



UNIVERSITY
OF NATAL

ISR

DURBAN

**ANNUAL REPORT
FOR
1973**

INSTITUTE FOR SOCIAL RESEARCH

INSTITUTE FOR SOCIAL RESEARCH

UNIVERSITY OF NATAL

TWENTIETH ANNUAL REPORT

for the year ending
30th September, 1973

ADDRESS:

The postal address of the Institute is:

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COMMITTEE OF CONTROL

Membership of the Committee of Control of the
Institute for Social Research, 1973.

- CHAIRMAN: Professor H.L. Watts,
B.A. (S.A.), B.A. Hons.
Ph.D. (Rhodes)
- VICE-CHAIRMAN: Professor R.J. Davies,
M.Sc. (Rhodes)
Ph.D. (London)
- MEMBERS: Professor R.C. Albino,
M.A. (S.A.)
- Professor W.J. Argyle,
B.A. Hons., B.Litt.,
D.Phil. (Oxon)
- Mr. G.W. Fouché,
U.E.D., M.A. (Cape Town)
PED.DRS. (Amsterdam)
- Mr. G.G. Maasdorp,
M.Com. (Natal)
- Professor L. Schlemmer,
B.A. Hons. (Pretoria)
Director, ex officio
- Professor Frances C. Shaw,
B.A. (S.S.) (Natal)
M.S.W. (McGill)
- Professor F.E. Stock,
O.B.E., M.B., B.S. (Lond.)
D.T.M. and H. (Edin.)
F.R.C.S., F.A.C.S.
Principal, ex officio
- Professor G.J. Trotter,
B.A. Hons. (Natal)
M.A. (Duke)

FELLOWS EMERITI
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From time to time the Committee of Control of the Institute for Social Research awards the title of *Fellow Emeritus* to a member of the Institute in recognition of distinctive and outstanding service. The following are *Fellows Emeriti*, showing the year the award was made:

- 1965: Ernst Gideon MALHERBE
B.A. Hons. (Cape), M.A. (Stell.),
M.A. and Ph.D. (Columbia),
Hon. M.A. (Sydney),
Hon. LL.D. (Melb., Cantab., Queen's,
McGill, Cape Town, Rhodes, Natal,
Rand and St. Andrews).
- 1966: Hansi Pauline POLLAK
M.A. (Rand), Post Grad.Dip. (N.Y.).
- 1969: Eileen Jensen KRIGE
M.A., D.Litt. (Rand).

RESEARCH ASSOCIATES OF THE INSTITUTE
FOR SOCIAL RESEARCH.

Professor R.C. Albino,
M.A. (S.A.)

Professor W.J. Argyle,
B.A. Hons., B.Litt.,
D.Phil. (Oxon)

Professor R.J. Davies,
M.Sc. (Rhodes),
Ph.D. (Lond.)

Mr. G.W. Fouché,
U.E.D., M.A. (Cape Town),
PED.DRS. (Amsterdam)

Professor Nelida K. Lamond,
B.Soc.Sc. Hons. (S.A.),
M.Litt. (Aberdeen)

Professor K.H.C. McIntyre,
B.A. Hons. (S.A.),
M.A. (Cantab.)

Professor Frances C. Shaw,
B.A. (S.S.) (Natal),
M.S.W. (McGill)

Professor P.A. Theron,
M.A., D.Phil. (Stell.)

Professor G.J. Trotter,
B.A. Hons. (Natal),
M.A. (Duke)

Professor H.L. Watts,
B.A. (S.A.), B.A. Hons.
Ph.D. (Rhodes)

MEMBERS OF THE INSTITUTE FOR SOCIAL RESEARCH

Prof. C.W. Abbott	Prof. Paul H. Connell
Prof. R.C. Albino	Prof A.T. Cope
Mr. I.K. Allan	Prof. L.T. Croft
Mr. R.D.J. Allen	Miss R.C. Cross
Prof. W.J. Argyle	Prof. J.B.McI. Daniel
Miss C. Armstrong	Prof. R.J. Davies
Prof. L.T. Badenhorst	Prof. H.F. Dickie-Clark
Prof. A.M. Barrett	Mr. L. Douwes Dekker
Prof. H.I. Behrmann	Miss S.R. Dove
Mrs. A. Bernstein	Prof. Ronald Elsdon-Dew
Mr. E. Beyers	Prof. G.K. Engelbrecht
Prof. H. Biesheuvel	Mrs. I.L. Ezekowitz
Dr. S. Biesheuvel	Mr. W.S. Felgate
Miss J.M. Birss	Prof. J.W. Fernandez
Mr. E.E.E. Blondeel	Mr. G.W. Fouché
Mr. J.P. Blumenfeld	Prof. L. Fourie
Mr. P.H. Brown	Miss L. Geils
Mrs. U. Bultee1	Prof. I. Gordon
Dr. F.K.H. Bünger	Prof. J.J. Greyling
Mr. J.K. Burger	Prof. P.B. Harris
Mr. R.M. Carew	Prof. F.J.D. Hayward
Dr. David S. Chapman	Mr. D. Hemson
Mrs. A.P. Cheater	Prof. E. Higgins
Miss S. Clark	Mr. M.A. Higgs
Mr. M.E. Close	Mrs.M.G..Holden
Dr. C.McN. Cochran	Mrs. S. Jithoo
Mrs. J. Cochran	Dr. B.N. Jones
Mr. T.E. Cochran	Miss E. Johnson
Mr. I. Coetzee	Mr. P.H.W. Johnston

Dr. C.J. Juta	Prof. J.M. Niven
Mr. S. Kahn	Mrs. M.J. Oosthuizen
Prof. E.N. Keen	Mrs. M.L. O'Reagain
Mr. E.S. Khuzwayo	Mr. H.W. Page
Dr. G.C. Kinloch	Miss A. Perry
Prof. Eileen J. Krige	Prof. W.E. Phillips
Mrs. J. Kvalsvig	Mr. P.N. Pillay
Miss D. Kuppen	Dr. Eleanor Preston-Whyte
Prof. Nelida K. Lamond	Dr. R.A. Preston-Whyte
Dr. R.B. Lewcock	Prof. Hansi P. Pollak
Prof. H. Linhart	Rev. J.A. Polley
Mr. J.W. Lucas	Mrs. L. Radford
Mr. A.J. Lyle	Mr. C.F.M. Rawlins
Mr. G.G. Maasdorp	Prof. A.A. Rayner
Miss B. Mbanda	Prof. J.V.O. Reid
Miss K.F. Mack	Miss C.R. Rosenthal
Prof. R.G. MacMillan	Miss J.H. Roxburgh
Prof. J.W. MacQuarrie	Mr. R.O.B. Rutherford-Smith
Dr. E.G. Malherbe	Mr. G.D. Sack
Prof. E.W.N. Mallows	Mr. R.W. Scheffer
Prof. J.W. Mann	Prof. L. Schlemmer
Mrs. L. Martine	Prof. Frances C. Shaw
Prof. A.S. Mathews	Prof. D.A. Scogings
Mr. M.D. McGrath	Mr. W.G.M. Seymour
Mr. B.W. McKendrick	Mr. C.D. Shearing
Prof. K.H.C. McIntyre	Prof. Florence H. Shiels
Mr. P.E. McManus	Mr. C. Shum
Mr. G. Mdimba	Dr. H.J. Sibisi
Mrs. F. Meer	Mr. D.E. Sibisi
Dr. T.D. Moodie	Mr. K.W. Simpson
Mr. D. Mzolo	Mr. A.K.B. Skinner
Mrs. J. Natrass	Mr. P.M. Spearman
Mrs. J. Ngobese	Prof. F.E. Stock

Mr. D. Sutherland
Mr. R.S. Suttner
Mr. G. Swain
Prof. P.A. Theron
Mr. H.J. Thomas
Mr. E. Tollman
Mr. J.L. Torres
Miss P.M. Townsend
Prof. G.J. Trotter
Prof. P.D. Tyson
Mrs. M. Waldeck
Mr. G.H. Waters
Prof. H.L. Watts
Ms. C. Weaver
Prof. C. de B. Webb
Mr. E.C. Webster
Mrs. L.P. Wickham
Prof. Owen Williams
Mrs. L. Winchester-Gould
Miss B. Wright
Mr. B.S. Young

STAFF OF THE INSTITUTE FOR SOCIAL RESEARCH, 1973.

The following were members of the staff of the Institute as at September, 1973. A later section of the report gives an indication of the dates on which new staff joined, and also gives the names of staff who resigned during the year.

<u>DIRECTOR:</u>	Professor Lawrence Schlemmer, B.A. Hons., (Pret.)
<u>SECRETARY:</u>	L. Patsy Wickham
<u>SENIOR RESEARCH FELLOW:</u>	Vacant
<u>RESEARCH FELLOW:</u>	Dr. Harriet Sibisi, B.A. Hons. (Natal) Ph.D. (Cambridge)
<u>JUNIOR RESEARCH FELLOW:</u>	Chris F.M. Rawlins, B.Soc.Sc. Hons. (Natal)
<u>RESEARCH ASSISTANTS:</u>	Roger D.J. Allen, B.A. (Witwatersrand) Mark Boulanger, B.Soc.Sc. Hons. (Catholic University of Louvain, Belgium) Sarah R. Dove, B.Soc.Sc. (Natal) Beata Mbanda, Dip.S.W. (Univ. of Zululand) Gordon Mdim Edison S. Khuzwayo Marguerite J. Oosthuizen, B.A. (Rhodes) Hons. (Stell.) Dumisani E. Sibisi Carol J. Weaver, M.S.W. (Washington)
<u>RESEARCH ASSISTANT (PART-TIME)</u>	Ann R. Perry, B.A. Hons. (Natal)

PERMANENT TECH-
NICAL ASSISTANT:

Ulla G. Bulteel

TEMPORARY TYPIST:

Ann S. Morton

OFFICE ASSISTANT:

Mary Khumalo

VISITING RESEARCH
SCHOLAR:

Catherine Cross, A.B. (Antioch Coll.),
M.A. (Mich.)

GENERAL REPORT ON THE INSTITUTE
BY THE DIRECTOR

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REPORT FOR THE PERIOD 1ST OCTOBER, 1972,
TO 30TH SEPTEMBER, 1973

1. GENERAL ASSESSMENT

At the end of my first year as Director of this Institute, I consider it appropriate to evaluate and assess the role of the Institute, its work and its place in the university and in the community. In this I am fortunate in having had long association with the Institute; in two months time I will have been employed in it for ten years.

An Institute such as this one is often considered to be a luxury at a university. The broad approach to the financing of universities tends to lend credence to this view, in the sense that the present government subsidy formula makes no specific provision for the costs of maintaining the structure of research organisations in a university. Is it a luxury?

In answering this question, the only way in which I can guard against my own obvious bias and vested interest, is to provide factual evidence of the need for organisations such as the Institute. In so doing, I will limit myself strictly to the *social sciences and humanities* because I consider the problems and needs in this field to be unique. Furthermore, research needs in the natural sciences and applied disciplines, such as engineering and medicine, are very often viewed sympathetically by financially powerful industrial, commercial and government organisations, which tends to ease problems of funding. While the results of research in the social sciences are also of enormous potential interest and benefit to business and administration, these merits are not yet fully recognised, and the financial problems of research organisations in most fields in social science and the humanities are grave.

The need for research organisations in the social sciences and humanities appears to be widely recognised, judging by the numbers of such organisations at universities in South Africa. The following is a listing and classification of research establishments at all the universities in the Republic. (The list would have been considerably expanded had the University of Rhodesia been included, but I consider it

necessary to view problems within the context of our own national policy in regard to higher education).

RESEARCH ESTABLISHMENTS IN THE SOCIAL SCIENCES AND HUMANITIES
AT SOUTH AFRICAN UNIVERSITIES.

A. RESEARCH ESTABLISHMENTS OUTSIDE NORMAL TEACHING DEPARTMENTS

(i) General or Multi-disciplinary Research
Establishments (Total 5)

Institute for Social Research: University of Natal.

Institute for Social and Economic Research: Rhodes
University.

Institute for Social and Economic Research: University
of the Orange Free State.

Institute for Social and Economic Research: University
of Durban-Westville.

Bureau for Social Science Research: University of the
Western Cape.

(ii) Research Establishments in Economics and
Marketing (Total 3)

Bureau of Economic Research: University of Stellenbosch.

Bureau for Financial Analysis: University of Pretoria.

Bureau of Market Research: University of South Africa.

(iii) Planning, Urban Studies and Transport (Total 4)

Institute of Planning Research: University of Port
Elizabeth.

Urban and Regional Research Unit: University of the
Witwatersrand.

Institute for Urban Studies: Rand Afrikaans University.

Transport Research Centre: University of Stellenbosch.

(iv) Development Studies (Total 1)

Institute for Development Studies: Rand Afrikaans University.

(v) Languages, Literature and Education (Total 2)

Institute for the Study of English in Africa: Rhodes University.

Bureau for Higher Education: Rand Afrikaans University.

(vi) Race Relations and African Studies (Total 2)

Abe Bailey Institute for Inter-racial Studies: University of Cape Town.

Institute of African Studies: University of the Witwatersrand.

GRAND TOTAL 17

B. RESEARCH ESTABLISHMENTS WITHIN NORMAL TEACHING DEPARTMENTS

(At least the following exist. Total 14+)

Department of Economics (Natal Regional Survey): University of Natal.

Department of Social Work (Chatsworth Community and Research Centre): University of Durban-Westville.

Department of Social Work: University of Zululand.

The University of Potchefstroom has 11 Institutes or Research Units listed, none of which appear to have permanent, independent research staff, and which are all linked to teaching departments.

The following general comments can be made in regard to the research establishments listed:

- a. The total of 17 establishments formally existing outside of the structure of normal teaching departments appears to demonstrate a widespread need for sustained research activity of a type which cannot be conducted within teaching departments with normal lecturing staff.

- b. The number of research organisations at universities is growing steadily, particularly at Afrikaans language and black universities.
- c. The types of activities of the specialised research establishments which have been listed under A(ii)-(vi) can be (and indeed are) accommodated in the general or multi-disciplinary research institutes at the Universities of Natal, Rhodes, Orange Free State, Durban-Westville, and Western Cape.
- d. To the best of my knowledge, all the research establishments listed depend, directly or indirectly, and to a lesser or greater extent, on financial support from the university. In the case of one unit of the University of Cape Town, one at the University of the Witwatersrand, and one at the University of South Africa, the support by the university is limited to the provision of accommodation and services. The one unit referred to at the University of Cape Town exists independently of the university in a formal sense.
- e. The general pattern in regard to financing, applying to the majority of research establishments, is that the university makes a substantial contribution towards the salaries of research staff, usually in the form of assuming responsibility for the salaries of senior and secretarial personnel.
- f. With the exception of one research establishment at the University of Cape Town, all units listed under A above are formally integrated into the university structure. The general pattern is for a Committee of Senate to steer the activities of the research institute, and for senior research staff to be accorded professorial or lecturer status on the academic staff establishment.
- g. It is also a common pattern for permanent research staff to undertake limited teaching in one of the related teaching departments. In some cases, this enables a research post to be partly subsidised by the government, since for subsidy purposes the staff member is regarded as part of the staff of a teaching department.

The Institute for Social Research at the University of Natal is one of the oldest at South African universities. Its activities over the years have covered a wide range of multi-disciplinary endeavours certainly including most of the areas of specialisation for which institutes are established. In its structure and relationship

to the university it is very similar to the general trend at other universities.

Therefore, the Institute for Social Research can be regarded as an old and well established example of what is today a widely accepted form of research establishment in the social sciences in South Africa.

There are other factors which, to my mind, provide ample justification for the existence of research organisations like the Institute:

- (i) Southern African society embraces a complex patterning of cultures, life-styles, and social, political, and economic problems. Scientific conclusions arrived at elsewhere in the world cannot always be extended to cover our own particular circumstances. The social sciences, perhaps to a greater extent than the other disciplines, depend on local research for the validity and utility of their pronouncements. Without organisations to encourage the right sort of research programmes, the social sciences in South Africa will suffer a continuing crisis of relevance.
- (ii) Important socio-economic and socio-political changes and movements in our society, and the rapidly growing awareness of the critical need to combat poverty, inequality, and underdevelopment are likely to pose more and more severe challenges to the social sciences in Southern Africa. In a sense the government has recognised these needs and the expansion in the Human Sciences Research Council is a result. If the universities are not to fail in their response to this challenge, a greater emphasis on relevant studies and systematic research programmes is necessary.
- (iii) Teaching departments at all universities are more often than not fully extended in syllabus work and in meeting the needs of students. Teaching academics who maintain a high level of research output do so at the cost of drastically lengthened hours of work. In many areas of investigation, a research organisation on a campus can facilitate the research of teaching academics, by providing routine or technical assistance, by assisting in raising funds, or by administering and co-ordinating larger projects.
- (iv) A research organisation on a campus can encourage the co-operation of teaching academics from different disciplines on larger projects which require a multi-disciplinary approach.

- (v) Separate research institutes can, by arranging appropriate seminars, conferences and symposia, bring relevant scholarship and research findings to the attention of teaching academics, and also explore the needs and prospects for research in crucial areas.
- (vi) The staff of such research institutes have the opportunity (and the duty) of maintaining contacts with community groups and organisations so as to be able to interpret the research needs of the community. In fact, most of the research institutes in the social sciences at South African universities owe their existence to the realisation on the part of groups in the universities, that urgent or important community issues and problems demand intensive study. If the much repeated indictment of the university as an ivory tower has any validity, then, theoretically, at any rate, the establishment of research institutes enlarges the windows and doors to the community outside.

These justifications for the existence of a research institute imply certain specific obligations. A research institute, for example, should not concern itself unduly with highly specialised, trendy or idiosyncratic research activities. Furthermore, a research institute cannot be academically isolated but should conduct its activities in interaction with other departments. In addition, there should be a balance between theoretically oriented and applied research; between an academic and a "service" orientation. In its applied activities, a research institute at a university should also guard against too close an identification with any particular interest group in the community.

Research institutes are expensive items in a university budget but I think that it is becoming increasingly recognised that they are not luxuries. In my view, the Institute for Social Research over past years has been able to meet the needs and obligations which I have outlined.

The activities and work of the Institute during 1973 are outlined in the following sections of the report. I think that we can claim to have continued in the acceptable pattern established in recent years. There is always room for improvement, however, and certain problems have persisted. I will address myself to these problems and challenges in section 10 of this report.

2. CURRENT RESEARCH IN THE INSTITUTE

The ongoing studies being undertaken within the Institute at present enable an assessment to be made of the extent to which the Institute is responding to practical needs in the community, as well as to theoretical needs and academic priorities. The following is a brief classification of current projects. Fuller details of the projects appear later in this report. Special mention is made below of the number of projects with substantial theoretical relevance or content, which could result in publications of an academic nature, sometimes in addition to applied research reports.

Applied Research for Industry

Projects: 3

Topic Areas: Cost of Living Needs of African Employees, African Productivity, Community Development Needs of African Employees, Labour Turnover Among White Technicians.

Substantial Theoretical Relevance: 2 projects.

Applied Research for Other Employing Organisations

Projects: 2

Topic Areas: Productivity and Community Development Needs of African Employees at two Private Schools in Natal.

Substantial Theoretical Relevance: 2 projects.

Planning Research for Central, Provincial or Local Government

Projects: 3

Topic Areas: Recreational Needs in Durban, Outdoor Recreational Needs in Pietermaritzburg, Comprehensive Baseline Regional Survey of the Richard's Bay-Empangeni Region (designed as a basic project but with considerable applied significance; in collaboration with Departments of Sociology, Economics, Geography, and Social Anthropology).

Substantial Theoretical Relevance: 2 projects.

Applied Research, Other

Projects: 2

Topic Areas: Comprehensive Evaluative Study in the Field of Medical Education at the University of Natal (in collaboration with the Department of Sociology), Health Education Needs

and Problems in the Transkei (in collaboration with the D.R.C. Mission, Mount Ayliff).

Substantial Theoretical Relevance: 2 projects.

Basic Research: Race and Ethnic Relations

Projects: 4

Topic Areas: Attitudes of Rank and File Urban Africans, Employment Opportunities for Black School-leavers in Durban (in collaboration with the South African Institute of Race Relations), Attitude Change Among Afrikaans-speaking Whites, Concepts of Identity Among English-speaking Whites.

Substantial Theoretical Relevance: 4 projects.

Basic Research: Social Stratification

Projects: 2

Topic Areas: Occupational Prestige, Occupational Mobility, Perceptions of Class and Status Among Whites in South Africa.

Substantial Theoretical Relevance: 2 projects.

Basic Research: General

Projects: 3

Topic Areas: Malnutrition Among Cases at a Rural Hospital (in collaboration with the Medical School, the Department of Sociology, and a voluntary organisation), Values and Aspirations of African School-girls, Education in South Africa.

Substantial Theoretical Relevance: 3 projects.

An inspection of this classification seems to show that the research of the Institute at the moment is considerably varied, and that a reasonable balance exists between applied and basic research. I am also gratified at the extent to which even the applied projects contain considerable theoretical significance. I am also pleased at the extent to which teaching departments are participating in research in the Institute.

3. REPORTS ON RESEARCH COMPLETED DURING THE YEAR

During the year the Director participated in a panel investigation on behalf of the Palabora Mining Company, and the results have been published: *Management Responsibility and African Employment: Report of a Panel Investigation*, Ravan Press, Johannesburg, 1973.

A monograph based on a paper delivered by the Director at an international conference on race relations in Italy was published in the United States: *Employment Opportunity and Race in South Africa*, Studies in Race and Nations, University of Denver, Colorado, 1973.

A short book on research undertaken by the Director in collaboration with a staff member in the Department of History and Political Science was accepted for publication by the South African Institute of Race Relations and will appear before the end of this year: *Privilege, Prejudice, and Parties*, South African Institute of Race Relations, Johannesburg, 1973.

A very brief report in a new publications series of the Institute for Social Research was completed. This research was undertaken in co-operation with students in the Faculty of Social Science and concerned the reactions of members of the public to student demonstrations: *Student Protest and the White Public in Durban*, Communications of the Institute for Social Research, 1973.

The Director presented a paper based on a "factor analysis" of white racial and socio-political attitudes conducted in the Institute at an international conference on Southern Africa in Canada: *Racial Attitudes in Southern Africa: The Contributions of Culture, Economic Interests and History*, Conference - Southern Africa: A Case Study of a Regional Subsystem, Centre for Foreign Policy Studies, Dalhousie University, Canada, August, 1973.

An applied Research Report on cost of living needs of African employees was prepared for the consultant to a major rural mining industry: *African Wages and the Poverty Datum Line in a Border Mining Industry*: Applied Research Report, Institute for Social Research, 1973.

Two interim research reports on applied research have been presented to the sponsors, a petro-chemical industry and a private school.

4. TEACHING

Undergraduate: During 1973 the Director presented a course of lectures to third year students in Sociology, and the Research Fellow presented a short course as part of the course in Sociology for medical students.

Post-graduate: The Director participated in the teaching of three Honours students (two in Social Work and one in Sociology) and one Masters student (Sociology).

The Director was also external examiner for post-graduate students in Sociology at the University of Cape Town.

5. SEMINARS

The organising of seminars can be seen as a form of "service" to teaching and academic development in a university. In the first half of 1973, Dr. Harriet Sibisi, with Prof. John Argyle of the Department of Social Anthropology, presented a course of six seminars on aspects of Zulu cosmology and certain sets of ideas among cultural groups. The course was well attended by students and staff.

During the second half of 1973, the Institute, in collaboration with Mr. E. Webster of the Department of Sociology, arranged an evening series of eight seminars on Labour in South Africa. The series was well attended by staff, post-graduate students and some undergraduates.

The Director assisted Mr. Masson, the university Academic Planning Officer, in organising a series of lectures in the university Extension Programme on *Race* during March and April. The Director participated in presenting two lectures himself and the Research Fellow participated in one lecture session.

6. CONSULTATIVE WORK

The amount of consultative work undertaken by members of staff of the Institute continues to increase. This type of work serves two important functions.

- (i) It maintains contacts in the community thereby creating research opportunities and bringing an awareness of community problems and needs to the university.
- (ii) It is one way in which a sound public image of the university can be fostered.

A selection of only some of the types of consultation during 1973 is as follows: (The type of person or organisation consulting and the type of service is given)

- A staff member in the Department of Architecture at the University of Cape Town requiring assistance with computer analysis of data.
- A Ph.D. student of Rhodes University requesting assistance in the computer analysis of data.
- A staff member in the Department of Industrial Psychology at the University of Zululand requiring assistance with computer analysis of data.
- A staff member of the Department of Sociology at the University of Durban-Westville requesting the Institute to process survey data.
- A staff member in the Department of Geography at the University of Zululand in connection with computer analysis of data.
- A large construction firm requesting advice on African workers from the Research Fellow.
- An official of a large manufacturing concern requesting advice on African consumers.
- Several large firms requiring information on required minimum wage rates for black workers.
- A large manufacturing firm requiring practical assistance in conducting a study of African consumer values in Durban.
- A German Research Institute requiring assistance on an interview schedule design for a study of socio-political change in South Africa.
- The Ecumenical Council of German Lutheran Churches on industrial relations in South Africa.
- A trade union in connection with the optimal location of a creche in Chatsworth.
- A labour education organisation in connection with syllabus requirements for a correspondence course.
- An African lawyer requesting advice on the possible establishment of a training centre for administrators in Kwa Zulu.
- An American professor on development problems in Kwa Zulu.

- A lecturer from the University of Durban-Westville in connection with research design.
- An official from the Town and Regional Planning Commission of Natal in connection with a research design.
- The Natal Regional Office of the South African Institute of Race Relations in connection with the computer analysis of survey data.

In addition to these contacts, numerous requests for advice and guidance are received from students and staff within the university. Mrs. U. Bulteel, the technician, has once again this year undertaken the computer processing of student statistics for the university administration. She has also been very active in assisting a variety of people with problems of data processing.

The Director is also a member of the Research Committee of the South African Institute of Race Relations and has supervised research activities in the Natal Regional Office of the Institute of Race Relations.

7. OTHER ACTIVITIES OF INSTITUTE STAFF MEMBERS 1st OCTOBER 1972 - 30th SEPTEMBER 1973

Director: Prof. L. Schlemmer

Conferences:

During the period, the Director attended the following conferences:

- (i) October 2-6, 1972. *Regulating Racial Discrimination in Employment: A Comparative Analysis and a Search for International Standards.*
Sponsor: Graduate School of International Studies, University of Denver, U.S.A.
Venue: Villa Serbelloni, Lake Como, Italy.
Delivered paper: Employment Opportunity and Race in South Africa.
- (ii) November 28th, 1972. *Industrial Representation of the Bantu.*
Sponsor: Natal Employers Association.
Venue: Blue Waters Hotel, Durban.
Attended officially.

- (iii) January 17-19, 1973. *Closing the Wage Gap*.
Sponsor: South African Institute of Race Relations/South African Institute of Personnel Management.
Venue: University of the Witwatersrand.
 Attended officially.
- (iv) January 29-31, 1973. *The Responsibility of Organised Labour in a Developing Plural Society*.
Sponsor: Abe Bailey Institute of Inter-racial Studies.
Venue: University of Cape Town.
 Delivered paper: Organised Labour in South Africa: The Scope for Action.
- (v) May 25, 1973. *Colloquium on Development in Southern Africa*.
Sponsor: South African Institute of International Affairs/Rand Afrikaans University.
Venue: Jan Smuts House, University of the Witwatersrand.
 Rapporteur.
- (vi) August 14-16, 1973. *Southern Africa: Case Study of a Regional Subsystem*.
Sponsor: Dalhousie University/Canada Council.
Venue: Dalhousie University, Halifax, Canada.
 Delivered paper: Racial Attitudes in Southern Africa: The Contributions of Culture, Economic Interests and History.
- (vii) August 18, 1973. *Annual Meeting of the Canadian Political Science Association*.
Sponsor: Canadian Political Science Association.
Venue: Montreal, Canada.
 Rapporteur.

Meetings and Symposia:

- (i) October 12, 1972. Attended a consultation of the Evangelische Kirche in Deutschland, Hanover, Germany on *Social Change and Employment in South Africa*. Attended as consultant.
- (ii) November 2, 1972. Seminar on *Race and Employment in South Africa*, Queens College, Cambridge University, Department of Industrial Relations. Attended as main speaker.
- (iii) March 11, 1973. Meeting in connection with the *Poverty Datum Line*, Zululand Chamber of Commerce and Industry. Attended as consultant.

Lectures:

- (i) February 15 and 16, 1973. Delivered lecture: *Black-hearted Innocence: Observations on Current White Political Motives in South Africa* and spoke at concluding symposium in the series *Race and Politics*, 23rd Public Summer School, Department of Extra-Mural Studies, University of Cape Town.
- (ii) March 13 and 27, 1973. Delivered two lectures: *Race and Society* and *Black Attitudes to White Prejudice*, at University of Natal Extension Programme on *Race*.
- (iii) June 13, 1973. Inaugural Lecture: *Social Research in a Divided Society: Problems, Challenges and the Role of a Research Institute*, University of Natal, Durban.
- (iv) October 9, 1973. Delivered lecture on *Aspects of Worker Consciousness*, Institute for Social Research Seminar Programme on *Labour in South Africa*.

Research Fellow: Dr. Harriet SibisiConference:

July 1-5, 1973. Annual Meeting of the Association for Sociology in Southern Africa.

Sponsor: Association for Sociology in Southern Africa.

Venue: University of Botswana, Lesotho and Swaziland, Roma, Lesotho.

Delivered paper: *The Role of Extra-Descent Ancestors*.

Seminars and Symposia:

- (i) March 5-10, 1973. Read paper entitled *The Role of Ancestors in Zulu Culture*, at a symposium on *Fatalism and Optimism*, organised by the Lumko Institute, Mariannhill Monastery.
- (ii) April 25, 1973. Read paper entitled *The African Worker*, at a multi-racial seminar on *Communications*, organised by Roberts Construction (Pty) Ltd., Edward Hotel, Durban.
- (iii) May 4 and 5, 1973. Read paper entitled *Abortion and Zulu Culture*, at a symposium on *Abortion*, organised by the Natal Council of Churches, Durban.

Lectures and Research Papers:

- (i) Delivered the following research papers at the Institute for Social Research seminar programme on *Zulu Cosmology*:
 - March 13, 1973. *Some Notions of Pollution Among the Zulu.*
 - March 27, 1973. *Colour Symbolism in Relation to Treatment of Disease.*
 - May 8, 1973. *Some Aspects of Causality and Treatment of Disease.*
 - May 22, 1973. *The Role of Extra-Descent Ancestors.*
- (ii) May 11, 1973. Delivered lecture as guest-speaker entitled: *Some Reflections on My Cambridge Experience*, Hilton College, Natal.
- (iii) June 9, 1973. Delivered lecture as above as guest of honour at the University of Zululand.
- (iv) June 14, 1973. Delivered lecture entitled: *Reflections After Cambridge*, Pinetown Rotary Club.
- (v) July 14, 1973. Delivered lecture entitled: *The Challenges That Face School-leavers*, Edendale Students' Graduates Reception.
- (vi) August 6, 1973. Delivered lecture entitled: *The Meaning of Pollution in the Zulu Cosmology*, African Ministers Congregation.
- (vii) August 18, 1973. Delivered lecture as above at Inqolobane yamagugu kaZulu, a cultural bureau of the Zulu government, Edendale.
- (viii) August 25, 1973. Delivered lecture entitled: *The Challenges That Face School-leavers*, Kwa Dlangezwa High School speech day.

8. FINANCE

During the past financial year, an amount of money was raised for specific projects. Not all the money has become available during the course of the year, since some of the projects are longer-term studies and funds will be payable over a period of time. However, the amounts specified below give an indication of the fund-raising

activities over the year. The list below does not include smaller amounts earned in the course of assisting outside bodies with data processing.

FUNDS RAISED OR COMMITTED TO THE INSTITUTE FOR SPECIFIC PROJECTS: October 1972 to September 1973.

Shell B.P. (Study of Labour Turnover)	R 9132
Palabora Mining Company (Study of the Poverty Datum Line Among Employees)	R 2465
Palabora Mining Company (Panel Investigation)	R 2875
Slater Walker/Natal Tanning Extract (Study of Productivity and Cost of Living Needs)	R 15570
Hilton College (Study of Community Development Problems)	R 2714
Michaelhouse School (Study of Employees' Morale and Productivity)	R 2691
	<u>TOTAL: R 35447</u>

While a proportion of these funds cover overhead expenses, the bulk of the money is expended on conducting the specific research projects for which the money is raised.

Apart from the salaries of members of staff paid for by the University, the only regular income of the Institute which is not tied to specific research projects is the Departmental Grant. This amount of some R2000 has been the same during the past financial year as it has been in previous years. We are grateful for this measure of assistance.

As I have indicated in my previous annual report, the Institute has regular expenses which impose a heavy financial burden. These expenses, more often than not, are additional to the expenses incurred in conducting funded research.

In particular, the Institute has to provide the salaries of two essential members of staff - the Assistant Technician (currently R3450 p.a.) and the Typist (currently R2450 p.a.) The Assistant Technician is a permanent post on the university establishment for which the Institute provides funds. The Typist is an Institute appointment which, quite clearly, has to be seen as permanent.

Neither of these two posts can be fully covered by project funds. The Institute has to provide a service to others in the University and the Technician is therefore called upon to undertake a good deal of non-funded but essential work. The Institute also has a publishing programme which, while essential is also non-funded. Without a regular Typist in addition to the Secretary, the publishing programme would have to be discontinued.

There is also a need to undertake important research from time to time for which funds are not available. This would be either research which results from unexpected events (such as, say, the strikes in Durban earlier in the year) or studies for highly deserving organisations which have no funds. Adequate flexibility in this regard could only be attained if the Institute had one Junior Research Fellow appointed permanently to allow for an accumulation of research expertise.

As I see it, therefore, the Institute, although successful in raising funds for particular projects, will not be able to do full justice to its task in the University and to the research opportunities and needs which exist until regular funding can be obtained for the posts of Technician and Typist, and, ideally, for a post of Junior Research Fellow as well.

These financial problems by no means incapacitate the Institute. However, they result in a measure of anxiety for senior members of staff, and also in the necessity to undertake some projects for material rather than academic reasons, which does not really befit a university-based organisation.

9. STAFF

The Institute has been fortunate to recruit Dr. Harriet Sibisi who presently fills the post of Research Fellow. Dr. Sibisi is a Social Anthropologist and an expert on Zulu culture and her appointment is most appropriate, considering the proximity of the Institute to the major concentrations of Zulu-speaking people, both rural and urban. Dr. Sibisi's reputation is such that she has recently taken unpaid leave for one year to take up a visiting fellowship at the Selly Oak Colleges in Britain. Her aim is to finalise a book during this period and we hope that Dr. Sibisi will return with this major task accomplished.

The Senior Research Fellowship has not yet been filled, although it has been advertised. The selection committee was very cautious in regard to the filling of this post, and quite correctly

so, since the requirements for the position are extremely varied and the incumbent will be a key figure in the future functioning of the Institute. At the time of writing, Mr. Peter Stopforth, formerly a Research Fellow at the University of Rhodesia, has just been appointed against the vacant post on a contract basis, and has already proved to be most useful.

During the course of the year, the former secretary of the Institute, Mrs. Nancy Pratt, left the Institute after nearly ten years of service. Mrs. Patsy Wickham, formerly our Typist, has been appointed to the position of Secretary, and almost overnight, has acquired all the varied skills and talents required to become the administrative backbone of the Institute.

The former Junior Research Fellow, Mr. Stan Kahn, left the service of the Institute at mid-year to further his studies in the Department of Sociology, and fortunately, has been near enough to continue to assist the Institute in practical ways. His position has been filled by Mr. Chris Rawlins, who has assisted most admirably on a demanding project.

At mid-year, the university administration agreed to place our Technician, Mrs. Ulla Bulteel, on the standard Assistant Technician scale, thereby allowing her to receive an increment (she had reached the top of her previous scale). As I have already mentioned, Mrs. Bulteel is becoming more and more widely appreciated for the practical assistance she gives in the computer processing of data. People from as far afield as the University of Cape Town and the University of Zululand have made use of her services.

The Director has been very ably assisted by talented and hard-working Research Assistants. During the year, Roger Allen, Mark Boulanger, Sarah Dove, Edison Khuzwayo, Beata Mbanda, Gordon Mdima, Mogs Oosthuizen, Enoch Sibisi, and Carol Weaver, were appointed on contract and have given excellent service. Carol Weaver, unfortunately for us, is an "itinerant" American due to leave soon, having failed to be convinced that the country needs her talents.

When Mrs. Patsy Wickham became Secretary, her former position of Typist was filled in a temporary capacity by Miss Ann Morton, who is just the sort of person that the Institute needs in a permanent capacity.

Our Office Assistant, Mrs. Mary Khumalo, continues to give faithful service.

At present, the Institute's accommodation is just sufficient

to provide adequate working room for the staff. During the course of next year, when additional coding staff have to be appointed, problems of accommodation will become critical; problems which we share with the other departments in the Social Sciences.

In order to acknowledge their close association with the Institute and their constructive role in its research and development, invitations were extended to Professors Ronald Albino, John Argyle, Ron Davies, Nel Lamond, Ken McIntyre, Judy Shaw, P.A. Theron, George Trotter, Hilstan Watts and Mr. Gustav Fouche, to become Research Associates in the Institute. The Institute owes a great deal of its viability to the very active interest these colleagues take in its affairs. Prof. Watts, for example, is participating very actively in no less than three major projects in the Institute, as well as assisting in other projects.

Further details of staff changes and information on temporary Research Assistants are given elsewhere in the report.

10. PROPOSED DEVELOPMENT

At present, all the universities in the country are awaiting the outcome of the Van Wyk de Vries Commission of Enquiry into Universities. The Department of Higher Education has placed a moratorium on new developments within universities until the findings of the Commission have been considered by the government. This is not the time, therefore, to consider any possible structural changes in the Institute or in its relationship to the University.

There are, however, needs and challenges in the Institute which have to be considered irrespective of its future structure. One of the needs in the Institute is to engage in longer-term research planning, with a view to mounting carefully planned and phased research programmes in topic areas which are of both theoretical and practical relevance. Once such a programme has been planned, an essential aim would be to raise funds which would allow the employment of Research Assistants on at least a three year but preferably a five year basis to allow for a satisfactory accumulation of research experience. What is intended in such research programmes is not one very large project but a series of smaller, co-ordinated and interlocking projects, the results of which could appear in the form of a series of publications.

A number of topic areas vie for priority in the type of research programming outlined above. The following are some of the areas being actively considered at the moment:

Development Studies; defined broadly to embrace experimental projects in the field of both economic, socio-cultural and organisational development of African communities, both urban and rural.

Industrial Sociology, Focussed on Changing Employment Patterns according to Race. Rapid changes are taking place in employment policies with regard to race, and a new awareness of management responsibility for the broad advancement of black employees and their communities may be evolving. Research in this area can be of great practical and theoretical relevance.

Black Labour Organisation and its Development. South Africa has a number of forms of black labour organisation including "Works Committees", "Liaison Committees", mixed trade unions, unofficial African Trade Unions, and Benefit Societies. Here again, research aimed at analysing processes and problems in the various types of organisations can be of practical benefit to both worker and employer alike.

The final choice of a topic area for larger-scale and longer-term research programming must await the outcome of careful investigation, both as regards financial and human resources. Pressure of ongoing work has thus far prevented anything more than a few exploratory steps, but more progress will be made during the course of 1974.

Over the past two years, various attempts have been made to acquire a regular line of "bread and butter" research; an ongoing replicated series of straightforward studies (such as a regular public opinion poll for a newspaper, for example) which would bring in a regular annual income. Thus far, no success has been achieved due mainly to the high cost of such research. However, further attempts will be made during 1974 and beyond if necessary. Other than these ideas, the Institute will continue, as before to mount projects on which other departments can participate. Aside from stimulating research and teaching through seminars, etc., a major role of the Institute is to provide others in the University with opportunities for research on multi-disciplinary projects.

The effects of financial problems on the staffing of the Institute has been discussed in section 8 above. We will continue to attempt to solve these problems. I would appeal to the university to consider whether or not ways and means can be found to assist the Institute in acquiring a more adequate infra-structure of permanent staff. I recognise that the present uncertainty as regards university finances arising out of the Van Wyk de Vries Commission precludes any

action at this stage, but tentative planning and thinking should proceed in the meantime.

11. APPRECIATION AND THANKS

I have already expressed my appreciation of the work of members of staff in the Institute in discussing staffing matters. The willing co-operation, hard work and enthusiasm of all members of staff have done much to ease the problems caused by the vacancy in the senior research position in the Institute. The amount of secretarial, clerical and bookkeeping work in the Institute appears to have increased during recent months, and Mrs. Patsy Wickham, our Secretary, has adjusted skillfully and willingly to the demands of what is certainly a complex administrator's task. Mrs. Ulla Bulteel, our Technician, has also responded enthusiastically to the increased load of data processing and consultation which she has been called upon to undertake. I would like to express similar sentiments in regard to the work of other members of staff as well.

I would like to express our deepest appreciation for assistance to the Principal, Professor Stock, the Vice-Principal, Professor Phillips, the Registrar, Mr. Skinner, the Assistant Registrar, Mr. Cochran, and all other members of the administrative, finance and accounts staff.

Mr. Graham Webb of the Computer Centre and his staff have also been most helpful over the past year and we thank them accordingly.

Once again, the Director has been assisted tremendously by the Dean of the Faculty of Social Science, Professor F.C. Shaw. Her sympathetic interest in the Institute has been most encouraging.

Professor Hilstan Watts, as before, has been a constant source of practical assistance, wise counsel and friendly encouragement. As Chairman of the Committee of Control, he has played a crucial role in the progress of the Institute, and as a colleague he has contributed greatly to our work.

We have been fortunate in that other members of the Committee of Control have taken a concerned interest in our activities. My thanks, therefore, to Professor Ronald Albino, Professor John Argyle, Professor Ron Davies, Mr. Gustav Fouché, Mr. Gavin Maasdorp, Professor Judy Shaw, and Professor George Trotter.

I would like to thank Professor John Argyle and Mr. Edward

Webster for assisting in the seminar programme of the Institute during the year.

Finally, I would like to thank numerous colleagues at the University and especially members of the Institute throughout the University for their interest, and wish them everything of the best in the New Year.

LAWRENCE SCHLEMMER.

DETAILS OF RESEARCH AND PROGRESS REPORTS
ON STUDIES BEING UNDERTAKEN BY THE
INSTITUTE FOR SOCIAL RESEARCH.

Research in Progress or Completed Between 1st October 1972
 and 30th September 1973.

1. STUDY OF OCCUPATIONAL PRESTIGE AMONGST
URBAN WHITES IN SOUTH AFRICA:

SPONSOR: Institute for Social Research,
 with a financial grant from the
 South African Human Sciences
 Research Council.

PROJECT DIRECTOR: Professor L. Schlemmer (assisted by
 a Supervisory Committee composed of
 Dr. C.W. Wright (S.A. National
 Tuberculosis Association), Profes-
 sor H.L. Watts and Professor L.
 Schlemmer (University of Natal).

RESEARCH WORKERS: Professor L. Schlemmer and
 Mrs. U. Bulteel.

DATE COMMENCED: 1964.

This project is a sociological study of the prestige of different occupations, and selected aspects of prestige and social stratification amongst urban Whites in South Africa. The investigation falls into two parts - a sample study of White adults in towns in South Africa, and secondly, a sample of White children in Standards 7 and 9 in the Republic. The project as a whole is theoretically-oriented, and aims at testing within the South African situation certain American and British theories in regard to social stratification and occupational prestige.

The fieldwork covered a wide sample of 1800 White adults and 2732 White high school children drawn from urban areas in the Republic.

A preliminary report on the central topic of occupational prestige, based on the responses of the adult sample, is at the time of writing virtually complete. The report gives

detailed occupational prestige rankings for a selected range of occupations, and also throws some light on stratification in South Africa. It will be finalised in the new year.

2. A STUDY OF SOCIAL STRATIFICATION AMONG
URBAN WHITES IN SOUTH AFRICA:

SPONSOR: Institute for Social Research,
with financial assistance from the
University of Natal Research
Committee.

PROJECT DIRECTOR: Professor L. Schlemmer.

RESEARCH WORKERS: Professor L. Schlemmer and
Mrs. U. Bultee1.

DATE COMMENCED: 1971.

In 1971, the University of Natal Research Committee made a grant to enable the Institute to process a large amount of 'additional' data which had been collected during the field-work on the study of Occupational Prestige. The data covers a variety of perceptions of social class and status among Whites in South Africa.

A first report on the study has already appeared in the form of a paper delivered at the Annual Congress of the Association for Sociology in Southern Africa in 1972.

3. A SHORT HISTORY OF PHYSICAL PLANNING:

- SPONSOR:** The Institute for Social Research, acting as a co-ordinating body for the research to be undertaken jointly by the Departments of Architecture and Geography at the University of Natal, and the University of the Witwatersrand. A financial grant has been provided by the South African Human Sciences Research Council.
- PROJECT DIRECTORS:** Professor L.T. Croft and Professor R.J. Davies of the University of Natal; Dr. R.B. Lewcock, formerly of the University of Natal; Professor T.J.D. Fair of the University of the Witwatersrand and Professor E.W.N. Mallows, formerly of the University of the Witwatersrand; together with a supervisory committee composed of the above plus the President of the Human Sciences Research Council, Dr. P.M. Robbertse; and Mr. J.F. Otto of the Department of Planning.
- RESEARCH WORKERS:** Professors Mallows, Croft, Fair and Dr. Lewcock, with assistants as appointed from time to time.
- DATE COMMENCED:** 1967.

The general objective of the project is to fill a gap in the existing literature of physical planning. There is no short general history of physical planning available in any language, for teaching at university level, or for general reference. All of the existing works have been written on either an analytical or a comparative basis - they are either descriptive or philosophical. It is intended to prepare a series of plans and sections drawn to a standardised scale, with standardised notation, so that these are comparable. A standardised method of analysis which will make clear the relationship of the plans to their social, economic, political, religious and physical background is to be worked out. The general model approach would be provided by the classic *History of Architecture on the Comparative Method* by Banister Fletcher,

which has for long been a standard text book on the subject. A book executed in this systematic manner is essential if the real nature of physical planning is to be taught at university level. Such a work is very seriously needed at the present time.

Considerable attention has been devoted to methodological problems related to the analysis and presentation of data in a uniform manner for the selected cities. The cartographic work is of an intricate nature, presenting many problems. Most of these problems have been solved, and work is proceeding. About 150 maps in all are required. The towns to be dealt with include Athens, Paris, Manchester, Mexico City, Cape Town, and Philadelphia. The towns will be analysed systematically at different periods in history.

Professor Croft has had an opportunity of visiting scholars engaged on a similar project at Oxford, and valuable information for the South African project has been obtained.

The drawing and production of maps is nearing completion, and the project is moving into its final phase.

4. A BASELINE REGIONAL SURVEY OF THE EMPANGENI-
RICHARD'S BAY REGION:

- SPONSOR: The Department of Planning.
- PROJECT DIRECTORS: Professor R.J. Davies,
Professor L. Schlemmer,
Professor G.J. Trotter, and
Professor H.L. Watts;
together with a Steering Committee
composed of the above plus Profes-
sor W.J. Argyle, Mr. S. Kahn and
Mr. G.G. Maasdorp of the University
of Natal, Dr. C.J. Claassen of the
Department of Planning, Mr. A.M.
Little and Mr. R.A. Pistorius of
the Town and Regional Planning
Commission of Natal, Mr. V. Rabe
of the Department of Bantu Admin-
istration and Development, and Mr.
L.J. Trebble of the Department of
Planning.
- RESEARCH WORKERS: Professors W.J. Argyle, R.J. Davies
and H.L. Watts, assisted by Mr. S.
Kahn, Mr. D. Langham, Mr. G.G. Maas-
dorp, Dr. R. Preston-Whyte, Mr. H.J.
Thomas and teams of fieldworkers.
- DATE COMMENCED: 1968.

With the creation of a deep-water harbour and industrial area *de novo* at Richard's Bay, the Richard's Bay-Empangeni area will develop rapidly in importance. It is seldom that social scientists have the opportunity to investigate the impact of social change resulting from industrial development, and the developments occurring in the region provide a unique opportunity to do so. The present study is intended as a baseline study to collect information on an interdisciplinary basis about the present state of the region.

Fieldwork has been undertaken by the Economics Department to assess the present development of manufacturing and service industries. The Department of African Studies has made a case study of the Black labour force of one large industry, and has done documentary research on the labour force of the region as a whole. The Department of Sociology and the Institute have been involved in a sample survey of Whites in the major towns in the region, and has recently completed

an in-depth interview study among elites in the area.

Work currently being planned includes a study of the rural ecology and family life of Blacks in the area, spatial changes in both the physical and social sense resulting from development, a short climatological description, and population projections.

At present the drafting of reports by the economists involved in the study is approaching completion, and the case study of a Black labour force is presently being coded for final analysis.

5. SURVEY OF OUTDOOR RECREATIONAL
NEEDS IN PIETERMARITZBURG:

- SPONSOR: The Town and Regional Planning Commission of Natal.
- PROJECT DIRECTOR: Originally, the Town and Regional Planning Commission of Natal, now Professor L. Schlemmer of the Institute for Social Research.
- RESEARCH WORKERS: Formerly Staff of the Town and Regional Planning Commission of Natal, with Prof. L. Schlemmer from the Institute providing consultative services, but since 1969 the Staff of the Institute itself (latterly Mrs. U. Bulteel).
- DATE COMMENCED: 1966.

This study was initiated by the Staff of the Town and Regional Planning Commission of Natal with Prof. Schlemmer of the Institute for Social Research acting as a consultant on research methodology. The Institute collaborated in designing the questionnaire and the sample, the briefing and initial training of the interviewers, and also in the planning of the tabulation of the coded results. The study is parallel to, and a precursor of, the Durban Recreation Survey reported on elsewhere.

At the end of 1968 the Institute was asked to assume responsibility for the project and complete it, since, due to staff changes, the Commission was not favourably placed to continue with the research.

This study has recently been completed and a report has been submitted to the sponsor. The report is presently being summarised for publication.

6. THE DURBAN METROPOLITAN RECREATION SURVEY:

SPONSOR: The Town and Regional Planning Commission of Natal.

PROJECT DIRECTOR: Professor L. Schlemmer.

RESEARCH WORKERS: Professor L. Schlemmer assisted by Mrs. U. Bulteel.

DATE COMMENCED: 1967.

This project follows on from the Pietermaritzburg Recreational Survey (see 5.). The investigation was commissioned by the Town and Regional Planning Commission of Natal with the aim of investigating recreational activity and leisure-time needs among all races and all sections of the population in the Durban Metropolitan area. The intention was that the survey results would provide refined standards for the provision of official public recreational facilities applicable to the different ethnic groups, and to the various major socio-economic and ecological sub-groups within the metropolitan area.

The tabulation of the results for this survey have been completed. A special computer programme had to be prepared to handle some of the problems posed by the data. (The normal tabulation programme used by the Institute has proved inadequate for some of the problems posed by this large-scale study.)

Progress on the report on this study has been delayed by problems encountered in the Pietermaritzburg survey of outdoor recreational needs. The Pietermaritzburg survey has now been completed, however, and the finalisation of the Durban project, which has also been delayed by staff shortages, is under way.

7. A STUDY OF SOUTH AFRICAN METROPOLITAN STRUCTURE:

SPONSOR: The Institute for Social Research
(financial support has yet to be
sought for this project).

PROJECT DIRECTORS: Professor R.J. Davies and
Professor H.L. Watts.

RESEARCH WORKERS: Still to be appointed.

DATE COMMENCED: 1970.

The aim of this project is to undertake an analysis of the urban structure of the four major cities (namely Johannesburg, Pretoria, Durban and Cape Town), together with certain selected smaller towns in the Republic of South Africa. The project is intended as a large-scale project within the sphere of the urban studies research programme of the Institute.

It is intended to base the analysis on special tabulations from the 1970 Population Census. In this regard a detailed memorandum on the question of obtaining special tabulations from the Department of Statistics has been submitted to the Human Sciences Research Council. Negotiations are still in progress.

As a long-term study this project is not likely to be completed until the second half of the decade. Some work on the project has been done in respect of 'factor analyses' for the city of Durban, and the project directors intend commencing a special analysis of the 1970 Census in the near future.

8. A STUDY OF URBAN AFRICAN ATTITUDES:

SPONSOR: The South African Institute of Race Relations and the Institute for Social Research.

PROJECT DIRECTOR: Professor L. Schlemmer.

RESEARCH WORKERS: Professor L. Schlemmer, Mrs. Mogs Oosthuizen, with ad hoc assistants.

DATE COMMENCED: 1970

This study presents tremendous challenges bearing in mind the widespread reticence among Africans to express opinions openly. A considerable amount of time had to be spent in experimenting with various techniques, including informal interviewing in beerhalls, at bus stops and other public places, and pictorial techniques. Finally a combination of an indirect method and open-ended questions proved to be suitable. Interviews among a sample of 300 African men in the municipal townships have been completed.

Some of the results of the study have proved very interesting, and a paper on this project was presented at the Congress of Sociologists of Southern Africa held at Lourenco Marques in July 1971. A paper based on this study has been published by the journal *Social Forces*, and work is continuing on the further analysis of the data. At present a report on the attitudes of Africans to work and their 'class' situation is being prepared.

9. AN OBSERVATIONAL STUDY OF MOTHER-INFANT INTERACTION DURING THE FIRST WEEK OF LIFE:

SPONSOR: Institute for Social Research
(with financial assistance from the Institute's Research Projects Fund).

PROJECT DIRECTION: Department of Psychology,
University of Natal.

RESEARCH WORKER: Miss J. Wetteland.

DATE COMMENCED: 1967.

The purpose of this psychological study is to observe the mother-infant interaction of African mothers and their newborn infants for the first six days after birth. Although there have been a few studies of the early mother-infant relationships, notably those by Middlemore (1941) (1) and Levy (1958)(2), in all such studies observations have been confined to only the feeding situation. The present study, however, aims at obtaining a more comprehensive picture of the behaviour of the mother and infant during all naturally occurring situations. This is made possible by conditions in non-White hospitals in Durban where African mothers keep their newborn infants in bed with them for the entire duration of their stay in hospital, unlike conditions in most White hospitals where mothers only see their newborn babies during feeding times and perhaps for other brief periods during the day. Even in hospitals in other countries where rooming-in is sometimes practised, the baby, although in the same room as the mother, is separated from her by being placed in a cot. By having her baby constantly in the same bed with her, the African mother is able to give immediate attention to the baby's needs, self-demand breast-feeding is facilitated and maximum contact between mother and child is possible. According to some theories, these conditions may have important implications for later psychological development.

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- 1) Middlemore, M.P. (1941): *The Nursing Couple*, Hamish Hamilton Medical Books, London.
- 2) Levy, D.M. (1958): *Behavioral Analysis: Analysis of Clinical Observations of Behavior as Applied to Mother-Newborn Relationships*, Charles C. Thomas, Springfield, Illinois.

The fieldwork for the study is complete, thirty subjects having been intensively investigated. The documentation of the material, which was commenced in 1971, is in progress.

10. REVISION OF EARLIER RESEARCH ON EDUCATION
IN SOUTH AFRICA:

SPONSOR: Institute for Social Research
with financial assistance from the
Ernest Oppenheimer Memorial Trust.

PROJECT DIRECTOR: Dr. E.G. Malherbe.

RESEARCH WORKERS: Dr. E.G. Malherbe assisted as
required by ad hoc workers.

DATE COMMENCED: 1968.

This project embraces the revision and updating of earlier research undertaken by Dr. E.G. Malherbe into education in South Africa, and involves the re-writing of his well-known book *Education in South Africa 1652 - 1922*. Work has been in progress on the collation of source materials dating from 1910 onwards. Departmental annual reports, reports of various education commissions, parliamentary and provincial council debates, educational journals, and daily press references have been perused and relevant material collated. Work also is in progress bringing up to date statistics in respect of Whites, Coloureds, Indians and Africans showing the enrolment of pupils and students at the various types of educational institutions, and the associated educational costs. Finally, work is in progress assessing the results of education in respect of literacy, bilingualism, earnings, and manpower needs in the Republic.

The first volume of this study has been completed, and two-thirds of the second volume are ready for the press. The complete work will be ready for publishing in 1974.

11. A STUDY OF VALUES, ATTITUDES AND ASPIRATIONS
OF BANTU SCHOOLGIRLS IN DURBAN:

SPONSOR: Institute for Social Research,
with a financial grant from the
South African Human Sciences
Research Council.

PROJECT DIRECTOR: Professor W.J. Argyle.

RESEARCH WORKER: Miss. A. Perry.

DATE COMMENCED: 1965.

This social anthropological study is an investigation of the problems, attitudes and aspirations of African schoolgirls in and around Durban. Topics such as kinship and the family, courtship and marriage, health and hygiene, town and rural life, as well as some religious and moral values, are being covered.

The fieldwork was completed in 1967, and the data have been tabulated. During the past few years the research worker has only been able to work at the study on a very part-time basis, but by now the drafting of the report has made considerable progress. During the past two years the research worker has not been able to devote much time to the project due to the pressure of other research commitments. It is expected that progress will be more favourable in 1974.

12. CONFLICTING ROLES OF A WARD SISTER IN A TRAINING HOSPITAL DUE TO APPARENT INCOMPATIBILITY BETWEEN BUREAUCRATIC AND PROFESSIONAL NORMS:

SPONSOR: Institute for Social Research,
with financial assistance from
the South African Human Sciences
Research Council.

PROJECT DIRECTOR: Professor N.K. Lamond.

RESEARCH WORKER: Professor N.K. Lamond.

DATE COMMENCED: 1968.

Due to such factors as rapid advances in medical science, technological change, and evolutionary trends in the philosophy of nursing as well as in the status of professional women, the role expectations of the present-day ward sister as a specialist member in a team of skilled workers appear to be in conflict with the role expectations laid down by the bureaucracy for her position in a hierarchical structure. Therefore the enfunctions and dysfunctions pertaining to the role of ward sister in a teaching hospital represent a problem for research. The project aims at investigating this topic, and the research worker has collected material based on interviews conducted among different groups of respondents ranging from patients, student nurses and trained nurses through to administrative, paramedical and clerical personnel. Observation has also been carried out in the wards of a large training hospital.

It is now envisaged that in addition to the substantive report on the project concerned, a second report integrating the South African material with the additional research carried out by Professor Lamond while she was in Scotland, will be prepared. The Scottish investigations have enlarged and enriched the original study tremendously, far beyond what otherwise would have been possible.

This research has now been completed and a report submitted to the Human Sciences Research Council.

13. A STUDY OF EMPLOYMENT OPPORTUNITIES FOR AFRICAN, COLOURED AND INDIAN SCHOOL-LEAVERS IN DURBAN:

- SPONSORS: South African Institute of Race Relations, with assistance from the van Leer Foundation, Institute for Social Research.
- PROJECT DIRECTORS: Miss A. Perry, Research Officer of the Natal Region of the South African Institute of Race Relations, Professor L. Schlemmer, and Professor H.L. Watts of the Department of Sociology.
- RESEARCH WORKERS: Miss A. Perry with ad hoc assistants and Mr. Mark Boulanger.
- DATE COMMENCED: 1970.

This is a project being conducted by the Natal Regional Office of the South African Institute of Race Relations. The Institute for Social Research and the Department of Sociology at the University are involved by virtue of the fact that Professor Watts and Professor Schlemmer are joint supervisors of the project with Miss Perry.

The study is primarily concerned with employment opportunities and problems associated with employment as they affect African, Coloured and Indian work-seekers in Durban. The study has two parts.

The first part is an investigation of the employment history and work-seeking experiences of recent high school leavers. In addition to documenting the factual situation, this study is also concerned with the occupational aspirations of black high school leavers in the context of South Africa's divided society. The results of this study are based on personal interviews among random samples of young adults in Durban.

The second part is an investigation of employment practices among a cross-section of selected private employing establishments (mainly business firms) in Durban. Aspects of this study include the demand for black employees in various grades of employment, changes in the patterns of employment by race in recent years, and an analysis of factors

which encourage or limit the employment of black work-seekers.

Both reports are presently being drafted, and are well-advanced.

14. A STUDY OF SOCIO-POLITICAL ATTITUDES AMONGST
THE WHITES IN DURBAN:

SPONSOR:	The Department of History and Political Studies, and the Institute for Social Research, at the University of Natal, with financial assistance from the South African Institute of Race Relations.
PROJECT DIRECTORS:	Professor L. Schlemmer and Dr. R. Turner.
RESEARCH WORKERS:	Professor L. Schlemmer and Dr. R. Turner, assisted by ad hoc fieldworkers.
DATE COMMENCED:	1970.

This study has been undertaken in order to gain insight into structuring of political and socio-political sentiments and beliefs among South African whites. Very little research of this type has been undertaken in South Africa, so this study can make a useful contribution to our knowledge. In particular, the aim has been to study the relationship between attitudes to a range of political policies and more basic ideological trends among voters.

One of the key aims of the project was to allow a comparison of the attitudes of English and Afrikaans respondents. In view of the predominance of English-speaking whites in Durban, the sample was differentially-weighted to increase the number of Afrikaners interviewed, to a level sufficient to allow a full comparison with English-speaking respondents.

On the basis of a study of political communication in South Africa, a list of statements was prepared as stimulus to be presented during interviews, and the respondents were asked to indicate whether they agreed or disagreed with each statement.

Personal interviews with a sample of 275 white male voters in Durban were conducted by senior university students, and it was most encouraging to note that despite the controversial nature of many of the areas investigated, good response was forthcoming from the subjects.

A first report on this study has been completed and has

been published by the South African Institute of Race Relations under the title: *Privilege, Prejudice and Parties.*

15. A STUDY OF THE STUDENTS, STAFF, AND GRADUATES OF THE MEDICAL SCHOOL AT THE UNIVERSITY OF NATAL - AN EVALUATIVE STUDY IN THE FIELD OF MEDICAL EDUCATION:

- SPONSOR: The Medical School of the University of Natal, with a financial grant from the South African Human Sciences Research Council.
- PROJECT DIRECTOR: Professor H.L. Watts.
A Steering Committee under the Human Sciences Research Council consists of Dr. P.M. Robbertse, President of the H.S.R.C., Dr. C. McN. Cochran, Professor H.P. Pollak, and the Director of the Institute for Social Research.
- RESEARCH WORKERS: Mrs. J. Ngobese, Dr. H. Sibisi, and Mrs. U. Bulteel.
- DATE COMMENCED: 1969.

This study is being undertaken by the Institute for Social Research at the request of the Medical School of the University of Natal. It is essentially a piece of evaluative social science research in the field of medical education. It is now over a decade that the Medical School has been in existence and commenced producing graduates, and it is felt high time to appraise the position. It is intended that the results should be of such a nature as to guide the further education of the Medical School, and by providing an objective picture of how it is functioning and achieving its goals, make its future work more effective.

The data for a sample of students from the Medical School has been fully analysed and the first copy of the report has been drafted by Professor Watts.

The interviewing of a sample of over thirty members of staff of the Medical School has been completed. The results have been partially analysed.

The interviewing of a sample of graduates of the Medical School, as well as a postal questionnaire covering those graduates in the sample whom it was not possible to interview directly, have been completed. The interviewing

met with a satisfactory response, but as is so often the case, the mailed questionnaire had a low response rate, even after several appeals. The coding and processing of this information has been completed, and will shortly be statistically analysed and a report prepared.

The third part of the investigation concerns the type of populations which are served by graduates of the Medical School of the University of Natal. A sample of 100 Africans and 50 Indians in Durban have been interviewed, and data obtained on their attitudes towards Western medicine, and the nature and extent of their beliefs in folk medicine, and the practise of folk remedies. This type of information will be of value in indicating the type of situation which the graduates from the Medical School will have to deal with in practice. This information has been processed on the computer.

From the foregoing, it will be seen that progress has been maintained on the different aspects of the research project. As a large-scale piece of research it has involved different facets, with the most recent being the investigation of the attitudes of the ordinary non-white layman to medicine and illness. It is anticipated that the final report collating all the various aspects of the research will not be available for another six to twelve months, but reports will be released to the Human Sciences Research Council on each part of the research as it is completed.

16. A STUDY OF MALNUTRITION AMONGST CASES AT A RURAL HOSPITAL:

SPONSOR: An ad hoc group including representatives from a voluntary organisation, two rural African hospitals and one urban one, the Medical School and the Institute for Social Research, both from the University of Natal.

PROJECT DIRECTOR: Professor John Reid, Professor L. Schlemmer, Professor H.L. Watts and an ad hoc Steering Committee.

RESEARCH WORKERS: Staff of the hospital concerned.

DATE COMMENCED: 1971.

As a result of the initiative of several workers in the field of nutrition, a study has been commenced of the incidence of malnutrition at a rural African hospital. (This study was originally intended to cover three hospitals but for practical reasons has been limited to one institution). A detailed form for the recording of medical and socio-economic information about malnutrition cases was prepared, and a recording and analysis scheme set up. A full-scale analysis of the results on a regular time basis has been undertaken.

The Institute for Social Research has helped with the design of the project, and has also provided advice on the processing of the statistical returns. The computer processing is now complete for one full year of returns, and analysis will commence shortly.

It is hoped that this project will provide very useful factual information on the incidence and characteristics of malnutrition cases.

17. A STUDY OF COST OF LIVING NEEDS AMONG AFRICAN
EMPLOYEES IN A BORDER MINING INDUSTRY:

SPONSOR: A mining company.
 PROJECT DIRECTOR: Professor L. Schlemmer,
 Mr. Peter Stopforth.
 RESEARCH WORKERS: Mrs. H. Schlemmer, Mr. R. Khoza,
 Mr. W. Nkuna, Mr. N. Sithole.
 DATE COMMENCED: 1973.

Very little information is available on Poverty Datum Lines and Cost of Living needs among Africans in rural areas and small towns. This study has been undertaken in order to provide this information in regard to a small township on the border of a Homeland area in the North Eastern Transvaal.

A confidential report based on a small random sample survey of African employees and a survey of retail outlets in the area has been submitted to the African Affairs Consultant to the sponsors. A further report, which will most probably be published, is well-advanced. This report covers aspects of consumption patterns, demographic and family characteristics of employees, and a more elaborate analysis of cost of living needs.

18. A STUDY OF LABOUR TURNOVER AMONG WHITE PROCESS TECHNICIANS
IN A PETRO-CHEMICAL INDUSTRY:

SPONSOR: A petro-chemical firm.
PROJECT DIRECTOR: Professor L. Schlemmer.
RESEARCH WORKER: Ms. C.J. Weaver.
DATE COMMENCED: 1973.

This is an investigation of the causes underlying labour turnover among an important category of employee, process technicians, in a fuel refinery. The study has been conducted using focussed interviews, depth interviews, sample projecture measures, and group discussions among samples of both present and former employees.

A preliminary confidential report bearing on wages and their relation to turnover has already been submitted to the sponsors, and the writing of the final report will commence before the end of the year. It is hoped that aspects of the results will be published, with the permission of the sponsors.

19. A STUDY OF AFRICAN EMPLOYEE MORALE, ATTITUDES TOWARD
PRODUCTIVITY, AND POVERTY DATUM LINES IN THE
FORESTRY INDUSTRY AND RELATED INDUSTRIES
IN NATAL AND TRANSSVAAL:

SPONSOR: Two major timber and wattle
processing industries.

PROJECT DIRECTOR: Professor L. Schlemmer.

RESEARCH WORKERS: Mr. Chris Rawlins, Mr. Roger Allen,
Mr. Edison Khuzwayo, Mr. Gordon Mdimba,
Mr. Fidelus Ngobese, Mr. Enoch Sibisi.

DATE COMMENCED: 1973.

This is a large scale project. Initially intended as a study of rural Poverty Datum Lines applicable to forestry estate employees, the project has expanded to include aspects of worker orientations relevant to productivity and worker satisfaction. The study will cover over twelve estates, and four processing factories. The techniques include structured interviews, simple projective techniques, and group depth interviews.

Pilot studies have been completed in both Natal and the Transvaal, and the main fieldwork will commence before the end of 1973.

20. A STUDY OF COMMUNITY DEVELOPMENT NEEDS AND PROBLEMS
AMONG AFRICAN EMPLOYEES AT HILTON COLLEGE, NATAL:

SPONSOR: Hilton College.
PROJECT DIRECTOR: Professor L. Schlemmer.
RESEARCH WORKERS: Miss Beata Mbanda and
Mrs. Mogs Oosthuizen.
DATE COMMENCED: 1973.

This is an extremely demanding project but a great challenge since the residential situation of the African workers and their families closely resembles many rural and semi-rural settlements in Natal. Problems of low morale, poor community spirit, and a lack of interest in self-help are the issues being investigated.

The techniques being employed involve observation, focussed interviewing and group interviewing.

The fieldwork has already commenced and useful information is being obtained.

21. A STUDY OF AFRICAN EMPLOYEE MORALE AND JOB SATISFACTION AT MICHAELHOUSE SCHOOL, BALGOWAN, NATAL:

SPONSOR: Michaelhouse School.
PROJECT DIRECTOR: Professor L. Schlemmer.
RESEARCH WORKERS: Miss Beata Mbanda and Mrs. Mogs Oosthuizen.
DATE COMMENCED: 1973.

It has often been found that the morale, job satisfaction and general performance of rural or semi-rural African employees compares unfavourably with that of African workers in urban situations.

This study is an attempt to uncover factors underlying problems such as these among the labour force in a rurally situated private school.

The techniques being used involve a carefully prepared structured interview schedule, as well as observation and informal interviewing among the families of workers.

Fieldwork is fairly well advanced and a brief preliminary report has already been submitted to the sponsors.

22. A STUDY OF HEALTH EDUCATION NEEDS AND ATTITUDES TO WESTERN MEDICINE AMONG RURAL AFRICANS IN THE TRANSKEI:

SPONSOR: Mount Ayliff Dutch Reformed Church Mission, All Saints Mission, Engcobo, Institute for Social Research.

PROJECT DIRECTORS: Dr. Sam Fehrsen, of the Mount Ayliff Mission,
Dr. R. Ingle, All Saints Mission, assisted by Dr. Harriet Sibisi and Professor L. Schlemmer.

RESEARCH WORKERS: A team of students from Fort Hare University, supervised by Rev. Michael Lila and Mrs. Mogs Oosthuizen.

DATE COMMENCED: 1972.

This is an extremely important project for reasons which are self-evident. The study has posed several very intricate sampling and interviewing problems. The study will comprise two multi-stage probability cluster samples of roughly 250 homesteads each in the Mount Ayliff and Engcobo districts. A lengthy focused interview schedule has been prepared and the standard interviews will be supplemented by interviews in greater depth at roughly one in ten of sampled homesteads.

The study, which covers attitudes towards traditional medicine, Western medicine, health, disease, nutrition and hygiene is likely to be of both practical and theoretical significance.

Pre-test interviews have been completed, and the main fieldwork is due to commence in November 1973.

NEW APPOINTMENTS AND STAFF RESIGNATIONSNew Appointments:

We welcome the following new members of staff who joined the Institute during 1973:

Roger D.J. Allen	(appointed 23rd July, 1973)
Beata Mbanda	(appointed 16th July, 1973)
Gordon Mdima	(appointed 1st June, 1973)
Edison S. Khuzwayo	(appointed 16th July, 1973)
Ann S. Morton	(appointed 9th May, 1973)
Marguerite J. Oosthuizen	(appointed 7th May, 1973)
Chris F.M. Rawlins	(appointed 1st May, 1973)
Dumisani E. Sibisi	(appointed 16th July, 1973)
Harriet Sibisi (Dr.)	(appointed 1st January, 1973)
Carol J. Weaver	(appointed 1st July, 1973)

In addition to the above formal appointments, the following persons have helped on a temporary basis from time to time, assisting with a variety of projects as scientific assistants:

Miss P.L. Millar	Miss C.B. Wickham
Mrs. H. Schlemmer	Mr. N. Shabane
Mr. F.D. Msomi	Mr. F. Ngobese
Mr. A. Gumede	Mr. H.J. Thomas
Mr. D.A. Langham	Mr. M.J.A. Glickman
Mr. B. Legwate	

Staff Resignations:

Mr. S. Kahn, who resigned in June, 1973 in order to further his studies.

Mrs. I.E.N. Pratt, who resigned in April, 1973 and took up another appointment.

Mrs. J. Ngobese, who resigned at the end of March, 1973 in order to further her studies.

Miss P.M. Townsend, who resigned at the end of March, 1973 in order to further her studies.

VISITORS TO THE INSTITUTE FOR SOCIAL RESEARCH,
 DURING THE YEAR ENDING 30TH SEPTEMBER, 1973.

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Prof. Edward Feit	Department of Political Science, University of Massachusetts, United States of America.
Dr. W.J. Millard	United States Information Agency, Washington D.C., United States of America.
Prof. B. Sundkler	Uppsala University, Sweden/Áfrika Studiecentrum, Leyden, Holland.
Herr. Ulrich F.W. Weyl	Geographer, University of Giessen, West Germany.
Dr. Gunter Augustini	Agricultural Sociologist, Institute of Foreign Agriculture, University of Gottingen, West Germany.
Herr. Ernst-Albrecht van Renesse	Institute for Development Research and Development Policy, (GBI), Ruhr University, West Germany.
Dr. & Mrs. W. Kratzsch	Children's University Hospital, University of Berlin, Germany.
Prof. Jeffrey Butler	Department of History, Wesleyan University, Middletown, Connecticut, United States of America.
Mr. Howard Schomer	Secretary, United Church Board for World Ministries, World Issues Office, New York, N.Y., United States of America.
Dr. Michael Bordeaux	Centre for the Study of Religion and Communism, Chiselhurst, Kent, United Kingdom.

Prof. Arne Bergsman	Assistant Professor of Psychiatry, Karolinska Institutet, Stockholm, Sweden.
Mr. G.R. de Carle	Managing Director, The Natal Tanning Extract Co., Ltd., Pietermaritzburg.
Mr. W.A.E. Hirst	Managing Director, Slater Walker South Africa, Johannesburg.
Mr. John Sackur	Study Project on External Investigation in South Africa, London, United Kingdom.
Prof. Heribert Adam	Professor of Sociology, Anthro- pology and Political Science, Simon Fraser University, Burnaby, British Columbia.
Chief Gatsha Buthelezi	Chief Executive Councillor, Kwa Zulu Government.
Prof. H.W.E. Ntsanwisi	Chief Executive Councillor, Gazankulu Government.
Prof. John Adams	Department of Economics, University of Maryland, United States of America.
Dr. Gruber	South Africa Foundation, Johannesburg.
Mr. William A. Herman	Assistant Program Officer, (Middle East and Africa), Ford Foundation, United States of America.
Mr. Walter Langschmidt	Managing Director, Market Research Africa, Johannesburg.
Mr. E. Singh	Town Planner, Isipingo Town Council, Natal.



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