MANAGEMENT AND DEVELOPMENT OF CRICKET IN SOUTH AFRICA WITH SPECIAL REFERENCE TO NATAL

by

LOGANADHAN DALYIAH NAIDOO

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PROMOTER : DR MS BAYAT

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DEDICATION

TO THE CHILDREN WHO ARE INNOCENT
VICTIMS OF A CRUEL SOCIETY

AND

TO ALL THE NON-RACIAL SPORTS-PEOPLE
WHO MADE THE SUPREME SACRIFICE IN
THE STRUGGLE FOR NON-RACIALISM.

DECLARATION

I, the undersigned, hereby declare that the work contained in this thesis is my own work and has not previously, in its entirety or in part, been submitted at any university for a degree.

LD NAIDOO

DECEMBER 1993

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SUMMARY

The purpose of this study is to evaluate the management and development of cricket in South Africa with particular reference to Natal.

The objectives of this evaluation included :-

Highlighting the period of cricket prior to unification;
Describing the unification process and the conditions necessary for unity; and
Evaluation of the development programmes at national and provincial levels.

The extensive area of investigation and the vastness of the area of study, restricts this research to specific aspects that are pertinent to the topic. The objectives of the study therefore focus on the following :

To provide a theoretical foundation and analysis of administration, organisation and structure, and development, in order to establish whether the current situation did in fact meet with the objectives of the unification process;
To investigate the effects of the apartheid policy on sport in South Africa; and
To provide a critical appraisal of existing development programmes in order to enhance the knowledge and literature-base of cricket administration in South Africa.

Within the framework of this research, and the theoretical foundations of cricket administration and development, the effects of the government's policy of "Apartheid", the emergence of the non-racial sports struggle, the unification process, and the structure of cricket with particular emphasis on the development programmes both at national and provincial levels, are discussed.

The conclusion, which draws inferences from each chapter, provides certain recommendations pertaining to the following:

- The establishment of a National Sports Coordinating Body;
- The development of a National Development Policy;
- The establishment of a National Development Fund;
- The Development of Talented Players;
- The Development of Officials;
- The Development of Clubs;
- The Provision of Facilities;
- The establishment of School Cricket Unification; and
- Control and Accountability.

It is hoped that the recommendations and suggestions made address some aspects of the various issues raised about the unification process in cricket in South Africa.

OPSOMMING

Die doelstelling van hierdie studie is om die bestuur en ontwikkeling van krieket in Suid Afrika te evalueer met spesifieke verwysing na Natal.

Die doelwitte van hierdie evaluering was as volg:

- Om in oorsig te gee van die krieket-era in die - tydperk voor unifikasie;
- Om die unifikasie proses te verduidelik, asook die toestande wat hierdie proses voorafgegaan het;
- Evaluering van die ontwikkelingsprogramme op nasionale en provinsiale vlakke.

Die ekstensiewe en omvattende aard van hierdie veld, het dit genoodsaak om hierdie ondersoek te beperk tot spesifieke aspekte wat meer toepaslik is ten opsigte van die spesifieke onderwerp. Die doelwitte van hierdie studie fokus derhalwe dus op die volgende:

- Om 'n teoretiese fundering en basis vir analise vir die administrasie, organisering en struktuur, en ontwikkeling te verskaf, sodat bepaal kan word of die bestaande situasie wel aan die doelwitte van die unifikasie proses voldoen;
- Om die effek van die apartheid beleid op sport in Suid Afrika te bepaal; en
- Om 'n kritiese evaluering te maak van bestaande ontwikkelingsprogramme, sodat bestaande kennis en literatuur van krieket administrasie in Suid Afrika bevorder kan word.

Binne die raamwerk van hierdie navorsing, en die teoretiese grondslae van krieket administrasie en ontwikkeling, die effek van "Apartheid", die ontwaking van 'n stryd vir nie-rassige sport, die unifikasie proses, en die struktuur van krieket, met besondere beklemtoning op ontwikkelingsprogramme, beide op nasionale en provinsiale vlakke, word bespreek.

Die gevolgtrekking, wat bestaan uit afleidings van elke hoofstuk, voorsien sekere aanbevelings wat met die volgende verband hou:

- Die totstandkoming van 'n Nasionale Sport Koordineringsliggaam;
- Die ontwikkeling van 'n Nasionale Ontwikkelingsbeleid;
- Die skep van 'n Nasionale Ontwikkelingsfonds;
- Die ontwikkeling van talentvolle spelers;
- Die ontwikkeling van beamptes;
- Die ontwikkeling van klubs;
- Die voorsiening van fasiliteite;
- Die totstandkoming van 'n unifikasie in skool krieket; en
- Beheer en Verantwoordelikheid.

Daar word gehoop dat die aanbevelings en voorstelle wat gemaak is sekere aspekte van die verskeie kwessies rondom die proses van krieket unifikasie in Suid Afrika sal aanspreek.

CHAPTER ONE

1. Introduction

Cricket, like much of South African society, has a history of racial compartmentalisation. While the history of White cricket (often paraded as the sum total of cricket history in South Africa), has received significant publicity, the history of Black cricket has largely been hidden from view. What lies hidden is a rich and exciting history that demands greater exploration.

Krish Mackerdhuj, in his inaugural address as the vice-president of the United Cricket Board of South Africa (UCBSA), drew attention to this history. He spoke about the South End Cricket Club of Port Elizabeth, which was formed in 1876, and about a Malay team playing W.W. Read's 1891-92 English side. The 1900's were also marked by a lengthy period of Black cricket, which was splitting up along ethnic lines. By the mid-1950's however, unity in Black cricket was restored under the auspices of the South African Cricket Board of Control (SACBOC). This heralded, in the words of Mackerdhuj, the "Golden Age" of Black cricket.[1] However, the divide between White and Black cricket remained. This schism was widened by broader political developments. In the aftermath of the Sharpeville shootings, the African National Congress (ANC) and the Pan Africanist Congress (PAC) were driven underground, banned and finally forced into exile. The state used dissipation of resistance to consolidate the policy of

apartheid. White society became increasingly cut off from the rest of South Africa, and cricket reflected this division.

It was only in the mid-1970's, (1976-1977 season), that this divide was breached. However, this unity was short-lived. Goeff Dakin was to reflect later that "it is easy to see why the unity of 1977 did not last. Quite simply, it was not genuine unity..."[2]

Consequently, cricket slipped back into racially exclusive enclaves.

This division between Black and White cricket reflected the broader divisions in South African society which was brought about the government's policy of "Apartheid". The 1980's were marked by escalating political violence as Black extra-parliamentary organisations sought to gain hegemonic status in the townships. At the same time the ANC stepped up armed attacks while ensuring South Africa's status as a pariah nation on the world stage. With sanctions taking a heavy toll on the economy, and White morale and repression failing to stem the tide of popular resistance, the South African state was on the defensive.

The ANC and its internal surrogates, despite their efforts, were not strong enough to develop a successful insurrectionary strategy; state power could not be attained through the barrel of a gun. By the end of the 1980's a political stalemate characterised South Africa. On 2 February 1990 F.W. De Klerk, forced by international pressures and sanctions, broke this log-

jam in one bold stroke. Unbanning the main liberation movements, De Klerk also signalled the Government's intention to negotiate the future of the country. The ANC suspended the armed struggle and entered multi-party talks.

This change at the level of the political super structure had its ripple effect throughout South African society. Cricket was no exception. Aided by the interventions of the ANC's Steve Tshwete, cricket moved quickly to unite. On the 29 June 1991 the UCBSA was inaugurated. At the inauguration much was made of the UCBSA's commitment to Development Programmes. President Geoff Dakin looked forward to the day "when we could draw our strength from a greatly increased number of cricketers as our Development Programmes bear fruit".[3] Managing Director Ali Bacher emphasised that the question now was not "will we get back into international cricket?" but "what will we make of it when it happens? At the heart of our unity talks, and at the heart of the constitution, lies the aims and objectives of our Development Programme..."[4]

What cannot be overlooked is that the euphoria generated by the World Cup and the visits of the Indians, Pakistanis and West Indians is now over. At provincial and national level cricket players remain almost exclusively White and this will not change through some "natural" process. Only a coherent and comprehensive Development Programme will be able to redress the inequalities of the apartheid era.

The time has come to access the UCBSA's effort. It is time to take stock of shortcomings and time to consolidate our achievements. This is precisely what this study sets out to do.

2. Purpose and Objective

The purpose of this research is to evaluate the management and development of cricket in South Africa with special reference to Natal. This evaluation sets out the following objectives :

i) To highlight the period of cricket prior to unification in order to set the foundation for unification.
ii) To define the conditions of the unification process which enable the realisation of its objectives.
iii) To describe the organisation and structure of cricket administration in South Africa.
iv) To relate the development programmes at national level to the unification objectives.
v) To describe the organisation and structure of cricket administration in the province of Natal.
vi) To evaluate the development programmes in the province within the context of the unification of cricket in Natal.

The framework and content of this thesis expands on these objectives.

3. Research Approach

To date there has been very limited research into development of cricket since unification. The topic of this thesis therefore opens up an extensive area of investigation. As a consequence of the vastness of this area of investigation, the research in this study is restricted to specific aspects pertinent to the topic. These aspects are approached from a theoretical-descriptive-analytical, practice-orientated and problematic-critical perspective. The research approaches taken in this study are directed by the following objectives:

i) To provide a theoretical foundation of administration.
ii) To provide a theoretical foundation of organisation and structure.
iii) To provide a theoretical basis for development.
iv) To identify, analyse and evaluate the role of administration in cricket administration.
v) To identify the role of organisational structures in cricket administration.
vi) To investigate the effects of the government's apartheid policy on sport in South Africa.
vii) To provide for a critical appraisal of the existing programmes in development.
viii) To recommend policy changes and/or implementation for the improvement of development programmes in cricket.
ix) To determine whether current development programmes meet the objectives of the unification process.

x) To enhance knowledge in the field of cricket administration.

xi) To provide a literature base in cricket administration that would serve as a basis for further research **and** act as a relevant source of information for officials and players.

xii) To supplement theoretical knowledge by offering an empirical foundation for cricket administration.

4. Research Methodology

The research process for this study was structured according to the following phases.

i) Permission was obtained from the United Cricket Board of South Africa to undertake research into development programmes under the auspices of the United Cricket Board of South Africa.

ii) Theoretical material was reviewed.

iii) A thorough study was made of existing documentation, policies, rules and regulations pertaining to the subject of study, with a view to providing a basis for cricket administration.

iv) A study of the available books, journals and other publications on cricket administration was made. In addition the minutes of relevant meetings were obtained from various cricketing authorities.

v) Visits were made to different cricket unions, and development conferences and meetings were attended to, inter-alia, conduct interviews, observe work methods and procedures, and hold meetings with high-ranking officials.

vi) Constitutions, agreements and declarations from various bodies which pertain to the subject, were consulted and examined.

vii) After a thorough study was undertaken of the existing development programmes in cricket administration, research findings were made available for the improvement of cricket administration and development.

4.1. Limitations of this Study

The poor response for information from the different cricket unions and more especially from the national body, the United Cricket Board of South Africa made the task of completing this study extremely difficult. Some of the senior officials of UCBSA declined to respond. In addition, the non response of the Natal Cricket Union, which is a central focus of this study, and of some of its affiliates, and the manner in which their administration and record keeping has been conducted, complicated issues further. Notwithstanding this, help was obtain from some officials in the different provinces. The willingness of these officials to provide information relevant to this study is noted.

5. The Framework and Layout of this Text

The structure and content of each chapter is as follows:

Chapter Two : Theoretical Foundations of Cricket Administration and Development.

The purpose of this chapter is to provide a literature survey of the various definitions, meanings and/or interpretations of the terms "cricket administration" and "development". In addition, the theory of organisation and structure is examined.

Chapter Three : South African Sport : Part of The Nationalist Ideology

The focus of this chapter is firstly, to establish the history of South African sport, from its early beginnings through to the Imperial Age, and secondly, to highlight the government's contribution to South African sport since the inception of National Party rule and its policy of " Apartheid."

Chapter Four : Non-Racialism in Sport : The Emerging Forces

This chapter first studies sport as a component of society. Thereafter it highlights non-racialism in sport to set the basis for a study of its non-racial pioneers. The chapter concludes with a discussion on the role of the pioneers in the non-racial sports struggle, as well as the effects and cost of this struggle.

Chapter Five : The Path to Unification

This chapter first traces the history of the game of cricket and thereafter describes cricket in South Africa. The merger that resulted in "normal cricket" is highlighted, with a description of the forces that were involved in changing cricket in South Africa. This is

followed by a focus on the period of isolation and the rebel tour era, in order to balance the conceptualisation of cricket in South Africa from the divergent viewpoints of establishment sport and non-racial sport. The chapter concludes with describing the emergence of the National Sports Congress as a non-racial body and the problems that it encountered with the South African Council on Sport.

Chapter Six : Unification of South African Cricket

This chapter focuses on the unification of South African cricket with emphasis on the declaration against apartheid sport, the role of the National Sports Congress and the unity meeting of the South African Cricket Board and the South African Cricket Union. Thereafter, the Statement of Intent which resulted in the inauguration of the United Cricket Board of South Africa and the constitution of the new body is examined.

Chapter Seven : Organisation and Structure of the United Cricket Board of South Africa within the context of the Unification Process

This chapter highlights the organisation and structure of the United Cricket Board of South Africa. A description of development programmes from a national perspective is followed by a brief survey of provincial structures and their development programmes.

Chapter Eight : The Management and Development of Cricket in Natal

This chapter describes the unification process in Natal cricket. This is followed by a description of the organisation and structure of the Natal Cricket Union in order to set the foundations for analysing its development programmes. The NCU's organisational structure and its development programmes are given special attention.

Chapter Nine : Conclusions and Recommendations

The conclusion summarises the whole study and includes inferences drawn from the summaries of each chapter. This is followed by recommendations which could be of value for the improvement of cricket administration and development. The objectives of the preceding chapters are shown to converge in order to achieve the main objectives of this thesis.

6. Clarification of Concepts and Terms

Given the number of terms used in this thesis, some clarification is necessary. Some of the more common cricket abbreviations are also highlighted.

6.1. Definition of Terms

Administration Involves direction, co-ordination and control of many persons to achieve some purpose or objective.[5] Administration is a kind of activity found in both the public and private sector. It means getting things done, a process which is concerned much more with relations between persons than with man's relations to/with objects.[6]

Apartheid: In essence the term apartheid means that the heterogeneous population groups of South Africa should be kept separate or apart from one another.[7]

Authority: Is the right to command and control other people. An authority is an official organisation or government department that has power to make decisions.[8] Authority refers to the power derived from office or character, a body or board in control.[9]

Black: Is used to refer to people in South Africa who have been classified as belonging to the African, Coloured or the Indian population group.

Cricket: Is a code of sport which involves a game between two teams with bats, a ball and wickets.[10] Players try to score points called runs, by the ball with a wooden bat.[11]

Entrepreneur: Is a person who sets up business.[12]

Government: refers to the group of people who are responsible for governing a country or state. Government comprises departments, ministries and committees that carry out the decisions of the political leaders of a country.[13]

Management: Is the process by which a co-operative group directs the use of resources (money, people and things) toward common goals. Management is a process; it is not merely a body of knowledge,theories and ideas; it is active and involves clearly definable functions such as planning, organising, staffing, lead-

ing, communicating and controlling. Management involves co-operation of individuals and thus deals with behavioural components of how people in groups can best work together and can get things done through others. Management determines the way a group functions to achieve its objectives - it is purposive and provides a common pattern that reduces random undirected efforts.[14]

Non-racialism: Is used to refer to the belief that all races are equal and that therefore irrespective of race, all individuals should be treated in a manner that is free from hatred, rivalry and discrimination.

Organisation: Is the structure of an enterprise resulting from the division and grouping of work into functions, sub-functions and jobs. It is the process of determining the necessary activities and positions within an enterprise, department or group, arranging them into the most effective functional relationships, defining the authority, responsibilities and duties of each and assigning them to individuals so that efforts are co-ordinated towards a common end. Organisation refers to that part of management which is concerned with (a) the responsibilities by means of which the activities of the enterprise are distributed among the managerial supervisory and specialists personnel employed in its service, and (b) the formal interrelationships established among the personnel by virtue of such responsibilities.[15]

Rebel Tours: Refers to tours that took place during the period when South Africa was isolated from international sport. These tours in most instances did not

meet with the approval of the home authorities of these teams. The lure to this country has been the huge financial payouts the individuals received from the South African authorities to play against "White" South African sportspersons. The rebel tour era was noted for the separation of the playing of sport amongst Whites and Blacks by the apartheid policies.

State: Refers to the sovereign political community organised under a distinct government recognised and conformed to by the people as supreme, and having jurisdiction over a given territory; a nation.[16]

Unification: Is used as a term to indicate the uniting of different controlling authorities of a common code of sport like cricket, football or tennis, to form a single controlling body to administer that code at a local, regional, provincial or national level. The term unification was born out of the policy of separation as propounded by the apartheid government. Unification is aligned to the dismantling of the apartheid laws.

6.2. **Abbreviations**

CDC	COACHING DEVELOPMENT CENTRES
ICC	INTERNATIONAL CRICKET COUNCIL
IOC	INTERNATIONAL OLYMPIC COMMITTEE
MCC	MARYLEBONE CRICKET CLUB
NCA	NATAL CRICKET ASSOCIATION
NCB	NATAL CRICKET BOARD
NCU	NATAL CRICKET UNION
NDCC	NATIONAL DEVELOPMENT CRICKET COACH
SAACB	SOUTH AFRICAN AFRICAN CRICKET BOARD

SACA	SOUTH AFRICAN CRICKET ASSOCIATION
SACB	SOUTH AFRICAN CRICKET BOARD
SACBOC	SOUTH AFRICAN CRICKET BOARD OF CONTROL
SACOS	SOUTH AFRICAN COUNCIL ON SPORT
SACU	SOUTH AFRICAN CRICKET UNION
SANROC	SOUTH AFRICAN NON-RACIAL OLYMPIC COMMITTEE
UCBSA	UNITED CRICKET BOARD OF SOUTH AFRICA

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CHAPTER TWO

THEORETICAL FOUNDATIONS OF CRICKET ADMINISTRATION AND DEVELOPMENT

1. Introduction

The environment of the cricket administrator is important for the achievement of predetermined objectives. Therefore, it is essential for the cricket administrator to be aware that his/her role relates directly to the environment being served. Cricket administration has its basis in administration. Administration gives life to the organisation and a structure that becomes necessary in order to implement cricket activities.

Cricket administrators need to understand the concept of organisation and structure, which is essential for the successful implementation of objectives of cricket administration. It is also crucial in order to ensure that development programmes are implemented in the most efficient and effective manner.

The objective of this chapter is to place the following concepts in perspective:

i) the concept of administration as an all-inclusive one;
ii) the concept of public administration/public management;

iii) the concept of parastatal institutions;
iv) the concept of cricket administration;
v) the concept of organisation and structure; and
vi) the concept of development.

2. "Administration" : An all inclusive concept

"Administration" is an integral concept in any society. It is set in motion as soon as an objective is to be achieved. Society consists of individuals and groups of people. The needs and demands of people vary. Institutions are created to ensure that these needs and demands are met. In order for institutions, whether educational, business, political or social in nature, to be able to achieve their objectives, administration has to take place.

2.1 The term "Administration"

Cloete[1] sees administration as an all-inclusive concept that is present in all spheres of human activity. Administration includes the thought process and action necessary for setting and achieving an objective. It is an integral part of an organised society, necessary for maintaining and expanding the relevance, effectiveness and productivity of complex institutions. The survival of institutions is indeed dependent on the quality of administrative services available.[2]

Coetzee[3] in his study of administration, describes it as a co-operative human action that has a high degree of rationality, which means that the co-operative action is intended to maximise the attainment of certain goals.[4] Administration is concerned with **how**, not

what; with means, not ends; **not other values**. It can be perceived to be a set of dichotomies that provokes debate rather than finalise the definition.[5]

White[6] defines administration as an activity which involves direction, co-ordination, and control of many persons to achieve some purpose or objective. A similar definition is provided by Cutchin[7] who sees administration as the execution of activities by people who are jointly engaged in working towards common goals.

The definitions used so far give a varied conceptualisation of the term "administration". A general sense of these definitions highlights administration as an all-inclusive activity that is essential in all goal directed human activities. The definitions that follow expand further on the way administration is conceptualised.

Coetzee[8] relates administration as seen by Cutchin[9], to an administrative system. He views such a system as consisting of:

i) An environment that both stimulates administration and receives the product of its work;
ii) The inputs that carry stimuli from the environment to administration;
iii) The outputs that carry the results of administrative action to the environment;
iv) The conversion process that transforms inputs into outputs; and

v) The feedback which transmits the output of one period back to the conversion process as the output of a later time.

Hanekom, et al.,[10] takes the following views of "Administration" to be relevant:

i) The **constitutional view** sees administration as a function of institutions which are mainly concerned with the execution or implementation of governmental activities.
ii) The **institutional view** refers to the work of certain institutions as administrations: for example, welfare administration.
iii) The **business economics view** perceives administration as reporting, book-keeping, statistics and general office organisation.
iv) The **management view** sees administration as limited to particular categories of officials. The object is to activate and fulfil functional activities, in order to maximise productivity as well as profits.
v) The **implementation view** regards administration as an act of implementation: for example, the administration of policy.
vi) The **comprehensive view** describes administration as universal human behaviour working individually or collectively towards any goal.
vii) The **narrow view** relates administration to activities such as book-keeping and office routine.
viii) The **generic view** defines administration as something that is universal to all group activities.

In discussing administration, Singh[11] emphasises that administration is concerned with all patterns of co-operative behaviour. It is to be found in all spheres of human activity. It becomes obvious, therefore, that any person engaged in an activity in co-operation with other persons, is engaged in administration. Furthermore, administration is the universal process which involves completing activities efficiently.[12]

From the above definitions it is clear that administration involves action by people working towards an objective. It is a human activity, performed by human beings, who engage jointly in the performance of an activity or function that is goal-directed.

2.2 The term "Management"

Chruden and Sherman[13] define management in terms of a process that includes planning, organising, staffing, directing and controlling the activities and the personnel within an organisation in order that its objectives may be accomplished.

Eilon[14] relates management to the setting of objectives and the realisation of these objectives in the most efficient and effective way.

Management in its simplest form may be defined as "...the action or manner of managing...the application of skill or care in the manipulation, use treatment, or control (of things or persons) or in the conduct (of an enterprise, operation, etc.)"[15]

Management refers to the planning function, the determining of work standards, incentives for personnel and providing guidance, control and evaluation.[16]

An analysis of the definitions of management shows that the meanings are inclusive in the definitions of administration and therefore administration can be said to be inclusive of management.

3. The Concept of Public Administration/Public Management

It is important to place the nature of public administration in perspective in order to determine the environment in which cricket administration operates. It is only by providing information applicable to this environment, that a more holistic conceptualisation of cricket administration can be gained.

3.1 What is Public Administration/Public Management?

A general definition of public administration is still under debate. There has however, been a leaning towards defining public administration in terms of the activities of the government.

Barber et. al.,[17] define public administration as the administrative component of the government, which is a part of the executive, as opposed to the legislative and judicial components. Corson and Harris[18] see public administration as a comprehensive and peculiar field of activity, consisting of numerous activities, processes or functions performed by public officials

working in public institutions, and aimed at producing goods and rendering services for the benefit of the community.

In spite of these definitions there is as yet no common definition for public administration. Definitions have ranged from describing public administration in terms of low level activities like delivery of mail, to high level functions such as the control of government finances.[19] Coetzee[20] and Fox et. al.,[21] are amongst several authors who have expressed opinions about the lack of a concise definition for public administration.

In a broad sense, public administration may be defined as "that system of structures and processes operating within a particular society as the environment, with the objective of facilitating the formulation of appropriate governmental policies and the effective and efficient execution of the formulated policies.[22]

Coetzee,[23] expands on this broad definition by describing public administration as "a particular type of administration concerned with the execution of the rules, laws and regulations of the government of a country, that is, the execution of public affairs geared towards meeting the needs of the citizens." He maintains that what a government accomplishes for a society depends on the policies it formulates and adopts, as well as the effectiveness with which these are put into practice.[24]

Bayat and Meyer[25] argue that the above definitions of public administration stress the importance of the environmental context, politics, policy, policy execution and management. These definitions allow for the incor-

poration of public management as an important area of specialisation under public administration. Within the broad context the specialised study of public management is linked to public administration in much the same way as administrative law, policy studies, organisational science and bureaucratic theory are linked to it. Public management is only a part of public administration and care should be taken not to reduce public administration to public management. To do so would be to disregard the dynamic political nature and context of public management.

Public administration is in many ways aimed at rendering services to the community. According to Gildenhuys,[26] public administration is the instrument for fulfilling and satisfying the values and priorities of individuals, groups and social classes of the community at large.

Arising out of the community service orientation of public administration, the values of individuals and groups can only be successfully represented by an effective and efficient public administration system with a humanistic philosophy. This philosophy must incorporate the tenets of democracy and provide public services on a non-discriminatory basis, that is, in a fair and reasonable manner, to the people of the country.[27]

The fulfilment of the human needs of individuals and the community at large are important to sustaining life and the survival of the society of a country. These basic human needs can be divided into the following categories: emotional, intellectual, physical, and social. According to Brill,[28] these categories are in-

terrelated. He sees this as a dynamic interrelationship in which each category continuously affects and is being affected by other categories; there is no real and complete understanding of what is happening in one category without an understanding of what is happening in another.[29]

Bayat[30] expands on the above by concluding that the public administration of a country is always shaped by the physical and social (including cultural) factors that determine the characteristic way of life of its people. Although the functions or processes of public administration are common to all countries, the manner in which they are practised, vary. These practical differences are essential as they take into account the prevailing physical and social factors and aim at satisfying the real needs and justified expectations of society. Because physical and social environments shape the practice of public administration of each country, it is self-evident that each country will have its own philosophy of public administration.

According to the International Association of Schools and Institutes of Administration (IASIA),[31] the study of public administration should aim at, amongst other things, transmitting a knowledge of:

- cultural, economic, legal, social and political institutions and processes;
- organisations and organisational behaviour;
- policy analysis, formulation, implementation and review;
- administrative processes with particular emphasis on managerial functions, personnel and finance;

- quantitative and non-quantitative tools and methodology; and
- ethical and value systems within which public administrators must operate.

According to Starling,[32] public administration programmes should include:

- the political, social and economic environment,
- policy analysis,
- managerial processes,
- analytical tools, and
- individual, group and organisational behaviour.

The definition of public administration, for the purposes of this thesis, includes activities that relate to the environment and which incorporate human growth and development. Seen in this manner, public administration is multi-disciplinary in nature. This multi-disciplinary approach pertains directly to the activities of government in its relation to society as an environment. The relationship between public administration and the environment should be seen as a two way process. On the one hand public administration is influenced by the environment, while on the other, the environment influences public administration.

3.2 Distinctiveness of Public Management

IASIA motivates for the distinctiveness of public management by stating that although public functions and private business enterprises have some common elements, the environment, objectives and processes of ad-

ministration are sufficiently different to call for curricula which focus on the public aspects of management.[33]

Fox et. al.,[34] argue that approaches to the management of public and private organisations have more in common at the level of techniques, and less in common at the level of political and managerial judgement and decision-making.

For the purposes of this thesis, and in order to conceptualise cricket administration adequately, it is necessary to highlight the environment that influences public administration. Integral to this discussion is the public management model, which is described in the section that follows.

3.3 The Public Management Model[35]

Management of public affairs is an integral and important aspect of public administration. The assessment of public management functions is dependent to a large degree on the environment it serves. It is for this reason that a public management model becomes necessary. The public management model stresses the importance of the environment for the theory and practice of public management. Public management functions constitute ongoing concerns for public managers and are used to conceptualise the management task in line with a functional approach to management. These public management functions are supported by management skills, which are distinguished from the management functions because they are more practical and can be taught and learnt practically.

Public management applications attempt to incorporate a wide spectrum of management knowledge and skills into integrated and systematic approaches, to improve the quality of particular aspects of public management. Examples include policy analysis, strategic management and organisation development. Supportive technology and techniques provide tools and aids that may be used, when necessary in conjunction with and in support of public management functions and skills and when using public management applications.

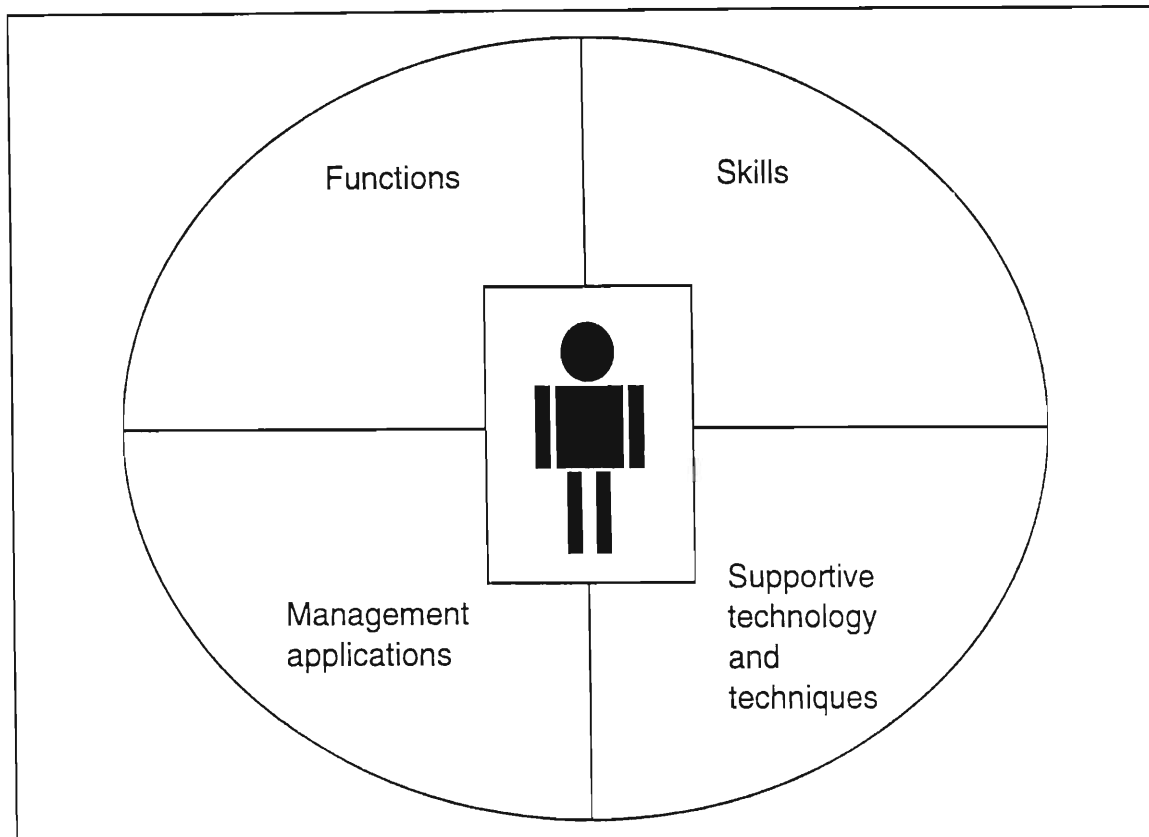
The public management environment consists of general and specific components. The general component includes the political, economic, social, cultural and technological aspects of the environment. The specific environment includes suppliers, regulators, competitors and consumers.

Public management functions include policy-making, planning, organising, leadership, motivation, control and evaluation.

Public management, like management generally, requires skill in competent decision-making, constructive negotiation, the successful management of conflict, change and bargaining. In exercising public management functions and skills, public managers can be assisted by using available supportive technological aids and techniques. Computer technology and information management are two such examples. In order to enhance the functioning of public management, areas of operation need to be constantly researched.

The model, Figure 1,[36] focuses on the environment of public management, public management functions, public management skills, applications for public management and supportive technology and techniques.

FIGURE 1 : THE PUBLIC MANAGEMENT MODEL



GENERAL ENVIRONMENT

Political - Social - Economic - Technological - Cultural

SPECIFIC ENVIRONMENT

Suppliers - Competitors - Regulators - Consumers

FUNCTIONS	SKILLS	APPLICATIONS
Policy-making Planning Organising Leading Control and evaluation	Decision making Communication Management of change Management of conflict Negotiation	Policy analysis Strategic management Organisation development
		SUPPORTIVE TECHNOLOGY AND TECHNIQUES
		Computer technology and information management. Techniques for public management

3.4 The Public Management Environment

In the preceding discussion the importance of the environment to the functions of the public manager was noted. An assessment of the environment is crucial to the exercising of public management functions such as policy-making, planning, organising, leadership and motivation and control and evaluation. The environment, forms an integral part of all public management decisions and applications.

The environment can be discussed in terms of the general environment, which includes the political, economic, social, cultural and technological environments, and the specific environment, which includes the suppliers, regulators, competitors and consumers.[37] These two types of environments, general and specific, require further explanation.

3.4.1 The General Environment

The general environment refers to all those factors external to an organisation that influence the management of an organisation. The observation of the influences and their effects is mediated through specific environments. The components of the general environment include the political, economic, social, cultural and technological environments.

3.4.1.1 The Political Environment[38]

The political system of a society is the way in which that society is governed. Public managers need to be aware of the impact that the political system has on organisations.

Political ideas, philosophy and political ideology form the basis of the political environment. These general aspects find concrete form in terms of political institutions, which include international and national power structures. Public organisations are profoundly influenced by national power and process structures such as political parties, pressure and interest groups, political policy, governmental laws, acts and regulations, as well as political and executive authorities.

International and national power structures and processes can be analysed in terms of their nature, power positions, influence, legitimacy and stability. The results of such analyses have to be considered by public managers when exercising their management functions.

3.4.1.2 The Economic Environment[39]

The economic system of a society is the way in which society creates and distributes wealth. It is also the system which allocates scarce resources to competing individuals and groups.

Economic ideas, philosophy and ideology provide a basis for international and national economic structures and processes. National economic factors that have to be considered include the structure of the economy, patterns of economic growth, inflation trends, rates of exchange, trends, balance of payment trends, and saving and investment trends. Climatic conditions and geography have to be taken into account since they influence the availability of land, water, mineral and energy resources, as well as the international competitiveness of the particular national economy.

3.4.1.3 The Social Environment[40]

The social environment may be viewed as patterns of interaction, or interacting social roles and institutions within a particular society. For management and organisational purposes, the factors to be considered when analysing the social environment include trends regarding the demographic characteristics of the population and, trends affecting urbanisation, housing, education and training, and human development. These factors will influence the characteristics and needs of consumer groups as well as the employees of an organisation. They therefore must be considered by the policy-makers and managers of public organisations.

3.4.1.4 The Cultural Environment[41]

The cultural system of a society includes the basic beliefs, attitudes, role definitions and interactions of that society. It is the motive force by which a society perpetuates and transfers its basic belief systems. Institutions in the cultural system include the

family, religious institutions and educational institutions. These institutions transmit cultural patterns from one generation to the next; they also redefine and build upon cultural values. The cultural values and norms held by a society or segments of that society, are of importance when the society's preferences and needs are to be assessed.

3.4.1.5 The Technological Environment[42]

The technological environment refers to the use of machinery and processes to produce and distribute goods and services. Factors identified for analysis in the technological environment include the nature and technology, trends in technological development, and the natural and social impact of the uses of technology. Public managers need to consider the importance of the technological environment which influences their functioning in public organisations.

From the discussion it is evident that the effects of the general environment on public organisations is not easily observable. It is only through the specific environment that this influence can be observed.

3.4.2 The Specific Environment[43]

The specific environment is the concrete manifestation of more general environmental forces. It is that part of the environment which directly influences the availability of resources to the organisation. The components of the specific environment include

regulators, suppliers, consumers and competitors. These environmental components are observable and experienced directly by the organisation.

3.4.2.1 Regulators[44]

Regulators mediate control or regulate the relationships between the organisation and its suppliers, consumers and competitors. Regulators are usually vested with some form of authority to provide enforceable rules by which the organisations within their sphere of authority, have to abide. In terms of their authority these regulators also have powers to sanction deviant organisations or deviant behaviour of organisational functionaries. Within the public sector and governmental context, such authority, coercive powers and sanctioning capacity are usually formally defined and described in statutory provisions. Often these regulating authorities derive their powers of regulation by virtue of a mandate from the citizens to serve as their controlling agents over a particular organisation, or by virtue of the fact that they act as suppliers of resources to organisations.

Taking cognizance of the profound effect of the regulators on the structures and functions of public organisations, a careful analysis by public managers as to which regulators are important, and what their viewpoints and actions are, is necessary. Such analysis, linked to a proper perception of general environmental trends, can be used to generate and select strategic options to cope with and improve relationships with regulators.

3.4.2.2 Suppliers[45]

Suppliers produce, mobilise and allocate various kinds of resources to particular organisations. In public organisations, financial resources allocated by policy-making bodies are of major importance. These financial resources are mobilised by means of taxes, levies or service charges, and are then allocated to public organisations in accordance with political and policy priorities. Another important resource that has to be supplied to public organisations is political support for the initiation and continuation of action programmes.

Suppliers of resources often gain power over organisations or individuals that are being supplied by them. One of the implications of this relationship is that these suppliers also gain authority and power to act as regulators over those organisations they supply.

Considering the importance of resources for the continued functioning of public organisations, an analysis of suppliers is of paramount importance to public managers. Such analysis should identify the most important sources of supply and should devise strategies to reap the maximum benefit from suppliers.

3.4.2.3 Consumers[46]

The consumer is constituted by the users of products or services of a particular public organisation. Consumers of products or services supplied by public organisations in a democracy are often in a situation where they have certain rights which enable them to act

as regulators, or to elect or appoint regulators to act on their behalf. These consumers are often also suppliers of economic or political resources, as taxpayers or the electorate. It is for this reason that their preferences and views may have important consequences for the functioning of public organisations. Public managers need to be constantly aware of the significant role that consumers play.

3.4.2.4 Competitors[47]

Competitors consist of those societal institutions which compete for scarce resources with the particular public organisations concerned.

With regard to political resources such as political support for the establishment or continuation of programmes, public organisations are in competition, albeit with other public organisations. Public organisations have to analyse the environment to identify possible competitors and have to design strategies to deal with competing alternative providers of products and services, as well as with competitors vying for political priority over a particular public organisation.

This discussion of the environment, together with the context of public administration, provides a basis for the conceptualisation of cricket administration. Although, in terms of the political, social and cultural environment, the environment of cricket administration can be clearly argued, the theoretical base for cricket administration from the perspective of public ad-

ministration still needs clarification. With this in mind, the characteristics of parastatal institutions are highlighted.

3.5 Parastatal Institutions[48]

The normal classification of government institutions has been at central, regional and local levels. There is another group of institutions that fall in-between totally government sector or business/private sector institutions. These institutions are known as public enterprise or parastatal institutions. They are similar by public institutions and follow the methods of business rather than that of non-profit and total-government control, which is distinctive to government service. These semi-government institutions or parastatals vary in their capacity to be self-supporting depending on their constitution, which defines the extent of their dependence on government resources and the amount of restriction through governmental control. Given the types of operation and particular kinds of service that these bodies provide, and the fact that no political representation exists, they often give rise to serious problems with regard to their public accountability.

3.5.1 Classification of Parastatals in South Africa

Parastatal institutions are found in a wide spectrum of organisational forms. The following types of parastatal bodies can be distinguished in most western countries.[49]

3.5.1.1 Public Enterprises[50]

Public enterprises are organisations trading goods and/or services which are wholly or partially owned or controlled by the state. The main reasons for the creation of public enterprises are the following:

- The need for essential public services which cannot be financed by private entrepreneurs (usually postal and transport services);
- The existence of a need for goods or services which are essential but lack the potential of being profitable to entrepreneurs or affordable to users (for instance hospital services);
- Military or strategic reasons, which are essential for the existence of any state (such as armaments and energy resources);
- To provide economic development and fair competition in a society dominated by monopolies or undeveloped segments;
- To promote political ideology (for instance to establish a newspaper); and
- To develop administrative self-efficiency (for instance government printing works).

The most common form of public enterprise is industrial by nature. In South Africa prime examples are SASOL, ARMSCOR, ESKOM, the Reserve Bank, the South African Broadcasting Corporation (SABC) and many other organisations such as cultural and art councils, health organisations and hospitals on the provincial or regional level, tourist services and conservation organisations such as the National Parks Board, and publicity organisations at local government level.

3.5.1.2 Regulatory Bodies[51]

Regulatory bodies are set up in place of ordinary state departments to regulate aspects of social and economic life. Since regulation impinges on the rights, privacy and interests of people, it is often demanded that regulation be performed by experts or expert bodies. Various forms of government regulation have to be performed: these include tariff control, licensing and permits, health and safety standards, registration, zoning of land use, town and regional planning. The following are examples of regulatory bodies which perform such functions:

- Agricultural control boards
- Trade and professional councils
- General and supervisory control boards.

3.5.1.3 Benefactory Agencies[52]

Governments generally have three main tasks: to provide goods and services, to regulate the provision of goods and services, and to assist certain people and organisations in the provision of goods and services. Government can provide several types of assistance through agencies such as:

- Economic development agencies, which have received financial or other assistance from the Industrial Development Corporation (IDC) and The Development Bank of South Africa, or the Small Business Development Corporation of South Africa (SBDC).

- Compensatory agencies, which provide compensation to citizens in the case of income losses through injury at work and injuries suffered through motor vehicle accidents. Bodies such as the Medical Certification Committee for Occupational Diseases and the Workman's Compensation Commissioner function in this way in South Africa.
- Social and Welfare Organisations, which advise and assist people who are in need of social welfare and other services such as legal aid and housing. Examples are the Welfare Board and the Legal Aid Board.

3.5.1.4 **Advisory and Investigatory Organisations**[53]

Most governments create expert bodies which can advise them on matters which are highly technical or which require specialist knowledge and time not available to the policy maker. These bodies are usually created within statutory powers but have very little statutory powers themselves. They are often referred to as policy/advisory councils, committees or commissions:

- Policy/advisory bodies, which play an important role in providing specialised information in the policy-formulation stage. Examples of these bodies are the National Air Pollution Advisory Committee, the South African Law Commission, and the South African Housing Advisory Council.
- Investigatory bodies, which function on a permanent basis and are created by statute, such as the publications board.

3.5.1.5 Judicial Bodies[54]

In South Africa these bodies are distinguished as:

- Primary executive tribunals, which adjudicate matters or disputes existing between parties where the need for executive decision-making involving judicial procedures is prominent. Disputes on licensing or businesses such as road transportation and liquor trading are often involved here.
- Independent tribunals, which act as independent arbiters between public authorities and private persons. These courts closely resemble a normal court of law in terms of decisions and status. Examples are valuation courts, rates appeal boards, and a recently introduced small claims court.
- Administrative tribunals, which perform certain judicial and administrative tasks simultaneously. The National Transport Commission (NTC), for instance, adjudicates appeals from local road transportation boards and has the power to intervene in their proceedings.

3.5.1.6 Localised and Co-ordinating Governmental Bodies[55]

Localised and co-ordinating governmental bodies such as the Rand Water Board and the Umgeni Water Board perform certain services, and regulatory and entrepreneurial functions in lieu of Central Government. Certain bodies are created specifically to advance certain

horizontal and vertical links within the levels of government. The National Educational Council and the Committee for University Principles are examples.

3.5.1.7 Educational and Research Bodies[56]

Educational and research bodies function primarily at central and provincial levels in South Africa. Examples include the South African Bureau of Standards (SABS) and the Human Science Research Council (HSRC).

3.5.2. Survey of Parastatals in South Africa[57]

In South Africa numerous public bodies on the periphery of government have been created to deal with scientific, cultural and economic matters. These bodies have been given a high degree of autonomy and comprise a wide and varied range of organisational patterns falling within the scope of "publicness" but not of government, due to the fact that they all exhibit the legal characteristics of private companies. They perform functions outside normal government but possess a degree of responsibility towards the public because of their unique constitution. Such bodies consist of boards with corporate powers and organisational objectives laid down by Acts of Parliament. They appoint their own staff and tend to adopt a commercial and industrial managerial approach.

Parastatals can normally be analysed on the basis of four criteria:

3.5.2.1. The Founding Act[58]

This act determines most of the characteristics of a parastatal institution, such as the organisation, financing, personnel matters and control measures to check the activities of the institutions. Most parastatals have been founded through specific acts.

3.5.2.2. The Appointment of a Control Body[59]

This is normally a board of directors, but can differ from one institution to the other. The prerogative of the minister to appoint a certain number of directors can ensure compliance with government policy.

3.5.2.3. Provision of Capital[60]

This is usually maintained by parliament to ensure continuity in government programmes. Although the usual policy on parastatals states that they should be self-supporting, most parastatals enjoy the support of government, given the need for capital projects. At the same time parastatals are prohibited from making a profit and applying the surplus to the benefit of their organisation's members. Surplus funds gained through tariffs and levies are allowed to be invested and applied to matters of price control or stabilisation of levies and tariffs.

3.5.2.4. Channel of Control[61]

The control of parastatals is organised through various channels. Ministerial control over parastatal institutions can take the following forms:

- The setting of broad policy and guidelines based on government policy, aimed at providing a public service;
- The appointment of some or all of the members of the board of directors, and reserving the right to dismiss them if necessary;
- Approval of the capital budget in order to ensure that physical and industrial development is aligned with government economic development policy; and
- Through representation of ministers on the board of directors, who would provide direct participation in decision-making processes.

Parastatals are public institutions and their actions are seen in the same light as that of state departments. However, experience has shown that very little is actually known about the policies and activities of even the largest of the state corporations. The public is powerless to enforce control, primarily because of the following reasons:

- Parastatals are not subject to annual budgetary procedures similar to those of state departments;
- Parastatals may apply surplus income to support over-expenditure on their operating budget, which may be kept under their control and not in the consolidated Income Fund of the Exchequer; and
- Parastatals do not have to report to the appropriate minister on all matters concerning the operation of the corporation. Even matters such as auditing and accountability are given far less emphasis than in government departments. The

authority to conclude contracts and purchase supplies is not subject to the traditional procedures of government departments.

This theoretical base for parastatal institutions makes appropriate at this stage the conceptualisation of cricket administration.

3.6. Cricket Administration

Before attempting to conceptualise cricket administration, it is necessary to note that any analysis of cricket administration must be undertaken within the context of cricket administration as an organisation or institution. Having established this, it is reasonable to assert that the definitions of administration already established apply equally to cricket administration.

Cricket administration serves a particular environment, namely, the social environment. It provides for the interaction of people, which forms an integral part of human development. The social environment overlaps with the cultural and political environments. In terms of the cultural environment, cricket as a sport involves the interaction of people and the transmission of beliefs and attitudes towards the game from one generation to the next. Cricket administration further reflects the political environment because of its establishment through a national government sport policy. It is continually influenced by interest and pressure groups. An example of this is the National Sports Congress (NSC), which establishes the development role of cricket and the allocation of development resources.

Cricket administration has a high degree of autonomy and provides a "public" service although it is not government controlled. It is run on business principles and appoints its own staff who tend to adopt a commercial and industrial managerial approach.

Cricket administration, as noted, is established in terms of the government sport's policy. Besides receiving grants, it is also supported in capital projects. Furthermore, the surplus funds generated are ploughed back into the game. The Minister of Sport does not directly control the activities of cricket administration except in the setting of broad policy guidelines for sport in general. These guidelines are aimed at providing a public service. Cricket administration is not subject to annual budgetary procedures similar to those of state departments.

An analysis of the above discussion reveals that cricket administration shares common characteristics with parastatals. Therefore, for the purposes of this thesis, cricket administration will be regarded as a parastatal institution. It is important to note that cricket administration, like any other form of administration, shares the same characteristics of administration that are necessary for organisational structures to reach predetermined objectives in the most efficient and effective manner.

4. Organisation and Structure

Organisations create structure to facilitate the co-ordination of activities and to control the actions of its members. Before expanding on the structure of organisations, it is necessary to look first at the concept "organisation".

4.1 What is an Organisation?

Johannsen and Robertson[62] see organisation as that part of management which is concerned with the definition of structures delineating:

i) The responsibilities by means of which the activities of the enterprise are distributed among the managerial, supervisory and specialist personnel employed in its service; and

ii) The formal inter-relationships established among the personnel by virtue of such responsibilities.

Robbins[63] defines an organisation as the planned co-ordination of the collective activities of two or more people who, functioning on a relatively continuous basis and through division of labour and a hierarchy of authority, seek to achieve a common goal or set of goals.

Mooney[64] claims that organisation is " a necessity to mankind simply because it is absolutely universal. Organisation in a formal sense means order, and its corollary, an organised and orderly procedure... Or-

ganisation is the form of every human association for the attainment of a common purpose". Mooney qualifies this formal definition of organisation by stating that a definition inevitably carries with it other implications. Firstly, organisation is "pure process", that is, it involves doing something. As such it is related to people, who are the doers, and also to an aim or purpose which the activity is intended to fulfil. To study this phenomenon means studying the internal structure of organisation. Secondly, it is partially true that organisation is the machinery of administration (which here appears to mean the process of management), and that it is the framework of any group with a common purpose. But it is also more than these. It refers to the complete body, with all its correlated functions; it implies the co-ordination of all these different aspects and functions. Thirdly, organisation may, on the one hand, be said to be subordinate to administration (management), as it is the means through which the latter works. On the other hand, organisation must exist before day-by-day administration can take place. Finally, organisation must involve a careful and proper division of duties so that it is possible for administration to co-ordinate effectively the efforts involved in carrying out duties.

Organisations, according to Tosi and Carroll,[65] are systems of co-operative effort and co-ordinated activities. They are formed, or developed, to overcome the inherent limitations of an individual's capacity; that is, when the task to be done requires more than one person, organised effort is necessary. Although a formal, designated structure of organisation may exist, what really occurs in the context of any organisation

is different from the charts, job specifications, and procedures specified by management. According to Tosi and Carroll in their analysis of organisations, informal organisations exist side by side with formal organisations. This is because different human needs cannot be met by the formal system only.

Gellerman[66] sees an organisation as any deliberately associated group of two or more people whose actions, when co-ordinated, lead to a planned result. It does not matter who did the deliberating: for example, a platoon of draftees is an organisation (if its drill sergeant has it under control), even though it is hardly a voluntary association. What does matter is co-ordination. The term "organisation" is meant to apply equally to privately- and publicly-owned groups involved in just about any kind of activity.

Organisations are characterised by their goal-directed behaviour. Gibson, Ivancevich and Donnelly[67] state that organisations pursue goals and objectives that can be achieved more efficiently and effectively by the concerted action of individuals and groups. Organisations can be seen to exist for one reason: they can accomplish things that individuals cannot. Organisations are essential to the way our society operates. They are much more than means for providing goods and services. They create the settings in which most of us spend our lives. In this respect, they have profound influence on our behaviour.

If the definitions described above are analysed, the common feature that emerges is that of group action directed at a goal. The action has to have direction:

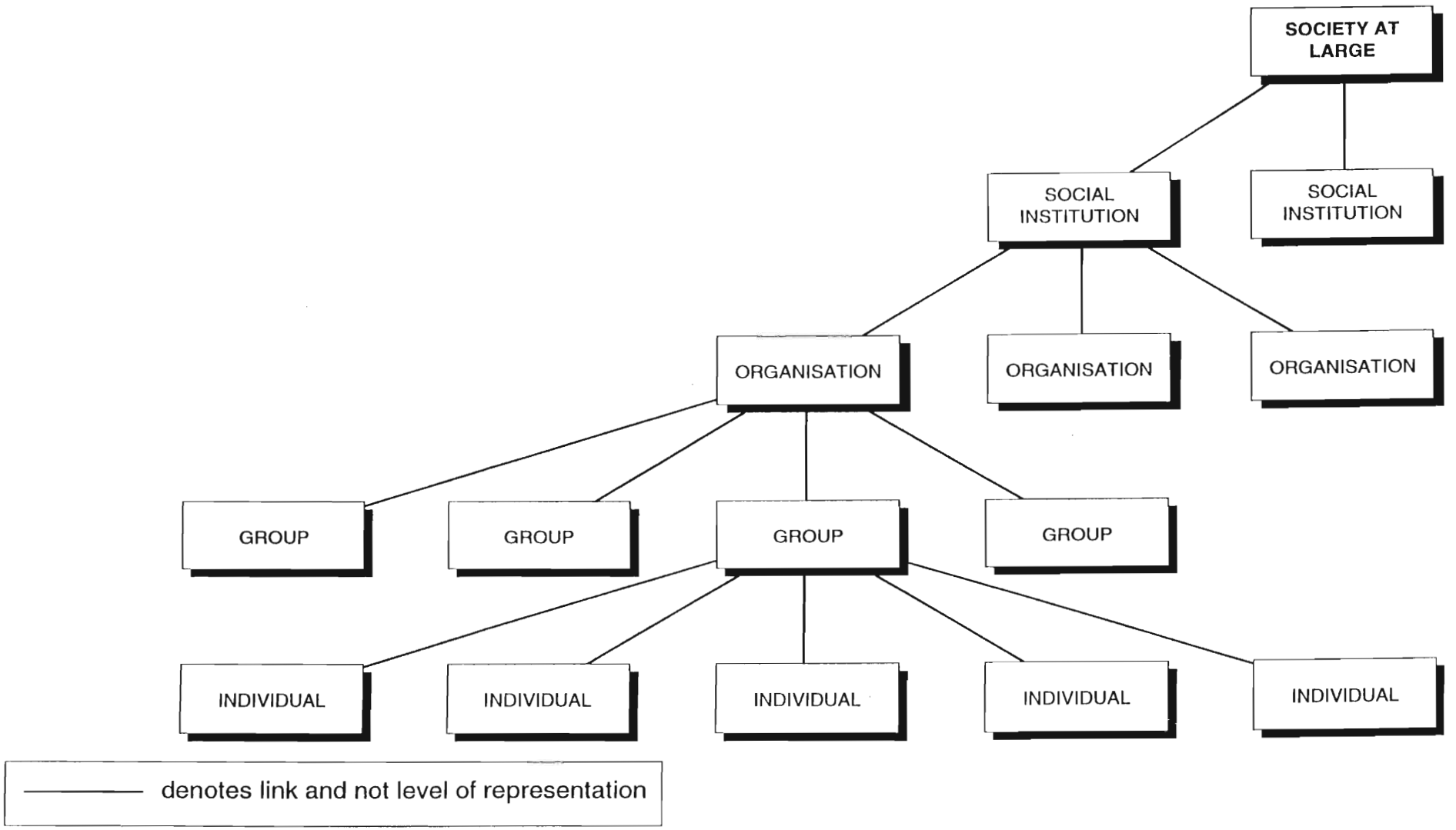
it has to be planned. It has to be carried out by two or more people. It is group-oriented rather than individual-oriented. Finally, the planned group action must be goal-directed. There must be a perceivable goal that is the outcome of the group action. Such an arrangement of a group of people involved in planned action directed at a perceivable goal would, for the purposes of this study, be accepted as a definition of organisation.

4.2 Composition of Organisations

In the analysis of the definitions of organisations, individuals were seen as part of groups which in turn were seen as organisations. Therefore, in analysing the composition of organisations, a view of the units of composition is important. Porter, Lawler and Hackman[68] sees individuals as the smallest units of analysis and society as the largest (see Figure 2). In-between are groups, organisations and institutions. It is noted that the individual-group-organisation-institution-society sequence does not specify how many of each type of smaller units there are in the next larger unit.

Although the minimum number in each unit in Figure 2 is not specified, it is nevertheless assumed to be two, that is, two or more people form groups; two or more groups form organisations; two or more organisations compose institutions; and so on. The maximum number of units is also not specified, and is assumed to vary widely for different types of groups, different types of organisations, and the like.

FIGURE 2: COMPOSITION OF ORGANISATIONS



4.2.1 Individuals in Organisations[69]

A fundamental aspect in the definition of organisations with reference to their composition, is the fact that organisations are social entities. When the behaviour of individuals in the organisational situation is studied, what must be taken into account is that individuals work with other people around them. The organisation should thus be seen as a social home for each individual employee who is part of it.

In viewing individuals as units which form organisations, it is necessary to keep in mind what they bring to organisations. A person at work makes available to the organisation certain physical attributes, attitudes, personality dispositions, feelings and emotions. Each individual is a member simultaneously of many groups or organisations. One group or organisation is not able to command his/her total commitment to the complete exclusion of all the others. He or she is partially included in each and totally part of none. Even people occupying positions at the very top of organisations have ties to other social entities and organisations that they cannot shut off entirely even if they desire to do so.

4.2.2 Groups in Organisations[70]

While individuals constitute one important element in the social composition of organisations, groups constitute the other. Groups consist of a limited number of individuals who have common interaction and some degree of shared values and norms. Two types of groups

are found in organisations. Groups that are created by the organisation are referred to as formal groups. Groups that occur naturally through individuals interacting with each other, are referred to as informal groups.

4.2.2.1 Formal Groups[71]

Some groups are specifically designated by organisations and are established to further the attainment of its goals. These groups can be considered to be formal groups. The creation of such groups represents an attempt by the organisation to structure itself in the most efficient manner possible. The structure created by these organisations has a number of subordinates reporting to seniors with no specific time span. This means that individuals can enter or leave any particular reporting structure.

An employee can be simultaneously a member of two or more formal groups. For example, in the first instance s/he is a member of a group of which s/he is the supervisor or boss; in the second, s/he can be a member of a group of which s/he is one of the subordinates. The implication of this concept is that any supervisor or manager who fails to recognise this dual group membership will make ill-informed decisions.

4.2.2.2 Informal Groups[72]

In any organisation there exists, among the formal groups, informal groups. Informal groups can be seen as a set of individuals who work together on formal tasks of the organisation, but who develop patterns of

interaction that are undesignated by the organisation. Furthermore, these individuals, who may or may not be friends, voluntarily develop patterns of interaction for the purpose of passing various types of information from one person to another. They may voluntarily interact either during the work situation - whether or not such interactions are relevant to carrying out "work" - or during non-work periods such as coffee breaks or lunch hours. Informal groups by the nature of its composition is both dynamic and temporary. As circumstances change individuals may enter or leave these groups.

As in the case of formal groups, individuals may belong to several informal groups within an organisation. The number and size of these informal groups depend to a large extent on the number of individuals employed by the institution. The striking feature of informal groups is its tremendous influence on the behaviour of the individual members of the organisation. It impacts on all areas of behaviour, from producing, to communicating, to deciding to stay with or leave the organisation. Individuals who become part of a group are affected by the values and standards of behaviour of that group. Deviation from these accepted patterns of behaviour is often at the expense of leaving the group, or at least not receiving all the benefits of membership in it.

4.2.3 The Functions of Organisations[73]

The functions of an organisation may be divided under three headings:

Functions,
Process, and
Responsibility.

The **functions** of an organisation can be described briefly as follows:

i) Maintaining organisation communication:

- Determining the scheme of organisation;
- Fostering loyalty in subordinates, and
- Maintaining the informal system.

ii) Obtaining essential services from individuals:

- Correct selection of individuals; and
- Provision of the necessary inducements, maintaining morale, providing incentives, sanctions, supervision and training.

iii) Formulating purposes and objectives at all levels

These functions are part of the total executive process. The process does to a large extent consist of logical, specific acts but is also "the sensing of the organisation as a whole and of the total situation relevant to it".[74] The overall objectives are reached only by a continuous process of fulfilling the sub-objectives set. The executive process, therefore, includes first attaining sub-objectives and co-ordinating them towards achieving general objectives.

The administrator is in a situation which involves activity and requires a high standard of responsibility. This situation carries with it a complex morality. It requires abilities "as a moral factor", and the ability to create moral standards for subordinates. The ultimate test of the executive or administrator is leadership, which can only survive if it involves responsibility based on an adequate and satisfactory moral code.[75]

4.3 What is an Organisational Structure?

In order to work effectively in organisations, administrators must acknowledge the need to have a clear understanding of organisational structure. Organisational structure is the formal pattern of activities and inter-relationships among the various sub-units of the organisation.[76]

Structure may be viewed as a permanent arrangement of the parts of a whole. Organisational structure is the network of durable and formally sanctioned organisational arrangements and relationships. The relationships between individuals in the organisation, between individuals and machines, and between work groups, are all elements of organisational structure. The permanent arrangements concerning reporting, communication, performance of functions, and rules and procedures that govern the activities of individuals, are also part of organisational structure.[77]

Organisational structure may be defined as the network of relationships that exists among various positions. Formal structure is a pattern of relationships that has

been consciously planned and implemented. It includes the formal hierarchy of authority, rules, formal procedures, and other planned attempts to regulate behaviour.[78]

There are various kinds of organisational structures. These include the hierarchical structure, the combined line and staff structure, the committee structure and the project structure. The most commonly used organisational structure is the hierarchical. It consist of a vertical dimension of differentiated levels of authority and responsibility, and a horizontal dimension of differentiated units, such as departments or divisions. This type of organisation is the pyramid-shaped organisation which is frequently depicted on organisational charts.[79] The hierarchical structure is devolved from the extent to which control is exercised by supervisors over subordinates, the responsibility of each individual and the delegation of authority.

Vegter[80] postulates that an organisational structure of an enterprise is the grouping of people into specific types of activity which may be classified in subdepartments, sub-subdepartments, divisions, sub-divisions and so on. The organisational structure is based on the allocation of functions, tasks, powers and responsibilities of administrators and other employees.

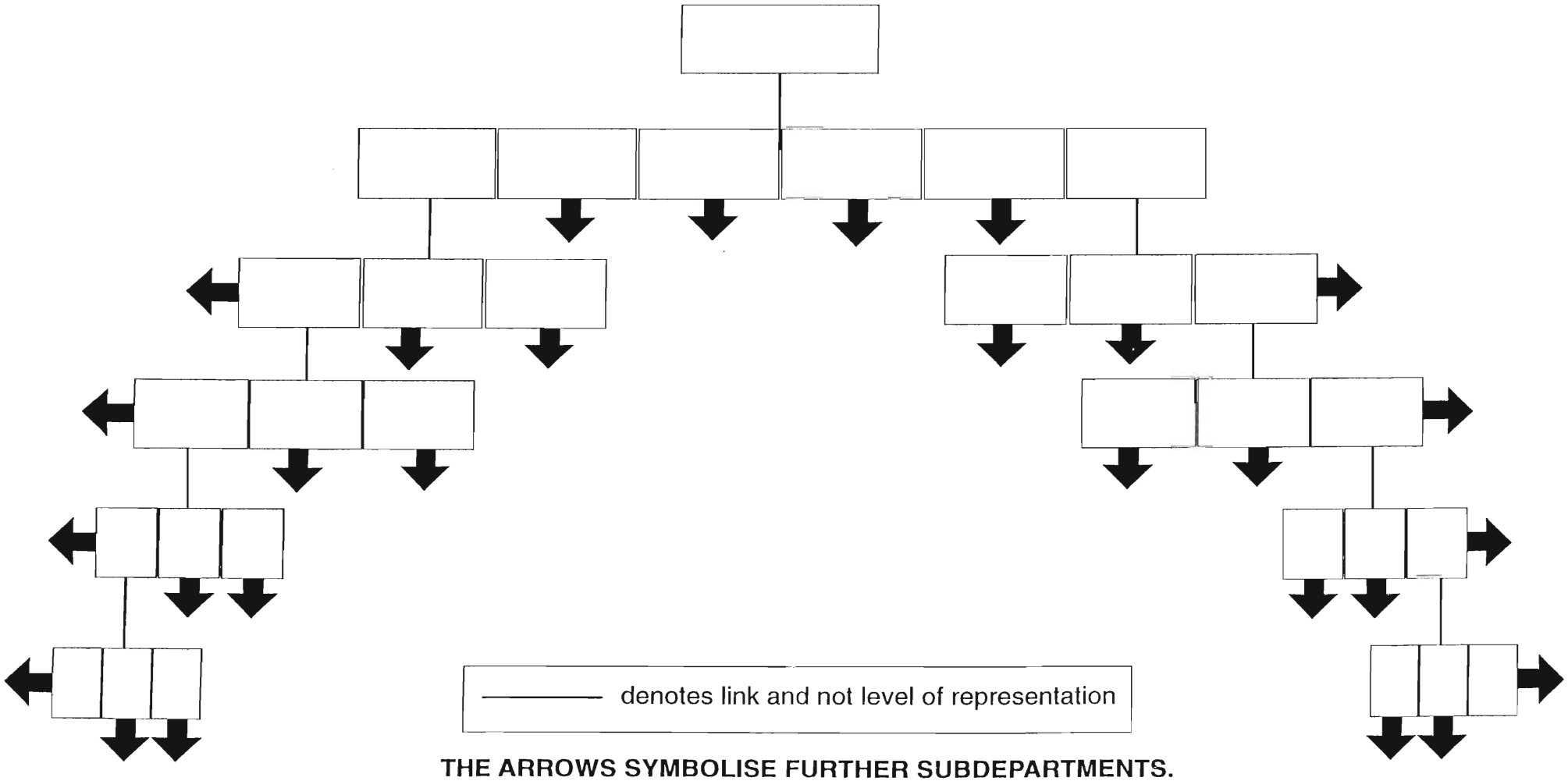
Organisational structure is determined within the framework of the objectives and policy plan of an organisation. Horizontally, under the top administrator, there is a distinction between the various department administrators at the same level of administration. Vertically, several administrative levels may be dis-

cerned. While recognition is given to top, middle and lower management levels of administration, a number of further levels might emerge depending on the size of the organisation.[81]

The top administrator channels his/her administration through immediate subordinate department administrators, who in turn work through their immediate subordinate subdepartment administrators.

Figure 3[82] illustrates a simple organisational structure which denotes administrators in squares at different levels of administration. The relationships that exist at horizontal and vertical levels are represented by connecting lines.

FIGURE 3: SCHEMATIC REPRESENTATION OF THE ORGANISATIONAL STRUCTURE OF AN ENTERPRISE.



THE ARROWS SYMBOLISE FURTHER SUBDEPARTMENTS.

4.3.1 Components of Organisational Structure

The distribution of power, the bureaucracy fostered by rules and guidelines, and the operation of skills in an organisation, are variables that determine the structure of organisations. Organisational structure relates to three core components: complexity, formalisation and centralisation.

4.3.1.1 Complexity

Complexity refers to the number of occupational specialities, the professional activity and the professional training of employees.[83] Complexity includes: (i) the extent of knowledge and skill required of occupational roles, and (ii) diversity. Organisations that employ different kinds of professions lend themselves to highly complex structures. The degree of complexity is measured by determining the different occupations within an organisation.[84]

The advantage of having professional skill in an organisation is that professionals keep in touch with new research and the latest technology. This helps an institution in the pursuit of its objectives. Professional knowledge and skill give rise to adaptation to a changing environment and also foster the transference of knowledge and skill to other workers in the organisation.

Complexity could also be viewed in terms of the degree of differentiation that exists within an organisation. Horizontal differentiation considers the degree of horizontal separation between units. Vertical dif-

ferentiation refers to the depth of the organisational hierarchy. Spatial dispersion encompasses the degree to which the location of an organisation's facilities and personnel are dispersed geographically. An increase in any one of these three factors will increase an organisation's complexity.[85]

In order to be effective, organisational subsystems require communication, co-ordination and control. The more complex an organisation, the greater the need for effective communication, co-ordination and control devices. The understanding of complexity by administrators is important because as complexity increases, so do the demands on administrators to ensure that differentiated and dispersed activities are working smoothly toward achieving the organisation's goals. The need for devices such as committees, computerised information systems, and formal policy manuals increases as the complexity of an organisation increases.[86]

4.3.1.2 **Formalisation**

Formalisation refers to the extent to which an employee's role is defined by formal documentation.[87] An organisational structure would be described as highly formalised if there are prescribed rules and procedures available to denote what each individual should be doing. These organisations are characterised by written standard operating procedures, specified directives, and explicit policy.[88]

Formalisation is the result of high specialisation of labour, high delegation of authority, the use of functional departments, and wide span of control.[89] Formalisation can be characterised as having:

i) High specialisation of labour which is amenable to the development of written work rules and procedures.
ii) High delegation of authority which creates the need to have checks on its use. Consequently, the organisation writes guidelines for decision-making and insists on reports that describe the use of authority.
iii) Functional departments which comprise jobs that have great similarities. In these departments members of the same occupation are brought together.
iv) Wide spans of control which discourage one-on-one supervision. There are too many subordinates for administrators to keep up with on a one-to-one basis. Consequently, administrators require written reports.

It is important for all employees to understand formalisation because the manuals of rules, procedures and policies govern their behaviour.[90]

4.3.1.3 Centralisation

Centralisation is concerned with the dispersion of authority to make decisions within the organisation.[91] More specifically, the concept refers to the delegation of authority among the jobs in the organisation.[92]

The fewer the occupations participating in decision-making and the fewer the areas of decision-making in which they are involved, the more centralised the organisation. The higher the organisation's degree of centralisation, the lower its rate of change. In a centralised organisation with power concentrated in the hands of a few individuals, there is a tendency towards the **status quo** because their power enables them to protect their own interests and to veto changes that are likely to threaten them.[93]

In a decentralised organisation, where decision-making power is widespread, a variety of different views will emerge from different occupational groups. These views can lead to conflict but it can also lead to the successful resolution of conflict and to problem-solving.[94]

The complexity of centralisation derives from three sources: firstly, people at the same level can have different decision-making authority. Secondly, not all decisions are of equal importance in organisations. Thirdly, individuals may not perceive that they really have authority even though their job descriptions indicate that they do.[95]

Centralisation has four basic relationship themes:[96]

i) The higher the specialisation of labour the greater the centralisation;
ii) The less authority delegated, the greater the centralisation;
iii) The greater the use of functional departments, the greater the centralisation; and

iv) The wider the span of control, the greater the centralisation.

Centralisation as a component of organisational structure indicates whether authority is being retained at the higher levels of management or is being delegated to lower levels in order to empower subordinates to make decisions and take responsibility for their action. The retention of delegation of authority gives rise to different types of structures which can either create or resolve potential conflict in the pursuit of organisational goals.

Having considered the concepts of "organisation" and "organisational structure", it can be deduced that structures which emerge from organisations result from the behaviour of an individual or individuals acting within a group in a formal or informal setting. The delegation of authority and the level of such delegation give rise to an hierarchy which becomes essential if the objectives of the organisation are to be achieved by the individuals employed to do so. The extent of specialisation coupled with the existence of written rules and procedures, and the extent to which authority is delegated, determine the successional implementation of organisational goals.

4.3.2 Functions of Organisational Structure

Organisational structure, viewed in terms of individuals acting within groups, has three major functions. Firstly, it affords the organisation the mechanisms with which to reduce external and internal uncertainty. Secondly, it enables the organisation to

undertake a wide variety of activities through the mechanisms of complexity, formalisation and centralisation. Thirdly, it enables the organisation to keep its activities co-ordinated in order to pursue organisational goals: it keeps the organisation in focus in the midst of diversity. Organisational hierarchy facilitates the integration of organisational activities.[97]

Organisational structures provide insight into how an organisation intends to meet its objectives. The different levels existing in a structure give an indication of the power base of an organisation, as well as the degree of specialisation that exists within it. The number of levels existing in an organisational structure depicts the degree of importance of the different functions in the organisation.

5. Development

Development forms an integral part of the unification process in cricket administration. Addressing the imbalances of the past is a focal motivating factor in the formation of a national unified cricket body. The unification together with the support of non-racial structures for development programmes, has led to much discussion on various aspects of development. It is therefore important to understand what development entails before contextualising it within cricket administration.

5.1 What is Development?

Development, depending on the environment and the individuals involved, can be perceived differently by different individuals. In an international meeting the following definitions of development were discussed by delegates from different countries of the world:[98]

Development is the process which permits man to be what he wants to be, without being subject to manipulation by government towards false ends.

Development equals social change...social change has different requirements at different stages. What level of public participation is possible - reasonable to strive for - at each stage of development? What communications are appropriate, step by step?

Development is the process of establishing a balance among three goals: control over nature, over national destiny, and over one's self.

Development is social change resulting from technological transfer that creates economic and psychological changes.

It...is a national phenomenon done by the people themselves.

Development is a combination of economic and institutional change during which there are necessary changes in the country's system of values.

Development is "a process by which members of a society increase their personal and institutional capacities to mobilise and manage resources to produce sustainable and justly distributed improvements in their quality of life, consistent with their own aspirations."[99]

Development may be defined as the "...achievement of economic growth and hence improved living standards. It is achieved by improving the use made of a country's human, natural and institutional resources."[100]

A perusal of these definitions of development highlights the following key aspects: people, society, quality of life, and aspirations. Development can be seen as a process by which society improves by changing the quality of life of individuals. Furthermore development can be defined as a national phenomenon which engages individuals in activities in their quest for improving the quality of their lives, and thereby improves society at large. For the purposes of this thesis, development will be conceptualised with emphasis on two areas: people and facilities. In terms of cricket administration, it is discussed with reference to players, officials, and facilities.

5.2 Democracy in Development

Democracy is often perceived narrowly in terms of a right to vote. In addition to the right to vote democracy refers to the empowerment of people, which includes the freedom of speech, freedom to associate, access to state information and freedom from discrimination.[101]

At the end of the day democracy has resulted in people coming together with a common purpose to improve society. The total voice of the people in South Africa, for instance, has placed pressures on authorities to act.[102]

There exists a tendency at present for people to expect that in a post-apartheid era basic social needs will be met with help from international communities. This false perception could have been derived from the existence in recent years of foreign funding which supported anti-apartheid and non-racial efforts.[103]

The capacity to address development needs and the speed with which this happens, are constrained by the following factors:[104]

i) Limits on the available resources of a future state to directly meet development needs;
ii) Severe human resource problems and limitations;
iii) Structural issues in the economic productive sphere; and
iv) Limits on the redistribution of wealth and resources.

The addressing of development needs in the short term with limited resources can lead to frustration and disappointment. The capacity to address development needs to the satisfaction of the people is thus a long term issue that needs careful thought and preparation.

In the haste to gain ground and support, the anti-apartheid movement failed miserably in building a development culture. The activities of these organisa-

tions have focused on political opposition to apartheid. There is an urgent need for a culture of transformation from one of opposition to one of responsible governance. In order for development to succeed the transformation from a culture of resistance to a culture of development must be addressed adequately.[105]

It is only through the efforts of communities and society in general that development objectives can be realised. The process of community empowerment rather than state support lends credence to the success of development strategy.

5.3 Role of the State in Development[106]

The role of the state presently or in the future will be governed by limited resources. The demands on these resources are split between the various private and public sector institutions. The capacity for development needs is therefore restricted. The government must nevertheless create an environment to address development issues. This environment would enable empowered communities as well as development agents to work within it. The infrastructure available to the state must be accessible to development institutions in order to address these inadequacies.

The present government, because of its apartheid policies, should as a moral obligation take responsibility for addressing the imbalances of the past. This responsibility will, in no small way, be transferred to any new government. The involvement of the

government, for whatever reason, together with the support of the private sector, is necessary for any development strategy to work.

A key question in the developing world is the degree of intervention and control that government can and should exercise over development in general.[107]

5.4 Efficiency and Effectiveness of Development

The successful attainment of organisational goals in an efficient and effective manner depends on its internal capacity to function. The non-attainment of objectives calls for a consideration of the following:[108]

- whether policies with regard to the achievement of goals and objectives are appropriate;
- co-ordination of the functions and activities of the institution;
- investigation into accounting and control systems;
- whether personnel are effectively administered and utilised;
- whether personnel are appropriate with regard to fulfilling the aims, objectives and functions of the organisations;
- whether control mechanisms are effective; and
- whether there are incentive mechanisms.

The limited resources of development organisations and the unlimited demands on them, make it essential for services to be performed in an efficient and effective manner.

5.5 Development and Underdevelopment

The process of development must be addressed from two different perspectives. While on the one hand development needs to be viewed from the position of an absence or lack of development, on the other hand it may be viewed from a position of an original state of development to a retrogressive one.

The term "underdevelopment" may refer to the state or condition of a society which lacks development. Underdevelopment in this sense refers to the idea of an original underdeveloped society in which no development has previously taken place.[109]

"Underdevelopment" can also be seen from a different perspective which refers to societies which are changed from an established state to a state of underdevelopment. This state of underdevelopment is not similar to a society which lacks development, but involves its retrogression to a state which is inferior or more disadvantaged than its original state.[110]

The tendency to encounter both situations in South Africa has become evident since unification. It can be viewed from the perspective of White against Black, as well as from a situation of being previously advantaged to previously disadvantaged.

In the present transition, and more especially with the demands of unification, development has concentrated to a large extent on the Black communities. Seen in the light of an under-privileged community, addressing previously disadvantaged areas takes priority. In

terms of cricket, this mass-based development has the advantage of introducing more people to the game from a sector that was previously denied access to it. In this way individuals with talent or potential may graduate through the system to compete at the highest level for selection on merit. This position may be the ideal situation in the context of unification of cricket but there are aspects which, if not given attention, could be detrimental to South African cricket.

Before unification there existed amongst the White and Black communities individuals who were quite adept in playing the game. This included individuals who, because of apartheid policies, gained the advantage of being on the right side of the government and therefore received all the privileges in terms of development. Moreover, within the Black community there were individuals who did not receive any privileges in terms of development, but could nevertheless play the game adequately. With the increased attention now given to under-developed Black communities, these individuals lose the advantage of development programmes and therefore stagnate (a state of underdevelopment). This in the long term becomes problematic: everyone previously advantaged and disadvantaged will eventually emerge at one level. If not addressed soon, this phenomenon could destroy the standard of play and of competitiveness that is needed for international competition.

6. Summary

Organisations are linked through the common characteristics that have been established for administration. Public administration sets in motion the guidelines that are essential for parastatals to reach their specific aims and objectives.

Cricket administration serves a particular environment, namely the social environment that encompasses human development. In addition to the social environment, the cultural and the political environments are integral to the administration of cricket. It is therefore important that cricket administrators are aware of the environment they serve in order to make informed decisions.

Cricket administration in terms of its characteristics falls under the category of parastatals and therefore is considered a public institution.

Organisations create structures to facilitate the coordination of activities and to control the actions of its members in pursuit of organisational objectives. Individuals operating as individuals or as part of groups in a formal or informal manner within an organisation set the tone of operation of that organisation, and give substance to its structure.

The arrangement of individuals in an organisational structure sets clear lines of communication within an organisation, which gives rise to the delegation of authority and accountability. The extent of specialisa-

tion coupled with the existence of written rules and procedures, and the extent to which authority is delegated, determine the successful implementation of organisational goals.

Organisational structures provide insight into how organisations intend to meet their objectives. The different levels existing in a structure indicate the power base of an organisation and also the specialisation that exists within the organisation.

Arising out of the unification process, development gains focus. Development, seen as a national phenomenon which engages individuals in activities in their quest for improving their quality of life and thus improving society at large, is, in cricket, aimed at players, officials and facilities.

The limitation of government resources and the various demands on these resources results in the empowerment of people to act jointly with private and public sector organisations in order to address development needs. The severe restraints on resources make it compulsory for development officials to address their objectives in an efficient and effective manner. The government, in no small way to blame for past imbalances, needs now to play an active role in addressing these imbalances.

The emphasis on development of the underprivileged who were previously denied these opportunities, to the detriment of those who already have talent and potential, could in the long term, lead to a decline in the standard of the game. An urgent need exists to address

the development of players with talent while continuing to introduce more people from disadvantaged communities to the game.

Having established the foundations of cricket administration and development, it now becomes necessary to gain a perspective of South African sport. The next chapter will therefore look at the effects of the apartheid policies on sport in South Africa.

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CHAPTER THREE

SOUTH AFRICAN SPORT : PART OF THE NATIONALIST IDEOLOGY

1. Introduction

The issue of South African sport has been a topic for discussion not only within this country but also in international circles, institutions and media. This prominence across the world was not because of South Africa's dominance in the sporting field, but because of the South African Government's policy of divide and rule which was enforced by apartheid. It cannot be denied that the policy of apartheid affected every aspect of South African society, including sport.

White racism destroyed the aspirations of millions of Blacks in South Africa. The struggle waged against this racism eventually led to the isolation of South Africa from international sport. This struggle against racism in sport incorporated the non-racial struggle in sport, which firstly pressurised the government into changing some of its policies, and secondly, and more importantly for sport, resulted in the unification of sport.

The objectives of this chapter are as follows:

i) to trace the history of South African sport, from its early beginnings through the imperial age; and
ii) to trace the government's contribution to South African sport from the period, since 1948, of the National Party reign and its policy of apartheid.

2. South African Sport : An Historical Base[1]

On 5 April 1652, 100 men led by Jan van Riebeeck landed at the Cape of Good Hope to establish a port of call for the Dutch East India Company. During this period the only inhabitants were a small population of Hottentots and later Bantu speaking people. Upon settlement the European immigrants laid claim to the entire territory of what is now called the Cape Province. The Bantu, Bushmen and Hottentots were considered by the Europeans to be non-inhabitants.

Many of the settlers shook off their ties with the Dutch East India Company and moved inland to herd cattle and sheep. From 1779 until the end of the 19th century the settlers fought against the "non-inhabitants" and the Xhosa and Bantu tribes for both land and supremacy over the people. The settlers referred to the African people as "Kaffirs" or "stinking Black dogs". The last "Kaffir" war took place in 1906.

The conflicts between the Europeans and the Africans set the tone for the early beginnings of the sporting lives of these people.

2.1 Early Beginnings[2]

Although it appears inappropriate to talk of sport in the context of the African societies, their games and physical skills cannot be ignored. Notwithstanding the scarcity of information about the traditional physical attainments, evidence of drawings of boxers with gloved

hands were found in a Zimbabwean cave.[3] Furthermore, dancing, as is presently evident in several South African societies, developed into a highly skilled art form.

The information about sport in the early years is sketchy. Little is known about the traditional games and exercises of the first settlers, who were joined after 1688 by a group of Huguenots fleeing France after the Edict of Nantes. Folk sport was practised before modern sport made its appearance in the 19th century. Jukskei, for example, is a modern day sport which had its origins in the early years of the settlers.[4] The horse which played a crucial part in the Boer social and working life, also featured in many recreational activities.

The settlers were Calvinists, and believed that they belonged to a superior culture and race. They fought the Xhosa not only for their lands and cattle but also to acquire servile labour. The Hottentots who came to work for wages in the Cape formed the basis of a lower social class to which were added the slaves imported into Cape Town from India, Java, Madagascar and East Africa. Mixed with the original settlers, all these groups made up the so-called Cape Coloured population. 75% of the children born during the first 20 years of the colony's existence had a white father and African mother.[5] In 1685 a new law forbade Whites to marry Africans. In 1717, the Dutch East Indian Company stopped new white immigration, prohibited inter-racial marriages altogether and encouraged the import of slaves. This decision was crucial for the future of the colony, for it identified skin colour and race with

class and status. Henceforth, Whites were the rulers and monopolised economic and political power, while Blacks were to work, serve and obey.

In Cape Town, for many years South Africa's only link with the outside world, a narrow urban society emerged. The small communities of settlers lived in relative isolation, preoccupied with their struggle with nature and with their African competitors. In 1794, the Dutch East India Company went bankrupt and the British occupied the Cape (1795). The Colony was at this time "Economically more undeveloped, politically more inexperienced and culturally more backward than any of the greater colonies of settlement."[6] The population at this period numbered 75 000 people of whom 25 000 were European, 30 000 were slaves and 20 000 free Hottentots. After the annexation of the Cape, the first British missionaries arrived. In 1807 attempts were made to stimulate and modernise the economy. Slavery was abolished and in 1834 the Colony's 40 000 slaves were freed. Between the period 1820 and 1860 new English settlers settled in the Cape at a rate of more than 1000 a year. As a result of these large numbers the relationship between the English settlers and the Boers deteriorated, because the Boers values and way of life were being subverted. In the period extending from 1834 to 1837, over 12 000 Boers joined the "Great Trek" inland, at first towards Natal and then into the Transvaal.

From the end of the 18th to the middle of the 19th centuries, the African kingdoms in Southern Africa underwent profound transformations. This crisis, called the Mfecane, was accompanied by great military and politi-

cal activity which generated new social and political structures and destroyed others. In the meanwhile, the Great Trek of the Boers with their expansion northwards faced little resistance because of the crisis in the African kingdom. However, the Boers were made to fight for the land they took.

The Boer also became pioneers because they too had to wrest their living from nature. Therefore, it is no surprise that hunting, horsemanship and shooting became important to them. Surrounded by wildlife against which they had to defend themselves and upon which they depended for food, hunting for the Boers had an altogether different significance from that attached to it by the "better-born" English officers and officials. The English found it difficult to understand or tolerate the Boers' "unsporting" approach.

Randolph Churchill[7] wrote in 1981 : The Boer sportsmen never cared to carry home the animals they had slain. They formed large shooting parties which shot beasts down everywhere by scores or hundreds or even thousands but left the carcasses to be devoured by the vultures and only after a few days they would return to gather the skins which by this time the sun would have dried and tanned.

John Buchan[8] writing on the same issue betrays some of the cultural prejudices which have soured Anglo-Afrikaner relations to this day: "On the lowest interpretation of the word 'sport', the high qualities of courage, honour, and self-control are part of the essential equipment, and the mode in which such qualities appear is a reflex of the idiosyncrasies of national

character. But it is true mainly of the old settled peoples, whose sports have long lost the grim reality in which they started. To a race which wages daily war with savage nature the refinements of conduct are unintelligible; sport becomes business; and unless there is a hereditary tradition in the matter, the fine manners of the true hunters' craft are notable by their absence...It is worth while considering the Boer in sport, for it is there he is seen at his worst, without tradition of fair play, soured and harassed by want and disaster, his sport became a matter of commerce, and he held no device unworthy."

By contrast the senior British army officers and civilian officials brought with them all the regalia of the hunt, from uniforms to hounds. The Cape and Natal regiments each maintained a pack as did Pietermaritzburg in the 1870s. From the end of the 1840s, shooting parties hired large numbers of Africans as beaters. Pheasants were introduced in 1861 and, along with them, closed seasons for the hunting of game birds, hare, etc...This was not the only form of hunting to take place. Human beings were also hunted. On the northern borders of the Karoo, Boer Kommandos murdered Bushmen for sport until at least 1882. A report on this issue requested by the Governor of the Cape revealed that these murders probably numbered thousands.[9]

These barbaric practices speak eloquently of the poverty of moral culture among those who preached "civilisation" in the "dark" continent. The colony for a long time possessed not a single library and very few books apart from the Bible. There were no theatres. The

first newspaper, which was censored, appeared in 1800. In Cape Town and in one or two other urban centres there was a small leisured class, predominantly English-speaking, whose principal amusements were concerts and card games and dancing.[10]

Besides hunting, at least two other sports namely, cricket and horse-racing, were established once the British occupied the Cape. Both sports are an integral part of the English social life. Horses had been introduced to South Africa by Van Riebeeck and his successors. They were imported from Holland's Oriental possessions. The Javanese ponies in particular proved to be well-adapted to the work and needs of Boer life. The Basuto were the only African people to adopt the horse, and bred a pony of their own, called the Basuto pony. They acquired a reputation for horsemanship which they have maintained to the present day. In 1868, Basuto cavalry repulsed a column of Cape troops sent to subdue them, and they were used regularly by the British to pacify other tribes.

The Boers were also famous for their horsemanship but it was the British who turned horse-racing from a form of informal recreation into an organised sport, complete with jockeys, betting and a race-course. The first recorded races took place in 1797 at Green Point Common near Cape Town, and races were organised regularly from 1802 when the SA Turf Club was created. The sport gained popularity throughout society. The Cape Malays and Coloureds specialised in horse-training and provided the majority of stable boys and jockeys. A

few were owners. The richer Hottentot families possessed up to 20 horses at the beginning of this century.[11]

Cricket was one of the other organised sport to establish itself early on. The game was already popular in Britain when it was introduced into South Africa at the turn of the 18th Century. The first known match took place on Green Point Common on 5 January 1808. The first club was formed in 1843. The sport had an important socialising and ideological influence upon the emergent African and Coloured elite who aspired to its "gentlemanly values at the end of the century."[12]

There exists some evidence that other sporting activity took place at that time, like the exhibition of running in Natal in 1852, when everyone was challenged to a 50-mile race. Most other people were happy to stick to activities such as shooting and walking.

Prior to the introduction of rugby/football in the early 1860s, hunting, horseriding and cricket remained the three principal sports, played essentially by the British immigrants and the military. Located in the Cape and to a lesser extent in Natal, they were already beginning to be adopted by the Boer and Coloured populations, and to some extent by Africans. After rugby/football all the other sports followed rapidly, their arrival coinciding with the discovery of diamonds at Kimberley in 1867 and of gold on the Rand in 1886. Sport was integral to the social changes that swept the country during the imperial era.

2.2 The Imperial Age[13]

In 1867 South Africa could be divided politically into three distinct zones: the Cape and Natal which were under British authority; the Boer Free States of the Orange Free State and Transvaal, and those areas over which the Zulus and other African tribal states still retained partial sovereignty.

The supply of labour was a problem for the Europeans because the Africans refused to sell their labour at the low wages offered. This situation also created concern amongst the British authorities who immediately passed laws against "vagrancy", which forced all Hottentots to acquire a registered address and place of work. Pass laws required Africans to remain within defined geographical areas unless they were specifically authorised to travel by the administration.

The establishment of sugar plantations in Natal exacerbated the need for labour. With the agreement of the British Administration in India, indentured labour was imported into the Colony. For the period 1880 to 1886, 30000 Indians were shipped in. By 1905, the number of Indians had risen to 122000. At the end of their first contract, the terms of the agreement allowed them to return to India, renew their contracts, or stay on in South Africa as colonial subjects. It was nearly a century before the status of those Indians who opted for the latter course was officially recognised by the administration.

The status of Africans varied from province to province. These differences in status affected the adoption and practice of sport by Black people in the different provinces. In the Cape and to a lesser extent in Natal, as was the case in the Transvaal and Orange Free State, they were not excluded from the towns or from access to education. In these areas the elite took up sport from an early date. Cricket in particular was associated with their attempts before the first World War, to assimilate and adopt White culture.

All the major sports with the exception of cricket and horse-racing, made their appearance between 1860 and 1900. The evolution of sporting activity (Table 1) reveals the following:[14]

i) All the major sports apart from rugby/football - athletics, cycling, golf, boxing, tennis - appeared between 1880 and the end of the century;
ii) Sport became a social institution between 1875 and 1885. During this decade the first clubs were formed in rugby, football (now a separate sport), athletics, cycling, horse-racing (jockey club), golf and tennis;
iii) Sport was subsequently taken up so fast that the first national federation appeared only ten years afterwards and was established in all major sports before the 1920s;
iv) The development and institutionalisation of sporting activity continued, with two particularly active periods, the inter-war years and in the 1950s.

TABLE 1[15]

CREATION OF THE FIRST SPORTS CLUBS AND NATIONAL FEDERATIONS

First Sports Clubs	Date	First National Federations
Horse Racing	1802	
Cricket (Port Elizabeth)	1843	
Rugby (Cape)	1876	
Football (Pietermaritzburg)	1879	
Athletics (Port Elizabeth)	1880	
Cycling (Port Elizabeth)	1881	
Tennis (Natal)	1882	Horse racing
Bowls (Port Elizabeth)		
Professional Boxing		
Croquet		
Rugby		
Gymnastics (Johannesburg)	1889	
	1890	Mountaineering
	1892	(Football
		(Cycling
	1894	Athletics
	1903	Tennis
	1904	Bowls
	1909	Golf
	1923	Hockey
	1928	Rifle Shooting
	1931	Motor Racing
	1937	Roller Skating
	1939	Badminton
	1940	Jukskei
	1947	Squash
	1948	SmallBore Rifle Shooting
		(Archery
	1949	(Fencing
		(Softball
	1951	Gymkhana
	1953	Clay Pigeon Shooting
	1954	Equestrianism
	1962	(Judo
		(Trampoline
	1964	Body Building
	1965	Surfing
	1968	Karate

The discovery of diamonds in Kimberley triggered a process of social and economic change which dramatically restructured South African society and reinforced the traditional segregation and racial exploitation. These became essential institutional features of the economy and the state. This development undoubtedly influenced the adoption and the transmission of sport amongst the different sections of the population.

During this period two models of government emerged and both were in competition for mastery - one was the British, industrial, capitalist and based on profit, which was intent on unifying South Africa under its control. The other was the Boer, patriarchal, more segregationist and determined to resist imperial pretensions and preserve its independence and traditional prerogatives. In 1899 war broke out between these two nations. This war, which was known as the Boer war, was described as one of the first modern wars. The surrender by the Boer in 1902 marked the end of the Boers' dream of political independence. The Boer struggle was henceforth to be conducted from within the Union of South Africa (1910) and their racial system of political and economic organisation was not fully realised until the Nationalist Party took power in 1948 and enforced the philosophy and doctrine of apartheid. The Constitution of the Union of South Africa institutionalised the racial supremacy and privileges of the White population and marked the official birth of "White" South Africa. Boers and English representatives took four months to negotiate the Union agreement but devoted just two days to discuss the interests of the Africans. Apparently there was no need to negotiate what had already been agreed to.[16]

This period resulted in tremendous social change and population mobility. The White population in the Cape Province increased to 377 000 in 1891. The Black population in the mining district of Kimberley increased by 10 000 on a yearly basis. In 1900, 15 years after the discovery of the Reef, over 100 000 Black migrant workers were employed on mines in the area. The city of Johannesburg saw its population mushrooming to 100 000 only ten years after its creation.

This mass of labour created new problems for the mine owners. In order to prevent desertion and theft, they organised the compound system which was a series of huge enclosed camps within which Black miners, recruited from all over South Africa and from neighbouring states, were virtually imprisoned for the duration of their contract. It was in these camps that some of the most determined efforts to introduce organised sport were made. Boxing was one of the first sports adopted by miners. It came to South Africa via Basutoland in the person of a policeman named RJ Couper who in 1889, in the 27th round of a famous professional contest, defeated W Bendorf for the cash prize. Prior to that year, public prizes for fighting were illegal, although the professional boxing federation had been founded in 1882 and the sport had already spread from Kimberley to Johannesburg.

In 1900, the African elite was tiny and concentrated almost exclusively in the Cape. The African petty bourgeoisie which appeared in Kimberley, was composed of postal workers, clergymen, teachers, translators, officials etc. These people enthusiastically took up sport and other cultural activities in the towns where

they settled or the mission schools in which they taught. The progress of this elite group could be traced from the Cape and Durban through the mission schools, to Kimberley, then at the end of the century to Johannesburg and the gold mines of the Witwatersrand. Although their rights were gradually whittled away, the African petty bourgeoisie preserved its faith in British rule and the promise of equality before the law for all subjects of the Crown.

As Willan states, "There existed the strong belief that the survival of the non-racial Cape franchise - which provided both the hope and means for their incorporation into Cape colonial society by institutionalising 'civilisation' rather than race or colour as the crucial set of criteria for this - depended upon the maintenance of direct imperial control. Accordingly expressions of loyalty and attachment to the 'imperial factor' were frequently on their lips, particularly at times when local colonial interests were pressing for more repressive 'native policies'. Direct imperial control is the talisman engraved on the heart of every native in the land."[17]

The values and ideals regarding civilisation, progress, the Empire, Christianity, etc. were propagated and expressed in a wide range of clubs and associations. In many of these societies, sporting membership and rank was an obvious sign of social success, which explained to a large extent their vivid and tumultuous activity. Social classes were formed in urban Black society according to a complex mixture of factors including type of employment, place of origin, level of education and wealth. The evolution of sport, both in terms of its

organisation and its values, is intimately linked with this process. Some sports were associated with compound life, others were learned in the mission colleges and schools. Their performance required different levels of economic investment or apprenticeship, and incorporated different social values. An understanding of this phenomenon is evident in cricket, which was played almost exclusively by the Black elite, and football, which was adopted by all classes and spread even beyond the towns to certain rural areas.

The playing of all sport offered to team members, and more so to their managers, an opportunity to declare publicly their allegiance to colonial society and to the values of "civilised life". The relation between sport, education and urbanisation was not confined to the African or Black population : it existed in all parts of the country and was true of all races. This is the reason why, from towns like Cape Town and Port Elizabeth, which were sporting pioneers in the early period and also after gold was discovered, sport spread rapidly to the Transvaal and Orange Free State.

Surprisingly, for a period of time sport was not placed officially on the curricula of white schools. The Afrikaans and English-speaking students of the South African college (Cape Province) had been accustomed for 20 years to playing rugby and cricket on a corner of a meadowland before, in the mid-1890s, their sporting activities were given official encouragement and financed by a levy on the students. The teachers from England who arrived in Natal introduced sport much earlier in secondary schools. The main sports during this period was rugby, cricket and athletics. Girls were

restricted to more decorous activities. Violent exercise was not thought becoming for girls in the sixties and seventies. Croquet, which was introduced in the sixties was not played at school but was in private gardens; it gave girls the sensation of playing a game on Sunday. Riding was the principal outdoor recreation for colonial girls and boys alike.[18]

Sport was introduced mostly by British officers who were usually the products of British public schools. They merely carried their sports with them on active service in Natal, the Transvaal and to the Zulu wars. They often passed it on to the surrounding populations as they moved to different areas. The role of English-speaking immigrants in carrying sport into South Africa was considered as important as that of the military. With the exception of rugby, which the Afrikaners made their own, most sports were as English in their following as in their origin. Sport was associated in a sense, with a way of life and with values to which the Afrikaner population was opposed.

Sport did not generally cross the colour line until the 1920s. However, there were some exceptions. The Black elite played cricket and football, and boxing and dancing were encouraged in some of the mining compounds. The American Board Missions also encouraged games among the Black population of Natal and successfully fostered football. The Coloured population, especially the Cape Coloureds, supported and played rugby and cricket from an early date, and by 1900 some were already of national standard. This is not surprising because their life-style, culture and values more closely resembled that of Whites than did any

other Black group. They therefore dominated Black sport as they did the petty bourgeoisie which was starting to emerge.

The Indian population, which was concentrated in Natal except for a small number in the Transvaal, participated in sport as well as in other social activities with the Coloureds. Their principal sport was football, but as the Indian petty bourgeoisie and trading middle class grew, some began to play higher status, more expensive sport, like cricket and tennis.

The relative slowness of Blacks to adopt modern sport must be interpreted in context, in relation to the dependent, subordinate status of the Black population, cast in the role of unskilled labour in the mines and in agriculture. Between 1856 and 1904 a number of Acts for instance "The Masters and Servants Acts" were passed, further defining their position. It became a criminal offence for unskilled workers to break these contracts. Sport, which was one of the most typical expressions of leisure and rank in white imperial society, became one of the dividing lines between the races, one of the symbols of white status. It was therefore not by chance that the first clubs and federations were from the beginning exclusively White, while the Black clubs, with rare exceptions, catered for an exclusively Coloured, Indian or African membership.

3. Apartheid : The Government's Contribution to Sport[19]

The government of South Africa has ensured through various mechanisms that the playing of sport would not in any manner disregard the policies of the land. The concept of divide and rule applied to the playing of sport, which was divided on racial lines, as it did to everything else.

In 1948 the National Party propounded the official government policy of "Apartheid". Apartheid in sport was an automatic evolution of this policy which also ensured that whatever loose social arrangement existed from the Union of South Africa in 1910, would now disappear and be restructured or replaced by the new apartheid policy. This resulted in the government gradually taking control of sport: independent sports bodies were suppressed and policies now emanated from the highest government level. Before long a ministry of sport was established because of the complexities of sports issues.

In 1956 the State claimed that it was willing to help legitimate non-European sporting activities but this had to be done on the condition that it did not transgress the apartheid laws, and also that Blacks and Whites organised their activities separately. In the same year the Minister of Interior pointed out that the government would not support non-white activities designed to force the country to abandon its traditional racial units by squeezing white South Africans

out of international competitions. Furthermore, he stated that no travel facilities would be granted to anyone found guilty of such subversive intentions.

In 1962 the government publicised its intention to administer and control sport activities strictly in accordance with the State's sports policy which was as follows:[20]

i) In South Africa, Whites and Blacks must play separately. They must not compete against one another, whether in individual events or as teams or part of teams;
ii) South African sportsmen could compete outside the country's borders with sportsmen of different races who are not South African;
iii) While recognising the customs of other countries in sports events outside the country, teams visiting this country should observe this country's customs. This meant that Whites would compete against Whites and Blacks against Blacks.
iv) Participation in international sports competitions of mixed teams as representatives of South Africa could not be approved;
v) Invitations to South African teams from neighbouring states to participate in competitions, which were in conflict with the customs in South Africa and which were obviously not international matches, would not be regarded favourably;
vi) It was government policy to help White and Black sports associations as far as possible, but not where their purpose was to force the country to depart from the government's policy;

vii) In administration and control Black associations could exist and develop alongside corresponding White associations. One or two members of the White executive committee of the chief organisation could attend meetings of the Black organisation's executive committee when requested. They could act as a link between the committees and inform the White committee about the opinions of the Black committee when matters of concern to the Black committee were being dealt with. If this method was impractical in a particular instance, one or more members of the Black body could be co-opted or elected to serve on the White executive committee in an advisory capacity when matters affecting the Black organisations were discussed; and

viii) The White executive committees could serve on a high level as co-ordinating bodies between the association and as representations in the corresponding world organisations.

In 1964 the South African Non-Racial Open Committee SANROC, (formerly known as the Olympic Committee) pushed for non-racial sport in South Africa. Support for the SANROC position increased greatly in South Africa. SANROC co-ordinated campaigns internationally which resulted in many whites-only South African sporting bodies being expelled from international sports organisations. The state responded by banning the SANROC leadership and then rendering the organisation ineffective, forcing it into exile.

In June 1964, the state refused to renounce racial discrimination in sport although it faced expulsion from the Olympic Games. This decision led to South African sport facing increased pressure of isolation. In the same year the Prime Minister announced that he would not allow people of Maori blood to tour South Africa with the New Zealand All Blacks rugby teams, thus imposing South Africa's racial policies on the selection of touring teams.

In 1967, three years later, the Prime Minister announced that a multi-racial team could compete in the Olympic Games; he also announced that he was prepared to regard Maoris as white and they could therefore tour South Africa with the All Blacks rugby team. This announcement caused a major outcry from the oppressed people of the land. Here was a government which was attempting to better the relationship between South Africa and other countries, but disregarded the internal relations which affected its own people.

In February 1968, there was a majority vote in the International Olympic Committee (IOC) for South Africa's return to the Olympics, but the threat of an Afro-Asian boycott because of the South African Government's apartheid policies, forced the IOC to drop South Africa again.[21]

On 22 April 1971 the State announced its policy of multi-nationalism, in which South Africa was characterised as being comprised of many "nations". In essence this policy meant that up to national level multi-racial sport would not be allowed. South African whites and blacks could compete against each other at

"open international events", for example, competition in the Olympic Games. Overseas teams touring South Africa could compete against separate black and white South African teams at segregated stadiums only. In South Africa apartheid in sport was to remain. Organisations which refused to accept this policy were excluded from playing in "open internationals."[22]

After years of frustration by government at the unwillingness of the Blacks to accept this policy, the government in 1976 enunciated a slightly amended version to the multinationalist sports policy. Essentially the concept of multinationalism meant that:[23]

i) The national identities of races would be kept intact through racial policies;
ii) National racial teams would compete against each other but only at national level;
iii) Blacks may be eligible for national representation at international level; and
iv) There would be inter-racial mixing at provincial and club level.

In presenting this "new" policy, the government stated that sport in South Africa could best be served by the following conditions:[24]

i) That White, Coloured, Indian and African sportsmen and women should all belong to their own clubs and that they should control, arrange and manage their own sporting fixtures;

ii) That wherever possible, practical and desirable, the committees or councils of different race groups should consult together or engage in whatever contact was necessary to advance the interests of the sport concerned;

iii) That intergroup competition in respect of individual types of sport be allowed at all levels, should the controlling bodies so decide;

iv) That in respect of team sports, the councils or committees of each racial group should arrange their own leagues or programmes within the racial group;

v) That where mutually agreed, councils or committees may, in consultation with the Minister of Sport, arrange leagues or matches enabling teams from different racial groups to compete;

vi) That each racial group should arrange its own sporting relationships with other countries or sporting bodies, in accordance with its own wishes, and that each should award its own badges and colours;

vii) That if and when invited or agreed, teams comprising players from all racial groups can represent South Africa and if so desired, can incorporate the national flag or its colours in their badges; and

viii) That attendance at sporting fixtures be arranged by the controlling bodies.

In March 1978 the Minister of Sport clarified the official sports policy in a letter to a delegation of the International Tennis Federation, which visited the Republic on a fact-finding mission. The letter made it clear that no permit or other form of permission was

needed by any player to play on any court or join any club in South Africa. It added that government would ensure that money made available for the development of sports facilities would be proportionately divided among the various population groups, while the Department of Sport would use its influence with local authorities to provide facilities for all groups, according to their needs.

In 1979 the government announced that the autonomy of sports bodies in respect of sport would be recognised by the state on the condition that law and order was maintained and that the general laws of the land were recognised. The Minister of Sport announced that any club wishing to stage sports fixtures for members of all population groups had merely to apply for inter-club stadium status. He added that the government had agreed to the concept of approved mixed matches at approved venues. Referring to inter-school competition, the Minister said that matches between white and non-white schools would be considered by the Director of Education of the province concerned, provided such matches had the approval of the school boards, school committees and parent-teacher associations.

In parliament a month later the Minister said that discrimination in sport would disappear once the government's sports policy reached its conclusion. Later in the same year he reaffirmed that there was no legislation to prevent sports clubs from accepting members of all race groups. All clubs had the inherent right to control their own membership and decide who should and should not be permitted to become members.[25]

In 1980 the government commissioned the Human Sciences Research Council to undertake a comprehensive in-depth study of South African sport, with special attention to one of the major stumbling blocks to development, the shortage of funds . Another area of investigation was the backlog in facilities for Black sportspersons in urban areas.[26]

In 1982 the report which was commissioned by the government was released by the Human Sciences Research Council. The report called for a less fragmented and efficient system of sports administration by recommending the establishment of a South African Sports Council which would be a corporate body. It also pointed to the discrepancies and discrimination in facilities provided for Blacks as compared to those provided for Whites. Also contained in the report were recommendations concerning amendments to the Group Areas Act, Liquor Act, Reservation of Separate Amenities Act and the Black Urban Areas Consolidation Act. Integral to the report was the recommendation of principles to govern sport in South Africa which are noted below:[27]

i) People must have "freedom of association and choice in sport" - the right to take part in the sport of their choice, to administer sport as they think fit, to watch the sport of their choice, and have free access to amenities;
ii) There must be equality of opportunities in sport, regardless of race, colour, creed, sex or age;
iii) Sport must be de-politicised as far as possible and various obnoxious and humiliating pieces of legislation should be amended;

iv) The final decision for open school sport should be left to the local bodies controlling schools; and

v) There should be equal financing of sports facilities.

In 1983 the government was still practising discrimination in terms of the different race groups although it had put out the report from the Human Sciences Research Council which recommended the contrary. A report in **The Star**[28], reported that the government was spending 240 times as much on furthering sport participation for each White child than for each Black child. In the debate in parliament on the issue of the National Education budget vote, the figures presented reflected what happened to a community with no political rights. In the Cape Peninsula about 3 000 Black high school children had one sports field. In the previous year R9,9 million from public funds was spent on furthering sport participation for one million White primary and secondary school children, but only R14 700 was spent on sport for the country's 3,6 million Black primary and secondary school children. The report goes on further to point out that the government should be ashamed of the amount of money spent on Whites as compared to the Blacks; the minister was clearly showing a lack of interest when it comes to the sporting activities of Black children.[29]

In 1985 the Department of Education in Cape Town stated that it would still "not allow schools to play against whoever they wanted to", and confirmed that a white school team would have to get permission from the department "before it could play against a team which consisted entirely of non-whites.[30] Also in 1985 the

Director of the government-established South African sports office in Britain stated on BBC radio that "multi-racial sport in South Africa is a *fait accompli*". Commenting on this issue the **Sunday Times** investigated the "multi-racial" nature of sport and found, in fact, that Blacks were generally barred from membership to clubs.[31]

In 1986 the South African government revealed that it would pay tax rebates of up to 90 per cent to firms sponsoring rebel sports tours of South Africa. This in effect meant that foreign sportsmen involved in playing in South Africa would be partly paid by the South African government.[32]

The incidents quoted above are just a few which affected sport in general. Although the government did make an historic announcement[33] in 1990 which indirectly contributed to the unification process in sport, on reflection it must be noted that when the Nationalist Party took power in 1948, it had no need to impose apartheid on the playing of sport because it was already segregated. Nevertheless numerous general and specific laws were passed which, without imposing an explicit ban, effectively rendered the playing of multi-racial sport, as it would normally be understood, illegal. The rights as well as opportunities of black people were reduced in all domains, and therefore in sport as well.

To understand the recent crisis in sport and demands of the South African Blacks, it is essential to note that apartheid affected not only the playing of matches but also the social and economic environment which con-

ditions and makes the playing of sport possible and enjoyable. The Nationalist government, by curtailing black access to education, urban residence, employment, wealth, and the freedom to associate, travel and enjoy free expression, stunted the natural development of sport and dealt a crippling blow to the attempts of black players to improve their standards of play and organisation.[34]

3.1 Segregationist Laws

Aligned to the policy of apartheid which had a direct effect on sport in South Africa, there were numerous other laws approved by the Nationalist government, which indirectly affected the playing and organising of sport. It is not within the domain of this thesis to highlight all such laws, but a few which have had a profound effect on the Black population's contribution to sport in South Africa, must be mentioned.

With a mandate in favour of apartheid, the Nationalist government pushed through a barrage of laws in its first years in office which reinforced white privilege, extended government authority and reduced the rights of Blacks and opposition groups of all kinds. The legislation governing migrant and temporary labour was strengthened and extended; the pass laws were reinforced; racial zoning of residential areas was accelerated and the inhabitants of "Black spots" (Blacks living on White farms) removed; the concentration of the Black population in slums and townships continued; deportation of urban Africans to reserves continued; and the political and civil rights of Blacks were eroded or removed.[35] The Population Registration Act

(1950) required that each South African be classified into one of four racial groups, namely "White", "Bantu", "Asian" and "Other Coloured." There was no South African nation as such but several separate nations occupying the same geographical entity known as the Republic of South Africa. This "multi-national" concept was incorporated into the South African sports policy which meant that the different "nations" had to practise sport as separate "nations".[36]

The Group Areas Act (Act No. 36 of 1966)[37] enforced the physical separation of the different "racial" groups or "nations" by proclaiming "residential areas" for Whites, and townships and locations for Blacks. This Act further reserved specific industrial, commercial, agricultural and recreational areas for the use of certain groups or "nations." Only members of a particular group could own, occupy, lease, or otherwise use property or land in areas proclaimed for that group. Africans were excluded. The purchasing of land for sports fields could only be done by members of a particular "racial" group, in an area proclaimed for that group. In terms of this law a non-racial cricket club, for instance, could not acquire its own sportsground and club facilities.[38]

The Proclamation of 1965 in essence banned Black spectators from social or sporting events at which other racial groups were present, unless a permit allowing racial mixing was granted. The same proclamation gave the administration powers to ban the playing of multi-racial matches on private land in the presence of spec-

tators. White stadiums who wished to accommodate Black spectators were obliged to construct separate entry gates and other facilities for them.[39]

The Liquor Act (Act No. 87 of 1977) also needs special mention. This Act barred licence holders from providing liquor, refreshments or accommodation for Blacks, and Blacks could not be allowed entry as guests. This Act was later amended so that its discriminatory stipulation did not apply to sport.[40] In its original form it forbade White, Indians and Coloureds to consume alcoholic drinks with Africans except on premises they owned, and effectively prevented people and sportsmen of different races from drinking and mixing together socially, for example after matches.[41]

The terms of the Criminal Law Amendment Act (1953) covered all gatherings. It stated that all gatherings, including racially mixed gatherings, must be organised so that they must not be seen as a political demonstration against any discriminatory laws of the country. Under this law heavy penalties could be imposed. This law made free social interaction between sportsmen virtually impossible. This open political interference in the organisation and administration of sport made it illegal for sportsmen to meet as fellow human beings on the sportsfield.[42]

The laws and regulations controlled the movements and activities of people in their social environment which included sport. Though in themselves these laws did not directly address sports people, indirectly they became a vehicle for the government to propound its multinational sports policy.

3.2 Consequences of Apartheid Policies[43]

The continued application of apartheid policies, coupled with the support for these policies of the White minority, and the continued struggles against them of the Black majority, finally led to pressures on the international community to take action. The under-privileged sports struggle in South Africa drew world wide attention.

In 1956, the International Table Tennis Federation withdrew its recognition of the White table tennis body and instead recognised the non-racial South African Table Tennis Board. The government in response stated that in terms of the existing legislation sport had to be practised separately by the various racial group. It warned international teams visiting South Africa not to attempt to violate the country's internal and domestic customs by including "non-white" players in their touring sides. It also announced that non-racial sportspersons would not be granted travel documents to participate in international competitions.

In 1958 the South African Sports Association (SASA) was formed with the specific purpose of fighting apartheid in sport. The formation of this body was a direct consequence of the open political interference of the government in the organisation of sport. This policy was reiterated in 1960 when the government once again warned overseas teams visiting South Africa not to include "Blacks" in their touring parties.

In 1961 the Republic of South Africa was formed. All colonial ties with the British Commonwealth immediately ceased. The policy of apartheid propounded by the Whites was reaffirmed. The South African Cricket Association was expelled from the Imperial Cricket Conference and any future contact with South Africa was from then on to be on an "unofficial" basis.

In 1964 South African sport was dealt a further blow when the International Football Federation (FIFA) suspended South Africa's membership. At the same time the South African Olympic Committee was excluded from the Tokyo Olympic Games. During the same period there was speculation in New Zealand about whether or not the All Blacks would be allowed to tour South Africa with a team which included Maoris.

In 1965 the South African Government announced that the All Blacks would not be welcome in the country if Maoris were included in the touring party. In the meantime with the prospect of other non-Commonwealth countries joining the international cricket fraternity, the Imperial Cricket Conference changed its name in 1965 to the International Cricket Conference, creating the opportunity for South Africa to once again become a member.

In 1968, the South African Cricket Association was involved in the "Basil D'Oliviera Affair" when the South African Government refused D'Oliviera, a Coloured, permission to tour as a member of the Marylebone Cricket Club (MCC) team to the country. This incident resulted in the cancellation of the tour by Lords and this

dashed all immediate hopes of the South African Cricket Association becoming a member of the international body.

In 1970 the Springboks had to cancel their tour to England when the Cricket Council was placed under pressure by the British Labour Government, which was not prepared to allow South African Whites to benefit from their government's blatant political interference in sport.

In 1971, the United Nations adopted a resolution which condemned apartheid in sport and urged member states not to participate against racially selected teams from South Africa. The Government responded by issuing a revised sports policy in which it emphasised that mixed sport at all levels would not be permitted. However, individual international events such as tennis tournaments could be held in South Africa for all ranking players irrespective of race or colour. The Australians subsequently called off their 1971/72 cricket tour of the Springboks to Australasia.

Within South Africa the effect of international isolation resulted in all national non-racial sports organisations getting together at a conference in 1971. The purpose of the conference was to form a national co-ordinating body to fight sports apartheid. In 1973 the South African Council on Sport (SACOS) was established.

In 1974, the sports policy was amended to make it possible for overseas teams visiting South Africa to play matches against Coloured or African national teams.

This in effect meant that while Blacks could play against Whites from overseas, they could not play against Whites from South Africa.

The French Rugby Federation in 1975 agreed to tour South Africa on the condition that the itinerary included at least one match against a mixed side. The Government then amended the sports policy to accommodate this condition. The French side played one match against a multi-racial side as part of their tour. This event marked the first occasion in which the South African Government bowed to pressure from a foreign sports organisation.

In 1976, soon after the French tour, the All Blacks came to South Africa with a team consisting of several Maoris. This tour had serious international repercussions. At the Montreal Olympic Games 30 African countries walked out in protest against New Zealand's participation. South Africa responded by extending the "multi-national" concept down to club level but at the same time stated that it was the Government's official policy for the different racial groups to practise their sport separately. On 23 September 1976, the Government set out the following policy:[44]

i) That White, Coloured, Indian and Black sportsmen and women should all belong to their own clubs and that each should control, arrange and manage its own sporting fixtures;

ii) That whenever possible, practicable and desirable, the committees or councils of the different race groups should consult together or engage in the contact necessary to advance the interests of the sports concerned;

iii) That inter-group competition in respect of individual types of sport be allowed at all levels, should the controlling bodies so decide;

iv) That in respect of team sports, the councils or committees of each racial group should arrange their own leagues or programmes within the racial group concerned;

v) That where mutually agreed, councils or committees may, in consultation with the minister of sport, should arrange leagues or matches enabling teams from different racial groups to compete;

vi) That each racial group should arrange its own sporting relationships with other countries or sporting bodies in accordance with its own wishes and that each should award its own badge and colours to participants;

vii) That if and when invited or agreed, teams comprising players from all racial groups could represent South Africa whether the type of sport was an olympic sport or not; and that such participants could be awarded badges or colours which, if so desired, could incorporate the national flag or the colours of the national flag; and

viii) That attendance at sports fixtures be arranged by the controlling bodies.

The sports policy was later amended to allow for White clubs to acquire an 'international status' permit which allowed them to serve liquor to certain Blacks.

In 1977 the Commonwealth Prime Ministers announced the so-called 'Gleneagles Accord' wherein it discouraged all sporting contact with South African sports teams because sporting contact between their nationals and the nationals practising apartheid in sports tend to encourage the belief that they are prepared to condone this policy of apartheid in sport.

The European sport ministers at a meeting in Athens in 1979, condemned apartheid and its effects on sport and therefore discouraged sports contact with South Africa.

The period that followed was highlighted by the isolation of South Africa sport from official participation at international level. The South African White authorities, as if in defiance, inundated the South African White public with "rebel" international tours for which they paid millions of rands.

4. Summary

The early conflicts between the Europeans and the Africans set in motion the early beginnings of the playing of sport in South Africa.

The game of cricket was introduced in South Africa at the turn of the 18th century when the British settlers occupied the Cape. During this period cricket was essentially played by the British immigrants and the military. The sport had an important socialising and ideological influence upon the emergent African and Coloured elite who aspired to its "gentlemanly values."

The changing status of the Black people prevented the game of cricket from spreading amongst the Blacks. The official "launch" of the policy of apartheid in 1948 by the Nationalist Party affected the Blacks to such an extent that even their socialising and playing of sport took a turn for the worse.

Social classes emerged in Black society according to a complex mixture of factors, including type of employment, place of origin, level of education and wealth. The evolution of sport in terms of its organisation and values, was intimately linked with this process. An understanding of this process is evident in cricket, which was played exclusively by the Black elite, and football, which was adopted by all classes and spread beyond the towns to certain rural areas. Sport did not generally cross the colour line until the 1920s.

The official government policy of apartheid encouraged separate development. In sport whatever loose social arrangements existed from the Union of South Africa in 1910, disappeared, given the restructuring of the new apartheid policy. This move by the government resulted in resistance from Blacks and the expulsion of White South Africa from international sports.

The policy of multinationalism, announced in 1971, further entrenched the policy of separate development. The possibility of integration in sport was now being pushed further out of the government's agenda. Under this policy sportspeople had to play with their own racial groups and could only come together at national level.

In 1979 the government announced that the autonomy of sports bodies in respect of sport would be recognised by the State on condition that law and order was maintained and that the general laws of the land were recognised. This announcement by the government did not help non-racial sport because clubs wanting to arrange fixtures for members of all population groups still had to apply for permission to use certain venues. Furthermore, the various "restrictive" acts were still in place. Acts like the Group Areas Act, Liquor Act, Reservation of Separate Amenities Act[45] and the Black Urban Areas Consolidation Act, needed amendment or abolishment if integration was to be successful.

Discrimination in sport continued well into the eighties. The government was spending 240 times more on each White child than it was on each Black child in order to further participation in sport. In 1985 the Department of Education in Cape Town stated that it would not allow schools to play against whoever they wanted to, and confirmed that a White school team would have to get permission from the Department before it could play against a team which consisted entirely of Blacks.

The non provision of facilities by the government for non-racial sport is an issue that crippled non-racial sport to a state of almost extinction. Under present conditions, the government, in an effort to normalise sport in this country, must play an active role in the provision of facilities for the disadvantaged sectors of the community.

The apartheid policies of the government not only affected the playing of sport but also the social and economic environment which conditions and makes the playing of sport possible and enjoyable. The social restriction of the Blacks stunted the natural development of sport and dealt a crippling blow to the attempts of Black players to improve their organisation and standard of play.

The continued application of apartheid laws coupled with the support for apartheid policies by the White minority, and the struggles of the Black majority against apartheid, finally led to pressure on the international community to address the sports struggle in South Africa. This period and the one that followed was characterised by isolation and the emergence of non-racial sports bodies which evolved in the fight against apartheid in sport. The chapter that follows concentrates on the non-racial forces that emerged in the battle for non-racialism in sport.

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34. On February 2, 1990, the State President, FW de Klerk lifted the ban on the African National Congress, Pan Africanist Congress and the South African Communist Party - thus paving the way for the freeing of Nelson Mandela, The President of the African National Congress.
35. Archer, **op. cit.**, pp. 42-50.
36. **Ibid.**, p. 44.
37. **Memorandum** to the International Cricket Conference 1979, compiled and submitted by the Executive of the South African Cricket Board, Cape Town, June, 1979.
38. **Memorandum** to the United Nations' International Conference on Sanction against apartheid sport, submitted by the South African Council on Sport, London, June 27-29, 1983.
39. See **Memorandum** of the International Cricket, 1979.
40. Archer, **op. cit.**, p. 46.
41. See **Memorandum** to United Nations ... 1983.
42. Archer, **Loc. cit.**
43. See **Memorandum** to the International Cricket Conference, 1979.
44. **Ibid.**, pp. 9-14.
45. A more detailed explanation is found in Bayat, M.S.: **Administrative Aspects of Parks and Recreational Facilities at the Local Governmental Level with particular reference to the Durban Municipality: A Theoretical and Practical Perspective**, Unpublished Ph.D. dissertation, University of Stellenbosch, 1992, p. 201 and 216.

CHAPTER FOUR

NON-RACIALISM IN SPORT : THE EMERGING FORCES

1. Introduction

The apartheid policies of the Nationalist Government and the effects of these policies in sport and society in general, resulted in increasing pressures by non-racial bodies in ensuring that "White" South Africa was isolated from international sports.

The pressure to maintain international lobbying against South Africa was perceived by non-racial bodies as being justified in their struggle to create a sports terrain that was free of discrimination. This struggle was not restricted to the boundaries of the sports field but reverberated throughout society in general, because the apartheid laws affected the very essence of people's lives.

The concept of non-racialism in sport was only achieved after prolonged battles by non-racial bodies against the policies of multi-racialism and multi-nationalism. Both these policies were a propagation of the apartheid policies of the country.

The international pressures, the isolation of South Africa and the emergence of the South African Council on Sport (SACOS) as one of the major non-racial sports councils, succeeded in forcing the government to shift from its apartheid-dominated society.

The change in government thinking has come at great cost to the non-racial people of South Africa. The sacrifices made and the lives lost bear testimony to the intensity of the non-racial struggle in South Africa.

Accordingly the objectives of this chapter are to describe the following:

i) sport as part of society,
ii) non-racialism in sport,
iii) multi-racialism versus non-racialism, and
iv) the pioneers of the non-racial sport struggle.

2. Sport as Part of Society

The problems in sport cannot be seen in isolation of the problems that confront us on a day to day basis in South African society. The crises in sport affect everyone in the greater society. Sport cannot be treated as a domain unaffected by the political and ideological struggle. Sport is now regarded as a central political issue.

Sport is essentially an activity that occurs after working hours, after school, in spare time, etc. To the vast majority of people it is therefore not an essential activity. At a superficial level it can be said

that what individuals do in their spare time is of concern only to that individual. However in South Africa the state has, through various mechanisms, controlled sport and free time in the majority of people's lives. This control is not only physical but also at the level of ideology through the values into which people are socialised.[1]

Attention needs to be drawn to a system that permeates all activities. There is an existence of interconnections between all institutions that govern one's activities. In order to understand the problems currently encountered in sport one needs to first come to grips with the problems that confront society in general, sport must be seen as a field of human activity that is part of the larger system. The individual pattern of sport reflects on society, and an analysis of both is therefore essential. The whole area of sport, of social, economic and psychological relations, needs to be analysed.[2]

During the 1980s attention was continually focused on education. One might, given the circumstances, question the link between sport and education. The type of education received in this country actively supports social, economic and political inequality. The majority of people in this country are the working class who are responsible for the production of wealth. The ruling group determines what is to be produced and how it is to be distributed. The workers have no control over what management decides. The growth of the economy demands an increase in the number of workers, which leads to workers uniting in order to control management decisions that affect their lives. This on

the other hand leads to the ruling class dividing the workers. The division that is most apparent is along ethnic groups. Although this is the reality here, it is not the only way in which divisions are created.
A closer examination of the South African system reveals another and more influential division, the educational system. The current system of education is structured along the lines of apartheid which encourages the policy of divide and rule. The educational system as presently devised by the government can be perceived as having two main purposes. Firstly, it serves to perpetuate master/servant mentality. It further seeks to instil an attitude that there are inherent racial differences which give rise to cultural and national traits and identities. Secondly, the system cheapens the labour force by not teaching individuals to have a critical attitude. However, there are individuals from the underprivileged that have gone to institutions of higher learning. Although this allowed them to reach greater heights, it has also resulted in a greater percentage of these individuals becoming targets of the system of oppression and exploitation which encourages individuals, and individualistic values, such as the right to order, manage and supervise. They eventually become part of the ruling class in that they accept the values of that class. These individuals eventually find it difficult to return to their roots.[3]

Vawda[4] explains that whatever the outcome, the present education system tries to instil attitudes of the basic social relations as we presently encounter them. It is these attitudes that are carried into people's leisure or "free time" activities and on to the sports field.

Thus, in effect, the education system is an attempt to control people already disadvantaged. These people, spawned by an educational system which equips them to behave passively and to distrust each other, then enter the sports arena. In most cases, when these individuals leave school, they tend to take these false ideas to their place of work, and after work to the sports field.

Arising out of this type of oppressed apartheid education the principles of non-racialism emerged. When sports bodies speak about non-racialism it is not confined to the sport field alone but encompasses society as a whole. Non-racialism goes against the policy of apartheid and therefore seems to have particular importance to the disadvantaged people of the land.

The term "non-racialism" has, over the years, taken on different meanings. Initially it was used as an attempt to unite the artificially created racial units under a common banner. Through a period of time non-racialism became much more clearly defined as a concept that had much wider implications. Non-racialism may be seen as the free interaction of all people in the total activities of society on the basis of total equality and opportunity, and without regard to race, colour or creed.

3. **Non-Racialism in Sport**

Long before established organisations began to attack apartheid in any organised and systematic manner, there was a history of resistance from individuals and informal groups. Notwithstanding this no sports ad-

ministrator in South Africa believed that sport in this country could occur in any other way than by the separation by races. All attempts to change this apartheid-dominated sports terrain were quickly suppressed by the rulers of the country or the advocates of apartheid.[5] Before attempting to describe a few of the major non-racial organisations that were an integral part of the non-racial struggle, it is important to briefly explore the concepts "multi-nationalism" and "non-racialism."

3.1 Multi-Nationalism Versus Non-Racialism

The concept of multi-nationalism is directly linked to the apartheid policy which was propounded by the Nationalist Government in 1948. The policy of multi-nationalism saw South Africa consisting of many nations.

This in essence meant that the different groups which were categorised in racial terms by the government, had to retain their identities but could come together for the purposes of sport provided their racial identities were kept intact. This temporary mixing was possible through a special political dispensation under a permit system. At the local levels, that is, at schools and in communities, separatism in sport was the norm. White sports clubs were, however, allowed to offer lucrative baits to select, talented Black sportspersons who could enhance that club's performance. In terms of this policy no White sports club was answerable to anybody for refusing membership or to share facilities with Blacks.[6]

In terms of multi-nationalism a lifetime of oppression could be temporarily removed for the duration of a sports event, but once the event was completed the apartheid environment was re-asserted. Multi-nationalism paid no heed to the all-round dignity of the human being but thrived on the harnessing of Black talent for its own ends. It refused to be drawn into the more pertinent issues such as the large scale deprivation of food and recreation for the Black child, the psychological and physiological effects of a ghetto environment on the birth of a child, the hopelessly inadequate education system which was designed to breed Blacks for the labour market, and the multitude of other factors which hampered the creation of a free and equal sports system for everyone in the country. Multi-nationalism did not recognise sports as a birthright for the child, but more as a leisure activity which was retained and refined for the White population. Its primary aim was to uplift the sporting aspirations of Whites with selective accommodation of Black interests.[7]

Non-racialism, in contrast, is the direct opposite of the doctrine of multi-nationalism. Its conception of what constitutes a socially acceptable sports system centres on the integral role that sport plays as part of human activity. It shares the belief that sport is a mirror image of the society under which it functions, and that it should be faithful to the values of society. It recognises individuals on the basis of what society owes them for their development and the effort that they put into it on the basis of which they may be selected to represent their society in its sporting life. Integral to the non-racial sports struggle is

the belief that a just sports dispensation can exist in a society when people who live within that society have equal rights, privileges and obligations under its laws.[8]

Sport being one of the normal activities of society, non-racialism in sport means the extent to which sport gives meaning and practical effect to the free interaction of all human beings in all the activities of society. This occurs on the basis of total equality and opportunity and without regard to the race or racial group, actual or artificially created, to which people belong. Non-Racialism implies that only a non-racial society can create the conditions necessary for the healthy development and continued existence of non-racial institutions and organisations. This means that there should be free social interaction of all sportspersons and their equal treatment by the state, commerce, industry and local authorities.[9]

3.2 Pioneers of the Non-Racial Sports Struggle

History records various protests from individuals as well as groups, against the racial policies. After racialism became institutionalised in 1948, the non-racial South African Table Tennis Board (SATTB) was the first to achieve a victory over its white counterparts and the government, when it obtained international affiliation in 1956. Their struggle which began in 1948 encouraged other sports codes, like cricket, weightlifting and body building, to apply to the International Olympic Committee (IOC). Although the efforts for international recognition were not successful, they nevertheless served as a challenge to the policy of apartheid in sport. Dennis Brutus in 1956 initiated

the Co-ordinating Committee for International Relations in Sport, which was aimed at Blacks obtaining international recognition in sport. The life-span of this body was short-lived but the importance of this committee was that it represented the first organised protest against sports apartheid inside South Africa.[10]

3.2.1 South African Sports Association

The Treason Trial of 1957 and the subsequent confiscation of the passports of many sportspersons involved in the non-racial struggle led to a meeting in East London in October 1958. As a result of this meeting the South African Sports Association (SASA) was formed. SASA drew up a non-racial constitution although its membership was largely Black.

The aims of SASA were:

- to co-ordinate non-White sport;
- to advance the cause of sport and the standards of sport among Black sportsmen; and
- to see that they and their organisations secure proper recognition here and abroad on a non-racial basis.

The constitution of SASA was adopted at a conference in Durban in January 1959. SASA claimed the support of approximately 70 000 South African sportspersons made up of people from all the racial groups that opposed racial discrimination in sport. With this support SASA led a rapid development of the protest movement against apartheid both inside and outside South Africa.[11]

The SASA launch was greeted with mixed views from various sectors. The reasons for this were obvious. Initially SASA was not non-racial in the modern sense, for it did not demand complete integration with the White bodies within single national associations. It merely demanded recognition and the right of Black sportspersons to be selected for national sides on equal terms with White sportsmen. In essence SASA was not campaigning for true non-racialism in sport but for international participation of Black sportspersons within the framework of segregation in national sport.[12]

3.2.1.1 Activities and Campaigns

In 1959 the Minister of Interior announced that a West Indian cricket team would visit South Africa and play only against Blacks. This gave SASA its first opportunity for open confrontation by petitioning the governments of South Africa and the West Indies, as a result of which the tour was cancelled. This victory established SASA as a campaigning body opposed to racism in sport.[13] The cancellation of this tour was only possible after an intense struggle between SASA and the Black cricket authorities, the South African Cricket Board of Control (SACBOC).

SASA met with more success when it succeeded in having a Brazilian soccer tour cancelled.[14] A rigorous campaign to get the IOC to discuss the South African Olympic Committee's (SAOC) violation of the Olympic Charter, resulted in the authorities acting against sportspersons and administrators who opposed apartheid policies. The government pressure and action continued

to intensify, more especially after the Sharpeville shooting. SASA nevertheless managed, with great help and initiative from the African National Congress (ANC) Youth League, to arrange a petition campaign against the All Blacks tour of South Africa. This was indeed a difficult period for opposition to tours because the state of emergency which existed did not allow the free movement of protesters.[15]

In 1961, after years of hesitation, the International Football Association (FIFA) suspended the White Football Association of South Africa (FASA). However within South Africa, SASA was less successful. Although hundreds of letters were written, petitions organised and representations made, there was little response. There were various reasons for this, but the continued surveillance of the organisation, coupled with banning orders and restrictions placed on administrators, did not help the organisation.[16]

3.2.1.2 Memorandum to the International Olympic Committee

SASA submitted a memorandum to the IOC requesting that South Africa's sports policy be placed on the conference agenda. The memorandum levelled the following charges:

- that there was no sport in South Africa which was open and non-racial;
- that there were no bodies affiliated to the SAOC which admitted all South Africans as members; and

- that offers for Blacks to affiliate were made on the condition that apartheid in the administration of sport in South Africa was accepted.

Unfortunately, an attempt by SASA's secretary, Dennis Brutus, to make representations to the conference on behalf of SASA, was prevented when his passport was withdrawn. Subsequently, the hearing was a failure for SASA and the IOC dismissed the claims that SAOC did not select teams on the basis of merit.[17]

In January 1961, SASA invited the SAOC's delegate to the IOC, Reg Honey, to address their conference. His speech[18] exposed South Africa's double standards and gave SASA a strong basis for their struggle for non-racial sport. In September 1961, SASA appealed to the Commonwealth Games Federation to exclude South Africa from the games because of its apartheid - racial policy. The Federation responded by excluding South Africa from the Perth Games as it had ceased to be a member of the Commonwealth. At the same time the International Cricket Council (ICC) withdrew its recognition of all future South African matches.[19]

In 1961, SASA launched Operation SONREIS (Support Only Non-Racial Events in Sport), a boycott of all racial sporting events.[20] SONREIS did not last long because it covered too wide an area. If this policy was carried to a logical conclusion it would have meant the demise of Black sport as Black organisations were also largely constituted on racial lines.

In the short period of its existence, SASA was able to succeed in what it had set out to do at its inaugural conference. The resolutions passed at this conference clearly set the tone for the future resistance to apartheid in sport in South Africa.[21] These resolutions are discussed below:

Resolution 1 stated:-

that the conference of SASA has agreed that the guiding principle in seeking international recognition must be complete acceptance with full status. SASA was strongly opposed to any form of acceptance which involved subservient status without direct representation. It deplored the action of any sporting body which accepted subservient application. SASA was also strongly opposed to the idea of parallel application and recognition.

Resolution 6 stated:-

that SASA believed that it was the inherent right of every South African to compete on merit for the right to represent South Africa in international sport. It called on all organisations controlling international sports to afford representation only to bodies truly representative of all South Africans.

As SASA's campaigns succeeded in extending Black resistance to apartheid in sport, the degree of surveillance on SASA and its officials increased. Dennis Brutus was banned in 1961 under the Suppression of Communism Act. Being the driving force of SASA, he was therefore unable to attend meetings and other day-to-day activities

of the organisation, but nevertheless remained steadfast and motivated by the ideals of the Olympic Charter.[22]

At the beginning of August 1962, SASA planned to launch a non-racial Olympic body which would apply to represent South Africa on the IOC in place of the existing SAOC. The reason for this launch can be viewed in terms of SASA's limitations in its petitions and protests to gain international support against racial sport.[23]

In Durban, on 7 October, 1962 a decision was taken to form the South African non-racial Olympic Committee (SANROC). At a meeting in June 1963 SANROC was launched as the leadership became involved in both organisations. Also, as government pressure increased, rendering many of the leaders harmless, SASA was forced to suspend some of its activities. SANROC activities gradually incorporated the remaining activities of SASA.[24]

3.2.2 South African Non-Racial Olympic Committee

The limited success of SASA in gaining international support for the struggle against racial sport led to the formation of an **ad hoc** committee to focus its attention specifically on the issue of international solidarity. The intention of those forming this new organisation was to gain IOC recognition as the true representative Olympic committee in South Africa. At the beginning of 1963 the **ad hoc** committee formed SANROC.[25]

SANROC's birth signalled a radical departure from SASA: all racial sports structures were opposed to the establishment, having open membership policies with representative teams that ignored skin colour but concentrated solely on merit based on sporting ability. In addition SANROC extended its campaign to call for the expulsion of White South Africa from the IOC and its subsequent expulsion from all international sport.[26]

De Broglio[27] summed up the mood of the non-racial sports campaigner when he stated that "the frustration encountered during the four years before 1962 stiffened the determination of the leaders of non-racial sport to fight for the total abolition of racialism from South African sport...It has become apparent that Black South Africans could not rely on the good offices of the White organisations for their international participation. It had become clear that the racial bodies would have to be forced into integration or face expulsion from the international organisations."

SANROC adhered to an isolationist approach, that is, the complete isolation of South Africa from international sport. This approach suggested that any country which maintains sporting contacts with South Africa was indirectly condoning and supporting apartheid. It argued that the only way to force meaningful change in South Africa's sports policy was to isolate racial sport from the international sporting community; the belief was that since sport was such an important aspect of people's lives in South Africa, isolation could lead to a demand for change in the government's policy. It was assumed that the government would react

to avoid isolation. Attempts by members of SANROC to make representations to the IOC meeting in Baden in 1963 were unsuccessful due to the intervention by the government through various suppressive mechanisms that were available to the state. Dennis Brutus[28] left South Africa travelling on a valid Rhodesian passport but was arrested in Mozambique and handed over to the South African Police (SAP). In an attempt to escape he was shot in the stomach. John Harris, chairperson of SANROC, had his passport withdrawn on the point of leaving for the Baden meeting. The publicity surrounding these arrests played its part in the decision which led to the suspension of South Africa from the Tokyo Games in 1964.[29]

Roberts concludes that[30] despite earlier threatening action by IOC to expel South Africa for refusal to comply with the Olympic Charter, it took the imprisonment of Dennis Brutus - SANROC's first President and the subsequent death of John Harris, coupled with the winds of change which were sweeping Africa, for the IOC to suspend the South African Olympic and National Games Association (SAONGA)[31] for the first time and prohibit South Africa from participating in the Olympic Games. Coupled with its isolation from extra-parliamentary oppositional company and a battery of repressive measures at the hands of the repressive apparatus, SANROC's leadership was severely weakened, leading the organisation to suspend its activities in 1965. SANROC was never banned. It was bled to death by banning orders, imprisonment and harassment. Whilst its internal life was short-lived, SANROC established an important tradition of the anti-apartheid sports struggle and gave conscious expression to the attainment of an alterna-

tive sports structure. However, its weaknesses lay in its grassroots structures which were unable to annex the oppositional sports terrain in a period of weakened leadership. Understandably, its efforts were concentrated on the international recognition prerogative and the sports expulsion of racists from the international realm. But had there been a concrete policy of establishing democratic structures from grassroots level, had there been decisions and policy-making agreed upon and implemented from bottom to top layers of leadership and vice versa, the situation may have been different. SANROC may have built an organisation that operated democratically with mass participation but more importantly, which did not rely on minority leadership to steer the organisation. This situation was clearly demonstrated when the subsequent repression meted out to SANROC officials led to the disintegration of the SANROC structure.

In 1965 SANROC experienced a temporary lull in anti-racist sports activity. This was largely attributable to SANROC's inactivity due to the partial destruction of its leadership. The only option that was left was for SANROC to begin operating in exile. In 1965 SANROC was effectively "defunct" in South Africa and 1967 saw the rebirth of SANROC in exile. This marked a new phase in its campaigns with an intensification of its policy of isolation, which was to characterise the tactics of anti-apartheid sporting bodies.

With the assistance of international groups there was a resurgence of activity. In 1967 SANROC was renamed the South African Non-Racial Open Committee and became firmly entrenched as an overseas pressure group. The

freedom to function openly amongst international sporting circles led to many more successes. In 1968, South Africa was again suspended from the Olympic Games, and after a long struggle in the Olympic Movement, South Africa was finally expelled in 1970. International opposition now became established on a firm basis. Furthermore, the growing importance in world sport of countries from Africa and Asia meant that old power relationships in international sports bodies were challenged.[32]

3.2.3 South African Council on Sport

With the effective isolation of SANROC in South Africa and its re-emergence in exile, the non-racial movement inside the country regrouped, forming the South African Non-Racial Sports Organisation (SASPO). To deceive international organisations, SASPO came into existence during a period when White sports codes were reeling under the brunt of international exclusions and amidst world-wide calls for full integration in South African sport. SASPO built its foundation on non-racial structures and expressed a positive attitude to negotiation with White sports federations. Among SASPO's aims was the rejection of multi-nationalism, the permit system and an attack on the unequal distribution of sponsorship.[33]

Three years later, on 13 March 1973, with the limitations of multi-nationalism exposed, SASPO evolved into the South African Council on Sport (SACOS). Initially the intransigence of some of SACOS's policies had caused fear, even among members, that under the artificial and totalitarian conditions created by apartheid,

the inflexible application of radical policies could sever the movement from its base and in particular from the mass of African sportsmen and women. SACOS nevertheless, over the years, has become an organisation that has been closely identified with the struggle for non-racial sport.[34]

At the conference at which SACOS was launched, the following resolutions, amongst others, were adopted:[35]

- To work for international recognition by making sincere overtures to White-controlled national bodies to work with non-racial bodies;
- To attempt to solve the problems confronting non-racial sport through the lack of facilities and adequate sponsorship;
- To urge the private sector to remedy the disparate system of sports sponsorship;
- To stop the practice of applying for 'permits' to play sport. This was considered degrading and humiliating;

  To encourage all national sporting codes of the country to come together under the federation of South African Sports Organisation;
- To make an attempt to obtain adequate press coverage for non-racial sport.

3.2.3.1 **Principles, Strategy and Tactics**

When SACOS was initially established, its policy appeared merely to have been to try to bring all sportspersons together on a non-discriminatory basis. Initially there were no real attempts at excluding those sportspersons who were not committed or, at the

very least, did not support the concept of non-racialism. This is evident in the aims and objectives of SACOS:[36]

i) To foster a spirit of goodwill, equality and fraternity among all people, without any discrimination whatever on the grounds of race, colour or creed; to carry out the provisions of the Statutes of IOC and other international bodies controlling sport in the world, and to prevent racial, colour, religious or political discrimination in sport.
ii) To assist a member of this Council to affiliate to international bodies controlling their particular branch of sport.
iii) To foster friendly relations among the national associations, officials and players in the Republic of South Africa and overseas.
iv) To assist affiliated members of the Council to promote, control and administer their particular branch of sport in keeping with the rules and principles laid down by International bodies.

In addition to the aims and objectives of the Council no explicit reference had been made to the fact that certain persons would not be eligible for membership of SACOS despite the affiliations of their organisations to international controlling bodies.[37]

From SACOS's small beginning of 8 affiliates in 1973, it grew rapidly to 26 in 1980.[38] All affiliates were bound by a common commitment to non-racial principles. SACOS was a representative body created to promote the interest of non-racial sport, which had no formal right

to intervene in the internal affairs of its affiliates. SACOS's role was essentially to co-ordinate and unify the non-racial movement, to act as a forum for its members and as a spokesperson for non-racialism in sport. As a result, and because it had no formal authority over its affiliates, its influence depended upon the degree to which it truly represented their wishes and spoke for the majority of Black sportsmen and women. The organisation was financed by the contributions of member associations and by private fund-raising activities. Unlike other sport associations which were recognised by the government, SACOS and its affiliates did not receive any financial subsidies or official grants.[39]

3.2.3.2 Policies

From the outset SACOS has fought for the principles of non-racialism. Various policies were approved in order to implement the policy of non-racialism. These policies in the main were directed at opposition to the government policy of multi-nationalism.

3.2.3.2.1 Permits[40]

As part of the opposition to the policy of multi-nationalism, SACOS members refused to apply for permits for their sport fixtures. The permit system was introduced by the government to facilitate the introduction of multi-nationalism while continuing to prevent non-racial sportsmen and women from organising truly multi-racial games.

In 1978 SACOS distributed a pamphlet explaining its stand over permits. The campaign illustrated how the sports movement could have a broad impact on public opinion because of the status of sport in South Africa. This highly successful campaign drew attention to a problem of general human rights concerning all South Africans. The campaign against permits illustrated the predicament of non-racial associations. Originally an act of resistance to racial legislation, the campaign was manipulated by the racial federations and the government to advance their own causes. The permit campaign without a question of doubt, damaged the credibility of the government's multi-national policy. It identified a criterion against which the non-racial performance of sports bodies could be judged.

3.2.3.2.2 Double Standards[41]

The Double Standards Resolution could be considered SACOS' most controversial and talked-about policy to date. This resolution brought into the open two factions within SACOS. One faction can be described as moderates, who saw sport as their primary concern; the other was more radical and saw sport as a vehicle for political and economic equality. The resolution on 'double standards' was first proposed in April 1977 and stated that:

"Any person, whether s/he is a player, administrator, or a spectator, committed to the non-racial principle in sport, shall not participate in, nor be associated with, any other code of sport which practises, perpetrates or condones, racialism or multi-nationalism."

Any person (player or administrator) who contravened this principle would be guilty of practising double standards and could therefore, not be a member of any organisation or code of sport affiliated to SACOS.

In September 1979, the 1977 Resolution was later amended to include the following:

"Any person who serves on any racial organisation such as the Coloured Representative Council, Bantu Boards, Indian Councils, Local Management Boards, or any similar body, cannot be a member of any organisation affiliated to the South African Council on Sport."

One of the first people to be suspended by SACOS in terms of this resolution was the president of the South African Soccer Federation (SASF), who was also the deputy head of the Labour Party. Both he and the SASF were suspended from SACOS. There were mixed feelings about this Double Standards Resolution from members of SACOS. The radical group within SACOS argued that the resolution was too inflexible and had a serious bearing on political matters. Representatives of this radical group found that the resolution and its manner of implementation had numerically "weakened" SACOS. It was pointed out that the danger in closing ranks in this manner could cause the organisation to stifle its own growth. Furthermore, puritanism and sectarianism could prevent it from developing into a mass-based movement.

It was a common belief that if SACOS was to both expand and also play a progressive role in the struggle for non-racialism in sport and society, it had to reach further into the level of grassroots support. Because

the political consciousness of people was at different levels in different areas, the various councils of sport had to adopt different tactics in their attempts to develop a mass base. The debate between the various radical tendencies within SACOS needed to be constructively continued, without immobilising the organisation; the development of a mass base was considered the best protection against sectarian and anti-democratic tendencies.

The feeling that SACOS needed to address its representation of masses became an important issue that affected their acceptance of the unification of sport in South Africa. Furthermore, the claim in terms of representation of the non-racial sportspersons came into question when considering its role in the unification process.

3.2.3.2.3 **Moratorium**[42]

In addition to the Double Standards Resolution which in essence separated non-racial bodies from "official" sports bodies, a policy of moratorium on international sporting relations was propounded by SACOS affiliates. This policy gained immediate and complete support from all SACOS affiliates. This policy of moratorium on international sporting relations with South Africa until apartheid was abolished strengthened the non-racial movement and weakened sport apartheid more than any other form of sanctions or action. The commitment of non-racial sportsmen and women to this demand was highlighted by SACOS,s resolutions, which banned all tours

by non-racial as well as racial associations.[43] SACOS believed it was impossible to play truly non-racial sport under apartheid.

This stance by SACOS was demonstrated no better than when one of its affiliates was directly affected by the moratorium. The South African Table Tennis Board (SATTB), which was a non-racial body and recognised by the International Table Tennis Federation (ITTF), was invited to take part in the 1975 world championships in Calcutta. The Indian Government refused to allow the South Africans to enter the country even though the South African Government had unexpectedly granted passports and travel facilities to the South African team.

The SATTB protested against this decision claiming that it was a non-racial federation which was recognised by both the ITTF and SACOS, but SACOS supported the decision of the Indian Government by saying that "India's decision to debar the SATTB can be likened to the decision on trade sanctions, which is also in terms of the United Nations Resolution, once taken there can be no concession on grounds of compassion or sentiment."[44] In 1977 the SATTB was again invited to the world championships, held in Britain. The Board declined this invitation saying that propaganda could be made of the fact that special permission under the new sports policy had been obtained for participation in these championships...Participation...under the present conditions in South Africa could do irreparable harm to the SATTB's long-established, widely known and much respected policy of complete non-racialism.[45]

SACOS gave its full support to the initiative of the United Nations Special Committee against apartheid, which began in 1981 to compile a boycott list of sportspersons who as members of teams or individuals, broke the moratorium. This list was principally compiled by SANROC and published on a quarterly basis by the United Nations. The moratorium gained international support among non-racial sportspersons because they were convinced that isolation was the key to change, the only non-violent weapon which they possess, and the best guarantee against repression.

An analysis of SACOS's policies quoted above, together with the numerous other policies propounded by them in their fight against racism in sport, had a profound effect on apartheid policies in South Africa. It is only through continued pressure from SACOS and other similar non-racial organisations that the situation in South Africa, especially in terms of sport, changed. Although the current situation is not yet ideal in that SACOS believes, as its slogan says, that there can be "**no normal sport in an abnormal society**", it nevertheless set the tone for sports organisations across the colour spectrum to get together and consider the possibility of forming one truly non-racial sport body for each code of sport.

4. Summary

The non-racial sport structure in South Africa has been a long and hard one which still has a long road to travel before non-racialism in the true sense of the word, can be achieved not only in sport in this country but also in society in general.

From the early days through the Nationalist apartheid policies of 1948 right to the present day, the government, together with the relevant "recognised" sports authorities, has undoubtedly had negative bearings on the sport situation in South Africa.

The government's direct intervention in the playing of sport and also the setting of sports policies that were in line with its apartheid policy of divide and rule, did not help the cause of the non-white sportsperson. The continued government interference in sport and the restrictions placed on non-white sportspersons resulted in various non-racial sports organisations being formed, which pressurised the government into changing its apartheid policies and also campaigned continually for the isolation of South Africa from the international arena.

The Government's multi-national sports policy together with its various amendments over the years did to some extent change the situation, but still did not meet all the requirements as outlined by the non-racial organisations. People did not have freedom of association and choice in sport. It was felt that there should be equal opportunity in sport irrespective of race, colour, creed, sex or age. Sport should be depoliticised and school sport should be left to local school bodies. There should be equal financing of sports facilities. The continuation of government policies motivated non-racial organisations to intensify their struggle against apartheid. This had

serious repercussions for sport in this country that could, at the end of the day, only be rescued by change in the government's thinking and policies.

The problems encountered in sport were a reflection of the problems encountered in society as a whole. The government's stand on the Group Areas Act, Separate Amenities Act and the Criminal Law Amendment Act were just a few of the policies which were aimed at separating people. These repressive policies not only affected sport but totally undermined the non-white population in society. Some of the policies affected the education system which had a direct result on what was taught in Black schools. This had a further effect on sport in schools. The education system instilled an attitude that led people to believe they were inferior. This belief was carried back into society and onto the sportsfields. This oppressive apartheid, however, had a "positive" side. It gave rise to the principles of non-racism.

Non-racism was the direct opposite of multi-nationalism. Multi-nationalism meant that the different groups were categorised in factual terms by the government and that they had to retain their identities, but come together for the purposes of sport, with their racial identities intact.

Non-racialism, in contrast to this policy, recognised individuals on the basis of what society owes them for their development and the effort that they put into it on the basis of which they may be selected to represent their society in its sporting life. The underlying

theme of non-racialism is that people within society have equal rights, privileges and obligations under its laws.

The non-racial sports organisations from SASA, SANROC and until recently SACOS, all played vital roles in changing the apartheid laws that bound sport and the progress of Black sportpersons. During this struggle many lives were lost in the continued battle with a system that refused to empower the under-privileged people of South Africa.

SACOS policies in general but more especially, the policies on double standards and moratorium, played an important role in ensuring that South Africa suffered total isolation from the international arena. SACOS claimed to have represented the under-privileged sportspersons of South Africa. This may have been the case but the question that remained was whether they were reaching the masses of people who were classified "Africans" and who were regarded as the "truly" under-privileged people of South Africa. SACOS did, through its continued pressure on Government and sporting authorities, succeed in ensuring that major changes took place which changed the entire sport scene in South Africa.

The adage of SACOS of "no normal sport in an abnormal society" still prevails today although the majority of sports have reached unification. The question that could now be asked is if SACOS had served a purpose in bringing sport to its present situation. Surely it is now time to start building on its achievements, any struggle in whatever form but more especially in the

context of SACOS would now become useless especially when the majority of its affiliates become increasingly disinterested in its policies.

The non-racial struggle has travelled a long road which for many codes of sport resulted in unification. This led to the formation of one controlling body for each code of sport. The unification of sport, with all its implications, marked a truly remarkable event not only in South African sport but also in South African society in general. Before the unification process can be looked at in detail it is necessary to trace the path to unity. The following chapter will therefore look at the long road to cricket unity in South Africa. A brief overview of the previous attempts at unity in cricket and the path to the present unification process is provided, highlighting the role of South African Cricket Board and the National Sports Congress, two important stakeholders in the unification process.

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CHAPTER FIVE

THE PATH TO UNIFICATION

1. Introduction

The unification of cricket in South Africa is now a foregone conclusion. The path to unification has been a long drawn out and eventful one. The final unification of the two controlling bodies of cricket which is in existence today had its beginnings, as early as 1976. The period from 1976 to unification in June 1991 is an important and essential one which laid the foundation for unification and beyond.

The attempts at unity and the playing of normal cricket for a brief period in 1976 set in motion events that no non-racial administrator dare repeat. Lessons were leant that, if not heeded, could lead to disaster similar to the one that resulted in the breakdown of the 1976 merger. The birth and death of normal cricket evolved into the formation of new and hardened non racial forces.

The formation of the South African Cricket Board and the international lobbying against South Africa's recognition, made dents in the government-recognised South African Cricket Union. The Union in the end had to move away from its racist stance. Furthermore, the emergence of the National Sports Congress provided for the first time a structure at grassroots level that

gave the opportunity to all non-racial sportspeople to be heard with one voice. The timely emergence of the National Sports Congress at a period when the South African Council on Sport was perceived to be dominant, gave non-racial sport a much needed shot in the arm, that reawakened the spirits of millions of non-racial sportspeople.

This chapter sets out to describe the following

i) The history of cricket in South Africa.
ii) The merger that resulted in "normal cricket".
iii) The period of isolation and the rebel tour era.
iv) The emergence of the National Sports Congress as a prominent non-racial body.
v) The problems that exist between the National Sports Congress and South African Council on Sport.

2. Cricket : History of the Game[2]

The first reference to the game of cricket was in 1478 in North East France near St Omer in Flanders. Although it is usually derived from the Anglo-Saxon "cricce" (a curved stick) "cricket" may also be French, from "criquet" which denotes the wicket rather than the bat.[3] The game, which is considered ancient, was played from an early date throughout Britain and Europe. The first descriptions dated back to the 17th Century. During this period cricket was already on the decline; for example, in France, it was confined to rural areas because nobility played only the royal game

of tennis and disdained all popular pastimes. In Britain, however, cricket had penetrated throughout society, including urban life.

In the 18th Century the game had moved from Flanders to North America. It was played in Aleppo (Syria) in 1676. It was traced to the American colonies before 1709; it reached India by 1721 and Canada by 1785. In 1766 it was played in Austria and Holland and in 1792, in Italy. The game reached South Africa in 1795. It started in Germany in 1796 and thereafter it was introduced by the King in Naples in 1811.

The notable contribution to the game in Britain was through the famous Marylebone Cricket Club (MCC). This club which was established around the 1760s is still regarded as one of the foremost authorities of the game. Constant research and amendments to rules and regulations, which allow for adaptation to modern trends, is an ongoing activity of the MCC.

3. Cricket in South Africa[4]

Cricket, like other sports, was first introduced in South Africa between 1795 and 1802 by the British troops. After the initial period of introduction the game was not heard of for a period of about 30 years. It was only after a large number of British settlers arrived in South Africa during the 1840s and 1850s that the game was reintroduced.

The British annexed Natal in 1842. Arising from this annexation the game appeared in Pietermaritzburg in 1843. Over the next 30 years it spread across the en-

tire country. The first cricket club was formed in Port Elizabeth in 1843 and the first regular competition was held in the Cape in 1862. By the end of the 1880s, school cricket was organised and the Coloured population became actively involved in the game. The first international links and national federations for the White and Coloured population were also formed by the end of the 1880s.

The first international match took place in 1888 when the British toured South Africa. Thereafter tours took place on a regular basis between South Africa, England and Australia. In 1909 South Africa became a founder member of the Imperial Cricket Council which included Australia and England.

On the playing front the first grass pitch was laid in 1926 but this was overshadowed by the numerous matting wickets which existed well before the second World War. These matting wickets have, until the period just prior to unification, been a dominant feature of conditions that existed under the non-racial fold.

The Afrikaners had right up to the 1950s encountered difficulties with the acceptance of cricket as a sport that they could enjoy. The reason could have been simply that cricket had its origins with the English. However, during the 1960s, South Africa's international cricketing successes, higher living standards and also the dominance of Afrikanerdom, combined to create a cricketing environment which resulted in Afrikaners finding a home in the game. On the other side of the coin Black cricket had also found a revitalisation of interest. There was a general interest in favour of

unification and non-racialism. This period in the sporting front saw the emergence of several outstanding individual talents. One such individual was Basil D'Oliveira, a Coloured player, who was selected to play for England against South Africa in the 1960s. This selection caused a government crisis because of its apartheid policies and eventually led to South Africa's exclusion from the international cricket circuit.

4. Merger : A Fiasco

In order to set the tone for the first merger between the non-racial Black cricket body (South African Cricket Board of Control - SACBOC) and the White controlled cricket body (South African Cricket Association - SACA), it is necessary to look briefly at these two bodies.

4.1 South African Cricket Board of Control versus South African Cricket Association

Prior to 1976 merger talks in South African cricket were controlled by two national bodies, SACBOC and SACA. SACA embraced the sports policy of the South African government and as such organised its cricket in strict accordance with government's sports policy. The SACBOC believed in the free association of cricketers on and off the cricket field, and in true non-racial sport as practised in all other member countries of the International Cricket Conference (ICC).

SACA, on the one hand, saw international recognition and the resumption of international tours as its prime concern. SACBOC, on the other hand, saw its immediate objective as the unification of all cricket bodies under a true non-racial controlling body. International recognition and the resumption of tours were regarded as matters incidental to the main objective of unification. The SACBOC believed that non-racialism could not have any meaning in a race-ridden society where one group determined the future course of all other sections of the population. Non-racial sport implied non-racial society. The pre-condition to unity was that South African society should itself first become non-racial before any non-racial controlling body could claim to be truly non-racial. SACBOC continually requested the ICC not to entertain attempts by SACA to regain international recognition. It justified its claim to being non-racial by the fact that its members were committed to the task of striving for a just, non-racial society, in which non-racial cricket was but one natural social activity.[5]

Since its inception SACA had never considered any non-white cricketer for international matches. A possible exception to this could have occurred in 1894 when a non-white cricketer by the name of A. Hendricks was a candidate for selection for the South African tour to England that year. At a meeting that was to confirm the tour candidates, the Chairman by-passed this item on the agenda and in the final selection Hendricks was omitted from the team for reasons best known to the officials of SACA.[6]

There existed a perception that for as long as SACA and the White cricketers enjoyed international cricket it could not care about how and where and under what conditions their less- privileged counterparts played their games. However, international pressure and the cancellation of tours to and from this country forced SACA to approach their non-racial counterparts.[7]

4.2 The Birth of "Normal" Cricket

Continual urging to participate on the international arena and the realisation that only through the support of SACBOC could international cricket tours resume, led SACA to extend a shaky hand of friendship to SACBOC. At first SACA offered SACBOC equipment and coaches. SACBOC rejected this gesture stating that, in the first instance, it only wanted to play cricket on a non-racial basis from club level upwards and that selection of teams must be on the basis of merit and not colour.

SACA found SACBOC's conditions unacceptable and replied by offering to create a trust fund in order to promote cricket amongst the non-whites in South Africa. However, when this trust was created SACBOC rejected this, stating that SACA was window dressing in order to influence the international community to resume tours.

In 1972 after the failure of the trust fund, SACA, with the help of the South African African Cricket Board (SAACB), formed the Cricket Council of South Africa. The purpose of this Council was to create a loose liaison between SACA, SAACB and SACBOC and to have consultations on matters concerning cricket. SACA in-

sisted that each body should retain its identity and that cricket should continue to be played as in the past.

SACA contended that it was against the law to play non-racial cricket in South Africa and they were not prepared to break the law. When SACA was confronted about this law they claimed that it was contrary to government policy to play non-racial cricket and that they were not prepared to go against the government policy. SACA complicated things further by insisting that the chairman of the Council should always be president of SACA.

SACBOC refused to be part of the Council because this would have meant the acceptance of cricket played on racial lines. SACBOC maintained its non-racial stance and its concept of merit selection. SACA and SAACB eventually formed the Council without the support of SACBOC.[8]

Notwithstanding the continued disagreement over the terms and conditions of the non-racial clause as a precondition for forming a single non-racial cricket body, SACBOC, in 1976, finally agreed to the creation of a joint steering committee representing all three associations. The joint steering committee was assigned the task of establishing the terms under which integration might eventually take place.[9]

On 24 September 1976 the following statement was made to the press:[10]

"The presidents of the three national cricketing bodies met the Hon Minister, Dr Koornhof at Pretoria today to finally give its report. Dr Koornhof, briefed the presidents and familiarised them with the revised sports policy of the government. The Hon the Minister, is pleased to approve of and accept the plan submitted by the nine-man motivating committee for cricket in its entirety."

A resolution that sets out the undermentioned conditions was accepted by the Minister:[11]

- that there shall be one controlling body for all cricketers in South Africa;
- that all seating and facilities at the grounds be open to all;
- that the national body shall consist of representatives of one provincial organisation in each province;
- that clubs shall not debar any player on the grounds of race, creed or colour, and that there will be free flow of cricketers between clubs;
- that there will be no tours into and out of South Africa, whether private or official, and that there be no application for membership of the ICC until the single national body was formed;
- that all racial fixtures be stopped immediately; and
- that the playing of normal cricket be suspended until such time as a single provincial body was actually formed.

4.2.1 Constitution

The nine-man motivating committee was charged with the task of drafting the constitution of the new body.

4.2.1.1 Preamble

Arising out of the resolution of the summit conference of January 18, 1976, held in Johannesburg, the following preamble was agreed upon:[12]

i) South African Cricket Board of Control, South African African Cricket Board and South African Cricket Association hereby adopt the principle that cricket in South Africa be played on a normal basis under the controlling aegis of one united governing body in South Africa, the name and composition and constitution of which will be agreed upon as soon as possible;
Normal cricket shall mean at this stage participation of and competition between all cricketers regardless of race, creed or colour in cricket at club level under one provincial governing body.

ii) The South African Cricket Board of Control, South African African Cricket Board and South African Cricket Association shall forthwith require their provincial authorities to enter into dialogue with their opposite numbers to give effect to resolution (i).

iii) That a motivating committee consisting of not more than three from each of South African Cricket Board of Control, South African African Cricket Board and South African Cricket Association is hereby appointed to ensure that the resolution aforementioned be given effect.

4.2.1.2 Principles

The association entitled "The South African Cricket Union" was founded on the following principles:[13]

i) A general unity of purpose and action by the members of the Union;
ii) A mutual respect of the members in their dealings with each other, an inadmissibility of discrimination against member units or their individual members on racial, political, religious or other grounds, and full, effective and equal participation in or enjoyment of the game of cricket or the facilities thereof at the venues by any player, official or spectator, in any game controlled and promoted by the "Union";
iii) A mutual recognition of disciplinary penalties imposed by any of the units.

4.2.1.3 Objectives

The objectives which underpin the establishment of the "Union" were:[14]

i) To foster, promote, encourage, advance, develop and generally assist and protect the interests of the game of cricket throughout South Africa, Rhodesia and neighbouring states;
ii) To govern and to make by-laws, rules and regulations concerning regulating and controlling cricket in the area under the jurisdiction of the

"Union", and to add to, repeat, or alter such by-laws, rules and regulations and to enforce the carrying out of the same;

iii) To formulate, control, add to and amend the conditions under which all competitions shall be conducted and to regulate the conditions under which trophies offered to and accepted by the "Union" are to be contested;

iv) To encourage and assist the dissemination of literature and information which may further the aims of the "Union";

v) To arrange, control, regulate, approve and, if necessary, finance the visits of teams to the area under the jurisdiction of the "Union";

vi) To arrange, control, regulate or finance the visits of South African or other teams to other countries, either solely or in conjunction with governing cricket bodies of the places visited; and

vii) To affiliate to or co-operate or amalgamate with any association or institution whose objectives are in whole or in part similar to those of the "Union".

The principles and objectives, together with the preamble of the constitution of the "Union", set the tone for the creation of what many believed would be a truly "non-racial" cricket body. These guidelines of the constitution set the tone for normal cricket, which was established as the participation of and competition between all cricketers regardless of race, creed or colour in cricket at club level, under one provincial governing body.[15]

4.2.2. The Government's Sports Policy

The Federal Information Council of the National Party, on behalf of the Prime Minister, Mr BJ Vorster, issued a statement which outlined the sports policy which was approved on 23 September 1976 by the Federal Council of the National Party. This was after recommendation and approval by the National Party Congress.
The Federal Council accepted that with due regard to the provisions of any laws and regulations which may be appropriate, the interest of South Africa and all its sporting peoples will best be served in terms of the undermentioned policy:[16]

i) That the sportsmen and sportswomen of the White, Coloured, Indian and Black people belong to their own clubs and control, arrange and manage their own sports matters.
ii) That where possible, practical and desirable, the committees or boards of the controlling bodies of the different population groups consult with each other or liaise in such a way as to promote the interests of the sport concerned.
iii) That in the case of individual sports, mutual competition at all levels is permissible if the controlling bodies so decide.
iv) That in the case of team sports, the boards or committees of every population group arrange their own leagues or rosters within their own national context.

v) That where it has been mutually agreed upon, boards or committees, in consultation with the Minister of Sport and Recreation, may also arrange leagues or matches in which teams of different population groups play against each other.

vi) That any of the population groups may at their discretion arrange their own sporting relations with other countries and sports bodies, and award their own emblems and colours to their players.

vii) That if so invited or agreed upon, teams consisting of players from all population groups may represent South Africa whether such a sport is an Olympic sport or not and such players or participants may be awarded colours and emblem, which, if so desired, can be the South African flag or the colours thereof.

viii) That attendance at sports meetings be arranged at the discretion of controlling bodies.

The loose wording of the sports policy ensured that the government still wielded the power concerning the playing of "normal sport". Furthermore, the *ad hoc* discretionary powers of the different boards or committees could only lead to an agenda of racist sport which would result in its own demise.

4.2.3 The Death of "Normal" Cricket

The fears expressed by Black cricketers and administrators alike before joining their White counterparts in 1976 were soon realised. The move to play normal cricket in South Africa suffered a timely death. The playing of normal cricket was now seen as a manoeuvre which was engineered by the then Minister of

Sport, to get Whites to be re-admitted into international cricket. Apartheid continued to dominate cricket and Blacks were subjected to abuse and humiliation.[17]

On the playing field the lack of facilities, the permit system, and the group areas restrictions continued to frustrate black players and officials. On the administrative side, the sports policy of multi-nationalism, the urgency for international competition and the division amongst officials within each unit and also across units, led to disillusionment amongst them. After realising that the preconditions for the merger were being ignored and that non-racial cricket at club level was considered non-entertaining the Black cricketers of the former SACBOC were looking towards a new non-racial organisation.[18]

In March 1977, during a friendly match between Western Province and Natal at the Tills Crescent grounds in Durban, officials of the Natal Cricket Board with interested members of other non-racial codes of sport and some of the officials of SACOS, quietly met in the dressing room to discuss the state of non-racial cricket. The meeting unanimously agreed that the "normal" cricket scene was a farce. It felt that the betrayal of non-racial cause by the leadership of SACBOC in its capitulation to racial cricket, and the inability to call a meeting to give satisfactory explanations to the rank and file members of the organisation, should give rise to the birth of a new non-racial cricket body. Thus the seed for the establishment of the South African Cricket Board (SACB) was sown on the firm belief that the freedom of the

sportsperson implies the freedom to develop as a complete social being with the right to freedom of opportunities for advancement. This, it was felt, is the birthright of all people. Further, the basis of the struggle is within the context of the total political order that government law has engendered; sportspeople cannot cower away from the political perspective that the non-racial sports struggle has developed.[19]

A majority of the former SACBOC players and clubs sought affiliation with the SACB which in turn sought affiliation to SACOS. The multinational farce was thus exposed as a set-up for the readmittance of White sport into the internationals sports arena, whilst the internal sports structures organised along racial criteria remained fundamentally the same.

5. South African Cricket Board: A New Force

After the breakdown of "normal cricket" players and clubs that held the non-racial flag joined the new non-racial cricket body SACB. SACB believed in the non-racial principles in sport which held the views that sportspersons should be completely free to organise sport in the best interests of all concerned. Non-racial sport demanded the following:[20]

i) All clubs must have open membership. Where exclusion clauses are incorporated in club constitutions, these must be removed.
ii) All clubs must participate in competitions organised by single non-racial controlling bodies at local, regional or provincial levels.

iii) A single national non-racial body must control the sport nationally and represent the country internationally.

iv) All sportspersons must have equal opportunities in private and public life.

v) Sponsorship must be utilised in such a way that all sportspersons benefit equally.

vi) There must be no restrictions placed on clubs or other sports organisations in the acquisition of private sportsgrounds and club facilities, and all such facilities must be open.

vii) Sports facilities must be provided to all sportspersons without discrimination and on an equal basis.

viii) Selection must be based solely on merit in the composition of representative teams.

ix) South Africa must be represented internationally by a single team selected on merit.

x) All school children must be free to attend the schools of their choice and school sports must be free from any restrictions based on race or other abnormal consideration.

The founding principles of SACB laid the foundation for a society that is free from racial discrimination and prejudices, a society that sees all people as equal, a society that is free of apartheid, a society that is truly non-racial and democratic.

From an analysis of SACU in terms of the above principles, it can be perceived that the government's sports policy **under the jurisdiction of SACU**, is completely non-racial. While it is true that the policy allows cricketers a certain amount of freedom to mix on

the social side, it is equally true that most of the principles of non-racialism in cricket have not been met. It is also true that policy is not law, and that, while the sports policy has been shifting about as circumstances demanded, the law has remained significantly unaltered.

SACB contended that members of SACU have remained insensitive to the realities of an apartheid society of which they are part; they have preferred to see cricket as an end in itself, completely unrelated to other facets of their existence. Non-racialism to SACU meant the mere physical presence of cricketers of different races and colours on the cricket field. SACU had been motivated not by a sincere desire to organise cricket on a non-racial basis, but by the desire to return to international cricket.[21]

SACB, like its predecessor SACBOC, opposed at every opportunity SACU's application to the ICC for international recognition. Amongst its many motivations SACB pointed out that the modern world of sport found the South African model unacceptable. It found the system of apartheid abhorrent and an affront to human dignity, and had demonstrated the seriousness with which it viewed the whole question of apartheid in sport on debarring, expelling or suspending South Africa from all major international sports organisations. South Africa for its part had shown little interest in complying with international demands. When non-racial sports organisations echoed and endorsed international demands for a non-racial society, they shared the concern of the international community of sportspersons for the future of South African sport.[22]

5.1 South African Cricket Board versus South African Cricket Union : International Recognition[23]

South African cricket was controlled by two national controlling bodies, namely SACU, which embraced the sports policy of the South African government and organised its cricket in strict accordance with that policy; and the SACB, which believed in the free association of cricketers on and off the cricket field in true non-racial sport as practised in all other member countries of the ICC.

SACU regarded international recognition and the resumption of tours on an international basis as its prime concern. SACB saw its immediate objective as the unification of all cricketers under a true non-racial controlling body. International recognition and the resumption of tours were regarded as matters incidental to the main objective of unification. SACB believed that non-racialism could not have any meaning in a race-ridden society where one group determined the future course of all other sections of the population. Non-racial sport implied a non-racial society. South African society should itself become non-racial before any non-racial controlling body could claim to be truly non-racial, SACB requested the ICC not to entertain SACU's attempts to regain international recognition. SACB justified its claim to being non-racial by the fact that its members were committed to the task of striving for a just non-racial society in which non-racial cricket was but one natural social activity.

SACB contended that by refusing to recognise SACU, the ICC would demonstrate in unmistakable terms to the international fraternity of sportspersons that:

i) it is a body founded on the universal principles of the British Commonwealth and respected the universal principles of international organisations such as the IOC;
ii) it had always been and continues to be the forerunner in using cricket as an important means of developing and fostering understanding between people of different racial origins, colours, and creeds of all countries all over the world, and had been a major international agency in mobilising cricketers against racism in sport;
iii) its solidarity with non-racial sportspersons who represented and influenced the psychology of future cricket in South Africa;
iv) its position in respect of sports apartheid was consistent with that of other international sports organisations.

The continued non-recognition of SACU by the ICC helped by the motivation of SACB, led SACU to consider other means of providing international competitions for its players in order to keep the game alive within its areas of jurisdiction.

6. The Rebel Era[24]

Faced with increased pressures by its players for international competition and the absence of recognition by the ICC, SACU engaged in a series of activities, which were seen by SACB as deliberately disrupting in-

ternational cricket. These activities apparently aimed at polarising international cricket into "White" countries and "Black" countries. This was in direct violation of the general principles of the ICC.

SACB on the other hand was considered by the non-racial followers as the anti-apartheid body that had faithfully respected the wishes of the ICC. In fact it had supported the ICC stand that South Africa should not be allowed to compete internationally until apartheid had ended.

SACU, confronted with the possibility of not gaining international recognition until such time the government's policy of apartheid was removed from the statute books, decided to confront the international establishment by approaching individuals from various test playing centres to form "rebel" test sides to play in South Africa against provincial and national "White" teams. This would provide opportunities to "White" cricketers to enable them to keep in touch with the standard of the game as elsewhere in the world.

The eighties saw a flood of "Rebel Test" sides in South Africa. In March 1982, agents of SACU managed, by offering massive financial rewards, to influence several members of the official English test team to assemble an "English Team" to play a series of representative matches in South Africa. SACU's official selection was called the South African National Team, although it did not represent all cricketers in South Africa. All members of the English team were subsequently suspended for three years from representing the official England

team. SACB, together with many cricket observers, believed that this action by SACU had weakened the English national team.

In November 1982, officials of SACU secretly lured a team from Sri Lanka to tour South Africa. The matches between the Sri Lankan team and the SACU team were again given full test match status by the South African authorities. Once again the Board of Control for cricket in Sri Lanka banned the rebel players for 25 years. It was felt by many that there was not the slightest remorse on the part of the officials of SACU for so seriously damaging the cricketing future of so many Sri Lankans, nor was there any sympathy for having so badly weakened the Sri Lankan national team.

In January 1983 the SACU officials again managed to get a group of West Indian cricketers to tour South Africa. It was reported that the first leg of the tour cost in excess of 2 million pounds. The second leg at the end of 1983 was estimated to cost in excess of 5 million pounds. Again the governments of the West Indies was outraged by the actions of SACU. The players involved were given a life ban by the West Indian Cricket Board of Control.

In 1985 SACU officials secretly signed a team of Australian cricketers, at an estimated sum of about 2,5 million pounds, to visit South Africa for matches later that year. The Australian Cricket Board immediately disqualified several members of the original team selected to tour England. It also went one step further by instituting litigation against the players who were involved in the tour.[25]

SACU explained the need for "Rebel Tours" in terms of the development programmes in Black townships. SACU saw these programmes being funded by the business community and themselves. They argued that most central funds were derived from tours, and if the momentum was to be maintained for a development and motivational programme, then the need for tours was vital. SACU however, admitted that these tours were arranged in a vacuum with exorbitant fees being paid to international teams, which took the money out of South Africa at a time when most of the people in the country were very poor. In the short and medium term it was felt that tours were critical to the expansion of the development programme. SACU reasoned that the ICC's decision not to recognise them hit the development programme in two ways; it made them pay more for fund-raising tours which meant less for the development coffers, and it acted as a deterrent to coaches coming to South Africa to help in the townships. SACU claimed that by arranging "Rebel" tours they were not being defiant and claiming that they could go it alone. They wanted to be part of world cricket and wanted world cricket to be part of what SACU was doing in South Africa, by making cricket a force for change. SACU did not want to hurt world cricket with unofficial tours and did not want to be the catalyst that might force a split in world cricket. The outside contact had to be understood in the context that a stimulus was needed and also a generation of funds for development. SACU had to therefore continue to search those paths to achieve this.[26]

The rebel era in South Africa was considered by SACB to be the most destructive to the non-racial cricketers of South Africa. While the White cricketers belonging to SACU enjoyed the competition from rebel touring sides, non-racial cricketers had to suffer the constraints of finances, the lack of facilities and declining playing standards.

7. The Turning Point

On 2 February 1990, the State President, Mr FW de Klerk, made one of the most significant speeches in the history of South Africa. In one single moment the President had done what no other leader prior to him had ever done. The face of South African cricket changed from one of hopeless despair to one of hope and glory.

In one swift move the President lifted the bans on the African National Congress (ANC), the Pan Africanist Congress (PAC), and the South African Communist Party (SACP). These unbannings led to the subsequent release of Nelson Mandela. Suddenly the whole climate of South African sport changed.

The speech on 2 February came a day before the last rebel team, Mike Gatting's Englishmen, was due to start a match in Pietermaritzburg. A protest march was held against the Gatting tour, this being only one of a series of marches that were held throughout the country. These marches coincided with the unbanning of the ANC, PAC and SACP. Whereas the previous rebel tours were marked by weak and poorly co-ordinated in-

ternal opposition, the Gatting tour was different in that it had been plagued by disruptions and demonstrations, several of them violent.[27]

Never before in the history of the South African sport struggle had one witnessed such solidarity as during the anti-tour campaign. For the first time the oppressed people of South Africa elevated a sport issue to the level of national importance. The sports struggle, with all its history, only now demonstrated its immense power and its acceptance into the national political agenda. The intensity of the demonstrations, especially in the smaller areas, sent tremors and shock waves to the multinational sports administrators of South Africa, with a clear message of what was still to be unfolded in the larger areas.[28]

It was clear to SACU that the era of the rebel tour was now over. It was therefore no surprise that after just one test and upon agreement, a few one-day internationals, the Gatting tour was stopped. The opposition to the Gatting tour was organised by the newly formed National Sports Congress (NSC), a body that had close ties to the ANC.[29]

8. The National Sports Congress (NSC)[30]

Up until the mid-1980s South African sport was divided between establishment sport and non-racial sports people. As pointed out earlier in this thesis there were a few isolated attempts to establish contacts between the two forces. However these initiatives were ignored and SACOS, having the stronghold on non-racial

sport, refused to listen to their opposition. Sports representatives across the board clearly had no answer on how to resolve the sports deadlock.

Beyond the borders of South Africa, in the neighbouring state of Zambia, the ANC which was based in Lusaka while in exile, made an crucial intervention in sport. In November 1988, it succeeded in getting representatives of the South African Rugby Board (SARB) and the South African Rugby Union (SARU) to listen to the ANC in Lusaka. At the meeting it was stressed that divisions in rugby were something of the past. Both SARU and SARB officials were then advised to begin rugby unity talks and there is now one unified rugby body.

The ANC then called in the South African Soccer Association and the South African Soccer Federation. Deliberations, which were the first in well over a decade, emphasised that soccer unity was essential. The two soccer groups returned home and have since unified into one professional body.

The early intervention of the ANC in sport in South Africa led to the formation of the NSC in July 1988. It was seen as the sports wing of the ANC. The emergence of the NSC in South Africa changed the face of South African sport. The initial appearance of NSC led SACOS to believe that there was a rival non-racial body.

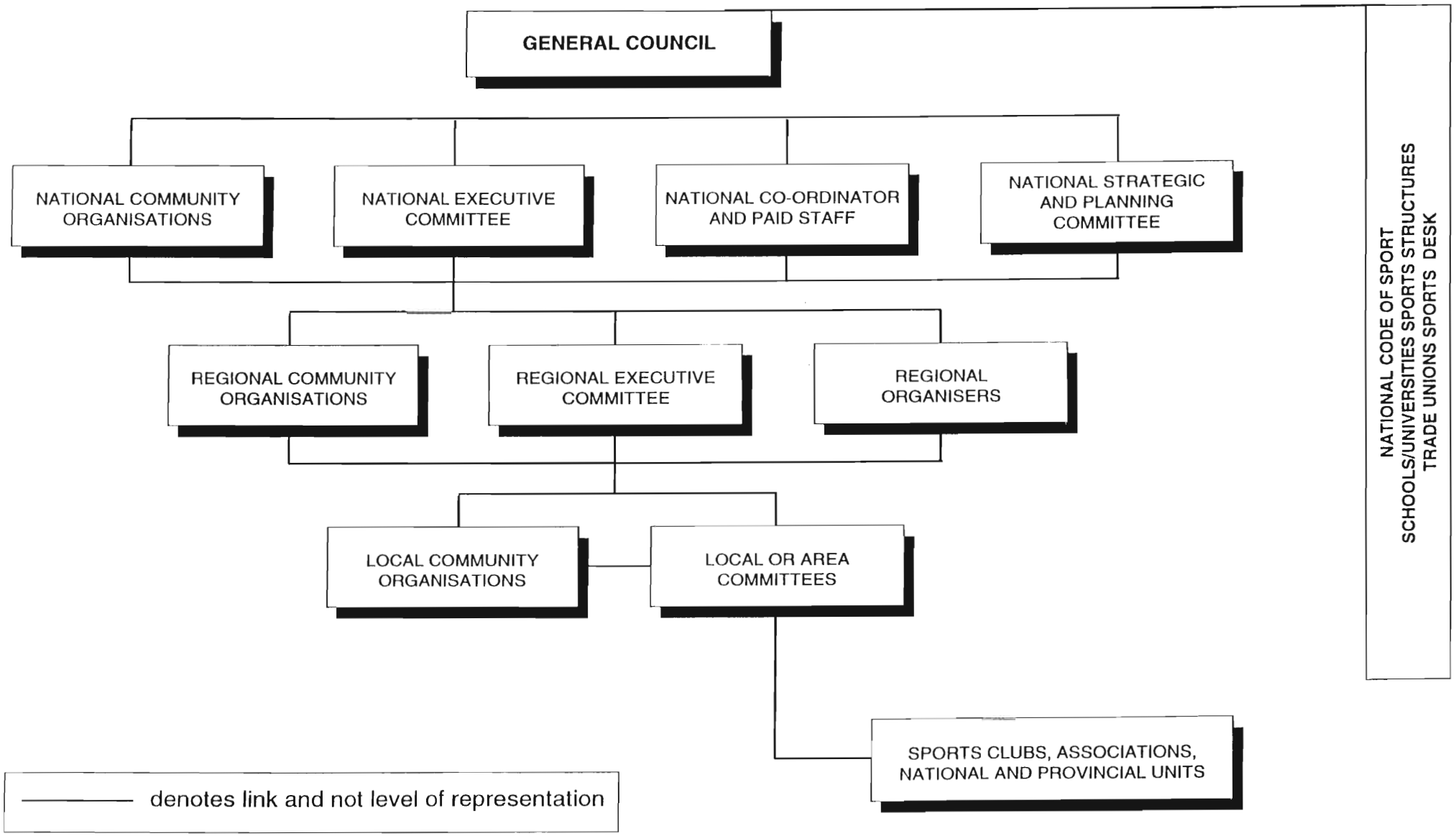
8.1 Structure of the National Sports Congress[31]

The NSC held several meetings since its formation in order to finalise its structure. The meeting took into account representation on the basis of membership; player democracy; the relationship between community organisations; trade unions and sports organisations; grassroots representation, and the development of sports.

The starting point of the NSC structure (Figure 4) in all sports are people in communities, schools, universities and trade unions. Their clubs, associations, provincial and national units are eligible for membership. Membership is organised on an area basis and in codes of sport. Each code exists as an independent and autonomous body in respect of all matters pertaining to the particular code.

On policy issues, national codes of sport are governed by the NSC-correlated policy which will be formulated at local- or area-committee level, through the national strategic and planning committee and on the basis of proportional representation in the general council.

FIGURE 4: STRUCTURE OF NATIONAL SPORTS CONGRESS



Schools and university sport structures, for the purposes of the NSC structures, are given the status of national codes of sport. The sports desk of the Congress of South African Trade Union (COSATU) also shares the same status.

Local or area committees constitute the greatest debating chamber within the NSC structure, lending support to the vision of the organisation as a mass-based democratic organisation. Clubs across the sporting codes are represented on the area committee. In addition representatives from schools, universities and COSATU sit on the area committee. To bridge the gap between community struggles and sports, the area committee will liaise with local community organisations.

Each area committee has its own executive committee. Local, regional and national structures of the NSC liaise with community organisations. Each region consists of as many area committees as needed. The area committees elect a regional executive committee consisting of between 15 and 20 people.

Participation of sportspeople from the national codes of sports, schools and universities and the COSATU sports desk on the area committee makes them eligible for election to the regional executive committee.

The National Executive Committee (NEC) consists of between 10 and 15 people. These people constitute the executive arm of the NSC. The NEC, for issues on policy matters, works in close liaison with the heads of the national codes of sport and the national strategic and planning committee. People from the NSC

structures are invited by the national Executive to sit on the National Strategic and Planning Committee. This committee has no fixed number: its composition depends on the demands of the organisation. The committee serves as a standing commission, researching among other things, policy, strategy, sports development, location of facilities, the sports moratorium, fund-raising and unity talks. It also acts as an advisory body to the NSC National Executive and the National Codes of Sport. Any person may be invited to sit on this committee at the discretion of the executive. Such persons are not precluded from holding any other office within the NSC structure. This committee could break up into smaller commissions dealing in depth with matters referred to it. Such commissions or sub-committees may function simultaneously and independently of each other.

The general council is the controlling body of the NSC. It ratifies, rescinds or amends any decision of the NEC or the strategic and planning committee. The general council constitutes the electorate during NEC elections. It is made up of representatives from all codes of sport on the basis of proportional representation.[32]

The structure of the NSC allows decisions to be made much more democratically since it has grassroots or area-based structures. Furthermore, it is a structure that allows policy to be made from the bottom or at grassroots level rather than from the top and then handed down.

8.2 Aims and Objectives[33]

The aims and objectives of the NSC were based on the principles of a non-racial society. A non-racial society is seen as one in which: all people shall be equal before law. There shall be no oppressive or gratuitous interference with the rights of individuals. The respect and dignity of all people shall be upheld. All people shall have access to relevant, compulsory and equal education, adequate residential and recreational facilities in general and adequate housing in particular, and a universal franchise in a system determined by the will of the people. The principles of democracy, accountability and consultation shall be upheld. All people shall enjoy the freedom of association, freedom of movement, freedom of domicile, freedom of ownership of land, freedom to participate fully in the economy of the country and a share in its wealth.

Confirming the philosophy of non-racialism and equality to be the guiding principle in the organisation and the endeavour to strive for unity, peace and harmony in sport in this country, the following are the aims and objectives of the NSC:

- To lay the foundation for a mass-based democratic movement for sport and recreation which would in the short term act as an integral participant in the struggle to abolish apartheid and ultimately mobilise all sportspersons into a broad, democratic non-racial movement.
- To create non-racial, unitary structures in all codes of sport.

- To develop the skills and competence of sportspersons through the acquisition and implementation of coaching techniques and upgraded administrative systems.
- To work with communities in their struggle to obtain sporting and recreational facilities in areas where they do not exist.
- To encourage the development of non-racial sport and recreation at primary, secondary and tertiary education institutions and also at factories and other work environments.
- To work closely with international sports organisations in promoting the interests and aspirations of non-racial sportspersons and simultaneously isolating racist South Africa.
- Generally to engage in all matters pertaining to sport in all its aspects.

The aims and objectives as outlined above do not differ or conflict with any other non-racial organisation that previously or currently exists. A technical difference may be in the area of the mass-based structure which, if successful, will give new meaning to non-racial sport.

8.3 **Founding policy**[34]

In most areas, the emergence of the NSC generated widespread interest and enthusiasm among sportspeople. The NSC believed that consultation at all levels was an important ingredient of the democracy that they were aspiring towards, because they believed that only sportspeople would be in a position to tell the NSC what is in the best interests of the game.

The NSC, being aligned to the Mass Democratic Movement (MDM), believed the battles waged and sacrifices made by sportspeople are an important part of the struggle to abolish apartheid. The NSC believed that apartheid was responsible for the existing divisions in sports and that it was the responsibility of all sportspeople to unite against apartheid. The primary objective of the NSC was to lay the foundation for a mass-based democratic movement within sport which would be an integral part of the struggle to abolish apartheid. It would also mobilise sportspeople into a broad democratic non-racial movement.

The NSC believed that the process of normal sports could only be finalised once apartheid was completely destroyed. It is for these reasons the NSC policy was centred around three concepts:

- development;
- unity; and
- preparation.

8.3.1 Development

The development policy of the NSC grew out of their statement on development as follows:[35]

It goes without saying that the policy of apartheid has resulted in imbalances between establishment sport and non-racial sport in all facets including administration, playing standards, facilities etc.

It is equally impractical for non-racial sport to compete equally with people who have been privileged, whilst we have had to improvise for decades.

We however, have managed to keep our structures intact in spite of the anomalous situation. With the prevailing mood inside and outside South Africa, our establishment counterparts now need us more than we need them.

We believe it is fair not to denounce them for their privileged past but to remind them of their fellow South Africans. In this regard we are not demanding total and immediate equity but will settle for specific affirmative action programmes that will eventually result in such a condition.

Our seriousness in improving the lot of our underprivileged sports people is demonstrated through our appeal..."

The aims of the development policy were the following:[36]

- The NSC endeavours to improve the skills and competence of the sportspeople.
- Coaches should be encouraged to acquire new techniques and expertise and pass them on to the youth.
- Education of sportspeople about the practical implementation of non-racial principles is an important aspect of development.
- Sports administrators must be better trained in the quest for an efficient administration.

- Assistance is to be offered to sportspeople, especially in rural areas, in their struggle to obtain sporting facilities.
- Sportspeople must be schooled in the importance and working of democracy, consultation and accountability.

Through this development policy the NSC hoped that eventually every sportsperson would excel in his or her field of sport while having an understanding of, and alignment with, the principles and beliefs of the MDM.

8.3.2 Unity[37]

The NSC expressed concern that the majority of sportspeople had not been successfully integrated into the sports movement. The NSC acknowledged for efforts made by SACOS over the past 16 years to integrate sports. Still, the NSC believed that the time had arrived to unite all sportspeople into a principled, democratic mass-based sports movement. To this end the NSC was prepared to join hands with SACOS and to talk to all other sporting bodies.

8.3.3 Preparation[38]

The NSC believed that sportspeople must begin to prepare themselves to occupy their rightful place within the MDM in anticipation of a post-apartheid South Africa. The NSC was opposed to all forms of apartheid multi-national, multi-ethnic sports. In addition, the NSC fully supported any campaign to isolate racist South Africa and undertook to complement this role through collective action.

The NSC identified the following areas of particular and immediate action:

- To create non-racial sports structures acceptable to the MDM in those areas where they do not exist.
- To work with communities in their struggle to obtain sporting facilities in areas where they do not exist.
- To work with the MDM to call upon big business to sponsor non-racial sports bodies and to ensure that existing sponsorship is distributed equitably.
- To encourage the development of non-racial sports at primary, secondary and tertiary education institutions.
- To counteract the opportunistic initiatives of multi-national and racist sports administrators.
- To work closely with the progressive trade union movement.
- To support and work with the United Nations special committee against apartheid, the Supreme Council for Sport in Africa and other international organisations striving for the abolition of apartheid.

The NSC believed that every person has an inalienable democratic right to determine the future of sports in South Africa. It further believed that over the years a degree of complacency had descended on non-racial sports to the extent that non-racial sports existed side by side with racial sports. Arising out of this the time had arrived for non-racial sportspeople in the

country to occupy centre-stage in the sports struggle. The NSC believed this was the only way to isolate racist sports.

In order to achieve this objective, non-racial sportspeople had to adopt an aggressive, realistic and disciplined approach to sports and the broad struggle.

9. National Sports Congress versus South African Council on Sport

It was generally perceived by many that the emergence of the NSC as a second non-racial sports body was intended to compete with and ultimately destroy SACOS.

The MDM's primary goal was to unify people and the NSC, being the sports wing of the MDM, had the identical intention.[40] It was with this in mind that the NSC met with the SACOS executive on two occasions in 1988. The purpose of the meeting was mainly to build mutual understanding and to discuss points of concern.

The chairman who was from SACOS, pointed out that pertinent questions were raised at the last SACOS conference. He tabulated the points of discussion as follows:[41]

- How the NSC intends functioning;
- The structure the NSC proposes to establish;
- What the NSC relationship with SACOS would be;
- What the terrain of operation of the NSC should be;
- How the NSC views the various resolutions taken by SACOS;

- How the NSC's operation in various areas would affect SACOS resolutions, principles, policies and tactics; and
- Areas of common ground.

SACOS reported that five years ago it had recognised that it had to change its manner of operation to broaden its base. The problems confronting SACOS in approaching the townships was that it was viewed with suspicion as a political body. However, since 1985 the situation was changing and people were beginning to appreciate the role played by SACOS. There were stumbling blocks, however: like the fact that SACOS could not offer any material benefits, the diversity of political tendencies and the emphasis of a different political ideology. On the question of alignment to a particular political ideology, SACOS stated that it was non-aligned.

The strategy of the sports boycott and isolation of racist sport was debated at length. The NSC expressed the view that the sports boycott was a tactic which was subject to review from time to time. SACOS reiterated its stance, which has not changed, but also recognised the need to seek additional means of isolating racist sports and individuals.[42] It was eventually agreed by SACOS and the NSC, that there was a need to discuss again the sports boycott so that it could be used not only to isolate racist sports, but to benefit the struggle.

The NSC confirmed its strategy of organising sports in the country under a single sporting body. In this regard, the NSC would organise sports in disadvantaged

areas, especially the rural areas. Furthermore, the NSC would engage in unity talks between the various sporting bodies. The NSC undertook not to encourage the affiliates of SACOS to join their ranks. In the event of conflict in areas of operation between SACOS and the NSC, the NSC undertook to discuss these matters with SACOS in a comradely fashion.

Dual membership of SACOS and the NSC, and the issues of non-alignment to political organisations, had been discussed at length as SACOS was non-aligned **prima facie** were SACOS members and individuals who projected a particular political tendency. SACOS reiterated its position and said that it was difficult to control all its members. SACOS encouraged political affiliation of its members, yet the viewpoint of SACOS itself remains non-aligned.

A further meeting between the NSC and the SACOS executive held in Port Elizabeth on 16 September 1989, was a fiasco. The NSC proposed a three-point agenda:[43]

- identifying the areas of disagreement between NSC and SACOS;
- determining ways and means of resolving areas of disagreement; and
- establishing ways and means of unifying the sports struggle.

However, the meeting turned into a political debate with the NSC defending its right to co-exist with SACOS. Currently, the NSC and SACOS co-exist as two non-racial bodies. The affiliates of SACOS are now drastically reduced with its only major affiliate being

some of the Coloured and Indian schools. However, even as this thesis is being written, there are unity meetings between the school bodies taking place and one wonders for how long SACOS will exist with any reasonable membership which will still give it the status of a non-racial body. The NSC on the other hand has been gaining in membership ever since its inception and is now being widely recognised as the "only" non-racial body that has any clout in South Africa.

10. Summary

The humble beginnings of cricket in South Africa and the growth of the game throughout South Africa is one that is steeped in tradition.

The movement of the playing of cricket from one of complete racial divide to a semblance of integration showed that there was a possibility that the divergent forces existing in cricket could find common ground for the sake of all cricketers. The government sports policy needs drastic reformulation, however, if any form of normal cricket is to be a success. Furthermore, there is, besides the reformulation of the sports policy, an urgent need for a financial boost to address the imbalances of the past. The government should be held responsible for this and therefore, should inject the necessary funds in order to address imbalances in development and facilities.

The goals and objectives of unification must be clearly understood before this long term marriage can be deemed a success. The breakdown of the 1976 merger and the playing of normal cricket are lessons well learnt only if mistakes of the past are not repeated in future.

The emergence of the South African Cricket Board with its hardened policies of non-racialism, achieved much with its international lobbying to set the foundation for a future in South African sport. The timely appearance of the National Sports Congress from exile and its establishment of firm policies on development, unity and preparation provided a shot in the arm for non-racial sport and set the tone for the formation of a single cricketing body in South Africa.

The ensuing chapter looks at the unification of cricket in South Africa and thereafter proceeds to discuss the organisation and structure of cricket within the context of unification.

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CHAPTER SIX

UNIFICATION OF SOUTH AFRICAN CRICKET

1. Introduction

Continued international pressure compounded by sanctions against South Africa which faced a looming economic crisis, led the State President, FW de Klerk, to make what is now considered one of the most significant speeches in the history of South African politics. On 2 February 1990, when the President lifted the ban on the African National Congress (ANC), the Pan Africanist Congress (PAC) and the South African Communist Party (SACP), the tone was set for a new political climate in South Africa. This subsequently provided the platform for sports organisations to rethink their strategies.

The emergence of the newly formed National Sports Congress with its logical and progressive objectives of development, unity and preparation[1], gave a new direction to the development of sport in South Africa.

The path to cricket unification was a long and hard one, stained with the blood of thousands of non-racial sportspeople who lost their lives in the struggle to achieve a non-racial democracy in sport and society in general. Unification was seen as a victory that was a fitting climax in the attempt to dismantle apartheid in sport in South Africa.

The objective of this chapter is to look closely at the path to unification. The following aspects will be discussed:

i) The declaration against Apartheid
ii) The role of the NSC in Unification
iii) Unity Meeting
iv) Statement of Intent
v) Inauguration of the United Cricket Board of South Africa
vi) Constitution of the UCBSA
vii) Inaugural Address

2. The Declaration Against Apartheid

The path to the unification was one that was noted for its struggles against apartheid. Various countries hosted conferences that addressed the question of apartheid in general but more especially in South Africa. Of note are three conferences that were held in London in 1983, in Harare, Zimbabwe in 1987 and in Stockholm, Sweden in 1990.

2.1 London Declaration on Apartheid Sport[2]

The International Conference on Sanctions against Apartheid Sports, was convened in London by the United Nations Special Committee Against Apartheid in association with the South African Non-Racial Olympic Committee, from 27 to 29 June 1983.

The conference, which was the first international gathering of its kind, brought together sportspeople, sports administrators, government representatives, and national and international bodies who were committed to the abolition of apartheid. The conference was called to consider current and future action against apartheid sport in the context of the overall campaign against apartheid-itself. The commitment to withhold collaboration with South Africa in the sporting and other fields was recognised by all participants as vital to the efforts of the great majority of the South African people to liberate themselves from the crime of apartheid.

The conference expressed great satisfaction at the extent to which the world's sportsmen and women recognised the importance of choosing not to compete against South Africa. It commended the measures taken by governments and sports organisations throughout the world in helping to bring about the complete isolation of South African sport. The sports isolation of racist South Africa is deemed to be one of the great successes among the people of the world. It is reflected in the International Declaration Against Apartheid in Sport, adopted by the General Assembly of the United Nations; the Gleneagles Agreement of Commonwealth Heads of Government in 1977, which recognised the important role played by the United Nations Special Committee Against Apartheid, The Supreme Council for Sport for Africa, The South African Non-Racial Olympic Committee, and the South African Council on Sport, together with the mass campaigns of the anti-apartheid movements. The attention of the world was repeatedly drawn to the continuing realities of apartheid sport in South Africa.

The success of the campaign to isolate South Africa had provoked the Pretoria regime to extreme desperation and had exposed its willingness to wreck international sport as part of the price of sustaining apartheid. The immense financial blandishments offered by South Africa to international sportsmen and women to induce them to defy the international campaign were visible symbols of this desperation, and posed a new challenge to the solidarity of world sport. These offers were extended against the background of a massive and unprecedented propaganda campaign, aimed not only at sportsmen and women, but at governments, the public and the media, particularly in countries which had traditional links with South Africa. The object of this propaganda campaign was to create an illusion of change in the appearance of apartheid.

The conference strongly condemned the systematic attempt to deceive the outside world about the realities of apartheid, which remained fundamentally unchanged. In spite of claims to the contrary by the Pretoria regime and its sports administrators, all of the laws of apartheid remained substantially intact: the Pass Laws, for instance, by which the life of every Black South African was controlled, still existed. The whole fabric of South African society remained deeply rooted in a system of institutionalised racism. In legal, political, economic and social terms, South Africa functioned entirely on the basis of racial discrimination and oppression. The conference emphasised that the very uniqueness of the South African racial dictatorship called for a wholly unique response from the

international community. It was therefore the responsibility of all who understood this uniqueness to communicate it more widely and more vigorously.

Against this background and in the light of its considerations the conference appealed to all sportsmen and women including administrators and coaches to take the following stand:[3]

i) To refuse and continue to refuse to tour South Africa, either individually or as members of official or unofficial teams, until the apartheid system was dismantled.

ii) To refuse to compete against South African representatives anywhere in the world and to refuse to take part in national, regional or international activities where sporting codes allowed South African participation in any form.

iii) To support the expulsion of South Africa from all international competition and its continued membership of international sports bodies such as the rugby union, and to ensure that bodies affiliated to SACOS were admitted into membership of all international sports associations.

iv) To support the work of the people in South Africa under the leadership of SACOS who courageously opposed apartheid in sport and who established non-racial sporting bodies in South Africa.

v) To recognise and commend the initiatives of governments who have provided leadership by carrying out their moral and legal obligations under international law to stop sporting links with South Africa, and to encourage those few governments who have not yet done so, to do likewise.

vi) To ensure that individual sportsmen and women who had refused the blandishments of money and privilege by refusing to play or compete with South Africa, were publicly supported in their stand, and to support the actions of governments and sports administrators who imposed sanctions on those who collaborated.

The conference was convinced that individual sportsmen and women had a creative role to play in support of the struggle for freedom and justice in South Africa. There were sacrifices involved in supporting the appeal but all could look forward to the day when South Africa would take its rightful place in international sport. All who supported this appeal would be seen to have assisted this historic process.

2.2 Harare Declaration against Apartheid Sport[4]

The Harare Conference was convened under the auspices of the Supreme Council for Sport in Africa (SCSA), The Association of National Olympics Committee of Africa (ANOCA), The Association of African Sports Confederations (AASC), the South African Non-Racial Olympic Committee (SANROC) and the Zimbabwe Olympic Committee. The conference was held from 5-7 November 1987.

The participants at the International Conference against Apartheid Sport recognised that apartheid as a system defied any meaningful reform; it had to be destroyed from its roots. In the Harare Declaration it was recognised that there could be no normal sport in an apartheid society, since the distribution of resources in such a society was grossly distorted on

the grounds of race, and children and youth effectively denied equality of facilities and opportunity on the grounds of race. Such racial discrimination constituted the very antithesis of the principles for which the Olympic Movement - and all fair-minded sportspeople - stood.

The conference shared the conviction that the menace of racism was one of the greatest perils facing the world today. South Africa was not unique in harbouring and tolerating racist practices but it was uniquely evil in that it entrenched them in its constitution, it erected an economy built on racial exploitation, and it perpetuated the greatest continuing denial of human rights at the present time. The world community had to confront the obscenity of apartheid successfully if less overt and less extreme racism elsewhere was to be eradicated. It was also an evil which transcended its borders to bring death, destruction and untold misery to South Africa's neighbours.

The conference met against the background of an unprecedented upsurge in resistance to apartheid as a result of which Pretoria had launched a brutal and violent offensive, aimed largely at Black youths, in order to terrorise them into submission to the apartheid regime. That these atrocities were taking place under the shield of a state of emergency and are screened from world view by draconian censorship, placed a special responsibility on the world community to take every possible step to force Pretoria to end its repression and violence, to release political prisoners and to seek a peaceful solution through meaningful dialogue with the true representatives of the

majority population. Sportsmen and women, as representatives of world youth, had a unique role to play in demonstrating their solidarity with apartheid's victims.

The conference viewed the sports boycott in the context of the wider struggle against apartheid in which a range of sanctions played a most important role, not only as a convincing demonstration of solidarity with the people of South Africa and Namibia, but also as a tangible contribution by the international community to enable the oppressed people to secure their ultimate liberty with the least amount of suffering and violence.

In reviewing the success of the sports boycott to date, the conference expressed its satisfaction with the progress made in excluding South Africa from international sports bodies and competitions to the point where South Africa was excluded from at least 90 percent of world sports activities. Participants recognised the contributions of this success, often obtained at great sacrifices by many individuals, organizations and governments, and particularly by sportspeople from all over the world. In particular recognition was given for the renewed condemnation of apartheid by the IOC and the undertakings of its president and executive committee that South Africa would not be readmitted to the Olympic Movement until apartheid had been eradicated, and that no mission would be sent to South Africa without the full agreement of the African members of the IOC and African sports leaders.

The importance of the sports boycott was demonstrated by the strenuous efforts being made by, and on behalf of, the Pretoria regime as it sought to disrupt the boycott by subterfuge and with financial inducements. In this it was aided by some sports administrators outside the country, who refuse to take appropriate action against violations of international rules and, as in rugby, wilfully ignored blatant breaches of the amateur code. It was aided also by the reluctance of some governments to take action and who lobbied instead in defence of the apartheid regime.

The conference was deeply conscious of the strenuous attempts by the Pretoria regime to foster externally an illusion of change by presenting a facade of integrated sport within South Africa through a massive propaganda campaign. Participants condemned this as a sham, and one which continued to be so for as long as many millions of Blacks remained banished to the Bantustan "homelands", and the great majority of the population - as a matter of deliberate government policy - continued to receive grossly inadequate facilities for education, health and sport.

In determining the tasks which lay ahead in order to make the sports boycott totally effective, the conference identified the following main areas for immediate action:[5]

A front against apartheid sport was to be established, bringing together governments and sports organisations of Africa, the National Liberation Movements, the United Nations Special Committee Against Apartheid,

other supportive governments and anti-apartheid movements around the world, in order to consolidate international action against apartheid.

All governments and concerned organisations should extend full support and co-operation to the Special Committee Against Apartheid and others active in the campaign against apartheid sports, and make maximum use of the United Nations Register of Sports contact with South Africa, in taking action against collaborators with apartheid.

Governments, sports bodies and other organisations should provide SANROC, which had made an outstanding contribution to the international campaign over the past 25 years, with resources adequate to meet its expanding responsibilities.

The United Nations Special Committee Against Apartheid, the Supreme Council for Sport in Africa and other bodies should further strengthen their co-operation with SANROC for more effective co-ordination of the international campaign and to perform such tasks as:

i) ensuring the most effective exchanges of information between organisations active in the campaign;
ii) developing strategies and setting goals for the international campaign to ensure maximum effectiveness, including identifying international sports federations and commercial sponsors, and according priority to the complete exclusion of South Africa from world cricket and rugby; and
iii) countering apartheid propaganda.

The special contribution being made by anti-apartheid sports bodies and their members inside South Africa who by staunchly supporting the international boycott in the face of repression and harassment, should be made more widely known and recognised around the world.

The IOC was requested to adopt a code of conduct in respect of sports contact with South Africa, and should ensure that the International Tennis Federation stops all contact between its members and South African players as soon as tennis became an Olympic sport.

Governments should take action to prevent the use of "passports of convenience" by South Africans and other sportspersons residing in South Africa.

The conference concluded by stating that it was the success of the sports boycott which brought about the first breaches of apartheid's doctrine of racial separation. This success demonstrated that the imposition of effective sanctions is the only proven means by which the international community could enable the oppressed people to secure the total destruction of apartheid. By strengthening and making complete the isolation of apartheid sport, sports administrators and sportspersons would not only be securing the elimination of discrimination in sport but making a significant contribution to the greater cause of freedom in South Africa and Namibia.

2.3 Stockholm Statement against Apartheid Sport[6]

The International Conference Against Apartheid Sport was organised by the United Nations Special Committee Against Apartheid, the Swedish Sports Federation, The Swedish National Olympic Committee, The South African Non-Racial Olympic Committee (SANROC) and the International Campaign against Apartheid Sport. It was held in Stockholm, Sweden from 4 - 6 September 1990.

The conference was attended by 190 participants from over 40 countries, including sportspersons and sports administrators, activists in the boycott of apartheid sport, and representatives from liberation movements and government. Its deliberations were aided by the participation of sportspersons and administrators from within South Africa. A special welcome was extended to the delegates from Namibia, represented at the conference for the first time as a free, democratic and non-racial country.

The conference noted that the long and heroic struggle of the people of South Africa and the powerful movement of international solidarity with the struggle had, in 1990, finally succeeded in bringing within grasp the possibility of a peaceful and negotiated settlement, which would eliminate apartheid and establish a non-racial, democratic state.

Running parallel to political developments, significant changes had been taking place in the field of sports in South Africa. The non-racial and anti-apartheid sports movement had blossomed and made a notable contribution to the mass democratic movement in recent years. It

had played a crucial role in the international boycott of apartheid sports, as evidenced by its success in forcing the cancellation of the English Rebel Cricket tour in January, and the agreed imposition of a moratorium on sports contact of any kind. Progress was also being made with unity talks aimed at achieving integration on a truly non-racial basis of a number of previously separate sports organisations, fragmented by the apartheid system and presently still a barrier to the emergence of non-racial sport. This process was extremely promising and it deserved support in all ways consistent with the overall strategy of maintaining and strengthening the isolation of South African sport internationally. The concept of sport for all as representing the co-mingling in a recreational setting of all people, regardless of race and age, was a potent force for good and would bode well for a future free South Africa.

The campaign was also contributing to the general evolution of dialogue at the national level by encouraging sports administrators to forge a truly non-racial sports environment. In tangible ways this latter process, by engaging so many community leaders, was contributing in a meaningful way towards the ultimate change in White opinion essential for a peaceful resolution to be achieved. However, while these developments were of momentus significance, the negotiations for the elimination of apartheid and the establishment of a truly non-racial democratic state would not be easy. The conference was cautioned not to underestimate the difficulties in the way of a negotiated end to apartheid. It was clear that the importance of maintaining every form of sanction and other

pressure on the regime could not be over-emphasised. As a consequence the relevance and importance of the campaign to isolate apartheid sport, as one of the sharpest instruments in the sanctions arsenal, remained as critical as ever as a lever against the supporters of the apartheid regime.

Against the above background the conference declared the following:[7]

i) That the primary aim of action by the world's sporting community was to be seen within the following context: only the eradication of apartheid and the establishment of majority rule on the basis of free and fair exercise of universal adult suffrage by all the people in a united and non-fragmented South Africa, could lead to a just and lasting solution to the explosive situation prevailing in Southern Africa and thereby achieve the effective end of racism in sport. This objective should continue to inform and inspire international action, including the international campaign to isolate South African sport. No distinction could be made between the struggle against apartheid sport and the struggle against apartheid itself.

ii) The many people around the world who have made personal sacrifices of the highest order to achieve the destruction of apartheid were saluted. Millions of people in diverse ways, by their determination, sacrifice and vision, had brought this within reach. Recognition was given to the major contribution made by sportspersons and sports administrators, within and outside South

Africa, as well as millions of sports fans, anti-apartheid movements and others active in the boycott of apartheid sports;

iii) That experience has proved that sanctions of all kinds, and especially the international campaigns to isolate apartheid sports, can and do work, and have made a tangible contribution to the progress made to date. However, this progress remained insufficient to warrant, at this stage, a consideration of the lifting of the prohibitions against sporting contacts;

iv) Although none wished the boycott to continue for a day longer than necessary, the conference was convinced that relaxing the sports campaign at this stage would seriously prejudice the objective of successful negotiations towards the goal of an apartheid-free South Africa. The need for continued and concerted action remained paramount. Accordingly, a call was made to all concerned to maintain and tighten the boycott of apartheid sports until the genuine representatives of the people of South Africa judged that the process of transition was both profound and irreversible. A call was made on the international community not to lift sanctions against South Africa in accordance with the consensus resolution, the "Declaration on Apartheid and its Destructive Consequences in Southern Africa", which was adopted by the United Nations General Assembly on 14 December 1989. Of particular note was that there was no question of any **ad-hoc** "fact-finding" mission being sent to South Africa without their agreement and support; any suggestions to the contrary would be vigorously opposed. Nor could

there be any possibility of a sport-by-sport lifting of the international campaign, which would depend for its effectiveness on the solidarity of sportspeople of all nations and which would admit no exceptions for its effectiveness. The suggestion of "rewards" for the apartheid regime was perceived to be an affront to the oppressed majority and as such to be treated with contempt. In continuing the international campaign, countries whose constitutions so permitted and who had not already done so, should consider ratifying and implementing the provisions of the International Convention Against Apartheid in Sport.[8]

v) Sports bodies and sportspersons in South Africa were urged to speedily overcome all remaining difficulties so that they could soon be able to achieve united bodies for each sporting code without trace of racial segregation or discrimination in their constitutions or practices. This would lay the basis for a national non-racial sports federation encompassing all sportspersons in the country, irrespective of race, colour, sex, political ideology or affiliation.

vi) The conference recognised that there were special opportunities for governments and the international sporting community to assist the non-racial sports movement to redress the structural inequalities created and sustained by the apartheid state into and beyond the post-apartheid period. A special appeal was made to all those of goodwill to consider ways in which assistance of appropriate kinds and at appropriate stages could be afforded to the sportsmen and women of South Africa, in order to achieve the openness of com-

petition and the equality of opportunity for which sport stands. The conference envisaged assistance in such areas as training courses for coaches, the provision of equipment, help in developing physical sports facilities and financial assistance. Such programmes of assistance should be developed in collaboration with SANROC. Pending the lifting of the boycott there could be no question of individual or team sportspeople from South Africa participating in sport outside the country, or of sportspeople from the outside visiting South Africa to take part in sporting events.

vii) SANROC and ICAAS were congratulated for their work since the Harare Conference in 1987 and should continue to receive the full and enhanced support of the international community.

viii) An appeal was made to all governments, who have not yet done so, to consider acceding to the International Convention Against Apartheid in Sport.

ix) Special mention was made of all the sportspersons in South Africa who had made so many painful sacrifices to uphold the principles of non-racialism in sports. They were assured of the support of the international community until they attained the objective of full equality, not only at the highest level but also at the level of sport for all. As international opposition increased in the face of the state of emergency, the campaigns against apartheid in sport intensified. Various governments around the world discouraged any exchanges between individual or team sportspeople from international countries and South Africa, by barring those with South African links.

The International Declarations Against Apartheid succeeded in getting every single Olympic Federation to take action in restricting South African participation. Governments had also extended and reinforced these prohibitions, by not only barring entry to South African athletes and officials, but also by requiring their own athletes and sports associations to boycott all sporting contact with South Africa as a condition of public support.[9]

The only option left for South Africa to consider in its attempt to get back into the international sports terrain was by rectifying the situation within the country. The realisation of this reality led to the unification process.

3. The Path to Cricket Unity

The cancellation of the Gatting tour through mass action meant that the rebel tour era of SACU was now over. But the closing of some doors meant an opening of many others. From the time the Gatting tour was abandoned in February 1990 the path to unity started to emerge.

3.1 The National Sports Congress Involvement in the Cricket Unification Process[10]

The NSC's role in the abandonment of the Gatting tour should not be underestimated despite media manipulation, police charges, tear gas attacks, and threats of being declared illegal. The NSC and its allies in fact turned the tour into a total failure. SACU's capitulation came just hours before the release of Nelson Man-

dela. The message of these dramatic events was unmistakable: the old order of rebel tours, played out behind the protection of police dogs and baton charges, was finished. Henceforth, the sports establishments only hope for international competition lay in negotiations with the NSC.[11]

3.1.1 Inception[12]

From its inception, the NSC developed a Policy that rested on the following three pillars:

i) Development
ii) Unity
iii) Preparation

In its marketing campaign to woo sports codes to seek affiliation with the organisation, the NSC was able to attract the President of the non-racial South African Cricket Board (SACB) into its interim committee.

With his constituency consisting of people who were in favour of the NSC and some who were opposed to the NSC, the SACB President, Mr Krish Mackerdhuj, created a climate in which his involvement in the NSC was acceptable. He himself had earlier caused a stir on two occasions by:

i) declining to stand as SACOS Treasurer, when re-elected at their BGM in 1989, and by
ii) identifying publicly with the NSC at the Port Elizabeth NSC-SACOS meeting in 1990.

The NSC spent its first few years of existence creating the basis for unification of sport along non-racial lines.

3.1.2 National Sports Congress - South African Cricket Union Meeting[13]

The NSC interim committee held their first meeting with SACU in November 1989 in Johannesburg. This meeting was called to discourage SACU from engaging in a rebel tour by English cricketers (known as the Gatting Tour). The NSC had earlier sent a delegation comprising K Mackerdhuj, M Morobe, M Hlatshwayo and N Balfour to England, with the objective of discouraging them from breaking the sports moratorium.

The NSC resolved to proceed with its meeting with SACU in spite of advice to the contrary from both the media and friends. At this historic meeting the NSC warned SACU not to proceed with the tour by Britain as that would prolong this country's isolation from genuine international competition.

It became clear at the meeting that in the absence of a promise from the NSC, SACU was unwilling to cancel the tour. It was also evident that SACU doubted the NSC's ability to stop the tour, as they were an unknown entity at that point in time.

Mr M George, leading the NSC delegation to the meeting with SACU, warned SACU that they would have to live with the consequences of their decision. It was therefore not surprising to learn the following day, that SACU would go ahead with the tour. The only reason the

NSC gave for the cancellation of the tour was the possibility of more acceptable tours that would be guaranteed if SACU were to merge with SACB, and if specific efforts were made to upgrade non-racial cricket to the levels of SACU cricket. Largely due to the earlier "normal cricket" initiative, K Mackerdhuj did not attend the NSC-SACU meeting.

3.1.3 The National Sports Congress - Reaction[14]

The moment SACU announced their intention to proceed with the tour, the NSC announced the formation of anti-tour committees country-wide, which were aimed at bringing the tour to a halt. The NSC, through its first General Secretary, K Naidoo, announced that R100 000 was available for anti-tour protests. This unprecedented act elicited a lot of sympathy from the general public who were outraged at SACU's insensitivity.

By the time the English cricketers reached Jan Smuts, they were met by thousands of protesters led by Mrs Winnie Mandela. The longer the tour lasted the stronger the protests became. Venues had to be switched but protesters were bussed to wherever the matches were played. In some cases, planned activity went ahead even when the matches were switched to alternative venue.

The NSC, which was still in its formative stage, benefited handsomely from this protest activity. New branches were established as a consequences of the

protests and new administrators were unearthed. ANC stalwarts like P Lekota and P Molefe played an active part in the anti-tour campaign.

Rallies and marches became the order of the day. Dr Bacher was reported to have sought permission for the marchers in some cases, in an effort to minimise clashes between police and protesters.

3.1.4 Victory for Negotiations[15]

At this time many cities were declared unrest areas under a state of emergency and the cricket protests were adding fuel to the fire.

Networking with the trade unions ensured a hostile reception for the tourists at specific hotels from union members. It was around the time of the release of Mr Nelson Mandela that negotiations were resumed. It was then agreed that in return for 4 protest-free matches, the Gatting tour would be cancelled. With more discussion, it was possible that the second leg of the tour would be cancelled. This arrangement was only made possible through the intervention of the ANC. The tour was then halted, albeit at great cost in terms of personal injury and finances.

3.1.5 Picking up the Pieces[16]

In the process of protest activity, the SACU township development programme suffered badly and had to be discontinued in various parts of the country.

It was against this background that Dr Bacher initiated one of this country's greatest recovery operations, when he approached Mr Steve Tshwete and thereafter the NSC. Following hundreds of telephone calls and numerous meetings with various community organisations the Development Programme was relaunched with NSC support.

The NSC further convinced its affiliate, SACB, to hold unity talks with SACU under the chairmanship of a facilitator. Mr Steve Tshwete who was nicknamed "Mr Fix-it" handled this assignment with distinction.

3.1.6 Affiliation to the National Sports Congress[17]

The circle was finally completed when, on the eve of its visit to the West Indies, the UCBSA announced its intention to join the NSC. The icing on the cake was the election of Dr Bacher to the National Executive Committee of the NSC in July 1992.

On 7 May 1993, a joint committee on facilities consisting of members from the NSC and UCBSA, announced the allocation of R2,5 m obtained from tours to the country by India and Pakistan, towards the creation of facilities in various parts of the country.

The NSC's role in the unification process will be etched in the history of post-apartheid sport in South Africa in all meaningful publications the world over. Besides creating the space for unity talks to begin the NSC played a pivotal role in the talks themselves.

Their presence, with that of the ANC, helped the unity talks get the necessary direction so vital to the path to unification.

3.2 South African Cricket Board - South African Cricket Union Unity Meeting[18]

The first unity meeting between SACU and SACB was held on Saturday 8th September 1990 in Durban to discuss the future of cricket in South Africa. SACB was represented by Messrs K Mackerdhuj (President), P Sonn, D Maku, SK Reddy, Y Lorgat and B Leendertz. SACU was represented by Messrs G Dakin (President), A Bacher, P van der Merwe, R Muzzel, A Jordaan, J Thornton and D Macleod. The ANC was represented by Mr SV Tshwete (Chairperson) and the NSC was represented by Mr M Tyamzashe, on observer status.

This historic meeting was opened by Comrade Steve Tshwete. He expressed his appreciation at being involved in such a meeting, especially since the government and the ANC were busy negotiating the future of this country. The specific purpose of the meeting was to discuss the disunity within cricket and the anomaly of many controlling bodies within each sporting code in South Africa. Mr Tshwete stated that the ANC had no interest in controlling sport, it would rather leave sport to sports people. The ANC's interest was the formation of one controlling body within each code.

3.2.1 South African Cricket Board's Input[19]

SACB's input was presented by its President Mr K Mackerdhuj. He stated that SACB considered this meeting to be important in the history of cricket South Africa and in sport in general. SACB felt it to be necessary for the two cricket bodies existing in South Africa to analyse the situation and speculate on what they envisaged cricket to be in a future post-apartheid South Africa.

At the SACB AGM in Pietermaritzburg at the end of May, the following points were noted:

i) SACB had never closed its doors.
ii) SACB was not a breakaway from any organisation, but a natural extension of the sport and political events of the period - a display of its revulsion against the government policy of multi-nationalism and racialism in sport, especially cricket.
iii) That it was inevitable that SACU and SACB would have to meet and discuss cricket and the significance of events surrounding it.
iv) The decision taken by SACB on Dr Ali Bacher's letter for contact, was that all its affiliated units had to first discuss the invitation to talk.

SACU's subsequent invitation led to a special meeting in Johannesburg which comprised the National Executive and Presidents of Affiliates. A unanimous decision was taken to accept SACU's invitation to talks.

This meeting was possible because of the following reasons:

i) The unbanning of the liberation movements, especially the ANC, on February 2, 1990, and the attitude of its leadership.
ii) SACB's commitment to the norm of one controlling body per code of sport as postulated by the NSC (to which SACB is affiliated), and its drive to promulgate its objectives of development, unity and preparation.
iii) The political climate.

The unity of Black sportspersons was known to be SACB's prerogative. The changing political climate in South Africa was forcing White sport along the path of unity. For this reason a two pronged strategy would be appropriate - uniting Black sportspersons and at the same time admitting those sectors within establishment sport that were ready to accept and apply the ethics of non-racialism in sport.

Ideal unity it has to be acknowledged cannot be achieved overnight. In the unity process the positive aspects needed be identified. Parties engaged in the unity process should have a common purpose - the common goal of aspiring towards a non-racial South Africa - and their respective constituencies should be sufficiently prepared to accept the sacrifices, rules and norms that accompany the process.

SACB felt that their modes of operation always related to two important scenarios:

- What have we done to enhance the sports situation? and
- How has this contributed to the liberation struggle?

The eternal debate on the subject of politics in sport was highlighted by the Gatting tour. For the first time establishment sport saw in practical terms the relationship between politics and sport. For oppressed sportspeople sport was an integral part of the political agenda. The task ahead for all sportspersons in the country was to build a progressive culture in sport - a culture that will enshrine the values of a new South Africa. The basic problem in sport was the state of fragmentation caused by the apartheid policy. To a lesser extent factors such as personality and ideological differences, mistrust, the extent of unorganised sport, the lack of democracy and accountability, and the parallel existence of non-racial and establishment sport, compounded the problem.

Any relationship between SACB and SACU it was felt, should satisfy the following aspects:

i) SACU's acceptance of the sports moratorium.
ii) The extent to which SACU would be prepared to uphold the sports moratorium.
iii) The extent to which SACU's respective constituencies had been schooled in the ethos of non-racialism in sport.

iv) The extent to which SACU's constituencies would be prepared to actively participate in the process to destroy apartheid.

v) The extent of SACU's consciousness and the acceptance of democracy, consultation, accountability and mandate.

SACB hoped that these talks would be positive and that at the end of the day everybody would agree that they had gone forward.

Throughout its history, the development of sport in South Africa has been a struggle for identity and survival by the toiling oppressed masses, in a society that accepted as its norm a system referred to as apartheid - a system that is vile, vicious and obnoxious and notorious for its atrocities and brutalities. This system of apartheid, though institutionalised with the coming into power of the Nationalist Party in 1948, had been in existence in South Africa since the landing of Jan van Riebeeck in Cape Town in 1652.

In moving forward towards a progressive culture in sport, apartheid had to be destroyed. Non-racialism is a dynamic and progressive principle which is recognised as a catalyst leading to the creation of a new cricket community which is based on merit, irrespective of race, creed, colour, sex or religion. In a non-racial society, all people would be equal before the law; there would be no oppressive or gratuitous interferences with the rights of individuals, and the respect and dignity of all people would be upheld. Such a society encompasses the principles of democracy,

accountability and consultation. All people would have access to relevant, compulsory and equal education, adequate residential and recreational facilities in general, and adequate housing in particular. A universal franchise in a system determined by the will of the people would come into being. Generally, a non-racial society is envisaged as one where people live in peace, harmony and comfort. A non-racial society encompasses freedom of association, freedom of movement, freedom of domicile, freedom of ownership of land, freedom to participate fully in the economy of the country, and freedom to share in the wealth of the country.

This philosophy of non-racialism would be the guiding principle in the endeavour to strive for unity, peace and harmony in cricket, in sport and in our country.

3.2.2 South African Cricket Union's Input[20]

SACU's input was made by its President, Mr G Dakin. In his intervention he pointed out that it was human to err but to forgive divine. He confirmed total commitment to achieve unity on SACU's side and showed a strong desire to co-operate with forces seeking unity.

The following points were made by SACU:[21]

- SACU was pleased and privileged to be present at the meeting.
- Many things that had happened, although impossible to be forgotten, should be forgiven.
- SACU gave its full and total commitment to the talks and accepted that they were necessary to go forward.

- SACU would show good spirit and a strong desire to co-operate.
- SACU desire for unity was strong. Such unity would change the course for South Africa.
- SACU further stated that a great deal of thought and effort had gone into its presence at the meeting. They felt honoured to be there. SACU realised that SACB had run cricket under very trying and difficult circumstances, for which it respected SACB, which took its stand for profound "human rights and moral grounds". After the February 2 announcement, the sports boycott and decades of South African Cricket isolation, SACU recognised the injustice to the oppressed.

3.3 Obstacles to Unity

Arising out of the input made by both SACB and SACU, there were certain issues that were seen as obstacles to unity. These, discussed below, needed to be solved in order to make unification successful:[22]

3.3.1 Sport Moratorium

The sports moratorium which was said to be aimed at addressing the imbalances between the privileged (SACU) sports and underprivileged (SACB) sport.

The decision by both bodies was to uphold the sports moratorium by example and influence from both sides. The moratorium was to be applied on teams and individuals.

3.3.2 Schools and Junior Cricket

SACB complained that they saw SACU initiatives in school cricket as interference.

SACU explained that they were motivated by the fact that they censored schools which practised discrimination based on colour. The decision was that SACU accept a stand-off situation. A meeting of cricket organisations involving schools organisations was necessary to discuss this matter further.

3.3.3 Facilities

SACB reported on the overuse of limited facilities resulting from sharing with other codes.

SACU confirmed that 99% of their facilities were privately owned, with the municipality merely giving them access to the grounds. Maintenance then became the responsibility of the clubs concerned. A survey of available facilities jointly by SACU and SACB was suggested. SACU confirmed that they did have some muscle when it came to facilities and were willing to help in whatever way they could.

3.3.4 Education and Non-Racialism

It was agreed that the areas of conflict should be removed by the people concerned. SACU should actively educate its players on the principles of non-racialism. The concept should be understood and not be a means of convenience.

3.3.5 South African Defence Force (SADF) and the South African Police (SAP)

On the question of participation by the SADF and SAP, SACB made it clear that their communities had no respect for them and that SACB was not in a position to accept them in their sport although good policemen could be accepted on an individual basis. SACU was prepared to review its membership if this was seen as a problem. SACU was asked to discuss the issue within its constituency.

3.3.6 Development Programme

Following a SACU suggestion to separate development from the unification process and for the development programme to be run by the two organisations jointly, SACB stated that it had to first obtain the views of its affiliates. SACB encouraged SACU to continue its programme in areas where there was no overlap of constituencies. SACB undertook to convey SACU's views to its affiliates.

3.3.7 Future Contact/Communication at Provincial Level

It was accepted that no provincial contact would take place unless ratified by SACB or SACU.

3.3.8 Contact with NSC

SACB noted that they preferred that all contact with the NSC at both regional and national level be through SACB.

3.3.9 Press Liaison and Media

It was agreed by both SACB and SACU that negative press statements should be avoided.

Progress in this meeting must be accredited to the chairperson, Mr Steve Tshwete, who was able to keep the meeting on track when bitterness threatened to prevent progress. When the issue of the moratorium was becoming a thorny one, Tshwete managed to defuse the situation by classifying the moratorium issue as a possible impediment to unity which should be overcome.[23]

At the conclusion of the meeting it was decided that a joint committee would draw up a declaration of intent. At a follow-up meeting held on the 16 December 1990 to forge unity, the statement of intent after a lengthy discussion was agreed to mutually.[24]

3.4 Statement of Intent

Arising out of the unity meeting held on 16 December 1990 between SACB and SACU, it was decided to release the following statement of intent.

Having regard for the future of South Africa, the SACB and the SACU declared that it was their intention to:[25]

i) Form one non-racial democratic controlling body under a single constitution.

The vision of non-racialism in a future South Africa should include equality irrespective of race, colour, creed, sex, religion and shall mean equality in every sphere of life.

Non-racialism shall be the guiding principle in the endeavour to achieve unity, piece and harmony in cricket in the country.

ii) To develop, to administer and to make available opportunities for all those who wish to play cricket at all levels as soon as possible.

iii) Both bodies acknowledge the existence of imbalances with regard to separate educational systems, sponsorships and facilities. To immediately form a committee comprising members of SACU and SACB and the business community, to formulate strategies to urgently redress these imbalances.

iv) To contribute through cricket to the creation of a just society in South Africa where everybody democratically has a common say and a common destiny.

v) To respect the sports moratorium against cricket tours to and from South Africa. To respect existing individual contracts pertaining to overseas professional cricketers playing in South Africa at present, it will be the responsibility of the newly formed national body to determine the desirability of overseas professional cricketers playing in South Africa.

vi) To have respect for and obtain recognition from and membership of the international cricket council.

vii) To establish a working relationship with SANROC and the Supreme Council of Sport in Africa.

viii) To administer and share, with immediate effect, the resources within the development field.

ix) To undertake to school their respective constituencies of the spirit and letter of this statement of intent with immediate effect.

A further agreement arising out of (viii) above was that both bodies would share development resources and a special committee consisting of highly effective contributors not directly involved in cricket, would be nominated. This committee would redress former imbalances in the game at all levels.[26]

The recognition by both bodies of imbalances that existed and the need to address these imbalances on the one hand, and to respect the sports moratorium against cricket tours on the other, meant that this statement of intent gained ready acceptance by non-racial sportspersons. It clearly enshrined the principles of non-racialism.

3.5 Unity a Step Closer

After the agreement on the statement of intent a further meeting was held on the 20 January 1991. Arising out of this meeting it was decided that the goal of unity was to see all cricket below national level united by early May 1991, to enable the national body to convene the first Annual General Meeting by mid June 1991 and, for cricket to be played together from the beginning of the new season, October 1991. Emphasis was again placed on the development programmes. In order to provide a situation with true merit selection it was necessary to start at grass roots level. Joint

Development Committees were therefore formed immediately within the provinces to administer and direct the development of cricket at grassroots level within their respective areas.[27]

A subsequent meeting was held on 20 April 1991[28]. At this important and final meeting the seeds of unity were sown. This meeting agreed on the following:

i) One united non-racial body to control all cricket in South Africa be formed on 29 June 1991 in Johannesburg.
ii) The name of the new body to be - "The United Cricket Board of South Africa".
iii) The executive committee of the Board will comprise 10 members from the South African Cricket Board and 10 members from the South African Cricket Union.
iv) For the first year Mr GF Dakin will be the President and Mr K Mackerdhuj the Vice President.[29] For the second year these two gentlemen will reverse their roles.
v) For this period Dr Ali Bacher will be the managing director.
vi) Following the first two years the constitution will provide for an executive committee that will consist of 10 members who will be elected to office on an annual basis by the affiliated provinces.

From this moment the steps to unity in cricket were irreversible. The cricketing fraternity was now waiting with bated breath for the inauguration of the new body and the return to international cricket.

3.5.1 Membership of the International Cricket Council (ICC)

On 22nd April 1991 both SACU and SACB sent a joint letter to the ICC for membership. Their motivation was on the basis that unification was being contemplated and would in fact be achieved before the ICC meeting in July. They were anxious that the ICC meeting should consider the re-admission of South Africa to membership of the ICC. The ICC was informed that the name of the single controlling body would to be "The United Cricket Board of South Africa".

The reasons for pressing for South Africa to become a member of the ICC as soon as possible were, **inter alia**, the following:[30]

i) Cricket today was making a vital contribution to the total rejection of apartheid and to the normalisation of sport at all levels in South Africa;

ii) The two bodies, together with the very large numbers of cricket players in schools, universities, clubs and representative teams, the vast community of cricket supporters throughout the South African public, the various cricket unions, administrators, sponsors and potential sponsors, were now after years of frustration, all eager to take up the challenge of the new South Africa. Membership of the ICC would be an enormous stimulus.

iii) In the same way as cricket has endeavoured in the past, to be a strong catalyst in the normalisation of society, both bodies respectfully submitted that it has an equally important role to play in a

post-apartheid South Africa in normalising relationships between the different communities of the country. Their ability to exercise this most important role would be immeasurably enhanced by South Africa as a member of the ICC.

Future contact between South African cricketers and administrators and those of other countries would have an important influence on South African cricket and its supporters and could only expedite the finalisation of change in this country.

The application was made under the following conditions:[31]

i) the formation of one non-racial democratic cricket organisation for South Africa; and
ii) the total eradication of apartheid from the statute books which the State President of South Africa had announced would be passed in the next Parliamentary session; and
iii) the application being properly proposed and seconded by full members of the ICC.

3.6 Inauguration of the United Cricket Board of South Africa (UCBSA)

At the inaugural meeting[32] of the UCBSA, the constitution, which took months of preparation, was approved. The acceptance of the constitution gave rise to the launch of the UCBSA which for South African cricket was an historical moment. This would open doors at local and international level as no other previous deed or action had done.

3.6.1 Constitution

Upon agreement between SACB and SACU the constitution of the UCBSA contained a preamble.

3.6.1.1 Preamble[33]

"Whereas it was recognised by the cricketing fraternity of South Africa that South African cricket was played on a divided basis brought about by the system of apartheid.

And whereas the cricketing fraternity of South Africa have realised the need to fulfil the historic task of unifying the two cricketing organisations to enable a unified body to prepare its constituents for a united democratic South Africa.

Now therefore the South African Cricket Union and the South African Cricket Board hereby resolve to form a single organisation under the United Cricket Board of South Africa and under the constitution hereby established, to promote and control cricket in South Africa."

3.6.1.2 Aims and Objectives

The aims and objectives of the UCBSA were as follows:[34]

- to promote, advance, administer, co-ordinate and generally encourage the game of cricket in South Africa.

- To govern and also to make by-laws, rules and regulations governing, regulating and controlling cricket under the jurisdiction of the Board, and to add to, repeal, or alter such by-laws, rules and regulations and to enforce the carrying out of the same.
- To formulate, control and amend the conditions under which competitions are contested.
- To encourage and assist the dissemination of literature and information which may further the aims of the Board.
- To arrange, control, regulate or finance the visit of teams to and from South Africa either solely or in conjunction with governing cricket bodies of other countries.
- To seek membership of the International Cricket Council and to enforce the laws of the game of cricket as promulgated by the International Cricket Council from time to time.
- To settle disputes arising between members or bodies of persons connected directly or indirectly with cricket within the jurisdiction of the Board.
- To promote the development of playing facilities.
- To distribute monies to its members for the protection, promotion and advancement of cricket.

Two important aspects of the aims and objectives need special highlighting - the development of facilities and membership to ICC. While on the one hand development was crucial in terms of previously disadvantaged areas, on the other, the burning question was the length of time before international recognition was sought especially in terms of the moratorium that existed previous to unification. If the international

recognition meant immediate international contact then the perception of the non-racial sportsperson of the unification would be a negative one.

3.6.1.3 Principles

The Board was founded on the following general principles:[35]

- The participation of all inhabitants of South Africa in cricket without distinction based on colour, race, creed, religion or sex.
- A general unity of purpose and action by members of the Board.
- Mutual respect.
- Respect and recognition of penalties laid down by members of the Board.
- Strict adherence to the principles of non-racialism.

The UCBSA was clearly established on the principles of non-racialism. These principles set the tone for officials and players from different and divergent political beliefs and views to come together in the formation of a new cricket climate in South Africa.

3.6.2 Inaugural Address

The inaugural address by the President, Vice President and the Managing Director of the UCBSA spelt out the feeling of the officials of the unified body, who carried the hopes of thousands of Black and White cricketers across the land, whose destiny lay in the hands of the unified body.

3.6.2.1 President's Address[36]

"The inauguration of the United Cricket Board of South Africa is truly a momentous event. It is a great day for cricket, but more than that it is a great day for our beloved country. Our united board proves that when people are genuine and sincere in their desires and motives, it is possible to build a better society for all of us and our children.

Cricket has been played in South Africa for more than 100 years, but never before have all the cricketers of our country come together in true unity. For me personally it is a time of pride and joy. As a cricketer, I played under a system in which we cared about our cricket - but what we cared about was the image of our international results. There was not a great deal of caring about our entire cricket population.

It took the Basil d'Oliveira affair of 1968 to bring home to us just what apartheid was doing to our cricket. It was a crucial moral issue. Cricket and society had to change if our children were to have a future in this wonderful land.

I was involved in what we termed the "normalisation" of cricket in 1975 and 1976, which led to the formation of the South African Cricket Union in 1977. In hindsight it is easy to see why the unity of 1977 did not last. Quite simply, it was not genuine unity such as we have achieved in 1991, when the message of sharing and building from the ground up has permeated every corner of South Africa where the game is played.

Politics has inevitably become a factor in cricket. In my inaugural address after my election as President of the South African Cricket Union for a second term, I announced that we were going the political route. As a result I made it my business to set up a series of meetings with politicians of various persuasions.

The Mike Gatting tour was an unhappy landmark in our cricket history - but on the positive side the acrimony and debate about the tour brought a plethora of new and refreshing thought into the game.

I personally had been opposed to the tour, but in the tradition of democracy, I went along with my board when they decided to go ahead.

In the wake of the confusion caused by the decision to cut short the tour, it was time to tackle the political situation head-on.

I asked our Managing Director, Dr Ali Bacher, to convene a meeting of the board with several key political figures - Roelf Meyer from the government, Steve Tshwete of the ANC and Frederick van Zyl Slabbert of Idasa, who was the facilitator at what was a crucial first meeting.

I had been told by political friends that Steve Tshwete was an incredible human being - and so it proved.

That first meeting set the tone of the entire unity process. Negotiations are never easy, but there has been a great desire and enormous goodwill in our quest to mend South African cricket.

The role played by Steve Tshwete and also the National and Olympic Sports Congress has been enormous, but I wish to pay tribute to all the people involved in the negotiations for their role in bringing about a unity which will last for all time.

I am thrilled to be the first President of the United Board. I see it as a reward not so much for work done but a reward for having the desire to see this day dawn.

A great test lies ahead for our cricketers when we eventually play international cricket, but we can look forward to drawing our strength from a greatly increased number of cricketers as our development programmes bear fruit. We look forward indeed to the day when our national team will reflect the full spectrum of our society.

What will not change will be the culture of cricket. The tradition of cricket is one of fair play and sportmanship. It is that spirit which has brought us together, and it is that spirit which will prevail long after we have gone and our grandchildren are reaping the benefits of what has been inaugurated today."

3.6.2.2 **Vice President's Address**[37]

"Cricket has deep roots among people of colour in South Africa, the organised game going back to the second half of the 19th century. Cricket being originally a purely British pastime, the influence of colonisation

throughout South Africa meant an interest in the game being firmly entrenched in the minds of all those locals who became exposed to it.

Records reveal that in 1876, the South End Cricket Club of Port Elizabeth was created out of two pre-existing clubs.

A Malay team from the Cape Colony had the distinction of being the first Black South African side to play against an overseas touring team when they took on WW Read's 1891-92 English side over two days at Newlands. They were beaten but they were certainly not humiliated.

When South Africa undertook its first tour of England in 1894, J 'Krom' Hendricks was included in the final squad of 15 players, but he was subsequently left out as a result of the "highest pressure by those in high authority in the Cape Colony".

In 1897, De Beers Consolidated Mines Ltd presented to the newly-formed Griqualand West Cricket Board the Barnato Memorial Trophy to be competed for by Black cricketers throughout the country.

This body organised the first inter-provincial tournament in Port Elizabeth in 1898 and in 1902, the SA Coloured Cricket Board, (also known as the Barnato Board) was formed. This was the predecessor of the modern South African Cricket Board of Control (SACBOC) and the South African Cricket Board (SACB).

After a period of 22 years of rapid progress, differences of opinion led to several splinter groups being formed, each playing for different national trophies and broadly divided on ethnic lines. Although this was a period of turmoil, it produced several outstanding cricketers, such as googly bowler Taliep Salie who took all 10 wickets for a Malay XI against a White XI, which included Dave Nourse, AW Palm and Xenophon Balaskas.

In African cricket, the legendary Frank Roro established himself as an all-time great. He is reputed to have scored a century of centuries for his club, Crown Mines, including a mammoth career best of 304 against Main Reef in 1942. His record of 20 centuries in inter-provincial cricket is believed to be unrivalled.

Unity in Black cricket was formed again in the 1950s under the auspices of SACBOC (formed in 1948), and this period was arguably the "Golden Age" of Black cricket. It produced a host of outstanding players, including the great D'Oliveira, and it also led to the first tour organised by Black cricket, as well as the introduction of non-racialism. The catalyst for this was the first tour of South Africa organised by Black cricket, that of the Kenyan Asians in 1956. Selection of sides on ethnic grounds fell away, and SACBOC was re-constituted on non-racial lines in 1961. The Kenyan team generated considerable excitement, and although they swept all before them provincially, the South Africans won two and drew one of the three "Test" series. A reciprocal tour of Kenya was also undertaken. A little-known fact was that a West Indian tour of South Africa under the

captaincy of Frank Worrall was at an advanced stage of planning in 1959 when the tour was aborted for political reasons.

There was little contact in those days between White and Black teams, but one such match was worthy of note. In April 1961 a combined Transvaal team beat a John Waite Transvaal team containing several Currie Cup and Springbok players by 20 runs at the Natalspruit Indian Sports ground.

The 1976 season was the season in which so-called "normal cricket" was played. It was also the end of the road for the powerful and highly respected SACBOC. The "normal cricket" experiment was not a success and on November 13, 1977, the South African Cricket Board was launched. It expressed its total solidarity to the struggle for non-racial, democratic society in South Africa.

The Howa Bowl has been the premier competition organised by SACB and, in addition, there have been inter-provincial B matches played for the Booley Bowl on a zonal basis. For some three seasons in the 80s a national knockout competition sponsored by Benson and Hedges was played and junior national tournaments were held annually.

Pride of place in the well-organised and comprehensive junior cricket programme has been the annual under 16 tournament which has flourished since 1984 and produced numerous players of high-class quality. The SACB has, in its 15-year existence, vigorously committed itself to the establishment of a new sports culture in con-

sultation with progressive forces in South Africa. It has been at the forefront of the movement to transform sport through building a mass participation in the politics of sport. This has been achieved by locating sport within the changing conditions and requirements of the wider liberation struggle.

In its development, the South African Cricket Board has tried to overcome and liberate itself from anti-democratic procedures. It has tried to resolve matters by consensus and collective decision making, and, by its practice of accountability and mandate, it set itself on the path to a post-apartheid society. It is important that these practices are maintained in the future.

It is encouraging to all sports people that the United Cricket Board of South Africa has embarked on, with great success, a concrete programme of action in cricket; a programme that prioritises on a broad principled basis the concept of unity in sports. It is imperative that the United Cricket Board of South Africa steadfastly maintains its declared intention that non-racialism shall be the guiding principle in its endeavour to achieve peace and harmony in cricket and in our country.

This vision must always be its guiding light."

3.6.2.3 **Managing Director's Address**[38]

"This inaugural meeting of the United Cricket Board of South Africa is another clear indication that goodwill among people will always triumph.

We in cricket should be very grateful, and very humble, that this has happened in our sphere of influence in the world. It has happened almost overnight, with us beginning the process only some months ago in a guarded and divided atmosphere. And we are here now together - united in our search for a common destiny, through cricket, based on the finest ideals. These ideals are enshrined in our constitution, which embodies South African cricket's Bill of Human Rights.

We are also pledged, however, to ensure that our constitution is not going to be some dead document that is looked away in a safe and only brought out to prove a point. We are committed to making our constitution a living tapestry that grows all the time and helps form the very fabric of our nation beyond the cricket pitch.

The question now is not "will we get back into international cricket?". The question is "what will we make of it when it happens?" At the heart of our unity talks, and at the heart of our constitution, lies the aims and objectives of our development programme. The development programmes initiated by the SA Cricket Board and the SA Cricket Union have been a beacon to us all. They were manned by people who had the love of cricket emblazoned on their hearts, people who worked in extremely difficult circumstances on either side of cricket's Berlin Wall to keep the game alive in South Africa. Their efforts have been justly rewarded by the unification of South African cricket.

Tribute too must go to those members of commerce and industry who are providing funds to the new body to implement its development programme. The now joint development programme has shown as never before that it is just as important to give proper opportunities to a kid in our ghettos, as it is to hit a century against England before lunch. It is just as important to ensure that children, their teachers and parents from all communities get to know each other through cricket, as it is to take six wickets in an afternoon spell against Australia. It is just as important that there is grass to play on in Grassy Park, Cape Town, as it is to fill Newlands in a Test against the West Indies. South African cricket fully realises that you cannot have one without the other - not because it is expedient, but because it is morally right and because this is the only way you can build a common future.

In cricket, we have to keep our eye on the ball. That does not mean that we must shine only one side of the ball. If we are to get into international cricket, then I would suggest that it is the United Cricket Board of South Africa and the majority of South Africans who should decide the timing of that momentous occasion. Fortunately, there are now structures such as the National and Olympic Sports Congress through which the majority of sports people can give expression, and it is through these structures that cricket can get a proper assessment. Only in this way will South African cricket have the full backing of most South Africans when it takes to the Test arena again. And having done that (and I believe it will be sooner than later), then we have to bring all our forces into play. We have to use significant portions of the funds

that accrue from international competition both here and abroad to uplift the game at home at grassroots. We have to at all times continue to get assistance from all we can - from gate takings, governments, commerce and industry - to redress the imbalances that exist with facilities and opportunities. We have to, as well, learn from the West Indian experience as told to our unity talks chairman, Steve Tshwete, and myself on a recent visit to Britain. The message came loud and clear from the High Commissioner of Jamaica who told us how cricket had united the people of the West Indies - Blacks, Whites, Coloureds and Indians.

And speaking of Steve Tshwete, I would like to offer my personal thanks to him for what he has done for cricket in South Africa. He has been a statesman, a philosopher, a guiding light to us all. He has told the cricketing world at large that South African cricket is an embryo that needs oxygen, and that to suffocate it now would be terrible. He has told the world that South African cricket is providing an outstanding example to all. We dare not let this ideal down - not now and not in the future, whatever that future may hold."

3.6.3 **Inauguration : The Response**

These inaugural addresses reflect a notion of compromise that is also evident in the greater society in this transitional phase of South Africa. The apartheid sport era that existed and deprived people for so long, although leaving a bitter taste, did not prevent administrators from working towards a common goal of establishing one controlling body for cricket in South

Africa. In fact, what apartheid did was make people aware that the only way forward was to come together. The inaugural address also outlined the urgency to implement development programmes amongst the disadvantaged sectors of the community.

Arising out of unification and the formation of the United Cricket Board of South Africa, a delegation from UCBSA, consisting of the President - Geoff Dakin; Vice President, Mr Krish Mackerdhuj; the Managing Director, Dr Ali Bacher and Mr Steve Tshwete from the ANC were invited to present its case for membership to the ICC. Through the lobbying of member countries by the delegation, South Africa was formally admitted to the ICC on 10 July 1991.[39]

The support by the NSC for the lifting of the international moratorium[40] on cricket and South Africa's subsequent return to the international stage was an emotional one that will be firmly entrenched not only in people's minds, but in the history of the game.

South Africa's return to international cricket took everyone, but more especially the under-privileged sportspeople, by complete surprise. Just four months after gaining ICC membership South African cricketers jetted off to play India as a "thank you"[41] gesture in return for their support of South Africa's membership to the ICC. Soon after returning the South African team was again off to participate in the World Cup.[42] Although these visits were momentus for cricket in South Africa, the non-racial cricketers formerly from the SACB began asking questions about the purpose of unification.

4. Summary

The path to cricket unification, for so long stained with the blood of thousands of non-racial sportspeople who gave their lives in the struggle for a non-racial democracy in sport and society, unification was a victory.

The declarations of London, Harare and Sweden placed the necessary pressures on the international community not to participate in or against South Africa. Furthermore, the solidarity amongst the different countries against South Africa resulted in South Africa being expelled from the international body. Urged by the slogan "no normal sport in an apartheid society", the internal non-racial community led to the apartheid authorities rethinking their exclusiveness in terms of apartheids restrictive policies.

The success of the sports boycott which brought about the first breaches of apartheid's doctrine of racial separation, demonstrated that the imposition of effective sanctions was the only proven means by which the international community could enable the oppressed people to secure the total destruction of apartheid.

The long and heroic struggle of the people of South Africa and the powerful movement of international solidarity with the struggle have in 1990 finally succeeded in bringing within grasp the possibility of a peaceful and negotiated settlement, which would eliminate apartheid and establish a non-racial, democratic state.

The basis of free and fair exercise of universal adult suffrage by all the people in a united and non-fragmented South Africa could lead to a just and lasting solution to the explosive situation prevailing in Southern Africa, and could achieve the effective ending of racism in sport.

The international community called for sports bodies and sportspersons in South Africa to speedily overcome all remaining difficulties so that united bodies for all codes of sport could be achieved, without trace of racial segregation or discrimination in their constitutions or practices. This would lay the basis for a national non-racial sport federation encompassing all sportspersons in the country, irrespective of race, colour, sex or political ideology or affiliation. The reality of accepting this call opened the way to the unification process.

The NSC's role in the abandonment of the Gatting Tour despite media manipulation, police charges, tear gas attacks, and threats of being declared illegal, should be applauded. Besides creating the space for unity talks to begin, the NSC played a role in the talks themselves. Their presence, with that of the ANC, steered the unity talks in the right direction. A lesson that was so vital from NSC's role was that the power of the people was needed in order to effect change.

The joint meetings of SACB and SACU to achieve unity while establishing firm principles and preconditions gave a positive indication of the spirit of administrators' sincerity in the process of unification.

In moving forward towards a progressive culture in sport, apartheid had to be destroyed. Non-racialism was a dynamic and progressive principle which was recognised as a catalyst leading to the creation of a new cricket community which was based on merit, irrespective of race, creed, colour, sex or religion. The philosophy of non-racialism was the guiding principle in the endeavour to strive for unity, peace and harmony in cricket, in sport and in our country.

The recognition of SACU that SACB had run cricket affairs under trying and difficult circumstances cleared the way for finding solutions to obstacles that were present in the path to unity.

Agreement on the Statement of Intent and the need to address the imbalances of the past provided an opportunity for joint committees from SACB and SACU to push ahead with unification. The joint development committees were formed within provinces to administer and direct development of cricket at grassroot levels in order to provide a situation where true merit selection could result.

The formation of the UCBSA and the international recognition thereof resulted in membership to ICC. The founding principles of non-racialism set the tone for officials and players from divergent political beliefs and views to come together in the creation of a new cricket climate in South Africa. The inauguration of UCBSA noted the historic significance of the day not only for cricket but for society and the country as a whole. The sincere desires and motives of genuine people showed that it was possible to build a better

society for everyone. Gone were the days of rebel tours and anti-democratic procedure. The declared intention of non-racialism was now the guiding principle to achieve peace and harmony in cricket in the country. South Africa's subsequent tumultuous return to international cricket was, however, shadowed by questions about the objectives of unification.

The apartheid sport era that deprived people for so long did not prevent administrators from working towards a common goal of establishing one cricket controlling body for all cricketers in South Africa. The next chapter highlights the structure of UCBSA with particular reference to its development programmes.

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21. **Loc. cit.**
22. **SEE** Report on Unity Meeting - Special General Meeting.
23. Colin Bryden : **Return of the Prodigal : South Africa's Cricketing Comeback**, Jonathan Ball Publishers, Johannesburg, 1992, pp. 35-36.
24. Minutes of Unity Meeting of the South African Cricket Union and the South African Cricket Board held in Port Elizabeth on 16 December 1990.
25. **Loc. cit.**
26. **Loc. cit.**
27. Minutes of Unity Meeting of the South African Cricket Union and the South African Cricket Board held at Jan Smuts Holiday Inn, Kempton Park on 20 January 1991.
28. Minutes of the Unity Meeting of the South African Cricket Union and the South African Cricket Board held at Jan Smuts Holiday Inn, Kempton Park on 20 April 1991.
29. The agreement reached between SACB and SACU was that the President of SACU, Mr Dakin would serve as President of the new body, the United Cricket Board of South Africa for the first year and the President of SACB, Mr Mackerdhuj, would serve as President of the new body for the second year. Thereafter open elections would be held for all positions on the executive.
30. Application for membership to international cricket conference from South African Cricket Union and South African Cricket Board, South Africa, 22 April 1991.
31. **Loc. cit.**
32. Minutes of the Inaugural meeting of the United Cricket Board of South Africa held in the Wanderers' Club, Illovo on 29 June 1991.
33. **Constitution** of United Cricket Board of South Africa.
34. **Loc. cit.**
35. **Loc. cit.**
36. Inaugural Report of the United Cricket Board of South Africa, Johannesburg, 29 June 1991.
37. **Loc. cit.**
38. **Loc. cit.**
39. Colin Bryden : **op.cit.**, pp. 38-39.

40. **Loc. cit.**
41. The "thank you" gesture was seen as an act of good faith by the Executive of the UCBSA towards the Cricket Board of Control of India which supported South Africa's readmission to International Cricket. In addition to this Pakistan had just aborted their tour to India because of a threat to their personal safety and India was desperate for a tour to cover its financial losses for the arrangement of the aborted Pakistan tour.
42. **How's That!** : The Argus Souvenir, National Book Printers, Goodwood, 1992, pp. 8-17.

CHAPTER SEVEN

THE ORGANISATION AND STRUCTURE OF THE UNITED CRICKET BOARD OF SOUTH AFRICA WITHIN THE CONTEXT OF THE UNIFICATION PROCESS

1. Introduction

As noted 2 February 1990 will always be remembered in South African political history as the day the President, Mr FW de Klerk, made one of the boldest speeches ever heard in South Africa. It was on this day that apartheid South Africa did a somersault towards the road to non-racialism and democracy.

While 2 February 1990 will remain entrenched in the minds of every South African and also millions of people around the world, 29 June 1991 will be equally important for South African sport, but more especially, for South African cricketers. This was the day when the United Cricket Board of South Africa, a truly non-racial controlling body for cricket in South Africa, was inaugurated.

This momentous occasion in South African sport made possible, after years of sacrifice, a new organisation and structure for cricket in South Africa. Gone were days when two national bodies controlled cricket. Now for the first time there was a body accepted totally

by the international community and more importantly by the ICC.

Integral to the inauguration of UCBSA is its development programmes. These programmes are seen as essential to the unification of cricket in South Africa. Through these programmes the previously disadvantaged communities would be able to address the imbalances of the past. Through these programmes thousands of Blacks would be able to compete on an equal footing with their White counterparts, an opportunity previously denied to them.

The objectives of this chapter are to discuss the following:

i) Organisation and structure of the United Cricket Board of South Africa.
ii) Development programme of the United Cricket Board of South Africa.
iii) Provincial structures and development.
iv) Views and questions on current situation on unification.

2. The Organisation and Structure of United Cricket Board of South Africa

The acceptance of the constitution of the UCBSA immediately set in motion a structure which comprised of the following:[1]

- President
- Vice President
- Managing Director
- Treasurer

- Executive
- Sub-Committees
- Affiliates.

The structure of the UCBSA is aimed at administering the game of cricket in South Africa. The actual individuals occupying the different positions in the organisational structure of the UCBSA are for the purposes of this thesis, irrelevant; the organisational structure when shown will therefore not depict the names of these individuals.[2]

The figures (5 to 8)[3] depicted on the pages that follow show the constitutional hierarchy of the UCBSA.

FIGURE 5: ORGANISATIONAL STRUCTURE OF THE U.C.B.S.A.

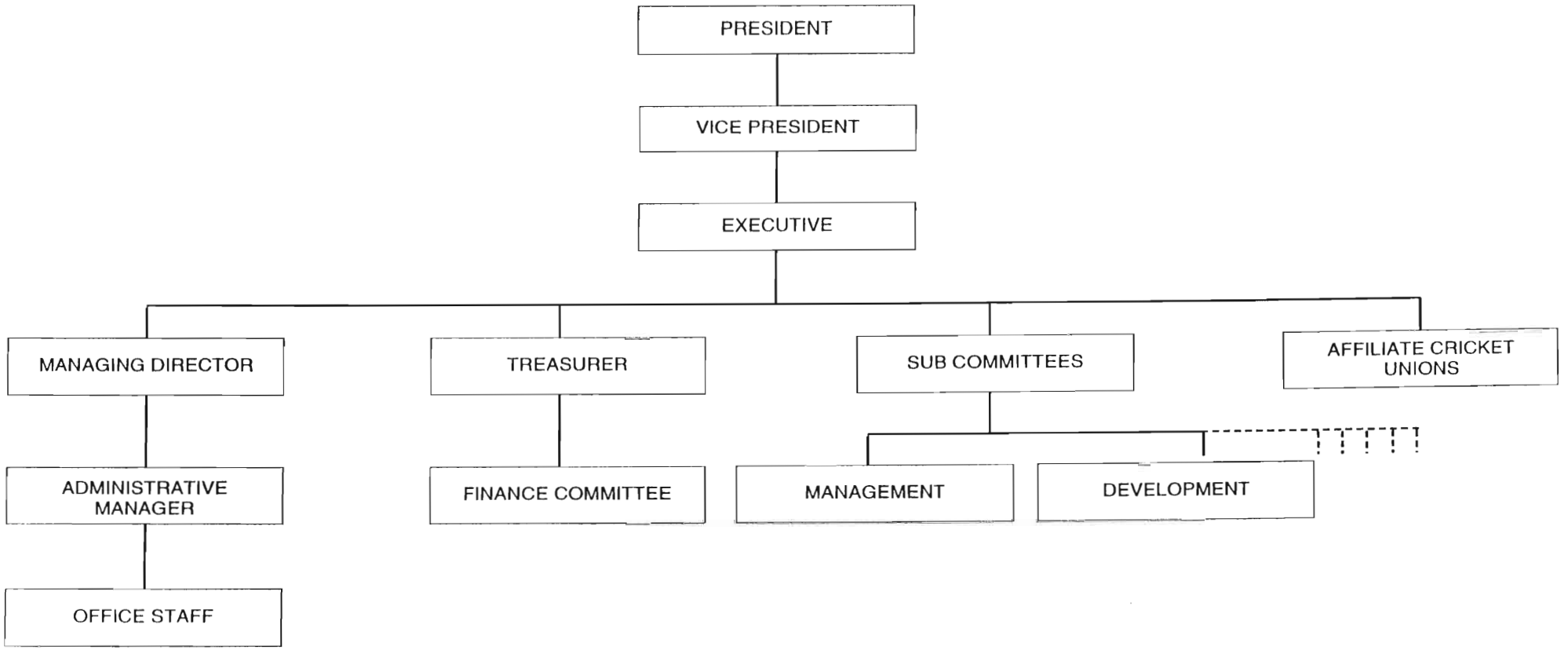

FIGURE 6: ORGANISATIONAL STRUCTURE OF THE UCBSA - SUB-COMMITTEE

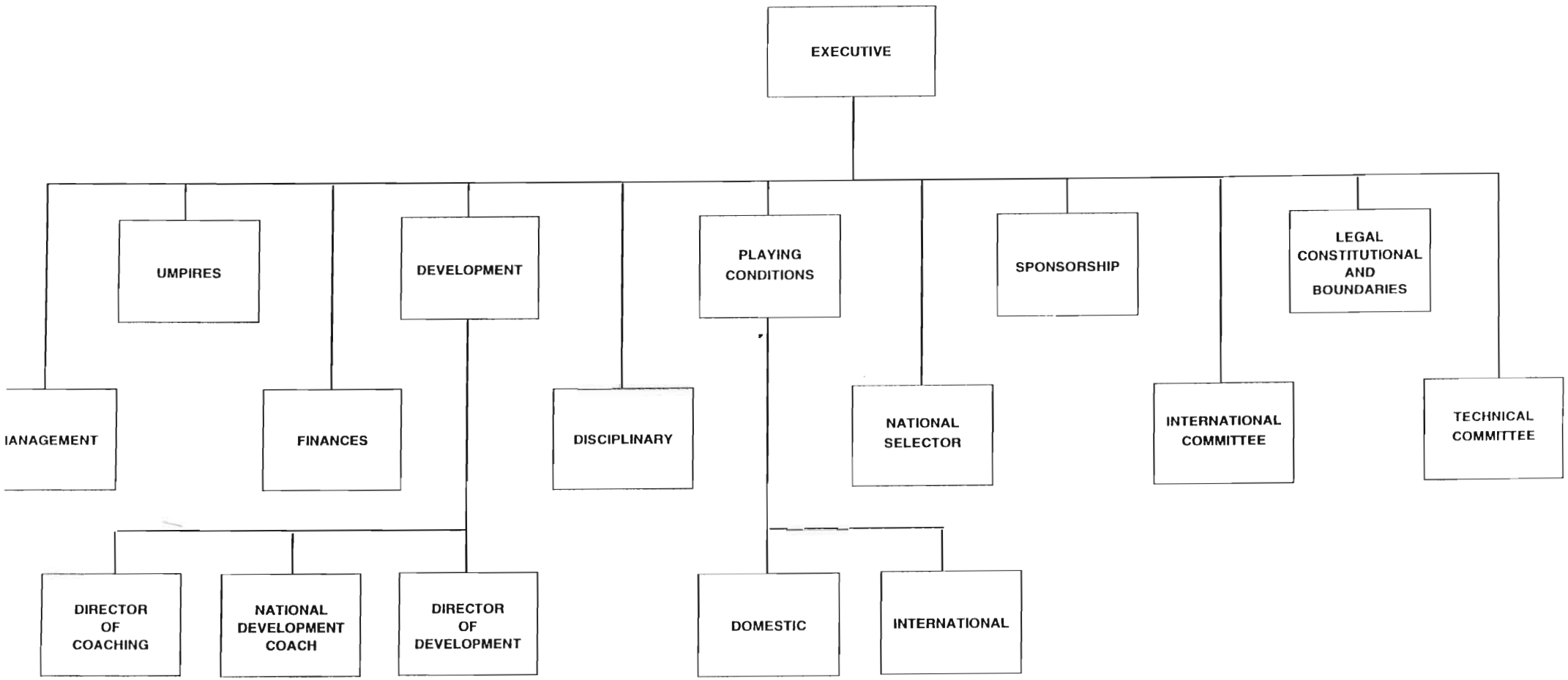

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FIGURE 7: ORGANISATIONAL STRUCTURE OF AFFILIATES OF THE UCBSA

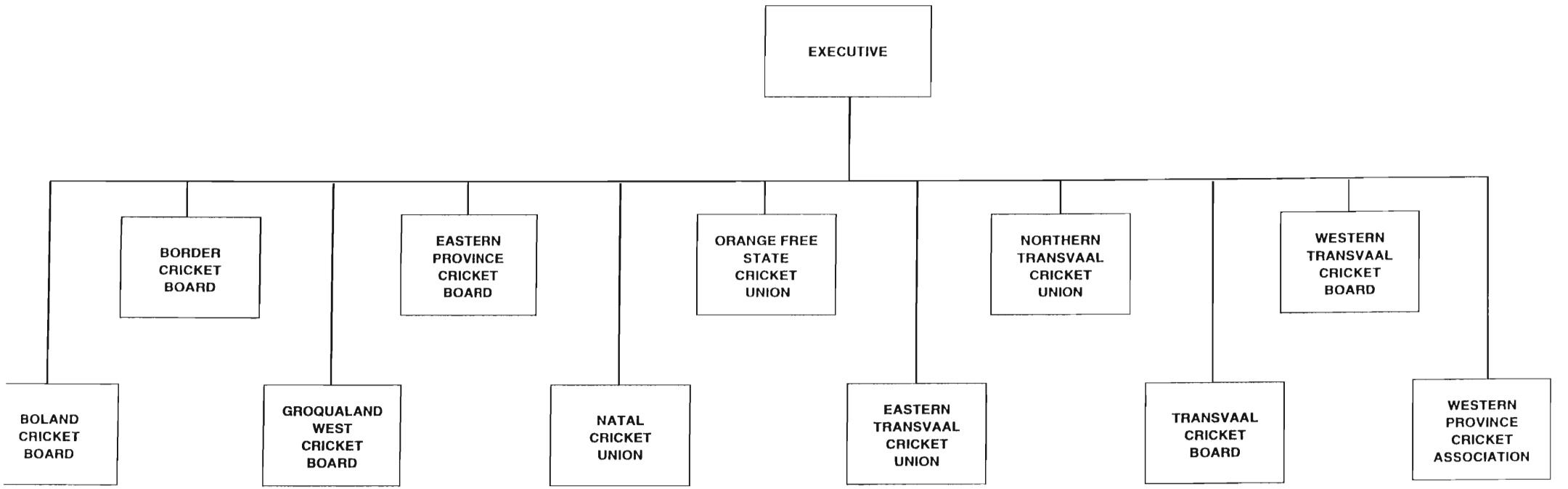

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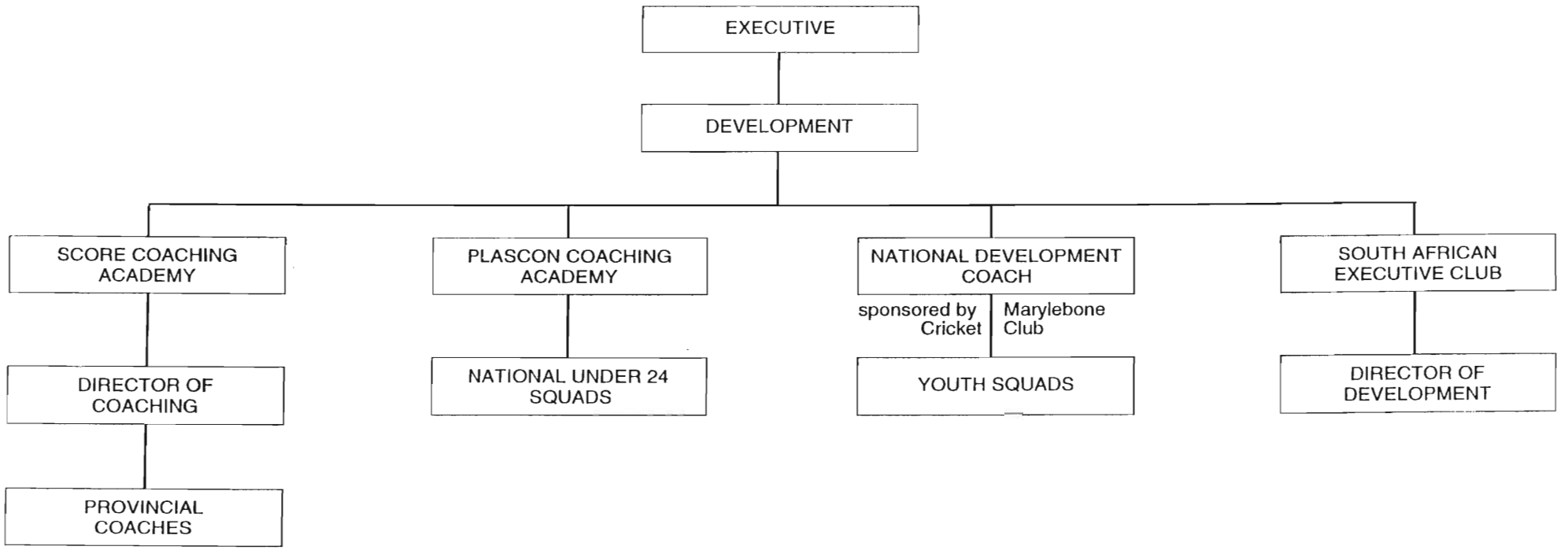
FIGURE 8: ORGANISATIONAL STRUCTURE OF THE UCBSA DEVELOPMENT PROGRAMMES



The structures that evolved since unification are structures that emerged from the interaction of different individuals pursuing the functions and objectives of the UCBSA. The administrative structure of the national office may necessarily change when functions increase or decrease, as well the structures of sub-committees and affiliates.

The fluidity of structures are determined by increasing needs and change in objectives. The human element of an organisation plays a vital role in ensuring whether objectives are reached in an efficient and effective manner. In order to ensure that the structure takes a realistic form so that realistic goals are achieved, it is of extreme importance that the decision-makers serve as a unit for the sake of the organisation rather than for individual gain. Only through group effort can realistic goals be achieved. In the case of the UCBSA the bodies entrusted with this function is the Executive Committee and the General Council of the Board.

2.1 Executive Committee[4]

The affairs of the Board between the Annual General Meeting and Special General Meeting are conducted by the Executive Committee, which comprises of the following office bearers:

- a president,
- a vice-president,
- treasurer, and
- nine other persons.

These office bearers are elected at the annual general meeting. The executive committee, in conducting the affairs of the board, exercises all such powers and performs all such duties that are required to give effect to the objectives of the board. The executive committee has the right to:

- appoint sub-committees; and
- confer on such sub-committees all such powers and prescribe such duties at its discretion.

2.2 The General Council of the Board[5]

The General Council of the Board is the highest authority. The General Council via the President or the Vice President, manages the affairs of the Board at its annual general and special meetings. The General Council of the Board comprises of the following:

- the executive committee
- one delegate per ordinary member
- one delegate per associate member, and
- such other persons as may be determined by the General Council from time to time.

The Executive Committee and the General Council of the Board are the two most important committees that give effect to the constitution of the UCBSA. Arising out of the unification process, the development programmes were given priority over any other activity. It is for this reason and for the relevance of this thesis that development under the auspices of UCBSA is highlighted.

2.3 Development Structure[6]

The development function in the structure of the UCBSA is crucial to the unification process. It is through these programmes that the imbalances of the past are to be corrected. It is also through these programmes that people of colour will be in a position to compete for inclusion in a national side of true merit.

In the inauguration of the UCBSA, the Public Affairs Director described its development programme as follows:

"The development programme of the United Cricket Board of South Africa is the most important of all its structures. It is here that the imbalances of the past and the strengths of the future will be determined. And it is here that the UCBSA will be able to offer South Africa, and the world, an example that will go far beyond the playing fields. Essentially, the development programme has these aims:

- To broaden the base of cricket into all communities in a unified, non-racial and democratic way.
- To provide, through cricket, new opportunities for the overall development of disadvantaged people.
- To create equal opportunities through facilities, coaching and equipment for all those who want to play cricket.
- To tap all resources available to cricket to strengthen the overall standard of the game.

To achieve these aims, the UCBSA has formed a development council, under the joint directorship of Ali Bacher, Managing Director of UCBSA, and Khaya Majola, Director of Development. The council comprises an executive, with general members coming from all the development regions. The Council meets annually to plan programmes, priorities and budgets.

The development programme is a massive and ambitious undertaking, and its aims can only be achieved with the support of the national executive, the provinces, the communities in which cricket is played, and most importantly - commerce and industry.

The private sector has played a pivotal role in the development programme, contributing no less than R2,5 million a year. These funds are controlled and used by the development council in the following broad areas:

- Introduction to cricket (Bakers Mini Cricket)
- Coaching of players and teachers (Score Furnishers Cricket Coaching Academy)
- Transport, equipment and facilities (SA Executive Cricket Club)
- National cricket weeks - OK under-12, PG Wood under-15.

To meet its first aim of broadening the base of cricket in South Africa, the development council took cognisance of the fact that many disadvantaged communities had little cricketing background, and most had virtually no facilities at all. The key to solving what seemed like an insurmountable obstacle came in the form of Bakers Mini Cricket.

This modified form of the game was the brainchild of Ali Bacher and West Indian Test star, Alvin Kallicharran. It is aimed at introducing very young children to cricket in a comfortable and entertaining way on virtually any surface, much like the famous West Indian beach cricket.

With massive support from Bakers, mini cricket is being taken to the four corners of South Africa and thousands of youngsters are getting a wonderful start to the game with their own bats and balls.

To reach another of the council's aims - tapping all the resources available to cricket - this base, has indeed to be broadened further. To do this, it has to teach thousands of teachers to become proficient at all levels of coaching. This is the job of the Score Furnishers Cricket Coaching Academy, which trains teachers to become coaches, and then assists in the further development of players and coaches. The academy is sponsored by Score Furnishers, and was previously supported by another FSI Group Company, Form-Scaff. The academy offers a wide range of cricketing educational services that includes coaching at all levels for players and coaches, as well as courses in groundmanship and administration. It has a full-time director, Hoosain Ayob, and has access to South Africa's best coaches.

A feature of the development programmes is the emergence of a large number of women coaches. Particularly in Black communities, most primary school teachers are

women and so they have naturally fitted into the coaching programme - many of them gaining the best results in South Africa.

A significant portion of the Score Furnishers' sponsorship is set aside for adult education bursaries for those teachers who show aptitude and dedication in the development programme, to help them further their academic qualifications through cricket.

Another important feature of the development programme has been the rise of administrators from all communities, ensuring that cricket is run democratically for the benefit of all.

After the children and their coaches emerge from the Bakers Mini Cricket programme, they are absorbed into formal cricket. The problem of a lack of facilities, transport and equipment in the disadvantaged areas has to be addressed, and once again, commerce and industry has come to the rescue.

The South African Executive Cricket Club, under the chairmanship of Mervyn King, was formed to provide funds for new opportunities through cricket, for disadvantaged children. The club comprises 20 members, each representing a sector of commerce and industry, and together they raise R1-million a year. This is used to offset some of the costs of transporting underprivileged children to existing facilities, building new facilities and providing basic equipment. In this way they are able to take part in regional school cricket leagues which are bringing together children, teachers and parents from all communities, on an un-

precedented scale. This demand for the game is also bringing its own demand for facilities in the under-privileged areas, and the development council is working on several feasibility studies for the erection of multi-purpose sports facilities in these regions.

As the children go up the cricket performance scale, they need new avenues to express their talents and so the development council has two national weeks - the OK under-13 and the PG Wood under-15 weeks. The sponsorship by OK and PG Wood provide new opportunities for youngsters in the development programme to not only improve their cricket, but also for them to broaden their horizons, gain new confidence and make new friends. These tournaments, held in a different centre each year, are a preview of what is going to be the face of our national cricket squads in a few years time. If they are anything to go by, South African teams of the future will play with great skill, determination and flair.

But the development programme is not only about building champions. It also is about helping to build - through cricket - a proud, united and democratic nation".[7]

In addition to the above the top coaches and talented under-24 cricketers who have the potential and the ambition to pursue their cricket career to the ultimate achievement of playing for their country, are invited to the Plascon Cricket Academy.[8]

The Plascon Cricket Academy provides a finishing school for young cricketers of first-class standard, chosen by the national selectors. In addition to the under-24 academy there is also a separate under-15 academy.[9] The role of the Plascon Cricket Academy will be increasingly more important as the development programmes of the UCBSA takes shape.

In spite of these programmes, the UCBSA lacks a coherent development programme that could be implemented on a uniform basis across the country. The **ad-hoc** existence of the development programme results in the under achievement of national goals.

2.3.1 Director of Coaching

The director of coaching presently falls under the Score Coaching Academy (Figure 8). This means that he is answerable firstly to the academy and secondly to the administrative manager of the UCBSA (Figure 5).[10] Furthermore the finances to employ the director lies with the academy and as such could terminate as the situation changes.

The founding principle of the constitution of the UCBSA and the unification process is the development programmes. The **ad-hoc** link that exists between the director and the UCBSA could result in the objectives of the development programmes being inadequately addressed. Furthermore, the **ad-hoc** employment of the academy coaches does not allow adequate time for them to update their knowledge of modern coaching methods.

Notwithstanding the above the director co-ordinates requests for the various courses that are offered by the academy. Besides offering courses at level I, II and III, additional courses for leaders, administrators, mini-cricket and courses for groundsmen are offered. The courses are delivered by a panel of "qualified" coaches.[11] The main objectives of the Academy are:[12]

- to provide suitably qualified coaches to children in under-privileged areas by training school teaches in those areas,
- to provide annual academic bursaries to the most talented participants in the coaching programme to enable them to further or complete their studies.

The current need for coaching since unification has reached alarming proportions. The academy as currently constituted cannot possibly cater for all needs. Only requests for coaching in the more underprivileged areas are given priority by the director.[13]

Although there exists a working relationship between the director and the various provincial directors, there is a lack of control in respect of the co-ordination of coaching programmes at provincial level. The reason for this lies in the fact that provincial directors are paid by the provincial unions and therefore control their own programmes. Only when there is a need for courses and advice, does the director become involved at the provincial unions.[14]

Furthermore, because of the divided loyalties that exist between the director and the academy on the one hand, and the director and the UCBSA on the other,

there is a tendency for the director's role to become confused especially in terms of the personality of the one giving the instruction.[15] This role becomes more problematic when daily plans of the director are changed by either the academy or the UCBSA who feel that priority should be in a different area or action.[16]

While the courses are directed towards teachers who are considered to be in the best position to coach children, there seems a lack of commitment by them to follow through with those who graduate from mini-cricket to hard ball cricket. Thus far since unity 8 000 teachers and community people have been trained, but this number comes nowhere near addressing the problem in terms of the number of coaches needed to meet all the requests for coaching. Furthermore, because of the shortage of funds and incentives, qualified coaches lose interest and leave the programme. This compounds the problem. Another problem that is rapidly gaining ground and which needs urgent attention, is one of follow-up. Presently because of prohibitive costs, not enough follow-up programmes exist for youngsters to graduate from mini-cricket to hard-ball cricket.[17]

As can be gathered from the above the director's function is an extremely demanding one which becomes complicated by the lack of structure that exists at the national level.

2.3.2 Director of Development

The director of development, like the director of coaching, is not directly responsible to the UCBSA. The director is paid out of funds generated by the South African Executive Club (SAEC), and as such is answerable to them. This loose arrangement is again problematic as it lacks permanency and is devoid of structure.

The SAEC, whose funds employ the director, was formed to provide funds for new opportunities through cricket for disadvantaged children. The club comprises representatives from different sectors of commerce and industry. The objectives of the members is to raise R1 million a year which would be used to offset some of the costs of transporting underprivileged children to existing facilities, building new facilities and providing basic equipment. In this way children, teachers and parents from all communities are brought together on an unprecedented scale. The demand to play the game brings about a demand for facilities in underprivileged areas.[18]

The director's role arises out of the need to address the requests for facilities in underprivileged areas. The role of the director of development is complemented by that of the director of coaching: while the director of coaching provides the courses to produce coaches, the director of development follows up by creating structures in communities to enable cricket leagues to develop. This intervention by the director has resulted, in 1992, in 283 development teams playing in the under-13, under-15 and under-19 leagues.

The cost of the development exercise, which includes to a large extent the provision of facilities, was R6,5 million.[19]

The present situation of the development leagues is a structure that takes care of firstly, the large numbers that are involved and secondly, the need to supplement the coaching programmes. The leagues are between school teams and also between area teams. The area teams are put in place to take care of many schools existing in an area. The structuring of development takes different forms in different provinces and unions.[20]

The problem that presently exists in terms of the director of development is similar to the one experienced by the director of coaching. Besides being caught in a situation that lacks organised structure, a further problem that is encountered by both directors, is that there is no avenue to make a direct input to the executive of the UCBSA. This further complicates issues when the executive lacks information in terms of making 'informed' decisions about the most important aspect of the unification process, the development programmes.[21]

3. Development Programmes of the United Cricket Board of South Africa

As noted the development programmes will be discussed in terms of finance, players, and officials.

3.1 Finance

Realising the need to provide facilities in keeping with their policy of taking cricket to the masses, the UCBSA contributes 15 percent of tour takings to effective multi-purpose facilities for the underprivileged.[22] Cricket development benefits directly from this exercise. A joint committee of the UCBSA and the NSC decides on the allocation of the sum of approximately R2 million. In the past season nine areas were provided with money to build multi-sport facilities. Areas like Soweto, Natal and Border received R500 000 each, while R700 000 was allocated to the development fund.[23]

In addition to the 15 percent provided for multi-purpose facilities, a further 5 percent is earmarked for cricket's own development programmes.[24] Furthermore, through the SAEC, support is provided to the different provinces for transport, equipment and facilities.[25]

An additional means of supplementing the development programmes is through contributions coming from the British government and also other anonymous donors who make available either equipment or funds.[26]

3.2 Players

The UCBSA's founding principles of addressing the imbalances of the past takes shape in the form of the recently approved policy on affirmative action.[27] The UCBSA decided that the national side and the provincial side would be selected on merit. All other sides would

be selected with the policy of affirmative action being given priority. This in essence means that all sides picked outside the national and provincial teams will in future give opportunities to underprivileged players who possess the necessary talent and potential to play cricket at an appropriate level. The UCBSA decision will enforce the provincial union to respect the unification agreement to address the imbalances of the past.[28]

Despite previously not having a definite policy on affirmative action, five players from the development programme were selected, according to the UCBSA, on merit, for the national under-17 team that toured Britain. According to the president of UCBSA, Krish Mackerdhuj, "the composition on merit of this historic team is a tribute to our development programme and the commitment of the youngsters and coaches who are part of it." This new face of South Africa Cricket was accredited to team work by people from all communities.[29]

This decision on affirmative action by the UCBSA addresses the development needs of underprivileged players. It creates opportunities for these players to not only be coached at an appropriate level but also to now play with and against the more talented players, thereby enhancing their own development. The negative aspect that could be attached to the affirmative action decision by the UCBSA is that it had come in to effect two years after unification.

3.3 Officials

Development in the boardrooms and corridors of the cricket authorities has always centred around the development of facilities and players. All too often the development of officials, which is a vital facet of development, has been ignored.

The agreement at the inauguration of the UCBSA accepted that on the executive there would be equal numbers from the old SACB and SACU. The reason for this was to give the officials time to develop and also to become known to the affiliates. The arrangement was for a 2-year interim period. Thereafter, there would be open democratic elections for officials to serve on the board.[30]

After the first open elections the percentage of former SACB officials on the executive of the UCBSA has been reduced drastically to 33 percent. The picture worsen when the constitution of the sub-committees are studied.[31] This trend if not addressed now could move towards a situation in which there is a total wipe-out of former SACB officials. Furthermore, a concept of tokenism arise whereby certain influential Black officials may be kept on board by appropriate canvassing by influential White officials, who may have different agendas. The present situation at the UCBSA also does not allow for the development of new White or Black officials.

Regardless there is a strong commitment by the UCBSA to address the development of all facets of the game of cricket, including the development of officials. Ad-

dressing this issue the president of the UCBSA is of the opinion that it is a credit that so many officials from the former SACB are still serving on the provincial and national body. It is through their own ability that they are able to be elected to the positions. The extended committee system in operation this year, according to the president addresses two problems. On one hand it provides expert advice to the executive and on the other, it gives new officials an opportunity to serve at national level. The president confirms that his executive are on the constant lookout for new talented officials who could be recommended to the national body. It was the president's belief the the present make-up of the national body has evolved through a democratic process; he expressed his satisfaction with the composition of the current structure.[32]

3.4 National Development Cricket Coach

The National Development Cricket Coach (NDCC) is currently sponsored by the Marylebone Cricket Club (MCC) and attached to the UCBSA on a three year contract. Although the NDCC is based in South Africa, he will also be available to coach in other areas of Africa, such as Namibia, Uganda, Kenya, Zimbabwe, Nigeria, Tanzania, Zambia, Ghana and Sierra Leone.[33]

The NDCC was brought to South Africa to lend support to the intensive development programme of the UCBSA. The NDCC role in the development programmes would be to concentrate on promoting the more talented players.[34]

The mass-based basic coaching at the mini-cricket level and all the levels of hardball cricket in the townships also needed to be maintained. There was an urgent need to adopt a strategy to produce Black cricket heroes at the national and international levels. The way of addressing this, as perceived by the NDCC, is to form a "cricket academy location" for the gifted player, in order to accelerate his growth, by ironing out any faults and strengthening the basic skill and techniques already acquired.[35]

While the efforts of the MCC are applauded and the work of the NDCC saluted, there are questions that need addressing:

- How much exposure do provinces other than the Transvaal get.
- Why is there a concentration on Black-African cricket and not on Black-Indian and Coloured as well?
- Why does the task of identifying talent in South Africa rest with an 'outsider' rather than with development officers from within, who would be in a better position because of continuity and also the fact that the NDCC is on an **ad-hoc** contract.

4 Schools Cricket

A perusal of the structure of the UCBSA reflects an absence of school cricket. The reason for this is that the unification of cricket at school level is far from complete. At the primary school level, cricket, according to the UCBSA's AGM report, is fully integrated across the political spectrum.[36] The report gives a

incorrect impression to the general public because unity in provincial schools is still being discussed. One such example is that, at the time of writing this thesis, Natal primary schools had just launched a new body to unify the Indian and White school bodies.[37]

The situation at high school level is presently still not unified.[38] In terms of unity or disunity circumstances are still dominated by the SACOS intervention and its policies for normal cricket. Still, certain areas and provincial bodies are discussing unity and have even started playing as a unified body.[39]

Even though school cricket is still in the process of unity, various school cricket weeks under the auspices of the UCBSA are held annually. The Coca-Cola Nuffield Week, the Perm Lazer Primary Schools Week, the PG Wood under-15 week and the OK under-12 week, which are held at various venues around the country, provide opportunities for as many boys from disadvantaged communities of South Africa as possible. Although these structures are in place, the low number of Blacks in the selected teams is conspicious. The current national schools team does not have even one Black person in the team. This fact shows that the selectors have disregarded the affirmative action policy of the UCBSA.[40] This is indeed a shame because if no Blacks are in these teams how does one even begin to address the imbalances of the past? The aspect that raises further question is that the NDCC was one of the selectors for the Nuffield national schools team and after all the work he has done in South Africa for the last two years, one still cannot find even one Black student

who should have been picked. The NDCC and the UCBSA's development programme is, in this light a wasted effort.

The problems encountered with the unification of schools cricket places added pressures on the development programmes. An organised structure for development cannot be established if different schools structures are found in a common development area. Furthermore after approximately three years of unification the non-unification of schools reflects poorly on the UCBSA. The intensity of development programmes is lost if the most crucial part of development, schools cricket, is being ignored.

5. Provincial Structures and Development

Each provincial union has its own structure in order to address its development objectives. It is not necessary to illustrate all the provincial structures, neither is it essential to provide a detailed account of every development programme undertaken. The sole purpose for highlighting the structure of some and development programmes is to give an idea of how development programmes are approached by different provinces.

5.1 Organisational Structure

Figures 9 to 15[41] provide an illustration of some of the provincial structures that include the development portfolio.

FIGURE 9: WESTERN PROVINCE CRICKET ASSOCIATION

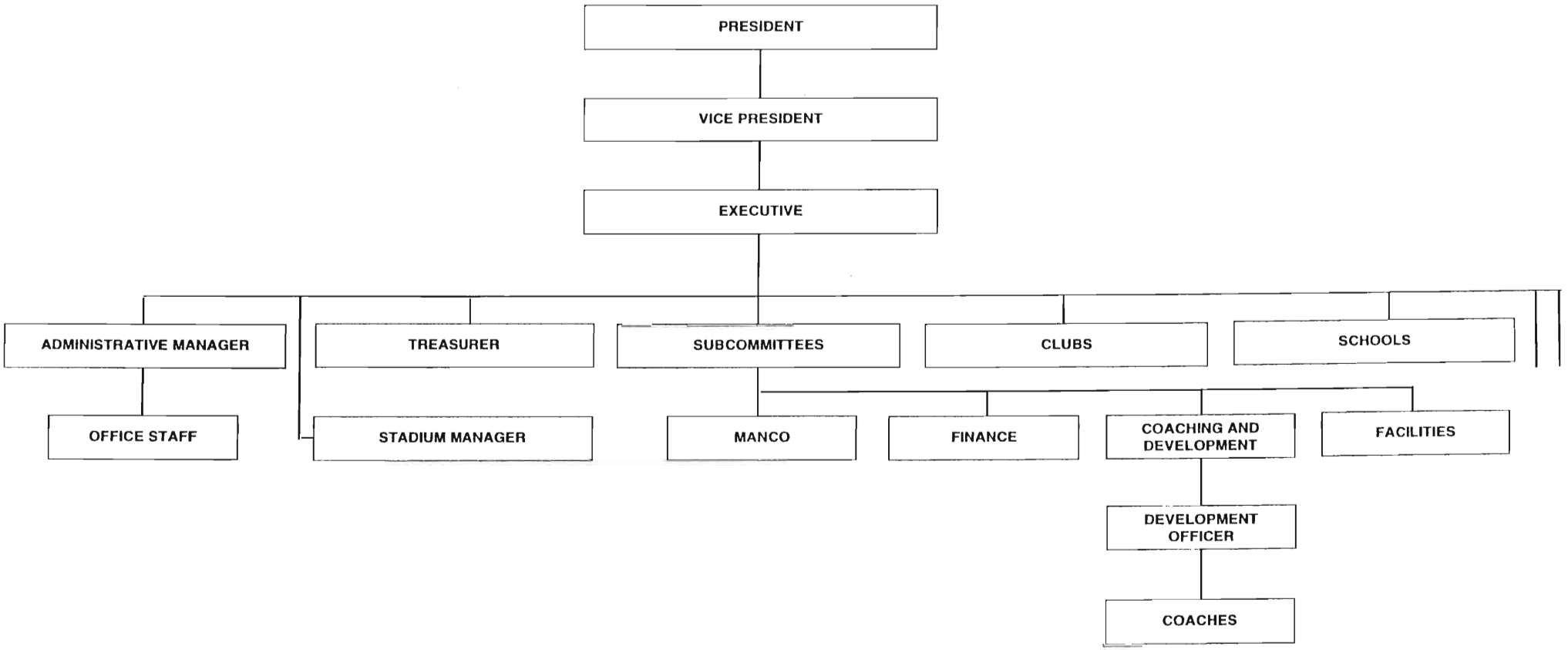


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FIGURE 10: EASTERN PROVINCE CRICKET BOARD

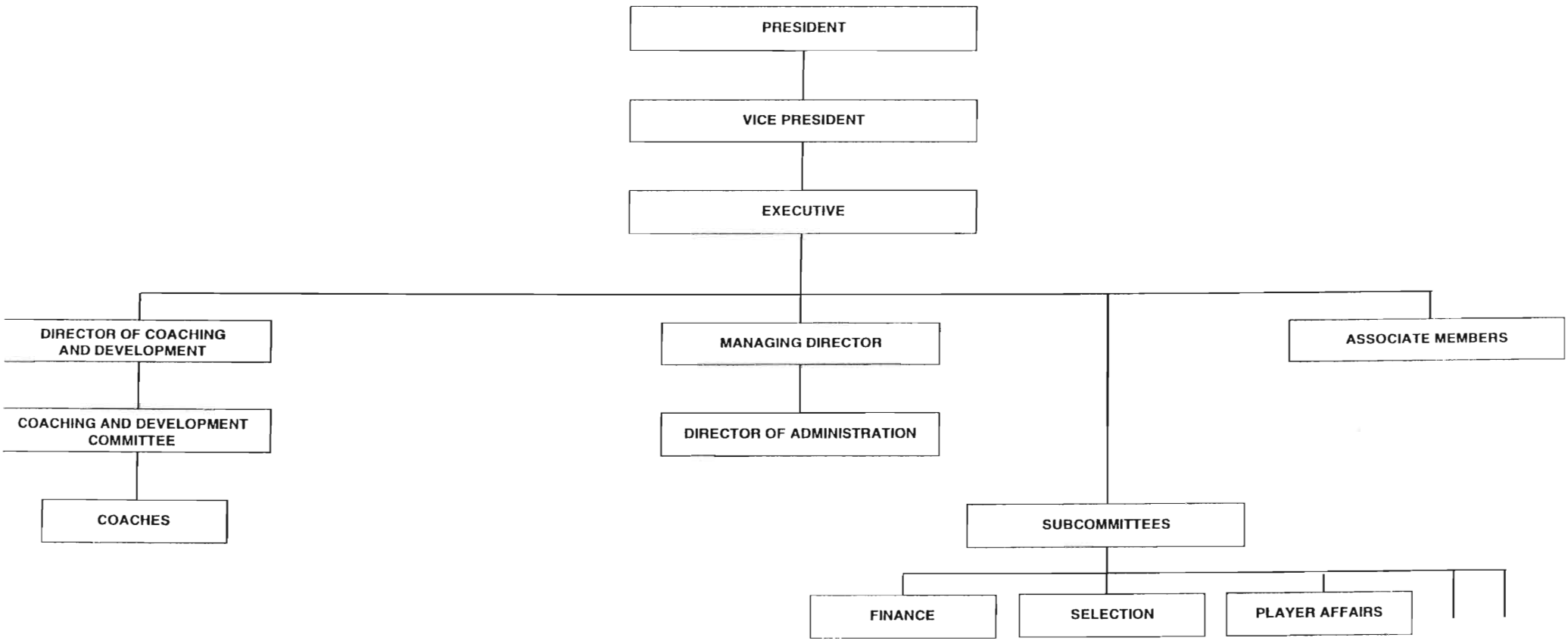

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FIGURE 11: ORANGE FREE STATE CRICKET UNION

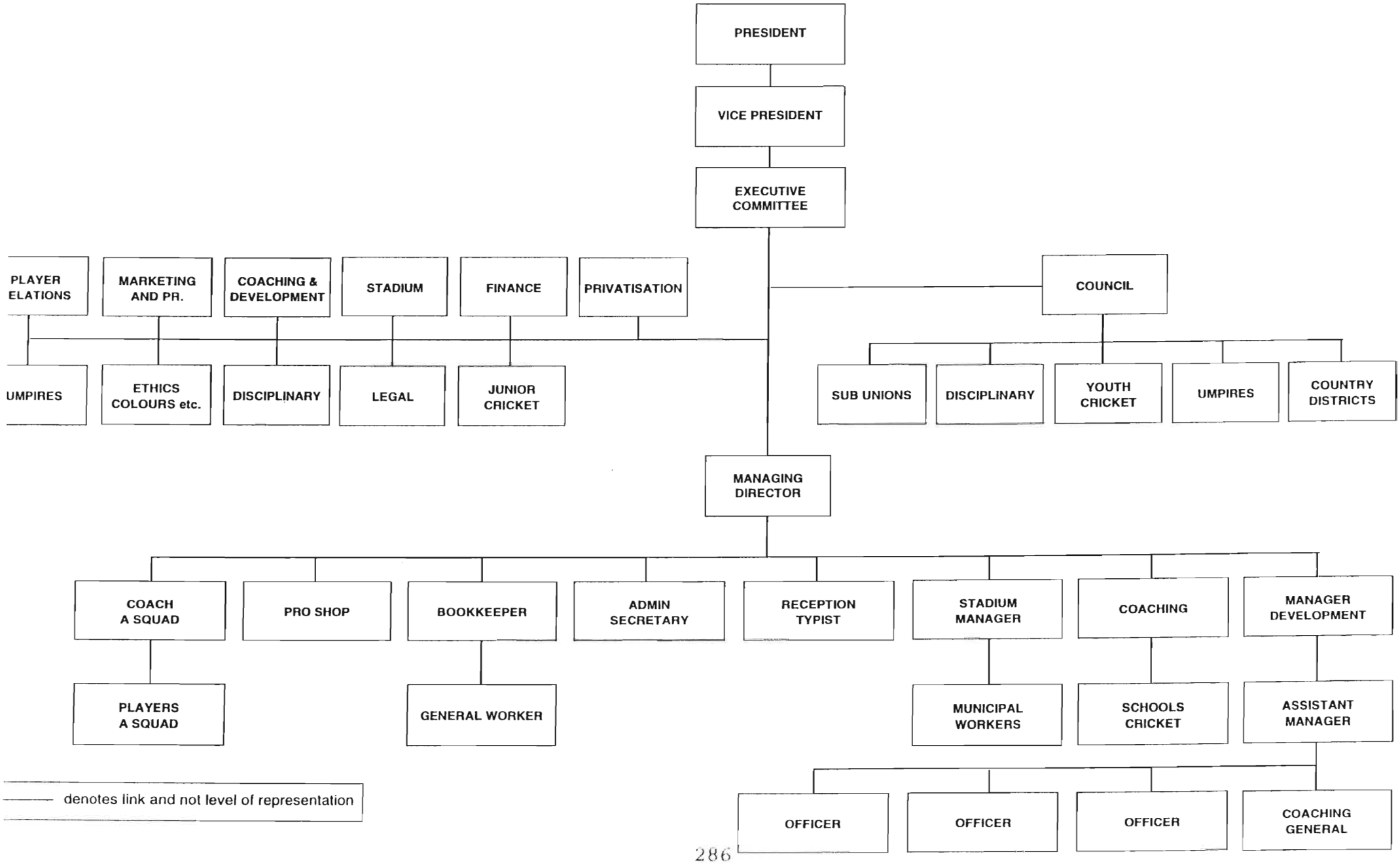


FIGURE 12: TRANSVAAL BOARD STRUCTURE

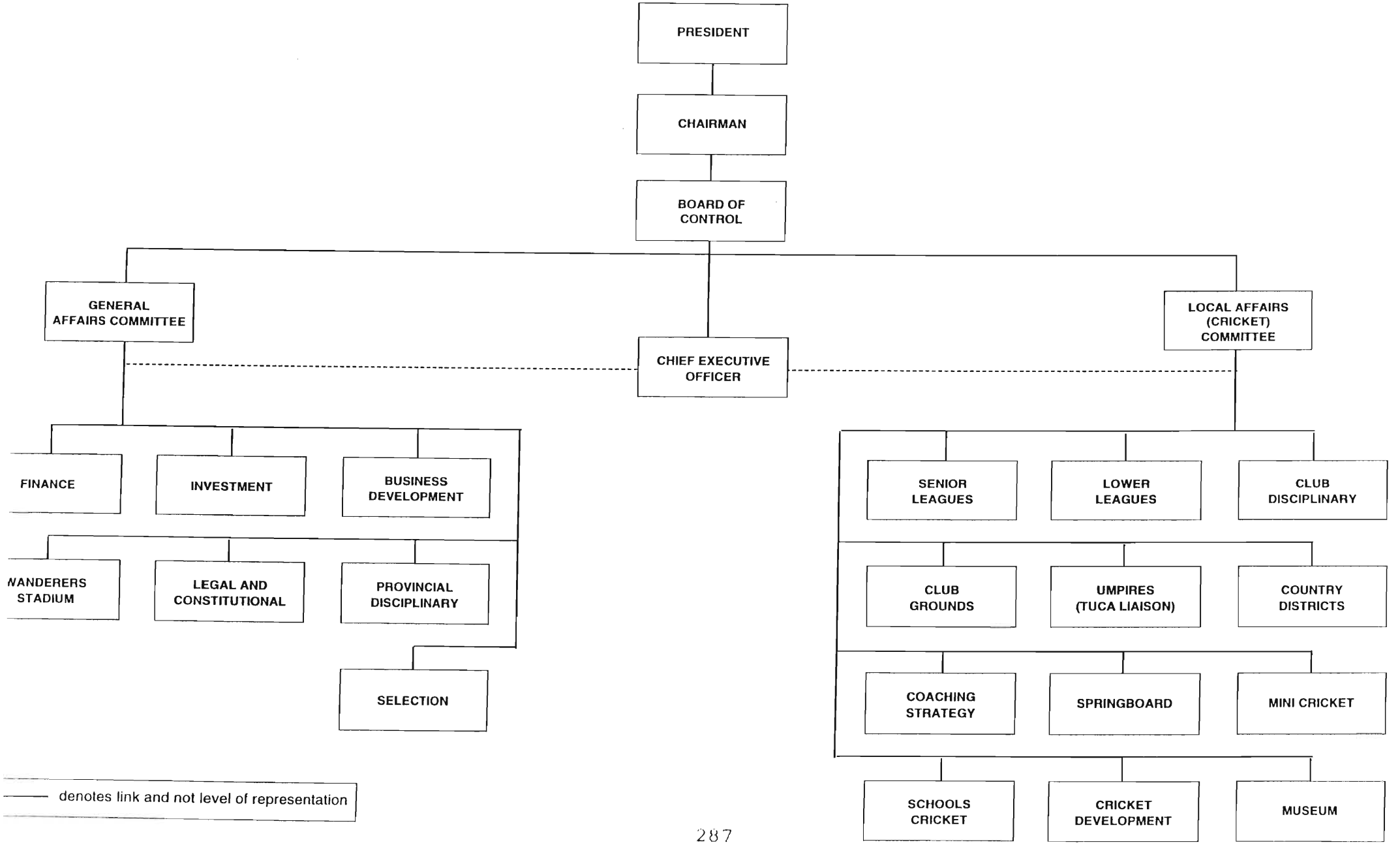


FIGURE 13: GRIQUALAND WEST CRICKET BOARD

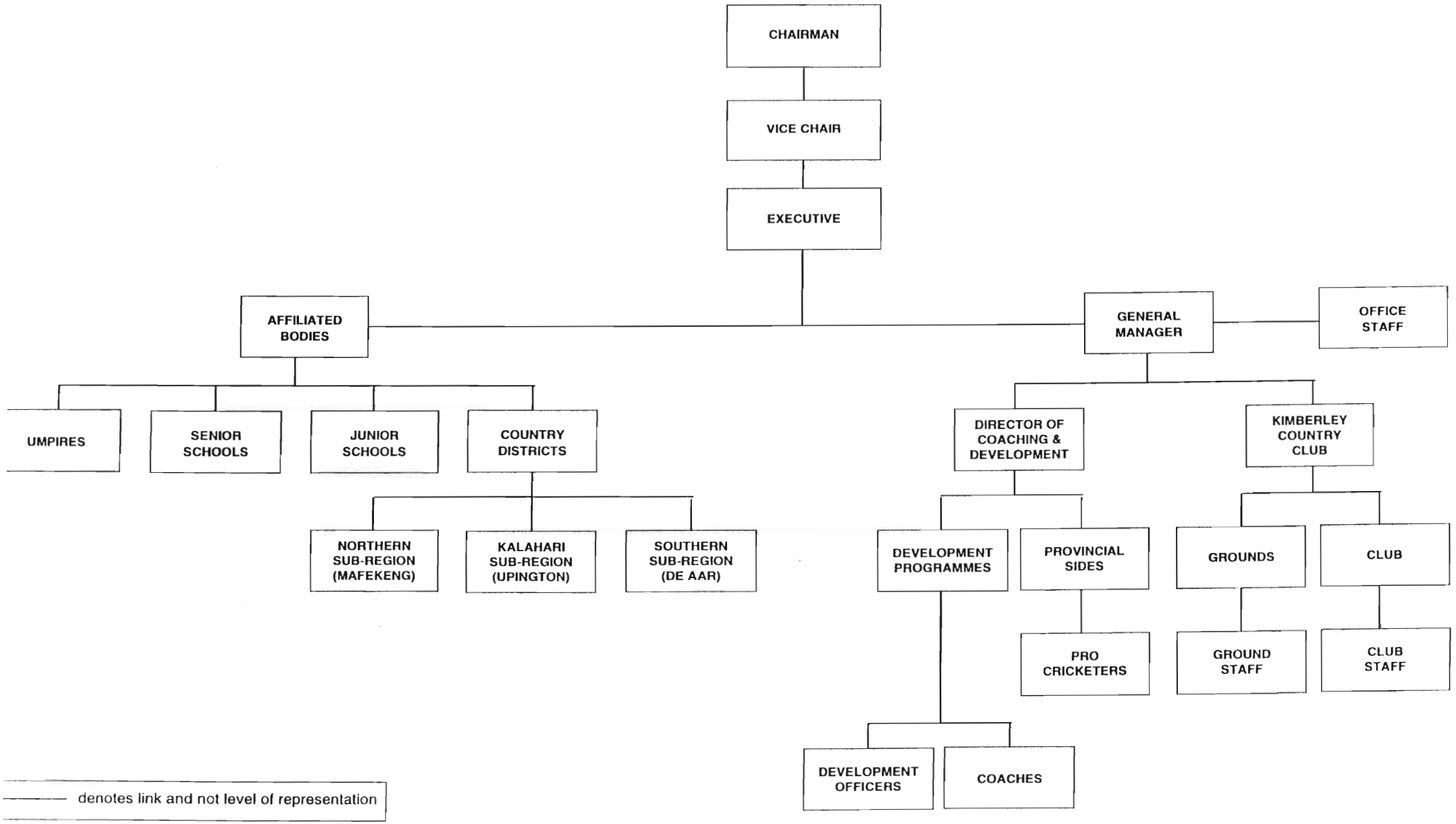


FIGURE 14: BOLAND CRICKET BOARD

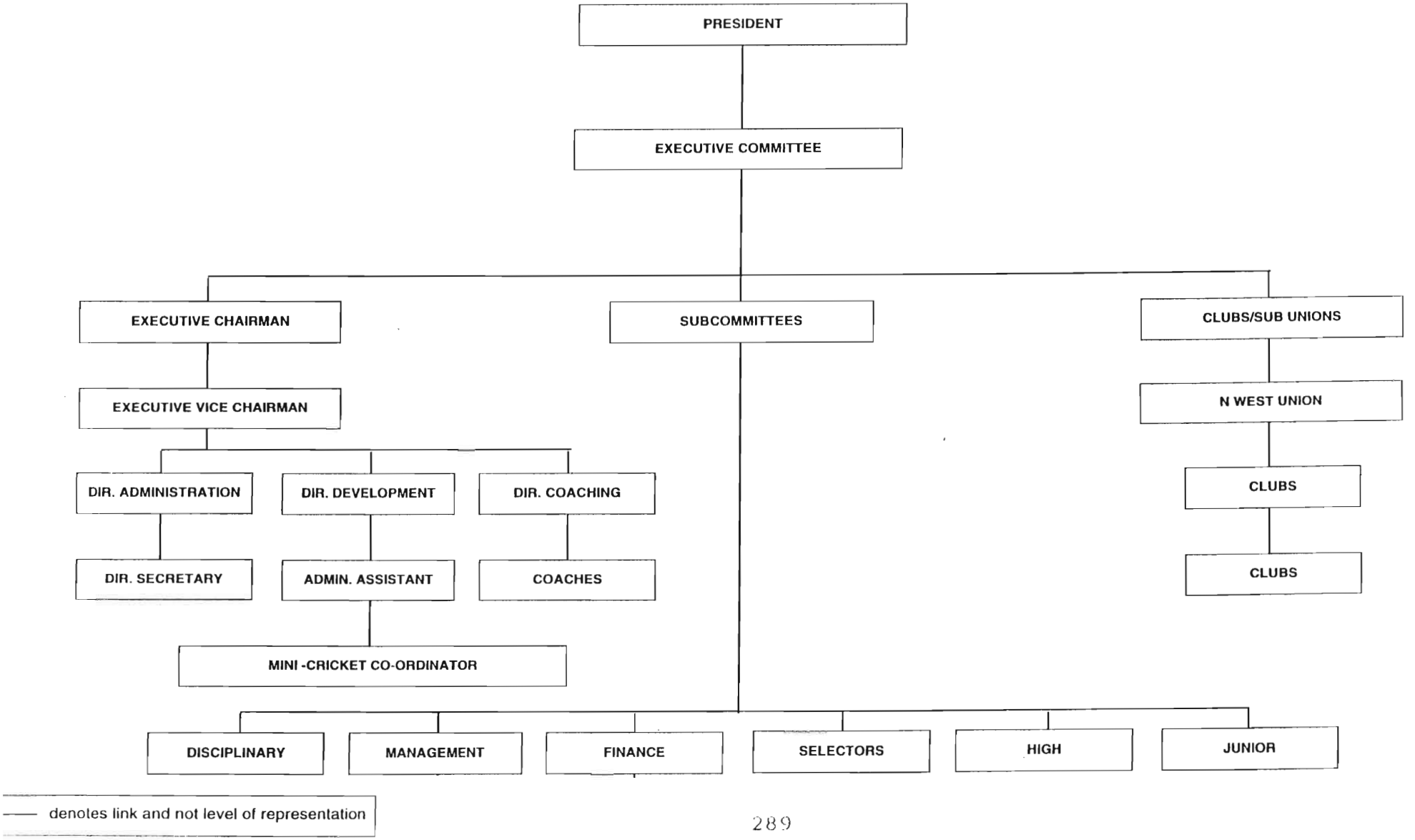
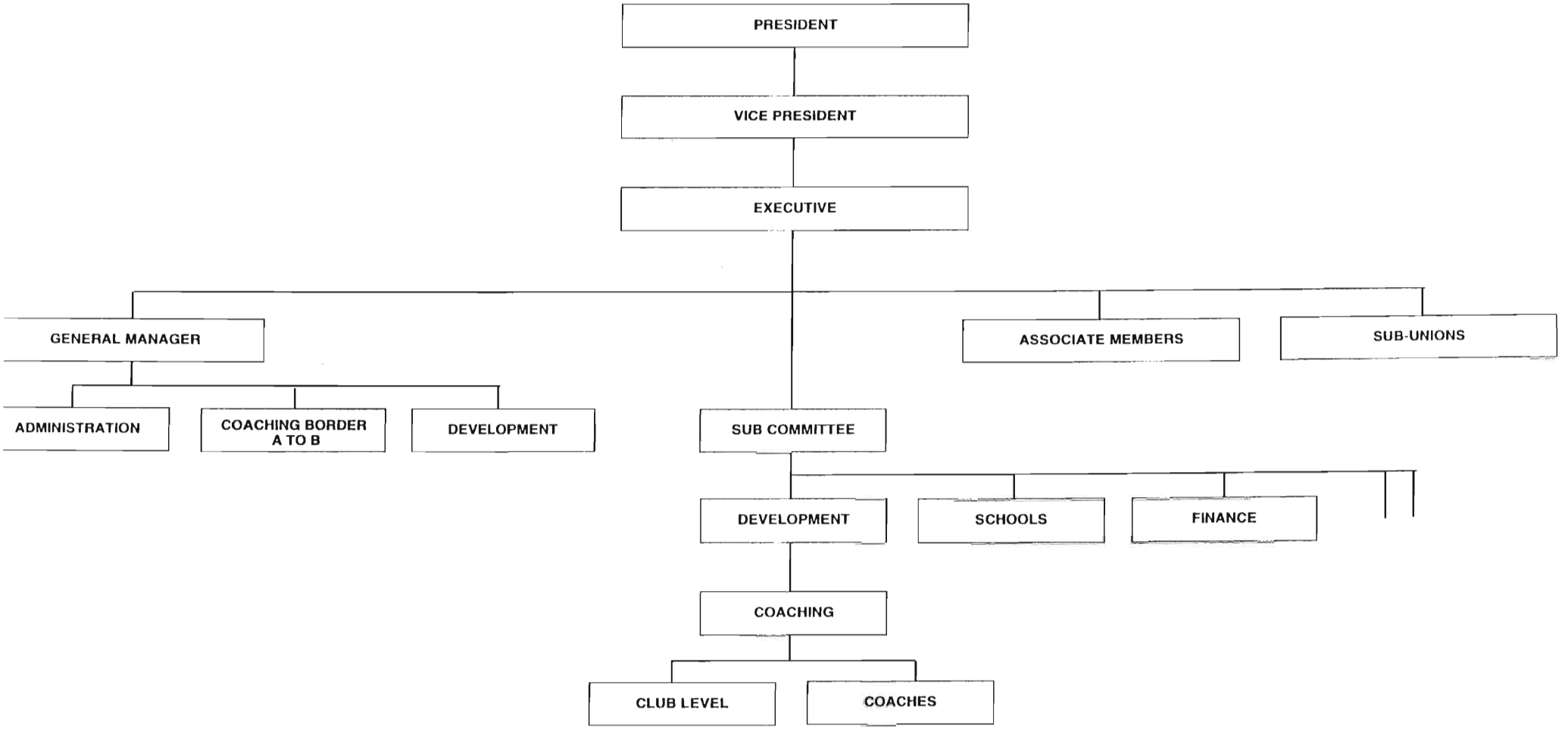


FIGURE 15.1: BORDER CRICKET BOARD



——— denotes link and not level of representation

FIGURE 15.2: BORDER CRICKET DEVELOPMENT STRUCTURE

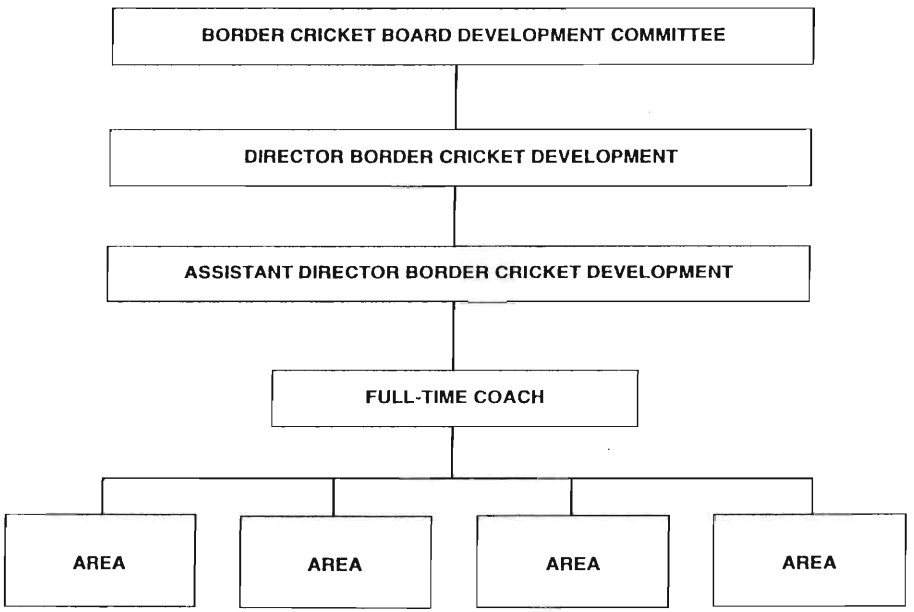


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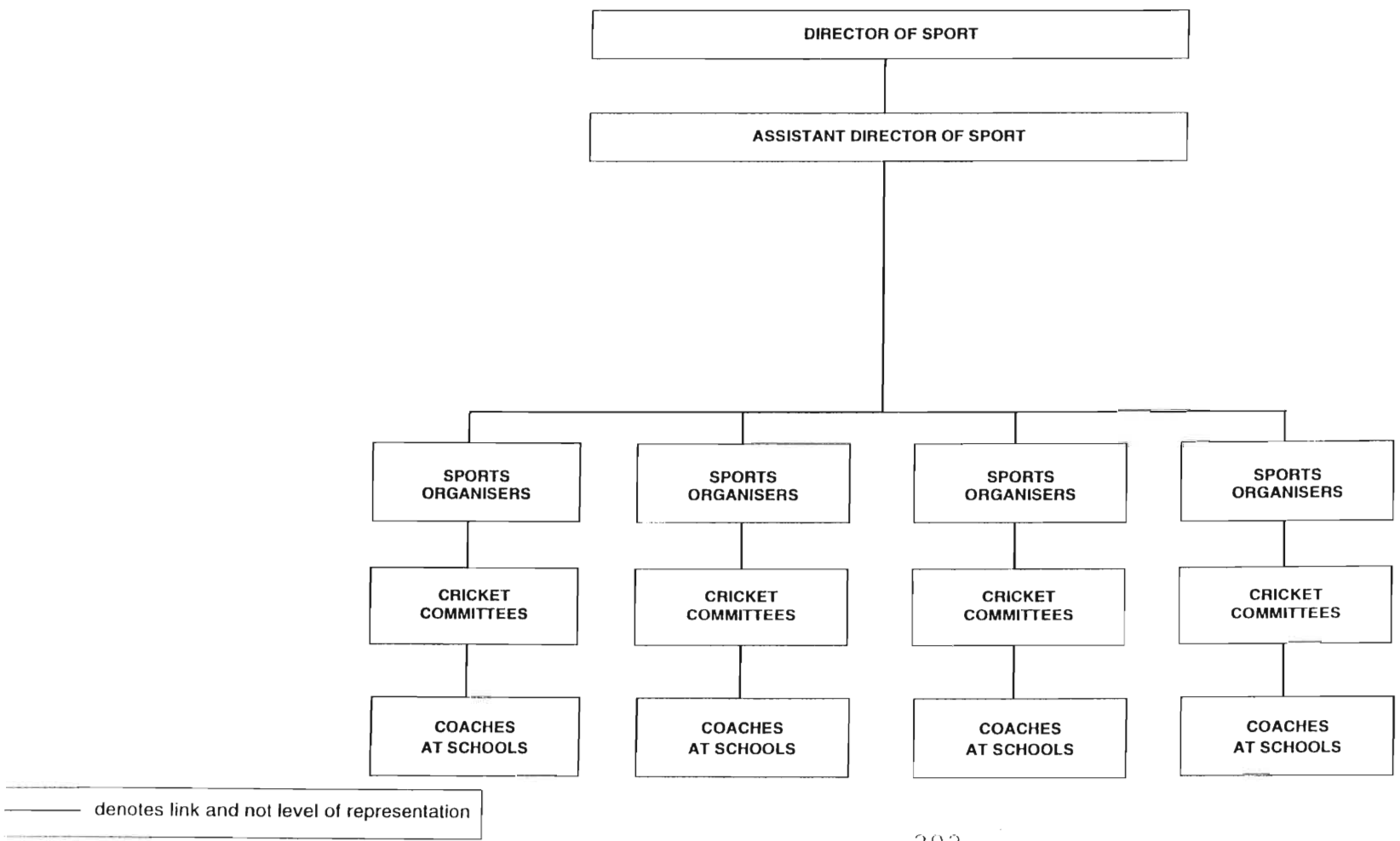
FIGURE 15.3: CISKEI DEPARTMENT 0F EDUCATION



5.2 Development

Development as defined in Chapter Two, should be viewed in terms of players, officials and facilities. Since there is an absence of the development of officials except in umpiring in cricket administration at national, provincial and local areas, only those aspects of development involving players and facilities will be discussed.

5.2.1 Boland

The development programme of Boland is at an advanced stage. The programme addresses both players and facilities. With the added income from sponsorship, Boland is able to address some of the requests for facilities, although a lot more still needs to be done. The coaching of players is a rather intensive one with a schools programme which allows for the playing of matches, a crucial part of any development programme. In conjunction with this a process of talent identification takes place. The schools coaches identify talented youngsters and send them to an area coach, who in turn does a sifting process and sends them to the provincial coach, who puts them through an intensive programme. This ensures, more than enough home grown talent for the future.[42]

This programme of development, provided that resources are available, could be a model for adoption in all cricket centres in South Africa.

5.2.2 Border

The Border region is characterised by a vast rural area. Each region has a schools league system which makes establishing a development programme easier. The programme, which allows for intensive coaching and playing of matches, is considered by the Director of Development of the UCBSA to be the best in the country.[43]

The problems encountered by Border being such a large rural area is one of a lack of facilities. In order to tap the real talent in the townships funds need to be found to rectify the imbalances. Nevertheless, several players from the rural areas have already featured in touring sides representing South Africa.[44]

5.2.3 Eastern Province

The Eastern Province development programme initially concentrated on a talented few. Presently there is a move to broaden this base by making more people benefit. Matches take place predominantly in local areas but attention is being given to having school matches on a large scale.[45]

During the past season Eastern Province had to redefine its definition of development and re-identify its objectives. The development sub-committee decided that in order to achieve success there had to be a short term plan that worked simultaneously with a long term one. The areas identified for concentration were:[46]

i) Facilities and equipment
ii) Coaching and development of players
iii) Development of clubs, administrators and umpires.

Again, because of lack of finance and facilities, development was hindered. However, through some generous sponsorships, a multi-purpose facility and several specific cricketing facilities in different venues were provided.

5.2.4 Griqualand West

This area, which encompasses 42 junior and 17 senior schools, makes coaching available to every child in the area. In addition coaching courses are held regularly in country areas. As is the case in other areas like Boland, the more talented players are identified for special intensive coaching.[47]

Once more facility development is a priority. The problem of lack of finances is compounded further by the fact that previous to unity, the non-racial cricket body was already characterised by a lack of facilities.

5.2.5 Orange Free State

The Orange Free State (OFS) boasts that they have one of the most effective and acclaimed development programmes in the country. The concentration of this programme has been on a few teams. This lends support to the production of quality players. In spite of

claiming to have the best programme in the country the Nuffield team had a poor Nuffield week. This has raised concerns that need to be addressed.[48]

The OFS, which was not affected by unification,[49] reflects poorly on the development programme of the union because in all its years of existence as a solitary controlling body, the union still has not produced a Black player of note in their provincial or Nuffield schools teams.

5.2.6 Transvaal

This area is a vast area that includes the Unions of Transvaal, Northern Transvaal, Eastern Transvaal and Western Transvaal. The make-up of this area is characterised by rural and urban communities. It is therefore a mixture of well-developed facilities and underdeveloped or no facilities.

The development in this area takes the form of area and schools coaching. Coaching is organised in terms of league matches between schools and area teams. The area teams are necessary because of the number of schools in an area and the drastic shortage of facilities in underprivileged areas especially.[50] The township programme is characterised by league teams in the under-17, under-15 and under-13 age groups. In addition to league coaching there is also squad coaching in different areas.[51] The programme however has been characterised by a lack of facilities in underprivileged areas and needs urgent attention if it is to bear fruit.

5.2.7 Western Province

The development programmes in this vast area, like other regions in South Africa, suffer from a shortage of facilities. Regardless, the programme is a rather intensive one.

The formation of the Youth Cricket Association, which caters for all cricketers under 19 years of age provides an essential avenue for the implementation of development programmes. The Association now has over 600 teams which is a healthy situation for any organisation. The coaching and playing of matches is essential to the development programme. In addition the Ex-Board Premier League Clubs have been given a coach who takes charge of coaching the club, including its junior cricketers.[52]

Facilities development is also a high priority area. The Association has already allocated home venues to various clubs. In addition to this various turf wickets and turf nets have been installed at different clubs and venues. The upgrading of facilities at clubs and area centres has already received attention. School facilities have also been addressed.[53] The fruits of this are already showing in their junior teams where a number of development players are dominant.

Although the association has still a long way to go in addressing the imbalances of the past, they can be proud of doing more through their own efforts in their regions, than any other region in South Africa. Development in any region is extremely expensive and

this has often been the excuse for ignoring development needs. Western Province can, however, be complimented for not relying solely on the UCBSA's hand-out; it has, to a large extent, supplemented its funding by finding other sponsors as well.

The development programmes across the country are directed at correcting the imbalances of the past. The development of players, officials and facilities is expensive. The lack of resources has hindered and sometimes been used as an excuse for lack of development. Some areas, like Western Province, have made greater strides in development than others.

In order for any programme to work there is a need for teacher and community involvement. Presently there is a lack of parent and community involvement in the development programmes in most areas across the country.[54] Perhaps some sort of motivation, not necessarily financial, needs to be given to involve people.

6. Views and Questions: The Current Situations on Unification

The unification process in South African cricket has focused on its development programmes. The main objective of programmes was the correction of past imbalances with regard to players, officials and facilities. Various views have been expressed and questions raised in terms of these development programmes.

The view that international sport is a vital component of sport is an accepted fact. The question raised, however, is whether the UCBSA needs to prioritise the upgrading of existing facilities whilst most clubs in townships have downtrodden facilities. How does the UCBSA expect players to compete for merit selection when they are not accorded merit facilities and coaching?[55]

Very few facilities exist in the townships, rural and disadvantaged areas. Those that do exist are over-utilised, ill-equipped and more often than not under-staffed. There are fewer and at times no facilities and amenities in the informal settlements. This situation means that people from squatter areas travel to township areas to participate in sport, thus placing added pressures on already over-used facilities.[56]

The mass-based coaching programmes are dependent on trained coaches to provide coaching. The length of time taken for coaches to graduate and also the delay in the awarding of merit certificates, hinders the development programmes. In addition the token certification of certain individuals holding senior positions in UCBSA, in abnormally short periods of time, (two days in some cases) while others in less fortunate positions have to wait abnormally long periods, (two years in some cases) brings into question the integrity of individuals on the national coaching panel.[57]

Furthermore, the limited numbers of non-white level III coaches who qualify once again questions the course content and also the objectives of the national panel.[58]

The situation whereby disadvantaged players are given a back seat whilst advantaged players are prioritised, can no longer be accepted. The question being raised is whether only establishment cricketers qualify for selection. What makes advantaged cricketers superior and how does one evaluate how a non-establishment player would have performed in a similar situation?[59]

The unification process brought about interim executives and sub-committees. This period, in most cases two years, resulted in Black and White officials sharing common experiences. Once this interim arrangement was over, Black officials were left to fight open elections without the different constituencies knowing enough of the capabilities of these officials. In this process a number of high calibre Blacks lost their seats because the process was inadequate. The next election may result in many more losing their seats.[60]

This situation, most especially on guest lists and president's rooms around the country, is dominated by Whites with a handful of Blacks being present. Surely there are more Black individuals or officials who deserve this accolade. No one is advocating that Whites do not deserve their seats but there is a desperate call for Blacks to be given an equal opportunity to serve on the board at the same level as their White counterparts.[61]

The questions raised and issues addressed are serious enough to warrant concern. These issues are constantly being ignored, giving the impression that individuals holding positions of authority seem to disregard or are unwilling to address these issues. While some issues might not necessarily be direct development issues, they are indirectly linked to the goal of addressing past imbalances.

7. SUMMARY

The announcement by the State President on 2 February 1990, of the unbanning of certain political organisations, and the inauguration of the UCBSA on 29 June 1991, gave rise to a new organisation and structure for cricket in South Africa.

The unification of cricket in South Africa focused on development programmes which were aimed at correcting the imbalances of the apartheid past. The foundation was set for thousands of Blacks to get the necessary coaching and facilities to enable them to compete on an equal footing with their White counterparts, an opportunity previously denied to them.

The structures that evolved since unification are aimed at fulfilling the objectives of the UCBSA. While the Executive Committee and the General Council of the Board are entrusted to give effect to the constitution of the UCBSA, development programmes remain one of the most important of all the UCBSA'S structures. It is hoped that through these programmes the imbalances of the past and the strengths of the future will be determined. The development programme is seen as a massive

undertaking that needs, if its aims are to be achieved, the support of the national executive, the provinces, the communities and the private sector.

The role of both the director of coaching and director of development are extremely important to the development programmes. The loose arrangement between the directors and the UCBSA on one hand, and the national directors and the provincial directors on the other, brings into question the importance of the development programme in the unification process. Any structure, like the development structure, relies on individuals for its success. The present structure needs to be examined urgently in order to ensure that the development programmes are successful.

The prohibitive cost in implementation of development programmes creates problems that do not augur well for development. Presently there are not enough follow-up programmes for children to graduate from mini-cricket to hard-ball cricket. The prioritising of money towards development is something for which the UCBSA should be applauded, however the question that needs to be answered is, what basis exists for making one area more urgent than another and who determines and controls this? Furthermore, by placing emphasis on multi-purposes facilities, how would the UCBSA address cricket's own facilities needs, which are so vital for broadening the base of cricket and making the development programmes a success?

The UCBSA policy of affirmative action creates opportunities for players with talent and potential from the underprivileged arena. The question that emerges is for

whom and how should this policy be enforced at provincial and other levels to create opportunities for underprivileged players not only to be coached at an appropriate level, but also to play with and against more talented players, in order to further enhance their own development.

The development of officials at national level, at a standard which is common to the rest of the country is seriously lacking. After the initial two years, where officials served on the interim executive of the UCBSA on the strength of having served on the former SACB and SACU executives, all officials were subjected to open elections without even establishing a common footing. The UCBSA's failure to recognise that the capabilities of Black officials is still virtually unknown to the predominantly White electorate once again demonstrates that the true spirit of unification is unknown or has been ignored by the national body. The election or more the retention of some influential Black officials on the present national executive is seen as a victory by the officials on the Board, but is it?

While there is agreement that a committee system provides advice to the executive, there is no evidence that it has attracted or allowed any new talented officials to come on board. This aspect of the aim of the development programme is seriously lacking and needs attention for the prevention of White dominance, on numbers alone rather than on ability.

The NDCC's role in the development programmes is to concentrate on promoting more talented players in the development programme. The suggestion of a "Cricket

Academy Location" for the development and acceleration of growth of the gifted player is a positive one. However, the role of the NDCC needs to be re-evaluated in two areas. Firstly how do all provinces benefit from his expertise and secondly, why is the concentration of this programme on Black-Africans only? Black-Indian and Coloured also belong to the category of the underprivileged.

The problems arising out of the non-unification of schools cricket detracts from the success of the development programmes. The intensity of the development programme is lost if the most crucial part of development, school cricket, is being ignored. The non unification of schools cricket after almost three years of national unity surely reflects poorly on the UCBSA.

The unification process in South African cricket focuses on its development programmes. The main aim of these programmes is the correction of past imbalances with regard to players, officials and facilities. Various views have been expressed and questions raised in terms of the development programmes. The question that is constantly being raised concerns how the UCBSA expects players to compete for merit selection when they are not accorded merit facilities and coaching.

The questions raised and issues addressed are serious enough to warrant concern. These issues are constantly being ignored giving the impression that individuals holding positions of authority seem to disregard problems. The unification of cricket and the success of this endeavour at national level sets the tone for the rest of the country. It is imperative therefore,

that the national body reassesses the aims and objectives of the unification process and evaluates whether the current situation truly reflects the principles of non-racialism.

The provincial organisation and structure of cricket lends support to the administration of cricket at national level. In terms of this thesis the development programmes within the unification process are of special significance. The next chapter therefore discusses the organisation and structure of cricket in Natal with special reference to its development programmes.

8. REFERENCES

1. **Constitution** of United Cricket Board of South Africa.
2. For a list of names of individuals occupying different positions in the UCBSA the **Administrative, Financial and Playing Conditions and Code of Behaviour** of the United Cricket Board of South Africa for 1993/1994 season provides this information.
3. **Loc. cit.**
   The different figures depicting the different organisational structures were constructed from perusal of the UCBSA constitution and other available documentation. Repeated requests to the offices of UCBSA to supply such structures produced no response. The President of UCBSA was approached via written and verbal communication, but again there was no response from the offices of the UCBSA. The purposes of this note is to indicate the lack of response from the national office of the UCBSA.
4. **Constitution** of the United Cricket Board of South Africa.
5. **Loc. cit.**
6. **Inaugural report** of the United Cricket Board of South Africa, Johannesburg, 29 June 1991.
7. **Development Programme**, The United Cricket Board of South Africa, Camera Press, Johannesburg, 1993.
8. **Memorandum:** Plascon Cricket U-24 Coaching Academy, Johannesburg, 30 July 1992.
9. **Inaugural Report** of the United Cricket Board of South Africa, Johannesburg, 29 June 1991.
10. Interview with Director of Coaching of United Cricket Board of South Africa, Durban, 2 November 1993.
11. The coaches who deliver the courses are 'qualified' in the sense they have at some stage or the other completed coaching courses that are offered by different cricketing countries. A thorough evaluation of these qualifications held by different coaches in the Academy by an independent certification board has not been undertaken except by the coaches themselves. The absence of an evaluation board for evaluation of the academy panel of coaches, questions whether the courses offered and structured by the coaches adequately addresses the needs in terms of the South African situation.
12. Information booklet of Score Cricket Coaching Academy, Johannesburg, 1993.

13. Interview with Director of Coaching of United Cricket Board of South Africa, Durban, 2 November 1993.
14. **Loc. cit.**
15. Discussion with Grayson Heath, Member of the Panel of Coaches of the Score Coaching Academy, Durban, 12 November 1993.
16. Interview with Director of Coaching of United Cricket Board of South Africa, Durban, 2 November 1993.
17. **Loc. cit.**
18. **Inaugural Report** of the United Cricket Board of South Africa, 19 June 1991.
19. Interview with Director of Development of United Cricket Board of South Africa, Durban, 2 November 1993.
20. **Loc. cit.**
21. **Loc. cit.**
22. **Daily News**, 4 October 1993.
23. **The Annual Report** of United Cricket Board of South Africa, 1993.
24. **Loc. cit.**
25. **Loc. cit.**
26. **Loc. cit.**
27. The policy of affirmative action which gave rise to the affirmative action decision by the United Cricket Board of South Africa was discussed and recommended by the 'think-tank' meeting held at San Lameer under the auspices of the United Cricket Board of South Africa, 22/23 May 1993.
28. Interview with President of the United Cricket Board of South Africa - Mr Krish Mackerdhuj, Durban, 17 October 1993.
29. **Daily News**, 23 April 1993.
30. **Constitution** of the United Cricket Board of South Africa.
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32. Interview with President of the United Cricket Board of South Africa - Mr Krish Mackerdhuj, Durban, 17 October 1993.
33. **Curriculum Vitae** of Conrad Hunte, appointed as National Development Cricket Coach of the United Cricket Board of South Africa.
34. **Business Day**, 9 October 1991.
35. **Memorandum** to the Cricket Development Committee of the United Cricket Board of South Africa from Conrad Hunte, National Development Cricket Coach, 1 December 1991.

36. The **Annual Report** of the United Cricket Board of South Africa, 1993.
37. The writing of this thesis was undertaken after the statement was made in the annual report. Unity agreements and a possible date for the launch of the new body for primary schools was still under discussion.
Also see: Sunday Tribune, 19 December 1993.
38. The **Annual Report** of the United Cricket Board of South Africa, 1993.
39. **Sunday Tribune Herald Sport**, September 19, 1993.
40. **The Annual Report** of the United Cricket Board of South Africa,1993.
Also see: Sunday Times, 19 December 1993.
41. The organisational structure has been constructed from either information received from unions or from annual reports of the unions.
42. Discussion with Bob Woolmer, Selector/Coach of Boland Cricket Board, University of Durban-Westville, 30 November 1993.
43. Interview with Director of Development of United Cricket Board of South Africa, Durban, 2 November 1993.
44. **Secretarial Report**, Border Cricket Board, Season 1991/1992.
45. Interview with Director of Development of the United Cricket Board of South Africa, Durban, 2 November 1993.
46. **Annual Report** of Eastern Province Cricket Board, Season 1992-1993.
47. **Memorandum** to the United Cricket Board of South Africa: "A Case for Castle Cup Status," Griqualand West Cricket Board, May 1993.
48. **Annual Report** of Orange Free State Cricket Union, Season 1992-1993.
49. While other provinces in South African cricket had to seek unity because there were two controlling bodies in the province, the Orange Free State did not need to unify because it was the only controlling body in the province.
50. Interview with Director of Development of the United Cricket Board of South Africa, Durban, 2 November 1993.
51. **Annual Report** of Transvaal Cricket Board, 31 March 1991.
52. **"Growing stronger in Unity"** - Document produced by Western Province Cricket Association, 1992.
53. **Loc. cit.**
54. Interview with Director of Coaching and Director of Development of the United Cricket Board of South Africa, Durban, 2 November, 1993.

55. **Sport Perspective**, Volume 1, Number 2, November 1991.
56. National Research Project, **Facilities in Priority Areas**, prepared for National Facilities Committee of the National Sports Congress.
57. Panel discussion at course leader's course, Kingsmead, Durban, 22 November 1993.
58. **Loc. cit.**
59. **Sport Perspective**, Volume 1, Number 2, November 1991.
60. Discussions with ex-officials who lost their seats, September-November 1993.
61. Interviews with Black officials present in President's Rooms around the country, January-November 1993.

CHAPTER EIGHT

THE MANAGEMENT AND DEVELOPMENT OF CRICKET IN NATAL

1. Introduction

The unification of cricket in South Africa was made possible through the process of unification of cricket at provincial level. The guidelines and conditions for unity at provincial level were set in motion by the the former national bodies, SACB and SACU, and the provincial bodies, NCA and NCB. The conditions of unity were underlined by the principles of non-racialism and democracy.

The aim of the unification of cricket in Natal, as the other provinces in the country, was to form one controlling body for cricket to address the imbalances of the past. These imbalances were created by years of oppression of Black sportspersons by the apartheid policies of the nationalist government. The policy of Separation and the Group Areas Act ensured that White and Black sportspersons played in isolation from each other and therefore developed separately from each other, and under different conditions.

On the one hand, Whites were privileged to have adequate facilities that enhanced development, while on the other, Blacks were faced with inadequate facilities or no facilities. This restricted or prevented any

development for Blacks. It was against this background that the unification between the NCA and the NCB took place.

This chapter discusses the organisation and structure of cricket in Natal with special reference to its development programmes. The objectives of this chapter therefore are to discuss the following :

i) The unification of cricket in Natal.
ii) The organisational structure of the Natal Cricket Union.
iii) The organisational structure and administration of development.
iv) Development programmes in Natal since unification.
v) Views and questions on the current situation of the unification process.

2. Unification

In keeping with the objectives of cricket unity at national level, an interim executive comprising of seven members each from the Natal Cricket Association, a predominantly White body, and the Natal Cricket Board, a predominantly Indian body, was formed on the 23 May 1991.

The unification of cricket in Natal under the Natal Cricket Union was achieved after months of deliberations in ironing out obstacles to unity. The Interim Executive, it was decided, would administer cricket for a two year period, thereafter, there would be an open democratic election.[1]

2.1 Inauguration of the Natal Cricket Union

The inauguration of the Natal Cricket Union (NCU) took place on 3 September 1991. At the launch of this new body, the first president of the NCU outlined the aims of the Union.

"Natal cricket has entered an exciting and challenging period. For the first time, all the cricketers and administrators in the province have come together as one body. It is the task of us all to ensure that the game within Natal is developed and promoted to its full potential. The NCU has adopted a mission statement and set out what we consider to be the most important objectives, with strategies necessary to achieve them...[2]

Firstly, it is vital that we promote, encourage and advance the playing of non-racial cricket throughout the province, positively address imbalances in cricket and develop a successful team of players and administrators. Success on the field is dependent on many factors, but I believe that if we adopt a policy of identifying our young players, encouraging, coaching and giving them opportunities, we will develop a strong and enthusiastic nucleus of players with a commitment to play for Natal. It will be necessary to ensure we don't lose these players to other provinces, and it may indeed be necessary to buy players to cover short term weaknesses...[3]

Secondly, I believe it is important to be responsive to the needs of our public, sponsors and boxholders, by providing the necessary facilities - particularly as we have been welcomed back into international cricket...[4]

Thirdly, it is necessary for us to provide coaching for all children from mini-cricket to Nuffield (under-19), the objective being to ensure that the standard of cricket improved and that interest in the game was stimulated...[5]

The provision of a good administration, and that we be financially sound by securing adequate revenue (through sponsorship, advertising, marketing of our facilities and attendance at matches) is absolutely vital to the NCU, as is the case in any business...[6]

The development programme is a vitally important facet of our plans and we currently have two full-time coaches and intend to employ a minimum of a further three coaches. During the current season ... we will concentrate on the development of coaches to ensure we are able to meet the demand."[7]

These extracts, quoted from the President's inauguration speech, provides an idea of the thinking of the new interim executive with regard to their vision for Natal cricket.

2.2 Mission Statement

As already quoted in the NCU inauguration, the NCU had documented the following mission statement:[8]

"The Union will promote, encourage and advance the playing of non-racial cricket throughout its area of jurisdiction, positively address historical imbalances

in cricket and develop a successful team by correct selection, coaching, motivation and financial incentives.

The Union will provide coaching to ensure that the standard of cricket at all levels is improved, interest maintained and encouraged, and promising players identified and developed so that a strong and enthusiastic nucleus of players with a desire and commitment to play for Natal is available.

The Union will market and promote cricket to maximise net revenue from sponsorships, sale of advertising and facilities, public attendances and box-holders. The development of players and facilities will be achieved through being responsive to the needs of these markets, the financial stability of the union being ensured."

The emphasis on non-racialism in the mission statement moves away from the evils of apartheid and sets the tone for addressing the imbalances of the past.

2.2.3 Constitution

The constitution of NCU, like other constitutions of cricket administration in the country, begins with a preamble.

2.2.3.1 Preamble[9]

The Natal Cricket Union shall administer and promote cricket in the province of Natal.

Believing:

i) Strict adherence to the principles of non-racialism.

ii) That this vision is not based on simple moral precepts - it is fundamentally part of the strategy to achieve non-racial cricket in a non-racial society.

Resolved:

i) That the principles and philosophy of non-racialism shall be the overall guide in the organisation to strive for unity, peace and harmony in cricket and in our country.

ii) To promote and advance the playing of cricket on a non-racial basis from school level upwards irrespective of race, colour, creed or religion.

iii) To effect this, due to the social and economic imbalances in our society, we shall give priority to and use our resources to develop cricket in the most deprived areas under our jurisdiction.

iv) To commit all our leagues to actively participate in our development programmes and to be directly engaged in promoting genuine non-racial cricket.

The above are the guiding principles by which cricket in Natal is structured, organised and promoted.

2.2.3.2 Objectives[10]

The objectives of the Natal Cricket Union are as follows:

i) To control all matters in connection with representative Natal teams and Natal cricket in general.

ii) To positively address the historical imbalances and discrimination that were practised in cricket and to deploy financial, human and material resources at its disposal to guarantee equal opportunity to all officials and players under its jurisdiction.

iii) To promote, encourage and advance the playing of non-racial cricket, particularly in its area of jurisdiction.

iv) To make arrangements for the carrying out of inter-provincial and other representative matches.

v) To formulate and control the conditions under which union competitions shall be conducted, and to regulate the terms under which prizes are offered to and accepted by the Union.

vi) To act in conjunction with the United Cricket Board of South Africa for the purpose of arranging tours to and from overseas.

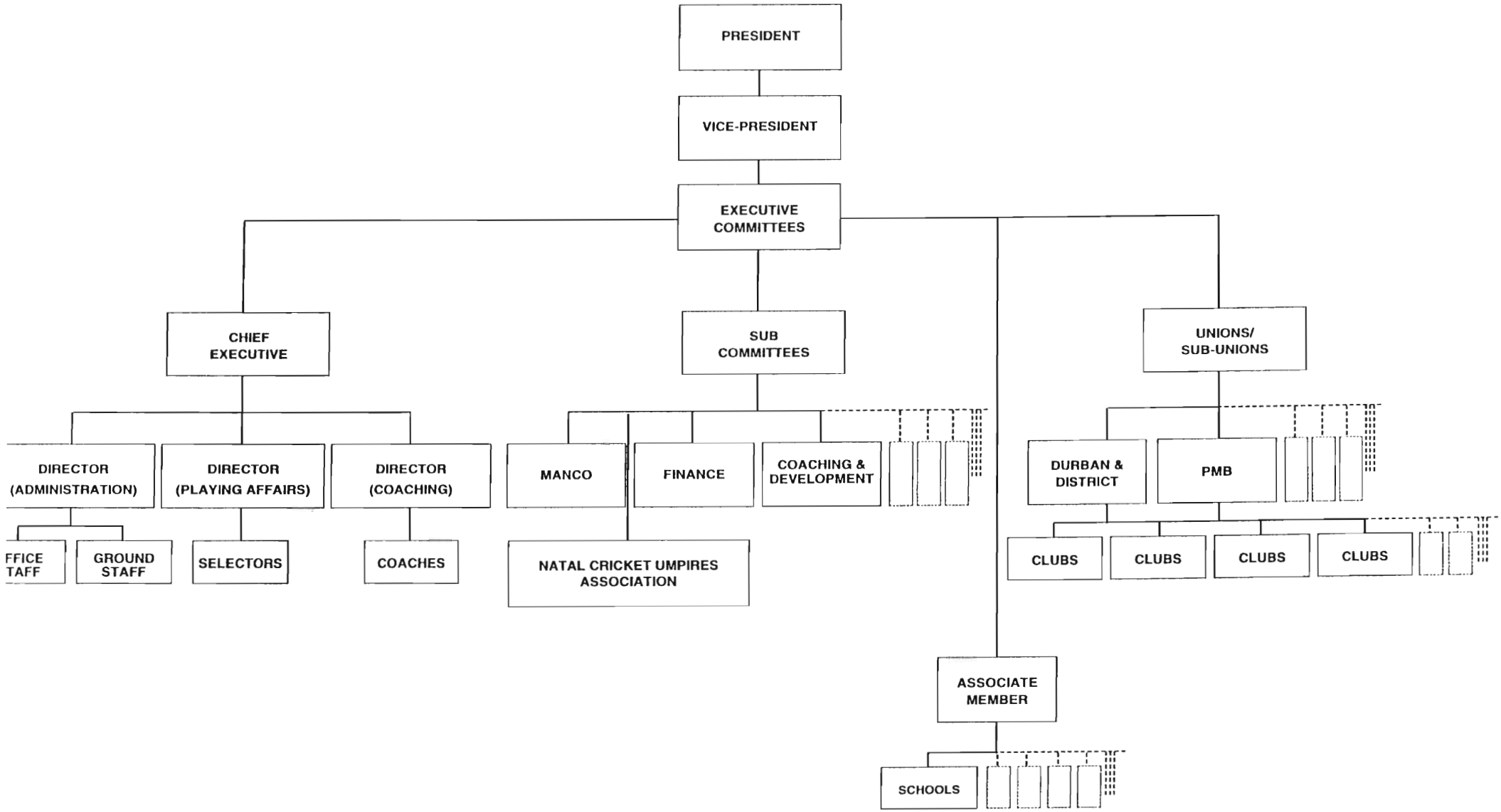
vii) To deal with all other matters not herein specifically referred to for the furtherance of cricket in general and particularly within its area of jurisdiction.

3. The Organisational Structure of the Natal Cricket Union

The organisational structure of the NCU (Figure 16) is aimed at addressing the objectives of unification.

The added pressures of unification made it necessary for the NCU to appoint a Chief Executive and a full-time Director of Playing Affairs. The structure of NCU is typical of most cricket administration structures in South Africa. It is not necessary to provide a detailed analysis of each person's functions on the structure of NCU except to highlight the functions of the Director of Playing Affairs and the Director of Coaching and Development. These two posts are necessary for discussion in terms of the topic of this thesis.

FIGURE 16: NATAL CRICKET UNION



3.1 Director of Playing Affairs

The objective of the director is to take a pro-active role in ensuring the playing success of Natal Cricket in both the short and long term. The essential part of the director's function is the nurturing, development and retention of young cricketers through school, league and provincial levels.[11]

In line with the objectives of the director the following duties and responsibilities have to be performed:[12]

i) To maintain close liaison with schools, universities, technikons and the defence force, to ensure that promising players are retained in the province and are given access to professional coaching to enable them to develop their talents to the fullest.
ii) To develop and implement a long term strategy designed to retain young players of talent in the province.
iii) To develop commitment and a professional attitude towards cricket in Natal amongst teams at all levels.
iv) To develop a successful team by correct selection, motivation and financial incentives.

Arising out of (iv) the strategy of the director would be to:[13]

i) Over a period of time identify young players, provide encouragement, coaching (specialised) and opportunities.

ii) Obtain players, coaches and motivators to cover short term weaknesses.

iii) Develop professional attitudes and commitment (including motivation) to practices and matches through the provision of experienced coaches in these fields.

iv) Enter into player contracts to ensure that developed players are not lost to other provinces.

v) Provide bursaries, job opportunities and sponsors for players including what players can offer to those providing jobs and sponsorships.

The present identification of players from disadvantaged communities seems to have been disregarded by the director because he has concentrated on White school cricket weeks rather than Black school weeks. Also, knowledge of talented Black cricketers is lacking because not enough attention is given to these players by the director.[14]

In terms of the development programme the role of the director is crucial for the nurturing, development and retention of young cricketers. It is essential that talented players from disadvantaged backgrounds are identified and given specialised coaching in order to address the imbalances of the past.

3.2 Director of Coaching

The objective of the director is to ensure that the standard of coaching at all levels of cricket in the province, from primary schools to high schools, clubs and the Colts, is maintained at a high standard.

The object is to ensure that the standard of cricket at all levels is improved and that the more promising players are identified at an early age and given specialised coaching. This will ensure Natal has a strong and enthusiastic nucleus of Colts players with a desire and commitment to play for Natal.[15]

Arising out of the objectives of the director's role the following job responsibilities emerge which cover cricket throughout all the areas of Natal:[16]

i) To organise and arrange coaching for:

- Bakers Mini Cricket
- Township Development
- Primary Schools
- Secondary Schools
- Clubs
- Colts Squad
- Teacher Training Courses.

ii) To obtain and develop sufficient qualified coaches by arranging training courses throughout the province to ensure adequate coaches are available for all levels of coaching.

iii) To maintain regular contact with the Natal Primary and Secondary school committees to establish the needs of the schools and ensure that coaches develop a high standard of coaching, creating desire by the schools to avail themselves of coaching from NCU.

iv) To identify promising players from primary school and secondary school level and to ensure that contact is maintained with these players and that they are encouraged to avail themselves of specialised coaching offered by the NCU.

v) To arrange coaching courses for all interested schoolboy players at major centres throughout the province.

vi) To arrange specialised coaching courses covering bowling, batting, wicket keeping and captaincy for select schoolboys from under-13, under-15 and open age groups, as well as potential Natal players at clubs.

vii) To develop, in conjunction with the Natal selectors, a squad of promising young colts players who receive specialised coaching which identifies weaknesses and irons them out.

viii) To endeavour to upgrade and improve coaching facilities throughout the province.

ix) To liaise with clubs with a view to assisting with coaching.

x) To ensure that the benefits of the coaching offered by the NCU are marketed throughout the province.

xi) To draw up a plan of action for the year ahead, in conjunction with the schools.

The functions of the director which have been highlighted, are specific to development. Development here is aimed at players and facilities, and while the job description for the director seems to address areas that are essential for development, the NCU has not laid down an implementation policy for development. Furthermore the director does not relate to needs of

the previously deprived communities.[17] It becomes essential in terms of the South African political situation and the diversity of people in the country that the director addresses the cause of the underprivileged struggle.

3.3 Schools

A perusal of the organisational structure of the NCU reflects the schools as being associate members of the NCU. The reason for this is that the school bodies at the time of the NCU annual general meeting in August had still not unified. Presently the White and Indian Primary school bodies have formed a single controlling body.[18] Although a unification launch at primary school level had taken place, this did not include the African and Coloured schools, without whom true unity cannot occur. Nevertheless, the officials who were responsible for bringing the two primary school bodies together for the first time in the country, must be complimented, because the differing views present at this level made unity a very difficult task. This is borne out by the fact that unity between these bodies was achieved three years after the national cricket body had unified.

The non-unification of the schools structure, in especially the secondary schools makes it difficult to implement a development structure. Furthermore, a talented youngster with potential, if not in a representative team, is lost to cricket. This **ad-hoc** identification of talented players creates problems with the different school bodies, to the extent that offi-

cials call on selectors not to select players falling under their jurisdiction for teams that represent the opposition sports body.[19]

The problems experienced at school level could soon lead the youngsters, especially the underprivileged, to become frustrated and disillusioned. This could lead to the loss of talented individuals in cricket. The end result may be that the process of addressing the imbalances of the past will take much longer.

3.4 Coaching and Development Committee

The Coaching and Development Sub-Committee (CDSC) is presently chaired by the vice president of the NCU. The director of development who is linked to the CDSC, sits on the committee as an ordinary member and relies on this committee for the implementation of his functions.

Since unification up to the end of the season 1992/1993, the development strategy for the NCU was on a centralised basis and controlled by the CDSC which was accountable to the executive of the NCU.[20]

Arising out of a "think tank" meeting about coaching and development arranged by the NCU[21] it was decided to follow a sub-union 'route' of decentralisation as from season 1993/94. This mean that the unions and sub-unions affiliated to the NCU would be in charge of the coaching programmes in their areas of jurisdiction. The CDSC would now be an advisory body to the NCU in terms of the coaching and development function. The

CDSC would comprise representatives from the NCU executive and from the different unions, sub-unions and associate members.

3.5 Affiliates of the Natal Cricket Union

There are nine affiliates that have direct representation on the NCU:[22]

Durban and District Cricket Union
East Griqualand Cricket Union
Maritzburg Cricket Association
Midlands Cricket Union
Natal Cricket Umpires Association
Northern Natal Cricket Board
Southern Districts Cricket Union
Southern Natal Cricket Union
Zululand Cricket Union.

All the affiliates of the NCU are integral to the development programmes in Natal. In addition to the affiliates there are additional associate members:[23]

Natal Junior Schools Cricket Union
Natal Schools Cricket Union.

The associate membership reflected in the official handbook[24] is not the only membership of the NCU; the Natal High Schools Cricket Association[25] and the Natal Primary Schools Sports Board are also members.[26] The omission of these two bodies from the official handbook can be viewed simply as an oversight/inefficiency. It is also a possibility that the concept of non-racialism which came with unification is still to be asserted,

because while "White" school bodies are listed, "Non-White" school bodies that share the same status as their "White" counterparts, are conspicuously absent.

3.5.1 The Organisational Structures of Affiliates of the Natal Cricket Union

Although it is not necessary to illustrate all the structures of the affiliates of the NCU, the illustration which follow (Figures 17 to 20), provide some idea of how affiliates administer their organisations in terms of the objectives of the NCU.

FIGURE 17a: DURBAN AND DISTRICT CRICKET UNION

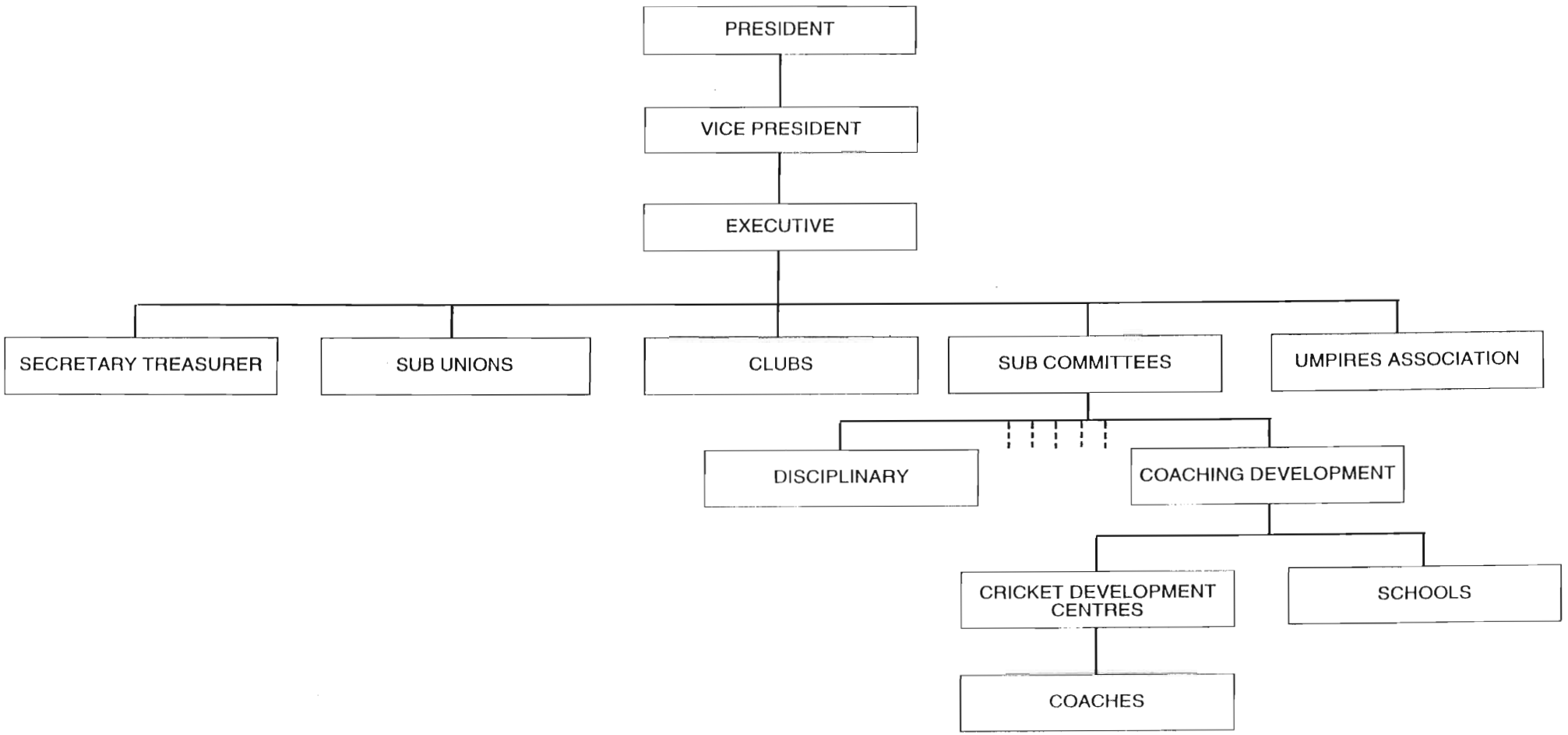


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FIGURE 17b: DURBAN COUNTY CRICKET ASSOCIATION (AFFILIATED TO DURBAN AND DISTRICT CRICKET UNION)

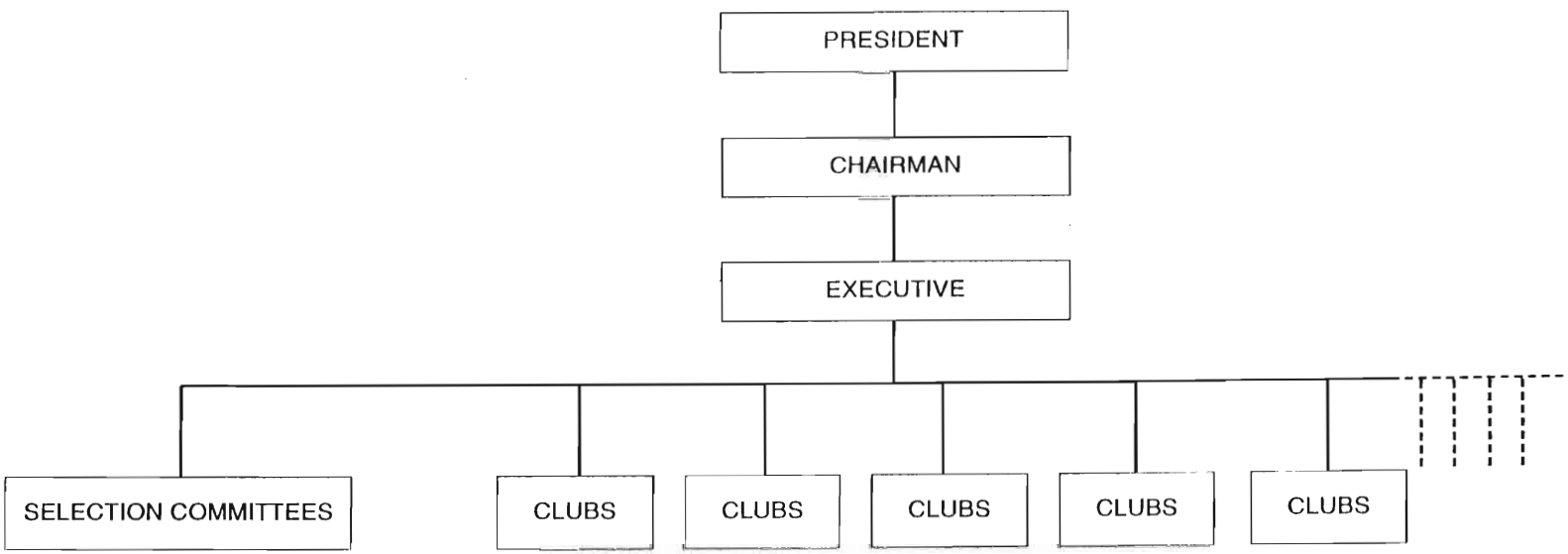

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FIGURE 18: MARITZBURG CRICKET ASSOCIATION

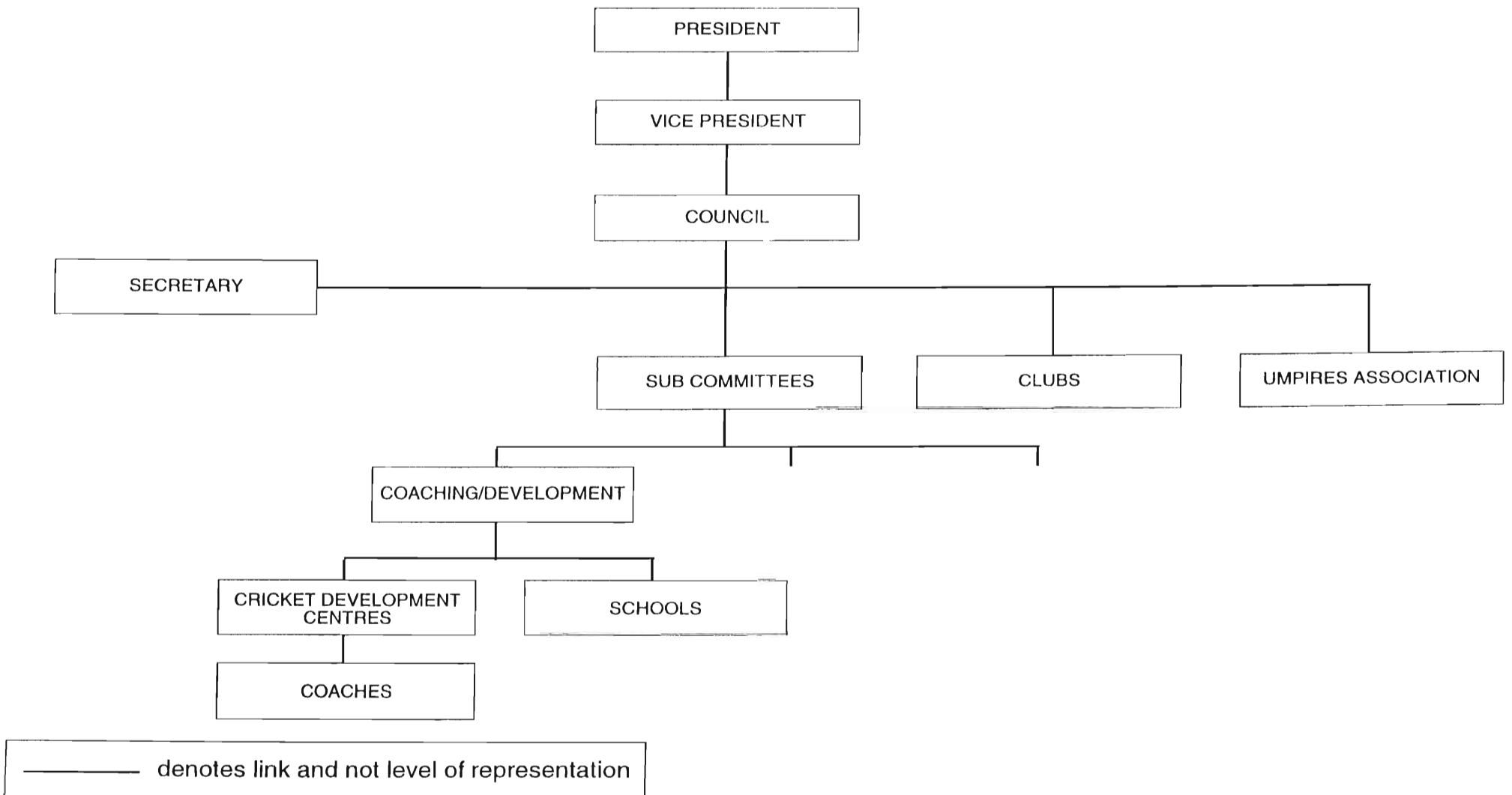


FIGURE 19: NORTHERN NATAL CRICKET BOARD

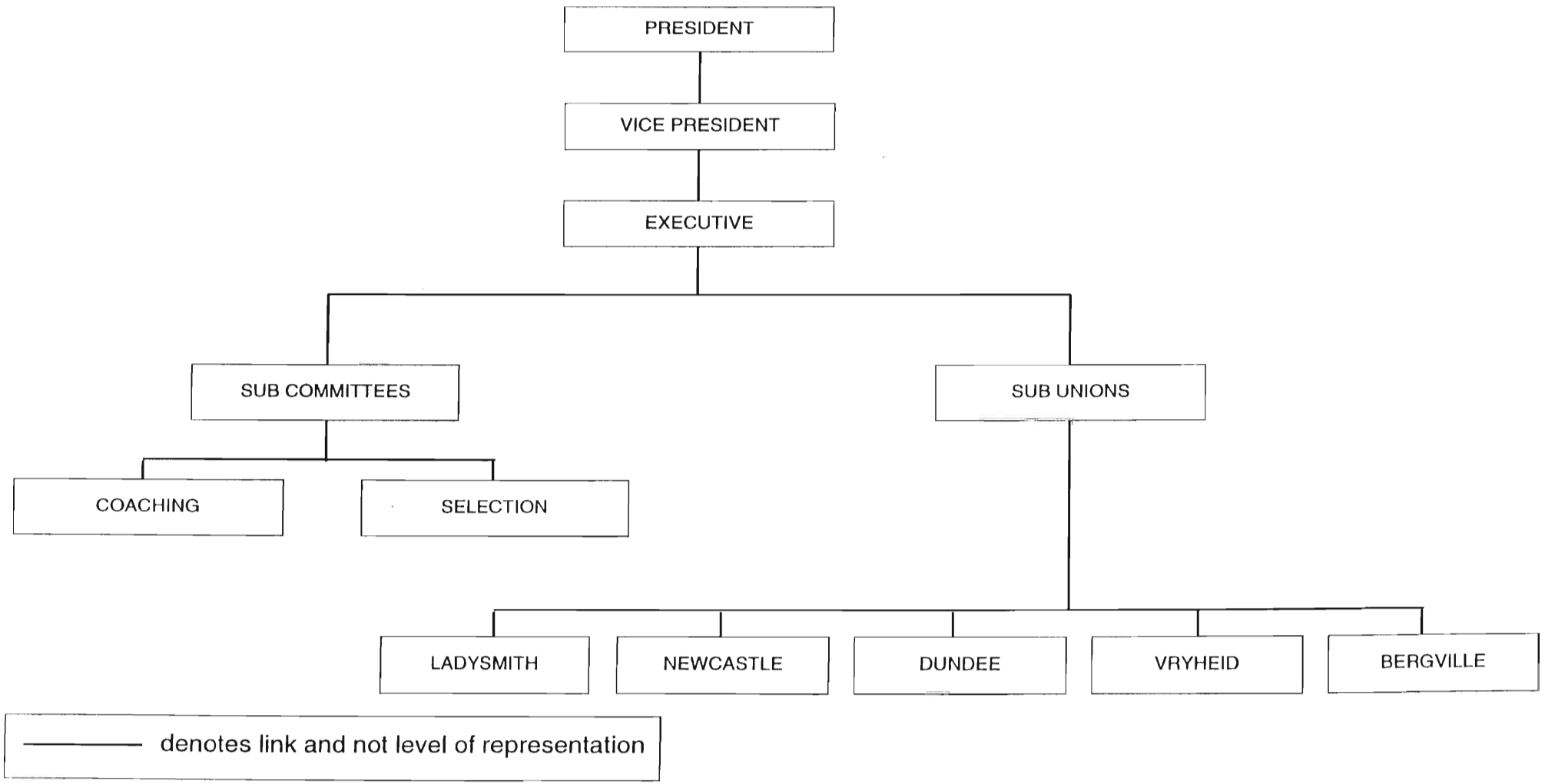
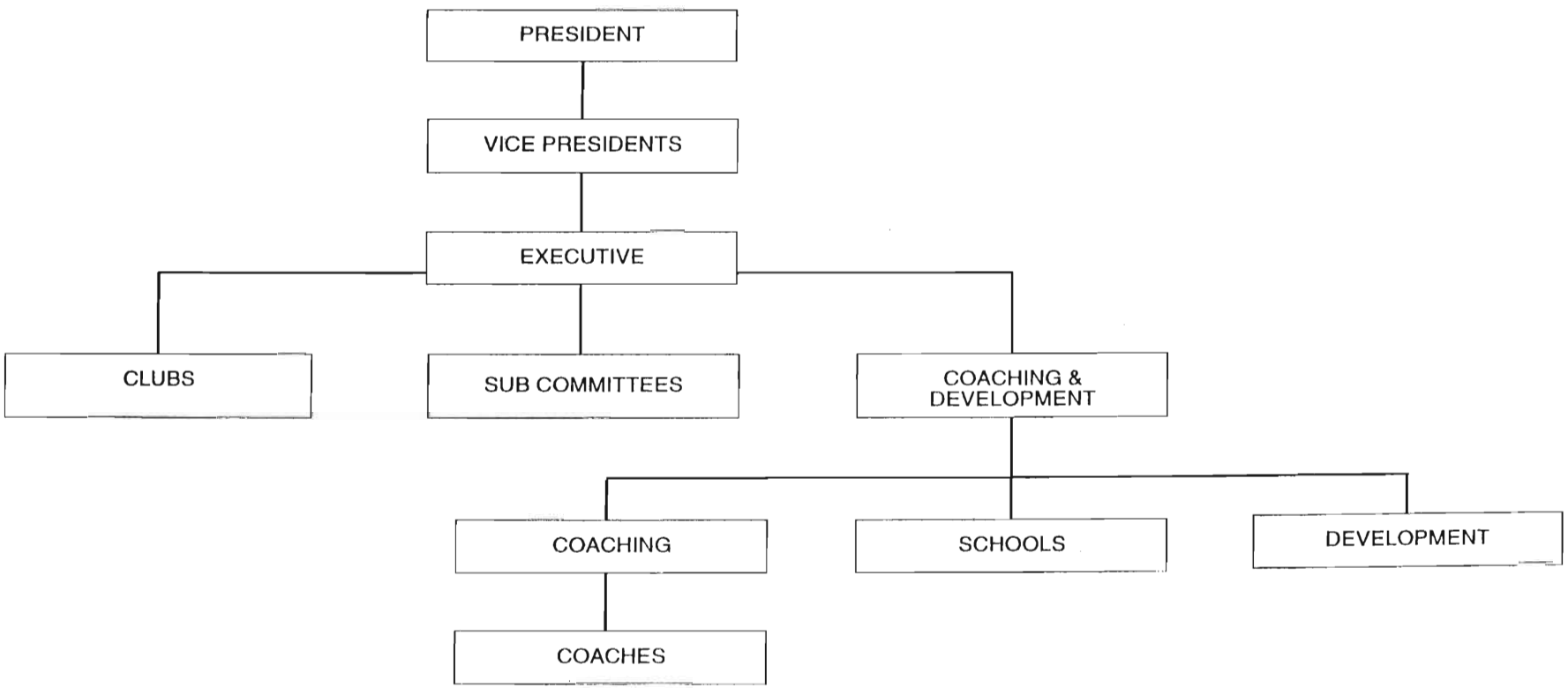


FIGURE 20: EAST GRIQUALAND CRICKET UNION



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A perusal of the structures presented (Figures 17 to 20) outlines the administrative structure of some of the affiliates of the NCU. The development structure is also depicted to show the degree of prominence, development has for the affiliates of the NCU.

The development function, although acknowledged as an integral part of the structure of unions, does not necessarily mean that the function is performed adequately. Through the reporting structure that exists, accountability is a problem because to a large extent, officials serving at affiliate levels are voluntary.

The umpires committee is also an important committee which addresses the training of umpires. This body is the one body that addresses the training of officials irrespective of race, colour or creed. Unfortunately, the number of available umpires continues to be a problem, with no significant increase.[27]

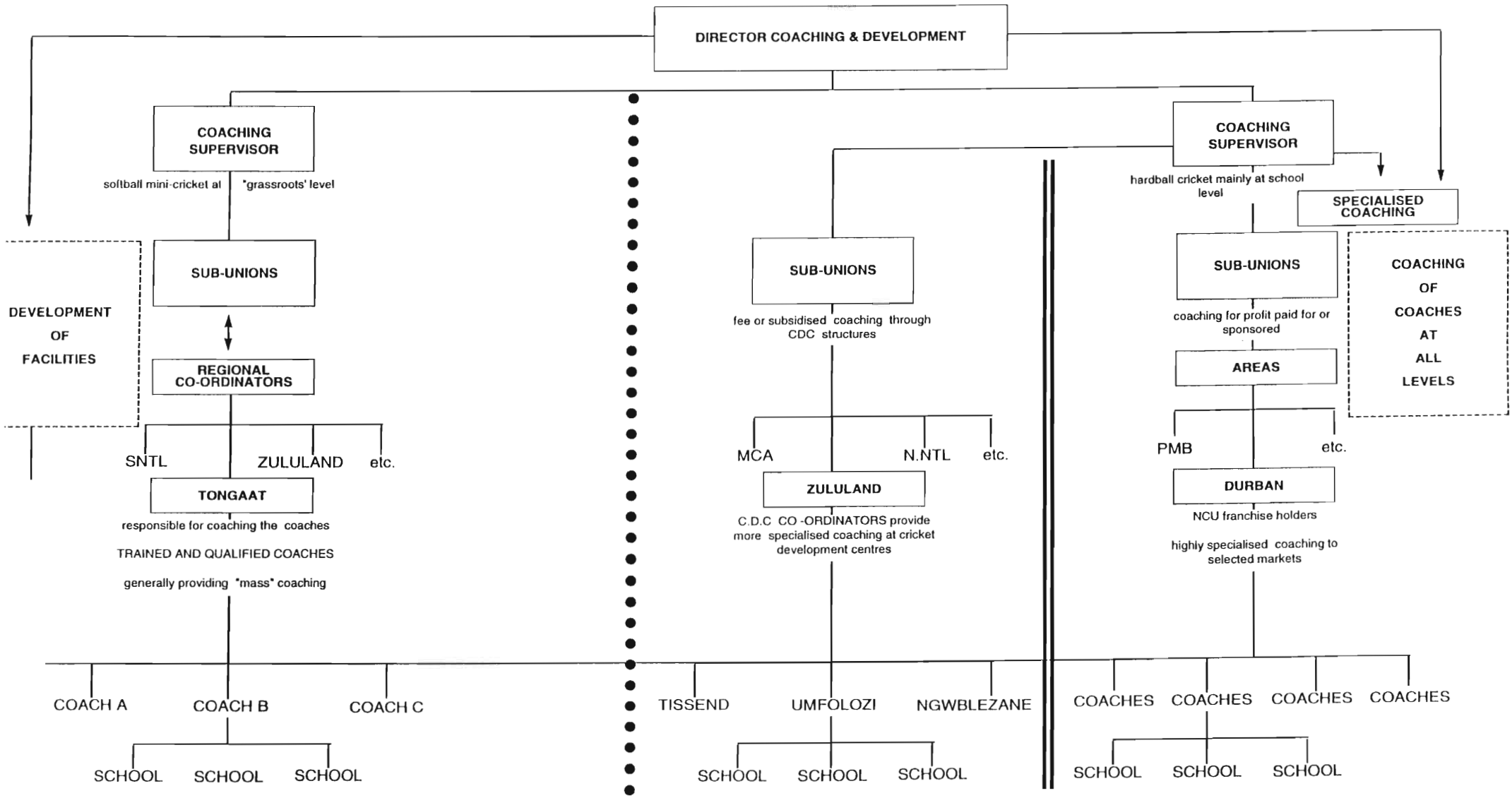
4. Organisational Structure and Management of Development

The decentralised structure of development (Figure 21)[28] ensures that areas under the jurisdiction of the affiliates of the NCU, are entrusted with their own development. The move from a centralised to a decentralised structure could be seen as an attempt to address the development function in a far more efficient manner.

Figures 21 to 23 illustrate the structures that have been formulated for season 1993/94 to implement the development programmes of the Natal Cricket Union. The unions and sub-unions, through their own administrative structure implement development programmes called Cricket Development Centres (CDC) and are schools-based. The NCU structure also includes hard-ball specialised coaching which is essential for the graduation from mini-cricket and for the overall development of players.

Although the structure has both specialised coaching and cricket development centres, what is lacking is a regionalised centre for the most talented youngsters.

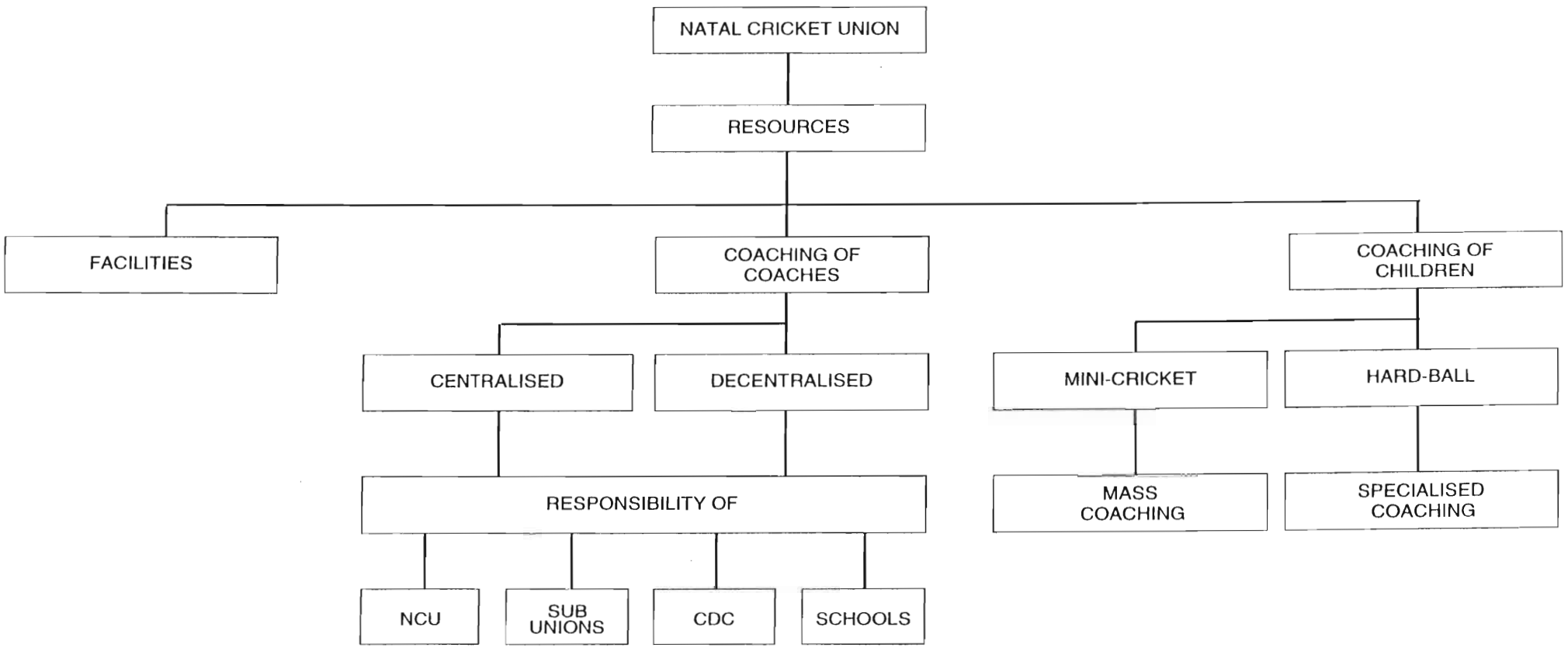
FIGURE 21: COACHING AND DEVELOPMENT STRUCTURE OF NATAL CRICKET UNION[29]



——— denotes link and not level of representation

CDC = Cricket Development Centre

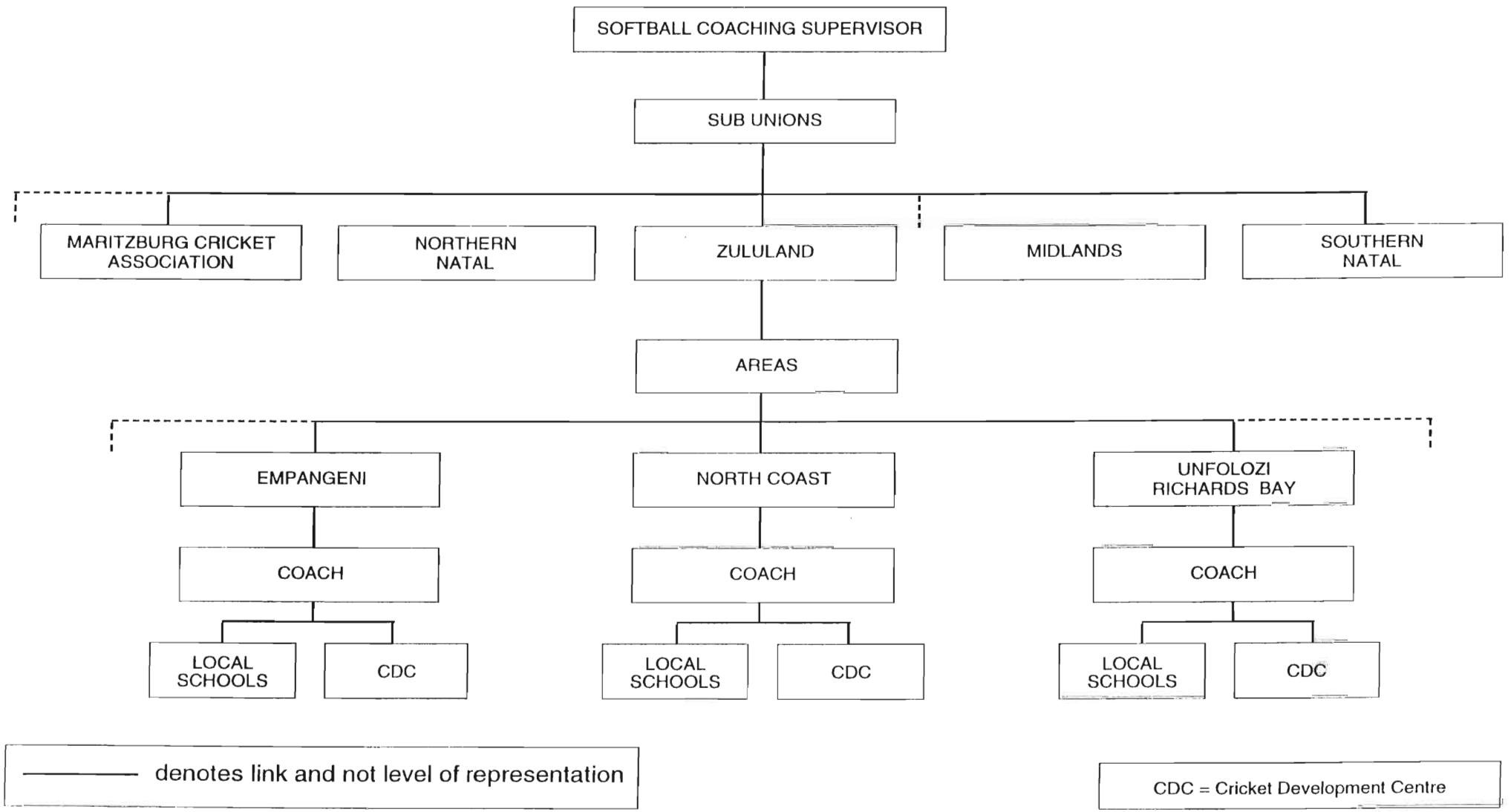
FIGURE 22: ALLOCATION OF RESOURCES[30]



——— denotes link and not level of representation

CDC = Cricket Development Centre

FIGURE 23: SOFTBALL MINI-CRICKET COACHING[31]



5. Development Programmes of the Natal Cricket Union

The unification of cricket in Natal, like the rest of the country, has highlighted the need to correct the imbalances of the past.

The development programmes of the Natal Cricket Union relates on a broad level to the one that has been propounded by the United Cricket Board of South Africa and as such represent the most important of all its structures. The objectives of the programmes are, more than anything else, to address the imbalances of the past but at the same time to ensure that the cricket needs of the province are addressed adequately.[32]

5.1 Aims of the Development Programmes

The Natal Cricket Union being an affiliate of the United Cricket Board of South Africa shares the same aims in terms of its development programme:[33]

- To broaden the base of cricket into all communities in a unified, non-racial and democratic way.
- To provide, through cricket, new opportunities for the overall development of disadvantaged people.
- To create equal opportunities through facilities, coaching and equipment for all those who want to play cricket.
- To tap all resources available to cricket to strengthen the overall standard of the game.

In order to achieve the aims of the development programmes the NCU has a director of coaching who functions under the guidance of a development committee which reports to the executive of the NCU.[34] The development committee, which meets monthly, comprises of a chairperson from the NCU executive, and general members coming from the development regions and centres.

5.2 Development Drive

The development programme of the NCU is, as viewed from the outside, somewhat as being low-keyed. The media coverage of the programme is limited or non-existent. In addition communication on this issue has been a cause for concern at executive level.[35]

The director of coaching, Mr Denzil Bezuidenhout, was aware that not many outsiders are aware that coaching and development are prominent features on the agenda of the NCU.

"It will no doubt come as no surprise to many to learn of the enormous strides which have been made in recent summers in the establishment of cricket development centres (CDC's) in far-flung areas throughout the province. The majority of these areas, once almost inaccessible except on foot, are now experiencing the simple pleasures of the game for the first time.[36]

Already, the NCU's development programme is proving an outstanding success and the rewards in seeing young players of all colours coming through the ranks to gain recognition in school teams throughout the province

have been most encouraging. We are constantly unearthing new and exciting young talent. Apart from the work put in each week by more than a dozen of the NCU's full-time and part-time coaches in the established junior and senior schools in the province, our coaching and development programme is constantly expanding.[37]

With the help of officials and coaches in all our sub-unions, our development and coaching programme extends from Empangeni and other smaller centres to the North of Durban (Imbali and Sobantu, Natal Midlands). Other areas include Kwa Mashu, Hambanathi (Tongaat), Lamontville, Newlands, Effingham (22 schools), Chatsworth (18 schools), Sydenham, Asherville and Clare Estate (20 schools), Phoenix, Wentworth, Isipingo (22 schools). Much good work is also being done in schools and areas around Pietermaritzburg with the help of the Maritzburg Cricket Association. It must only be a matter of time before Natal cricket will reap the benefits of these efforts to thousands of schoolboy players."[38]

The method of coaching in the current season has moved from a centralised situation to a de-centralised situation which increases the involvement of unions and sub-unions affiliated to the NCU.

The Vice President of the NCU and Chairperson of the Coaching and Development Committee of the NCU for the current season, Mr Peter Almond, outlines his view of the NCU's development drive in the light of its new de-centralised development programme:

"Natal cricket has embarked on an extensive coaching and development programme for the coming season, which will provide many opportunities, particularly in the underprivileged areas, for thousands of children to obtain much-needed coaching.[39]

Fourteen full-time coaches have been around Natal and over 60 part-time coaching co-ordinators and coaches are assisting in the programme.[40]

In Durban, nine cricket development centres have been set up with mid-week and Saturday morning coaching. These CDC's cover Bakers Mini-Cricket and hard-ball cricket - with net facilities and games. In Pietermaritzburg, two full-time coaches are involved in a programme of coaching at schools in the morning, and with township squads in the afternoons. Zululand has employed three full-time coaches who have embarked on an extremely exciting programme in and around Empangeni and Mtubatuba. Further coaches are also employed in the North Coast Region and East Griqualand. Bakers Mini-Cricket has been extended throughout Natal, and on a Saturday morning more than 250 teams take part in mini-cricket games at more than 20 centres throughout Natal.[41]

In addition to the extensive coaching programme for children, a major priority during the coming season will be to ensure that sufficient teachers and parents are trained as coaches. This is an enormous and vital task if we are to ensure that all children keen to play cricket are given the opportunity. Coaching courses are being arranged for teachers and parents.[42]

Barry Meyer, the well-known international umpire from the United Kingdom, has returned to Durban and this year, in addition to assisting in the development and training of umpires, will be involved in coaching second division club sides and development teams. With Barry's experience and expertise, we are sure he will be a great asset to the development programmes. We have an extremely exciting and challenging project to ensure that the thousands of children now interested in cricket have the opportunity of being coached."[43]

The picture of development presented by both the Director of Coaching and the Chairperson of the Coaching and Development Committee is a rather intensive and encouraging one. If successful this programme could go a long way in addressing the historical imbalances of the past. However, any development programme needs resources. These resources, both in terms of finance and manpower, are essential. Getting the right type of people to implement these programmes is crucial. The limitation on finances and the efficient use of available resources is the only manner in which progress can be made in addressing development needs.

5.3 Cricket Development Centres

The advent of unification saw the previously disadvantaged coming in to a process which was going to address their disadvantaged status. The number of schools and the non-unification of the school bodies, together with limited resources, made it essential to seek alternative ways of addressing the cricket development needs of disadvantaged communities.

An executive official of the NCU, Mr GV Naidoo, mooted the idea of **Cricket Development Centres (CDC's)**. These centres were seen as area centres which would provide coaching programmes for all interested youngsters.[44]

The development programmes of the NCU would, if possible, provide coaching at schools, but the main thrust of the programme would involve the CDC's. Each of these centres would be staffed with a coaching co-ordinator whose responsibility would be to organise and monitor the activities of the CDC, which included the cricket activities of that area.[45]

The intention is to eventually have each CDC catering for all aspects of cricket from mini-cricket to the hard-ball game. Coaches would visit all schools in an area to encourage participation. Furthermore coaches would also offer the teaching staff advice on all aspects of the game, including coaching, techniques, umpiring and scoring.[46]

The facilities at each CDC would comprise at least two cricket nets and a synthetic pitch "out in the middle". It is essential for youngsters not only to be coached but also to play the game. Each centre costs in the region of R22 000,00; the provision therefore of these centres would depend to a large extent on the finances available.[47]

5.4 Finance

The NCU is aware that the process of correcting the historical imbalances of the past will cost money. A perusal of their annual report reflects that the expenses incurred for coaching and development has steadily increased.[48]

1990	1991	1992	1993
R79 704,00	R100 450,00	R180 764,00	R203 234,00

In addition to the above, the expected expenses for the current season for decentralised coaching and development, is R500 000,00. A percentage of the expenditure is borne by the UCBSA through its own development fund and the South African Executive Club.[49]

Although the figures do not provide an actual breakdown of the NCU's costs for development the following provides an estimation:

The proposed cost for coaching and development as provided by the Director of Coaching and Development for the 1992/93 season was R425 000,00. The NCU was going to meet R75 000,00 of this cost.[50]

For organisation as large as the NCU and more especially in terms of its special purposes reserves of R2 033 825,00, an amount of R75 000,00 is considered too little, even though a major portion of the reserve fund is set aside for loan repayments.[51]

Furthermore, the lack of financial reporting by the director of coaching creates a problem for officials in establishing what has been achieved.[52]

A further analysis of the financial statements reflects little or no additional income from sponsorships or donations[53] for the development programmes. This is an area that needs serious scrutiny if the NCU is to adequately meet development needs.

5.5 Players

One of the focal points of the development programmes is the coaching of players in order to correct past imbalances so that previously disadvantaged players can compete for selection on merit.

The NCU provides coaching presently at certain schools and CDC's. The coaching programme is aimed at putting in place the mechanism for improving the cricket skills of youngsters.[54]

From reports received and discussions held at the NCU level, these coaching programmes are lacking in many areas. Furthermore requests for coaching from clubs has not been adequately met.[55]

Presently the NCU does not have a formalised structure to identify players with talent. There have been two broad categories of players : the White players are being seen as players who have talent and all Non-White players, irrespective of their talent, are seen as development players or affirmative action cases. This fact is noticeable in the reporting on players. The

focus by the directors has been on White youngsters or competitions that are predominantly White, for example, the schools tournament like the Nuffield Week.[56]

The **ad-hoc** nature of the way in which the development functions are handled and implemented creates added pressures for CDC co-ordinators. Approximately two months after the season had started, by which time coaching should have reached intensified heights, there was no formal meeting of the coaching and development committee of the NCU.[57] The lack of a co-ordinated uniform programme across the province, together with the lack of facilities and parent and community involvement, complicates this issue further.

Players selected for development teams also experience the lax attitude of the NCU towards development. The development team which comprises both White and Black players, is not given the same attention as the other provincial teams. This team, although seen as addressing development needs, is also seen as a guinea pig when officials try to address the cost implications of such a match.[58]

Black players selected for any provincial team have to request their recognition colours instead of automatically being granted them.[59]

With no official affirmative action policy by the NCU there has been a tendency by the Director of Playing Affairs to observe what happens at other provinces before accepting a motivation for an affirmative action case.[60]

On the positive side the feedback received from schools which had received coaching for their players, has indicated that in general they were pleased with the programme and hoped that it would continue.[61]

5.6 Officials

The NCU faces the same endemic as the rest of the country when it comes to the development of cricket officials. Once again, as if by ignorance or chance, the development of officials has been ignored.

After the unity agreement and the two year interim period, officials had to be elected to positions on the executive of NCU.[62] Officials who were from the former NCB had to now face open elections at the sub-union, union and provincial level. Faced with the possibility of being elected by (White) clubs who did not know these officials, they were doomed to failure.

The elections turned out as expected with a number of Black officials losing their seats at sub-union, union and provincial level.[63]

This trend, if continued, as it does at the national level, will lead to the majority of Black officials leaving the scene through no fault of their own. This could lead to a situation where White officials dominate the scene because the voting power is with White clubs who are the majority.

The lack of training for the development of officials is further compounded by the cost factor. The cost factor takes priority over the development of offi-

cials. Within the NCU executive officials lend their support to reduce cost which inconveniences people while ignoring the principle of development.[64]

The dominance of White officials is further noticeable when one observes the guest list in the President's Room on match days. In the last three years since unification, the NCU's failure to address this issue had resulted in some Non-White guests staying away from the President's Room or from matches completely.[65]

The development of officials must be seen in a similar vein as the development of players and facilities. In line with the objectives of unification, the NCU needs to prioritise the development of officials in as much the same way as the development of players. This festering endemic that threatens the existence of Black officials needs to be cured soon in order to realise the objectives of unity.

5.7 Facilities

The creation of facilities is an aspect of development that cannot be ignored. The NCU, covering a vast area that is in the main underprivileged, is faced with the added burden of trying to improve the facilities in these areas.

Caught in the confines of the limitations of its own resources, the NCU has directed almost all of its development budget to the aspect of coaching. Although there have been sporadic incidents of providing certain facilities, the violence in township, together with

vandalism and financial constraints, have resulted in this aspect of development being inadequately addressed.[66]

UCBSA has, however, provided R500 000,00 from its tour proceeds for the development of multi-purpose facilities in Natal.[67] Two such projects, one in Pietermaritzburg[68] and the other in Zululand[69] have been given initial help from this fund. The joint services boards in both these regions have also matched the UCBSA contribution which has made it possible for the initial stages of this development to commence. The land and general services to the complex would be the responsibility of the city council.[70]

If the NCU's development is to succeed it has to redistribute its funds in terms of the development of facilities. The lack of facilities is problematic for the implementation of coaching. The NCU must, as a matter of urgency, provide facilities instead of spending such a large slice of its funds on coaching.

Addressing the facilities issue, the general secretary of the National Sports Congress Southern Natal, Mr Ronnie Govender, commented that too much emphasis is being placed on coaching and too little or nothing on facilities. Children from underprivileged areas want to play sport but do not have the facilities. The NSC felt that development programmes are directed towards improving skills, coaching, umpiring and to some extent, administration. While this is necessary there are still people who do not want to excel but want to play sport in townships yet lack the facilities.[71]

The NCU, by providing courses for coaching, could provide more teacher coaches who could take the responsibility for coaching in schools. This would enable the NCU to redirect money into facilities.

5.8 Coaching Courses

The NCU is not in a position to provide a coach for every area it services because of its financial constraints. It therefore becomes necessary to qualify as many coaches as possible from schools and the community so that this mammoth task of development can be fulfilled. To this end the NCU is able to offer courses which are provided by the Score Cricket and Coaching Academy at the following levels:[72]

5.8.1 Mini-Cricket Level[73]

This certificate is designed to enable coaches to coach mini-cricket in its simplest form to young children under the age of 10 years.

5.8.2 Level 1 (Elementary)[74]

This certificate is designed to enable coaches to coach mini-cricket and to obtain the elementary knowledge that is needed to control a traditional cricket game at junior school level. No previous experience is required.

5.8.3 Level II (Intermediate)[75]

A holder of this certificate should be able to coach any school side, and even a junior club side, with confidence. It covers all the basic aspects of coaching without being overly technical. Emphasis is placed on identifying elementary cricket faults. A person may enrol for this course without first obtaining a Level 1 certificate on account of his/her previous coaching experience.

5.8.4 Level III (Senior)[76]

Holders of the Level II certificates will extend their knowledge of the more advanced aspects of the game by obtaining this certificate. This course covers the more technical points concerning batting, bowling and fielding and includes a broad spectrum of other topics. Emphasis is also placed on skill assessment, that is, the diagnosing, analysing and correction of faults. To qualify at Level III a coach must also pass the Level 1 course of the South African Association for Sport Science, Physical Education and Recreation (SAASSPER). Holders of this certificate could become top class club or high school coaches, and with the necessary experience, could even coach junior provincial sides.

5.8.5 Other Courses[77]

In addition other courses below could be arranged by the NCU through the Academy:

- Level IV (National)
- Courses for course leaders

- Courses for cricket administrators
- Courses for mini-cricket coaches
- Courses for groundsmen
- Refresher clinics for coaches and administrators.

While the training of coaches is important and essential, a mass-based training programme would be a useless exercise with wasted time and effort. It is important to make proper selection of candidates for these courses who would not only benefit from them but also pass this knowledge on to others.

6. Development Areas

The development programmes are on a decentralised basis throughout the areas covered by the NCU. Some areas are more high profile than others. A trend that is emerging new is that coaching is, to a large extent, concentrated on underprivileged areas with little or no effort in 'advantaged' areas.

6.1 Durban and District Cricket Union

Coaching covers a large area which includes both schools and CDC's. All coaching at schools is conducted in the mornings while coaching at CDC's is done in the afternoon. In addition mini-cricket is played every Saturday morning at both schools and central areas.

Presently there are six coaches employed, of which two are full-time. Problems are being encountered by the coaches in terms of lack of facilities at schools and insufficient equipment such as cricket kits.[78]

6.2 East Griqualand Cricket Union

Coaching in this area is done in much the same way as in the Durban and District Cricket Union, but there is a shortage of facilities both at schools and in areas. A lack of cricket kits and coaches further complicates the issue.[79]

6.3 Maritzburg Cricket Association

The union has two coaches employed who coach mainly in the African, Coloured and Indian schools in the morning and follow this up in the afternoons with squad training in five age groups: under-12 and open in the primary schools, and under-14, under-16 and open in high schools. These squads comprise the more talented cricketers in each group. The coaching of squads includes the playing of matches that are deemed essential for the improvement of skills.[80]

The lack of facilities is again a problem but the association is addressing this issue with the joint services board. Kits and equipment are seen as a perennial problem encountered by all affiliates.[81]

6.4 Midlands Cricket Union

The coaching exercise that is performed here is the same as that of the Maritzburg Cricket Association. The schools in this area have unified to the extent that matches played involve all school bodies. This unity has ensured that development cricketers are playing much more cricket.[82]

The unification of schools in this area makes grassroots development much easier to achieve since there is a single controlling body in the region.[83]

6.5 Northern Natal Cricket Board

The lack of facilities and equipment has made it difficult to implement coaching programmes in this area. Coaching is still undertaken by private individuals.[84]

The NCU has to address the needs of this area urgently because a large number of disadvantaged youngsters are found here.

6.6 Southern Districts Cricket Union

The coaching and development needs of this area are still being addressed by both the NCU and the Southern Districts Cricket Union.[85]

6.7 Southern Natal Cricket Union

This area, like the Southern Districts Cricket Union, is still assessing its development needs. Coaching is done by private individuals who are to undergo a coaching course shortly.[86]

6.8 Zululand Cricket Union

The Zululand Cricket Union covers a vast underprivileged area and lacks playing facilities and cricket kits. The Zululand Cricket officials, mainly through their own efforts and a subsidy from the NCU,

have however managed to employ three professional coaches. These coaches who cover large areas, coach in schools, clubs, areas and the university.[87]

The development programme and the efforts of the officials must be admired. The lack of kits and coaches[88] should be addressed by the NCU. This would be a small price to pay in ensuring that the efforts of these officials are not in vain.

An analysis of the development programmes of the different areas reveals that there is a serious lack of facilities, equipment and coaches. In order to make a success of development the lack of facilities, equipment and coaches must be addressed. While neither the NCU nor the UCBSA could adequately address this problem on their own, the NCU must nevertheless ensure that the performance of the development function is now addressed efficiently and effectively.

7. Views and Questions : The Current Situation on Unification in Natal

The unification of cricket in Natal brought with it expectations, which were, in some cases, unrealistic. Various questions have been raised and views expressed about the unification process and in particular development programmes. Although the reactions have been, to a large extent, negative, there have however, been some positive reactions as well.

The Durban City Council, realising the urgent need for development facilities, has recently agreed in principle to support plans to turn Curries Fountain in Dur-

ban into a mass-based sports development centre. This approval comes after a year of negotiations between the National Sports Congress and the Durban Sports Ground Association. A development centre in Natal is essential to address the development needs of the sportspeople in Natal. This decision by the City Council must be seen as a positive reaction to the unification of sport.[89]

Five players from the development programme were selected for South Africa's first national under-17 team to tour Britain since unification. The selection on merit of this historic team was a tribute to the development programme and the commitment of the youngsters and coaches who were part of it. The selection of this side was seen as team work from all communities.[90]

While the selection of the South African under-17 side was a positive sign for school cricket the refusal of a grant by the NCU to the predominantly Indian schools body, Natal High School Cricket Association, was seen as a negative sign for development. This refusal by the NCU, together with a similar refusal in the previous year, was seen as an act of bad faith especially in the light of grants given over the last two years to the White controlled secondary schools' body.[91]

The move by the school bodies to change the format from one which was dominated by the participation of traditional White schools to one in which composite area school teams, irrespective of colour, was greeted with

joy. It gave youngsters of different races a chance to compete on an equal footing for a place in the provincial school side.[92]

Although this decision was positive in terms of the development programmes, the comments by two respected former Springboks put a damper on this decision. The criticism was that traditional schools would not have in future, the opportunity to play their traditional rivals.[93] These comments added weight to the criticisms that development had now become a secondary issue and people holding important positions in the cricketing hierarchy do not really understand the founding principles of the unification process.

The move to reduce the number of teams playing in the first division has been met with opposition by some clubs including the development clubs.[94] The Executive of the NCU failed to recognise that development sides coming from the former NCB, needed a longer period of time to adjust to the level demanded from the First Division before competing on an equal basis with their "White" counterparts. This decision by the Executive meant it would take longer for the development players coming through the system to achieve anything because the platform at which they would have previously been noticed no longer existed.

A further disappointment felt by clubs was in reaction to the response to clubs requesting equipment and coaching. Both the NCU and DDCU responded negatively to these requests, which raised question about what cricket authorities are doing to help development clubs.[95]

In defence of the Durban and District Cricket Union a letter was sent out to all clubs affiliated to them to send their more talented players for individual coaching at Kingsmead. Although this did not address the clubs' requests it did in some small way recognise the need for coaching.[96]

The NCU approved the construction of additional practice nets using the motivation that these nets would assist the coaching programme.[97] However, a request to use these nets for a practice session by a first division development side, which did not have its own facilities, was turned down by the director of playing affairs who felt that it would set a precedent. On inspection of these nets, a group of White youngsters were seen practising in them.

A further attempt by the NCU to address coaching needs resulted in the employment of provincial players to provide coaching at schools and CDC's. However this decision was soon criticised because the players employed are more often than not busy with provincial squad training or playing. Consequently the coaching programmes suffer because the coaches are not available.[98] The creation of incentives to attract former provincial players to help with this function is necessary.

Another area that has received negative reaction has been the bursaries allocation by the NCU bursary subcommittee. A perusal of the annual report of the NCU reflects that development bursaries is approximately 1/5 (one fifth) of the general bursaries. Furthermore the NCU does not contribute any money towards develop-

ment bursaries.[99] This uneven distribution of bursaries does not reflect the addressing of past imbalances. In addition to this the criteria of awarding bursaries is on demonstration of ability and talent at the cricket nets instead of performance on the field and financial need.

A recent trend has been the number of complaints about racial and related incidents on the playing fields which are spoiling the effects of the unification of cricket. These incidents have been kept low-key because of the sensitivity of these issues. However, the Durban and District Cricket Union is addressing these issues and have in fact set up a disciplinary committee hearing to remedy the situation.[100]

Racial incidents, if not stopped, can lead to further problems that may jeopardise the unification process. Everyone from both sides of the colour spectrum should therefore prevent issues that may turn out to be conflict situations.

Addressing the need for facilities has been a costly business. The positive side of the recent tours by international teams to South Africa has resulted in a facilities fund being created. The NCU has been given R500 000,00 by the UCBSA from this fund to develop cost effective multi-purpose sports facilities in disadvantaged areas.[101]

The news of this allocation was greeted with great approval because this allocation and others in future years could play a meaningful role in addressing the need for facilities. However the funds allocated are

for multi-purpose facilities and not for individual cricket facilities. This aspect of development still needs attention.

8. Summary

The unification of cricket in Natal was established on the principles of non-racialism. The concept of non-racialism in the mission statement moves away from the evils of apartheid and sets the tone to address the imbalances of the past. The constitution of the NCU elaborates further on the concept of non-racialism by stating that the principles and philosophy of non-racialism shall be the overall guide in the organisation to strive for unity, peace and harmony in cricket and in our country. The Union sets itself the task of promoting and advancing the playing of cricket on a non-racial basis from school level upwards irrespective of the race, colour, creed or religion of players. To effect this, the Union commits itself to the use of its resources for the development of cricket in the most deprived areas under its jurisdiction. It thus commits all its leagues to active participation in development programmes and to be directly engaged in promoting genuine non-racial cricket.

The objectives of the Union, amongst other things, aims to address positively the historical imbalances and discrimination practised in cricket, and to deploy financial, human and material resources at its disposal to guarantee equal opportunity to all officials and players under its jurisdiction.

The organisational structure of the NCU is typical of most cricket administration structures around South Africa. Of relevance to its development programmes are the posts of Director of Playing Affairs and Director of Coaching and Development.

The concern expressed about the directors' role is that the identification of talented players from disadvantaged communities seems to have been disregarded in favour of an over emphasis on White youngsters. It is essential that talented players from disadvantaged backgrounds are identified and given specialised coaching in order to address the imbalances of the past.

The absence of an established implementation policy for its development programmes, together with the problems associated with the unification of school cricket, creates difficulties for the implementation of a sound development structure. The recent move by the NCU to explore the decentralised route for coaching and development must be seen as a positive one, but there is an urgent need to address issues on the overall direction of coaching, accountability and control over expenditure if the development function is to be successful.

The structure of the sub-unions, unions and the NCU reflects that coaching is basically catered for in two forms, soft-ball and hard-ball. This means that youngsters could graduate from mini-cricket level to specialised hard-ball level which would eventually lead to club level matches and further. The coaching programmes are conducted through schools and cricket development centres. The severe constraints on finance

and resources means that the programmes do not address development needs adequately. Furthermore the mass-based programmes introduce youngsters to the mini-cricket level with not enough opportunities to graduate any further. As a result talented youngsters are lost in the process, making development programmes and the large sums of money invested in them, a wasted effort.

Amongst the aims of the development programmes of the NCU is the need to provide, through cricket, new opportunities for the overall development of disadvantaged people, and to create equal opportunities through facilities, coaching and equipment for all those who want to play cricket. Regardless of this the development programme of the NCU is not uniform across the province and lacks publicity. Its media coverage is limited or non-existent and to critics, the programme is perceived as being non-existent.

The picture of development presented by authorities is a rather intensive and encouraging one. If successful this programme could go a long way in addressing the imbalances of the past. However, any development programme needs resources. These resources, both in terms of finance and manpower, are essential. Getting the right type of people to co-ordinate the implementation of these programmes is also crucial. The NCU presently lacks such personnel and would do well to address the issue immediately.

Facilities is an area that will always be difficult to address. The NCU, like most of the other provincial unions is faced with large under-developed areas. Without the necessary facilities development programmes

render themselves useless. It is therefore necessary for the NCU to urgently investigate a means of rectifying this situation.

The CDC structure in operation in Natal has been established to cater for all aspects of cricket, from mini-cricket to the hard-ball game. If successful the CDC's will replace school coaching, thus making it feasible to provide a higher level of coaching to selected talented youngsters graduating out of the schools leagues via a possible unified school cricket body. A serious lack of resources coupled with the inadequate financing by the NCU, hampers the success of this programme.

Presently the NCU lacks a formalised structure to identify players with talent. A problem that further disadvantages the underprivileged players is the treatment of disadvantaged players by the the NCU. With no clearly laid down policy on affirmative action, the **ad-hoc** application of affirmative action to players from disadvantaged communities reflects the lack of seriousness by the NCU in addressing the issue. Furthermore, ignoring of requests for coaching by clubs from the disadvantaged sector detracts from the good intentions of the NCU towards meeting its development objectives.

The umpires sub-committee is the only structure that addresses the training needs of officials. Unfortunately not enough officials are taking up this valuable opportunity. There needs to be some thinking on how this situation can be reversed. Nevertheless the training of officials in general is an area that is

lacking. Officials who are unknown to the electorate, through no fault of their own, are expected to contest an open election with the electorate on the other side of the colour line. This situation, if allowed to continue may see a drain of capable Black officials, who may disappear from the scene because of the short-sightedness of present officials. The development of officials must be seen in a similiar light as the development of players and facilities. In line with the objectives of unification, the NCU needs to prioritise the development of officials.

The unification of cricket in Natal has brought with it both positive and negative reactions. It is important that the positive reactions to unification are not seen in isolation from the negative ones. While positive reactions can be seen as the victories of unification, negative responses must be urgently addressed in order to consolidate the goals of unification.

Having provided information that is necessary to address issues on the organisation and structure of cricket in South Africa within the context of the unification process and with special reference to the development programmes in Natal, the chapter that follows discusses the final conclusions, findings and recommendations.

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CHAPTER NINE

CONCLUSIONS AND RECOMMENDATIONS

1. CONCLUSIONS

The administrative guidelines that have been established for public institutions can be applied to cricket administration as well.

Cricket administration, like other codes of sport, serves a particular environment, namely the social environment. The social environment together with the cultural and political environment continually influences cricket administration. Cricket administration shares common characteristics with parastatal institutions and is therefore considered a public institution.

Structures that are created in organisations are used to facilitate the co-ordination of activities and to control the actions of its members in pursuit of organisational objectives. Individuals operating alone or as part of groups in a formal or informal manner within an organisation set the tone for operation and give substance to the structure of organisations.

The arrangement of individuals in an organisational structure sets clear lines of communications within an organisation, which give rise to delegations of respon-

sibility. The extent of specialisation, together with the existence of written rules and procedures, and the extent to which authority is delegated, determines the successful implementation of organisational goals.

Arising out of this research and more importantly in terms of the unification process in cricket in South Africa, development takes on a special focus. Development, seen as a national phenomenon which engages individuals in activities by themselves in their quest for improving the quality of their life and thus society at large, is, in cricket, aimed at players, officials and facilities.

The limitation of government resources and the various demands on these resources result in the empowerment of people to act jointly with private and public sector organisations in order to address development needs. The severe restraints on resources makes it compulsory for development officials to address their objectives in an efficient and effective manner. The government which is in no small way to blame for past imbalances, needs now to play an active role in addressing these imbalances.

The history of conflicts between the Europeans and the Africans set in motion the manner in which sport would be played in South Africa. The game of cricket was introduced in South Africa at the turn of the 18th century when the British settlers occupied the Cape. During this period cricket was essentially played by the British immigrants and the military. The sport had

an important socialising and ideological influence upon the emergent African and Coloured elite who, at the end of the century aspired to its "gentlemanly values". The changing status of the Black people prevented the game of cricket from spreading amongst the Blacks. The official "launch" of the policy of apartheid in 1948 by the Nationalist Party affected the Blacks to such an extent that even their social life and the playing of sport took a turn for the worse. Social classes emerged in Black society according to a complex mixture of factors, including type of employment, place of origin, level of education and wealth. The evolution of sport in terms of its organisation and its values, was intimately linked with this process.

The official government policy of apartheid encouraged separate development. In sport, whatever loose social arrangement existed from the time of the Union of South Africa in 1910, disappeared, only to be restructured in terms of the apartheid policy. This move by the government resulted in resistance from Blacks and the expulsion of White South Africa from international sports.

The policy of multinationalism, announced in 1971, further entrenched the policy of separate development. The possibility of integration in sport was being pushed further out of the government's agenda. Under this policy sportspeople had to play within their own racial groups and could only come together at national level. The 1979 announcement by the government of the autonomy of sports bodies, with the condition that law and order was maintained and that the general laws (apartheid) of the land were recognised, did not help

non-racial sport. Clubs wishing to arrange fixtures for members of all population groups still had to apply for permission to use certain venues. Furthermore, the various "restrictive" Acts which were still in place needed amendment or abolishment if integration was to be successful.

Discrimination in sport continued well into the eighties and beyond. The government was spending 240 times more on each White child than it was on each Black child in order to further their participation in sport. The non provision of adequate facilities for Blacks crippled non-racial sport to a state of almost extinction.

The continued application of the apartheid laws together with the support of the White minority for these laws, and struggles of the Black majority against them, finally led to pressure on the international community to lend support to the underprivileged sports struggle in South Africa. This period and the one that followed, were characterised by the isolation of South African sport and the emergence of non-racial sports bodies.

The government's direct intervention in the playing of sport and also in the setting of sports policies that were in line with its apartheid policy of divide and rule, did not help the cause of the non-White sportspersons. The continued government interference in sport and the restrictions placed on Black sportspersons resulted in various non-racial sports organisations being formed. These organisations cam-

paigned continually for the isolation of South Africa from the international arena in order to pressurise the Government into changing its apartheid policies.

The government's multi-national sports policy together with various amendments over the years, did not address all requirements as outlined by the non-racial organisations. These included the freedom of association; equal opportunity in sport irrespective of race, colour, creed, sex or age; de-politicising school sport and the equal financing of sports facilities. The continuation of government policies motivated non-racial organisations to intensify their struggle against apartheid.

The problems encountered in sport were symptomatic of society in general. The government policies on the Group Areas Act, Separate Amenities Act and the Criminal Law Amendment Act were just a few aimed at separating people. These repressive policies not only affected sport but totally undermined the Black population in society. Some of the policies affected the education system which, had a direct influence in what was taught in schools. This also had an effect on sport in schools. The educational system instilled an attitude that led Black people to believe they were inferior. This belief was carried back into society and onto the sportsfields. This oppressive apartheid, however, gave rise to the principles of non-racialism.

Non-racialism recognised individuals on the basis of what society owed them for their development and the effort that they put into it, on the basis of which they could be selected to represent their society in

its sporting life. The underlying theme of non-racialism is that people within society have equal rights, privileges and obligations under its laws.

Non-racial sports organisations all played vital roles in changing the apartheid laws that bound sport and Black sportspersons. During this struggle many lives were lost in a continued battle with a system that refused to empower the under-privileged people of South Africa.

Policies outlined by SACOS, particularly on double standards and moratorium, played an important role in ensuring that South Africa suffered total isolation from the international arena. SACOS claimed to have represented the under-privileged sportspersons of South Africa. This may have been the case but the question that remained was whether they were reaching the masses of people who were classified "Africans" and who were regarded as the "truly" underprivileged people of South Africa. Nevertheless, SACOS did, through its continued pressure on government and sporting authorities, succeed; it must be credited for ensuring that major changes did take place that affected the entire sport scene in South Africa.

The adage by SACOS that there could be "no normal sport in an abnormal society", is still appropriate today although the majority of sports codes have reached unification. The purpose for SACOS should now be to strengthen the unification process by building on its achievements, rather than having a power struggle with its allies.

The non-racial struggle had travelled a long road which for many codes of sport resulted in unification. Unification led to the formation of a single controlling body in that code of sport. The unification of sport together with all its implications marked a truly remarkable event not only in South African sport but also in society in general. The aims and objectives of unification must be clearly understood before it can be deemed a success. The breakdown of the 1976 merger and the playing of normal cricket, are lessons well learnt only if mistakes are not repeated in future.

The emergence of the South African Cricket Board with its hardened policies of non-racialism achieved much through international lobbying, to set the foundation for the future in South Africa. The timely appearance of the National Sports Congress from exile and its establishment of firm policies on development, unity and preparation provided a shot in the arm for non-racial sport that set the tone for the formation of a single cricketing body in South Africa.

The path to cricket unification, for so long stained with the blood of thousands of non-racial sportspeople who gave their lives in the struggle for a non-racial democracy in sport and society, finally achieved a victory which resulted in the unification of cricket in South Africa.

The international lobbying by non-racial organisations and the various declarations made, particularly those of London, Harare and Sweden, pressured the international community not to participate in or against South Africa. Furthermore, solidarity amongst the different

countries against South Africa resulted in South Africa being expelled from the international body. Urged by the slogan "no normal sport in an apartheid society" the internal non-racial community forced the apartheid authorities to rethink their restrictive policies.

The announcement by the State President on 2 February 1990 of the unbanning of the political organisations and the release of Nelson Mandela, resulted in the long and historic struggle which finally succeeding in bringing within grasp the possibility for a peaceful and negotiated settlement. This, it was felt, would eliminate apartheid and establish a non-racial, democratic state.

The international community which was in solidarity with the non-racial struggle, called for sports bodies and sportspersons in South Africa to speedily overcome all remaining difficulties so that united bodies for each code of sport could be achieved **without** trace of racial segregation or discrimination in their constitutions or practices. This was necessary in order to lay the basis for a national non-racial sport federation encompassing all sportspersons in the country, irrespective of race, colour, sex, political ideology or affiliation. The reality of accepting this call opened the way to the unification process.

The NSC's role in the abandonment of the Gatting Tour despite media manipulation, police charges, tear gas attacks, and threats of being declared illegal, cannot be underestimated. Besides creating the space for unity talks to begin, the NSC played a role in the talks themselves. Their presence, together with that

of the ANC, steered the talks in the correct direction. The power of the NSC was derived from the mass support it received from the non-racial people through its role in the cancellation of the Gatting Tour.

The joint meetings of SACB and SACU to achieve unity while establishing firm principles and preconditions gave a positive indication of the spirit of administrators' sincerity in the process of unification. In moving towards a progressive culture in sport, apartheid had to be destroyed. Non-racialism was a dynamic and progressive principle which was recognised as a catalyst leading to the creation of a new cricket community based on merit, irrespective of race, colour, creed, sex or religion. The philosophy of non-racialism was the guiding principle in the endeavour to strive for unity, peace and harmony in cricket, in sport and in the country.

The recognition of SACU that SACB had run cricket affairs under trying and difficult circumstances cleared the way for finding solutions to obstacles that were present in the path to unity. The agreement on the Statement of Intent and the need to address the imbalances of the past gave an opportunity for joint committees from SACB and SACU to push ahead with unification. Joint development committees were formed within provinces to administer and direct development of cricket at grassroots levels in order to provide a situation from which merit selection could be made.

The formation of the UCBSA and the international recognition thereof resulted in membership to the ICC. The founding principles of non-racialism set the tone for

officials and players from divergent political beliefs and views to come together in the formation of a new cricket climate in South Africa. The inauguration of the UCBSA noted the historic significance of the day not only for cricket but for society and the country as a whole. The sincere desires and motives of genuine people showed that it was possible to build a better society for everyone. Gone were the days of rebel tours and anti-democratic procedures. The declared goal of non-racialism was now the guiding principle to achieve peace and harmony in cricket in the country. However South Africa's subsequent tumultuous return to international cricket was shadowed by questions about whether the objectives of unification were seen in terms of international competition for White South Africans, or for grassroots development. The question of where unification priorities actually lay, needed consideration.

The unification of cricket in South Africa gave rise to development programmes which were aimed at correcting the imbalances of the past. The foundation was set for the thousands of Blacks to get the necessary coaching and facilities to enable them to compete on an equal footing with their White counterparts, an opportunity previously denied to them.

The structures that evolved since unification were created to reach the aims and objectives of the UCBSA. The Executive Committee and the General Council of the Board are the bodies in the organisational structure that are entrusted with giving effect to the constitution of the UCBSA.

Arising out of the unification and the implementation of a constitution, development programmes emerged. Development programmes are one of the most important of all UCBSA'S structures. It is hoped that through these programmes,the imbalances of the past and the strengths of the future, will be determined. The aims of the development programmes includes the following :

- To broaden the base of cricket in all communities in a unified, non-racial and democratic way.
- To provide, through cricket, new opportunities for the overall development of disadvantaged people.
- To create equal opportunities through facilities, coaching and equipment for all those who want to play cricket.
- To tap all resources available to cricket to strengthen the overall standard of the game.

The development programme is seen as a massive undertaking that needs, if its aims are to be achieved, the support of the national executive, the provinces, the communities and the private sector. The role of both the directors of coaching and development at national level are crucial to the implementation of the development structure. These supplementary roles, in their link to the implementation of the development function, are important and need to be maintained. However the ad-hoc conditions that prevail in their employment and relationship with the national executive need to be addressed if the implementation of development is to be successful. A further problematic area that exists is the link between the directors and the provincial development authorities.

The UCBSA's contribution to development must be viewed from three broad categories :

Finances/Facilities
Players
Officials

In keeping with its policy of broadening the base of cricket and taking cricket to the masses, the UCBSA contributes 15 percent of tour takings to go to effective multi-purpose facilities for the underprivileged. In addition to the 15 percent provided for multi-purpose facilities a further 5 percent is provided for development programmes in cricket. In addition the money raised by the South African Executive Club provides financial support to the different provinces for development expenses incurred in terms of transport, equipment and facilities.

The prioritising of money towards development is something which the UCBSA should be applauded for in the spirit of unification and in its aims of addressing past imbalances. However, the provision of money should not be seen as the be-all and the end-all of development. Answers need to be provided to questions on who determines the priority areas, what link they have to cricket administration, and the value of placing emphasis on multi-purpose facilities instead of addressing cricket's own facilities needs. The latter are vital for broadening the base of cricket.

The affirmative action policy of the UCBSA, although aimed at giving talented players from the underprivileged arena the opportunity to compete at the ap-

propriate level, must be criticised for emerging two years after unification, and for the absence of an implementation policy.

The development of officials at national level, across the country, is absent. After the initial two years, where officials served on the interim Executive of the UCBSA on the strength of having served on the former SACB and SACU executives, all officials were subjected to open elections without being on a common footing.

The UCBSA's failure to recognise that the capabilities of Black officials are still virtually unknown to the predominantly White electorate, once again demonstrates that the true spirit of unification is either not grasped or has been ignored by the National body. The election and retention of some influential Black officials on the present national executive is seen as a victory by the officials on the Board, but this is questionable.

The president of the UCBSA believes that there is a strong commitment to address the development of officials. He approves of the fact that so many officials from the former SACB are still serving on the provincial and national bodies, and feels that the extended committees system which is in operation, serves two purposes. On the one hand it provides expert advice to the executive and on the other , it gives new officials an opportunity to serve at national level. The present make-up of the national body is seen as having evolved through a democratic process.

While there is agreement that a committee system provides advice to the executive, there is no evidence that it has attracted or allowed any new talented officials to come on Board. In fact what has resulted is that the present executive has entrenched itself in the various committees. Furthermore, how are Black officials expected to be part of an "ill-defined democratic process" when the levelling of playing fields has been ignored? The blame for this must lie with the high ranking officials of the UCBSA who only a few years ago professed the principles of non-racialism in the unification process, but now seem to have ignored the concept of correcting the imbalances of the past. An erosion of Black officials from the former SACB and the absence of new Black-African officials bears testimony to this fact. This aspect of the aims of the development programme is not being addressed and needs attention in order to prevent White dominance, on numbers alone and not on ability.

The NDCC was brought to South Africa to lend support to the intensive development programme of UCBSA. The NDCC's role in the development programmes was to concentrate on promoting the more talented players in the development programme. While the suggestion of a "Cricket Academy Location" is a positive one, the role of the NDCC needs urgent review in terms of his development objectives.

The problems encountered with the unification of schools cricket places added pressures on the development programmes. An unorganised school structure does not help the progress of the development programmes.

The intensity of the development programme is lost if the most crucial part of development, schools cricket, is ignored.

The unification of schools cricket is one in which all school bodies or a majority of these bodies unite to form a single controlling body. Contrary to publications stemming from the offices of the UCBSA, school cricket is still not unified and this fact surely reflects poorly on the UCBSA.

The provincial unions affiliated to the UCBSA has its own organisation and structure. Despite differences, these organisations and structures are geared to administer cricket in the most efficient and effective manner.

Development programmes differ from area to area and province to province. Some areas rely heavily on the UCBSA for help while others are able to supplement their programmes with local sponsorships and help from local communities. Some programmes are more intensive than others and will possibly reap the benefits much sooner.

As noted, the development programmes across the country are directed at correcting the imbalances of the past. The lack of finances and resources has seriously hindered these programmes. Regardless some areas have made greater strides in development while others have used the lack of resources as an excuse for the lack of development. The provincial organisation and structure of cricket lend support to the administration of cricket at national level.

The unification of cricket in Natal established the principles of non-racialism. The first president of the NCU under unification, said it was vital to promote, encourage and advance the playing of non-racial cricket throughout the province, thereby positively addressing the imbalances in cricket and the development of a successful team of players and administrators.

The mission statement of the union states further that the union will provide coaching to ensure that the standard of cricket at all levels is improved, interest maintained and encouraged, and promising players identified and developed so that a strong and enthusiastic nucleus of players with a desire and commitment to play for Natal,is available. The concept of non-racialism in the mission statement moves away from the evils of apartheid and sets the tone to address the imbalances of the past.

The constitution of the NCU elaborates on non-racialism by stating that the principles and philosophy of non-racialism shall be the overall guide in the organisation to strive for unity, peace and harmony in cricket and in the country. The Union sets itself the goal of promoting and advancing the playing of cricket on a non-racial basis from school level upwards irrespective of race, colour, creed or religion. To effect this, due to the social and economic imbalances in society, the Union commits itself to using its resources to develop cricket in the most deprived areas under its jurisdiction. It commits all its leagues to active participation in development programmes and to be directly engaged in promoting non-racial cricket.

The objectives of the Union, amongst other things, are to positively address the historical imbalances and discrimination that were practised in cricket and to deploy financial, human and material resources at its disposal to guarantee equal opportunity to all officials and players under its jurisdiction.

The organisational structure of the NCU is typical of most cricket administration structures around South Africa. Of importance to the development programmes are the posts of Director of Playing Affairs and Director of Coaching.

The duties of the Director of Playing Affairs involve taking a pro-active role to ensure the playing of Natal Cricket in both the short and long term. An essential part of the director's function is the nurturing, developing and retention of young cricketers through school, league and provincial level. A concern about the director's role is that the identification of talented players from disadvantaged communities is perceived to have been disregarded in favour of White youngsters.

The objective of the Director of Coaching is to ensure that the standard of coaching at all levels of cricket in the province from primary schools to high school, clubs and the Colts is maintained at a high standard. While the functions of the director are specific to the development of players and the facilities which are essential to the development programme, the NCU unfortunately does not have established implementation

policy. As a result of this the director does not relate to the needs of the previously deprived communities.

The failure of the provincial schools' bodies to unify at both primary and secondary schools makes it difficult to implement a development structure. This means that talented youngsters with potential may be lost to cricket if they are not in a representative team. Furthermore, the **ad-hoc** recognition of talented players may lead to frustration and cricket could suffer with the loss of those who become disillusioned.

The recent move by the NCU to explore the decentralised route for coaching and development must be seen as a positive one, which enforces unions and sub-unions affiliated to the NCU to take full responsibility for development in their areas of jurisdiction. This move by the NCU allows the Coaching and Development Sub-Committee, which comprises representatives from all the unions and sub-unions, to become an advisory body that would provide the necessary direction to this important function.

The affiliates and associate members, besides being responsible for administering cricket under the auspices of the NCU, also lend valuable support to the development programme. The failure by certain officials to give due recognition to the Black school bodies reflects how ill-informed they are on the importance of these bodies to the development programme.

A recognition of the importance of the development function, although an important part of union and sub-union structures, does not necessarily mean that the function is performed adequately. Accountability and adequate control over expenditure are areas that need to be addressed if the development function is to be successful. The structure of the sub-unions, unions and the NCU reflects that coaching is basically catered for in two forms, soft-ball and hard-ball. This means that youngsters could graduate from mini-cricket level to specialised hard-ball level which would eventually lead to club level matches and further. The coaching programmes are conducted through schools and cricket development centres. The severe constraints on finance and resources means that the programmes do not address development needs adequately. Furthermore the mass -based programmes introduces youngsters to the mini-cricket level with not enough opportunities to graduate any further. The result of this is that talented youngsters are lost in the process thus making the development programme and the large sums of money invested in it, a wasted effort.

The development programme of the NCU relates on a broad level to the one that has been propounded by the UCBSA and as such is the most important of all its structures. The objectives of the programme are, more than anything else, to address the imbalances of the past but at the same time to ensure that the cricket needs of the province are adequately addressed.

The aims of the development programme of the NCU are to provide, through cricket, new opportunities for the overall development of disadvantaged people and to

create equal opportunities through facilities, coaching and equipment for all who want to play cricket. Despite this the development programme of the NCU lacks publicity. The media coverage is limited or non-existent and to the critics there is no such programme. This lack of publicity is detrimental to development programmes and heightens the public perception that the NCU is not fulfilling its development functions.

Being aware of this criticism the Director of Coaching has noted that not many outsiders are aware that coaching and development is a prominent feature on the agenda of the NCU. The vice-president of the NCU has confirmed the issue by stating that "Natal cricket has embarked on an extensive coaching and development programme ...which will provide many opportunities, particularly in the underprivileged areas, for thousands of children to obtain much needed coaching..."

This picture of development is a rather intensive and encouraging one. If successful this programme could go a long way in addressing the imbalances of the past. However, any development programme needs resources. These resources, both in terms of finance and manpower, are essential.

The advent of unification, together with the non-unification of the school bodies and the severe lack of resources, have increased the demands on the development programme. The result of this made it essential to seek alternative ways to address the cricket development needs of disadvantaged communities. The intention of the CDC's is to eventually, when sufficient

resources are available, cater for all aspects of cricket from mini-cricket to the hard-ball game. If successful the CDC's could replace school coaching, thus making it feasible to provide a higher level of coaching to selected talented youngsters graduating from the schools leagues via a possible unified school cricket body.

An area that is seriously lacking is the provision of finances by the NCU for development programmes. A perusal of the financial statements of the NCU, although reflecting an annual increase in expenditure, does not adequately address its own development plans.

The **ad-hoc** nature of handling the coaching and development function and its implementation creates pressures for the CDC co-ordinators who rely on the NCU's input before planning their area coaching programme. Instead of being at the height of their programme two months after the season begins, the co-ordinators are still waiting for input from the NCU.

Players in development teams are also confronted with the lax attitude of the NCU towards development. The teams are treated as second class citizens with officials scurrying around trying to save costs whilst spending lavishly on their provincial teams. A further problem that players from the disadvantaged sector face is that when selected for any of the provincial teams, they have to ask for their provincial colours. Instead they are not given these automatically, nor made to feel proud to wear them. Furthermore these players are treated as second rate players and not given an equal opportunity even when selected on merit.

The training of officials in general by the NCU is an area that needs attention. Officials who are unknown to the electorate, through no fault of their own, are expected to contest an open election while the electorate is on the other side of the colour line. This situation, if allowed to continue, could see a drain of Black officials who could disappear from the scene because of the shortsightedness of present officials. Any attempt by the NCU to send officials on a training or development course results in a major cost-cutting exercise which inconveniences the officials concerned.

The umpires sub-committee is the only structure that addresses the training needs of officials irrespective of race, colour or creed. Unfortunately many people are not taking up this valuable opportunity to become umpires.

Common amongst almost all the development areas in Natal is the serious lack of facilities, equipment and coaches. This area needs to be addressed urgently because it is the foundation of the unification process.

The unification of cricket in Natal has brought with it both positive and negative reactions. Whereas previously the government-linked bodies did not support sport facilities for the under-privileged sector, they are now providing millions of rands to construct developmental facilities.

The recent tour by the South African under 17 team to Britain which included five players selected on merit from the development programmes, can be seen as a tribute to the development programmes and the commitment of the youngsters and coaches who were part of it.

The move by the school bodies to change the format from one which was dominated by the participation of traditional White schools to one in which composite area schools teams, irrespective of colour, were greeted with joy, is positive. It gives youngsters of different races a chance to now compete on an equal footing for a place in the provincial school sides.

While the above have been some of the positive reactions to unification there were negative reactions as well. The refusal by the NCU to provide a grant to the non-White school body while providing one to the White body, was seen as an act of bad faith and not true to the spirit of unification.

The refusal by officials to grant the use of practice nets, to development clubs that do not have their own facilities while allowing white youngsters the use of these nets, was again seen as an act in poor taste and one in which the principles of non-racialism were being ignored.

The recent spate of racial incidents on the playing fields is also a cause for concern. These incidents, if not addressed, could jeopardise the unification process. A sincere effort from everyone on both sides of the colour spectrum could prevent future incidents.

The unification process in South African cricket both at national and provincial level focuses on development programmes. The main aim of these programmes is the correction of past imbalances with regard to players, officials and facilities. Various views have been expressed and questions raised in terms of the unification process and its development programmes. It is important that the positive reactions to unification are not seen in isolation from the negative ones. While the positive reactions could be seen as victories for unification, the negative reactions must be urgently addressed in order to consolidate unification.

The questions raised and issues addressed are serious enough to warrant concern. These issues are constantly being ignored, giving the impression that individuals holding positions of authority seem unwilling to address them. The unification of cricket and its success at national level sets the tone for the rest of the country. It is therefore imperative that the national body, together with its provincial affiliates, reassesses the aims and objectives of the unification process and evaluates whether they truly reflect the principles of non-racialism that set the foundation for the unification process.

Having provided information that is necessary to address the topic of the management and development of cricket in South Africa with special reference to Natal, some recommendations are made which could help in addressing issues of concern.

2. Recommendations

Locus of Sport Administration

The locus of cricket administration has been argued under the domain of parastatals which falls in the broad category of public institutions. It serves a particular environment, the social environment which interacts with the cultural, political, economic and technological environments.

The location of cricket administration under parastatals helps in the locus of sport administration. The different codes of sport are created in terms of a national government policy. There is a Minister of Sport who has the national sport's portfolio but does not interfere with the day-to-day administration of the different codes. Sport administration has a high degree of autonomy. It is run on business principles and employs its own staff. The profits generated from its activities are ploughed back into the administration of the sport. Furthermore, besides receiving grants, it is also supported in capital projects and is not subject to annual budgetary procedures similiar to those of state departments.

An analysis of the characteristics of parastatals and sport administration reveals that the domain of sport administration, in general, is located under parastatals.

A National Development Policy

The absence of a National Development Policy (NDP) results in the treatment of the development function on an **ad-hoc** basis. This is evident in the cricket development programme under the auspices of the UCBSA and its affiliates. The present programme of the UCBSA looks impressive in writing but more often than not serves as a public relations exercise only. This is also typical of provincial programmes, none more so than the NCU. While addressing short term needs, the result in the long term would be a waste of time and money. The number of cricketers coming through the system will be limited and it will take a longer period of time to address the imbalances of the past.

A NDP which has a uniform implementation policy as well, is essential to correct the imbalances of the past. Besides addressing the coaching needs it will also set in motion a plan to address the lack of facilities, an essential part of development. A national strategy must include the government which is the custodian of public resources and responsible for the imbalances that confront the present situation.

A NDP could provide a national plan that permeates down to all the provinces and regions. In cricket this plan could include mass based coaching, hard- and soft-ball coaching and talent identification amongst both Black and White youngsters. The policy must include the school structures and its funding must be the responsibility of the government.

A National Sports Coordinating Body

South African sport lacks a National Sports Co-ordinating Body (NSCB) that caters for the various codes of sports from a national level. The development function of the various codes is presently, in the majority of cases, handled in isolation from each other. This results in duplication and a wastage of resources; it furthermore compounds the problem of a lack of facilities.

There is a need for an NSCB which will cater for all sports codes. This body could be funded and controlled by the government. It must include capable sports administrators who can relate to the South African situation rather than politicial figures who served the struggle but cannot relate to the issues.

Arising out of the NSCB a structure will emerge that amongst other things will address the development needs of all codes of sports including cricket. The implementation of a national structure is essential for the future state of sport in this country.

This NSCB will give rise to provincial structures which would co-ordinate sports within provinces which in turn will strengthen the national structure.

Affirmative Action Policy

The UCBSA policy of affirmative action gives players with talent and potential from the underprivileged arena, the opportunity to compete at the appropriate level. This affirmative action policy is intended to

apply to all teams below national and provincial level. This decision by the UCBSA calls on the all the relevant cricket authorities under the jurisdiction of the UCBSA to respect the unification agreement to address the imbalances of the past.

The problem associated with this policy is that while it is nice to approve a policy on affirmative action in line with the the unification process, which might gain a positive reaction from UCBSA allies, it does not serve any useful purpose if the policy is not enforced on its implementers themselves. Only if the policy can be enforced at provincial and other levels will it create opportunities for underprivileged players, not only to be coached at an appropriate level but also to play with and against the more talented players, thereby enhancing further their own development. The UCBSA must, if this policy is to serve the intended purpose, immediately send an implementation policy to its affiliates to enforce the policy of affirmative action.

Presently the NCU does not have a formalised structure to identify underprivileged players with talent. A problem that further disadvantages the underprivileged is the treatment of disadvantaged players by the NCU. With no clearly defined policy on affirmative action the **ad-hoc** application of affirmative action to players from the disadvantaged communities reflects the lack of seriousness by the NCU in addressing the issue. Furthermore, ignoring the requests for coaching by clubs from the disadvantaged sector, detracts from honourable goals of the NCU towards its development programmes.

The NCU needs to formalise its policy of affirmative action if it is to remain sincere about its aims and the objectives of its mission statement. Furthermore it needs to educate its officials and players about its own definition of affirmative action. The shortage of players of "colour" in representative teams around the country lend support to the idea of UCBSA educating players and officials about affirmative action and its effects on the development programmes.

A National Development Fund

The lack of finance confronting all sporting codes including cricket could increase as the the awareness of sport increases. There is, however, an urgent need for additional funding.

A National Development Fund (NDF) must be created. The government, besides making a cash injection to supplement the fund, can provide opportunities that would make it possible to generate funds that could accrue. An introduction of a sporting pool similiar to the ones operating in some overseas countries, besides providing cash incentives for participants, would on a regular basis generate huge sums of money to the NDF. Another aspect that could be considered by the government is the re-introduction of tax relief to companies that provide sponsorships. A feature of this tax relief was rife during the rebel tour era; it enabled the SACU to pay such huge sums of money to the participants. A re-introduction of this tax relief would allow companies to plough money into the development fund . This could provide much-needed finances for the implementa-

tion of realistic development programmes not only at the national level but at grass-root structures within provinces.

Control and Accountability

Control and accountability in the activities of cricket administration finds expression in the various annual reports and financial statements. However adequate control and accountability from grass-root structures up to national level is seriously lacking. Presently the evaluation of the performances of officials and coaches does not exist.

Mechanisms need to be created in order to ensure that resources are used in the most efficient and effective manner. The ever increasing demands on the limited resources available makes it necessary for cricket administrators to take steps to prevent a total eradication its resources through ineffective administration.

A possible manner of addressing this problem could be through the various structures that exist in the organisation of cricket in South Africa. Control and accountability needs to become an integral part of all structures from grass-roots upwards. Performance evaluation of officials and coaches must also become a reality. The reporting structures need to accommodate grass-root representation and peer evaluation.

Directors of Coaching and Development

The role of both the National Director of Coaching and Director of Development are extremely important to the development programmes. Both directors supplement each other's role and this link needs to be maintained. However with the **ad-hoc** employment, conditions of service and the threat of funds from South African Executive Club and Score Furnishers becoming exhausted, the whole development programme at national level is placed under threat. This demotivates the directors, and could have a detrimental effect on the programmes they implement.

Furthermore, exclusion of both the directors from the UCBSA Executive leads to ill-informed decisions by the executive about the development programmes. A vital first-hand source of information is being ignored and this raises questions about how much the executive knows about development on the ground.

The relationship between the national directors and the provincial directors further complicates the implementation of the development function. The fact that provincial directors are employed by and are answerable to their provincial unions, does not make the national directors' role any easier. The lack of continuity of development programmes from national to provincial level and their control need to be addressed. This loose arrangement between the directors and the UCBSA brings into question the importance of the development programme to the UCBSA in the light of the

objectives of the unification process. The development structure, like any structure, relies on individuals for its success.

The UCBSA must ensure that these directors are given permanent status and enjoy the benefits and privileges that other UCBSA full-time staff enjoy. The reliance of the UCBSA on sponsors to employ these directors while other staff are employed directly by them, and the fact that the status of these individuals has been ignored for so long, cannot be condoned. That these two individuals are both Black may be a coincidence, but it could raise questions which may embarrass the UCBSA. Regardless the **ad-hoc** arrangement for such an important structure gives an indication of the priorities of officials of the national body.

In terms of the relationship between the national body and the provincial bodies, there has to be a link so that their roles can supplement each other. This is necessary in order to meaningfully address the imbalances of the past. Problems with the lack of control and the structure that presently exists would be eliminated if a formal link between the national and provincial directors is maintained.

National Development Cricket Coach

Two issues surrounding the NDCC's role need addressing. Firstly, limiting his activities to the Transvaal and secondly, the concentration of his activities on Black-African and not on Black-Indian and Coloured players, are of concern.

If the NDCC's role is to identify talent amongst the disadvantaged sector ,then this identification must take place country-wide and not be restricted to the Transvaal. Neither the cricket authorities of the Transvaal nor of the UCBSA pay him to concentrate his activities there.

Presently in South Africa there exist thousands of Indian and Coloured youngsters with the necessary talent who have been ignored by the NDCC. These youngsters, when identified, could emerge more swiftly through the system and gain provincial or national honours. In the next three to five years this is where one would have to measure the success of development programmes, because cricket culture already exists at quite a high level amongst these youngsters. It is therefore necessary that the identification of talent continues amongst the Africans, the Indians and Coloureds equally.

The NDCC must urgently address these issues and furthermore do a public relations exercise in all the provinces so that they are made aware of how his role complements that of own development programmes.

Development of Officials

The development of officials must be seen in a similiar light as the development of players and facilities. In line with the objectives of unification, the NCU needs to prioritise the development of officials. This festering endemic that threatens the existence of Black officials needs to be cured soon in order to realise the objectives of unification.

There is no magic solution to this issue that confronts the UCBSA, the NCU and other affiliates as well. There is however a simple answer. Officials, especially Black officials currently serving, must realise that they are responsible for the situation. There is no need for them to be afraid of losing their own positions because ironically their positions are guaranteed by White officials who need to give their own positions credibility. Black officials should not be fooled into believing that all their positions are as a result of a democratic process and that their seats were achieved on merit. While this may have been true for some individuals at certain levels (a negligible number), it is not for others.

No board in the present climate that has both a White and Black electorate can exist as totally White or totally Black. The political situation in the country does not allow it. This fact is even borne out in the Government of National Unity, which has an interim period of existence. Black officials need to educate their White colleagues about creating opportunities for more Blacks to serve as officials, even if this results in a larger number of officials serving on a board. This arrangement needs to be carried until a mechanism is in place to ensure that the electorate is aware of the capabilities of each candidate standing for election. This must be a transparent process with a deliberate attempt by all officials (including Blacks) to address the situation.

The arrangement that is agreed upon must have a time period within which officials must work to start this educational exercise. The two-year period that existed for most affiliates of the UCBSA was just that: a period, where no training of officials took place. The weak attempts to send officials on courses at cost-cutting measures, because it was fashionable to do so,must be ignored. Officials serving in the present climate must be afforded the treatment that is given to their provincial and national teams.

The situation across the country is the same in terms of the guests of the president. Again the Whites not only dominate but in terms of a ratio, push the number of Blacks into insignificance. This situation has been ignored even where **Blacks** are presidents. Surely there are Black officials and players across the country who have served the sport with distinction and could be afforded the same opportunities as their White counterpart's. Once again serving Black officials need to identify the people deserving this accolade and to refer them to their executives.

The situation where Whites are seen as superior on the playing fields, in board rooms and in the president's guest rooms, cannot be tolerated any longer. The call is not to get rid of Whites no matter what their capabilities are, but to increase the number of Blacks in proportion to the Whites until everyone is on an equal footing and able to compete on merit.

Development of Umpires

Although the umpires organisation provides opportunities for the training of umpires irrespective of race colour or creed, the number of people making use of this opportunity is low.
The umpires organisation must make available incentives for umpires to qualify. These incentives could include payment for appearances at matches and free ground admission tickets to all matches at the provincial venue. In addition it must be compulsory for each club to have a qualified umpire or face a fine or expulsion from the league. Furthermore, clubs must provide an umpire for weekend league matches. The failure to do so would again result in a fine for each obligation not fulfilled.

Development of Talented Players

The development of players has emphasised the development of the underprivileged who were previously denied these opportunities. While this is in keeping with the spirit of unification and is necessary to increase the playing-base of cricket, not enough attention is being given to those who already have talent and potential. This aspect could lead to problems with the standard of the game suffering in the long term. An urgent need exists to address the development of players with talent, while continuing to introduce more people from the disadvantaged community to the game.

There is thus a need to identify talented players with potential and to cater for them in an intensified national coaching programme. If this issue is not ad-

dressed it could lead to a talent drain which will not only be detrimental to development programmes but also to the game in the province and more importantly, in the country.

A possible manner in which this could be addressed is via the creation of a **National Cricket Coaching Academy (NCCA)** which is serviced by **Regionalised Cricket Coaching Academy (RCCA)** in each province. These RCCA's must operate like finishing schools and be established at the home venues of each province, thereby saving costs in terms of coaching facilities. Furthermore, these twenty-odd talented players in each province could earn their own upkeep by becoming part of the ground staff at these venues, and also by assisting in coaching in the unions development functions.

The identification of these talented players must be through a definite process involving elimination firstly at school level, then area level, followed by regional level, which then leads to the RCCA. The process of selection must ensure that the most talented are provided with the benefits of the RCCA. This process must include the development players who in most cases have now reached a stalemate and lack the necessary standard to play first-class cricket.

The RCCA's must have a firm link with the NCCA and share in the resources available to it. The funding for the creation of the NCCA and the RCCA's must be a joint effort between the the national body, the provincial body, the business community and the government. These RCCA's, once established, must be in operation on a full-time basis. Furthermore education opportunities

with schools in the area or through correspondence must be created. Resources should be made available to provide courses for coaching and for specialised coaching clinics.

Development and Treatment of Development Teams

The prohibitive cost of the implementation of development programmes creates problems that do not augur well for development. Presently there are not enough follow up programmes for youngsters to graduate from mini-cricket to hard-ball cricket. Also, while coaching does take place, the natural progression of playing cricket and league structures at this level are either lacking or non-existent.

In order for development programmes to produce a meaningful number of cricketers with potential to eventually reach first class status and be role models for millions of underprivileged youngsters, leagues have to be structured more effectively.

The identification of development players in Natal is another problem. There is presently an over-concentration on White youngsters at the expense of Black youngsters. The directors' concentration on White school weeks has led to a lack of knowledge about talented Black youngsters.
It is essential that talented players from disadvantaged backgrounds are identified and given specialised coaching in order to address the imbalances of the past. Furthermore it is essential that the right type of person is employed to implement these programmes. The person who is charged with the development function

must understand the principles of non-racialism and more especially, the aims and objectives of the unification process.

The treatment of the development teams by officials of the NCU again raises questions about how committed these officials are to the development function. The cost-cutting exercise and the second-class treatment of the development teams lends support to criticism of the lax attitude of the NCU towards development.

The NCU needs to re-establish what its aims are towards development and how it intends to correct past imbalances. Thereafter it needs to finance an effective development programme by finding the necessary finance through sponsorship, to supplement this programme. Presently, the NCU's own contribution towards development is questionable and the sponsorship towards development has been negligible. Instead of affording second-class status to those individuals playing in development teams, it needs to ensure that the officials employed to raise funds for the NCU adequately address this issue.

Development of Clubs

Clubs regarded as development teams and affiliated to the NCU from the former NCB, also face obstacles in their own development. Development clubs in their third season in the senior league are expected to face relegation as from the end of the current season without having had any realistic chance of development. This lack of development at club level also resulted in some development teams withdrawing from the leagues out

of frustration. This was done after spending thousands of rands trying to influence White players to play for their clubs to enhance the club's development. With the asking price by the White players going beyond their reach, development clubs had to rely on the NCU for help. The NCU responded by providing a player/coach to the club. However, while the person played for the club, there was no time to coach and get involved with the club's development because of being over-committed to the NCU's own development programme. In addition to this development clubs without their own facilities have been refused the use of the NCU's facilities, while White youngsters who do not even play in the leagues, enjoy the privilege of using these nets **and** being coached by some of the NCU's coaches. At the lower leagues, even though some of the unions, like Durban, have made available a qualified coach to provide coaching and to help their top domestic teams, all other requests have been ignored.

The NCU together with its affiliates must urgently change its attitude to this aspect of development. The unification process makes the addressing of past imbalances a corner-stone of development.

In addressing the aspect of the relegation of teams from the senior division, there has to be an entrenchment of at least two teams to provide a mechanism for the development of the more talented Black underprivileged players, who would not get this opportunity in White clubs. The opportunity to play matches with and amongst players of a higher calibre is necessary for development, and the NCU needs to consider this aspect before anything else in their decision to implement relegation at the end of the current season. In

addition to this the player/coach provided to the development clubs must be used entirely by that club for the development of its own teams. Also essential to this development is the provision of facilities. While the White clubs have enjoyed the provision of facilities in the apartheid era, the Black clubs in contrast have suffered from a lack of facilities. The NCU must make available their own facilities to the senior development clubs until such time as alternate arrangement are made for them.

The request to the NCU by the lower division development clubs for help in development must in the first instance be directed at the appropriate affiliate. Realising the limitation on resources, the unions must address these requests adequately.

All provinces must ensure that their league structures include the entrenchment of Black teams or at least provide the opportunity for Black players to play in the company of the more talented players in order to enhance their own development.

Provision of Facilities

The non-provision of facilities by the government for non-racial sport is an issue that crippled non-racial sport to a state of almost extinction. The government, in its effort to normalise sport in this country, must play an active role in the provision of facilities for the disadvantaged sectors of the community. The cricket authorities in each area, with the help of the national body, must address this issue with the government. Only by making the government as a body responsible for the

past imbalances can this issue be realistically addressed. The redistribution of sports resources previously made available by the government to White sport bodies must also be investigated urgently. This has been an area which the unity agreement failed to address and which must now be a priority.

The government sports policy, it is clear, needs drastic reformulation if any form of normal cricket is to emerge. There is, besides the reformulation of the sports policy, an urgent need for a financial boost to address the imbalances of the past. The government should be held responsible for this and should therefore inject the necessary funds in order to address imbalances in development and facilities.

The question that is constantly being raised is how the UCBSA expects players to compete for merit selection when they are not accorded merit facilities and coaching. Furthermore, by placing emphasis on multi-purpose facilities, how can UCBSA address cricket's own facilities needs, which are so vital for broadening the base of cricket. The UCBSA and the NSC are joint partners and need to reconsider the need for funds for facilities. Addressing imbalances created by the government at the expense of its own cricket community, which includes thousands of underprivileged people, does not lend support to the UCBSA's own development programmes which suffer from a drastic shortage of facilities. Provision of limited finances for first-phase development of multi-purpose facilities may mean not seeing the completion of such a project because this income is dependent on tour proceeds which are not

guaranteed. Furthermore the provision of limited multi-purpose facilities is unrealistic in terms of the demands.

This lack of facilities renders the development programmes themselves useless. In Natal the NCU need to urgently redirect some of its funds from the coaching exercise to the provision of facilities. There are adequate coaching courses available to the NCU through the national coaching academy. This is an area that the NCU and other provinces as well, need to exhaust so that an adequate number of teacher and community coaches could be qualified to take responsibility for the mass-based coaching exercise. In this way the money saved could be used to provide low-cost facilities.

Facilities is an area that will always be difficult to address. The NCU, like most of the other provincial unions, is faced with large under-developed areas. The cost of providing facilities is massive and unrealistic to a union like the NCU and the income it derives. The only way this can be addressed is therefore through the joint efforts of the UCBSA, the provinces, the government and the community at large.

Unification of School's Cricket

Presently the problems associated with the unification of schools cricket make it difficult to have a totally structured development programme. In addition to this, the limited resources available and the unstructured schools system create pressures on development. The

privileged treatment of the White school bodies at the expense of the Black school bodies creates further problems.

The national body as well as provincial bodies need to place the necessary pressure on the school bodies to unify. This pressure must include withdrawal of any support including financial help and tours sanctioned by the board, until such time as the various schools organisations unify. A unified schools system promotes development. By having a composite schools league system comprising all schools in a area controlled by teachers, more time and resources can be spent on the development of talented youngsters irrespective of race. By having area school teams selected, an area league could develop where the different areas play together. In this way talented youngsters both Black and White, will emerge. This will render the development function more manageable and productive.

If the schools unification fails to materialise soon then a Youth Association should be formed to provide a structure for youth cricket, an essential area of talent identification. The leagues would replace school leagues by becoming area leagues, which would result in the development of area teams and eventually provincial teams. The involvement of parents and the community at large is essential to the success of this programme. It could be made compulsory for senior clubs existing in the premier competition to adopt a junior team from an under-privileged area. The success of this league could result in the death of schools cricket, which would force the schools authorities to reconsider unity.

The recommendations and suggestions made are not by any means complete and absolute. It is hoped that in some way they do provide answers to some of the various issues raised about the unification process. It must be stated, finally, that the UCBSA and the NCU, which have been the focus of this discussion, need to seriously re-evaluate their unity objectives in terms of the issues raised. These recommendations although applicable to the UCBSA or the NCU, could apply in general to other provinces in the country. Furthermore, the nature of the recommendations although made in terms of cricket could be used in other sport codes as well.

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APPENDIX A

REPORT ON THE ADDRESS DELIVERED TO THE SASA CONFERENCE BY MR REG HONEY, QC, SOUTH AFRICAN MEMBER OF THE INTERNATIONAL OLYMPIC COMMITTEE, AT THE PATIDAR HALL, FORDSBURG, JOHANNESBURG ON 15TH JANUARY 1961

The President, Mr GK Rangasamy, in opening the Meeting called upon the Rev BLE Sigamoney to say a prayer before the commencement of the proceedings. The Rev Sigamoney opened the Conference with a prayer.

The Chairman rose to welcome the gathering to the Meeting, and extended a special welcome to Mr Reg Honey, QC, South African Member of the International Olympic Committee, and thanked him for having accepted SASA's invitation. The Chair was then handed over to the Rev Sigamoney after the Chairman had explained that he wished to participate freely in the discussion and therefore vacated the Chair in favour of the Vice-President, Rev Sigamoney. The acting Chairman introduced Mr Honey and called upon him to address the gathering on "The Colour Bar In South African Sport".

Mr Honey:

Mr Chairman and friends, I am pleased to be here today, particularly because I have been a member of the International Olympic Committee for a considerable number of years, and therefore I am interested in the problems of sport. This Committee has for the past five or six years been approached with complaints against South Africa of racial discrimination, and I have had to explain these. I am not the member of South Africa, as the IOC works on a different basis and no country is entitled to a member. Individuals are elected to the Committee. The Olympic Games has grown steadily. At every Olympic Games demands are made for more and more competitors and these demands will continue to grow.

The Olympic Games, as you know, is one place where all live in a village and mix and all are equal. Two principles are observed, and these are:

a) No distinction of Race, Colour or Creed.
b) All are Amateurs.

Everyone meets in the best of spirits and all try to meet others, and achieve happiness. The Games appeal to everybody, and one goes there in good fellowship, and on terms of equality.

The International Olympic Committee works in close conjunction with all codes of sport, through national bodies which in turn are affiliated to international bodies. Therefore a candidate must belong to a national body, through his club etc, which is affiliated to the country's Olympic Committee. Every country has an Olympic Committee, which in turn is affiliated to the International Olympic Committee. The IOC meets every two years. A Life-member, as I am, does not interfere in the affairs of the national Olympic Committees - I do not function actively in the National Olympic Committee.

The International Olympic Committee is conversant with every sphere of sport. They know what is happening in South Africa. I do not interfere nor conceal things. I am truthful to the IOC and try to do things honestly.

In South Africa, the National Olympic Committee is composed of the governing bodies of sport. In the past the South African Olympic Committee was aware that the non-Europeans indulged in sport but they represented the poorest sections and have no proper opportunities and facilities. Also they accepted the situation up to recently. When I joined the Olympic Committee there were no complaints - it was just so.

I anticipated that there would be complaints against the situation, and it must come to an end. Today's state of affairs was bound to come and it is natural that it has come. That people should demand the right to compete is natural and just. It is just that I meet your demands honestly and justly. I assure you that our National Committees are anxious to honour that rule.

The matter arose two years ago in Germany, when the Russians moved that South Africa should be banned because it practices racial discrimination. I gave an undertaking then that if the non-Europeans in South Africa are good enough in South Africa and came up to the standard we would select them. I came back to South Africa, and 99% of the people thought I was quite right in giving the undertaking.

The National Committee met and passed a 100% resolution in favour of the undertaking. They therefore approve that if the non-European is good enough he will be considered for selection. Please remember that the National Olympic Committee cannot select. This has got to come from the affiliated bodies of sport. Therefore, if there is a non-European body they must affiliate to the national body for that sport. The South African Olympic Committee has no right to pick any man, and in order that the national bodies of the different codes of sport consider the non-Europeans for selection, the next thing to do was to induce the affiliated bodies of sport to have the same outlook as us, ie that a candidate must be nominated on merit.

I am agreeably surprised at the attitude of the affiliated bodies in sport, in that they have expressed their willingness to do this. But the non-European bodies have not affiliated. Negotiations, I know were going on in Boxing but they too have not affiliated.

In the IOC it was proposed by Ghana that the South African boxers be barred. But this was unanimously rejected regardless of Ghana and it was stated that South Africa had done its best to bring about an agreement. At the last moment the Rev Michael Scott asked the IOC to hear him on behalf of South Africa (SASA). As the Meeting had already adjourned I was asked if I had any objections, and they were allowed to put their case before the Executive. I must admit that the case was badly put by the Rev Michael Scott, as he did not know very much about the sports set up, except the principles. The Olympic Executive found that South Africa had not infringed the Olympic Charter, and was satisfied that the National Committee in South Africa was doing its best and asked both parties to be more co-operative and helpful. That is the situation we are confronted with today.

I have always discovered that compromise is a very desirable thing - you at least get something. I know you people are not absolutely satisfied with the terms offered by the South African Olympic Committee's affiliates, and you feel disinclined to accept these terms.

Look back to the past and the traditions and prejudices, and you will realise that half or even a quarter loaf is better than nothing. Try to accept something which perhaps you do not like. Don't think

of your own pride. It will give your candidates the opportunity to represent South Africa at the Olympic games.

Our affiliates and officials are insisting upon your representatives being a European, which I say you must accept. It will at least give your candidates an opportunity. The other way will take a long time. If you have someone good enough he must be given the chance to represent you in this sport. This is what I feel. There is a good deal of discontent in the present situation, but we must work for a better way. We are prepared to give you a chance for your candidates to represent the country.

You passed a resolution asking the IOC to expel South Africa from the Olympic Games on the grounds of racial discrimination. I assume the worst - if we are banned or expelled what have we got? Accept this suggestion - we will at least have to understand each other. If you can retain friendship and try to understand one another you will find that the other fellow isn't bad.

I assure you our National Olympic Committee is with you a 100%, and so are our affiliated bodies, despite the prejudices that exist. Both these are prepared to carry out my undertaking, given by me to the IOC. I give you that assurance if the formalities are observed.

I am trying to be objective this morning. The non-European should give in even if he only has his foot in the door. I have given you what I consider my advice.

END OF THE ADDRESS

Rev Sigamoney: I thank you Mr Honey for your address, and now invite the gathering to ask any questions if they wish.

Dr Aziz Kazi: I will try to be short in my questions. I am overwhelmed with what Mr Honey has told us. I do not doubt his sincerity.
Do I understand that he is a sleeping member of the National Olympic Committee and an active member of the IOC, he is therefore not able to interfere in the IOC.
Mr Honey: I was for many years Chairman of the NOC and later concluded that it was not quite proper to be a member of the Appeal Court and the Lower Court as well. I therefore resigned as Chairman of the NOC. I think I

overstressed the part about "sleeping member" for I have not missed five meetings and am proud to say that I do give advice, which is usually accepted. For instance when the NOC were told of the undertaking I had given at Munich they accepted it. The whole NOC is behind me when I say that if a man is good enough he must be selected.
Dr Kazi: Am I given to understand that you will be able to represent our voices at the IOC?
Mr Honey: I have done so all along.
Dr Kazi: Is is also agreeable that you as a member of the IOC espoused all the principles of the IOC?
Mr Honey: I do.
Dr Kazi: On the question of compromise, we hear it often that we should accept crumbs. In other words, accept a white man to represent us on the National Sporting Bodies. This is far-fetched. We have able people. Representation should be on merit. If race discrimination does not exist in national bodies why not a representative of our own? Is your assurance correct? Can you assure us that the bodies will not discriminate against non-whites?
Mr Honey: There is no doubt in my mind that there is race discrimination in South Africa in every way eg. Parliament. There is no question that it exists. When it comes to the selection of the Olympic team there is no race discrimination. But in order to be picked certain formalities have to be observed. The nominee must be nominated by the governing body. That the National Body says that you must be represented by a European is race discrimination - but I say concede the point to give your candidate the chance for the Olympic Games. Race discrimination does exist. I am trying to meet a difficult situation and give your candidate a chance.
Dr Kazi: The South African Olympic Committee cannot interfere in the selection. The bodies do that, and arrange trials and nominate candidates. Therefore where are the opportunities to allow non-Europeans to take part? Does the European body ask the candidate to compete? They are requested to compete separately. Therefore there are two venues, times, etc.
Mr Honey: I agree that the perfect state of affairs would be as in the USA where they can all compete together. But as things are nobody can bring this about at present. We should have one Olympic trial, that is the perfect state of affairs. In this country we could not achieve that.
Mr A Miller: If the non-white body has to comply with a formality (in any sport), before selection, and be affiliated to the white on a basis of subservient affiliation, there are two principles at state:

a) Do you think that subservient affiliation is equal affiliation?
b) Is there equality in the compromise?

Mr Honey: The only other method is to admit non-whites on an equal basis. This is not possible to achieve at this stage.

Mr Miller: We work on the fact that our talent is our prerogative (*sic*), as well as our numbers, and we can therefore not accept a compromise. There should be some other method. Do you not think so?

Mr Honey: That has to be arranged with the different bodies of sport. I understand the governing bodies have said that they are prepared to give you affiliation if your representative is a European. This is their suggestion. You must negotiate, and if you have other suggestions, make it to them. I have not applied myself to that aspect. Your feeling is natural, and it is of paramount importance that your candidate be given an opportunity today.

Mr Crutse: I am the Chairman of the Transvaal Athletic Body which is affiliated to the South African Body, and which in turn is affiliated to the European body, which as you know is a member of the South African Olympic Committee. We are the victims of a system of compromise. We attended a meeting and found ourselves forced to accept a European representative. Our candidates were asked to participate in trials in Durban four to five weeks before the European trials in Cape Town. The difference is vast, but we had compromised, and were not given a fair chance. Despite your undertaking you still practice discrimination. Can you not get the National White Bodies to be bound constitutionally, because they still victimise us?

Mr Honey: I admit racial discrimination exists, but this is the first time that I have heard that your trials were unfair. Since the Cycling and Athletic Board are affiliated this is the first complaint that the trials were not conducted fairly and that the non-European section was satisfied. If you have a complaint you must make it immediately, and say that the trials were not fair.

Mr Crutse: This is the difficulty. The body is European. There are two different tracks, timing, atmosphere etc. Can it then be fair?

Mr Honey: I agree it is not.

Mr Crutse: Can you not bring pressure on the affiliated bodies?

Mr Honey: We have never gone that length.

Rev Sigamoney: It has been done in the past.

Mr Honey: I know that the Coloureds used to play cricket with the Whites. There were no objections. Things have rather gone a little backward. I am trying to understand the situation as it is today. I do not know of the complaints.
Mr Crutse: You have given an undertaking that there is no omission of non-whites.
Mr Honey: I gave the undertaking that the non-Europeans will be selected if they are fit. No man was passed by.
Mr Feldman: You advocate a compromise, and we reject the idea of subservient status. Can you tell me what the actual bars are?
Mr Honey: The obstacles are prejudice, traditions, laws, etc. These are difficulties that cannot be surmounted in a short time.
Mr Feldman: With separate trials, Mr Honey?
Mr Honey: Even with that.
Mr Feldman: What about boxing?
Mr Honey: As only one can represent a country in that division, it is easiest to have trials here in spite of the laws, but it will depend on a compromise.
The Secretary: Mr Honey has every right to put forward a compromise as a solution, but it may not be an acceptable solution. At this stage I would like to express my appreciation to Mr Honey for the courtesy he has shown on previous occasions when I contacted him or discussed the matter with him. The points which Mr Honey has made, have been made by him before. They seem straight forward and simple. But there is a great deal more in them than meets the eye. I have been impressed not only by Mr Honey's courtesy, but by his ability. I would therefore like to analyse and explain one or two things Mr Honey has said. First of all the role of Mr Honey in the IOC. Whether he is a sleeping partner in South Africa or not, Mr Honey has the honour of being a member of the IOC. His duty is therefore to guard and uphold the principles of the IOC as they are embodied in the Olympic Charter. His role is to see that the Olympic principles are upheld. The Olympic Charter outlaws racial discrimination. Therefore Mr Honey should be opposed to it. This is his simple duty. He cannot condone racial discrimination. His first duty is therefore to recognise its existence in South Africa and to condemn it and to bring it to the notice of the IOC whose interests he should guard in South Africa.
Mr Honey: When I am with my colleagues on the IOC I tell them the truth. If there is to be a vote on the banning of South Africa no one is entitled to ask how I would vote.

Secretary: From the statements made by Mr Honey at the Rome meeting of the IOC it seems that any man who is good enough in South Africa will be selected. In effect, there is nothing of the sort. The selection of any member is based on a precondition: that the person has to be affiliated to the existing white body and to accept racial discrimination. Unless he accepts this racial discrimination no non-white will be selected for South Africa. There is therefore no substance in Mr Honey's statement when implications are examined. Mr Honey's undertaking is rendered meaningless by this precondition, for the promise of non-discrimination is nullified by the demand that non-whites must accept discrimination before they can be considered. This should have been brought to the notice of the other members of the IOC at the time when the undertaking was given.

Mr Honey: I believe that my colleagues on the IOC were aware that certain formalities had to be observed. We did not conceive that any difficulties would arise. In fact, up to this time, no injustice has been done: I am not aware of any. I have been very careful to find out from the National Olympic Committee if any injustice has been done.

Secretary: You have now heard of one - that raised by Mr Crutse.

Mr Honey: I have never heard of it before.

Secretary: In fact there is a considerable amount of dissatisfaction which has been reported in the Press and which we now bring to your notice if you have not been aware of it before.

Mr Honey: Assuming that the Athletic Association says that the trials will take place in two places for two separate groups. If the non-Europeans consider these trials not fair they must in the first instance write to the Secretary of the SA Olympic Association.

Secretary: I draw your attention to the fact that you are unwisely referring to this as an unfairness. In fact it is a violation of the Olympic Charter. We have got to conform to the Olympic Charter. Separate trials would be discrimination.

Mr Honey: I agree. This is not an ideal state of affairs.

Secretary: It is not a question of ideals. the question is to uphold the Charter: what the white bodies offer is a violation of the Olympic Charter.

Mr Honey: You are entitled to put this up to the IOC.

Secretary:Last year the non-white weightlifters held their trials at Cape Town - this is another instance of discrimination - and invited Mr Oehley.

Mr Honey: They invited a Mr Healey.

Secretary:Mr Healey was invited by the Western Province who was staging the Olympic trials for the non-racial body. As International Correspondent of the Union, I wrote to Mrs Oehley, the Secretary of the white weightlifting body and she informed Mr Oehley, who is the Chairman. Mr Healey of the white union acted as one of the judges at the non-racial trials. He saw our prospects, including the featherweight, Precious Mackenzie, and was satisfied that his lifting was correct and that he made a certain total. In the meantime the trials for whites only were being held in Bloemfontein. Here a white weightlifter not only failed to equal Mackenzie's total in their division, but he failed to record any total whatever. There was therefore only one lifter to be considered for the Olympics. Yet Mackenzie was ignored and Gaffney who had failed to register a total was sent to the Rome Olympics. This is a clear case of dishonesty. But we do not want to assume bad faith or dishonesty. We prefer to argue our case on principle. It is for that reason that we insist that the principles of the Olympic Charter be upheld. The evidence for discrimination is clear. It has been put in writing in cases where the non-racial bodies have negotiated with the all-white bodies or have sought to affiliate. Broadly this is the position:

1. The representatives of the non-racial body on the national body must be white.
2. The total votes of the non-white National body will be equal to that of a white provincial body. For example if there are five non-racial provincial bodies and five white provincial bodies, the voting strength of the combined white provincial bodies will be ten: the voting strength of the combined non-racial bodies will be two.
3. Trials and championships must be staged separately which will make it impossible to ensure that conditions are equal and fair.
4. The existing state of affairs with the white and non-racial bodies functioning under widely different conditions to be preserved.

   All these are discriminatory conditions. All these are based on racial discrimination. All these are violations of the Olympic Charter.

Mr Honey: I see your point.

Secretary: It is your simple duty, Mr Honey, to uphold the Olympic Charter. You are bound to condemn violations of the Charter and you are bound to inform the Olympic Committee that the recognised South African body is violating the Charter.
Mr Honey: I see your point.
Mr Rezandt: Is Mr Honey going to be our side, that is carry out the principles of the IOC? He is the only man responsible to the IOC and will he therefore give the assurance that he will fight racial discrimination and uphold the Charter?
Mr Honey: I set out the facts for the IOC before, that is separate trials etc. They must make up their own minds. Thus far there has been only one representation on your behalf by Russia at Munich. The Executive Committee know the situation in South Africa but you can get someone to put your case.
Rev Sigamoney: What about passports if we wish to travel?
Mr Honey: Any one outside can put your case to the IOC. For instance you had Rev Michael Scott. I am prepared to put your case to the IOC.
Mr Bhana: Are you implying, Mr Honey, that the IOC knowing about the separate trials etc as explained by you, are still prepared to accept the situation? Can they be satisfied with these conditions of discrimination?
Mr Honey: That is their business.
Dr Kazi: Would you put our case to the IOC?
Mr Honey: I will put the facts fairly and honestly to them. The IOC meets in camera, and the Press is not admitted. What I say is between us, and they do not publish anything. Only the President of the IOC is allowed to do so, but with the consent of the IOC.
Dr Kazi: Your suggestion of the compromise is totally unacceptable to us. We don't want crumbs, we want bread, and therefore it is unacceptable to us. Also it is not a just solution. We consider that our serving on the IOC is not a domestic, but a world affair. We wish to give you our opinion and state that if you vote against us then you support racial discrimination. If you vote with us - you are not doing us a favour, but a service to South Africa. If you abstain, you are suspect. Therefore we appeal to you to take our views because it confronts the whole world, and if you say you accept the Olympic Charter then you must stand up for it.
Rev Sigamoney: Mr Honey belongs to the Church of Martins-in-the-Field and whatever he may think he has certain Christian principles to which he must conform. There is no question of compromise. My stand is no compromise. I want to suggest quite humbly to Mr Honey

that we, the older generation, have our limitations. we have a few more years to put things right in this country. In South Africa there can be no compromise. There is no tradition - you must stand up for it. We the 12 million non-whites are calling upon you in the IOC because we are discriminated against. Help us.

Thank you, Mr Honey, for the way you have accepted our questions, our invitation, and for having sacrificed your time to address us. Think of us when you are at the IOC. I call upon the President, Mr Rangasamy, to say a few words.

The President: We have been fighting for a long time for international recognition. I am a founder member of the non-racial weightlifting federation which has been one of the pioneers in fighting for international recognition for all South Africans. Now in the South African Sports Association we are carrying on the fight in a combined effort for recognition by your Committee. We are determined that all South African sportsmen should get a fair chance. We hope Mr Honey will assist us. We thank you, Sir, for having come here to address us and we hope that you will espouse our case to the IOC. It is now my pleasure to move a vote of thanks to Mr Honey.

Mr Honey: Mr Chairman and friends, I am glad I came. Before I came, I appreciated your point - now a little more fully. It will always be put to my colleagues at the IOC.

APPENDIX B: SPORTS BODIES AFFILIATED TO THE NON-RACIAL SPORTS MOVEMENT, 1973-81

1973	1975	1977	1979	1981
S.A. Sports Federation	S.A.S.F.	S.A.S.F.	S.A.S.F.	
S.A. Amateur Swimming Federation	S.A.A.SwiF.	S.A.A.SwiF.	S.A.A.SwiF.	S.A.A.SwiF.
S.A. Amateur Athletics & Cycling Board of Control	S.A. Amateur Athletics Board S.A. Cycling Association	S.A.A.A.B. S.A. Cycling Board	S.A.A.A.B.	S.A.A.A.B. S.A.C.B.
S.A. Table Tennis Board	S.A.T.T.B.	S.A.T.T.B.	S.A.T.T.B.	S.A.T.T.B.
S.A. Weight Lifting & Body Building Federation	S.A. Amateur Bodybuilding Federation	S.A.A.B.B.F.	S.A.A.B.B.F.	S.A.A.B.B.F.
	S.A. Amateur Weightlifting Federation	S.A.A.W.L.F	S.A.A.W.L.F	S.A.A.W.L.F
S.A. Lawn Tennis Union	S.A.L.T.U.	S.A.L.T.U.	S.A.L.T.U.	Tennis Association of S.A.
S.A. Womens Hockey Board			S.A.W.H.B.	S.A.W.H.B.
S.A. Men's Hockey Board	S.A.M.H.B.		S.A.M.H.B.	S.A.M.H.B.
S.A. Secondary Schools Sports Association		S.A.S.S.S.A.	S.A.S.S.S.A.	S.A.S.S.S.A.
	S.A. Cricket Board of Control	S.A.C.B.O.C.	S.A.C.B.O.C.	S.A.C.B.O.C.
	S.A. Badminton Association			
S.A. Darts Board of Control		S.A.D.B.O.C.	S.A.D.B.O.C.	S.A.D.B.O.C.
	S.A. Rugby Union		S.A.R.U.	S.A.R.U.
		S.A. Primary Schools Association	S.A.P.S.S.A.	S.A.P.S.S.A.
		Durban Golf Club	S.A. Non-Racial Golf Association	S.A.N.R.A.G.A.
			S.A. Softball Association	S.A.S.A.
				S.A. Netball Union
				S.A. Professional Boxing Union
			Councils of Sport (Transvaal, E. Province, W. Province), Natal	Councils of Sport (Transvaal, E. Province, W. Province), Natal, Border, Boland)