

Need for maximum development emphasised

by JAN DE BEER
Business Editor

THE NEED for maximum development of South Africa's human resources has never been stronger. South African industrialists should not adopt a passive attitude and wait for Government action in this field, says Mr W. D. Wilson, deputy chairman of Anglo American Corporation, in a recent article in *Optima*.

Optima is a quarterly published by the Anglo American Corporation, De Beers and Charter Consolidated groups of companies.

In his article, "Commitment to growth in South Africa — the responsibilities and human implications", Mr Wilson says any brakes on South Africa's progress will not come because of a lack of growth potential but lack of trained manpower, skills and capital.

Race factor

"South Africa's economic future depends not on restricting the capabilities and opportunities of people but on developing their potentialities to the utmost. We start from a position of severe disadvantage because of the limited educational facilities which have been available to Blacks in the past and which, despite recent improvement, remain inadequate for



MR SIMON MOSHESH, a senior personnel assistant or "masiza" at a mine shaft, deals daily with many communications problems varying from working conditions to relations with Whites.

modern needs," he says.

"Likewise, sound industrial relations can never be established as long as race determines conditions of service and progress or at least until vigorous and visible programmes are in operation to remove race as the decisive factor in these areas.

"All who are aware of the sheer dimensions of the problem know that even if policy decisions to eliminate racial discrimination were taken now, the objective could not be achieved for many years — though immediate progress in some directions could undoubtedly be made."

In a chronological examination of changes and growth in Anglo American's employment policies Mr Wilson says: "The progress of the last three years, in particular, could not have been made but for the hard work and solid achievements of previous years."

He refers particularly to the leadership and inspiration of both Sir Ernest and Mr Harry Oppenheimer who realised that progress could be achieved only if they were able to secure the loyal and willing services of their majority of their employees.

In their capacity to

bring about change, however, even the largest companies or groups are circumscribed, he adds. It is not simply that they must observe the law and maintain good relations with their employees and trade unions; they are also, and rightly, subject to that subtle and complex tapestry of opinion, custom and political will, difficult to read and even more difficult to predict, which determines what is possible or impossible at a particular time.

The new manpower resources division in Anglo American Corporation, says Mr Wilson, will have great advantages in

consolidating and developing on a professional basis the initiatives already taken.

Referring to the need for Government guidance, he says: "The thought that a lead might come from the highest authorities in the shape of an unequivocal statement that South Africa must move away from racial discrimination, backed more visible and positive steps to convert words into action, may not be as improbable as some might think.

"There is increasing awareness that the rewards of removing the basic causes of friction with our neighbours would be prodigious and that failure to do so could be disastrous to both.

"There seems also to be a growing recognition that as long as racial discrimination continues without challenge to occupy a central position in South African society, lasting accord is impossible. Certainly the Government has already created an atmosphere for significant change, and has aroused a sharp sense of expectancy here and abroad."

New outlook

He says evidence of remarkably changed White nationalist attitudes and thinking can be seen particularly in the new outlook and stance of the *Afrikaans Press*, which after years of unquestioning acceptance of and support for official race policies is now calling strongly on the Government to make serious moves to end colour discrimination in South Africa.

He cites too, as evidence of changing attitudes and of the new climate of political possibility, the speech of the South African permanent representative to the United Nations, Mr R. F. Botha, to the Security Council on October 24, 1974, when he said: "I want to state here today very clearly and categorically that my



MR JOHANNES NKOSI repairs the lining of a steel receptacle for the Anglo American Corporation at Highveld. Previously White bricklayers did this work. Once a cook on a farm, he joined Highveld seven years ago as a labourer and provides evidence of the type of upgrading of Black workers his company advocates.

Government does not condone discrimination purely on the grounds of race or colour. Discrimination based solely on the colour of a man's skin cannot be defended. And we shall do everything in our power to move away from discrimination."

Beginning

"That statement," comments Mr Wilson, "cannot be regarded as a resting point for Government policy. It must be seen as an important beginning, and South Africa's friends as well as her critics view it as such and await its implementation. But while it is right and necessary

that Government should give the lead, it would be very wrong for South African industry to adopt a passive attitude in the meantime.

"There is a grave imbalance of power between employers and employees in South Africa which imposes a uniquely heavy responsibility on employers, in their own long-term interest, to follow enlightened labour policies. They should think very seriously about their attitudes to colour in employment practices, and what they themselves are prepared to do steadily to remove discrimination."

East Prov Herald 28/2/75

Coloured nurses the answer —doctor

HERALD REPORTER

CAPE Provincial hospitals should follow the example of Natal and employ Coloured nurses in White hospitals, Dr Pierre du Toit, outgoing president of the Cape Midlands branch of the South African Medical Association, said in Port Elizabeth last night.

Delivering his valedictory address in the nurses' recreation hall in the Provincial Hospital, Dr Du Toit said the authorities had always denied that there was a shortage of White nurses in the Cape.

"I believe that there is a shortage. For the good of the patient we must increase our number of nurses. In spite of today's reasonable salaries and good working conditions we are still not attracting enough White nurses.

"Coloured nurses are the answer in Port Elizabeth," Dr Du Toit said.

Drugs

Speaking on drugs, Dr Du Toit said drug sellers should get the death sentence, as was the case in Iran.

"There they face a firing squad. In South Africa they get a prison sentence of a couple of years and laugh at it. Children use drugs only if they are made available. Drug peddling is a tremendous evil and we cannot be tolerant about it."

Although welcoming the amendments to the Abortion Bill, Dr Du Toit said he would like to see the addition of abortion on socio-economic grounds.

"I am not pleading for abortion on demand, but we as doctors see the tragedies of schoolgirls who become pregnant. The parents of the girl are the ones who suffer."

The pill

On contraception, Dr Du Toit said the pill should be made freely available over the counter, "or from slot machines at 5c a time; in fact, the Government should sponsor it". This would cost the State less than the R150 needed to repair the damage of a criminal abortion.

"The amended Abortion Bill, which has now passed its second reading, will not make much difference to the number of criminal abortions."

E.P. Herald
28/2/75

Job Reservation

'Abandon labour apartheid'

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75

Own Correspondent

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

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

Dr Reynders said: "A continuous re-assessment is needed of social and legislative restrictions which hamper the more productive use of the total labour force."

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

REQUIREMENT

The preparation of Blacks for greater participation in the economy was the first requirement for adequate future growth. This demanded the progressive abolition of job discrimination and more flexibly applied influx control.

On the part of the Black man, Dr Reynders said: "He must shed traditional attitudes inimical to progress. He must accept the profit motive, shed his leisure preference, learn to save, not demand too much in too short a time and not fight with impatience for changes."

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

ful future growth of South Africa.

But at the moment "Government policy restricts growth in South Africa."

Delegates were told that job reservation only affected three percent of South Africa's total labour force. Moreover the Government was turning a blind eye to infringements of the law.

Dr Reynders said the reason job discrimination had not been repealed was a political one because it was not the type of thing that could be announced on a political platform when votes were needed.

Referring to migrant labour, he said that, apart from its social effects, it also had a detrimental effect on productivity and could not provide a stable pool of workers that was needed by industry.

He said: "A committee has been appointed to investigate the migrant labour system. What will happen, I don't know. I have my own ideas, but these I won't say in public."

Stan
9/5775

Job Reservation

Prof says job *Weekend Post 14/6/75* mixing will bring change

Post Correspondent

PRETORIA. — Dropping of race work barriers would lead to social contact between the races in South Africa and to the gradual elimination of petty apartheid.

This view was given by Professor S. Biesheuvel, director of the School of Business of the University of the Witwatersrand, in a special senate lecture at the university this week.

He stressed the importance of interracial adaptation that was taking place at work in South Africa.

"But for the work situation we would hardly have any social contacts," he said.

"We mix in the streets and shops but do not meet. At work we are engaged in common tasks for a major portion of the day and no longer exclusively in the master-servant relationship as in the past.

"It is interesting to watch the way White and Black girls fraternise behind the counters of supermarkets.

Assurance

"I believe the work situation and the contacts it provides does more for constructive attitude changes than any amount of propaganda or exhortation.

"It is through the economic process to which work belongs that change will be most effectively achieved."

Dr Biesheuvel said a pre-condition for effective training was an assurance that there would be a job at the end of the course.

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Stat 116-75

Plea for Black workers

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

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

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

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

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

Coloured people, Indians and Blacks could also be used to overcome labour shortages.

Professor Cloete suggested that small local authorities should amalgamate to pool their resources to improve their labour position.

STAT
11/6/75

Job Reservation

Black jobs progress 'key to our survival'

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

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

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

Speaking to the symposium was Mr Gert van Heerden, group personnel manager for a large milling concern. His audience consisted of more than 350 businessmen and executives.

The symposium was organised by the Damelin Management School past students' association. Proceeds went to the TEACH Fund.

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

Climate

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

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

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

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

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

"The very survival of Black and White and future progress towards greater prosperity for all depends now and in the future on Whites overcoming their fears and prejudices.

"Change must be introduced by company management. It is not something which takes place over many years.

"Those who believe change should take its own course will realise too late the crucial fact that nothing will happen unless planned."

Management came under heavy fire throughout the meeting.

Mr van Heerden pointed a finger at an important fact it often overlooked.

"The supervisors in charge of Blacks over the years were the ones who projected the image of the White man to the Black worker.

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

These are the Whites who feel most threatened by Black advancement. "Their job is Africanised and they are told they never "motivated" the Black worker," Mr van Heerden said.

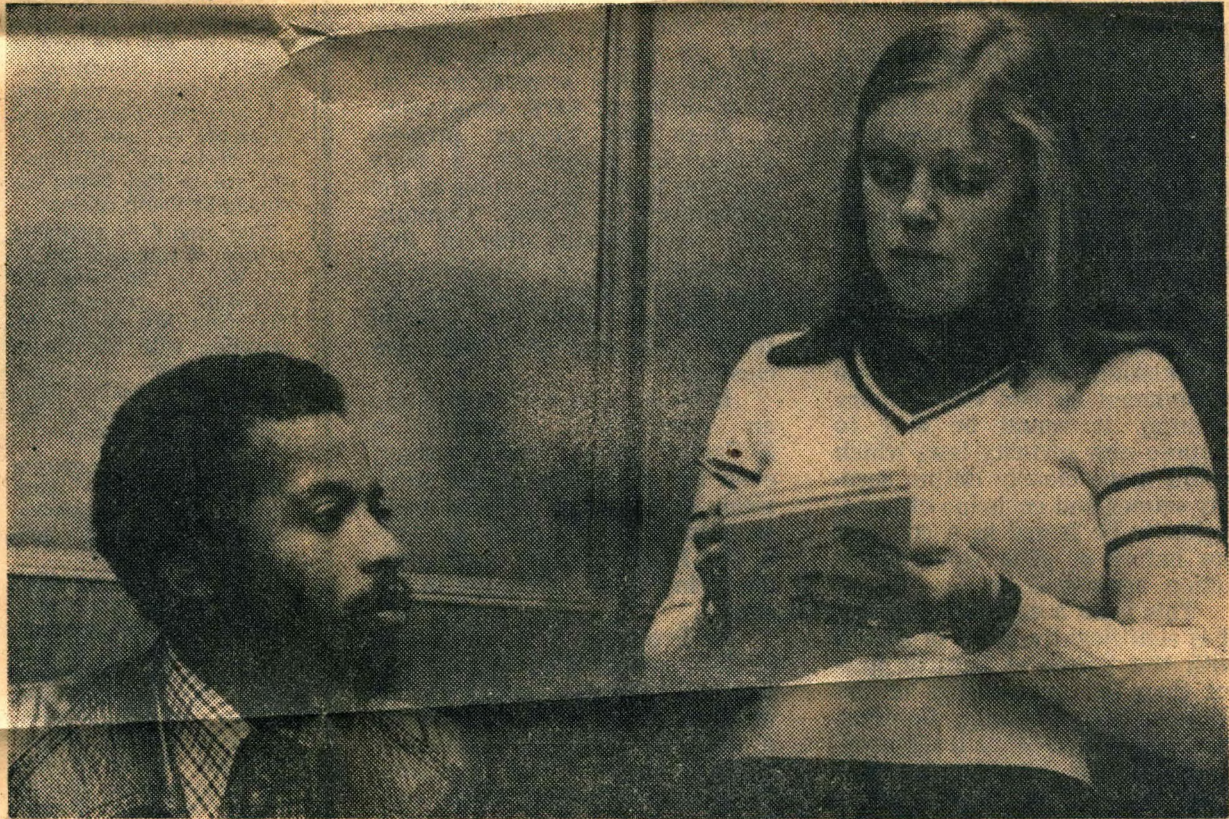
Competent

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

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

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

"They think the Black has to be cared for because of his incompatible attitude towards ac-



cepting more senior positions. The Black will not emerge from this position of 'sympathy' unless he is appointed, after the necessary training, to do skilled work.

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

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

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

"The sharing of the country's economic needs can only succeed if a common goal is appreciated."

More than mere recognition of economic needs is required if the Black man is to be satisfied, said Mr Wilby Baqwa, senior industrial relations officer for a large construction firm.

"When you tell me there is a better job opportunity for me I will

'Don't be afraid . . . Climate is one of change'

first look and see if the job comes through (economic) circumstances only or if it is a sincere offer on your side.

"We are still seeing how the White person keeps his luxuries and how the Blacks still help to build them up."

Sincerity is the missing element that causes the failure of liaison and works committees, Mr van Heerden added.

Too often management introduced these committees and then lost interest in them because the managers lacked sincerity.

"Have we introduced these committees to push communication to the point where we listen to the Blacks themselves or did we start them because of the insecurity we felt

in the face of possible strike threats?" Mr van Heerden asked.

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

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

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

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

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

"Faith and wisdom teach us we must accept and even work for change. As surely as the sun rises tomorrow White survival and progress depends on the effective efforts of all our peoples."

The shape of things to come? Black executive, White secretary.

Jobs policy must go

VISIT OF DE

By CHRISTOPHER MORRIS

You are invited to a special meeting on Thursday, 28th August at 1 p.m. Our speaker will be Dr Andrew Brimmer (S.A.I.C.)

As this is a very special occasion, please confirm your reply before Tuesday, 26th August.

I. Perlman
Regional Secretary

Please return to P.O. Box 97, Johannesburg (724-4441)

I will/will not be able to attend

NAME _____

ADDRESS _____

CHANGES in South Africa's job reservation policy were highlighted this week when Merton Dagut, chief economist at Nedbank, Syfrets UAL drew attention to the 62 000 jobs currently held by Whites that would have to be filled by Blacks during the next four years if the targets set by the Government's economic development programme were to be realised.

He made this prediction in Durban this week at an Institute of Personnel Management seminar on Black wages.

In 1974 South Africa's real growth rate at 7.2 percent was above the target set by the Government's economic development programme, he said.

"However, the growth rate for 1975 is likely to be only approximately 3 percent and 4.5 percent would be a good outturn for 1976. Thus the attaining of the EDP target of 6.4 percent per year implies a large acceleration in the 1977-1979 period.

"With the demand for labour increasing at an annual rate of 3.1 percent, 1979 will see a 62 000 shortage of Whites."

He said if this shortage was met by suitably skilled Blacks unemployment in this sector would fall from 5.6 percent in 1973 to 4.1 percent in 1979.

Target

"This is a modest enough target which gives ample room for increasing the wages of 62 000 (Black) workers to nobody's detriment."

He said the problem of raising the living standards of the poor was urgent and that changes would not come about because the Government would announce a "grand redevelopment programme" but by

**62 000
Blacks
needed
to fill
'White'
positions**

businesses expanding in the areas where they expected profits to exist.

According to Mr Dagut the Black / White wage gap in industry had widened from R3 566 in 1972 to R4 325 in 1974 but even taking inflation into account this gap had not been narrowed at all.

"Things, therefore, will have to be made to work out differently," he said.

"The scarce resources of South Africa can no longer be squandered as extravagantly as they were during the sixties in flattering the pretension that South Africa is capable of producing everything — and all at the same time."

The resources would have to be employed in areas where this country enjoys an international comparative cost advantage — the mining and agricultural sectors.

Job Reservation

S/ TRIBUNE
29/6/75

LETTERS

Difficult for Blacks to do their bit

RDML
29.8.75.

TWO items in successive issues of the Rand Daily Mail (August 21 and 22), taken together seem to make nonsense.

The first, "How to keep South Africa capitalist", reports on a seminar on this theme arranged by the Graduate School of Business Studies of the University of Stellenbosch.

Among the conclusions arrived at by the seminar, according to the report, were that "Blacks must do their bit for free enterprise by showing economic enterprise and political maturity".

Further, "the functions of the State should be designed so as to improve the climate for free enterprise . . . moreover, national goals should concern themselves not only with growth and job opportunities but should also aim specifically at the establishment and strengthening of a prosperous, broadly-based middle class.

"This deliberate high-priority conversion of the 'have-nots' among all races to 'haves' would, it was felt, con-

tribute to political, economic and social stability."

The second item told of a qualified Black electrician of long experience as an employee unable, owing to legal restrictions, to get a licence to establish a business of his own outside the Black township he lives in — where the demand for his services is likely to be minimal.

I can match this with the experience of a Black man known to me who qualified as a plumber at the same training institute (Vlakfontein Industrial School) and, forbidden to exercise his trade except in some 'homeland' he did not know, he finally took a routine job in a dry-cleaning shop.

Meanwhile, to get the services of an electrician or a plumber in many "White" areas one is put on a waiting list, and it is wise to use the waiting time to prepare for the shock when the bill for the job is presented. — E. A. COGILL, Pretoria.

Job Reservation

Rand Daily Mail
29/8/75

ACADEMIC TELLS STUDENTS:

Job reservation a basic cause of inflation

EP Herald
5-9

By JAN DE BEER
Business Editor

JOB reservation and the tendency to pay many South African workers far more than their work was worth added heavily to inflation, Professor Georg Marais, Dean of the Faculty of Commerce at the University of South Africa, said in Port Elizabeth last night.

Speaking at a ceremony where diplomas were presented to 17 Port Elizabeth students who had completed the Unisa School of Business Leadership's advanced executive programme, Prof Marais said there was no longer any room for job reservation in South Africa.

"South Africa is at last providing the training it should have done long ago for Black workers. It is almost too late but fortunately there is still some time. These people must be allowed to occupy the positions we are training them for.

"If this does not happen,

I foresee many serious problems for South Africa," he said.

The tendency to "enrich" jobs now reserved for Whites because it was difficult to find enough Whites to occupy the particular jobs was highly inflationary.

"For example in Johannesburg when White bus drivers cannot be found we end up paying the few White bus drivers there far more than the job is worth. This is a clear example of inflation at lower level."

Prof Marais said another example was the tendency to raise the wages of unskilled workers as soon as there was an inkling of labour unrest.

"Not a thought is given to the value of the job."

PAY HEED

As job reservation gradually disappeared in South Africa, another aspect would have to be considered. "By 1980 Blacks will occupy a far bigger share of the hire purchase market. There have already been strong indications of a swing towards increased consumer goods consumption in the past five years."

Prof Marais said the South African motor industry in particular, should pay heed to likely increased finance facilities available to Blacks in five years' time. The Black new car market could, for example, increase by 15 to 20 per cent by 1980.

"The big question is: Will South Africa be able to handle this higher demand? And have surveys such as the Driessen Committee taken this startling growth in the number of Black motorists into consideration when it recommended that South African cities be closed?"

EASTERN PROVINCE
HERALD

5-9-75

job reservation

**'Give Blacks
better chance'**

RDM 26.9.75

Staff Reporter

A CALL for a massive extension of educational facilities for Blacks has come from Mr Adriaan Louw, the chairman of Gold Fields of South Africa one of South Africa's major mining houses.

Mr Louw said the four-fold rise in the gold price since 1971 has provided the country with a financial base for a new wave of economic expansion based on South Africa's underutilised resources of people, agricultural land, and mineral wealth.

Industrial and labour leaders should progressively extend to Black workers more opportunities for advancement in employment — provided, Mr Louw stresses, this is done without social disruption and, or a collapse in productivity.

Jobs Reservation

RDM
26/9/75

9-9

Bar that promotes inflation

THE stinging attack on the principle and practice of job reservation by Professor George Marais, Dean of the Faculty of Commerce at the University of South Africa, merits particularly serious attention in these inflationary times. In a speech in Port Elizabeth last week — appropriately enough at the graduation ceremony of the School of Business Leadership — Professor Marais focused attention on the fundamental and central characteristic of meddling by politicians in the workings of the market place — that it is the swiftest way to promote inefficiency and stifle productivity. Together, these two results add up to a massive twist to the inflationary spiral from which everybody ultimately suffers.

Professor Marais was speaking of job reservation, the arch South African example of official meddling in the economy. Basically racist, job reservation purports to protect the livelihoods of specific groups in society against competition from other groups. But as Professor Marais pointed out, the effect is the opposite. By encouraging inflation through the paying of inflated salaries to those protected by it, job reservation erodes savings and creates dangerous imbalances in the economy which require further Government interference in attempts to rectify them. A vicious

circle is thus created which is difficult to break.

Clearly, this circle must be broken. If the country could once afford to live with this ideologically inspired inflation, this is no longer the case. If this is not yet plain to the Government, the reason can only be that ideological considerations are still taking precedence over practical realities. The pockets of the voters are being made to suffer for the sake of a spurious idea. The claim by the Government that job reservation potentially affects only a small fraction of the country's labour force ignores the stultifying effect it has on the business climate. To point to exemptions is to forget that business does not flourish where there are bureaucratic controls on labour — however leniently implemented.

The surest, swiftest solution to many of the problems that beset this country lies in as rapid an expansion of the economy as possible. This requires in turn, as a basic necessity, the lifting of all artificial restraints on the labour market. The almost constant tinkering with job reservation permits and exemptions, as Professor Marais pointed out, is a potent cause of inflation. And with world inflation raging, the kind additionally manufactured by giving precedence to ideology should be thrown on the rubbish heap where it belongs.

E. P. HERALD

9.9.75

Job Reservation

...res in
weekend, a left
Robinson has claimed.

Star 5-17

Plea on Black labour

Labour Reporter

A great blow would be struck against inflation were it possible to eliminate the many restrictions hampering the efficient use of Black labour, says a mining leader.

In his annual review as chairman of the Johannesburg Consolidated Investment Company, Sir Albert Robinson speaks of an "urgent need" for the Government and other organised bodies to make better use of all human resources.

"The most effective means of doing this would be to eliminate restrictive-employment barriers.

"Not only would there be enormous gains from the development of skills and increases in motivation but the resultant growth in Black incomes would so expand our domestic markets as to magnify the scope for applying greater economies of scale in our manufacturing industry," Sir Albert added.

MAJOR IMPACT

Easing restrictions would result in improved technological skills of Blacks as well as Whites. That would be the key to a dramatic increase in productivity in the foreseeable future.

Sir Albert pointed out that inflation made a major impact (widespread strikes) on Blacks in Natal more than two years ago.

"A rapid upswing from present levels (of inflation) would run the risk of precipitating in the foreseeable future much bigger social, political and economic problems than have been witnessed to date," he said.

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Job Reservation

Star
5/11/75

Labour Reporter

A specific call on the Government to extend Black training incentives to workers of all racial groups is high on the list of far-reaching changes in manpower planning proposed by the Federated Chamber of Industries.

"An accelerated programme of education and training for all race groups" is recommended with a view to improving and adjusting the skill content of the labour force.

The FCI also recommends "accelerated programmes in the area of artisan and technical

Blueprint for productivity

skills, particularly as far as non-Whites are concerned."

It was imperative to improve the skills content of the total labour force — including the fullest use of people who might be debarred from employment because they were too old to join a pension plan, the statement said.

Government-subsidised adult education was

urgently required for workers other than White who lacked basic arithmetic, literacy and urban manners such as hygiene and traffic rules.

REVIEW

The FCI called for a thorough review of employment services, including the separation of the function of influx control and job placement and the improvement of the

image of labour bureaux systems for all races.

Much more attention should be given to the freeing of the movement of Black labour within much larger geographical areas.

The migrant labour system should be modified to the extent that it obviated the obstruction of the better utilisation of the national industrial labour force.

Serious consideration should be given to the

improvement of single accommodation for migrants. Certain migrants should be allowed to take up residence in White areas on a family basis where accommodation was available. Labour contracts should be amended to permit longer term employment.

Attention should also be given to compulsory medical examinations of Black workers, transport of workers to and from homelands, an orderly

wage remittance programme, adequate housing and other amenities.

The FCI said traditional work reservation (representing social attitudes) affected a much larger percentage of the labour force than statutory work reservation.

TOO SLOW

The FCI believed the Government should take a more active lead in promoting labour mobility (Black advancement)

since the acceptance of gradual and orderly change in co-operation with trade unions had proved too slow.

It was incumbent on employers to adopt minimum wage levels at least in accordance with the basic necessities of life and to recognise the erosion of the standard of living by increasing price levels, the FCI said with reference to the wage gap.

The Wage Board should be enlarged and reorganised to expedite its activities, and should include representatives of all races.

Increased attention should be given to factors affecting women's entry, and particularly re-entry, into the labour market, including vocational gui-

dance, training, hours of work suited to family responsibilities, creches, day nurseries and other amenities.

Many of South Africa's labour problems would be eliminated by the co-ordination of labour functions vested in different Government departments, the FCI pointed out.

One of its key proposals is a central agency to co-ordinate an integrated manpower and development policy.

The FCI's proposals also included its previous statement on labour relations which noted "a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable."

Make more use of Blacks in labour—FCI

star
9/12/75

Labour Reporter

Concrete solutions to South Africa's pressing labour challenges are proposed in a plan for "co-ordinated national manpower development" issued in Johannesburg today.

Accelerated education and training for all race groups and particularly the better utilisation of Blacks — with relaxed influx control and job reservation — are among the wide ranging proposals issued by the Federated Chamber of Industries (FCI).

The FCI, which represents most of South Africa's manufacturing industries, has also called for improved accommodation for contract workers and for permission to house certain migrant workers on a family basis in White areas.

The proposals, submitted last week to the Minister of Labour, Mr Marais Viljoen, strive for:

● The creation of a single labour market in

which recruitment takes place according to merit — regardless of race, sex or marital status.

● The gradual elimination of social, cultural and educational backlogs.

The FCI points out that most labour issues are particularly acute for Blacks and that further adjustments are called for.

But the statement emphasises that social and political unrest could result from a too radical or from a too "gradual and orderly" approach to change.

Radical change could also overstrain the economy while slow change could impede growth through under-utilisation of resources.

It points out that as many as 330 000 job-seekers may enter the labour market annually by 1980 — 70 percent of them Blacks of whom a "substantial proportion" will have to find employment outside the homelands.

This calls for the "highest possible growth rate" to provide em-

ployment and implies the "restructuring" of jobs to allow, particularly, Blacks into higher job categories.

Productivity improvement will also be vital if employment opportunities are to be extended while pay is increased, the statement adds.

The FCI calls for a uniform approach to manpower planning, co-ordinated at top level by a central agency, and a "continuous reassessment of social and legislative restrictions which hamper the more productive use of the total labour force."

(See Page 29)

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