

undated N11.4

MANPOWER DEVELOPMENT CORPORATION.

INTRODUCTION.

It is proposed that there should be formed a public utility corporation sponsored by the Government and having the good-will of all concerned for the purpose of providing the means for better and more scientific utilisation of the Bantu manpower in the Union, and that its principle aims and objects should be the training of adolescent Bantus from the ages 14 to 19 years.

The basis upon which the corporation is to be founded is as follows :-

- (i) That in the Union there is a substantial reservoir of manpower in its Bantu people.
- (ii) That labour from this source is in short supply.
- (iii) That the manpower in its present form is a labour force, that is potential rather than actual.
- (iv) That it is potential only because it is inadequately equipped mentally and physically for the requirements of the labour market.
- (v) That it can be converted from potential to actual by scientific training.

The function of the Corporation is to rectify the above situation and more particularly :-

- (i) To offer the Bantu population the opportunity for mental, physical and vocational training.
- (ii) To convert the existing casual and sporadic labour force into a regular and permanent one.
- (iii) To provide a continuous stream of healthy, well-disciplined and efficient labour to meet the growing needs of this country.

Underlying the whole fabric of the Corporation will be the vital principle of reciprocal effort. It would be unwise to attempt the proposed functions set out above unless the Bantu people, in exchange for the facilities that will be offered, respond with a "quid pro quo". That contribution is their labour which they would give to meet the cost of their education and training - in other words - they will "work their way through college". They would, however, have this advantage that during the 5 years of scholastic and vocational training, they would be housed, scientifically fed, properly clothed and in addition would receive a progressively increasing remuneration in the form of wages.

ORGANISATION.

(A) The organisation would consist of a "Head Office" and an "Outside Establishment". The Head Office consisting of a Board of Directors or Governors who would work through a Managing Director, General Manager or Managing Governor. He would in turn have a supporting Staff consisting of a Secretariat, undertaking the administrative and financial side and a Technical Staff, undertaking the training side.

(B) The Board would control the policy, political and internal, vote or authorise all expenditure and generally be responsible for all final decisions regarding the affairs of the Corporation.

(C) The Managing Director would be responsible for the implementation of the Board's decisions and for the organisation of the Corporation's activities.

(D) A Planning and Development Council would be created consisting of :-

- (i) Managing Director
- (ii) Head of Secretariat
- (iii) Chief Accountant
- (iv) Chief Storekeep/Buyer
- (v) All technical experts.

The purpose of the Council would be to place before the Board recommendations in regard to future planning and development.

(E) The Head Office would control all Training Depots, Centres or Camps where students would be housed, fed and trained. These Training Centres would be located in those areas from which the students are drawn and in time would be dispersed all over the country.

(F) It is not thought that this is the appropriate place to detail the organisation.

ENROLMENT.

As soon as the Corporation is formed it will be necessary for members of the Board to undertake the presentation of the scheme to all those sources that will influence the sending of students to the organisation for training, such as the Native Chiefs, the Bunga, the Native Representatives Council, the High Commissioners for the Protectorates and Territories, the Native Affairs Department and the S.A. Institute of Race Relations. It will also be necessary to approach the Chamber of Mines and various Government Departments and Agricultural Organisations.

It is thought that enrolment of students would have to be restricted at least in the initial stages if not for some considerable time thereafter and it is suggested that this restriction should limit the enrolment of students to 1,000 per month for at least the first five years so as to enable the management to develop its full organisation.

...../Assuming that

Assuming that that rate of recruitment is agreed to then the total number of students would at the end of the first year be 12,000 and so progressively until the end of the fifth year when the total would be 60,000.

If thereafter it was decided to restrict to the same figures then the total being housed, fed and educated at any one time would be 60,000. The value of the scheme may, by the time the Organisation gets fully into swing, be proved so conclusively that this initial restriction might have to be removed to some extent.

CONDITIONS OF SERVICE.

The facilities to be provided by the Corporation will be offered to males of Bantu adolescents between the ages of 14 and 19.

No candidate will be accepted until he has been medically examined and proved to be capable of absorbing training and discipline.

Preference will be given in the case of Natives to tribalised males in preference to urban natives for whom educational facilities are perhaps more readily available, but this, of course, is merely a suggestion and may require reconsideration.

Parents, on behalf of the students, will enter into a Service Contract for a period of five years.

Students will be drafted when possible and convenient to Training Centres nearest their homes.

During the five years Contract the students will receive :-

- (i) Physical,
- (ii) Disciplinary,
- (iii) Academic, and
- (iv) Vocational training.

During the whole period of service the student will receive free medical attention and hospitalisation including dental service.

The student will receive pay, food, clothing (limited), accommodation and training all of which are more fully dealt with subsequent under specific conditions of service.

Detailed Regulations will, of course, be prepared setting out the full conditions of service and the reasons for which a student may at any time be discharged by the Corporation.

RATES OF PAY.

It is suggested that the rates of pay applicable to the Corporation should be :-

For the First year of service	3d. per day.
For the 2nd year of service	9d. per day.
For the 3rd year of service	1/- per day.
For the 4th year of service	1/3. per day.
For the 5th year of service	1/6. per day.

It is recommended that there should be, throughout the period of service, a proportion of the pay deferred. A reasonable amount would appear to be :-

- (i) In the 1st year nil.
- (ii) In the 2nd year 3d.
- (iii) In the 3rd year 6d.
- (iv) In the 4th year 9d.
- (v) In the 5th year 1/-.

The deferred pay would be kept in a special fund which would be invested by the Corporation to bring in 2 or 3%. The student would merely receive on termination of contract the amount of the deferred pay - accumulated interest would form part of the revenue of the Corporation.

TRAINING.

The student when enrolled would undergo a preliminary period of 6 months training. During this period he would be fed, clothed, receive physical and scholastic training and generally that 6 months would be used to build him up physically and mentally.

During that time he would be selected for specialised training in accordance with his physical and mental make-up and would be drafted into a "Service Unit". The service units would be units capable, under European supervision to undertake certain work in the district in which the camp was located, more particularly for agriculturalists or if it were in an urban area, for industrialists and suchlike. The Corporation would charge for these services something more than they were expending on the Unit so that surplus revenue would accrue which would be utilised to expanding the whole organisation. It must be made perfectly clear that all surplus funds received from the utilisation and from drafting out of labour, would be utilised entirely for the expansion of the organisation and the betterment of the conditions of the scholars serving with the organisation.

CONCLUSION.

It is felt that the above gives a sufficiently brief outline of the elaborated scheme, which has already been reduced to paper, and details all estimates in a comprehensive manner.

If a scheme such as the above can be introduced and supported by the Government and far-sighted Agriculturalists and Industrialists, a vast amount of our future labour troubles would be averted. The justifiable complaint that we have failed to observe our "trust" will be negatived and the organisation, comparatively small as it may be in conception at the outset, will develop into a vast system by which a large proportion of our Bantu population will be directed, controlled, disciplined, trained and fitted for a better paid "niche" in our economic organisation and so assist in the development of Agriculture and Industry in the Union of South Africa.

Collection Number: AD843

XUMA, A.B., Papers

PUBLISHER:

Publisher:- **Historical Papers Research Archive**

Location:- **Johannesburg**

©2013

LEGAL NOTICES:

Copyright Notice: All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

Disclaimer and Terms of Use: Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of paper documents and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document is part of the archive of the South African Institute of Race Relations, held at the Historical Papers Research Archive at the University of the Witwatersrand, Johannesburg, South Africa.