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H N'm :w;-u 3. Harare, Zimbabwe-

with the imminent return of political exiles. prepare to meet

he made for their assimilation into South African society

Although this will be a challenging exercise we South Africans

have an advantage of 'having witnessed the experience of our

neighbours in the southern 'frontline region' Having spent the past

eight-years working in Zimbabwe with echomhatante and other

disadvantaged adults, I think that there are lessons that can be

brought to bear on the South African situation

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No one who fought in Zimbabwe's liberation war were

educationally disadvantaged and all experienced the problem of

integration into mainstream society. Some to meet returnees were

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(: h t hey rei'llrnc-rcl did

not match their expectations despite the installation of a

government by the majority who were scarce and their level of

skills was low that they could not compete"

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The experience of life in exile and educationally disadvantaged

but it may well be even more traumatic" The society that they

left to liberate is now in severe chronic unemployment is higher

, -than ever" the economy is under stress and education has been

totally disrupted

Unlike Zimbabwe there will not yet be a government in place that

is sensitive to the immediate or future needs of returnees. The

liberation movement will itself be coping with the problems of

returning home, I am attempting to negotiate a political

settlement and build national and regional structures" Given

these constraints; the priority in the allocation of resources will

be certainly be given to political work; me a result of these who

. (:Iarm (z) t he put to work'. in the new 55; t ru c: tu l"esas wi l l "find it

It difficult to be productive in the hostile and crime ridden

environment" These who have gained skills and experience while in

exile will be, be able to transfer their skills while the

educationally disadvantaged may well become a burden to their

-families and their communities"

In addition to the health and psychological problems of

integration into the changed social political and cultural

milieu" returnees will experience severe economic hardship" They

will have in their country to their immediate past experience for

whatever the constraints of life in the liberation movement's

structure people were afforded a degree of security and often

a resulting dependency that will not be replicated back in

South Africa. These who have lived for years in a protected and

'protected' society where needs be met have been provided for will

find it difficult to maintain the standard (however low) to

which they have become accustomed" The liberation movement will

not be able to offer the hindrance to their returning

. - exile: that many Zimbabwean returnees initially received from

the :i. r (.11 eve rn m (-13 r1 t .. .-

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Apart from this group of educationally disadvantaged exiles; all there is new a vast endgrowing number of young adults inside South Africa who have been killed. For many of them, their plight is a direct result of the South African political situation. It is an enfeebling disrupted by boycotted metiviete forced out of the country to avoid detention while communities rendered home. ' (to say nothing of the wheel) by the conflict. available historical statistics provide a sobering picture "

; -w t W 7 R of the unemployed black population are under 35 years 9.. .. 603 of the unemployed black population have an educational "n3 w mbz;v -level of no higher than Standard 5 - 'Mu 2r- W.ROH' unemployed black population have an educational '... , .Jh : milevel of no higher than Standard ? .nV av 10% of the future human resource receive any technical e, H T t,w' training w 36% illiteracy in the rural areas W 10% illiteracy in the urban areas . a 2% e03 barely literate (up to 4 years primary education) _w E00 000 skilled jobs remain unfilled (higher skills) :m Indentured apprenticeship dropped from :3 000 in 1985 to za'thm ,8 000 in 1989 . :r, .hm The Outflow of migrants dropped from 13 000 in 1985 to ;g, 9 w- 8 600 in 1989 w The metric pace rate has dropped from 542 in 1988 to 42% in 1989 N s,t\$. He 6 million unemployed out of a population of 33 million " I .w91.werkew is vetrened every 14 seconds . . ly active homeland population is , iwaf . l ",uw 552 of, the economy .. . unemployed 97 . re n.- :MLOTIQyH million African households; 1 million have earnings ' less than R200pm - I that produce each other it would be- unacceptable to the who had not left South Africa to .99 -Returnees receive preferential treatment" There it makes sense to link the two groups with return 5 and disadvantaged youth inside the country with the return ' and training can be distributed 'equally to those who stayed in the country during the struggle -M will be able to meet returns . in the integration process 'su The 'returnee? can learn some of their experiences; outside the country These two groups can offer each other support and build camaraderie" Adopting such an approach will pay great dividends in the future in terms of alleviating rivalry and resentment between the two seriously disadvantaged groups i . t The most effective way to address the problem is to train them together in practical skills for self-employment For example" in the Durban Functional ' Jinn (DFR) alone it has been estimated -that 4? 5&2 of the population is unemployed (?02 by the year H 2000); Fifteen . to 20% of economically active adults already rely ' ten informal self-employment These commerce and industry are .net creating sufficient ;ic;l:)s:-; ,l it is clear that informal sector employment and self-employment will become increasingly important" gaining the Zimbabwean experience is instructive in terms of the value of training for the future The utility of adult education an academic education in the present economic climate has been demonstrated among Zimbabwean ex-employees up to the end of secondary school does not prepare adults for employment"

There lthe emphaeie eheuld be on practical training" Current
etatietice ehew that only 10% ef the future human reeource of
Seuth Africa l% receiving any technical traininganhie deee net
tphode well fer the future liberated \$euth Africa" -

A963, - .: , t

Apart: frem trainihgu, there will be a need to provide
; psychelogieal eeueelling te path target groupeu It ie eetimated
that in-Natal alone there are 80 000 yeung peweone r quiring
ceueelling ae a reeult ef the Vielehee" Returheee will find
great difficulty in mdjueting t0 the changed eituatieh and will
eimilarly require: eeueelling. Thie can -be provided in a
etructured manner in a formal training envivehment.

-Hoth.returhete and Victime of violence need to prepare themeelvee
fow;.employment rather than being idle and a burden on their
.familiee and cemmuhitiee" Thie ie net to eay that they eheuld be
:ihetitutienalizedn- but that they can beet be re Oriented in a
productive environment". '

- Preepective etudehte eheuld be drawn tween

w-Youth whe have been dieadvantaged hy the inequitabile
education eyetem in South atrium

.a W Unemployed end uhekkilled adulte t, I

m P eple of all age' who have mieeed eut en en education by
geihg into exile , ' .

w Peeple who have acquired 10w level ehille inapprepiate to
the \$euth African eituatieh while in exile

w Theme who have been peyehdlegieally traumatized 0V

-phyeically dieah12d hy the violence of the Seuth

African etate 0V centlicte much he the Metal an

Fleiihility in the entry requiremehte eheuld be pelieyy with the

need of the individual am the decidihg'factoru l--l(:Jwewi-H".I depending

on legieletjnh and examining .hediee fer eeme coure J academic

entry qualifieetione might have te he impeeed" eceeuht eheuld be

taken of werh er other relevant experience" Bearing in mind thie

-r'f:lc--:nc:i.b:i.l:i.ty,l the target greup will be expected to have the
fellowihg minimum ehillen . , M ,

'w Standard 5 er equivalent" .

w Literacy and numeracy eutficient to cope with the ceuree
centedt - '

Aptitude fer a craft or trade

Deeire t0 aequive a ehill

ell etudehte muet be 20 yeare old or more and have an

appreciation and underetandiug 0f the value at ekille training ae

a meahe of improving their economic eituatienu In eu:lcl:i.t:i.t:)h:I

(etudente muet be able to demenetrare a commitment towarde wevhing

a for.a unitaryg demecratic and hen racial \$euth Africa"

The target group eeuld be effectively mobilized to adapt exietihg

faeilitiee er eenetruct and devenep new factlitiee themerlvcs

thereby minimizing ccs'e and providing practical training" For

thie reaeeen the target group eheuld initially be pvepared to

eentrihute the development of the facility in the ehert term and

their eemmuhity in the long term"

1- !: i 'l' l l I" t--:....;s;z::f.i....212.!: a

The tveihihge eheuld he inhevetive in nature and cancerhed primarily with the integration into eeciety of the target group" \$kille acquired muet he eueh ee helevent t0 themeelvee and theiV :emmunitiee, and applicah.e in informal eecter employment if net hvvih.cemmeree end induetryu Integral to thie eheuld, be an emphaeie -ien eelfw waliencen me well ae eevvice to their eemmunitiee"

.w-gm J..t.:.w 2:9..1'. 1: .,-. -.

iJiHVOleYgus\$tUdQnt\$:muet acquire their ekille in a productive envirenment.:Hy-thie,ie meant the acquieitien Of ekille through preduetiehu while learhihgy etudehte muet he predueing sasemething:l whether it he geode tow eale OV eervieeee fer hire" Geode end eurplue produced from production will he put back into-the eeheel ieto eeeiet in covering the running ceete anal,I if eu'f'fieiehtu :euppevt the eetting up of productive unite for gredumteen Production ceh.he extended te work within the 'cemmunitiee ereund the' area" a pee tive rapport in the interaction between the target group and the eurreundihg communitiee ie vital"

I

What would thue he appropriate ie a vocational training centre with the programme deerihed below me the main fecue" The centre eheuld aleo deal with the wider political ieeuee, in an extrew curricular programme. Thie eheuld he a eecehdevy but important 'fecue that will Orient the graduatee wwhen they enter eeeiety me formal OV informal werkere. Throughout their training etudente eheuld be inetrueted ih heeic adminietrmtive ekille tq enable them to irun tt'iru ewn prmduetive unite" The con"Wpt of WOVHng within a co operative environment eheuld be promoted" The training and education previded muet at all timee keep up with developmente in. the concept of Feeplee Iiiclmmticm,I ae put forward by the National huncetien .0Vi"". Committee and ether pvegveeeive ievganieatiene Fer thie . 50H theme erganieatiene eheuld take part in the plannihg,I implementation and operation of "emeh e centre"! -

air i.,e . v

:m twidew range .et ekille could be offered at a eeheel Of thie nature, ae leng ae the ekille fulfil the fellewing criteria: The ekill muet be euitable tor infermel eectev eelfw employment, ae well ae fermel empleymeht in commerce and induetry

The ekila muet he euitahle few predumtien while training m The ekill eheuld be appropriate for pproviding eerviee and geede in the tewhehipe and ihtevmal eettlemente and .w. : - improving the quality at life of pereone in theca aree m The eapital ceet et eetting up graduatee in a productive unit where they can me? their ekille eheuld be low

W Skille eheuld he euitahle for group eMployment eueh me cow operativeeu It would he ueeful if the ekille taught were complementary,I ee that multiwekilled groupe can be formed Ah examble would he a heuee building gveup with a buildern carpenterll electricnxh and plumber"

iSkil 1'3 el'umilxi he sa:t.t:i.tal:)l(-:-z 'fer' cl i ea ll) 1 ed pe l"SE\$(Z)I'1 2:3 :. The ekille lieted below could fit the criteria:

Sarpehtry/eahihetmaking/jeihery

m Electveniee

W Electrical engineering

w Germehtwmaking

W ailk eereehing and fabric technelmg

/W Meter mechanice

y: W Hulldlhg

W Plumbing

m Secretarial and adminietvative etudiee

w Computer etudiee .e

M'Cewepermtive theory and bkactice

Where peeeible, formal and certificated ceureee eheuld be offered to eheure acceptability in the induetrial cemmehcial eeeter to cater fer theee who want to and are able te he fevmally employed" Fer thie reaeeen applichte fer certain eeure' eheuld have the minimum qualifieatiehe acceptable to the examining hodlee" Where a higher entry level ie a prerequisite to a convey and the etudent deee hot pee aee thiszs, l an academic upgvading ceuree eheuld be offered" l '

3')

n eareful etudy of ceurewv curewv available in \$euth africa eheuld be made with epecflc reference to the entry levels;n Reegmrch eheuld be done into the viability of ,ereating appropriate curricula that will be recognized" Care eheuld be taken not to provide euhwetmhdard er inferior training e0 ae net to promote the dieadvantageeue education and training currently provided by the etateu '

E: (2233.3 't "-

I

Once etudehte have attained certification levelg'they eheuld be given the opportunity to partivtpate in an interhehip programme ae a term Of appvehiticeshlp er induetvial training" The interhehip eheuld take plaze in the. production werkehepe ef the echeel where they will be taught how t0 uee their ehille ae a gveup in a prefeweiehal environment" ee the number 0? mpprenticee hae dropped nationallyEl it ie clear that thie term of induetrial placemeht-will t :eme mere impevtaht in the futuveu If etudente can feilew their ceureee ae well me being trained ae apprentic e in the preductieh facilitlee Of the preject" qualified.artieane can be produced"

On leaving the echeelEl graduatee eheuld be eupperted by an exteneion eevvice that will provide the fellowlng eervicee:

w Advice in eetting up a preductive unite and ceeperetlvee in the informal eector , '

Financial aeeietahee (through a revolving fund) fer the purchaee ef teele and/er the aetabliehmeht of productive unite individually or in greupe

m Follow up and mehitering pvegramme

m edmihietrative and marketing aeeletance

m Linking graduatee with erganieat one and individuale with eki l' and obj .ivee eimilar to them

w Aeemetahce in Tlhding fermal employment if the graduate requiree it

Particular emphaeie eheuld be placed on creating employment in the infermal' eector, which will became more important ae -unemployeht greweu

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Th8 C8htr8 8h8uld 58 1888118 wh8r8 it 18 m08t n88d8d" 88 th8
mmnc8pt d8V818p8 8nd 5888m88 V8flh8d 1h 1t8 programm88 and
0p8rat18h" it can 8888ibly 58 dupl188t8d 8188wh8r8"
Lat11t1(8 50V 'th8 Durban Functimhal ngiwn (DFR) would indicat8
th18 88 a pot8ht181 locatimn 58V th8 88ntV8u apart from h81hg th8
famt88t grmwng city in 88uth Africa\$ Durban ha8 1t8 own
particular probl8m8:

572 of african8 ln th8 DFR ar8 1111t8rat8 (w8V88 than th8
a .national av8raQ8)

.542 of formal towh8hlp 8dul.t.8 th9 had nu 8ch8811ng at 811
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708 of th8 population will 88 MH8mp18y8d hy th8 y8ar 2000
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8mplmym8ht

V , 47% 8f th8 African pwpulation ln th8 DFR.11V88 in fnformal
81: 188tt18m8nt8

43% of th8 African pmpuahatioh ln th8 DFR 11V88 in formal
ttaunl\$3 I1l psz; - '

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I)F Ft

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54W of .N8t81'8 population will 11V8 in th8 DFR by th8 y8ar
2000

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5 R of 8mpl8y8d nfr118n8 1h th8 DFR 88km lnu8 than R500pm

Th8 18888 pFOp08md ahQV8 8hould b8 wl.d8ly 818cu888d with
pwt8ht181 participant8 to Ubidbl11h 8888ptability and

8ult85111tyu iIntthml 8nd 8xt8rn81 organi8ation8 mu8t b8

uon8ult8d t8 8h8ur8 that th8 prwj8ct 18 appropriat841n m8rm8 Of

czorrlu-z-aht,I targ8t grmup8 and th8 communit188 from which

participant8 will 88 drawn" 0hc8 thi8 ha8 b88n don8" a yiahility

8tudy and pilot proj8ct pFOp08al 8h8uld b8 drawn up and V8f8rr8d

t8 th8 p8t8nt181 participant8 and organl8at10n8 conc8rn8d to

obtain th8ir apprmvalu 0n V8amhihg cmh88n8uau a final proj8ct

propo8al 8hwuld 88 writt8n andld0n0V\$ 8ought.

D0h0V8 can participat8 8t diff8r8nt 8tag88 and 18v818u

Funding wiil b8 V8quir8d to:

conduct th8 cah8ultatimn8 and V888arch up t8 th8

_proj8ct pV8p8881 8tag8 '

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initiat8 th8 int8nd8d programm88

M run th8 lnt8nd8d prmgramm88 by COV8ring d8ficit8

until a 18V81 of 881fW8uffici8ncy i8 r8ach8d

a8818t participant8 by m8ah8 8f 8 88818 living

8118wanC8

w a88i8t participant8 p88tWC8rtification

1t 18 88timat8d 1 hat ronlu18110n" r888arch plannihg and pr8p0881

writing could tak8 88 long 88 81x monthszsn 11218811)!El th8 programm8

8hould comM8nC8 88 808m 88 p088ihl8 8ndu 8t rncus;t.I within 8H8 y88r

of th8 r8turn888 coming h8m8.88 88 t8 minimiz8 th8 d8trim8nt81

8ff8ct8 8f 8118h8t18h 8nd 1ht8grat18nu