

# MEER WERK VIR SWARTES

MEER opgeleide werk sal aan die swart bevolking toevertrou moet word. Die sowat vier miljoen blankes sal nie onbepaald kan voorsien in die geskoolde arbeid wat nodig is om die hoë lewenspeil te handhaaf waaraan Suid-Afrikaners gewoon is nie.

Só het mnr. J. P. Coetzee, besturende direkteur van Yskor, gisteraand gesê toe hy die elfde Hendrik van der Bijl-gedenklesing in Pretoria gelewer het.

Die swak plek in die land se ekonomie is die chroniese tekort aan opgeleide werkers. Daar sal 'n oplossing gevind moet word om die algemene ontwikkeling nie te belemmer nie.

Die arbeidsprobleem is die vernaamste knelpunt by die ontwikkeling van die mynbou- en die ingenieursbedryf en dit werk ook stremmend in op die onderontwikkelde Bantoetuislande.

Mnr. Coetzee het verwys na Yskor se geweldige tekort aan veral mynbou- en metallurgiese ingenieurs, geoloë en metallurge. Ander ondernemings het ook met sulke tekorte te kampe, wat 'n donker toekoms vir Suid-Afrika voorspel.

Die Republiek kan nie bekostig om dooie kolle op nywerheidsgebied te hê nie, het mnr. Coetzee gesê, en veral verwys na plekke soos Lesotho, die Transkei, en ander tuislande.

Tensy inwoners van hierdie gebiede vir half geskoolde of selfs gevorderde tegniese werk opgelei word om hul eie nywerhede en hul tuis-

lande te kan bedryf of in die grensnywerhede op die grense van hul gebiede kan werk, sal daar noodwendig 'n al hoe groter vloed van swartes na die metropolitaanse gebiede wees.

Pleks van groot bedrae geld te bestee aan 'n infrastruktuur om vir hierdie in-vloed voorsiening te maak, kan die geld, energie en mannekrag eerder aangewend word om nywerhede in en naby die tuislande op te rig.

Die wêreld van môre sal net so afhanklik van hulle wees as onself," het mnr. Coetzee gesê.

Job reservation

Beeld  
13/11/71

Stew 9/12/75

# Make more use of Blacks in labour—FCI

## 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)

Stew  
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Job Reservation

## Expert urges use of Black manpower

UNLESS Blacks become members of the labour market in South Africa, the economic activity of the Whites in the country will not grow much, the head of the personnel division of the CSIR (National Personnel Research), Mr I. Latti, has said.

Mr Latti, writing in the current edition of *Scientiae* said there were more Blacks than Whites in the country — 18 million Blacks, and four million Whites — and that the growth rate of the Blacks was higher than that of the Whites.

Mr Latti said that Black manpower could obviously assure the growth of the country's general prosperity. He gave a number of requirements for the better utilisation of Black labour.

These were: work oppor-

tunities for Blacks, education and training opportunities, the use of existing Black knowledge and insight, certain changes of attitude in the different racial groups and levels of compensation.

Mr Latti said in the past Black workers in South Africa occupied the role of unschooled and half-schooled labourers, but recently there has been an increase of technically qualified, professional and schooled Black workers.

Mr Latti said one of the most detrimental attitudes was ignorance, especially when ignorance was inflamed by stereotype ideas. A business manager who wanted to utilise his manpower properly should understand the actual needs of his employers in connection with their jobs.

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Job Reservation

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