

# **Skills Acquisition ,Development & The National Democratic Revolution**

**Mike Tankiso Fafuli**

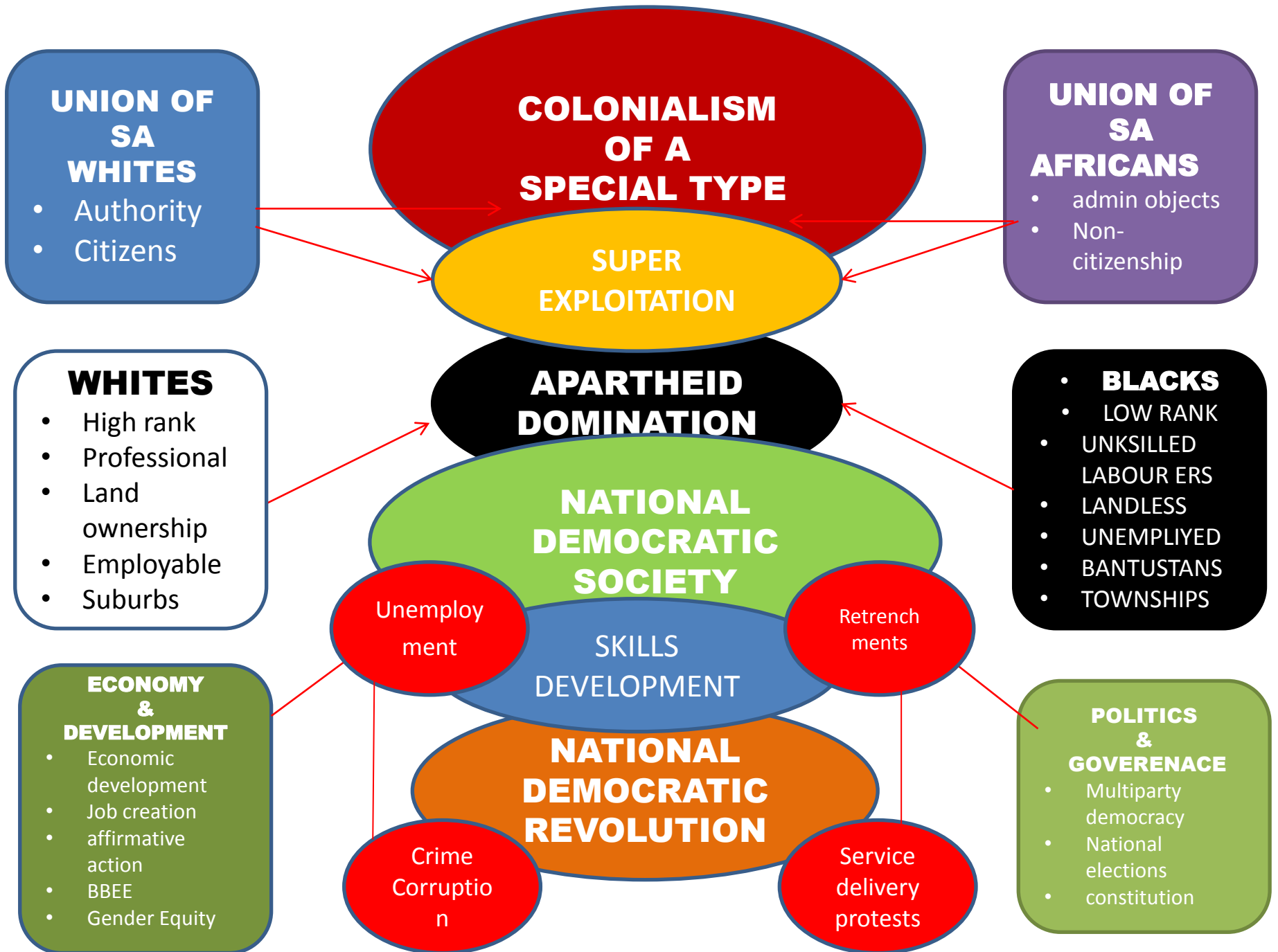
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# CONTENT

- **COLONIALISM OF SPECIAL TYPE**
  - **Union of SA**
  - **Implications for white skills**
  - **Implications for black skills**
- **APARTHEID SYSTEM**
  - **Apartheid philosophy**
  - **Skills race and labour**
  - **Racial staircase and skills deprivation**
  - **Skilled labour for whites**
  - **Unskilled labour for blacks**
- **NATIONAL DEMOCRATIC SOCIETY**
- **Politics and governance**
  - **Economy and development**
- **NATIONAL DEMOCRATIC REVOLUTION**
  - **Principal motive force and skills development**
  - **Role of state**
  - **Net effect ,counter-effect , sabotage effect**
  - **Sills development and strategic employment**
- **CONCLUSION**





# CST

- Artisan training-state owned entities
- Industry training boards
- Unequal public education

## 1960-1970s

- Wiehahn Commission
- Riekert Commission

## SKILLS ACQUISITION AND DEVELOPMENT

1994

## Dpt. Of Labour

- Skills Dev. Act 1998
- SD Levies Act 1999
- National Skills Authority
- National Skills Fund
- Work place skills plans

## NATIONAL DEMOCRATIC SOCIETY

- SETAS –replace industry training boards
- Free basic education
- Vocational training
- Learnerships



# PHILOSOPHY OF RACE AND SKILLS

- **THE FOLLOWING** is a speech made by former South African President P.W. Botha to his Cabinet. This reprint was written by David G. Mailu for the Sunday Times, a South African newspaper, dated August 18, 1985.

"Pretoria has been made by the White mind for the White man. We are not obliged even the least to try to prove to anybody and to the Blacks that we are superior people. We have demonstrated that to the Blacks in a thousand and one ways. The Republic of South Africa that we know of today has not been created by wishful thinking. We have created it at the expense of intelligence, sweat and blood. Were they Afrikaners who tried to eliminate the Australian Aborigines? Are they Afrikaners who discriminate against Blacks and call them Nigge\*rs in the States? Were they Afrikaners who started the slave trade? Where is the Black man appreciated? England discriminates against its Black and their "Sus" law is out to discipline the Blacks. Canada, France, Russia, and Japan all play their discrimination too. Why in the hell then is so much noise made about us? Why are they biased against us? I am simply trying to prove to you all that there is nothing unusual we are doing that the so called civilized worlds are not doing. We are simply an honest people who have come out aloud with a clear philosophy of how we want to live our own White life."



# Skills , Race , & Labour

## Mine & Works Act 1911

Excluded Africans and coloureds from being trained as Artisans

## Industrial Conciliation Act 1924

- White workers given employee status
- Could be trained skilled as artisans

## EFFECTS OF LEGISLATION

- Skilled white workers
- Layer of white managers
- Effects on black people
- Exclusion from training
- Cheap labour
- Unskilled labour
- Semi skilled



# APARTHEID SYSTEM & SOCIETY

## SEGREGATION



## BANTUSTANS SOURCES OF CHEAP LABOUR



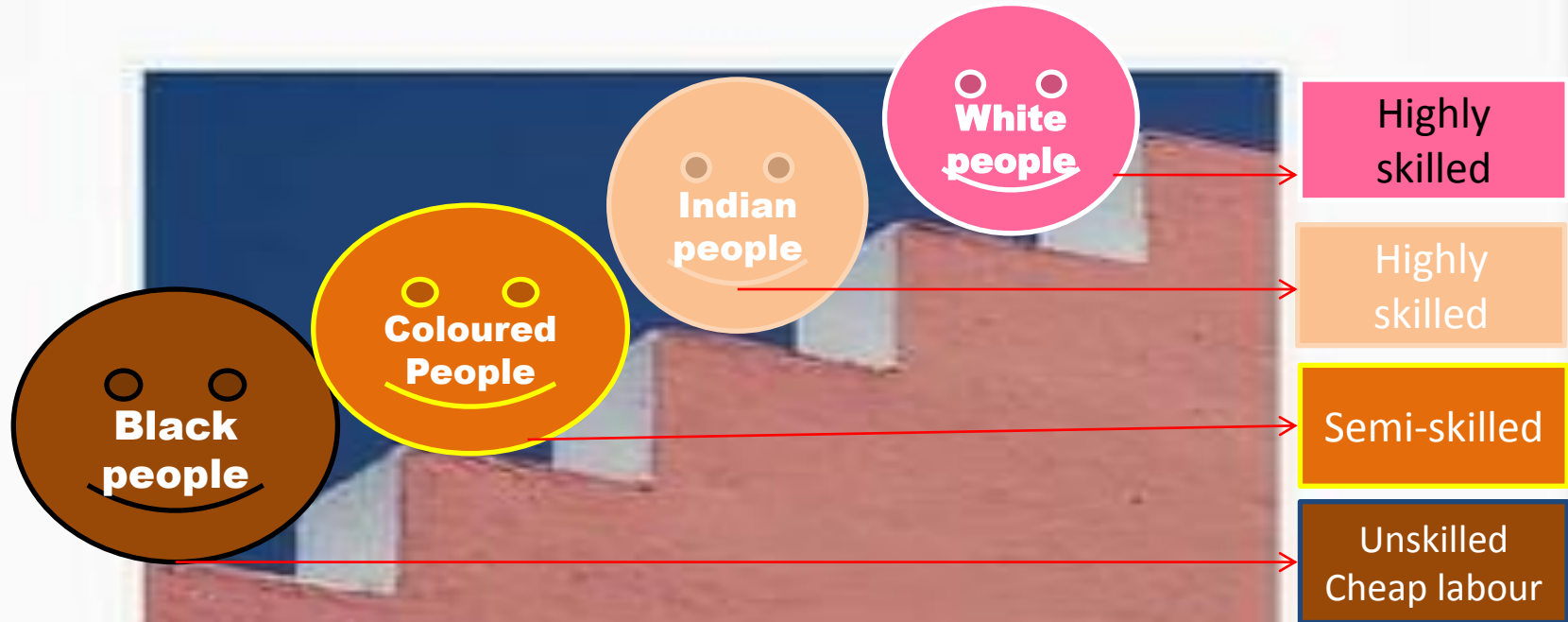
## NON-CITIZENS-HARD LABOUR



## BLACK TOWNSHIPS – UNSKILLED



# Racial Staircase & Skills Deprivations





# SKILLED WHITE LABOUR



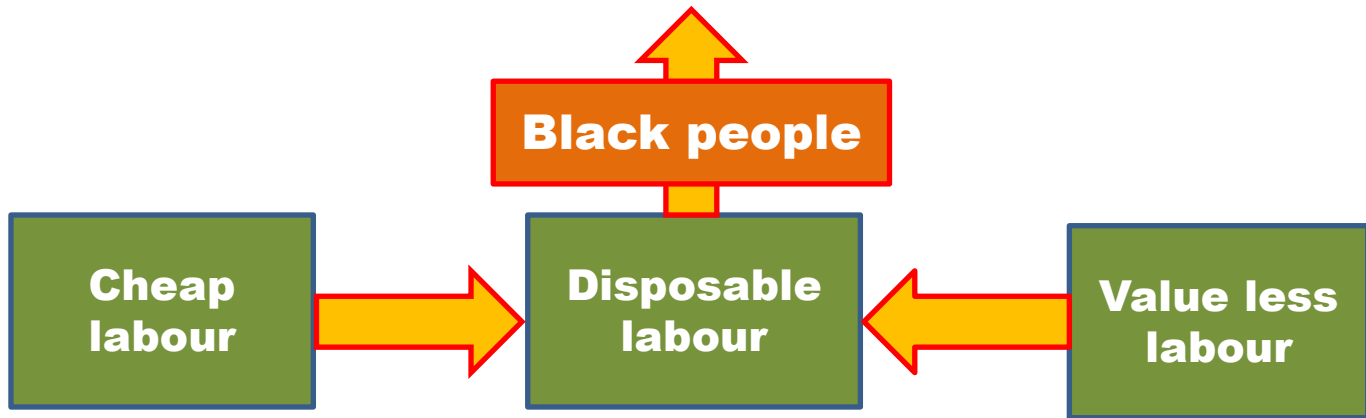
**EMPLOYABLE**

**HIGH  
RANKING**

**PROFESSIONAL**



# UNSKILLED LABOUR



# Principal Motive Force WORKING CLASS

## Better life for all-(Freedom Charter )

- this can only be possible because everybody is sufficiently skilled

## Capacity building and access :

- Technical
- Vocational
- Numeracy
- Literacy

## Key motive force of NDR

- It cannot take up its key role without the necessary capacity –skills
- Skills development
- Working class power



## Defending Jobs and creating opportunities

- **Automization and mechanization of operations**
  - To modernize and improve production.
  - To do away with strong unions because they believe that strong unions curtail production .
  
- **Workers response**
  - Workers must be ready to change with this technological innovation.
  - We must be equally ready to defend the current jobs in the South African economy through skills acquisition
  - We need skilled workers to be able to temper with the structural trends of the unemployment rate inherited from the legacy of apartheid .
  - Skills development is part of our victories and must be used to empower workers and be funded by the employer. We dare not fail and exonerate the employer.



- Supportive e.g. FET and SETAS

- Employers Push by legislation e.g. to provide training for workers
- RPL(knowledge acquired out of practice )

**Role of the state  
and developmental  
needs**

- Human resources capability of society to meet developmental needs of economy

- Challenge conventional wisdom
- Challenge dominant ideas

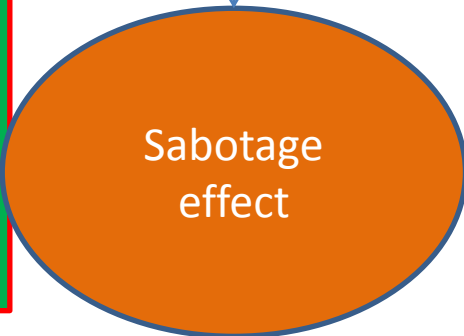
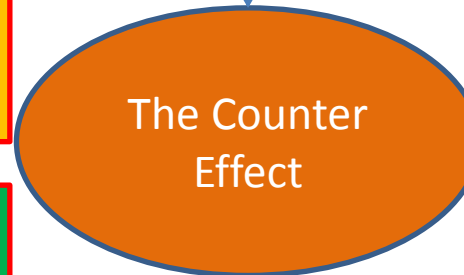
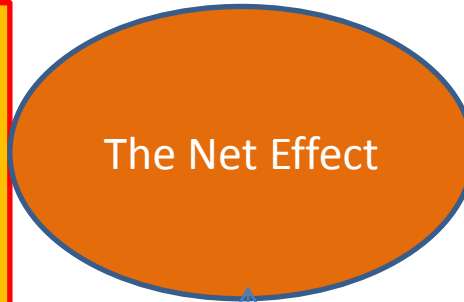


## The Net Effect

- Buy in from white South Africans into supporting discriminatory legislation
- Racial stratification of society
- Job reservation
- Racial superiority

## Sabotage effect

- Mandatory grants
- Claimed without training by employers
- Adoption of workplace plans by employers



## Counter effect

- Transformation
- Address race class and gender disparities
- Create just democratic society
- Democratisation of workplace
- Affirmative action
- Gender equity
- Descent work/jobs result of skills acquisition and development
- Skilled working class able to contest for space in the festival of ideas



## Skills Development and Strategic Employment

### Strategic institutional support

- From state institutions(Parastatals )
- Telkom ; Eskom ; postal ; rail etc.

### Strategic interventions

- Sources of job creation
- Sources of skills training
- Sources of poverty alleviation



# CONCLUSION

- A skilled working class is viable for decent jobs creation
- Skilled working class creates alternatives
- Skilled workers avoid marginalisation from automation and mechanisation of production
- Entrench NDR through working class leadership
- Ready and capable for takeover

