

J.C. 28/39.

JOHANNESBURG JOINT COUNCIL OF EUROPEANS AND AFRICANSMINUTES OF AN ORDINARY MONTHLY MEETING HELD AT 8.15 P.M. ON MONDAY, SEPTEMBER 11th, 1939. AT THE BANTU MEN'S SOCIAL CENTRE, ELOFF STREET, JOHANNESBURG.

PRESENT: Adv. H. J. B. Vieyra (in the chair) presided over a meeting of 31 members, 5 visitors and the Honorary Secretary, (Mr. E. L. Benjamin).

APOLOGIES: Apologies for absence were received from two members.

1. CONFIRMATION OF MINUTES:

The Acting Secretary asked that the word "apparently" be inserted after the word "but" in the ninth line of section 9 of the Minutes. With this alteration the Minutes of the meeting held on the 14th August, as circulated, were taken as read and were confirmed.

Miss Janisch said that she wished to correct the statement that dairy companies were not allowed to sell milk at Orlando. The sale of milk was exempted from the restrictions of Section 22 of the Natives Urban Areas Act and could therefore be sold in Orlando by anyone licensed to sell milk within the municipal area.

2. VOTE OF THANKS TO THE ACTING SECRETARY:

The Chairman proposed a vote of thanks to Mr. D. H. Darling who had acted as Secretary during the absence from Johannesburg of the Honorary Secretary and this was passed unanimously.

3. NEW TRAIN SERVICE: JOHANNESBURG-ORLANDO:

The Chairman read a letter that had been received from the System Manager announcing the running of two new trains from Pimville to town and two from town to Pimville as follows:-

Saturdays

Pimville	10.20 p.m.	Jeppe	11.23 p.m.
Johannesburg	10.54 p.m.	Johannesburg	11.27 p.m.
Jeppe	11.1 p.m.	Pimville	12.3 a.m.

Sundays

Jeppe	12.23 a.m.	Pimville	1.10 a.m.
Johannesburg	12.27 a.m.		
Pimville	1.3. a.m.	Braamfontein	1.41 a.m.

and the cancellation of the present 11.59 p.m. train from Jeppe to Pimville.

NOTED

4. EMPLOYMENT OF AFRICANS IN POSTAL AND CLERICAL POSTS:

The Chairman reported that Council had asked the Executive Committee to consider methods of making representations to the Minister of Posts and Telegraphs for the employment of Africans in Post Offices and to the Manager of the Municipal Native Affairs Department for the increased employment of Africans in his department.

The Executive Committee had decided that the time was not propitious for approaching the Minister of Posts and Telegraphs and a letter had been written to the Manager of the Municipal Native Affairs Department asking the qualifications and salaries demanded for European and African clerks and the numbers thereof.

Mr. Ballenden had replied giving the figures asked for and stating that while his department was fully alive to the desirability of creating more posts for Africans at present posts without a racial qualification could not be established because officials were often transferred from one municipal department to another. No educational qualifications were demanded of African clerks.

Mrs. Jones said that the Department looked with favour on candidates who were in possession of a Bantu Studies Diploma or who could speak a Bantu language. This must mean that the Department meant to keep clerks with these qualifications and no question of transfer would arise.

Miss Janisch said that while they were trying to make a specialist Department there was no ruling of the City Council on the matter, and clerks could be transferred to other departments in spite of the Manager's recommendation that they remain in the Native Affairs Department.

Mr. Ngakane felt that the Joint Council should urge the City Council to make a definite statement of its policy in the matter.

Mr. Lewin and Dr. Xuma supported Mr. Ngakane.

IT WAS DECIDED

- a) to approach Mr. Ballenden for his views on the matter and then to send a deputation to the Municipal Native Affairs Committee to urge that a definite ruling be laid down by the City Council on the employment of Africans in the Native Affairs Department.
- b) that the deputation consist of:-  
The Chairman, Vice-Chairman, Miss E. Hawarden, and the Honorary Secretary.

5. MAIZE SUBSIDY:

The Chairman reported that the Executive Committee had decided to hold this subject over for consideration at a later meeting to which speakers would be invited.

6. EXEMPTIONS FROM THE PASS LAWS:

Rev. S. S. Tema said that a circular had recently been issued by the Native Affairs Department instructing Native Commissioners not to issue duplicates of Exemption Certificates to Africans who had lost them, unless it could be proved that they were lost, as in some cases the duplicates had been sold. Africans who wanted duplicates of their Exemption Certificates were now told that they must apply for ordinary monthly passes. It was not possible to prove that such a Certificate had been lost.

Mr. Brink said that in the past a large number of Certificates had been lost. The Department had merely demanded an affidavit that the Certificate was lost and had issued a new one. It had been found that the affidavits in some cases were false and this circular had accordingly been issued preventing the issue of a duplicate for two years unless it could be proved that the original had been lost.

Dr. Xuma said that the onus should be on the Department to prove that the original had been sold. An applicant should be issued with a duplicate and if it was then found that he had sold the original he should be dealt with accordingly.

Mr. Ngakane said that the Department should be asked to state how many exemptions had been issued, how many duplicates had been issued and how many originals had been found to have been sold.

In the discussion that followed it was explained that Exemption Certificates carried a photograph of the bearer, but this could be removed and another photograph substituted as the photograph was not stamped or marked in any way.

IT WAS DECIDED

to write to the Secretary  
for Native Affairs for the  
information requested above.

7. SALE OF BEER AT WESTERN NATIVE TOWNSHIP:

The Chairman explained that this matter had been considered at a special meeting of the Executive Committee. Dr. Xuma had proposed that no steps be taken in regard to the proposals for the sale of beer by women but that a sub-committee be appointed to investigate the whole system of the brewing and selling of beer.

The Honorary Secretary reported that the Chief Clerk to the Town Clerk had said that a revised scheme for the selling of beer by women had been prepared which would be considered by Council at its next meeting.

Miss Janisch said that the whole question of the selling of beer by women was, for the present, in abeyance.

On the recommendation of the Executive Committee

IT WAS DECIDED

- a) that the following committee be appointed to investigate the whole system of the brewing and selling of beer:-

The Chairman, the Vice-Chairman, Mr. J. R. Rathebe, Father R. Raynes and the Honorary Secretary.

- b) that the Joint Committee of European and African Women be invited to send representatives to the meetings of the committee.

8. PROVISION OF SOUP KITCHENS FOR AFRICAN CHILDREN:

The Honorary Secretary reported that a deputation had visited the Executive Committee of the Joint Committee of European and African Women to discuss the provision of soup kitchens. It had been decided that a sub-committee should be formed to investigate the extent of the need for, and ways and means of, establishing soup kitchens. The Joint Council and the Johannesburg branch of the National Council of Women would be represented on the committee.

Mr. Ngakane said that soup should be issued to all children in the locations.

IT WAS DECIDED

that Miss Maud and Mr. Ngakane represent the Joint Council on this sub-committee.

9. REPORT OF CONFERENCE ON VOCATIONAL EDUCATION:

A report on a conference on Vocational training and employment of Africans, called by the South African Institute of Race Relations and held in July 1939, was presented by Mr. D. H. Darling, who gave an exhaustive account of the papers and discussion that took place.

10. RESIGNATION:

IT WAS DECIDED

that the resignation of Mr. W. H. Reynor be accepted with regret.

11. PROPOSED JOINT COUNCIL CONFERENCE:

The Honorary Secretary reported that the Secretary of the South African Institute of Race Relations had had three replies to the fifteen copies of his circular sent out asking for the views of Transvaal Councils on a Joint Council Conference: Benoni Joint Council was favourable; Zoutpansberg, while favourable, feared that they would be unable to send delegates; and Pretoria was still considering the matter.

Mr. Lewin thought that every effort should be made to stimulate and revive Joint Councils and that there should be a federal body on the Reef to take up matters of other than local importance. In places where there were no Councils, invitations to the Conference could be sent to individuals who might be willing to start them.

Mr. Douglas thought that Joint Councils might be prevented from operating because of the lack of finance and suggested that this Council should finance other Councils.

12. JUVENILE DELINQUENCY CONFERENCE CONTINUATION COMMITTEE:

The Chairman reported that a letter had been received from the Manager of the Municipal Native Affairs Department announcing the withdrawal of his Department from this Committee on account of the gravity of the international situation.

Miss Janisch explained that, in the event of mobilisation, the clerical responsibilities would be too heavy for the skeleton staff that would have to run the Department.

Miss Maud urged that Council state its opinion that, as social welfare bodies were more likely than the Municipality to be affected by war, it was more important than ever that the work of the Committee should have the support of the Municipality.

Mr. Ngakane suggested that the other Reef Municipalities should be asked to contribute towards the expenses of the Committee.

Mr. Johnson offered the assistance of the offices of the Johannesburg Sunday School Union.

Miss Maud agreed to put the views of the Joint Council forward at the forthcoming meeting of the Committee.

13. REST ROOMS FOR AFRICAN WOMEN:

The Honorary Secretary reported that a letter had been received from the Town Clerk stating that this matter was being discussed by the Native Affairs and Public Health Committees.

NOTED

THIS CONCLUDED THE BUSINESS AND  
THE MEETING TERMINATED AT 10.05 P.M.

JOHANNESBURG JOINT COUNCIL OF EUROPEANS AND AFRICANS

MEETING OF A SUB-COMMITTEE TO CONSIDER URGING THE CITY COUNCIL TO LAY DOWN A RULING THAT AFRICANS BE GIVEN A PREFERENCE IN THE EMPLOYMENT OF PERSONNEL IN THE NATIVE AFFAIRS DEPARTMENT HELD AT ADVOCATE H. J. B. VIEYRA'S CHAMBERS, NEW EMPIRE BUILDINGS, KRUIS STREET, JOHANNESBURG, AT 2.30 P.M. ON SEPTEMBER 28th, 1939.

PRESENT: Adv. H. J. B. Vieyra, Miss E. Hawarden, Mr. E. L. Benjamin.

The Chairman read the minute of this item taken at the Council meeting of September 11th, 1939. Miss Hawarden said that she was sorry the decision confined the discussion to the employment of clerks only as she felt that such posts were limited, whereas there was greater scope for the employment of Africans in non-clerical posts. Since this matter had last been discussed by the Joint Council the Native Revenue Account had been made self-balancing and this together with the segregation policy of the country made it only equitable that Africans should be employed in African services. She would like to suggest that a committee be formed to go into the whole question of the employment of Africans, such a committee to contain experts such as Adv. F. W. Lucas, K.C., and Mrs. M. L. Ballinger, M.P. The Chairman promised to approach Mr. Lucas.

IT WAS DECIDED

- (a) that the Honorary Secretary draft a memorandum for submission to the Native Affairs Committee of the City Council.
- (b) that the Honorary Secretary approach Mr. Ballenden for his views on the matter.

(3)

~~Minutes of~~  
Johannesburg Joint Council of European Affairs

Employment of Africans Committee

9.30 a.m. Wednesday 25th October 1939

Advocate FAW Lucas' Office

Present. Mr. Lucas. Miss E. Hawarden. The Hon. Mr. Justice

The following points arose in the discussion  
Sec. 57 of the Industrial Conciliation  
Act of 1937 empowers the Minister to exempt  
Native Areas from the agreements of an  
Industrial Council.

Before exempting an area the  
Minister must consult the Industrial Council  
concerned. The present minister would  
undoubtedly attach great weight to the  
Council's opinion.

One of the effects of the decision  
in *Pesc vs. Ebersky* (T.P.D. 1928) is to  
exempt a municipality from its own  
contract from such an agreement.  
The Apprenticeship Act bars Natives

from apprenticeship in skilled trades. But  
Sec 4 of Act 26 of 1932 as amended by  
Act 22 of 1930 refers to minors only.  
Adults may be taken on as learners  
without any educational qualifications  
being required & without being subject  
to the protection & restrictions imposed  
on apprentices.

It is probable that ~~that~~  
European employees of the Municipality,  
whose position is secure, could be  
persuaded to supervise & train Native  
learner adults.



## European Clerks

- £ 164 - 244 (2) office juniors. J.C.  
£ 256 - 336 (4)  
£ 336 - 420 (2) Matriculation  
£ 420 - 540 (1) C.I.S. etc professional exams.  
£ 540 - 620 (1)

## Natives

- £ 200 - 260 (1)  
120 - 140 ~~to~~ uniform quarters  
90 - 120 + uniform quarters  
Native female hostel assistants  
nurses (bicycle allowance 4<sup>th</sup> day)  
male orderlies  
Troika police + 1 pm lieu quarters

£ 90  
£ 60 - 84

No educational qualifications

Department fully alive to the desirability  
of creating more posts for Africans  
But cannot create posts without  
a racial qualification ∴ of transfer.  
People employed by Council not  
by a particular department

The NAD has taken the  
initiative in creating posts for  
Africans & a transfer  
system

# RACE RELATIONS NEWS

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## RACE RELATIONS AT THE TAMBARAM MEETING

In December, 1938, at Tambaram, near Madras, India, the International Missionary Council held a "World Meeting," attended by 471 persons from 69 different countries. Africa, from Nigeria down to the Union and up to Uganda, was represented by 35 delegates, the Union delegation of 12 being the largest single body. Four of the Union delegates (three men and one woman) were Africans, and there were ten other Africans (all men) from other territories. Southern Rhodesia had two representatives (one Afrikaner and one African); Northern Rhodesia had one (an English Methodist).

Inevitably, in such a multi-racial gathering, the bearing of Christianity on race relations played no small part in the discussions. Looking through the "Findings and Recommendations" of the Meeting (published under the title, "The World Mission of the Church"), one is struck by the frequent references to unhappy race relations. "Race discrimination," causing deep division even within and between Christian Churches, is listed, like economic exploitation, social injustice and war, as one of the great "wrongs of the times." It is the more pleasant to find that the work of Joint Councils in the Union is highly praised.

Only the South American States, among which Brazil is described as "the greatest modern laboratory of the crossing of races," report proudly that they are "practically free from the invidious distinctions which curse race relationships in

other parts of the world." This may be contrasted with our South African efforts to establish good race relations between Whites and non-Whites, whilst discouraging and even prohibiting race mixture—which some of our Churches hold to be "contrary to the will of God."

This is typical of a deep division among Christians: contradictory attitudes in race relations are being advocated in the name of a common appeal to the revealed will of God. This contradiction is somewhat disguised in the Report by the fact that one set of principles appears in the body of the Report, in the section on "the Church and the Changing Social Order," whilst the opposite set is voiced in an appendix, under the colourless heading, "A Statement by some members of the Meeting." These members turn out to be the German delegation who dissent from the official majority view. This view explicitly maintains that "Mankind is one"; that "the unit of co-operation is the human race"; that "we look on every man as a man, without prejudice or discrimination on account of race, birth, colour, class or culture." The Germans, on the other hand, take the line that, whilst all differences cease to exist in "the final establishment of a New Heaven and a New Earth," in the present "transition-stage between Christ's resurrection and His Second Advent," differences of sex, nation and race must be recognised as valid and as "having distinctive gifts and tasks."

The reader seeking for guidance is left puzzled by both parties. The Germans do not explain just how the present treatment of the Jews in Germany recognises their "distinctive gifts and tasks." The supporters of the majority view do not explain just what they mean *in practice* by "looking on every man as a man," regardless of differences of race. Do they mean that this difference, though it is undeniably *there*, is to be treated, here and now, by Christians as non-existent? Or would they have Christians work for the quickest possible realisation of an all-inclusive World State in which, by inter-marriage and cultural assimilation, all differences of race and culture have been made to disappear? It is one thing to treat an existing difference as irrelevant: it is another to abolish it altogether. But, which we are to do, and how, we are not told.

It is to be hoped that future World Meetings of the International Missionary Council will bring the Christian

Churches nearer to speaking with a single voice, in support of a single programme for the realisation of better race relations—not only between individuals of different races, but also between different racial groups, especially when, as here in the Union, they have to live together as members of the same country and the same State.

### NATIVE LABOUR

The International Labour Conference at its meeting in June last adopted, by the necessary two-thirds majority, two conventions affecting indigenous workers in Africa.

The first convention carried further the convention of 1936 which regulates the recruitment of indigenous workers. The earlier convention has not yet been adopted by the Union of South Africa. The convention provides for written contracts, and was opposed by the Union Government whose representative pointed out that the Native Farm Labour Committee, which reported recently, had not considered it feasible to make written labour tenancy contracts compulsory. He declared, however, that the Union Government agreed with the principle.

The second convention deals with penal sanctions for breaches of contract by indigenous workers. It provides for a minimum age being fixed, by law or regulation in each country concerned, below which penal sanctions may not operate. And as regards adults, it provides that "all penal sanctions for any breach of contract to which this convention can apply shall be abolished progressively and as soon as possible." Certain government delegates and all workers' delegates were in favour of the immediate abolition of all penal sanctions for breach of contract, but voted for progressive abolition to obtain the support of the Governments most concerned.

The Union Government opposed the abolition of penal sanctions which they considered to be necessary in the South African situation. For example, to prevent mass desertions of workers in consequence of tribal disputes among the workers. They said that the abolition of penal sanctions would have grave consequence in agricultural undertakings.

The Government of the United Kingdom said that the civilised world regarded breach of contract as a civil offence, and they should aim at making this universal.

## OUR PENAL SYSTEM

There is no organised body in South Africa whose purpose it is to bring problems of crime and punishment under regular review, to indicate ways in which our penal system can be brought more into conformity with thought and practice in enlightened countries, and to inform and educate public opinion on these matters.

The remarkable work of the Howard League in England, to which can be attributed most of the reforms which have been introduced in the penal system there—including the proposals in the Bill introduced this year by the Home Secretary—shows the value of an unofficial body working in co-operation with the Administration and preparing the public mind to welcome reforms.

Following upon a discussion on Penal Reform at the last meeting of the Council of the Institute held in July last, the Executive Committee has formed a Penal Reform Committee. Dr. the Honourable F. E. T. Krause, formerly Judge-President of the Orange Free State Division of the Supreme Court, whose address before the South African Association for the Advancement of Science in July emphasised the need for the reform of our penal system in several directions, is serving on the Committee as well as several other members of the legal profession. At the moment the members are drawn from Johannesburg and Pretoria only, but, when the preliminary work has been done, it is intended to invite persons resident in other parts of the country to become members of the Committee so that it may be constituted on a national basis.

The immediate tasks undertaken by the Committee are enquiries on the following points: (1) The penal sanctions now in force; (2) the extent to which the existing alternatives to imprisonment are now used, i.e., probation, suspended sentences, and the payment of fines, especially by instalments; (3) the effects of corporal punishment on both adult and juvenile offenders; (4) prison administration in relation to rehabilitation of prisoners, including such matters as prisoners' diet, work in prison, access to reading material, recruitment of staff; (5) favourable features of the present system which can be developed.

The Committee will concern itself with both European and Non-European offenders, although, of course, since more than ninety per cent. of all offenders are Non-Europeans, and comparatively little study has been made of the effects of our penal system upon them, special attention will be paid to the Non-European aspects.

The Institute will be glad to receive suggestions and offers of help, particularly from members and others who have experience of our penal system, whether as Judges, Magistrates, Police Officers, Prison Officials or Social Workers.

### HEALTHIER MOTHERS AND HEALTHIER CHILDREN

To lessen the number of births from diseased and shiftless parents of whatever race; to teach mothers of all races how to space their families, for the well-being of both mother and child; to offer to all mothers who may need it, post-natal advice and to deal at an early state with gynæcological troubles—these are the main purposes of the Race Welfare Society of Johannesburg and of similar Societies at Cape Town and elsewhere. The Union Public Health Department and local Municipalities recognise the value of this work by making grants for its support.

These Societies work for healthier mothers and healthier children among all racial groups, though—probably owing to their higher level of education—White mothers take advantage of these services at present in larger numbers than Non-European women. The following figures, taken from the last Annual Report of the Johannesburg Society, serve to illustrate the conditions found in different race groups:

Clinic	New Cases during year	Re-visits by old patients	Average age of mothers	Average number of pregnancies per mother	Average number of children alive per mother	Average number of miscarriages
Central:						
European	310	1,062	28.1	3	2.2	0.6
Jeppe:						
European	95	85	26.8	3.8	2.6	0.6
Coloured and Native	44	31	28.1	4.6	3	2.3
Indian	32	58	26.5	5.5	5.4	?

The two Non-European Race Welfare Clinics are run in conjunction with two General Health Clinics, at which pre-natal advice to mothers is also available.

## AFRICAN MINERS' PHTHISIS COMPENSATION

Hitherto compensation to African mine workers under the Miners' Phthisis Act has been paid on the following scale (based on earnings of £3 per month):—

(i.) For <i>ante-primary</i> silicosis .....	£36
(ii.) For <i>primary</i> silicosis .....	54
(iii.) For <i>secondary</i> silicosis, or silicosis with tuberculosis .....	72
(iv.) For <i>tuberculosis</i> without silicosis .....	54

No further compensation has been paid even when the silicosis has advanced further or when the worker suffering from tuberculosis (see *iv.* above), is found to have developed silicosis also.

The position of African labourers under the Miners' Phthisis Acts has recently been investigated by a Committee appointed by the Honourable the Minister of Mines after consultation with the Native Affairs Department, and the Committee has made certain recommendations which are not yet available to the public, but it is likely that amending legislation will be introduced in due course.

As an interim measure the Minister of Mines has agreed to a voluntary scheme put forward by the Transvaal Chamber of Mines under which African mine workers who have already received compensation will receive further compensation if they are certified as suffering from a more advanced stage of silicosis, or from silicosis which has developed after they have received compensation for tuberculosis (see *iv.* above). Further payments will be made as follows:—

(a) On reclassification from <i>ante-primary</i> to <i>primary</i> silicosis .....	£18
(b) On reclassification from <i>primary</i> or <i>tubercular</i> to the <i>secondary</i> or com- plicated stage .....	18
(c) On reclassification from <i>ante-primary</i> to the <i>secondary</i> or complicated stage .....	36

Those who have been compensated under (*iii.*) above (i.e., have received £72) will receive nothing more.



In the case of the death of a beneficiary on or after 1st June, 1939, his dependents may apply for the extra payment to which he was entitled. If the dependence is partial and not total, the amount paid to dependents will be 50% of the extra payment.

The scheme applies to African workers from the *Union only*.

More exact information may be obtained from officers of the Native Affairs Department, Magistrates and whole-time Justices of the Peace throughout the Union to whom the Secretary for Native Affairs has addressed General Circular No. 25 of 1939 on this subject.

### RAISE NATIVE WAGES

Mr. Wilfrid J. Kennedy, President of the Transvaal Chamber of Commerce, discussed the question of Native wages when interviewed recently by *Industry and Trade*, from which the following quotation is taken.

“Mr. Kennedy is of the opinion that the wages paid to Natives, particularly on farms, are extremely low, and, in fact, too low to allow the country Native to benefit from the products manufactured in South Africa. He maintains that by gradually raising Native wages, all would benefit, for not only would industries be in a position to sell their products on a greater scale than at present, but a larger market would be available to producers. Even the farmers would benefit by higher wages to Natives, as they in turn would be assured a better price for their products, by reason of the greater demand caused by the increased consumer value accruing to all.

“Mr. Kennedy was enthusiastic over the present industrial situation. With a greater output of industries, via the Native consumer, plus the fact that many countries are out of favour with buyers, he believes that the opportunities for industrialists are greater than ever. It is possible that if the position is studied carefully, and the position of Native wage-earners bettered by degrees, South Africa could in time build up a market in the north, where the possibilities in regard to Native consumers are enormous.”

## ANNUAL GENERAL MEETING OF MEMBERS

## NOTICE OF AMENDMENT OF DATE AND VENUE

All members of the Institute are requested to note that the Annual General Meeting of Members which was called for 4.45 p.m. on Tuesday, 23rd January, 1940, at Cape Town, will now be held in Room 142, University of the Witwatersrand, Johannesburg, at 4.45 p.m. on Wednesday, 10th January, 1940.

By Order of the Executive Committee,

A. LYNN SAFFERY,  
Secretary.

## THE NUTRITION SUPPLEMENT

Following the publication of the special issue of *Race Relations* on "Problems of Nutrition in South Africa" early this year, a Conference was held in Cape Town to consider the contents of this publication and to discuss the problem generally. The Report of this Conference, together with various papers offered, has now been published as a supplement to the original symposium in *Race Relations*, Vol. VI., No. 3. The issue is forty-eight pages in length, and costs 1/3 post free; copies are obtainable from the Institute's office (the original symposium has been completely sold out).

## INSTITUTE MEMBERSHIP

**ORDINARY:** An annual subscription of **One Pound** or over (853 such members at present).

**DONOR:** An annual subscription of **Ten Pounds** or a gift of **One Hundred Pounds** (49 such members at present).

**AFFILIATED SOCIETIES:** An annual grant of **Ten Pounds** or over (37 such members at present).

Full particulars from The Secretary,

S.A. Institute of Race Relations,

P.O. Box 97,

Johannesburg.

Telephones: 44-3226 and 44-3781.

Telegrams and Cables: "Ubuntu," Johannesburg.

SOUTH AFRICAN INSTITUTE OF RACE RELATIONS (Incorp.)  
SUID-AFRIKAANSE INSTITUUT VIR RASSEVERHOUDINGS (Ingelyf)

CONFERENCE ON VOCATIONAL EDUCATION OF AFRICANS

A Conference of representatives of organisations concerned with African Education was held at Johannesburg on July 4th, 1939. The Conference was convened by the South African Institute of Race Relations and was presided over by Professor R.F. Alfred Hoernle and Mr. D.D.T. Jabavu. There were present over sixty delegates, and, in addition, there were present as observers representatives of the Governments of the Union, the Protectorates and Southern Rhodesia.

The following findings were adopted by the Conference at the end of the proceedings:-

1. The Conference has heard with great interest and appreciation the account given by the representative of the Union Native Affairs Department of the constructive efforts of the Department to improve agricultural and living conditions in the Native areas.
2. The Conference was also interested to learn the extent to which trained Africans are being employed for this constructive work. While appreciating the commencement that has been made in this direction, the Conference feels strongly of the opinion that since Africans are excluded from skilled work elsewhere it should be the definite policy of the Government, especially Native Affairs Department, through the South African Native Trust and the local councils, to employ Africans for technical and practical work in Native areas as such persons become available and the work expands. Not only should the number of agricultural demonstrators be increased, as already intended, but also works overseers, assistant works overseers, afforestation officers, rangers, and similar posts should eventually be filled mainly by trained Africans.
3. In this connection the Conference also urges the Native Affairs Department to collaborate with the training institutions in regard to the training of Africans in these directions, and to the employment of those so trained.
4. The Conference considers that the salary scales proposed for Africans as senior agricultural demonstrators and lecturers in agricultural colleges are not adequate to attract the right types of Africans and to compensate them for the years spent in training.
5. It is the opinion of the Conference that the minimum preliminary educational qualifications of those who are to be employed as demonstrators should gradually be raised to Standard VIII. in view of the responsible nature of their work in the community: the salary scales of agricultural demonstrators should be raised correspondingly.
6. The Conference suggests to the Native Affairs Department that it should institute a regular Bulletin in which  
- information -

information on the important development work that is being undertaken should be published, and in which announcement should be made of posts available to Africans.

7. The Conference urges that the Government and Municipalities be asked to assist in the establishment and maintenance of day and evening training classes (in association with Technical Colleges or otherwise) for the vocational training of Africans.

8. This Conference, having taken into account the employment opportunities for Africans trained in crafts at the educational institutions expresses itself as follows:-

(a) Native Areas

In the Native areas of the Union the opportunities for trained African artisans to earn their independent livelihood are few and far between owing to the social and economic condition of the people. In such areas they must for a long time to come depend mainly upon employment by the Government, local bodies and missions.

(b) Country Towns and Farms

In country towns skilled craftsmen such as builders and carpenters find work in the town and on the surrounding farms. The Conference believes that there are many more such openings of this kind for competent men.

(c) Urban Areas

(i) The highly developed industrial legislation of the Union has operated hardly upon African craftsmen. As they can not obtain opportunities for apprenticeship they are not able to secure entry into skilled trades. The result of this is that the training given to them at the institutions and even the education they have secured are not recognised either in the work they are able to obtain or in the wages they receive in industry. They are, therefore, limited in their use of their training to independent work, the product of which they sell in the urban Native townships and, to some extent, to Europeans. As long as these restrictive measures operate in urban occupations the Africans should be encouraged and helped to turn to this form of occupation.

(ii) The Conference also recommends that sub-economic housing schemes for Africans be carried out, so far as possible, with African labour, and that African labour be used for maintenance work on houses built under these schemes.

9. The Conference recommends to educational authorities the establishment of school farms in rural areas as distinct from agricultural colleges for the training of agricultural demonstrators.

10. The Conference expresses warm appreciation of the survey of Africans in Industry in Johannesburg made by the Non-European and Native Affairs Department of the Johannesburg Municipality which has been very helpful to the Conference. The Conference suggests that further investigations be made into the trades and occupations taught in vocational institutions and into the absorption of the students into industrial life, so that parents may have guidance in selecting training for their children and the institutions may know which courses are of practical value.
  11. The Conference recommends the establishment in urban areas of employment bureaux for Africans, and the setting up of voluntary boards to concern themselves with the finding of avenues of employment for Africans. The Boards should keep in touch with the training institutions and should be particularly helpful to those trained at the institutions by assisting them to find opportunities of using their training to earn their livelihood. The Board should include representatives of educational, social welfare, African trade unions and other interests concerned with the welfare of Africans.
  12. The Conference is deeply concerned that employment should be found for the considerable number of African juveniles who are unemployed in certain urban areas, and urges that the help of municipalities, Government departments and other employers be sought to place these juveniles in suitable employment.
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