

# THE OCCUPATIONAL PROFILE OF THE TOWN AND REGIONAL PLANNER IN THE REPUBLIC OF SOUTH AFRICA 1993

M S Badenhorst

Professor and Head: Department of Town and Regional Planning  
Faculty of Science - University of Pretoria

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## 1 INTRODUCTION

In a study on Town and Regional Planners a decade ago, Badenhorst (1984) highlighted the fact that Town and Regional Planning was a young profession, not yet completely "professionalised" in the true sense of the word. Unlike established professions, such as Architecture, Land Surveying and so forth, it did not satisfy among others the primary prerequisite of any profession, recognition/acceptance by society at large. It lacked legitimacy in the sense that the role specification of practitioners was not embodied in a statute defining their duties and privileges, as well as the fact that the public was not willing to pay a fee commensurate to that paid to the established professions' for their services, either from private or public funds. At best the measures represented basic, indirect criteria of acceptance, reflecting the state of affairs at the time.

Badenhorst (1984) nevertheless concluded that the profession was on its way to gaining social recognition and hence towards professional status. This has indeed occurred in the meantime. Not only has the Town and Regional Planning Act (Act No 19 of 1984) come into operation, but since then Town and Regional Planners have also progressed to being close to the top of the income list of graduates in South Africa (see HSRC 1991). Despite this great advance, Badenhorst (1992) also expressed concern recently about the profession's stance on ethical issues. This is manifest in an apparent apathy towards its Utopian roots and an ostensible inability, even an unwillingness, to reconcile the latter with, what he termed "Azanian realities". According to him this schism can only be bridged by a paradigm shift brought about by a personal commitment to basic values. Applying Covey's (1989) differentia-

tion between "personality ethics" and "character ethics" to the profession as such, it can be said that its recent success is to a large extent attributable to "personality ethics", i.e. to skills and techniques, public image, and attitudes and behaviours that "lubricate the processes of human interaction". At the same time the profession appears to be lacking, albeit not completely, of course, in character ethics, things like integrity, fidelity, courage, a sense of justice and so forth. This failure was highlighted, among others, by Muller (1990) at the Biennial Congress of the South African Institute of Town and Regional Planners in Bloemfontein when he stated that "... at best the profession can be said to have turned a blind eye to the plight of the majority of the population of the country, and to have remained silent when voices should and could have been heard".

From a follow-on survey (1993), the results of which are presented in this paper, the future of Town and Regional Planning as a profession looks secure when viewed from a non-ethical or functionalist viewpoint. It is therefore obvious that, since the primary prerequisites of professionalism have been met, future analyses on the state of the profession, will have to focus increasingly on its development of a new ethos. It goes without saying that failing to achieve the latter, the profession stands to lose all the gains it has achieved over the years, and even worse, its relevance in society at large.

The latest survey was to a great extent intended to update the 1983 information on the profession and to identify areas where changes have occurred. Additional data were also collected to clarify issues which have become relevant in the meantime. The findings of the survey are henceforth presented. The format can best be de-

scribed as being the occupational profile of the Town and Regional Planner in South Africa, expressed in quantitative terms and how it has changed in the last decade. First of all, however, the survey methodology and data are described.

## 2 SURVEY AND DATA

The survey included all the corporate and graduate members of the South African Institute of Town and Regional Planners whose names appeared on the membership list in October 1993. A total of 1015 questionnaires were sent out. For the sake of economy no self-addressed envelopes were included. The return of the completed questionnaires depended entirely on the goodwill of the members. This trust proved not to be misplaced.

A total of 463 completed questionnaires were returned, together with 17 uncompleted ones addressed to members who have since moved and left no forwarding address. The response rate was therefore 46,4 percent, which compares well with the 50,0 percent response rate by the 628 members surveyed in 1983.

The questionnaire as such included 23 questions, ranging from sociographic aspects to employment, intra-professional mobility, professional practice, job satisfaction, prestige, training, choice of profession and the future of the South African Institute of Town and Regional Planners (SAITRP) and the South African Council for Town and Regional Planners (SACTRP). The questionnaire was provided in both English and Afrikaans.

However, the question that needs to be answered is, to what extent are the results of the respective surveys comparable? The only baseline to establish this was to compare the respective

shares of graduates from the different universities who have returned their completed questionnaires in the present survey to that of the 1983 survey. In order to do this, the point of departure was to establish the present share of each university in the total (expected) planning population. This was done, firstly by allowing for the attrition of older members (see footnote Table 1), and secondly by adding the past decade's Town and Regional Planning graduates to the 1983 planning population (see Table 3). The expected and observed populations are set out in Table 1.

The second step in the process was to determine the fit between the two data sets in statistical terms. This was done by applying "Student's" distribution technique (see Spiegel 1961) to the data in Table 1. The calculation rendered a result indicating a very close fit between the two data sets at a 98% confidence level. In other words, the odds that any difference between the two data sets is random, amounts to less than two percent. Observed differences can therefore be interpreted as structural changes in the planning population over the past decade.

### 3 SOCIOGRAPHIC CHARACTERISTICS

The sociographic profile of the South African Town and Regional Planner,

is henceforth described in terms of the members' academic qualifications, age, home language, gender, and income. In the process it will be compared to the one of a decade ago so as to highlight changes which have occurred since then.

#### 3.1 Academic qualifications

The professional academic qualifications of the respondents are shown in Table 2.

Since 1983, the proportion of practitioners who hold Bachelors degrees has increased substantially by 14,1% to more than half (53,6%), while those with a Masters degree have decreased (-2,3%) slightly to 40,4%. The gains of the former has occurred mainly at the expense of the holders of postgraduate diplomas which shows a drop by 11,8% to 6,0%. This can probably be attributed to the fact that a fair number of practitioners, typically from the traditional "planning" professions like Land Surveying, Architecture, and Civil Engineering who practised Town and Regional Planning as a second profession, no longer do so. Many of the latter held a postgraduate diploma in the discipline and have disappeared from the Town and Regional Planning scene since 1984, when registration in terms of the Town and Regional Planning Act (Act 19 of 1984) was instituted.

Apart from the professional qualifications indicated in Table 2, 5,1% of the respondents, *vis-a-vis* 2,2% in 1983, hold a doctorate; 7,8% an academic masters degree; 7,4% a university diploma in a field other than Town and Regional Planning; and 3,0% a Technikon diploma. Excluding lower degrees held by respondents with either a Masters degree or a postgraduate diploma in Town and Regional Planning, a total of 26,2% of the respondents have indicated that they hold other tertiary qualifications. Close on three-quarters (72,6%) of the respondents therefore hold more than one tertiary qualification. The fact that 59% of the doctorates at present are held by academics, *vis-a-vis* 15% in 1983, bodes well for professional education as such. By and large, the qualification structure of the profession appears very sound by any standard.

Information regarding the institution where the professional planning qualification was obtained, is shown in Table 3.

It appears that the University of Pretoria has produced close on twice as many graduates in Town and Regional Planning (29,9%) as the University of Potchefstroom (16,6%) which takes second place. The former has shown considerable growth in its share in the past decade, even greater than that of the University of the Orange Free

Table 1: Expected and Observed Planning Population

INSTITUTION	1983-Pop. minus attrition of older members*	Graduates 1983-'92 ***	Expected Pop.		Observed Pop.(%)	Obs-Exp Pop. (%)
			N	%		
Univ. of Pretoria	123	257	380	26,5	29,8	+3,3
Univ. of the Witwatersrand	85	104	189	13,2	14,7	+1,5
Univ of Potchefstroom	104	109	213	14,9	16,6	+1,7
Univ. of Natal	36	114	150	10,4	6,7	-3,7
Univ. of Stellenbosch	104	123	227	15,8	15,8	±0,0
Univ. of Cape Town	40	101	141	9,8	7,3	-2,5
Univ. of the OFS	16	87	103	7,2	6,3	-0,9
Other**	31	0	31	2,2	2,8	+0,6
<b>TOTAL</b>	<b>539</b>	<b>895</b>	<b>1434</b>	<b>100,0</b>	<b>100,0</b>	<b>±0,0</b>

\* Vide Table 3, minus an estimated 10% attrition for older planners from the different planning departments and 50% for holders of qualifications from "other" academic institutions. The 1983-population in Table 3 was multiplied by two, as the response rate in the survey was 50%.

\*\* Zero growth in graduates from "other" academic institution assumed. The actual decrease recorded in this category was 61%. Also see footnote \* above.

\*\*\* See Students Administration 1994; Nieuwoudt 1994; Carbutt 1994; Van Jaarsveld 1994; Dewar 1994; and Van Zyl 1994.

**Table 2: Professional Academic Qualifications**

QUALIFICATION	1993		1983		Diff
	N	%	N	%	%
Bachelors Degree	248	53,6	124	39,5	+14,1
Postgraduate Diploma	28	6,0	56	17,8	-11,8
Masters Degree	187	40,4	134	42,7	-2,3
TOTAL	463	100,0	314	100,0	-

**Table 3: University where Professional Qualification was Obtained**

INSTITUTION	1993		1983		Diff
	N	%	N	%	%
Univ. of Pretoria	138	29,8	68	21,8	+8,0
Univ. of the Witwatersrand	68	14,7	47	15,0	-0,3
Potchefstroom Univ. for CHE	77	16,6	58	18,5	-1,9
Univ. of Natal	31	6,7	20	6,4	+0,3
Univ. of Stellenbosch	73	15,8	58	18,5	-2,7
Univ. of Cape Town	34	7,3	22	7,0	+0,3
Univ. of the Orange Free State	29	6,3	9	2,9	+3,4
Other	13	2,8	31	9,9	-7,1
TOTAL	463	100,0	313	100,0	-

State, the youngest (established in 1976) of the Town and Regional Planning departments. This relative large share of graduates from the traditionally Afrikaans universities, (Pretoria, Potchefstroom, Orange Free State and Stellenbosch) obviously has had a considerable impact on the language composition of the profession (see Table 5).

**3.2 Age**

The age distribution per category of respondents is shown in Table 4.

The information in Table 4 shows very clearly a shift in the centre of gravity of the age structure from the

21-34 year old category in 1983 (53,8%) to the 35-49 year old category (47,5%) at present, as well as an effluxion of the older practitioners. This pattern, but particularly the latter phenomenon, further verifies the argument that a significant number of the incumbents of the pre-registration period, are no longer part of the profession, either through attrition or opting out in the post-1984 era (see paragraph 3.1).

The median age of respondents has increased by 4,2 years to 38,3 years over the past decade. The highest median age occurs among academics (47,3 years), followed by the "other" category (42,5 years), private practitioners (39,9 years), local authorities

(33,7 years), central government (32,8 years) and provincial government (31,4 years).

Calculated separately, the median age for corporate members is 42,0 years, and for graduates 30,0 years. The latter appears rather high. According to Waanders (1994) the average number of years spent on postgraduate training as Town and Regional Planner-in-training, amounts to close on seven years. This, together with the fact that there are graduate members who obviously have not bothered to upgrade their membership to corporate, explains the high median age of the former.

**3.3 Home language**

A significant shift has occurred in the language composition of the profession as can be seen in Table 5.

From Table 5 it appears that the share of Afrikaans speaking practitioners has increased by 8,0% to over three-fifths (61,8%) since 1983. In a survey in 1979 (RGN 1979) of Town and Regional Planning graduates, the HSRC found the language distribution to be 37,8% Afrikaans, and 62,2% English. Projected linearly, it means that the profession became predominantly Afrikaans-speaking circa 1982.

**3.4 Gender**

In the 1983 survey a question on the gender of the respondents was not included. A comparison of a change in the gender distribution within the profession is therefore not possible. However, a consistent increase in female members over the years is very obvious. The fact that in 1993 one-fifth (20%) of the respondents were

**Table 4: Age Distribution**

Age Category	1993		1983		Diff
	N	%	N	%	%
21-34	185	40,0	169	53,8	- 13,8
35-49	220	47,5	88	28,0	+19,5
50-64	45	9,7	57	18,2	- 8,5
65+	13	2,8	-	-	-
TOTAL	463	100,0	314	100,0	-

**Table 5: Home Language**

Language	1993		1983		Diff
	N	%	N	%	± %
Afrikaans	286	61,8	169	53,8	+8,0
English	152	32,8	116	36,9	- 4,1
Afr-Eng	20	4,3	12	3,9	+0,4
Other	5	1,1	17	5,4	- 4,3
TOTAL	463	100,0	314	100,0	-

female therefore came as no surprise.

Considering their 1994-enrolment levels of 56% at the University of Pretoria, 52% at the University of Potchefstroom (Nieuwoudt 1994), 52% at the University of Stellenbosch (Van Jaarsveld 1994), 25% at the University of the Orange Free State (Van Zyl 1994), 58% at the University of Cape Town (Dewar 1994), 49% at the University of the Witwatersrand (Students Administration 1994), and 52% at the University of Natal (Carbutt 1994), as well as an annual graduation-level of close on 40% since 1989, (Badenhorst 1994), females' future share in the profession is bound to increase rapidly. Inasmuch as gender representation is concerned, the planning departments appear to be dead on target.

### 3.5 Race

No questions on the issue of race were included in either the 1983 or the 1993 survey. The relative share in the profession of the different population groups is therefore not known. It is, however, obvious that the profession is very much White dominated at present.

In a recent paper Badenhorst (1994), stated that over the past 17 years, only 74 Town and Regional Planning graduates from the population groups other than White, were produced in South Africa. However, the particular group's 1994-enrolment figure for study in Town and Regional Planning, stands at 72, i.e. 17,9% of the 402 registered students. Although this represents a significant growth, the profession as such obviously still has a long way to go to become representative of the population at large.

### 3.6 Incomes

The structure of the gross annual incomes of respondents per income category, is indicated in Table 6.

From Table 6 it can be calculated that the median annual income of the respondents was R93 500. Computed separately it was R66 250 for graduate members and R107 500 for corporates. As can be expected, the highest

median incomes were earned in the private sector (R105 500) followed by practitioners in the "other" category of employment (R100 000); Universities (R97 000), local authorities (R88 000), central government (R72 500) and provincial governments (R68 000). The median income of private practitioners appears even more favourable bearing in mind that their median age is only 39,9 years.

**Table 6: Gross Annual Incomes**

Income Category (Rand)	N	%
NA	4	0,9
< 30 000	19	4,1
30 000 - 39 999	10	2,2
40 000 - 49 999	24	5,2
50 000 - 59 999	36	7,8
60 000 - 79 999	84	18,1
80 000 - 99 999	81	17,5
100 000 - 124 999	92	19,9
125 000 +	113	24,4
<b>TOTAL</b>	<b>463</b>	<b>100,0</b>

When the data is analysed on a gender basis, it appears that the median gross annual income for females is only 62% of that of males (R63 700 *vis-a-vis* R103 000). This gap must obviously be interpreted against the backdrop of the lower median age (31,2 years), and hence professional experience of female respondents *vis-a-vis* the 39,9 years for males, although a strong correlation between age and income ( $r = 0,43$ ) could not be found in the survey. As no question on whether employment was full-time/part-time was included in the questionnaire, the inference can nevertheless be made that a percentage of females are employed on a part-time basis, while at the same time raising a family. A degree of gender discrimination in the workplace can obviously also not be ruled out.

Comparing the present incomes of the respondents to that of the 1983 survey, the emerging picture is not quite as favourable as it appears at first glance. Applying a Consumer Price Index of 3,8 (Zevenberger 1994), the median income of R28 130 earned in 1983, is equivalent to R107 000 per annum in 1993. In addition, the percentage of respondents who earned more than R100 000 per annum in 1993 terms,

decreased slightly from 47,1% to 44,3%. Whereas 66,0% of the respondents reported gross annual incomes in excess of R25 000 per annum in 1983, (i.e. R95 000 in 1993), only 51,3% do so now, while the percentage who earned less than R76 000 per annum in 1983 terms, has doubled from 17,0% to 34,0%.

Unfortunately the survey of the income of graduates in 1991 (see HSRC 1991) does not make an inter-professional comparison of incomes possible. Relatively speaking though, it puts Town and Regional Planning graduates very close to the top of the income list. The recorded deterioration in incomes, since 1983, must obviously be viewed against the backdrop of the poor prevailing conditions as well as the uncertainties surrounding the economic depression and political transition in the country. The relative material situation of the profession therefore leaves little to be concerned about.

## 4 EMPLOYMENT

In this section the relevant aspects pertaining to the employment of Town and Regional Planners are discussed.

### 4.1 Employer

Information regarding the employer and duration of employment of the respondents are shown in Table 7.

From the data in Table 7 it is clear that private practice has become the major employer of Town and Regional Planners in South Africa (47,7%). This represents a turnabout from the results of the 1983-survey, when it was found that 49,6% of the respondents were in the employ of the public sector. The most significant structural change that has occurred in the past decade, is undoubtedly the shift of the membership towards private practice (+13,8%), away from the public (-9,0%), academic (-1,6%) and "other" sectors (-3,5%). Calculated separately, 55,7% of the respondents who hold corporate membership and 31,9% of graduate members, have indicated that they were employed in private practice.

**Table 7: Employers and Duration of Employment**

EMPLOYER	1993			1983			Diff
	N	%	Yrs	N	%	Yrs	%
Central Government	32	6,9	6,3	31	9,9	6,9	-3,0
Prov. Government	52	11,2	6,9	39	12,5	7,0	-1,3
<b>SUBTOTAL 1</b>	<b>84</b>	<b>18,1</b>	<b>13,2</b>	<b>70</b>	<b>22,4</b>	<b>7,0</b>	<b>-4,3</b>
Local Authorities	104	22,5	7,0	85	27,2	5,9	-4,7
<b>SUBTOTAL 2</b>	<b>188</b>	<b>40,6</b>	<b>6,8</b>	<b>155</b>	<b>49,6</b>	<b>6,4</b>	<b>-9,0</b>
Universities	22	4,8	14,8	20	6,4	8,8	-1,6
Research Institutions	3	0,6	6,0	2	0,6	-	0
<b>SUBTOTAL 3</b>	<b>25</b>	<b>5,4</b>	<b>13,7</b>	<b>22</b>	<b>7,0</b>	<b>-</b>	<b>-1,6</b>
Private Practice	221	47,7	7,9	106	33,9	7,4	+13,8
Other	28	6,0	7,8	30	9,5	5,3	-3,5
<b>TOTAL</b>	<b>462</b>	<b>100,0</b>	<b>7,9</b>	<b>313</b>	<b>100,0</b>	<b>6,8</b>	<b>-</b>

The shift towards private practice and away from the public sector, is corroborated when the membership list of the South African Council for Town and Regional Planners for November 1992 (SACTRP 1992) is compared to that of June 1994 (Giudici 1994.) The former shows a share of 43,3% for private practitioners and 46,7% for public sector employees *vis-a-vis* the 54,2% and 35,9% of the latter. Interpolated lineary for the time of the survey (October 1993), the share of private practitioners comes to 49,6% and public sector employees to 40,5%, which compares well with the 47,7% and 40,6% respectively recorded in the survey. From the survey and the foregoing figures it can be concluded that Town and Regional Planning as a profession, has reached the divide between the private and public sectors.

Reflecting the structure of employment in society at large, it comes as no surprise that 54,9% of the Afrikaans speaking respondents have indicated that they are employed in the public sector, including universities and research institutions, while the majority (59,9%) of their English speaking counterparts are employed in private practice. Only 29,6% of the latter group's respondents are employed in the public sector. Slightly more than two-fifths (41,3%) of Afrikaans speakers are employed in private practice. The net share of Afrikaans speakers in the public sector has nevertheless decreased by 8,7% since 1983, and

that of English speakers by 13,0%. In the same period the net share of English and Afrikaans speakers who make their livelihood in private practice, have increased by 12,3% and 3,7% respectively. Taken as a group in itself, 53,4% of the 221 respondents from private practice have indicated that they are Afrikaans speaking, which means that they are underrepresented by 8,4% in this particular sector, as their overall share in the profession as such, is 61,8% (see paragraph 3.3).

Town and Regional Planners are increasingly becoming more mono-typical when the practising of a second profession is taken as a measure. Whereas close to one-third (35,0%) of the respondents indicated a decade ago that they practised another profession over and above Town and Regional Planning, only 16,0% did so in the latest survey. A second profession is most prevalent, and understandably so, in the "other" employment category (42,9% *vis-a-vis* 50,0% in 1983) and academics (18,2% *vis-a-vis* 70,0% in 1983). However, the fact that respondents from private practice who have indicated that they practice a second profession such as Architecture or Engineering, have decreased from 49,1% to 21,6% since 1983, offers the best indication that Town and Regional Planning is becoming an increasingly dedicated and exclusive profession.

## 4.2 Mobility

The mean number of years with the present employer amounts to 7,9 years, in other words 1,1 years longer than the 6,8 years recorded in 1983. Universities show the longest periods (14,8 years), *vis-a-vis* 8,8 years a decade ago, implying a low turnover and growth in the academic sector. The average number of years service in the employ of central government, provincial government, local authorities and private practice is 5,9 years, 7,2 years, 6,9 years and 7,8 years respectively. It represents no significant change in relation to the 1983 figures.

The cumulative number of respondents who recorded a total of three and fewer employers, is 82,7%. The mean for all the respondents is 2,3 employers. The corresponding figure for corporate members, i.e. the seniors in the profession, is 2,7 employers. Considering the fact that only 33,0% of the respondents (34,2% of the corporate members) are still in the service of their first employer, intra-professional mobility does not appear to be out of the ordinary by any standard.

The reasons stated by the 310 respondents who had more than one employer for leaving the service of their immediate past employer, are listed in Table 8.

The main reason stated by respondents for changing employers, was to start their own practice (17,5%). In 1983 this consideration was ranked in the fourth place (11,9%). This, coupled together with the expressed desire to work in the private sector (8,6%) further corroborates the conclusion (see paragraph 4.1) that Town and Regional Planners are increasingly shifting towards private sector employment. The second reason stated was for financial advancement and the third, limited promotion opportunities. Financial advancement was ranked first in the 1983 survey, job satisfaction second, and limited opportunities for promotion, as third. There is therefore a large overlap of the four primary reasons for changing employment in both surveys.

Only 25,1% of the respondents have

**Table 8 : Reasons for Changing Employment**

REASONS	1993		1983		Diff
	N	%	N	%	%
I wished to improve my financial position.	77	15,6	70	22,6	-7,0
The chances for promotion were too limited.	65	13,3	48	15,5	-2,2
I experienced too little job satisfaction.	44	9,0	55	17,7	-8,7
I was in the private sector but prefer the security of the public sector.	11	2,3	26	8,4	-6,1
I was in the public sector but prefer to work in the private sector.	55	11,3	-	-	-
I was retrenched.	10	2,0	-	-	-
There was a possibility that my post was to be abolished.	7	1,5	3	1,0	+0,5
I wished to start my own practice.	85	17,5	37	11,9	+5,6
I wished a change of city/province.	29	5,9	9	2,9	+3,0
Personal considerations.	52	10,6	21	6,8	+3,8
Other reasons.	54	11,0	36	11,7	-0,7
<b>TOTAL</b>	<b>489</b>	<b>100,0</b>	<b>310</b>	<b>98,5*</b>	<b>-</b>

\* Less important reasons not included

applied for employment elsewhere during the past two years. Close to two-thirds of the respondents have neither applied for a post elsewhere nor are they considering a change of employer currently.

The reasons for considering a change of employer are set out in Table 9.

The three main reasons why a change of employment is considered, are firstly to improve the respondent's financial position (21,9%), secondly because of limited promotion prospects (20,7%), and thirdly, for "other" reasons (13,7%). The first two reasons also topped the list of considera-

tions in the 1983 survey. It is interesting to note that the aggregate of desired moves to the private sector, (prefer to work in the private sector and to start own business), halved from 20,5% in 1983 to 10,1% in 1993, as is the case with those respondents who expressed little job satisfaction who are down from 18,9% to 9,4%. The former probably relates to the poor economic conditions prevailing in the country and the concomitant reduced absorption capacity of the private sector. Probably for the first time in history, retrenchment (2,0%) and the possibility of retrenchment (3,5%) have become factors in the professional mobility of Town and

Regional Planners in South Africa.

### 5 TRAINING

In this section the adequacy of the training provided in Town and Regional Planning, is discussed. It is, however, obvious that it is not the adequacy of training *per se* which is under analysis, but much rather the perceived adequacy as determined by personal circumstances of all kinds.

The respondent's reactions to questions on the adequacy of their academic training are set out in Table 10. The NA responses refer to respondents

**Table 9: Reasons for Considering A Change of Employment**

REASONS	1993		1983		Diff
	N	%	N	%	%
I wish to improve my financial position.	56	21,9	71	23,9	-2,0
My present chances for promotion are limited.	53	20,7	47	15,8	+4,9
I experience too little job satisfaction in my present post.	24	9,4	56	18,9	-9,5
I am in the private sector but prefer the security of the public sector.	3	1,2	2	0,7	+0,5
I am in the public sector but prefer to work in the private sector.	18	7,0	23	7,7	-0,7
I anticipate retrenchment.	9	3,5	0	0,0	+3,5
I wish to start my own practice.	8	3,1	38	12,8	-9,7
I wish a change of city/province.	21	8,1	7	2,4	+5,7
Personal considerations.	27	10,6	15	5,0	+5,6
I cannot/will not comply to the requirements of the changed socio-political environment of the new SA.	2	0,8	-	-	-
Other reasons.	35	13,7	33	11,1	-12,6
<b>TOTAL</b>	<b>256</b>	<b>100,0</b>	<b>297</b>	<b>98,5*</b>	<b>-</b>

\* Less important reasons not included

**Table 10: Adequacy of Academic Training**

ASPECT	1993			1983*			Diff
	YES %	NO %	NA %	YES %	NO %	NA %	YES %
Technical aspects (models, projections etc.).	62,4	35,6	2,0	48,2	42,2	9,6	+14,2
Procedural aspects (township establishment, amendment, schemes etc.).	38,9	57,9	3,2	39,3	51,4	9,3	-0,4
Communication (writing reports, making representations etc.).	58,3	40,4	1,3	63,4	30,2	6,4	-5,1
Liaise/negotiate*.	34,1	64,1	1,8	-	-	-	-
Socio-economical-political aspects of T&RP.	63,3	34,8	1,9	61,8	26,8	11,4	+1,5
MEAN	51,4	46,6	2,0	53,2	37,6	9,2	+3,2

\* Not included in the 1983 survey.

who indicated that they were not in a position to answer the particular question.

The information in Table 10 shows a number of significant changes over the 1983 results. In the first place, the respondents who have indicated that their training in the technical aspects of planning was adequate, have increased by 14,2%, while the percentage who were of the opposite opinion, declined by 6,6%.

Ruling out the possibility of a diminished need for, or drop in application standards in the technical field, the foregoing can be interpreted as a substantial improvement in this particular field of Town and Regional Planning education, at least insofar as

the perceptions of the respondents go. In the second place, the percentage of the respondents who have indicated that their training in communication as such is inadequate, have increased from 30,2% to 40,4%, while those who experience their training as adequate, have declined by 5,1%. This, together with the fact that liaison/negotiation skills were pointed out as being the skills most lacking (64,1%) in academic training, are indicative of new demands emanating from a changing planning environment.

It is interesting to note that close on two-thirds (63,3%) of the respondents deemed their training in the social, economic and political aspects of planning adequate, which is the single highest positive response to all the

questions in this category. At the same time the percentage who deemed it inadequate, increased by 8,0%. In all probability, this figure, including the "No"-responses in the case of communication skills and liaison/negotiation skills, will increase substantially in the next decade as the needs in the changed planning environment become more apparent.

The responses on questions regarding the execution of their planning duties categorised in terms of employment sector, are set out in Table 11.

The most striking feature of the information in Table 11, is the diminished job challenge registered by respondents in the employ of the central government. It is only in this sector

**Table 11: Adequacy of Training per Employment Sector (Yes Responses)**

ASPECT	EMPLOYMENT SECTOR							
	Year	Central Gov. (%)	Prov. Gov. (%)	Local Auth. (%)	Sub-total (%)	Universities (%)	Private Practice (%)	Total
Does your job offer a challenge?	'93	71,9	80,8	91,3	85,1	95,5	88,7	87,0
	'83	93,6	73,7	90,5	85,8	95,0	86,4	86,0
	Diff	-21,7	+7,1	+0,8	-0,7	+0,5	+2,3	+1,0
Is your general academic background sufficient to successfully execute assignments?	'93	84,4	73,1	78,8	78,2	86,4	83,3	81,0
	'83	84,4	77,5	84,7	83,9	90,0	79,6	81,9
	Diff	0	-4,4	-5,9	-5,7	-3,6	+3,7	-0,9
Has your training in T&RP equipped you sufficiently for the challenges in new SA?	'93	43,8	40,4	40,4	41,0	36,4	47,5	45,1
	'83*	-	-	-	-	-	-	-
Was your training in T&RP sufficiently directed to the assignments that you normally have to execute?	'93	68,8	48,1	51,9	53,7	54,5	54,3	53,1
	'83**	-	-	-	-	-	-	-
Do you feel that you are over-qualified for the duties that you normally perform?	'93	14,5	9,2	26,3	20,2	2,6	44,7	16,4
	'83	13,3	15,4	17,9	16,1	15,8	18,8	18,5
	Diff	+1,2	-6,2	+8,4	+4,1	-13,2	+25,9	-2,1

\* Not included in the 1983 survey.

\*\* Included in a different, not comparable format, in the 1983 survey.

that a decrease (-21,7%) in challenge was registered. Although the reason(s) for this was not established in the survey, it probably relates to the impasse which has characterized planning at central government level during the years of transition to a new political dispensation. Except for an increase (+7,1%) in the job challenge experienced in the provincial government sector, the results from the two surveys correspond to a high degree, (86,0% -level in 1983 and 87,0% -level in 1993).

Perceptions on the general adequacy of academic training in the execution of assignments, shows a slight overall decrease (-0,99%) between the two surveys, except in the case of private practitioners who have registered a 3,7% increase. Only 45,1% of the respondents were of the opinion that they are adequately equipped from an academic point of view for the demands posed by a so-called new South Africa. This implies a substantial potential need for continued professional education in which planning departments at universities obviously have an important role to play.

The figures showing the relationship between the focus of academic training and the execution of assignments in Table 11, must be interpreted with circumspection. The fact that only 53,1% of the respondents have indicated an adequate link between the two, does not necessarily imply a failure on the part of academic institutions. It is obvious that the responses are determined by the type of work performed, the professional maturity of the respondent, and so forth. That is why cross-correlating the data fails to draw a profile of the respondents who have answered "yes" on the question, which differs significantly from those who have responded with a "no".

Viewed in its totality, the figures in Table 10 are very reassuring as far as the academic sector, and hence the education of future practitioners, is concerned. Academics have scored well on all the questions, with 95,5% who experience their job as being challenging, only 2,6% who feel that they are over-qualified for the duties they normally perform, and only 36,4% who regard themselves as

sufficiently equipped for the challenges of a changed socio-political environment. It seems that academics, more than any other category of practitioners are very much aware of the limitations of their own academic backgrounds and the nature of the demands of a new South Africa.

On a question as to what percentage of their work can be performed by a Town and Regional Planning technician and/or a Town and Regional Planning assistant, the responses varied between zero and 95%, with a mean of 22,1% and 26,9% respectively. Due to an ambiguity in the way the question could be interpreted, the responses on the particular question can only be interpreted that between one-fifth and one-quarter of the work performed by qualified Town and Regional Planners, is of such a nature that it can be executed equally well by a person holding a lesser qualification.

## 6 PRESTIGE

In this section matters pertaining to the prestige/status of the Town and Regional Planning profession are discussed in terms of the perceptions of the members themselves; how the latter think they are being perceived by the general public and lastly, how they envisage the future prestige of the profession as such.

A list of five allied professions, Architecture, Civil Engineering, Landscape Architecture, Land Surveying and Town and Regional Planning was included in the questionnaire. The respondents were requested to indicate whether they believed the five professions enjoyed the same prestige, in their own opinion, and in the eyes of the general public.

More than two-fifths (44,7%) of the respondents, *vis-a-vis* 30,2% in 1983, were of the opinion that all five professions enjoyed the same status/prestige. The rest ranked Civil Engineers with a Weighted Factor Index (WFI) of 1149, as having the highest prestige, followed by Architects (WFI = 855), Town and Regional Planners (WFI = 614), Land Surveyors (WFI = 502) and Landscape Architects (WFI = 418). This corresponds with the ranking of the professions in the

1983 survey.

The percentage of the respondents who indicated that they were of the opinion that the general public viewed the five professions as having the same prestige, increased from 15,6% in 1983 to 25,3% at present. According to the others, the general public views Civil Engineers (WFI = 952) as having the highest status/prestige, followed by Architects (WFI = 893), Town and Regional Planners (WFI = 374), Land Surveyors (WFI = 370) and Landscape Architects (WFI = 310). This ranking corresponds to their own ranking as indicated above as well as with the 1983 ranking, except for the switching around of Town and Regional Planners and Land Surveyors on a small margin of difference (374 *vis-a-vis* 370) in the WFI. This means that members of the profession themselves perceive (experience) an increase in prestige in society at large. It is closely related to the process of coming of age of the profession referred to earlier.

Asked to rank the respective professions in terms of their perceived relative importance in the changed socio-political environment of the new South Africa, Town and Regional Planners came out clear on top with a WFI of 641, followed by Civil Engineers (WFI = 546), Land Surveyors (WFI = 307), Architects (WFI = 306) and Landscape Architects (WFI = 228). This ranking bodes well for the future of the profession in the sense that it could very well become a self-fulfilling prophecy inspiring members to work towards this end as such.

On a question as to whether they would again choose Town and Regional Planning as a profession put before the choice of a career again, 54,8% of the respondents in the 1983 survey responded in the affirmative, 20,7% in the negative while 24,5% registered an uncertain response. In the present survey, the corresponding figures are, 63,7% (+ 8,9%), 16,8% (-3,9%) and 19,8% (-4,7%). Also, 36,7% of the respondents have declared themselves as being very positive about the future of the profession, 39,1% as positive, 5,0% as neither positive nor negative, 3,5% as negative and 15,8% as very negative.

When a selection of the data is made to include the following characteristics: corporate membership, Town and Regional Planning as only profession, would again choose Town and Regional Planning as a profession, and feeling positive (and very positive) about the future of the profession, the following profile emerges (standard deviation (S) shown in brackets). The prototype would be male (S = 1,7), English-speaking (S = 20,4), aged 42,2 years, studied at the University of the Witwatersrand (S = 5,2), earns a gross annual income of R109 500, is employed in either academe (S = 5,1) or private practice (S = 4,6); doesn't consider a change of job (S = 10,4) as he finds his present one challenging (S = 1,6) and himself well equipped for the challenges planning is expected to pose in a new South Africa (S = 6,3). The particular prototype is very much in favour of opening up the membership of the SAITRP to all involved in "planning" in its widest context (S = 9,5). Although he regards his academic training as being adequate in all respects, he regards it lacking when it comes to liaison/negotiation skills (S = 4,4) and the socio-economic-political aspects of Town and Regional Planning (S = 4,8).

## 7 INSTITUTE MEMBERSHIP

Two-thirds (66,7%) of the respondents listed their membership as corporate, which is 7,8% less than a decade ago. This change is counter-balanced by an increase of +11,7% in the graduate membership and the scrapping of the student membership category (4,2% in 1983). The latter is related to the new registration requirements which were instituted in terms of the Town and Regional Planning Act in 1994.

The respondents' reactions to the question "In your opinion, what ought to be done in order to ensure the future relevance of the South African Institute of Town and Regional Planners (SAITRP) and the South African Council for Town and Regional Planners (SACTRP), and hence that of the profession as such, in the New South Africa?" are shown in Table 12.

The most significant inference that can be made from the information in Table

**Table 12: Future Status of Institutions**

RESPONSE	N	%
The status quo with regard to both SAITRP and the SACTRP will have to be maintained.	169	36,5
The status quo with regard to the SACTRP must be maintained but the membership requirements of the SAITRP must be relaxed so as to enable everybody involved in "Planning" in its widest context, to join the Institute as members.	181	39,1
The membership requirements of the SAITRP must be relaxed AND the registration requirements of the SACTRP must be scaled down.	23	5,0
Both the SAITRP and the SACTRP must be done away with.	16	3,5
Other.	74	15,9
TOTAL	463	100,0

12, is that almost two-thirds (63,5%) of the respondents are in favour of some change in the status and/or composition of the two professional institutions. Phrased differently, only 36,5% of the respondents are in favour of maintaining the status quo with regard to the two institutions. It is clear that the majority of the respondents (39,1%) favour maintaining the status quo regarding the SACTRP, but opening up the membership of the SAITRP to all who are involved in "planning" in its widest context. Only 5,0% of the respondents were of the opinion that the future relevance of the profession hinges on the relaxation of the membership requirements of the SAITRP and the simultaneous scaling down of the registration requirements of the SACTRP. Very few (3,5%), however, are in favour of doing away with both institutions.

Of the 74 respondents in the "other" category, 11 proposed that the SAITRP be maintained but the SACTRP be done away with; seven respondents proposed that the SAITRP be done away with altogether, while the SACTRP be maintained; a further seven proposed that the two institutions be combined into a single organization. Various other proposals, too divergent to discuss here, also emerged. Nonetheless, taken together, it is quite clear that the collective opinion of the respondents favours adjustments to both institutions so as to ensure their future relevance, and hence that of the profession as such.

## 8 GENERAL

It appears from the results of the survey that Town and Regional Planning as a profession has come of age during the past decade when measured in terms of its official and public recognition.

It is also clear that the membership structure is changing. Since 1983 the membership aged somewhat, became predominantly Afrikaans-speaking; females are increasingly entering its ranks and the next decade would probably see substantial changes in terms of its racial composition. The profession has also reached the divide between public sector employment and private sector involvement.

From an income point of view, all appears well. Intra-professional mobility does not seem to be extraordinary high; members generally feel well equipped for their duties, although the demands on their knowledge and skills by a changed socio-political environment are beginning to be felt. Respondents see a bright future for the profession and the nation, and they are reform-minded insofar as the professional institutions are concerned. All in all, the occupational changes over the past decade can be interpreted as having been on the positive side.

While there can be little doubt about the social and material wellbeing of the members, concern has been expressed recently about the profession's stance on ethical issues, in other words, on things such as integrity,

fidelity, courage, justice and so forth. Provided that a new ethos is developed to include these particular principles, and barring externally induced discontinuities, the future of Town and Regional Planning as a profession in South Africa, appears to be very good indeed. The challenge is, however, the most daunting the profession has ever faced, because it involves an attitudinal change towards society at large. Whereas the institutional and other changes of the past decade and more, could be developed and implemented with relative ease, attitudinal change is the most difficult to achieve. This is partly because of the intangible nature of attitudes and the personalities of individuals as well as the collective attitudes of the individuals comprising the planning profession. That is the nature of the challenge facing the profession in the coming decade.

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