

QEI Growth – the key to your financial future

Newsletter – May 2011

Why Work?

The most important thing is in order to build and keep your self-respect.

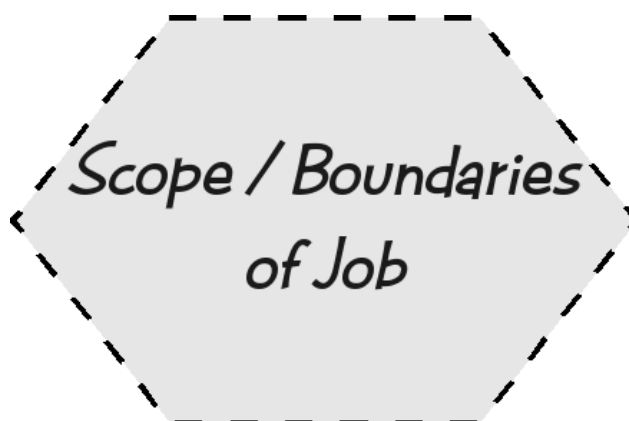
Being unemployed for a long time, carries frustration, which can lead to clinical depression – a medical condition – for which there is no cure but time. It is marked by a lethargy / laziness. Others round you will say, "Come on, get a move on! Snap out of it!" But, you cannot.

In 2009 there were race-based disputes, given the name, by the media, of *xenophobia* (fear of those who are different) – but it should have been called by its proper name – *Racism*. Refugees from other countries, mainly Zimbabwe, but also the DRC and Nigeria, were being given preferential treatment in terms of employment by South African employers. Why? Because to employ South Africans creates problems – they want a job and a salary, but, having gained that they seem to become complacent and do not add anything of value to their employers, by just doing, well or poorly, the job they are given. The employers did not find these problems with foreign blacks.

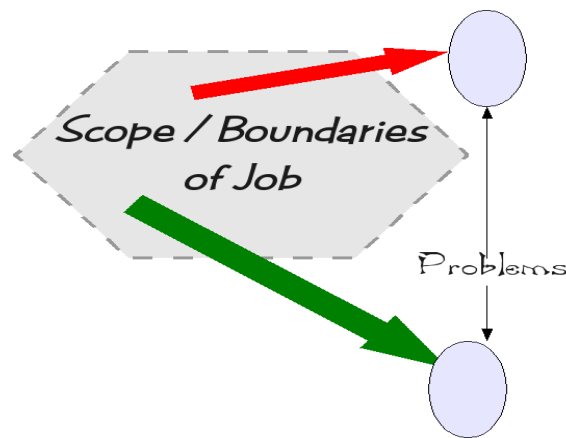
It is human nature to point fingers of blame, never realising that, when you point at someone else 3 fingers point back at you. This is significant because the problem may not be caused by the other, but by yourself. Reflect on that for a moment.



Most employees see their jobs as having a limited scope, and they apply this same limitation to their boss – do not give any task that falls outside the scope!



However, working in the confines of the job's scope, you see problems in other areas. You think about them, and suggest ways to resolve them – breaking out of the artificial boundaries. In this way you add value to the employer, and promotion is likely to be faster.



This also has the effect of growing your self-image and self-respect, "Hey, the boss thinks I am useful."

A problem many people have is that their self-respect is tied to what other people think of them, so they all buy expensive 'status-symbol' cars – '*b-m-trouble-you*' or '*bent-merx*'; and they conform to one-another's dress styles or hair styles, or model of cell-phone.

Then there is further pressure to conform, such as all thinking the same things, and building the same attitudes. I do not know when last anyone was stopped by traffic police for not stopping at a Stop sign. Because '*group-think*' says, "Treat it as a yield sign." There was a governor of the Reserve Bank, Tito Mboweni. Nobody listened to him, about the cause of inflation (and increasing interest rates) being caused by overspending on credit. He was painted as a bad person, not credited for the good he was doing the country. Again, '*group-think*' in action.

One of the heroes of the struggle was Ds. Beyers Naudé. One of Gauteng's major roads carries his name. He saw that what he read in the Bible was not what his Church or the government was claiming as justifying Apartheid. He thought for himself, and held firm, against the angry reaction of the State – which was saying, "Conform or else!"

I was privileged to know him well, and I pray that I may have his courage to stand firm for what I know is right, against mobs shouting that something else is right.

Coming back to my main point, Why Work?

Okay, you have settled in your work environment, and are adding value. Most companies still have a rewards system based on performance assessment, so your salary should be moving along nicely. But the Trade Union rears its ugly head and says, "xx% increase for all – or we strike!" You have been forced to conform to the norm and join the Trade Union, so you are caught up in the dispute – which is, for you, invalid and unnecessary, as by adding value you have earned more than they are demanding.

Now, I am going to ask you to think for yourself, and analyse situations critically.

In the run-up to the 1994 elections, analysts did not believe the ANC would gain a clear majority on its own, so the ANC formed an alliance with Cosatu

and the SA Communist Party. This alliance may have seemed necessary at the time, but has come full circle.

Cosatu, with the labour disruption it incited, was the final straw that broke Nationalism's and Apartheid's back.

I believe, with no tangible proof, that Cosatu's strike actions are motivated by a need to create economic chaos and anarchy, and break the ANC's back.

I have set you a lonely task. As soon as you voice these thoughts to try and test them, the quicker you will be dragged back into the *group-think* fold.