

Plan for advance of Black workers

Star
20.8.75

Pretoria Bureau

The chairman of the Bantu Investment Corporation, Dr S P du Toit Viljoen, has advocated scrapping the whole system of job reservation.

Dr Viljoen said in an interview that job reservation limited the use and training of Black workers, served only a political and not economic function, and was in the process of being broken down with each new industrial agreement.

Dr Viljoen had been asked to expand on his statement at Temba last week when he said South Africa would need at least 3.5-million skilled Black employees by the year 2000, and that such a massive development called for fundamental changes in South Africa's educational, managerial and policymaking systems to bring them into relation with the realities of the society due to emerge in the next 30 years.

Education

The basis of South Africa's future economic growth, he said, lay in improved education with the gradual introduction of compulsory primary school attendance from 1980.

This plan, which was in hand, would raise the Black primary schoolgoing attendance from the present 75 percent to 90 percent and more.

The next step would be to increase the number of Black primary school pupils going on to secondary education.

Producing teachers to achieve these ends called for a target of 8 000 a year by 1980. This would make it possible to dispense with double school sessions, improve the teacher-pupil ratio to 1:45 and improve the quality of teaching.

Technical training in industry was required in three categories — for operatives, artisans and technologists.

The basic problem to technical training lay in financing it. All depended on Government priorities — both the central Government and the homeland Governments.

Co-ordination between the Department of Bantu Education and the Homeland education departments, which were responsible for 60 percent of Black children in South Africa, was vital too in the spheres of overall planning, curricula and standards.

By the end of the cen-

tury, South Africa could have 50-million people, which its water resources and food production capacity could bear. But a further doubling would lead to disaster.

It was this factor which lent such great urgency to a family planning programme starting right now.

Decentralisation was another vital objective to be aimed at, Dr Viljoen said. This included economic, social and political spreading of the load.

There would, however, always be a need for some central co-ordination on matters affecting all, and this, Dr Viljoen said, involved a federal basis.

Star
20/8/75

Job Reservation

Black team on the move

RBM Goto
28.8.75

Staff Reporter

MEN are on the move and a big department store — Sales House — is pushing them.

A total of about 60 Blacks headed by Mr Slim Jorha will run the first department store catering exclusively for Blacks at the corner of Plein and Hoek Streets.

Heading the team will be Slim Jorha who at the age of 39 becomes one of the few young Black executives in the country. He will be sales manager.

Yesterday, speaking about his new job and responsibilities he said: "It's a challenge which I accept with gusto. My team is behind me and I am with them."

Mrs Mabel Cebekhulu is a Rockville housewife who on the first floor of the building will deal with all ladies fashions. "I intend to and will help women select jewellery, cosmetics and anything with which we plume ourselves."

For promotions manager Andrew "Macbeth" Mothobi the new job has brought with it even more exciting things.

"For example this week alone I have to promote so many shows that I am not sure I'll be able to split myself into so many parts.

"This Friday at the Communal Hall, Orlando, the YWCA has a fund-raising show and a pick-a-box. We are paying for everything, and that's my baby.

"It will be a fashion show and we'll have our frilly birds there. Then on Saturday Ikageng Women's Club has a similar function at the Diepkloof Hall."

A spokesman for the company said all these people had been appointed to these top jobs after intensive training and "We know quite well that they will fulfill their functions adequately."

RBM (Ext 19)

25/8/75

Job Reservation

Blacks behind the mike

Stw
15/9/71

S L Sidzumo's
Window
on
The Townships

Is the time not ripe for the South African Broadcasting Corporation to explore the possibility of enlisting educated and capable Black men as announcers for some of its English - language transmissions in an effort to preserve the purity of spoken English?

Perhaps it is not widely known that almost without exception broadcast stations in independent Black countries to our north have Blacks reading news in English although there are tens of thousands of local White English-speaking inhabitants.

Their pronunciation of English words and intonation are impeccable. English words are simple to pronounce and pretty euphonious.

And when some of our

White announcers on the English transmissions find difficulty in pronouncing certain English terms correctly, as is the case at the moment, one cannot help wondering.

The incorrect pronunciation of a single English word is enough to make a listener switch off the radio.

Black announcers should be given a chance on the English transmissions.

* * *

Job Reservation

Stw
15/9/71

Swartes help Posterye

Rappart
1/6/75

Die Posterye, wat vinnig besig is om sy tegnisi aan Suid-Afrika se snel groeiende TV-bedryf te verloor, lei nou as noodmaatreël swart tegnisi en elektrisiëns. Hulle is egter net so kwesbaar om met hoë salarisse afgerokkel te word.

By die Boosens-opleidingsentrum in Johannesburg — die Posterye se enigste vrwartes buite die Transkei — het een van die topstudiese, Edwin Qabaza, 19. vandeeweek gesê: „Ek stel baie n TV belang en hoop om my in dié rigting te bekwam.”

Die opleidingsentrum, wat twee jaar gelede met twaalf swart studente tot stand gekom het, het vanjaar sewentien studente en met 'n lang waglys is die kans goed dat laar aanstaande jaar aansienlik meer sal wees.

Volgens mnr. J. S. Fyfer, streekdirekteur van die Posterye aan die Witwatersrand, kan die swart telefoon-tegnisi en -elektrisiëns wat presies dieselfde opleiding as blanke studente ontvang, met die minimum-opleiding by die TV-bedryf aanpas.

Die elektrisiëns is byvoorbeeld ná hul opleiding van twee jaar baie verder gevorder as blankes wat op die oomblik TV-antennes installeer en hulle kan dié werk met die grootste gemak doen. Net so maklik kan hulle foute in beeldradio's opspoor en herstel.

Swart studente wat die elektrisiën-kursus aanpak, moet st. 8 as minimum-skoolopleiding hê. Matriek is die vereiste vir studente wat as tegnisi wil kwalifiseer. 'n Student kan ná twee jaar opleiding as 'n gewone elektrisiën gaan werk en met nog 'n jaar gevorderde opleiding word hy 'n eerste-grad-elektrisiën.

Mnr. Fyfer sê die opleidingsentrum is 'n nuwe deur wat vir swartes oopgemaak word. Dit is waarskynlik die eerste keer dat 'n tegniese ambag vir swart mense in Suid-Afrika beskikbaar gestel word.

Die Posmeester-generaal, mnr. Louis Rive, het dit verlede week betreur dat die private sektor die Posterye se tegnisi met hoë salarisse wegkoop. „Waarom moet ons tegnisi vir die private sektor oplei? Ons lei mense met die belastingbetaler se geld op en dan word hulle afgerokkel en daardeur word die Posterye se landwye diens in gevaar gestel.”

Mnr. Rive het gesê dat die opleiding van hoogs gekwalifiseerde swart tegnisi uitgebrei word, maar dit sou nie nodig gewees het as die private sektor die Posterye se blanke tegnisi uitlos nie.

Vandeeweek is verneem dat die Posterye se tekort aan tegnisi nou sowat 2 000 oor die hele land beloop.

Die opleiding van Kleurlinge en Indiërs as tegnisi het reeds 'n paar jaar gelede begin, maar die grootste potensiaal lê onder die swartes. Swart tegnisi is bestem om hoofsaaklik in hul eie woonbuurte en die tuislande te werk, maar die moontlikheid is nie uitgesluit dat hulle ook in wit gebiede sal werk nie.

Mnr. Fyfer sê die swart studente se resultate is „eenvoudig fantasties”. Hulle is so ywerig dat hulle selfs

etenstye in die klaskamer deurbring. Die klasgemiddelde is 70, maar verskeie studente behaal maklik 80 of 90 persent. Hul opleiding is in Engels omdat die meeste studente van Engelse skole kom.

Edwin Qabaza, met wie ek vandeeweek gesels het, het volgens sy lektor 'n gemiddelde van 80 persent in teorie en tussen 70 en 80

persent in prakties.

● In die Volksraad is vandeeweek gesê dat die Posterye van Julie verlede jaar tot April vanjaar — 'n kwessie van nege maande — die volgende personeel verloor het: 119 tegnisi, 120 leerlingtegnisi, 268 telefoon-elektrisiëns / werktuigkundiges en 366 leerlingtelefoon-elektrisiëns / werktuigkundiges.



Rappart
1/6/75

JOB RESERVATION

Midlands' industrialists told of decision

Eastern Province Herald 23/10/75

CHANGE ON COLOURED JOBS POLICY REFUSED

By VICTOR NELL

Herald Business Reporter

THE president of the Midland Chamber of Industries, Mr G. C. H. Polacsek, announced at the chamber's annual banquet last night that the Government has refused to change its policy of Coloured labour preference in the Cape Midlands.

As a result, this remained the most disadvantaged industrial area in South Africa, he said in an interview later.

"The Coloured labour preference is a stigma under which we labour. It inhibits industrial growth and works against the interests of the Coloured people it is supposed to protect by keeping new industries away from the region.

Although spokesmen for industry, commerce and civic affairs interviewed last night were unanimous in expressing disappointment that the restriction had not been lifted, thus opening the way to renewed industrial growth, there was optimism that the Government might soon change its policy.

The director of the MCI, Mr Ivan Krige, who is also chairman of the labour opportunities committee established by the Cape Midlands Bantu Affairs Administration Board, said:

Optimistic

"This is not the last word on the matter. The Theron Commission on the future of the Coloured people will be tabling its report in Parliament in January and I believe it will then be more opportune for the Government to consider a policy change than it is now.

"The labour status of this region has kept industry away and a change must come.

"I am very optimistic that it could be as early as next year."

Though more guarded, the chairman of the BAAE, Mr J. C. K. Erasmus, agreed there was cause for optimism.

"Our approach is not emotional. We are preparing facts and I believe the case we present for a change will be absolutely convincing."

The Mayor, Mr Daan Rossouw, said he regretted the labour restrictions had been imposed and felt they were not benefiting Coloureds.

Manifesto

Mr Polacsek said it was especially regrettable that the Government's refusal to liberalise its labour policy in this region followed only days after the signing of the anti-inflation manifesto — which had specifically called for better use of labour resources and an easing of job reservation.

One of the signatories of the manifesto was the Minister of Planning, Mr Loots, who had also signed the letter to the chamber saying there could be no labour policy change.

Guest of honour at the banquet was the Secretary for Industries, Mr Philip Theron. Initially the Minister of Economic Affairs, Mr Heunis, planned to address the banquet but cancelled the engagement on his doctors' orders.

Mr Theron called on the MCI to support the Government's decentralisation policy, even if this involved sacrifices for the Port Elizabeth - Uitenhage area. "In the long run these sacrifices will pay good dividends."

He warned industrialists that although devaluation would produce new export opportunities, it would have a lesser protective effect than generally believed, and the rate of protection it offered would decline.

See Page 4

E. P. Herald
23/10/75

Job Reservation

**Top post for
liquor rep**

MR STEPHEN PITSA will replace three White men as the Botswana sales manager of a Germiston liquor company.

Mr Pitsa gained the promotion to Gaborones after six years as a liquor representative.

At a farewell gathering in Katlehong. Mr Percy Mnculwane told Mr Pitsa: "You now have an important position as you will be opening up avenues for Blacks. We do not expect you to disappoint us as a lot depends on your success."

RDM T.E.

2/10/71

Job Reservation



Moving up

*RPM T.R.
3/10*

Staff Reporter

MOSES MNYATHELI began work as a student teacher. Then he drifted into the CID and after many years studied commerce. Today he has landed one of the most coveted jobs in the East Rand — he is the first Black salesman to be employed by OK Bazaars covering the area between Germiston and Springs.

“What’s more he will be paid according to the policy of OK Bazaars — that is, every man is paid what he is worth,” said a spokesman for the company.

This means Mr Mnyatheli will be the man to speak to about what OK is all about in the East Rand.

Moses Mnyatheli . . . on the way up

*RPM T.R.
3/10/71*

Job Reservation

1/11 RDM 1975

Moving up



AFORT Hare graduate, Mr Nkosinathi Patrick Sikrwege, 28, is the first African to become and accountant in a leading South African bank.

Mr Sikrwege has been appointed accountant of the Lusikisiki Branch of the Standard Bank in the Transkei.

Recently Lusikisiki Branch was upgraded from a sub-branch to that of a full branch.

Educated at St John's College, Umtata, and Fort Hare University, where he obtained a B. A. Degree in 1968, Mr Sikrwege joined the Standard Bank as a probationer at Lusikisiki sub-branch in 1969.

Married with one child, Mr Sikrwege's outside interests include drama and tennis.

Mr N. P. Sikrwege
... accountant

RDM (Extra)
1/11/75

Job Reservation

, Wit vakmanne uitgedruk'

Beeld
1-13

VERWER, Witbank, skryf:

Ek het onlangs gelees dat duisende blanke ambagsmanne die boubedryf verlaat het. Weet u wat is die werklike rede daarvoor?

Het u geweet dat dit byna onmoontlik vir 'n blanke ambagsman is om in Witbank werk te kry? Die nie-blanke geniet voorkeur bo die witman. Een van die dae sal daar nie meer een witman op die boulyn wees nie. Die Nywerheidsraad vir die Boubedryf doen geen stappe om die blanke ambagsman te beskerm nie. Die Departement van Arbeid se kantoor kan ook maar sluit.

Ek het by 'n sekere firma gewerk as messelaar. Die dag toe ek my diens beëindig het, het die maatskappy my R611 geskuld. Dit sluit in 2½ weke se salaris, 80 ure oortydgeld en agt maande se verlofgeld. Ek het 'n saak by die polisie gaan maak. Hulle wou nie die saak aanvaar nie. Ek was by die Nywerheidsraad gewees. Ek moes toe sweer dat ek die waarheid praat. Dit was nege maande gelede. Ek het nooit weer van hulle gehoor nie.

Daarna is ek na die Arbeidsburo en hulle sê ek kan niks aan die saak doen nie. Ek het die saak by 'n prokureur aangegee. Die firma het my eers R100 gegee en later nog R50. Die kans is baie gering om een sent verder uit hulle te kry. Daar was nog verskeie ander blankes vir wie die firma nog meer geld skuld as vir my. Hoekom sal hulle 'n blanke R120 per week betaal as 'n nie-blanke gewillig is om vir R21 per week te werk.

Bouaannemers moet nou vasgevat word. Met die goedkoop arbeid maak hulle duisende rande uit die nie-blankes.

Ek kan vir u binne 'n uur tagtig ambagsmanne kry wat sonder werk rondloop — skilders, skrynwerkers, messelaars, pleisteraars. Glo my hier is baie werk op Witbank, maar nie vir die blanke nie.

Moenie glo wat die meeste mense sê die blanke wil nie werk nie.

(Brief verkort. Woordvoerders van die Nywerheidsrade van Johannesburg en Pretoria)



sê dit gebeur dat daar vertragings in uitbetaling van agterstallige lone kom as 'n maatskappy bankrot speel, soos verlede jaar met 'n groot boumaatskappy op Witbank gebeur het. Die skrywer se stellings oor werkloosheid onder ambagsmanne is oordrewe. In die groot gebied van Johannesburg het die Nywerheidsraad nie tien werklose ambagsmanne op sy boeke nie. Die raad het ook nou 'n werkverskaffingsburo waarvan maatskappye en ambagsmanne bewus is, en waar hulle kan aanklop.

Die Sekretaris van Arbeid is dit eens op hierdie punte en sê as die brieffskrywer glad nie geholpe kan raak langs die beskikbare kanale nie, kan hy skryf aan: Die Sekretaris van Arbeid, Privaatsak X117, Pretoria).

Beeld

1/11/71

job reservation

**Kleurling is
assessor**

MOSSELBAAI. — 'n
Kleurling, mnr. Harold Ab-
rahams (53), het gister hier
in die Rondgaande Hof as as-
sessor opgetree. Dit is die
eerste keer in Suid-Afrika se
geskiedenis dat 'n Kleurling
as assessor optree. — (Sapa).

Beeld 11-17

Job Reservation

Beeld
11/11/71

505, Southern Life
Building,
Donkin Hill.

XXXXXXXXXXXXXXXXXXXX

3rd. November, 1960.

The Department of Labour,
Union Buildings,
PRETORIA.

Dear Sir,

JOB RESERVATION.

I believe that a memorandum concerning the Coloured Building Tradesmen in the Cape Province has just been completed. Could a copy of this be forwarded onto our regional office?

Yours faithfully,

S.H. ROBERTSON. (MISS.)
Regional Secretary.

File

Southern Life Building,
Main Street,

XXXXXXXXXXXXXXXXXXXX

x

13th. October, 1960.

Mr. D. Davids,
1, Sprigg Street,
Port Elizabeth.

re: JOB RESERVATION.

Dear Sir,

The members of my committee have expressed alarm at the possibility of the Job Reservation Regulations affecting the Coloured Community employed in the building trade.

I believe that Mr. O. Cassem, a member of our committee, has already given a verbal offer of assistance from the Institute, should this come about.

I would like to confirm his offer of assistance. We shall be pleased, should it be necessary, to do all we can to support any protest, in the form of representations to the official body, concerned, which you might plan.

Yours faithfully,

Sheila Robertson (Miss).
Regional Secretary.

Amalgamated Union of Building Trade Workers of South Africa
Amalgameerde Unie van Bouvak-Werkers van Suid Afrika



C N^o 19914/2.

Branch PORT ELIZABETH, No. 2,
Tak

P.O. Box 3280,
Posbus
8/II/60.

19

MISS SHEILA ROBERTSON,
REGIONAL SECRETARY,
S.A. INST. OF RACE RELATIONS,
CASE EASTERN REGION,
PORT ELIZABETH.

Dear Miss Robertson,

re: JOB RESERVATION.

With reference to your letter of the 13th. October, 1960,
I was requested by Mr. D. Davids, to reply to your letter. At a Meeting of our
No 2 Branch, held on the 7th. inst., he tabled your letter. The Members wish me to
express their appreciation of the interest taken in their welfare, and should
anything occur, we confirm that we will not hesitate to avail ourselves of your
assistance.

Yours faithfully,

J. V. V. Meyer
Branch Secretary.

File

File ~~South T. Union~~
file Job Reserve

Amalgamated Union of Building Trade Workers of South Africa
Amalgameerde Unie van Bouvak-Werkers van Suid Afrika



C N^o 18330/2.

Branch PORT ELIZABETH, No. 2,
Tak
P.O. Box 3280,
Posbus
23/3/61. 19

THE SECRETARY,
S.A. INSTITUTE of RACE RELATIONS,
SOUTHERN LIFE BUILDING,
PORT ELIZABETH.

Dear Madam,

re: MORAL SUPPORT & ADVISE on INDUSTRIAL TRIBUNAL.

On a Committee Meeting of the above Branch of the A.U.B.T.W. of S.A., P.E. No. 2 Branch, the Chairman Mr. D. Davids and the Committee, asked me to convey to you their appreciation and sincere thanks on your advise and moral support on the matter of the sitting here of the Industrial tribunal on the Building Trade, as affecting Coloureds in Port Elizabeth.

We must advise you that the Chairman of the Tribunal, Mr. Potgieter, and the members of the Tribunal seemed very sympathetic towards us, and the general feeling is that with the assistance of the Master Builders, we will have no change in the state of affairs as they existed heretofore.

Yours faithfully,

J. van der Merwe
Branch Secretary.

One by one the job barriers crumble

Star
30/12/75

The pace of change is accelerating on the labour front after a year in which conservatism came to terms with progress.

During 1975 there were plenty of fireworks — and the stark tragedy of recurrent mine labour unrest which claimed 30 lives in the worst single incident of bloodshed.

But the bulk of events made up a pattern which spells Black advancement.

Employers and the Government no longer stand in frozen awe of conservative White trade unions.

Economic pressures have persuaded even the ultra-rightwing camp that Black advancement is a prerequisite for continued White prosperity.

As a result, the rift which threatened to split the rightwing Confederation of Labour and raised the prospect of a centre grouping of trade unions has virtually healed.

The biggest breakthrough in 1975 was the manifesto against inflation.

This far-reaching social contract introduced unprecedented levels of dialogue on the labour

front. Even South Africa's trade unionists of the far right are coming to terms with the realities of Black advancement. Labour Reporter SIEG HANNIG reviews developments during 1975.

front. Its immediate goal was wage and price restraint, but it was equally concerned with the racial, social and legislative obstacles to economic progress.

Job reservation, influx control and the Environmental Planning Act — all the holy cows of bureaucracy — are being reviewed from an economic perspective and adapted within the limits of the tripartite interests.

Other highlights of 1975, which fell into this pattern, included:

- The virtual elimination of restrictions to Coloured job advancement in the building industry.

This resulted in the first open clash between the Government and the ultra-conservative Co-ordinating Council of Trade Unions, which claimed job reservation in the building industry had been destroyed. But the Government stood its ground.

- Draft legislation which implies Government recognition that collective bargaining power for Blacks is a prerequisite for labour peace. Yet the Government persists in denying Blacks full trade union rights.

- Black advancement in the mining industry as a trade-off against a five-

day week for members of the Mine Workers' Union.

The five-day-week dispute — which some observers saw as potentially the ugliest confrontation since the 1922 rebellion — was resolved on the brink of a strike after about 10 days of personal intervention by the Minister of Mines, Dr Piet Koornhof.

The confrontations in the mining and building industries were particularly significant since they seemed like last-ditch stands against Black advancement by South Africa's most conservative White trade unions.

The miners are none the worse off. On the contrary, they gained many additional benefits at a time of general belt-tightening.

The White Building Workers' Union shed no tears either. It went on to negotiate the most advanced industrial agreement for Black progress.

The new agreement for the Transvaal permits Black operatives to perform reserved work such as bricklaying and plastering up to the finishing stage, provided there is a shortage of artisans.

The agreement guarantees employment to White artisans for the next 20 years, plus unemployment pay which amounts to at

least R82 net weekly, at current rates.

“Good luck to the White Building Workers' Union,” said Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.

“Nobody demands self-sacrifice from the White man. What is required is Black advancement with reasonable assurances that the White, Coloured and Indian workers will be able to hold their own.”

That called for retraining facilities for these workers — with provision for their family and financial commitments — to allow them to improve their qualifications and to switch jobs.

There was every indication that major steps in this direction would be taken in the new year, Mr Grobbelaar said.

He believed two new factors would hasten progress in 1976:

- The Coloured community's well-founded claim to equal rights would press hard for the elimination of its remaining employment barriers. Advances for this minority group were unlikely to pose a serious threat to White workers.

- The threat of confrontation on South Africa's borders would re-emphasise the need for domestic labour peace and racial harmony with its concomitant or rising living standards for the underprivileged race groups.

Star
30/12/75

Job Reservation



Mr Ezekiel Mothiba behind the counter of the liquor outlet he is heading in Sandton.

Bottles are his business — cheers!

A CHAIN bottlestore company has promoted an African to be manager of the first Black self-service store in the country.

He is Mr Ezekiel Mothiba, 45, an Alexandra Township father of six, who will head a bottlestore in Vereeniging from next month.

Rebel Discount Bottlestores have had a self-service section for Whites for years with an outlet next to it for Blacks but this will be the first one for Blacks. It will be the first of its kind in the country.

Mr Mothiba will be the first Black manager of a bottlestore not controlled by city councils and town councils. He has been working for the company for three years after six years' service with the Tollman group of companies.

"I was given several books from Stellenbosch Wineries many years back informing me about wines and from there I took it on myself to learn more about the products I am selling," said Mr Mothiba.

He is at the moment in the Black section of the company's outlet where he is being trained to take over his new job. He has already been stationed at several other branches of the company where he was behind

ROM T.E.

18/12/75

Coloureds, Indians get 'top jobs'

Star
22/12/75

Coloured and Indian staff are gaining ground in commerce and industry and many top positions such as assistants-to-the-manager, according to a Johannesburg personnel agency.

Mrs P B Reeves, of the agency, said the positions were filled mainly in offices, wholesale businesses and in stores.

She said many of the traditional employment barriers had been broken in the accountancy field where Coloureds and Indians held senior positions under senior accountants in large and public companies.

Formerly, Indian youths interested in a career in accounting served their articles with established Indian bookkeepers at low salaries.

Presently White companies accepted Indians and Coloureds as articled clerks who eventually filled senior positions in accounting departments.

Mr Ayob Mohammed, of another personnel agency, said that an Indian youngster screened by his agency for a weaving company attained the post of a production manager after serving as a junior for six months.

He now earned an annual salary of R6 000.

A spokesman for yet another personnel agency said Coloureds and Indians could get right to the top as heads of stores.

He said such posts paid a salary in the region of R400 a month.

COLOURED and Asian Division
of Kelly Personnel has the fol-
lowing vacancies: Shipping
clerk, R400. Stores and dis-
patch, R280 plus. Tel
138-2637.

Job Reservation

STAR
22/12/75

Natal Mercury 27/12/78

Better openings for Indians soon

By NAGOOR BISSETTY

YOUNG Indians should equip themselves to fill more and more top jobs that are bound to come their way through the continuing White manpower shortage, says Mr. J. N. Reddy, the South African Indian Council's executive chairman.

"The expanding South African economy and the shortage of White manpower has resulted in non-Whites being called on to do work which hitherto was the preserve of the Whites.

"This pattern will continue at a faster pace in the year ahead and, therefore, our young people must take the fullest advantage of the educational facilities placed at their disposal and equip themselves for the challenge ahead," he says in a special year-end message.

Mr. Reddy said that there were large numbers of suitably qualified and experienced non-Whites capable of holding responsible positions in various fields, and it was heartening that some employers had recognised this potential and had provided promotion posts for them.

IMMIGRANTS

"But unfortunately there are some White employers who still continue to employ people, mostly immigrants, who cannot match local non-White labour.

"The new arrivals command better jobs and positions while the non-Whites, who are capable of holding the jobs, have little or no opportunity for advancement even though they can execute their work far better than the foreigners who are brought in to fill the vacancies.

"I trust that the position will change in 1976," he said.

In the New Year, he said, the Indian Council would be engaged in creating the machinery for the proposed Indian Representative Council which would have legislative and administrative powers.

The Prime Minister's proposed inter-cabinet consultative committee was expected to hold its first meeting in the New

Year, and Indians were looking forward to a positive response from the Government in respect of several matters.

TRADERS

These include the creation of areas for Indian traders under Section 19 of the Group Areas Act, provision for Indians in the Richard's Bay-Empangeni complex, return of Cato Manor for Indians and the creation of an Indian development corporation.

He said: "In accordance with discussions held with the Prime Minister, Mr. Vorster, in Cape Town, we are looking forward to a beginning being made in the nomination of Indians to serve on statutory boards and commissions.

EDUCATION

"In this connection, I am pleased to record that an Indian has been already nominated and is serving on the Prime Minister's Economic Advisory Council, and I have no doubt that further appointments will be made during 1976.

"Early in the new year, the Minister of Indian Affairs, Mr. Steyn, pro-

poses to gazette regulations in terms of which he will delegate to the executive committee of the Indian Council certain powers on education at present vested in him.

"I believe that this move represents the initial step towards the complete takeover of Indian education by the SAIC when it becomes an elected body with legislative and administrative powers."

Mr. Reddy said that as 1975 drew to a close, South Africa faced grave problems through terrorist activity near its borders resulting in the loss of lives.

"We wish to make it known that the problems in South Africa will have to be resolved by the people of this country, if we are to find peaceful solutions. Therefore, the territorial integrity of our land must be



MR. J. N. REDDY

defended at all costs by all the people of South Africa.

"As we enter the new year, it is the duty of every South African, irrespective of his colour, to promote racial harmony and goodwill between the various race groups.

"The problems and the challenges that face the country will have to be resolved by all the people of South Africa and therefore it is important that channels of communication between the various race groups must be created to promote understanding," he said.

N/Mercury
27/12/78

Job Reservation

● DIE opleiding van swart vakman-assistente is in die brandpunt. Die Spoorweë het reeds ver daarmee gevorder en firmas in die private sektor is ook besig om nuwe grond te braak. Van die wit vakbonde is bekommerd oor dié ontwikkeling, maar werkgewers sê hulle sal toesien dat sake op 'n ordelike wyse ontwikkel en dat dit tot die voordeel van almal sal wees.

Swartes in vakwêreld se pad oop

TJAART COETZEE, Arbeidskorrespondent

VRYDAG was 'n besondere dag vir mnr. Erwin Jost, hoof van vakleerlingopleiding by Lindsay Saker, die groot motorsaak in Johannesburg.

Ná baie jare van werk met wit vakleerlinge het sy eerste vyf swart leerlinge „gegraduateer” as volwaardige herstelwinkel-assistente. Dit beteken dat hulle nou nie meer bloot as arbeiders wit vakmanne sal help nie, maar dat hulle spesifieke take sal verrig.

Die stelsel is ingevoer na aanleiding van 'n ooreenkoms met die vakbonde en is soortgelyk aan die stelsel van vakman-assistente wat reeds op die Spoorweë bestaan.

Tegnikus

Die swart assistente is daarop geregtig om omtrent 20 p.s. van 'n vakman se werk te doen. Dit beteken dat die wit vakman meer tyd het om hom op die ingewikkelde en hoogs geskoolde deel van sy werk toe te spits. Sy status word dus meer dié van 'n tegnikus.

Mnr. K. J. Hipper, besturende direkteur van die firma, verduidelik dat dit gaan om produktiwiteit. Die motors waarvoor sy firma agente is, het by hul fabriek in Duitsland 'n diagnostiese metode ontwerp wat dit moontlik maak om foute in motors vinnig op te spoor.

Die vakman wat die herstelwerk moet doen, weet dus klaar wat verkeerd is en hy kan sonder om verder tyd te mors, met die werk aangaan. Die „growwe” werk wat hy voorheen moes doen, word nou deur die assistent gedoen en gevolglik word sy vernuf ten volle gebruik.

Begaafdheid

Die firma het sowat 500 swart werkers in sy diens. Toe die opleidingskema aanvanklik ingestel is, is omtrent 100 van die swart werkers getoets.

Mnr. J. Peiser, die personeelbestuurder, sê dat 'n hele blok standaard toetse toegepas is om alle aspekte van die swartes se begaafdheid te toets. Benevens die geskrewe en visuele toetse is die werkers ook onderwerp aan 'n meganiese toets om hul vaardigheid met hul hande vas te stel.

Die eerste vyf wat vir opleiding aanvaar is, is almal ouer mans, maar namate die opleiding ontwikkel, sal die net altyd wyer gegooi word. Die tweede groep is reeds ver gevorder met hul opleiding.

Die opleiding behels alle basiese kundigheid wat 'n vakman nodig het.

Opleidingskool

'n Opleidingskool is by die firma se werkinkels in Moolstraat ingerig waar modelle en ander apparat

beskikbaar is om leerlinge die grondbeginsels te leer.

Na die basiese opleiding word leerlinge na herstelafdelings gestuur om daar op die fabrieksvloer met vakmanne saam te werk. Ná sowat tien weke van praktiese opleiding kom hulle dan na die skool toe terug vir finale afronding en toetse.

Mnr. Jost hou tydens die hele proses 'n wakende oog oor sy leerlinge en is gedurig in verbinding met die bestuurders van die werkinkale waar die assistente hul praktiese opleiding ontvang. Die praktiese opleiding is in take ingedeel om te verseker dat die leerlinge die werk behoorlik aanleer wat hulle sal moet doen.

Eksamen

Aan die einde van die praktiese opleiding en konsolidasie kom die groot eksamen. Een toets alleen bestaan uit 63 vrae wat tegniese en praktiese aspekte van motorherstelwerk dek. Mnr. Jost sê die opleiding is sô effektief dat die leerlinge almal beter in die toets gevaar het as 'n menigte wit vakleerlinge.

Nie een van die vyf het ook met minder as 70 p.s. geslaag nie.

By die seremonie waartydens die manne hul sertifikate van bevoegdheid ontvang het, het mnr. Hipper met hulle gepraat oor verhoudings tussen hulle en die wit ambagsmanne saam met wie hulle nou gaan werk. Dit was van die uiterste belang het hy gesê, dat verhoudings tussen wit en swart op die fabrieksvloer gesond en vriendelik moet wees.

Teenstand

Later het hy gesê dat daar wel 'n mate van teenstand van die kant van wit werknemers was. Dit was nie ernstig nie en snaaks genoeg het dit nie van die ambagsmanne op die fabrieksvloer gekom nie, maar van bestuurders wat nie in die skema belang gestel het nie.

Die hele kwessie van verhoudings word egter baie goed dopgehou. Namate die skema uitbrei, kan sielkundige probleme kop uitsteek. 'n Wit vakman kan dalk vind dat 'n swart assistent werk wat hy voorheen self moes doen, vinniger en beter as hyself kan doen. Dit kan aanleiding gee tot gevoelens van onsekerheid wat tot moeilikheid kan lei.

Maar die hele prosede is gegrand op gesonde motivering en die firma poog om elke werkgewer, wat sy kleur ook al mag wees, te laat voel dat hy 'n deel het in die bedryf.

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