee. But when the other groups saw the success of that committee, they asked for a committee to cover all



Mr. G. P. Merz, Firestone managing director.

the technical high school. The company had not made any other major contributions."

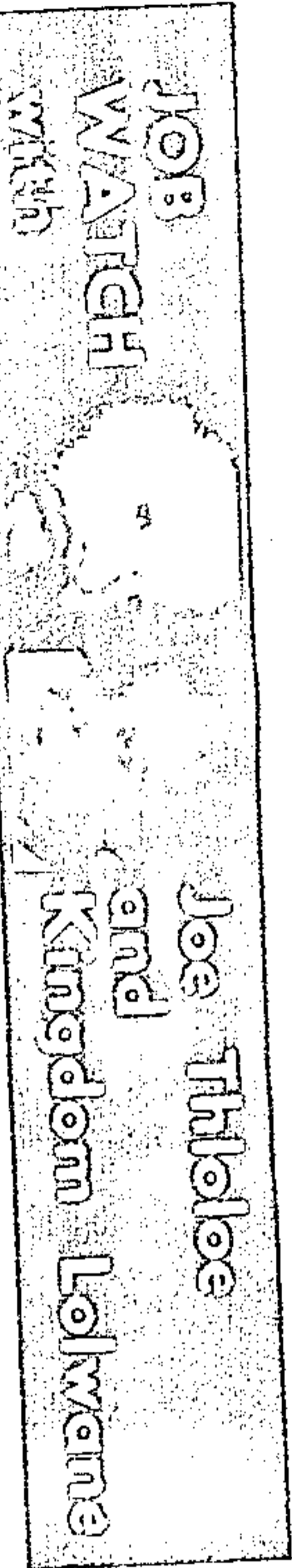
"We don't make window-dressing donations," Mr. Merz said. "we spend money on our workers, internally."



Building eyes at Firestone.

# Absence of blacks in Cadbury's

## Managerial posts



**JOB WATCH** Joe Thlooe and Kingdom Lolwana

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

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

Mr M J Ackhurst, the personnel manager, gave us figures which show 160 salaried whites as against nine blacks — five Africans and four coloureds. The three Africans in grade 12 are field sales managers and the two in grade 9 are a production supervisor and a training officer.

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

Besides these, there are 14 black sales representatives as against 47 whites. Explaining the absence of blacks in managerial posts, Mr Ackhurst said: "We have difficulty getting the right chaps."

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

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

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

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

This was a three-year literacy programme.

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

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

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

Mr N C Bain, the managing director, gave us the minimum pay as R189.18 a month. This includes the company's guaranteed bonus of 5 percent.

The EEC code urges companies to pay a minimum of 100 percent above the minimum.



Workers at the Cadbury factory in Port Elizabeth.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for 15 years between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1911, white children under one year old experienced 28.03 of the mortality of 'coloured' children;

s analysts conceal a lot of changes in these figures. It is not possible to read the details. The figures in italics in the 'coloureds' column are those of the 'coloureds'.

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hold Subsistence Level.

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

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

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

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

The union has been in operation for two years.

#### COMMENTS

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

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

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

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

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

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

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

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

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

DISCUSSION

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An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

The Natal Mercury, Tuesday, November 20, 1979

# Move to

# improve Black

# business skills

African Affairs Reporter

THE National African Federated Chamber of Commerce (Nafcoc) has appointed Mr. S. T. Mqwebu as its first education officer for Natal and the Cape.

He is to organise training programmes for Black businessmen to improve management skills. He is based in the offices of the chamber in Durban.

He joined Nafcoc in June after spending seven years with the Bureau for Training of the Bantu Investment Corporation. His im-

mediate responsibility is to establish educational committees in Natal and the Cape.

The committees will assist with the development of business skills among Black entrepreneurs.

A future project is the setting up of industrial training committees to help the small manufacturer improve business and manufacturing efficiency.

Mr. Mqwebu is working closely with the educational committee of Inyanda (Natal African Chamber of Commerce), which is a constituent member of Nafcoc.

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An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

use of deaths' according to the Bantu Reference Bureau (action). At least 50 000 deaths among Africans were not these occur mainly in the rural areas. It is estimated that a deaths in the main urban districts are not registered for

### METHODS

The following indices were calculated:

1. Crude Mortality Rates. Two standard populations were used: England and Wales representing a developed population and Mexico 1960 for a developing one.
2. Standardised Mortality Rates. Calculated mainly in five year age groups for the seventeen major divisions of the eighth revision of the International Classification of Diseases (ICD).
3. Proportions of Causes of Death.
4. Infant Mortality Rates.
5. Expectation of Life. Calculated for 1970, the last census year.
6. Competing Mortality Risks.<sup>8</sup> This is the mortality experience of a population under the hypothetical conditions which would exist if a particular cause of death were eliminated. It gives an indication of the relative effect of that cause on the expectation of life.

The calculation of rates involves a knowledge of the base population age specific population. No official estimates of this are available for inter-censal years. For whites, Asians and 'coloureds', the 1970 population has been projected forward using the age specific survival rates from 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution<sup>10</sup> by magisterial district was used, the numbers being adjusted by the 1974 gross population estimates by economic region.<sup>11</sup>

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- 4 -  
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# 2.4 Abolish apartheid calls Motsuenyane

THE business environment had to be divested of all forms of racial discrimination, statutory and practised, if South Africa were to move into the free enterprise system, Mr Sam Motsuenyane, chairman of the African Bank of South Africa said yesterday.

Mr Motsuenyane, who is also president of the National African Federated Chambers of Commerce, was delivering a paper on the role of the private sector at the 1820 Settlers conference in Johannesburg on Free Enterprise and the Individual.

blacks' move into the free enterprise system was to be ensured. Other legislative fetters restricting black entrepreneurs and which needed to be scrapped, included the Native Urban Areas Act, the Group Areas Act and the Public Amenities Act, which tended to restrict rights to enter into business operations outside a black man's official domicile.

is seen no longer as black or white but as business. "But to get there, the interests of the developing black entrepreneur who was for a long time suppressed, must be safeguarded until such time as he is able to compete on equal terms with the established giants," Mr Motsuenyane said.

The most pressing problem facing black business was a lack of capital, and ownership of land. The most basic method of creating capital had to be reformed both in the urban black and homeland areas if the

"My honest contention is that the South African brand of free enterprise needs reshaping in such a manner that business

**FUTURE**  
"The most disturbing feature which prompts many questions about the future economic and political stability of South Africa, seems to be the present political system of separate development. This policy and its underlying philosophy is totally unacceptable to the vast majority of blacks in the country.

section 83% felt the workshop helped them to some extent to integrate as well as in choosing their degree

"If the policy is not relinquished, it could not only help to further erode investor confidence in the country and thereby reduce the momentum of economic progress, but it also carries the seeds of possible future unrest in the country," he said. Other problems faced by aspiring black business were the lack of education and training, legal barriers and the poor infrastructure in the trading environment in black townships. — Sapa.

## 2.6 The Course on Study Methods

A majority of the sample (69%) felt methods of study were adequate at Un than 1% felt they were completely adequate. Yet the majority (51%) would have preferred a lecture on "Lectures, Revision and Reading and Research"; in their comments students suggested that a more practical approach to all topics might be desirable.

As regards an on-going study method for the next semester, 72% of the sample stated this would be desirable and 30% would find it very desirable.

## 2.7 Library Instruction Course

An overwhelming majority of the sample was enthusiastic about the library course and found the librarians very helpful.

## 2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sample indicated as follows:

XIV CONGENITAL ANOMALIES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74
1-4	0,05	0,04	0,05	0,05	0,05	0,02	0,04	0,05
5-24	0,01	0,00	0,01	0,01	0,01	0,02	0,00	0,00
25-44	0,00	0,00	0,00	0,00	0,00	0,01	0,00	0,00
45-64	0,01	0,00	0,00	0,00	0,00	0,00	0,00	0,00
65+	0,02	0,01	0,00	0,00	0,00	0,03	0,00	0,00
ALL	0,04	0,02	0,03	0,04	0,04	0,03	0,03	0,00
NO.	87	43	9	14	50	33	54	47

XV CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
NO.	519	359	170	113	942	785	1143	1075

# 'Unique' all-race trained centre opened in PE

Staff Reporter

PORT ELIZABETH. — South Africa must expand its technical and management training for all population groups to develop the skills needed for the workforce of the future, to maintain the country's economic growth.

This was said by the managing director of General Motors South Africa (GMSA), Mr Lou Wilking on the weekend at the opening of a R1-million all race training centre at General Motors in Port Elizabeth.

"An area of particular concern is training of apprentices in designated trades. Industry in general, and the motor industry in particular, needs a continuous supply of these skills — in fact South Africa needs a continuous supply to maintain its economic growth," he said.

He said it was essential to provide the best training facilities and the right environment to develop GMSA's employees and equip them for greater responsibility.

"General Motors' greatest asset is its people, and a company can only be as good as its people. It is this philosophy, born of wide experience, which supports the establishment of facilities such as these.

"The most carefully developed plans for the success of any organisation depends heavily on the human skills and energy to implement them. I believe all other resources and assets within the organisation are supplementary to its human resources," he said.

The Minister of Education.

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and Training, Dr F Hartzberg, who opened the centre, said the Government had embarked on a program "probably unique in South Africa, if not in the world" to give technical orientation to pupils in Standards 5 to 8 as an extension of normal schooling.

"This scheme, which leaves all options open to the pupil after Standard 8, offers a wonderful opportunity to the pupil to broaden in a practical way his knowledge of the occupational world," he said.

The Minister said there were 14 technical centres in the major industrial areas and this year about 17 000 pupils a week attended them. The attendance figure was estimated to rise to 35 000 a week in 1982 when seven more centres came into operation.

Mr Hartzberg gave the following statistics on black education:

- Last year more than 1,5 times as many blacks were at school in South Africa than white, coloured and Asian pupils taken together.
- There are more blacks (about 150 000) in Standard 8 this year than the total number of whites at school in Natal last year.

- From 1967 to 1977 the number of black pupils in secondary schools increased by 537%.

- More than 23 000 black candidates (fulltime) are writing the matriculation or Senior Certificate examination this year — an increase of 42% on last year.

- The percentage of blacks at school increased from 8,04% in 1950 to more than 20% in 1978.

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X

	M
0-1	0,17
1-4	0,01
5-24	0,02
25-44	0,11
45-64	0,92
65+	1,80
ALL	0,31
NO.	653

	M
0-1	0,02
1-4	0,01
5-24	0,02
25-44	0,02
45-64	0,23
65+	1,25
ALL	0,13
NO.	276



# Train all races says director

PORT ELIZABETH — For South Africa to maintain its economic growth there was a need for expanding technical and management training for all population groups to develop the wide range of skills and abilities that would be needed in the workforce of the future, the managing director of General Motors South Africa, Mr Lou Wilking, said at the weekend.

"An area of particular concern is training of apprentices in designated trades. Industry in general, and the motor industry in particular, needs a continuous supply of these skills — in fact South Africa needs a continuous supply to maintain its economic growth," he said.

Mr Wilking was speaking in Port Elizabeth during the opening of a R1 million all-race training centre at General Motors' plant here.

He said to develop GMSA's employees and to equip them to assume greater responsibility, and to become more skilled, it was essential to provide the best training facilities and the right environment.

"General Motors' greatest asset is its people and a company can only be as good as its people. It is this philosophy, born of wide experience, which supports the establishment of facilities such as these," he said.

"The most carefully developed plans for the success of any organisation depend heavily on the human skills and energy to implement them. I believe all other resources and assets within the organisation are supplementary to its human resources."

The Minister of Education and Training, Dr F. Hartzenberg, who opened the centre, said the government had embarked on a programme — "probably unique in South Africa, if not in the world" — to provide for technical orientation to pupils in Standards 5 to 8 as an extension of the normal school programme.

"This scheme, which leaves all options open to the pupil after Standard 8, offers a wonderful opportunity to the pupil to broaden in a practical way his knowledge of the occupational world," he said. — DDC.

No. R. 2677

30 November 1979

IMPOSITION, PAYMENT AND COLLECTION OF A LEVY FOR THE BENEFIT OF THE EMTHONJENI PUBLIC IN-SERVICE TRAINING CENTRE, PORT ELIZABETH, IN TERMS OF THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

I. Ferdinand Hartzberg, Minister of Education and Training—

(a) acting in terms of section 14 (3) of the Black Employees' In-service Training Act, 1976 (Act 86 of 1976), hereby impose the following levy, at the request of the governing body of the Emthonjeni Public In-service Training Centre, Port Elizabeth, and after consultation with the Co-ordinating Council for In-service Training of Black Employees, which shall be payable in terms of the provisions contained in the Schedule hereto; and

(b) acting in terms of section 15 (2) of the aforementioned Act hereby authorise the Cape Midlands Administration Board to collect the said levy on behalf of the governing body of the Emthonjeni In-Service Training Centre.

F. HARTZENBERG, Minister of Education and Training.

#### SCHEDULE

1. Amount and basis of levy:  
10c per Black employee per month.
2. Date on which levy shall become payable:  
1 December 1979.

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No. R. 2677

30 November 1979

OPLIGGING, BETALING EN INVORDERING VAN 'N HEFFING TEN BEHOEVE VAN DIE EMTHONJENI- OPENBARE INDIENSOPLEIDINGSENTRUM, PORT ELIZABETH, KRAGTENS DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

Ek, Ferdinand Hartzberg, Minister van Onderwys en Opleiding—

(a) handelende kragtens artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), lê hierby, op versoek van die beheerliggaam van die Emthonjeni-Openbare Indiensopleidingsentrum, Port Elizabeth, en na oorlegpleging met die Koördinerende Raad vir Indiensopleiding van Swart Werknemers, die volgende heffing op wat betaalbaar is ooreenkomsdig die bepalinge wat in die Bylae hiervan vervat is; en

(b) handelende kragtens artikel 15 (2) van die voormelde Wet, magtig hierby die Kaap-Middellandse Administrasieraad om genoemde heffing namens die beheerliggaam van die Emthonjeni-Openbare Indiensopleidingsentrum in te vorder.

F. HARTZENBERG, Minister van Onderwys en Opleiding.

#### BYLAE

1. Bedrag en grondslag van heffing:  
10c per Swart werknemer per maand.
2. Datum waarop heffing betaalbaar word:  
1 Desember 1979.

## 3. Fixed area:

The fixed area of the Emthonjeni Public In-service Training Centre is the area of the Cape Midlands Administration Board.

4. Industries in respect of which training is provided:

- (1) Asbestos Cement Products Industry; (1)
- (2) Automobile Manufacturing Industry as defined in Government Notice R. 1557, dated 31 August 1973; (36)
- (3) Baking and Confectionery Industry as defined in Government Notice R. 603, dated 14 April 1972; (2)
- (4) Basketware Manufacturing Industry; (27)
- (5) Biscuit Manufacturing Industry as defined in Government Notice R. 1998, dated 24 October 1975; (4)
- (6) Brewing Industry; (8)
- (7) Brush and Broom Manufacturing Industry as defined in Government Notice R. 567, dated 7 April 1972; (5)
- (8) Building Industry; (6)
- (9) Canvas Goods and Allied Products Industry as defined in Government Notice R. 1575, dated 1 September 1972; (42)
- (10) Cement Manufacturing Industry as defined in Government Notice R. 620, dated 11 April 1974; (43)
- (11) Cement Products Industry; (44)
- (12) Ceramics Industry; (20)
- (13) Chemical Industry; (10)
- (14) Civil Engineering Industry as defined in Government Notice R. 924, dated 5 May 1978; (45)
- (15) Commercial Distributive Trade as defined in Government Notice R. 1829, dated 5 October 1973; (22)
- (16) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (15)
- (17) Dairy Industry as defined in Government Notice R. 2298, dated 24 December 1971; (48)
- (18) Electrical Industry; (13)
- (19) Food Industry as defined in Government Notice R. 3106, dated 15 August 1969; (56)
- (20) Footwear Industry; (46)
- (21) Fruit and Vegetable Canning Industry; (57)
- (22) Furniture Manufacturing Industry as defined in Government Notice R. 969, dated 11 June 1976; (28)
- (23) Glass and Glassware Manufacturing Industry as defined in Government Notice R. 1097, dated 29 June 1973; (14)
- (24) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793, dated 18 May 1973; (49)
- (25) Hotel and Liquor Trade as defined in Government Notice R. 1634, dated 24 September 1971; (17)
- (26) Ice-cream Manufacturing Industry as defined in Government Notice R. 710, dated 8 May 1970; (34)
- (27) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats as defined in Government Notice R. 517, dated 5 April 1973; (35)
- (28) Iron, Steel, Engineering and Metallurgical Industry as defined in Government Notice R. 1112, dated 2 June 1978; (60)
- (29) Knitting Industry; (7)
- (30) Lead Acid Batteries Manufacturing Industry; (25)
- (31) Leather Industry as defined in Government Notice R. 1213, dated 16 June 1978; (23)
- (32) Liquid Fuel and Oil Trade as defined in Government Notice R. 1829, dated 5 October 1973; (55)

## 3. Vasgestelde gebied:

Die vasgestelde gebied van die Emthonjeni- Openbare Indiensopleidingsentrum is die gebied van die Kaap-Middellandse Administrasieraad.

4. Nywerhede ten opsigte waarvan opleiding verskaf word:

- (1) Asbesementproduktenywerheid; (1)
- (2) Bak- en Banketnywerheid soos omskryf in Goewermentskennisgewing R. 603 van 14 April 1972; (3)
- (3) Bedryf vir die maal of verpakking van sout; (54)
- (4) Beskuitnywerheid soos omskryf in Goewermentskennisgewing R. 1998 van 24 Oktober 1975; (5)
- (5) Borsel- en Besemnywerheid soos omskryf in Goewermentskennisgewing R. 567 van 7 April 1972; (7)
- (6) Bounywerheid; (8)
- (7) Breinywerheid; (29)
- (8) Brounywerheid; (6)
- (9) Buiteband- en Rubbernywerheid soos omskryf in Goewermentskennisgewing R. 991 van 14 Junie 1974; (55)
- (10) Chemiekalieënywerheid; (13)
- (11) Drankvervaardigingsnywerheid soos omskryf in Goewermentskennisgewing R. 354 van 8 Maart 1974; (33)
- (12) Druk- en Nuusbladnywerheid soos omskryf in Goewermentskennisgewing R. 2596 van 30 Desember 1977; (43)
- (13) Elektrotegniese Nywerheid; (18)
- (14) Glas- en Glaswarenywerheid soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (23)
- (15) Handelondernemings wat Swartes in diens het om werk te verrig wat vermeld word in die omskrywings van "winkel" en "kantoor" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (16)
- (16) Hoednywerheid; (35)
- (17) Hotel- en Drankbedryf soos omskryf in Goewermentskennisgewing R. 1634 van 24 September 1971; (25)
- (18) Houtverwerkingsnywerheid soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (58)
- (19) Kamstoftekstielywerheid; (60)
- (20) Keramieknywerheid; (12)
- (21) Klipvergruisingsnywerheid soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (49)
- (22) Kommersiële Distribusiebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (15)
- (23) Leernywerheid soos omskryf in Goewermentskennisgewing R. 1213 van 16 Junie 1978; (31)
- (24) Lekkergoednywerheid soos omskryf in Goewermentskennisgewing R. 628 van 24 April 1970; (50)
- (25) Loodsuurbatteryvervaardigingsbedryf; (30)
- (26) Maalnywerheid soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (36)
- (27) Mandjieswerkvervaardigingsnywerheid; (4)
- (28) Meubelnywerheid soos omskryf in Goewermentskennisgewing R. 969 van 11 Junie 1976; (22)
- (29) Mineralewaternywerheid soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (37)
- (30) Monumentklipmesselnywerheid; (38)
- (31) Motorgaragebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (39)
- (32) Motornywerheid soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (40)

- (33) Liquor Manufacturing Industry as defined in Government Notice R. 354, dated 8 March 1974; (11)
- (34) Meat Trade; (54)
- (35) Millinery Industry; (16)
- (36) Milling Industry as defined in Government Notice R. 3554, dated 17 October 1969; (26)
- (37) Mineral Water Manufacturing Industry as defined in Government Notice R. 1224, dated 13 July 1973; (29)
- (38) Monumental Masonry Industry; (30)
- (39) Motor Garage Trade as defined in Government Notice R. 1829, dated 5 October 1973; (31)
- (40) Motor Industry as defined in Government Notice R. 1039, dated 17 June 1977; (32)
- (41) Motor Transport Undertaking (Goods) as defined in Government Notice R. 676, dated 11 April 1975; (33)
- (42) Pet Foods Industry; (53)
- (43) Printing and Newspaper Industry as defined in Government Notice R. 2596, dated 30 December 1977; (12)
- (44) Private Hotel and Boarding-house Trade as defined in Government Notice R. 1140, dated 13 June 1975; (39)
- (45) Pulp and Paper Manufacturing Industry as defined in Government Notice R. 425, dated 10 March 1978; (40)
- (46) Road Passenger Transport Industry as defined in Government Notice R. 1983, dated 26 October 1973; (38)
- (47) Rubber and Rubber Products Manufacturing Industry as defined in Government Notice R. 588, dated 15 April 1977; (41)
- (48) Stevedoring Trade as defined in Government Notice R. 2311, dated 15 December 1972; (47)
- (49) Stonecrushing Industry as defined in Government Notice R. 577, dated 13 April 1973; (21)
- (50) Sweet Manufacturing Industry as defined in Government Notice R. 628, dated 24 April 1970; (24)
- (51) Tea, Coffee and Chicory Industry as defined in Government Notice R. 51, dated 10 January 1969; (50)
- (52) Textile Manufacturing Industry; (51)
- (53) Timber Trade as defined in Government Notice R. 1829, dated 5 October 1973; (52)
- (54) Trade for the grinding and packing of salt; (3)
- (55) Tyre and Rubber Manufacturing Industry as defined in Government Notice R. 991, dated 14 June 1974; (9)
- (56) Undertakings dealing in scrap metal; (37)
- (57) Watch Patrol Services as defined in Government Notice R. 3403, dated 26 September 1969; (58)
- (58) Woodworking Industry as defined in Government Notice R. 2006, dated 15 December 1967; (18)
- (59) Wool, Mohair, Hides and Skins Trade; (59)
- (60) Worsted Textile Manufacturing Industry; (19)
- (33) Motorvervoeronderneming (Goedere) soos omskryf in Goewermentskennisgewing R. 676 van 11 April 1975; (41)
- (34) Nywerheid vir die Vervaardiging van Roomys soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (26)
- (35) Nywerheid vir die Vervaardiging van Seep, Kerse, Suiweringsmiddels, Eetbare Olies of Vette soos omskryf in Goewermentskennisgewing R. 517 van 5 April 1973; (27)
- (36) Automobielywerheid soos omskryf in Goewermentskennisgewing R. 1557 van 31 Augustus 1973; (2)
- (37) Ondernemings wat handel drywe in ou metaal; (56)
- (38) Padpassasiersvervoerbedryf soos omskryf in Goewermentskennisgewing R. 1983 van 26 Oktober 1973; (46)
- (39) Privaathotel- en Losieshuisbedryf soos omskryf in Goewermentskennisgewing R. 1140 van 13 Junie 1975; (44)
- (40) Pulp- en Papierywerheid soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (45)
- (41) Rubber- en Rubberproduktenywerheid soos omskryf in Goewermentskennisgewing R. 588 van 15 April 1977; (47)
- (42) Seildoekgoedere- en Verwante Produktenywerheid soos omskryf in Goewermentskennisgewing R. 1575 van 1 September 1972; (9)
- (43) Sementnywerheid soos omskryf in Goewermentskennisgewing R. 620 van 11 April 1974; (10)
- (44) Sementproduktenywerheid; (11)
- (45) Siviele Ingenieursnywerheid soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978; (14)
- (46) Skoeiselywerheid; (20)
- (47) Stuwadoorsbedryf soos omskryf in Goewermentskennisgewing R. 2311 van 15 Desember 1972; (48)
- (48) Suiwelywerheid soos omskryf in Goewermentskennisgewing R. 2298 van 24 Desember 1971; (17)
- (49) Swaarklei- en Verwante Produktenywerheid soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (24)
- (50) Tee-, Koffie- en Sigoreinywerheid soos omskryf in Goewermentskennisgewing R. 51 van 10 Januarie 1969; (51)
- (51) Tekstielywerheid; (52)
- (52) Timmerhoutbedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (53)
- (53) Troeteldiervoedselbedryf; (42)
- (54) Vleisbedryf; (34)
- (55) Vloeibare Brandstof- en Oliebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (32)
- (56) Voedselywerheid soos omskryf in Goewermentskennisgewing R. 3106 van 15 Augustus 1969; (19)
- (57) Vrugte-en-groente-inmaaknywerheid; (21)
- (58) Wagpatrolliedienste soos omskryf in Goewermentskennisgewing R. 3403 van 26 September 1969; (57)
- (59) Wol-, Angorahaar-, Huid- en Velbedryf; (59)
- (60) Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (28)

5. By whom levy is payable:

Except for the exemptions referred to in paragraph 6, the levy is payable by all employers of Black employees in the fixed area referred to in paragraph 3, engaged in the industries referred to in paragraph 4.

6. Exemption from the obligation to pay the levy:

The following categories of employers are exempted from the obligation to pay the levy:

- (a) Employers who are members of the Federation of Building Industries (South Africa);
- (b) employers who contribute to the training fund of the Civil Engineering Industry Training Board;
- (c) employers who contribute to the Business Equipment Association of South Africa.

5. Deur wie heffing betaalbaar is:

Behoudens die vrystelling vermeld in paragraaf 6, is die heffing betaalbaar deur alle werkgewers van Swart werknemers wat in die vasgestelde gebied vermeld in paragraaf 3, betrokke is in die nywerhede vermeld in paragraaf 4.

6. Vrystelling van die verpligting om die heffing te betaal:

Die volgende kategorieë werkgewers word vrygestel van die verpligting om die heffing te betaal:

- (a) Werkgewers wat lede is van die Federasie van Bounywerhede (Suid-Afrika);
- (b) werkgewers wat bydra tot die opleidingsfonds van die "Civil Engineering Industry Training Board";
- (c) werkgewers wat bydra tot die "Business Equipment Association of South Africa".

**DEPARTMENT OF EDUCATION AND  
TRAINING**

No R. 2675

30 November 1979

**THE BLACK EMPLOYEES' IN-SERVICE  
TRAINING ACT, 1976 (ACT 86 OF 1976)**

**WALTLOO PUBLIC IN-SERVICE TRAINING  
CENTRE, PRETORIA.—REPEAL OF GOVERN-  
MENT NOTICE**

I, Ferdinand Hartzenberg, Minister of Education and Training, hereby, in terms of section 14 (4) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), repeal Government Notice 1201, dated 1 July 1977.

F. HARTZENBERG, Minister of Education and Training.

SG 675 3

**DEPARTEMENT VAN ONDERWYS EN  
OPLEIDING**

No. R. 2675

30 November 1979

**DIE WET OP INDIENSOPLEIDING VAN  
SWART WERKNEMERS, 1976 (WET 86 VAN  
1976)**

**WALTLOO- OPENBARE INDIENSOPLEIDING-  
SENTRUM, PRETORIA. — INTREKKING VAN  
GOEWERMENSKENNISGEWING**

Ek, Ferdinand Hartzenberg, Minister van Onderwys en Opleiding, trek hierby kragtens artikel 14 (4) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), Goewermenskennisgewing 1201 van 1 Julie 1977 in.

F. HARTZENBERG, Minister van Onderwys en Opleiding.

No. R. 2676

30 November 1979

THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

NOTICE OF INTENTION TO IMPOSE A LEVY IN AID OF THE WALTLOO PUBLIC IN-SERVICE TRAINING CENTRE, PRETORIA

The Minister of Education and Training intends, in terms of section 14 (2) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 20c per month per Black employee on all employers engaged in the industries listed below in respect of which training is provided at the said Centre, in the fixed area of the Waltloo Public In-service Training Centre at Pretoria, namely the area of the Central Transvaal Administration Board, which includes the Magisterial Districts of Pretoria, Brits and Rustenburg.

(1) Baking and Confectionery Industry as defined in Government Notice R. 1621 of 27 July 1979; (1)

SS 6753

No. R. 2676

30 November 1979

DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

KENNISGEWING VAN VOORNEME OM 'N HEFFING TEN BEHOEVE VAN DIE WALTLOO-OPENBARE INDIENSOPLEIDINGSENTRUM, PRETORIA, OP TE LÊ

Die Minister van Onderwys en Opleiding is van voorneme om ingevolge artikel 14 (2) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), 'n heffing van 20c per maand per Swart werknemer van alle werkgevers te hef wat betrokke is in die nywerhede hieronder genoem ten opsigte waarvan opleiding by genoemde Sentrum verskaf word, in die vasgestelde gebied van die Waltloo-Openbare Indiensopleidingsentrum te Pretoria, naamlik die gebied van die Administrasieraad vir Sentraal-Transvaal, wat die landdrostdistrikte Pretoria, Brits en Rustenburg insluit.

(1) Bak- en Banketnywerheid soos omskryf in Goewernementskennisgewing R. 1621 van 27 Julie 1979; (1)

- (2) Building and/or Monumental Masonry Industry as defined in Government Notice R. 1956 of 17 October 1975; (4)
- (3) Canvas Goods and Allied Products Industry; (27)
- (4) Cement Manufacturing Industry as defined in Government Notice R. 620 of 11 April 1974; (28)
- (5) Cement Products Industry as defined in Government Notice R. 1977 of 3 November 1972; (29)
- (6) Ceramics Industry as defined in Government Notice R. 2017 of 10 November 1972; (11)
- (7) Chemical and Allied Products Industry; (3)
- (8) Chemical Manufacturing Industry as defined in Government Notice R. 305 of 4 March 1977; (2)
- (9) Civil Engineering Industry as defined in Government Notice R. 924 of 5 May 1978 (including the Roadmaking Industry); (30)
- (10) Coal Trade as defined in Government Notice R. 656 of 21 April 1972; (31)
- (11) Cold Storage, Bacon Curing and Small Goods Manufacturing Industry as defined in Government Notice R. 1580 of 3 September 1976; (13)
- (12) Commercial Distributive Trade as defined in Government Notice R. 1829 of 5 October 1973; (14)
- (13) Condensed Milk and other Milk Products Industry as defined in Government Notice R. 2302 of 11 November 1977; (15)
- (14) Dairy Industry as defined in Government Notice R. 2298 of 24 December 1971; (32)
- (15) Edible Nuts and Snacks Industry as defined in Government Notice R. 266 of 16 February 1979; (7)
- (16) Electrical Contracting Industry or Industry as defined in Government Notice R. 2325 of 12 December 1975; (8)
- (17) Food Industry as defined in Government Notice R. 1580 of 20 July 1979; (36)
- (18) Furniture Manufacturing Industry or Industry as defined in Government Notice R. 1518 of 8 August 1975; (20)
- (19) Glass and Glassware Manufacturing Industry or Industry as defined in Government Notice R. 1097 of 29 June 1973; (9)
- (20) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793 of 18 May 1973; (33)
- (21) Ice-cream Manufacturing Industry as defined in Government Notice R. 710 of 8 May 1970; (23)
- (22) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats as defined in Government Notice R. 517 of 5 April 1973; (24)
- (23) Liquor Manufacturing Industry as defined in Government Notice R. 354 of 8 March 1974; (5)
- (24) Meat Trade as defined in Government Notice R. 1578 of 3 September 1976; (37)
- (25) Metal Containers and Allied Products Industry; (19)
- (26) Milling Industry as defined in Government Notice R. 3554 of 17 October 1969; (18)
- (2) Chemikalieënnywerheid soos omskryf in Goewermentskennisgewing R. 305 van 4 Maart 1977; (8)
- (3) Chemiese en Verwante Produktenywerheid; (7)
- (4) Die Bou- en/of Monumentklipmesselnywerheid soos omskryf in Goewermentskennisgewing R. 1956 van 17 Oktober 1975; (2)
- (5) Drankvervaardigingsnywerheid soos omskryf in Goewermentskennisgewing R. 354 van 8 Maart 1974; (23)
- (6) Druk- en Nuusbladnywerheid soos omskryf in Goewermentskennisgewing R. 2596 van 30 Desember 1977; (30)
- (7) Eetbare Neute- en Versnaperingsnywerheid soos omskryf in Goewermentskennisgewing R. 266 van 16 Februarie 1979; (15)
- (8) Elektrotegniese Aannemingsnywerheid of Nywerheid soos omskryf in Goewermentskennisgewing R. 2325 van 12 Desember 1975; (16)
- (9) Glas- en Glaswarenywerheid of Nywerheid soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (19)
- (10) Houtverwerkingsnywerheid soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (37)
- (11) Keramieknywerheid soos omskryf in Goewermentskennisgewing R. 2017 van 10 November 1972; (6)
- (12) Klipvergruisingsnywerheid soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (33)
- (13) Koelkamer-, Spekbereiding- en Kleingoedere-nywerheid soos omskryf in Goewermentskennisgewing R. 1580 van 3 September 1976; (11)
- (14) Kommersiële Distribusiebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (12)
- (15) Kondensmelk- en Ander Melkproduktenywerheid soos omskryf in Goewermentskennisgewing R. 2302 van 11 November 1977; (13)
- (16) Laaghoutnywerheid soos omskryf in Goewermentskennisgewing R. 2178 van 3 November 1978; (29)
- (17) Lekkergoednywerheid soos omskryf in Goewermentskennisgewing R. 1988 van 13 November 1970; (34)
- (18) Maalnywerheid soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (26)
- (19) Metaalhouer- en Aanverwante Produktenywerheid; (25)
- (20) Meubelnywerheid of Nywerheid soos omskryf in Goewermentskennisgewing R. 1518 van 8 Augustus 1975; (18)
- (21) Mineralewaternywerheid soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (27)
- (22) Motornywerheid of Nywerheid soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (28)
- (23) Nywerheid vir die Vervaardiging van Roomys soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (21)
- (24) Nywerheid vir die Vervaardiging van Seep, Kerse, Suiweringsmiddels, Eetbare Olies of Vette soos omskryf in Goewermentskennisgewing R. 517 van 5 April 1973; (22)
- (25) Pulp- en Papiernywerheid of Nywerheid soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (31)
- (26) Rubber- en Rubberproduktenywerheid soos omskryf in Goewermentskennisgewing R. 588 van 1<sup>e</sup> April 1977; (32)



(27) Mineral Water Manufacturing Industry as defined in Government Notice R. 1224 of 13 July 1973; (21)

(28) Motor Industry or Industry as defined in Government Notice R. 1039 of 17 June 1977; (22)

(29) Plywood Industry as defined in Government Notice R. 2178 of 3 November 1978; (16)

(30) Printing and Newspaper Industry as defined in Government Notice R. 2596 of 30 December 1977; (6)

(31) Pulp and Paper Manufacturing Industry or Industry as defined in Government Notice R. 425 of 10 March 1978; (25)

(32) Rubber and Rubber Products Manufacturing Industry as defined in Government Notice R. 588 of 15 April 1977; (26)

(33) Stonecrushing Industry as defined in Government Notice R. 577 of 13 April 1973; (12)

(34) Sweet Manufacturing Industry as defined in Government Notice R. 1988 of 13 November 1970; (17)

(35) Tobacco Manufacturing Industry or Industry as defined in Government Notice R. 2320 of 24 November 1978; (34)

(36) Transport Undertaking (Goods) as defined in Government Notice R. 1752 of 27 September 1968; (35)

(37) Woodworking Industry as defined in Government Notice R. 2006 of 15 December 1967. (10)

Employers in the above-mentioned area who are engaged in the industries listed in (1) to (37) are requested to submit representations with regard to the said levy within two months of the date of publication of this notice, to the Chairman of the Co-ordinating Council for In-Service Training of Black Employees, Private Bag X212, Pretoria, 0001.

(27) Seidoekgoedere- en Verwante Produktenywerheid; (3)

(28) Sementnywerheid soos omskryf in Goewermentskennisgewing R. 620 van 11 April 1974; (4)

(29) Sementproduktenywerheid soos omskryf in Goewermentskennisgewing R. 1977 van 3 November 1972; (5)

(30) Siviele Ingenieursnywerheid soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978 (met inbegrip van die Padmaaknywerheid); (9)

(31) Steenkoolbedryf soos omskryf in Goewermentskennisgewing R. 656 van 21 April 1972; (10)

(32) Suiwelnywerheid soos omskryf in Goewermentskennisgewing R. 2298 van 24 Desember 1971; (14)

(33) Swaarklei- en Verwante Produktenywerheid soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (20)

(34) Tabaknywerheid of Nywerheid soos omskryf in Goewermentskennisgewing R. 2320 van 24 November 1978; (35)

(35) Vervoeronderneming (Goedere) soos omskryf in Goewermentskennisgewing R. 1752 van 27 September 1968; (36)

(36) Voedselnywerheid soos omskryf in Goewermentskennisgewing R. 1580 van 20 Julie 1979; (17)

(37) Vleisbedryf soos omskryf in Goewermentskennisgewing R. 1578 van 3 September 1976. (24)

Werkgewers wat in die gebied hierbo genoem, betrokke is in die nywerhede in (1) tot (37) genoem, word versoek om binne twee maande vanaf die datum van publikasie van hierdie kennisgewing vertoë oor die bedoelde heffing te rig aan die Voorsitter van die Koördinerende Raad vir Indiensopleiding van Swart Werknemers, Privaatsak X212, Pretoria, 0001.

No. R. 2677

30 November 1979

IMPOSITION, PAYMENT AND COLLECTION OF A LEVY FOR THE BENEFIT OF THE EMTHONJENI PUBLIC IN-SERVICE TRAINING CENTRE, PORT ELIZABETH, IN TERMS OF THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

I. Ferdinand Hartzenberg, Minister of Education and Training—

(a) acting in terms of section 14 (3) of the Black Employees' In-service Training Act, 1976 (Act 86 of 1976), hereby impose the following levy, at the request of the governing body of the Emthonjeni Public In-service Training Centre, Port Elizabeth, and after consultation with the Co-ordinating Council for In-service Training of Black Employees, which shall be payable in terms of the provisions contained in the Schedule hereto; and

(b) acting in terms of section 15 (2) of the aforementioned Act hereby authorise the Cape Midlands Administration Board to collect the said levy on behalf of the governing body of the Emthonjeni In-Service Training Centre.

F. HARTZENBERG, Minister of Education and Training.

#### SCHEDULE

1. Amount and basis of levy:  
10c per Black employee per month.
2. Date on which levy shall become payable:  
1 December 1979.

No. R. 2677

30 November 1979

OPLIGGING, BETALING EN INVORDERING VAN 'N HEFFING TEN BEHOEVE VAN DIE EMTHONJENI- OPENBARE INDIENSOPLEIDINGSENTRUM, PORT ELIZABETH, KRAGTENS DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

Ek. Ferdinand Hartzenberg, Minister van Onderwys en Opleiding—

(a) handelende kragtens artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), lê hierby, op versoek van die beheerliggaam van die Emthonjeni-Openbare Indiensopleidingsentrum, Port Elizabeth, en na oorlegpleging met die Koördinerende Raad vir Indiensopleiding van Swart Werknemers, die volgende heffing op wat betaalbaar is ooreenkomsdig die bepalinge wat in die Bylae hiervan vervat is; en

(b) handelende kragtens artikel 15 (2) van die voormelde Wet, magtig hierby die Kaap-Middellandse Administrasieraad om genoemde heffing namens die beheerliggaam van die Emthonjeni-Openbare Indiensopleidingsentrum in te vorder.

F. HARTZENBERG, Minister van Onderwys en Opleiding.

#### BYLAE

1. Bedrag en grondslag van heffing:  
10c per Swart werknemer per maand.
2. Datum waarop heffing betaalbaar word:  
1 Desember 1979.

## 3. Fixed area:

The fixed area of the Emthonjeni Public In-service Training Centre is the area of the Cape Midlands Administration Board.

4. Industries in respect of which training is provided:

- (1) Asbestos Cement Products Industry; (1)
- (2) Automobile Manufacturing Industry as defined in Government Notice R. 1557, dated 31 August 1973; (36)
- (3) Baking and Confectionery Industry as defined in Government Notice R. 603, dated 14 April 1972; (2)
- (4) Basketware Manufacturing Industry; (27)
- (5) Biscuit Manufacturing Industry as defined in Government Notice R. 1998, dated 24 October 1975; (4)
- (6) Brewing Industry; (8)
- (7) Brush and Broom Manufacturing Industry as defined in Government Notice R. 567, dated 7 April 1972; (5)
- (8) Building Industry; (6)
- (9) Canvas Goods and Allied Products Industry as defined in Government Notice R. 1575, dated 1 September 1972; (42)
- (10) Cement Manufacturing Industry as defined in Government Notice R. 620, dated 11 April 1974; (43)
- (11) Cement Products Industry; (44)
- (12) Ceramics Industry; (20)
- (13) Chemical Industry; (10)
- (14) Civil Engineering Industry as defined in Government Notice R. 924, dated 5 May 1978; (45)
- (15) Commercial Distributive Trade as defined in Government Notice R. 1829, dated 5 October 1973; (22)
- (16) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (15)
- (17) Dairy Industry as defined in Government Notice R. 2298, dated 24 December 1971; (48)
- (18) Electrical Industry; (13)
- (19) Food Industry as defined in Government Notice R. 3106, dated 15 August 1969; (56)
- (20) Footwear Industry; (46)
- (21) Fruit and Vegetable Canning Industry; (57)
- (22) Furniture Manufacturing Industry as defined in Government Notice R. 969, dated 11 June 1976; (28)
- (23) Glass and Glassware Manufacturing Industry as defined in Government Notice R. 1097, dated 29 June 1973; (14)
- (24) Heavy Clay and Allied Products Industry as defined in Government Notice R. 793, dated 18 May 1973; (49)
- (25) Hotel and Liquor Trade as defined in Government Notice R. 1634, dated 24 September 1971; (17)
- (26) Ice-cream Manufacturing Industry as defined in Government Notice R. 710, dated 8 May 1970; (34)
- (27) Industry for the Manufacture of Soap, Candles, Detergents, Edible Oils or Fats as defined in Government Notice R. 517, dated 5 April 1973; (35)
- (28) Iron, Steel, Engineering and Metallurgical Industry as defined in Government Notice R. 1112, dated 2 June 1978; (60)
- (29) Knitting Industry; (7)
- (30) Lead Acid Batteries Manufacturing Industry; (25)
- (31) Leather Industry as defined in Government Notice R. 1213, dated 16 June 1978; (23)
- (32) Liquid Fuel and Oil Trade as defined in Government Notice R. 1829, dated 5 October 1973; (55)

## 3. Vasgestelde gebied:

Die vasgestelde gebied van die Emthonjeni- Openbare Indiensopleidingsentrum is die gebied van die Kaap-Middellandse Administrasieraad.

4. Nywerhede ten opsigte waarvan opleiding verskaf word:

- (1) Asbesementproduktenywerheid; (1)
- (2) Bak- en Banketnywerheid soos omskryf in Goewermentskennisgewing R. 603 van 14 April 1972; (3)
- (3) Bedryf vir die maal of verpakking van sout; (54)
- (4) Beskuitnywerheid soos omskryf in Goewermentskennisgewing R. 1998 van 24 Oktober 1975; (5)
- (5) Borsel- en Besemnywerheid soos omskryf in Goewermentskennisgewing R. 567 van 7 April 1972; (7)
- (6) Bounywerheid; (8)
- (7) Breinywerheid; (29)
- (8) Brounywerheid; (6)
- (9) Buiteband- en Rubbernywerheid soos omskryf in Goewermentskennisgewing R. 991 van 14 Junie 1974; (55)
- (10) Chemiekalieënywerheid; (13)
- (11) Drankvervaardigingsnywerheid soos omskryf in Goewermentskennisgewing R. 354 van 8 Maart 1974; (33)
- (12) Druk- en Nuusbladnywerheid soos omskryf in Goewermentskennisgewing R. 2596 van 30 Desember 1977; (43)
- (13) Elektrotegniese Nywerheid; (18)
- (14) Glas- en Glaswarenywerheid soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (23)
- (15) Handelondernemings wat Swartes in diens het om werk te verrig wat vermeld word in die omskrywings van "winkel" en "kantoor" in artikel 1 van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964); (16)
- (16) Hoedenywerheid; (35)
- (17) Hotel- en Drankbedryf soos omskryf in Goewermentskennisgewing R. 1634 van 24 September 1971; (25)
- (18) Houtverwerkingsnywerheid soos omskryf in Goewermentskennisgewing R. 2006 van 15 Desember 1967; (58)
- (19) Kamstoftekstielywerheid; (60)
- (20) Keramieknywerheid; (12)
- (21) Klipvergruisingsnywerheid soos omskryf in Goewermentskennisgewing R. 577 van 13 April 1973; (49)
- (22) Kommersiële Distribusiebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (15)
- (23) Leernywerheid soos omskryf in Goewermentskennisgewing R. 1213 van 16 Junie 1978; (31)
- (24) Lekkergoednywerheid soos omskryf in Goewermentskennisgewing R. 628 van 24 April 1970; (50)
- (25) Loodsuurbatteryvervaardigingsbedryf; (30)
- (26) Maalnywerheid soos omskryf in Goewermentskennisgewing R. 3554 van 17 Oktober 1969; (36)
- (27) Mandjieswerkvervaardigingsnywerheid; (4)
- (28) Meubelnywerheid soos omskryf in Goewermentskennisgewing R. 969 van 11 Junie 1976; (22)
- (29) Mineralewaternywerheid soos omskryf in Goewermentskennisgewing R. 1224 van 13 Julie 1973; (37)
- (30) Monumentklipmesselnywerheid; (38)
- (31) Motorgaragebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (39)
- (32) Motornywerheid soos omskryf in Goewermentskennisgewing R. 1039 van 17 Junie 1977; (40)

- (33) Liquor Manufacturing Industry as defined in Government Notice R. 354, dated 8 March 1974; (11)
- (34) Meat Trade; (54)
- (35) Millinery Industry; (16)
- (36) Milling Industry as defined in Government Notice R. 3554, dated 17 October 1969; (26)
- (37) Mineral Water Manufacturing Industry as defined in Government Notice R. 1224, dated 13 July 1973; (29)
- (38) Monumental Masonry Industry; (30)
- (39) Motor Garage Trade as defined in Government Notice R. 1829, dated 5 October 1973; (31)
- (40) Motor Industry as defined in Government Notice R. 1039, dated 17 June 1977; (32)
- (41) Motor Transport Undertaking (Goods) as defined in Government Notice R. 676, dated 11 April 1975; (33)
- (42) Pet Foods Industry; (53)
- (43) Printing and Newspaper Industry as defined in Government Notice R. 2596, dated 30 December 1977; (12)
- (44) Private Hotel and Boarding-house Trade as defined in Government Notice R. 1140, dated 13 June 1975; (39)
- (45) Pulp and Paper Manufacturing Industry as defined in Government Notice R. 425, dated 10 March 1978; (40)
- (46) Road Passenger Transport Industry as defined in Government Notice R. 1983, dated 26 October 1973; (38)
- (47) Rubber and Rubber Products Manufacturing Industry as defined in Government Notice R. 588, dated 15 April 1977; (41)
- (48) Stevedoring Trade as defined in Government Notice R. 2311, dated 15 December 1972; (47)
- (49) Stonecrushing Industry as defined in Government Notice R. 577, dated 13 April 1973; (21)
- (50) Sweet Manufacturing Industry as defined in Government Notice R. 628, dated 24 April 1970; (24)
- (51) Tea, Coffee and Chicory Industry as defined in Government Notice R. 51, dated 10 January 1969; (50)
- (52) Textile Manufacturing Industry; (51)
- (53) Timber Trade as defined in Government Notice R. 1829, dated 5 October 1973; (52)
- (54) Trade for the grinding and packing of salt; (3)
- (55) Tyre and Rubber Manufacturing Industry as defined in Government Notice R. 991, dated 14 June 1974; (9)
- (56) Undertakings dealing in scrap metal; (37)
- (57) Watch Patrol Services as defined in Government Notice R. 3403, dated 26 September 1969; (58)
- (58) Woodworking Industry as defined in Government Notice R. 2006, dated 15 December 1967; (18)
- (59) Wool, Mohair, Hides and Skins Trade; (59)
- (60) Worsted Textile Manufacturing Industry; (19)
- (33) Motorvervoeronderneming (Goedere) soos omskryf in Goewermentskennisgewing R. 676 van 11 April 1975; (41)
- (34) Nywerheid vir die Vervaardiging van Roomys soos omskryf in Goewermentskennisgewing R. 710 van 8 Mei 1970; (26)
- (35) Nywerheid vir die Vervaardiging van Seep, Kerse, Suiweringsmiddels, Eetbare Olies of Vette soos omskryf in Goewermentskennisgewing R. 517 van 5 April 1973; (27)
- (36) Automobielywerheid soos omskryf in Goewermentskennisgewing R. 1557 van 31 Augustus 1973; (2)
- (37) Ondernemings wat handel drywe in ou metaal; (56)
- (38) Padpassasiersvervoerbedryf soos omskryf in Goewermentskennisgewing R. 1983 van 26 Oktober 1973; (46)
- (39) Privaathotel- en Losieshuisbedryf soos omskryf in Goewermentskennisgewing R. 1140 van 13 Junie 1975; (44)
- (40) Pulp- en Papiernywerheid soos omskryf in Goewermentskennisgewing R. 425 van 10 Maart 1978; (45)
- (41) Rubber- en Rubberproduktenywerheid soos omskryf in Goewermentskennisgewing R. 588 van 15 April 1977; (47)
- (42) Seildoekgoedere- en Verwante Produktenywerheid soos omskryf in Goewermentskennisgewing R. 1575 van 1 September 1972; (9)
- (43) Sementnywerheid soos omskryf in Goewermentskennisgewing R. 620 van 11 April 1974; (10)
- (44) Sementproduktenywerheid; (11)
- (45) Siviele Ingenieursnywerheid soos omskryf in Goewermentskennisgewing R. 924 van 5 Mei 1978; (14)
- (46) Skoeiselywerheid; (20)
- (47) Stuwadoorsbedryf soos omskryf in Goewermentskennisgewing R. 2311 van 15 Desember 1972; (48)
- (48) Suiwelywerheid soos omskryf in Goewermentskennisgewing R. 2298 van 24 Desember 1971; (17)
- (49) Swaarklei- en Verwante Produktenywerheid soos omskryf in Goewermentskennisgewing R. 793 van 18 Mei 1973; (24)
- (50) Tee-, Koffie- en Sigoreinywerheid soos omskryf in Goewermentskennisgewing R. 51 van 10 Januarie 1969; (51)
- (51) Tekstielywerheid; (52)
- (52) Timmerhoutbedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (53)
- (53) Troeteldiervoedselbedryf; (42)
- (54) Vleisbedryf; (34)
- (55) Vlocibare Brandstof- en Oliebedryf soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (32)
- (56) Voedselywerheid soos omskryf in Goewermentskennisgewing R. 3106 van 15 Augustus 1969; (19)
- (57) Vrugte-en-groente-inmaaknywerheid; (21)
- (58) Wagpatrolliedienste soos omskryf in Goewermentskennisgewing R. 3403 van 26 September 1969; (57)
- (59) Wol-, Angorahaar-, Huid- en Velbedryf; (59)
- (60) Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (28)

**5. By whom levy is payable:**

Except for the exemptions referred to in paragraph 6, the levy is payable by all employers of Black employees in the fixed area referred to in paragraph 3, engaged in the industries referred to in paragraph 4.

**6. Exemption from the obligation to pay the levy:**

The following categories of employers are exempted from the obligation to pay the levy:

- (a) Employers who are members of the Federation of Building Industries (South Africa);
- (b) employers who contribute to the training fund of the Civil Engineering Industry Training Board;
- (c) employers who contribute to the Business Equipment Association of South Africa.

**5. Deur wie heffing betaalbaar is:**

Behoudens die vrystelling vermeld in paragraaf 6, is die heffing betaalbaar deur alle werkgewers van Swart werknemers wat in die vasgestelde gebied vermeld in paragraaf 3, betrokke is in die nywerhede vermeld in paragraaf 4.

**6. Vrystelling van die verpligting om die heffing te betaal:**

Die volgende kategorieë werkgewers word vrygestel van die verpligting om die heffing te betaal:

- (a) Werkgewers wat lede is van die Federasie van Bounywerhede (Suid-Afrika);
- (b) werkgewers wat bydra tot die opleidingsfonds van die "Civil Engineering Industry Training Board";
- (c) werkgewers wat bydra tot die "Business Equipment Association of South Africa".

# Let's look back at a

**IT IS now a year since POST's Job Watch column started, which makes it a time to look back . . .**

In his Amplified Guidelines to South African Statement of Principles, Rev Leon H Sullivan states: "It is intended that the activity associated with the principles will be of massive proportions and will promote programmes which can have a significant impact on improving the living conditions and quality of life for the non-white population, and will be a major contributing factor to the ending of apartheid."

One of the very first companies we visited in November last year — was Ford Motor Company in Port Elizabeth. Events there exactly a year later exploded the myth that the codes can contribute to the dismantling of apartheid.

When we visited the company, it appeared to be implementing the code — it was training blacks for senior positions, it had black graduate trainees for very senior positions, it trained African apprentices (although calling them workshop trainees because of the law), it was paying a minimum of 95c an hour when the then Industrial Council agreement laid down 77c an hour. It recognises the African trade union, the United Automobile, Rubber and Allied Workers' and it had integrated all facilities.

Ford was proving that the codes work . . . until the bubble burst. The whites complained that blacks were abusing the integrated facilities and blacks retaliated by complaining about the white workers. It is now back to traditional South African attitudes.

What went wrong?

At the other extreme were companies that went on as if the EEC code was never penned. We found a company, Alfa Romeo, paying a minimum of 50c an hour, which worked out at R96,41 a month.

The personnel manager, Mr D J van Tonder, told us this minimum compares well with that of other manufacturers.

**Our Job Watch investigations are a year old this month. POST Labour Correspondent, Joe Tholoe, looks back at a year of Job Watch in this article. The series will continue this and the coming year.**



Throughout our interview with him, he called blacks natives — reminiscent of old imperialist tones.

At the plant were signs — "Bantu Toilets" or "Bantu Personnel Officer." Mr van Tonder told us these were old signs, but the workers we spoke to told us that apartheid was alive and kicking at Alfa.

In the past year we have been to 40 multi-national companies — subscribing to either the Sullivan Principles or the EEC code for European companies with interests in South Africa.

The picture that has emerged is that of a pyramid, with the European companies at the base and the American companies that subscribe to the Sullivan Principles at the pinnacle.

This was to be expected: The Sullivan Principles are voluntary, and usually it is the companies that think they match up to them who subscribe. The European code was drawn up by the nine governments in the European community and most companies resent this "imposition."

GKN SA's chairman, Mr R P M Holliday, told us that his company had two major objections to the EEC code: "The EEC code encourages trade unions and racially divisive unions and the code is unrealistic in specifying wages that companies should pay."

Although most British companies fall far behind

the American companies, they are not as bad as the European companies.

When POST's assistant editor, Mr Joe Latakomo, visited Britain earlier this year, he found that British companies were bitter because they feel other governments do not play their part in implementing the code.

Some companies felt that the release of details of their activities in South Africa could be used to their competitive disadvantage.

The Job Watch team has come across the same problem here, ranging from companies refusing to talk to us to companies refusing with detail that can help one measure the amount of progress.

The latest to refuse with such details was Coca-Cola, who would not say how many blacks are in each grade.

## UPWARD MOVEMENT

The areas we were particularly interested in were: the training and upward movement of blacks to skilled and managerial positions; negotiating machinery; pay; and the movement to integration.

We found lots of training — but mostly in areas that do not prepare workers for senior positions. Invariably the excuse would be that there are no suitable people to train for the senior jobs. Black education was blamed.

The upward movement that does take place is not because of any belief in "the ending of apartheid", but because of the shortage and upward movement of whites.

Most companies told us they would recognise any black trade union that was representative of the majority of their workers. They said they had told their workers about their attitude to trade unions. But again, invariably, they have liaison committees, which have been condemned by trade unionists over the years.

But the irony was companies that said they would prefer integrated unions when they are now having liaison committees, which are for Africans only. One such company was CDA, the manufacturer of Mercedes Benz cars.

**Otis lift for training**

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In line with the Prime Minister's injunction to South African business to help bring about change and improvement in the quality of life of urban blacks, the multi-million rand Otis Elevator Company has directed R250 000 through the Urban Foundation for this purpose.

The first R56 000 of this amount has been used to establish a residential housing unit for 22 black trainees at the R2m Chamdor In-Service Training Centre, near Krugersdorp.

The residence, which has single rooms, wardrobe, desk and wash-basins, is the sixth of its kind to be built in a lawn setting at Chamdor.

**DEMAND**

The Otis house was built by African Development and Construction Company, whose chairman is business leader, Mr Sam Motsuenyane.

Opening the new residence, Dr H J J Reynders, chairman of the National Manpower Commission, said: "This commitment to South Africa by a transnational company, calls for our highest appreciation."

"It is clear," he said, "that increasing technological developments, shifts in demand, greater mechanisation and automation, as well as the reclassification of jobs and a great variety of other factors, will give rise to an increasing demand for skilled trained workers."

representations to every member of the company to whom notice is sent, whether such notice is sent before or after receipt of the representations by the company.

If the representations is not sent as aforesaid because it was received in the director's default, the director concerned may (without prejudice to any other provision) require that the representations be read at the meeting.

The representations shall be sent out and the representations need not be read at the meeting if, on the application of the company or of any other person, the Court is satisfied that the rights conferred by this section are not being used needlessly for defamatory matter.

The company's or the said other person's costs on an application for an order to be paid in whole or in part by the director concerned, if the director is a party to the application.

This section shall be construed as depriving a person removed therefrom of any rights which may be payable to him in respect of the termination of his appointment or of any appointment terminating with that of director or of any appointment terminating with that of director or to remove a director which may exist apart from this section.

*Power of Directors, their Powers and Certain Acts*

Power of directors to issue share capital.—(1) Notwithstanding anything to the contrary in any memorandum of articles, the directors of a company shall not issue shares of the company without the prior approval of the company.

Authority of directors to issue shares.—(1) The directors of a company may be in the form of a general authority to the directors, or in respect of any particular allotment or issue of shares.

Authority of directors to issue shares.—(2) Any authority given in the form of a general authority to the directors, or in respect of any particular allotment or issue of shares, shall be given in the form of a general authority to the directors, or in respect of any particular allotment or issue of shares, at the next annual general meeting of the company but it may be given at a general meeting of the company prior to such annual general meeting.

Liability of directors.—(1) Any director of a company who knowingly takes part in the allotment or issue of shares in contravention of subsection (1), shall be liable to compensate the company for any loss which the company may have sustained or incurred thereby, and such loss, damages or costs shall be commenced after the date of the allotment or issue.

Authority of directors to issue shares.—(1) No provision in any resolution of a company authorizing the directors to issue shares or debentures convertible into shares of the company at the discretion of the directors or to authorize the allotment or issue of any such shares or debentures to any company or his nominee, or to any body corporate which is accustomed to act in accordance with the directions or instructions of the directors or his nominee, or at a general meeting of which such director is or control the exercise of one fifth or more of the voting power of such body corporate unless—

(a) the resolution or issue has prior to the allotment or issue been approved by the company in general meeting; or

A. J. M.  
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# Skills the key for coloured unions

POVERTY and exploitation, generated by a lack of skills and job opportunities, form the major social problems in the coloured community, according to the secretary of the Motor Industry Combined Workers Union, Mr Ronnie Webb.

Mr Webb was speaking at the merit awards ceremony at the Training Centre for artisans in Bellville, where 53 artisans received diplomas.

## A SHORTAGE

He said that in spite of serious unemployment, industry suffered a grave

shortage of skilled workers. It was obvious that for sound economic growth the entire potential skilled work force be utilised.

He said there was a great shortage of training facilities for coloured artisans, and he called on the authorities to establish training centres in Johannesburg.

## MAIN ISSUES

To achieve economic growth it was essential that education and training, which were fundamental to the better

utilisation of manpower resources, be identified as the main issues deserving attention.

He said a high rate of economic growth was the key to full employment, job security, higher living standards for all, and a solution to social inequality.



# Employers get bonus to train workers

By Sieg Hannig, Labour Reporter

Employers can expect to save millions of rands in the coming year because of new tax concessions for in-service training which will be implemented shortly.

Companies will be able to recover 92c out of every R1 spent on basic training schemes approved by the authorities. The money will be refunded by the Receiver of Revenue by way of a double deduction of the costs approved.

For example, with the training expenditure of about R3 000 on a three-year apprenticeship, the actual cost to the employer will be only R240.

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

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

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

At the current rate of company tax the Receiver will refund 92c out of every R1 spent on approved training — including the salaries of instructors and trainees as well as the cost of training premises, equipment and material.

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

## Only 28

One of its tasks will be to set up procedures for

	W	
	M	F
0-1	0,02	0,03
1-4	0,01	0,01
5-24	0,00	0,00
25-44	0,01	0,01

	B	
	M	F
0-1	0,13	0,10
1-4	0,02	0,04
5-24	0,11	0,13
25-44	0,73	0,78

	C	
	M	F
0-1	1,80	1,59
1-4	0,15	0,17
5-24	0,14	0,17
25-44	1,54	1,27

	A	
	M	F
0-1	1,10	0,21
1-4	0,02	0,10
5-24	0,09	0,10
25-44	1,31	0,70

	W	
	M	F
0-1	0,51	0,33
1-4	0,05	0,06
5-24	0,07	0,06
25-44	1,09	0,44

	0	1	5	25	45	65	ALL	NO.

	W		A		C		B		NO.
	M	F	M	F	M	F	M	F	
0-1	2,90	2,00	1,10	0,21	1,80	1,59	0,51	0,33	2019
1-4	0,22	0,06	0,02	0,10	0,15	0,17	0,05	0,06	430
5-24	0,05	0,06	0,09	0,10	0,14	0,17	0,07	0,06	282
25-44	0,20	0,44	1,31	0,70	1,54	1,27	1,09	0,44	3270
45-64	1,46	0,78	0,73	0,78	0,13	0,04	0,13	0,10	2588
65+	11,52	0,78	0,73	0,78	0,13	0,04	0,13	0,10	2858
ALL	1,12	0,78	0,73	0,78	0,13	0,04	0,13	0,10	1951

the approval of training schemes which qualify for concessions, says the board's chairman, Deputy Secretary for Manpower Utilisation, Mr Mike van Noordwyk.

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

Mr van Noordwyk confirmed that apprenticeship training would qualify for the tax concessions, but said his board would concentrate on other types of training for non-blacks.

The Apprenticeship Board would continue to look after apprentice training while in-service training for blacks was still being administered by the Department of Education and Training.

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# Firms to get boost from training

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

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

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

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

## WINDFALL

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

- ① Start an upsurge in training and re-training for workers of all grades.
- ② Spur economic growth by relieving the shortage of skilled manpower.
- ③ Save fortunes by way of increased productivity.
- ④ Allow more rapid black advancement by promoting re-training for further advancement of whites.

This boost has been made possible by the In-Service Training Act, which gives white, colour-

ed and Indian workers the benefit of tax concessions which previously applied only to black in-service training.

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

## TASKS

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

One of its tasks will be to set up procedures for the approval of training schemes which qualify for concessional status. The board's chairman, Deputy Secretary of Manpower Allocation Dr. van Niekerk.

So far only 22 employers had applied for approval of training schemes of their own accord, he said.

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

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

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

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

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

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

K.W.V., P A A R L, T E L L S U S

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

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

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

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

André L. Simon.

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# Course offered to would-be artisans 179

THE Secretary for Manpower Utilisation, Mr E A Cilliers, has announced that the next course for white men wanting to train as artisans would start in May next year.

The course is being offered by the department in collaboration with the Department of National Education.

Training is offered as: car-

penter and joiner, electrician-electrical wireman, electronics mechanic, fitter and turner, motor/diesel mechanic, panelbeater and spraypainter, plater and boilermaker, and plumber.

The training period is three years, of which the first year is devoted to intensive training at the training centre at Westlake,

Cape Town. *RD in 7/12/79*

During this period a weekly allowance, which varies from R20 to R50 according to the number of dependants, is paid to trainees.

Prospective trainees must be at least 21 years of age, in possession of at least a Standard 8 pass for the electrician-

electrical wiremen and electronics mechanics and at least a Standard 6 certificate for the other trades.

Particulars may be obtained from the nearest office of the Department of Manpower Utilisation. Applications for the 1980 course should be submitted before the end of January. — Sapa.

# SUNDAY POST

Sunday, December 9, 1979

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## A glimmer of light on a very dark horizon

A REPORT in a Johannesburg newspaper this week suggests that for perhaps the first time in many, many months there is a glimmer of light on the dark South African horizon.

It revealed that employers are to be encouraged, through massive Government tax concessions, to train more workers of all races.

What it means is that companies will be able to claim back from the Receiver of Revenue 92c out of every R1 they spend on training. So a three-year apprenticeship, for example, which could cost in the region of R3 000, would only cost R240 under this scheme.

It has already been predicted that these concessions will start an upsurge in training of workers in the new year, and will allow for greatly accelerated black advancement.

But perhaps more important of all is that they could have some noticeable effect on the current unemployment situation.

As unemployment has gradually increased in recent years, employers have continually maintained that because they have to remain acutely aware of economic factors, they dare not create more jobs than they need, otherwise they would soon find themselves in financial trouble and perhaps even out of business altogether.

If this happened to too many companies, the unemployment situation would obviously only be worsened as would the state of the economy generally.

Therefore, they believed that — on their own — they could not significantly reduce unemployment.

Now they are no longer on their own.

Although these new concessions are not likely to change their practical economic attitude towards employment practices, nor reduce overnight the high unemployment rate, it will make it financially "safe" for them to train more people from within their organisations for better jobs.

It is widely known that there is an acute shortage of skilled workers in almost every sector, meaning that positions would not have to be "created" in order to absorb a sudden surge in trained manpower.

Once this begins to happen,

vacancies will be created among the less-skilled job categories, creating a need to employ more people from outside to fill them.

This will have, certainly in the initial stages, only a slight effect on South Africa's severe unemployment problem. But it will be a start.

The unemployment rate will only be seen to reduce as and when the economy begins to really move — something which has been predicted for the 1980s. The new employee-training tax concessions have been described as possibly a significant contributory factor to that.

More than that, these concessions are a concrete commitment to meaningful labour peace. They have opened the way for more jobs in 1980 and thus have offered hope for many thousands of families. It is now up to the private sector to actually make use of the opportunity.

There will no doubt be criticism of the suspected motives behind the granting of the concessions, as well as of the motives of those who benefit from them. In our current political climate, this will be inevitable.

There can be no doubt that the political heart of southern Africa is firmly in the grip of certain moral ideologies. But emotionalism on its own has never proved to be any guarantee of security in the future.

It is all very well responding to the call of a popular cause, but unless the economic realities of the age are kept firmly in view, years of poverty, degradation and humiliation wait to take their toll.

This is the bitter lesson so many countries in Africa have already had to learn — a political policy on its own is insufficient for creating the foundation of a new country. It has to be based firmly on, and often has to take second place to, an economic policy.

Schemes such as the new tax concessions require widespread support, from everyone at every level of the economy. Then it will be that much easier encouraging the authorities to do even more, something so vital if this country is to avoid having to resolve its differences on the battlefield.

# AIESEC aims to boost training

By Stephen Suckley  
AIESEC has made a plea for more companies to take an interest in its vacation employment scheme, which is primarily aimed at the placement of undergraduate blacks for short vocational periods in commerce and industry. Africa, AIESEC South Africa, which was affiliated to the International Association of Commerce and Students in Economic Students in 1958, has grown substantially over the years and now boasts the best rep-

resented student association. Recently, as part of its student vocational employment scheme, AIESEC placed 42 people in accounting and general business. "But we are not happy with this figure and would like to see it much higher," says AIESEC's Rob Newsome. The Transvaal Society of Chartered Accountants has taken on 21 of these students, as part of a pilot scheme to attract more black chartered accountants.

Societies in the other provinces will be monitoring the success on this development and in future this particular area of the scheme may be operated on a national basis. So far, 250 students throughout the country have applied for the scheme. "From this we can see that there is an indication on a national basis that there is a need for the student to obtain practical experience," says Mr Newsome. "A company has the

chance to assess the individuals' potential with a view to full-time employment once completed," he said. "Also, recruitment costs are negligible because AIESEC does the recruiting. It is far more advantageous for a company to employ one of our students during a holiday period at low cost, than to employ someone full-time with whom they may not be fully satisfied." Last year the scheme was

run only on a regional basis and from 10 students placed in employment six have obtained full-time work with the various companies. Other aspects of AIESEC include an International Student Exchange programme which allows for the reciprocal exchange of South African and foreign students among the 57 member countries. AIESEC is a non-political making, non-political student association in many has affiliates in many communist countries.