

+

mobilisation of resources to meet the coordination
and
existing
initiatives recommended by the task force.

programme

costs

new

any

of

or

21.

two phases.

prior to convening a

Commonwealth

involved in the elaboration and development of this initiative.

It is anticipated that this programme will be carried out in

will be held in Commonwealth countries

1889 of all

actively

consultative meeting

institutions

Discussions

interested

becoming

in early

in

ADVANCED EDUCATION AND HIGH LEVEL TRAINING
FOR BLACK SOUTH AFRICANS

The Need for a Commonwealth-wide Initiative
Proposal

rem:

South Africa Education Trust Fund (SAETF),

Suite 808,

83 Sparks Street,

Ottawa,

,

Canada [phone (813) 820 1114]

Southern African Advanced Education Project (SAAEP),

Queen Elizabeth House,

21 St Giles,

Oxford,

United Kingdom [phone (0865) 270284]

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*

any

case,

In
sophisticated and
complex industrial society and it would be wise to look
beyond the region to provide much of the training.

Africa

South

is

a

such a programme would represent a further
Support for
tangible sign of the
exists between
the Commonwealth and those struggling for liberation in
South Africa.

solidarity

which

Within the Commonwealth there exist a full range

19.
public and
private sector institutions - such a private companies, local and
able to offer
municipal organisations and professional
the
Furthermore,
such
institutions offers an innovative
public in
Commonwealth countries
develop a strong partnership
role with those struggling for justice in South Africa.

bodies -
participation

can further

which the

training.

means by

required

by

PROPOSAL FOR ACTION

initiative

operational

In order to make
placement

20.
and
consultative mechanism aimed
ations for
It is,
African Education
Education
with
organisations in Commonwealth countries in order to:

Commonwealthâ\200\224wide training
be necessary to establish a
specific recommend-
that the South
Southern African Advanced
counterpart

at
therefore, proposed

Trust Fund

establish

drawingâ\200\224up

and the

Project

contact

action.

should

will

it

a

*

a â\200\230survey

or
undertake
of black South Africans for
proposed for
senior
making
positions in industry, commerce and Government service,
in anticipation of political change.

professional,

the training

managerial

programmes

existing

policy

the

and

of

*

On the basis of this review to examine:

+

+

+

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the need and potential for fresh initiatives;

mechanisms

coordination;

for

international

networking

and

to

means

governmental, economic,

in South Africa;

ensure

adequate

coverage

of the main

and regulatory activities

to

ensure

means

working

active participation

enterprises and institutions;

experience

adequate and relevant practical

mobilisation of

by public and private sector

through

the

use their education, broaden
experience in their chosen disciplines.

their expertise,

or gain practical

4

It

is,

therefore,

17.
Africans for senior administrative
promoting
management.
have a mechanism to:

In order to achieve

training

the

in

necessary

to
and

help prepare black South
positions by
management
main branches of administration and
necessary to

will be

this, it

*

*

*

*

identify
educational background and/or experience;

candidates

with

the

necessary

aptitude,

identify
Commonwealth,
special arrangements for tailorâ\200\224made courses;

beyond;

training

or,

appropriate

where

courses

or

within

the

necessary, make

identify

authorities,

placements for such candidates in order

theâ\200\224job training and management experience; and

institutions,

enterprises,

public

or

willing

such

as

to

local

grant

to provide onâ\200\224

identify institutions or enterprises willing to provide

training with

candidates who have benefited

employment for specific periods.

from such

SPECIAL ROLE OF THE COMMONWEALTH

There is a strong justification for Commonwealth-wide action

18.

in this area:

*

*

*

region

African

international

the

--

community

The

has a strong interest in

-â\200\224

Southern

be a
come,
ensuring that, as change does
sufficient cadre of mature, experienced senior managers
Government
and
essential
policy
infrastructure continues to operate.

administrators

implemented

especially

ensure

there

will

able

that

that

and

and

can

the

be

to

Given the fact that English will
of South
between South
likely to
Commonwealth has
the formation of such potential leaders.

lingna_iranga
Africa, and given the close links which exist
and are
political change takes place, the
play in assisting

Commonwealth,

deepen as

a special

role to

be the

Africa

and

the

Given the
a programme of this

difficulties
jobs and training opportunities, it would
to base the programme in the Southern African region.

sensitivities involved in the development of
the obvious security
related to competition for
be difficult

nature, both

problems

and

SUMMARY

The attached

rationale and means to

1.
establish a
the Commonwealth
willing to work together to support high-level administrative and
professional training for black South Africans.

organisations

proposal sets

network

out the

within

of

The proposal is

2.
Africa Education
Trust Fundl and the Southern African Advanced Education Projectz.
SAETF and SAAEP were
during 1988 with
which will enhance
the goals
the management capabilities and experience of the black majority.

established independently

training activities

of supporting

presented

South

the

by

It

that

gain

known

South

black

middle

well

to

3.
is
opportunity
public and private sector in
Africa.
of black South Africans have tended to focus on the

secondary and
management experience.
alternative means
outside the country, can develop such skills.

the
and senior level experience in the
in South
efforts to respond to the needs
provision of
tertiary education, rather than the acquisition of
to develop
by which black South Africans, from within and

Existing international

It is, therefore,

significant

necessary

Africans

numbers

lack

any

in which the

The development of this initiative has its natural

locus in

4.

full range of private sector and
the Commonwealth,
public institutions necessary for the training
be found.

The SAETF and SAAEP are therefore seeking, through a consultative
process, to
partners elsewhere within
the Commonwealth interested in mobilising the involvement of such
institutions.

identify nonâ\200\224governmental

are to

to

plan

As part of this work,

SAETF and

5.

SAAEP

Commonwealth countries during

October/November to carry out these consultations, with a view to
nonâ\200\224

of
convening

a
governmental

to
make
recommendations on the best means to realise the programme.

Commonwealth-wide

representatives

organisations

consultative

interested

meeting

(NGOs)

early

visit

from

1989

the

in

1

2

SAETF is a Canadian NGO which was established under the
Chairmanship of Archbishop
in September
provide education and training for black South
1987 to
Africans in Canada.
financial support
from the Government of Canada.

SAETF receives

Edward

Scott

is

an

SAAEP
established
placement for
the
potential
administrators.

to

provide

independent UK-based educational charity
and
South Africans, who have
and

selected black
become

training

managers

senior

level

high

to

SAAEP is Chaired by Lord Chitnis.

1

0
â\200\230
[

BACKGROUND

The
educational
disadvantages

6.
Africans are generally well
drop-out
blacks are 100 times less likely to finish
whites.
years by the disruption
the continuing unrest in the country.

known.
by

These problems

secondary

have been

in many

school

suffered

Some 50%

South
of black students
end of Standard Two and
secondary school than
further compounded in recent
caused by

childrenâ\200\231s schooling

black

the

by

of

the

past

though

decade

During

greater,

the weak

inadequate,

the

still

is, however,

This expansion

7.
South African Government has
earmarked
for
education.
failing to produce the
desired results because of
is being
developed, in terms both of inadequate facilities and - even more
important - of the lack
so, over
28,000 blacks
school leaving certificate in 1985; an
increase of 21,000 on the 1978 figure.
1986, some
12,000 achieved
would permit them entry to
University, compared
to put these
figures in
perspective, it was estimated in 1985 that there were
only some 10,000 blacks with
of the
black population) compared with 250,000 whites.

qualifications which

Similarly, in

obtained a

University

resources

teachers.

which it

to 4,000

However,

in 1978.

degrees

trained

base on

(0.04%

Even

of

is

apparent

that the

problem is

A particular

8.
Africa
educational
opportunities which
As a result of
and the
higher education, there are
degree level
present moment, for instance, there are only 33
engineers in
there are only 17 chartered accountants, out of 11,000.

racial bias of the South
system
the
blacks have to learn science-based subjects.
the educational system,
which blacks have in gaining their
Africans with
At the
black registered
Similarly,

qualifications in science related subjects.

South Africa, out of a total of 15,000.

general difficulties

weaknesses in

black South

very few

the basic

relation

to

in

In

the

1983

Stellenbosch

9.
Economic Demography
South Africa would have
highly skilled
Africa the black community must provide the overwhelming
this
treated with great circumspection they do
of the scale of the problem.

Research
for
end of the century,
managerial and
happens in South
bulk of
these figures should, of course, be
provide and indication

estimated that,
shortage
technical personnel.

University
by the
of

shortfall.

Although

Whatever

545,000

Unit

a

The

10.
complex of problems is evident to
future development of South Africa.

importance

developing

of

programmes

to address this
concerned about the

all those

Given the

professionals

its commercial

agricultural sector,

11.

indeed of

black

the ability

been

control of the economy; and, indeed, of society as a whole.

lack of

institutions in the process

nature and effectiveness of that struggle.

nature of South Africa's industry and mining, and

this shortage of

a major potential constraint on

after apartheid has

in the direction and

This

skills also has a direct impact on the strength of black

on the

black community

to

participate

of the

-

â\200\224 even

fully

dismantled

represents

therefore,

change

and,

of

This

acute

shortage

12.

must also be a major concern for all who wish to ensure

changes

infrastructural, and service institutions of society

function unimpeded.

professionally qualified managers

that, as

that country, the basic economic,

continue to

place

does

take
of
in
given the
the
critical
economy will,
which
and
a viable

In addition,

13.
South
Africa,
maintenance of
depend on the degree to
appropriate aptitude
follow such careers.
neighbouring States
transport network.

shortages

skill shortages already apparent in
the
to a significant extent,
with the
are given the opportunity to
importance for those
dependent on the South African

Africans,

foreseen,

black

South

and training,
This is of particular

which remain

of developing

The importance

14.
problems relates
been
especially in
that will prepare them to shoulder these responsibilities.
is also true, though to a lesser extent, of the business sector.

to address these
fact that, in South Africa, blacks have
authority,
sector; or from gaining the experience
This

systematically

a programme

the public

positions

excluded

to the

from

of

THE NEED

contribute

Clearly, therefore, there is an urgent need to help increase
15.

level professional

the number of black South Africans

and administrative skills so that black institutions can continue
to

a nonâ\200\224racial

change does takes place in

democratic society;

that country, there will be available a larger

pool of competent

and

In

identifying South African with

from such

training

look both within and outside the
country.

administrators.

experienced

potential

necessary

with high

managers

that, as

benefit

process

towards

change

and so

black

and

to

to

to

a

it

is

of

The problem is not simply one of training

18.
but also relates,
crucially, to the need to help candidates gain the practical work
experience which
development of a
are significant numbers of black South
senior
manager.
Africans, some of
with University
no immediate opportunities to
education but

essential part

there are

for whom

living

of the

exile,

There

is an

them

the

in