

the  
have proposed should consider the effect on/economy of separate wage regulating measures and therefore should be the instrument of co-ordination.

CLOSED SHOP.

The questionnaire asks whether the "closed shop" is considered desirable ?

We propose to answer that where Trade Union's are organised on a racial basis it is undesirable as it precluded members of other racial groups obtaining employment.

With regard to the desirability of separate Unions for Coloured, Indian and Asiatic.

We propose to answer that we are opposed to interference with the autonomy of Trade Union's in this respect and that Native's ( who are at present excluded from certain trade unions which are willing to include them by ruling of the Labour Department) should be admitted to such unions.

In answer to the query whether the existing wage regulating system affords protection to employees and employers of all races.

We reply that the Apprenticeship Act in particular operates to exclude non-Europeans from skilled work and that non-Europeans should be admitted to skilled and semi-skilled trades and adequate training facilities provided. We draw attention to the bitterness and frustration caused by this exclusion. We point out the effect in restricting production and the national income. Further we urge a revision of apprenticeship's to correspond to modern industrial techniques.

In regard to the recognition of Native trade unions. We recommend that the definition of employee be extended to include pass-bearing Natives so that they are brought within the orbit of the ordinary Industrial Conciliation Machinery.

Industrial Councils would then have to come to agreement on the question of representation of different sections of the employees as at present they have to arrange for the representation e.g. of plasterers, bricklayers, carpenters on the building in Industrial Council.

The/.....



The proposed Industrial Tribunal would be available for supervision of agreements and to represent the interests of the unorganised workers of the community.

If agreement on representation were not reached and an industrial council not formed the different interests could submit their claims to the Industrial Court for an award.

We should very much appreciate it if anyone with factual material on the difficulties of non-Europeans in getting apprenticed, or the effect of wage regulation on the employment of different racial groups, or with factual material on any other matter would bring it to our attention and produce the facts and figures in their possession.

Factual material <sup>is</sup> particularly asked for by the Commission and difficult to come by.



**Collection Number: AD1715**

**SOUTH AFRICAN INSTITUTE OF RACE RELATIONS (SAIRR), 1892-1974**

**PUBLISHER:**

*Collection Funder:- Atlantic Philanthropies Foundation*

*Publisher:- Historical Papers Research Archive*

*Location:- Johannesburg*

©2013

**LEGAL NOTICES:**

**Copyright Notice:** All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

**Disclaimer and Terms of Use:** Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of paper documents and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document forms part of the archive of the South African Institute of Race Relations (SAIRR), held at the Historical Papers Research Archive at The University of the Witwatersrand, Johannesburg, South Africa.