

48. This figure was determined according to the rough breakdown that the costs are:
- R 1 000 000 for each economically active individual employed in a lucrative profession;
- R 600 000 for other economically active graduates - except teachers;
- R 350 000 for other economically active individuals.
49. Finance Week, 3 August 1989
50. According to the National Manpower Commission there will be a shortage of approximately 1 100 000 skilled individuals by the turn of the century. This represents a growth in shortages of 3,3% per annum. NMC 1987, p 43.
51. NMC 1987, p13
52. See Glaser
53. See Glaser, van Dyk, and Shandler (a).
54. See Shandler (a)
55. See Bernstein and Adams
56. See Van der Merwe
57. See Shandler (a)
58. See Research Surveys
59. See van Dyk and Glaser
60. See van Dyk
61. See Glaser
62. See Glaser
63. See van Dyk
64. See Glaser
65. See Roux, Pp 4-6
66. Roux, p
67. Van Dyk, Pp 19 - 21
68. 1986 Defence White Paper

69. For a full discussion of issues in the formulation of defence manpower procurement policy, see Cooper, 1982.
70. See Arguments for Conscription
71. DWP/86, p6
72. Roux and Atkins argue that a professional force may be more cost-effective.
73. DWP/86, p 19
74. Strong opposition to the extension of conscription in this way have been voiced by spokesmen for the National People's Party and Solidarity which are represented in the House of Delegates, and by the Labour Party in the House of Representatives. See Race Relations Surveys for 1985, p419 and 1987/8, p513.
75. Shandler (b)
76. See Shandler (a)
77. See Research Surveys. The concept employed in this survey was:
"There would be a choice when you are called up which would enable you to do your National Service outside of the Defence Force. This means that you would serve in a civilian role, for example, helping the underprivileged, doing animal welfare work, doing a desk job in a government department, etc."
78. Note: This was a choice between alternative service and the two-year period of military service.
79. See Glaser
80. See Ritchkin. This study focussed on the North Eastern Transvaal, in particular, the Mapulaneng area. Surveys were conducted among workers at a single concern in Bushbuckridge, organisations, experts and important local individuals, Ministers and parliamentarians in Kangwane and Lebowa, and a Johannesburg-based rural development agency.
81. See Shandler (b)
82. See Payne and Fine. The survey investigated the perceptions of public service organisations regarding military service and the concept of Civilian National Service. A public service organisation is defined as an organisation which is involved in some form of community service to the South African public. Public service organisations in both the public and non-profit sectors were surveyed.
83. It is important to note that there was a low response rate to this survey, and that respondents from the public sector were in the main related to black administrations, or parastatals.

84. Roux, p8. This calculation is based on the assumption that the labour value of each participant in such a scheme would on average be approximately R 25 000 to R 30 000 per annum.
85. Glaser
86. van Dyk
87. See Shandler (a)
88. See Section 6. Towards a Policy for Civilian National Service in South Africa.
89. See Payne and Fine
90. See Support for Civilian National Service above
91. See Ritchkin
92. Ritchkin, p8
93. See Shandler (b)
94. Shandler (b), p7
95. See Evans
96. This is an assumption and is open to correction. The SADF does not make public the figure for the number of men not reporting for duty.
97. See Economic Benefits of Civilian National Service above
98. See: Provisions for National Service
99. See Bernstein for a full discussion of the current alternatives available in South Africa.
100. From the Minutes of a Meeting between representatives of the National Community Servers' Group and Representatives of the Department of Manpower, 3/9/87, quoted in Bernstein, p26.
101. See Bernstein and van Dyk.
102. For a detailed description of international provisions see Evans.
103. This principle is contained in the United Nations Declaration of Human Rights, the International Convention on Civil and Political Rights, the European Convention on Human Rights and Fundamental Freedoms, the American Declaration on the Rights and Duties of Man, the American Convention on Human Rights, and the African Charter on Human and Peoples' Rights.

104. These countries are: Austria, Belgium, Denmark, Finland, France, West Germany, Hungary, Italy, Netherlands, Norway, Poland, Portugal, and Sweden.
105. These are: East Germany, Switzerland and Uruguay
106. South Africa and Czechoslovakia
107. Argentina, Bulgaria, Greece, Israel, and the USSR
108. Austria, Belgium, Bulgaria, Denmark, Finland, France, West Germany, Italy, Netherlands, Norway, Portugal, Spain, and Sweden.
109. Quoted in Taitz, p249
110. Ibid, p250
111. Roux, pp19-23
112. See Edeling
113. Ibid
114. Shandler (a)
115. Glaser
116. See Research Surveys
117. See Defence White Paper 1986. The reason for the reduced period of actual service is due to Citizen Force members only serving about a half of their commitment due to not being called up, deferments, etc.
118. Shandler (a)
119. See Glaser
120. Payne and Fine
121. Ritchkin
122. Roux, p26
123. See Evans
124. See Shandler (b) and Ritchkin
125. See Evans

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APPENDIX ONE

A DESCRIPTION OF THE ALTERNATIVE NATIONAL SERVICE RESEARCH PROJECT

The Alternative National Service Research Project was established at the Centre for Policy Studies in September 1988. The purpose of the project was to investigate the current system of National Service and the hypothesis that a system of Civilian National Service may serve as a viable policy response to the current limits of conscription.

The focus of the research fell on investigating manpower and economic issues, although not to the exclusion of political aspects. As a policy research project the aim of the work was to formulate policy proposals on the issue of National Service.

The research covered issues relating to current policy, the nature of current National Service, its limits and possibilities, as well as a range of issues related to alternative policy.

A team of researchers was retained to conduct the research. The following is a list of the research areas, and the researchers responsible for them:

The Extent and Cost of the Brain Drain

Prof. Anthony Asher,
University of the
Witwatersrand

A Survey of attitudes regarding Emigration, Conscription and Alternative Service in the Business and Professional Communities

Hanlie van Dyk,
Centre for Policy Studies

A Survey of attitudes regarding Emigration, Conscription and Alternative Service among staff at Tertiary Training Institutions

Clive Glaser

A Survey of attitudes regarding Emigration, Conscription and Alternative Service among Final Year Male Students

Research Surveys (Pty) Ltd
and David Shandler

A Survey of Attitudes regarding Conscription and Alternative National Service among Male Matric Pupils

Research Surveys (Pty) Ltd

An International Comparative Study of Conscription and Alternative Forms of Service

Gavin Evans

A Case Study for a Possible Civilian
National Service Scheme in the North
Eastern Transvaal

Edwin Ritchkin

The Economics of Alternative Service

Prof Andre Roux
(University of the Western
Cape), in association with Prof.
P Black (University of
Stellenbosch),
Prof C McCarthy
(University of Stellenbosch),
Prof. L. Loots
(University of the Western
Cape), Dr P Moll
(University of Cape Town), and
A Donaldson
(Rhodes University)

A Survey of attitudes regarding
Emigration, Conscription and
Alternative Service among Public
Service Organisations

Roddy Payne and Pam Fine

Conscription and Alternative Service
in South African Law

Khanya Motshabi,
University of the
Witwatersrand

Current Systems of Alternative
Service in South Africa

Jeremy Bernstein

A Survey of attitudes regarding
Emigration, Conscription and
Alternative Service among Selected
Black Opinion Makers

David Shandler

Supervision of the project was provided by a Management Committee
which was comprised of:

Mr David Shandler	(Project Leader)
Mr Mark Swilling	Research Officer, Centre for Policy Studies, University of the Witwatersrand
Mr Mark Philips	Researcher, Centre for Policy Studies
Dr Jacky Cock	Senior Lecturer, Department of Sociology, University of the Witwatersrand
Mr Roland White	Research Officer, Urban Foundation
Mr Roddy Payne	Researcher, Urban Research Services
Dr Robin Lee	Senior Research Fellow, Centre for Policy Studies

An Academic Reference Group provided a referencing service. They assessed the research papers and were not responsible for the final policies suggested. This group was made up of:

Prof. Lawrie Schlemmer	Director, Centre for Policy Studies
Prof. Mervyn Shear	Deputy Vice-Chancellor, University of the Witwatersrand
Prof. June Sinclair	Dean, Faculty of Law, University of the Witwatersrand
Prof. Ettiene Mureinik	Head, School of Law, University of the Witwatersrand
Prof. Eddie Webster	Head, Department of Sociology, University of the Witwatersrand
Prof. Brian McKendrick	Head, School of Social Work, University of the Witwatersrand
Prof. Van Zyl Slabbert	Associate Professor, Graduate School of Business Administration, University of the Witwatersrand
Dr Robin Lee	Senior Research Fellow, Centre for Policy Studies
Mr Fuaad Cassim	Lecturer, Department of Economics, University of the Witwatersrand
Mr Nic Binnedel	Lecturer, Graduate School of Business Administration, University of the Witwatersrand
Mr Cedric de Beer	Co-Director, Centre for the Study of Health Policy, University of the Witwatersrand
Mr Edwin Cameron	Lecturer, Centre for Applied Legal studies, University of the Witwatersrand
Mr David Unterhalter	Special Assistant to the Managing-Director, Small Business Development Corporation

In addition, the following also refereed papers:

Dr Charles Simkins	Economist, Urban Foundation
Mr Mike Sarakinsky	Lecturer, Department of Sociology, University of the Witwatersrand
Mr Steve de Gruchy	Chaplain undergoing Community Service, Groote Schuur Hospital, Cape Town
Mr Mark Addleson	Lecturer, Graduate School of Business Administration, University of the Witwatersrand

It should be noted than an attempt was made to compare research findings with the South African Defence Force, but this was not possible as material held by the Defence Force is confidential and for its internal use only.

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