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CITY OF JOHANNESBURG.



Non-European and Native Affairs Department.

SURVEY

of

THE AFRICAN IN INDUSTRY

within the Municipal area of

JOHANNESBURG.

JUNE, 1939.

R.A., LTD.—40466

E R R A T A.

- Page i. Par. 1. The figures do not include mine workers who number 56,008 within the Municipal Area.
- Page iii. last sentence. Read "In the following industries".
- Page iv. Par. 7. Read "Vansmen's assistants".
- Page vi. Par. 1. Read "The greatest number of native employers".
- Par. 3. Read "Coal merchants 52, the latter operating only in the Native Townships."
- Last Par. Read "In Pimville grocers and milksellers are most numerous.....in Western Township, etc".
- Page xiv. Par. 6. Include Domestic Science in the list of occupations for African Juveniles in Johannesburg.
- Page 38. Insert the following facts in the table for heat and light :-
- Labourers only are employed, Pay : £2. 8. 0
per month, plus food and quarters, to £3. 8. 0
per month, plus food and quarters,
Pay control : Municipal, No education
required, No training to semi-skilled
capacity, Continuity of service appreciated.
- Page 61. last sentence. Read "Native labourers receive advances".
- Page 66. Headings. Read "Principal industrial areas".

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THE AFRICAN IN INDUSTRY

in

JOHANNESBURG.

(With particular reference to Vocational training for Employment.)

OBJECT OF THE SURVEY.

Within the Johannesburg Municipal Area, according to the local departmental census taken in 1938, there are 159,135 resident Africans. Of these 150,168 are employed, 13,426 as scholars. 42,561 are employed in trade or industry, and 42,301 are in domestic service. These are by far the two largest groups, the next being Municipal employees 13,629. 2,946 natives are working on their own account.

Conditions in domestic service are fairly well-known, although they would merit a separate study. It is with the two groups, (a) in trade and industry, and

(b) in work on their own account that this survey is concerned in its two-fold object:

1. To determine the conditions of employment of Africans in the industries of the City.
2. To discover the extent to which vocational training is recognised, and is of benefit to the African in his subsequent search for employment in industry.

METHOD OF COLLECTION OF MATERIAL.

The method of obtaining information was as follows:

1. To Determine the Conditions of Employment of Africans in the Industries of the City.

The Chief Inspector of the Department of Labour kindly supplied the list of trades and industries established within the Municipal Area. These were listed in their various categories, governed by Industrial Councils, Wage Acts, and Private Agreements. Types of labour in particular industries were compiled. Thereafter questionnaires were sent to the secretaries of all

Industrial Councils, and to 200 employers representing specific establishments within each industry. Approximately 170 replies were received from the latter group. These questionnaires covered the whole field of conditions of employment, wages paid and when, skill attained, and education necessary for employment. In addition lists of wages for the Mines were supplied by the courtesy of the General Manager of the Transvaal Gold Producers' Committee.

With regard to the 2,946 Africans working on their own account, questionnaires were submitted to the Department's Inspectors of the thirteen inspectoral areas of the City, and to the Superintendents of all four locations and the Salisbury and Jubilee Hostel.

With their knowledge of their areas the inspectors were able to send in returns which covered 2,024 or 69% of the natives working on their own account. The information obtained covered types of work, income of owner, number of employees, educational attainments of all workers, and in some cases rents, and length of establishment of business.

The results were tabulated.

Finally the Industrial Census Report for 1935 - 36, and the preliminary figures for 1936 - 37 were consulted, and comparative tables of wages paid to all employees, of all races, in all classes of industry in the Union, were prepared. These were compared with the wages for several large industrial areas, and in particular for the Southern Transvaal, which comprises the magisterial districts of the Reef, Pretoria and Vereeniging. No census figures are available for Johannesburg as a separate entity.

2. The Extent to which Vocational Training is of Material Benefit to the African in his Later Employment

The Chief Inspector of Native Education for each Province and the Director of Education for each Protectorate were written to, and a questionnaire was distributed through

them to the Principals of all industrial schools in the Union and the Protectorates.

These related to courses of instruction offered, the extent to which pupils were absorbed in the occupations for which they had been trained, and the number who were working in industry in Johannesburg.

FINDINGS.

1. The African in European Industry in Johannesburg.

If the tables on pages 16 to 41 are consulted, it will be found that in 66 industries, only twelve specify the need for education in their African employees, and in six of their cases the qualification is merely "reading and writing"

Only seventeen industries record an African wage over £6. per month, the highest wage being for Bed and Mattress making at 1/8 per hour or £16. per month on the highest grade.

In practically every industry semi-skilled capacity can be attained, but in very few are Africans admitted as skilled workers.

About half the employees receive training as they work. Most of them appreciate continuity of service, and are paid weekly. The tables on pages 3 -15 indicate how the wage is governed and the varieties of work in each industry.

2. Industrial Council Reports.

The digest of reports from Industrial Councils on pages 42 - 61 amplify the reports from individual employers. In the following Industries Africans have reasonable chances of advancement to responsible work:

- (a) In the Liquor Trade 50% of the hotel staffs are African workers. The Liquor Determination is the only one under which African women are employed, at £4.6.8 per month, or £2.16.0 plus food and quarters.
- (b) Sweetmaking Industry About twenty to twenty-five African assistant sweet-makers are employed at £3.0.0 per week. They are skilled workers.
- (d) Baking Industry A baker must employ a Foreman at £7.0.0 per week. Except for owner bakers there are no African Foremen, but there are some African Bakers employed as skilled workers at £5.0.0 per week.

The Batho Bakery, Pimville, and the Martirdale Bakery, Sophiatown, are owned and staffed by Africans. Bakers' assistants, skilled or semi-skilled, get £2.0.0 per week rising to £2.10.0 at the end of the first year.

Drivers of mechanical vehicles are skilled workers and get £3.0.0 per week.

Many African motor drivers have been eliminated since this determination and Europeans have been engaged. About fifteen to twenty Africans are still employed as motor drivers. Two drivers are employed at the Batho Bakery and two at Martindale.

Vanmen in charge of vans and collecting monies get £3.10.0 per week rising to £5.10.0 after a year. Vanmen's assistants get £1.10.0 per week over eighteen years of age, and £1.2.0 per week under eighteen.

Hundreds of boys are employed as vanmen's assistants in Johannesburg. Bicycle delivery boys get £1.10.0 per week. Again many are employed.

- (d) Biscuit Industry A few Africans are employed as Breakmen's assistants at £2.5.0 per week. This is semi-skilled work.
- (e) Motor Industry Excluding the Commercial and Distributive Trades, more Africans are employed in the Motor Industry than in any other industrial work in Johannesburg, but there are no skilled African workers.
- Service attendants, who become semi-skilled, are taught to remove wheels, mend punctures, grease and oil, drain sumps, remove and replace batteries, and clean parts. They earn £2.0.0 per week.

III. African-Owned Trades and Industries in Johannesburg

The returns which were prepared by Superintendents and Inspectors with a thorough knowledge of the areas were of particular interest.

Johannesburg is divided into thirteen inspectoral areas and four African townships in addition to three hostels, one of which, the Salisbury and Jubilee Compound, houses 261 craftsmen.

1,454 African owners of 1418 businesses are distributed as follows:-

South (Turffontein, Rosettenville, Booysens, Orlando, Pimville).	417
East (Troyeville, Jeppe, Kensington, Bezuidenhout Valley, Observatory, George Goch, Denver, Wolhuter, etc.)	224
West (Sophiatown, Newclare, Western Native Township).	253
North (Braamfontein, Hospital Hill, Parktown, North, Berea, Houghton, Illovo, etc.)	46
Central (Central Area, Newtown, Village Main, Salisbury and Jubilee.	478

The.....

The greatest number of native employees is in the Central Area, but with development in the Southern Areas the number there is almost as high. The Western and Eastern Areas have an equal distribution although the Eastern is a much larger Area geographically.

With the exception of Braamfontein there are very few Africans in industry in the Northern Districts, and these are mainly barbers and boot repairers.

The largest privately owned African businesses are as follows:-

Boot Repairers	229
Tailors	159
Herbalists	133
Barbers	110
Carpenters	107

after which there is a drop to General Dealers, 76, and Fruit and Vegetable Hawkers 63, Coal Merchants 52. The latter operating only in the Native Townships.

Women are employed as dressmakers, and tailors' assistants, cashiers, waitresses and cooks in eating houses, and assistants in General Dealers Shops. According to the 1935 - 36 Industrial Census only 144 African women were in industry in the Southern Transvaal at that time. Midwives and nurses while not employed in industry as such, have been added as owners of businesses in their own right.

The geographical position creates certain demands which affect the types of businesses established. In Pimville grocers and milksellers are most numerous; in Orlando coalsellers and fruit and vegetable hawkers; in Eastern Native Township woodsellers (this may be due to close proximity to many timber yards and industrial sites, where wood might be obtainable) In Western Town-fruit and vegetable sellers predominate; in Sophiatown

carpenters and fish and chip sellers; in Newclare tailors; in Newtown boot repairers and cartage contractors; in the Northern Area boot repairers and barbers.

Orlando, Pimville, Sophiatown and the Central Area are the districts most densely packed with traders. In addition to licensed premises, in Pimville there are 132, and in Orlando 188 signs indicating trade in private houses.

The whole gamut of human need is indicated in the trades and industries pursued; carpentry, general dealing vegetable hawking milk, coal and wood selling, motor and cycle repairing, building, estate agencies, sheet metal working, eating houses, tea shops and dance halls, fish and chip shops, native doctoring, dressmaking, barbering nursing and midwifery, dry cleaning, gramophone and primus stove repairing and undertaking.

Dry cleaners are generally receiving agents for big firms, and only the pressing is done by them.

There are only three general dealers in Sophiatown and Newclare. This is probably due to strong Asiatic competition in this area, and the close proximity to the centre of town.

There are three motor driving schools in the centre of the City.

Coffee stalls flourish according to the site, which must be changed each month.

Waitressing is a new profession for girls, who are often advertised as a special attraction.

(a) Wages: In many cases, as reference to the tables on pages 62 - 64 will show the employer was loth to disclose his own income, but he was willing to give the wage paid to his employees, and his rent. From the income stated the most lucrative businesses appear to be the following:

Several general dealers and herbalists	£40 p.m.
Boot repairers	£30 p.m.
Carpenters, Sheet Metal Work Dealers, Coffee Stall Owners	£12 - £15 p.m.

Estate Agents	£10 - £15 per month
Builders, Carpenters, Dry Cleaners, Mid-wives, Tea-room and Eating House Proprietors	£10 per month
Dressmakers	£8 - £10 per month
Barbers	£8 per month.

A comparison of wages paid by Africans with those paid by Europeans to their employees reflects favourably on the African employer. Poor housing, and the insecurity of African businesses must be considered, and in one or two cases it was alleged that the employer "could not pay his assistants because his customers did not pay him", but on the whole the wages were very fair.

The inspector of one of the densest trading areas, drew attention to the fact that in his area "a trained African nurse is paid £3.0.0 per month by a European doctor, whereas an African tailor pays his trained assistants £3.0.0 per week". A bangle maker, who would not divulge his own income, gives his assistant £2.10.0 per month plus food and quarters.

261 craftsmen at the Salisbury and Jubilee Hostel, average £5.8.0 per month, and pay 7/6 per month in rent. Carpenters on the whole are well off, selling all they make and earning an average of £10.0.0 per month. The approximate average wage of assistants varies between £3.0.0 and £6.10.0. The lowest paid are boot repairers, the highest tailors and dressmakers' assistants. The highest average wages were paid in Sophiatown, £5.5.0 per month, followed by the Central Area, £4.6.0 per month. These figures reflect the positions of the largest and most important African businesses.

In the other areas the variations are negligible. Rimville £3.8.0 per month. Orlando £3.14.4 per month. Eastern £3.10.0. Western £3.15.0. Fordsburg £3.4.0. Turffontein £3.7.0. In some businesses wives were listed as helping "free of charge".

(b) Rents:

Rents vary according to the district, type of stand, and size of shop. £2.5.0 per month is the average rent in the Southern Suburbs. £6.0.0 per month in Sophiatown. £11.0.0 per month is paid for general dealers shops in Orlando. £6.10.6 per month is the average for the Central Area, but this is increased considerably by half a dozen high rentals, £30.0.0 for an eating house in Market Street, £15.0.0 for a Social Club, £22.10.0, £20.0.0 and £18.0.0 for other eating houses.

A well-patronised barber pays £9.10.0 in rent and a boot repairer £5.5.0.

High rents are a general source of complaint in the Central Area and Sophiatown.

Dry cleaners and boot repairers generally work in their own houses and pay an average of £2.5.0 per month.

(Carpenters, and others who work in partnership, share the rental. One flourishing carpentry business has six partners, and the rent is £2.10.0 per month).

(c) Accommodation:

Until such time as the new housing schemes are completed, conditions of labour in most African businesses must be unsatisfactory. Many work in sheds in back yards, with poor light and ventilation, and inadequate sanitary accommodation. Rents out of all proportion to the sites are paid for many of these places.

(d) Length of Establishment of Business:

The period for which a business has been established may be an indication of the ability of the owner to withstand competition. In Sophiatown, which next to Pimville is the oldest established area for African industry, in Johannesburg, 58 businesses have been established for an average of four years, in periods ranging from a few months to nineteen years.

Four.....

Four dry cleaners, comparatively newcomers to the field, have all been established less than one year.

Of eighteen boot repairers, ten had been established less than one year.

Of sixteen fish and chips shops, only four had been established more than one year. Fish and chips shops must be in good positions and the high rental (averaging £6.5.6. p.m.) militates against a long tenancy.

Four building contractors have been established for fifteen, ten, nine, and seven years respectively. In addition they act as estate agents, and collect rents for European and Indian landlords.

Of fourteen tailors only one had been established less than one year. He arrived recently from Pietersburg, where for twenty years, he made khaki garments for the shops of the district. Nine herbalists have an average establishment of over five years. One has been practising for seventeen years. This is understandable, for a herbalist depends upon a long reputation for success.

All the carpenters have been established more than one year.

A group of ten miscellaneous industrialists and tradesmen, general dealers, butchers, sheet metal workers, cycle repairers, and the undertaker, who works along the whole reef, have an average establishment of five years.

The above facts suggest that some Africans are capable of continued effort and perserverance.

4. VOCATIONAL TRAINING.

The whole survey has made apparent the lack of relation between vocational training and the subsequent employment of the African.

It has already been noted that in practically no European-owned industry is education, beyond reading and writing, a necessary qualification for employment.

Of 1,454 African employers, 207 or 10.2% admitted any education. The highest number of trained workers were carpenters (31), boot repairers (13), tailors (13). Ninety-seven had had industrial training. (50 of the 207 admitted leaving school in Standard V). Fourteen had been trained as teachers and had relinquished their calling to become butchers, grocers, herbalists (4), bakers, a general dealer, a barber and the Secretary of a Co-operative Society.

The fact that the maximum salary for a certificated African teacher without special qualifications in the Transvaal is £5.10.0. for men and £4.10.0. for women is revealing, and an increasing number invade more lucrative industrial and clerical fields.

Of the 261 craftsmen in the Salisbury and Jubilee Hostel, only ten had had training in their particular crafts. Success in business at the present time depends not on education but upon inherent qualities of character. Of 3,563 men and 648 women who applied for work at the municipal employment bureau from May 1st, 1938, to May 31st, 1939, forty-five men and five women admitted education. Generally, however, the less successful searchers for employment come to the bureau.

Two clay workers and potters were trained at pottery works in Bloemfontein.

All dry cleaners have learnt their trade in European businesses.

In the vast majority of cases the workers are self-taught or have been trained through working for Europeans.

Most of the successful dressmakers and tailors' assistants appear to have been trained in industrial schools.

Established businesses are run by older men and women, who probably began their work in the days before much industrial training was offered, so that each year should see an increase in the number of trained workers.

There does not seem to be much relation between the industrial schools and Johannesburg. This may in part be accounted for by the fact that the Transvaal has no big industrial schools of its own, and a bigger proportion of scholars probably find their way to the city than is realised.

Industrial Schools.

Replies were received from every area, but in some cases were not complete. There are no training institutions for Africans in the Free State.

In the Transvaal provision is made for industrial work in Primary Schools. Girls receive instruction in needle-work, but not very much can be done for the industrial training of boys.

At Khaiso Secondary Native School, boys receive tuition in woodwork and girls in domestic science.

The Cape, Natal, Swaziland, Basutoland and Bechuana-land have industrial schools from which a number of pupils are absorbed in plying their own craft either in their homes or within the area.

The subjects taught in industrial schools are:-

Girls: Basketry, mat making, sewing including dressmaking, laundry, housewifery, cooking, lace work, spinning and weaving, care of poultry, knitting, first aid.

Boys: Carpentry, joinery, tailoring, gardening, building, agriculture, handyman's course (two years at one institution), tanning, waggon making, blacksmithing, sheet metal work, motor mechanics, plumbing, foundry work, bricklaying, shoe-making.

The above is a wide range of subjects, but scattered over a variety of institutions, and some are hampered by lack of funds. The need for co-ordinated work in industrial training on a large and practical scale seems obvious.

Absorption in Employment

Most principals were agreed that their pupils returned home to find work locally, and most of them could get it.

Every principal of a girls' school said that "most girls take the course as a preparation for marriage", or "the majority are trying to fit themselves for their future life as wives of respectable Africans".

Builders from all over Swaziland ask for student builders from the Swazi National School.

Five agricultural students are employed by the Swazi Government.

Five handymen specialising in building are employed mostly in locations, and there is a demand for more. Some Natal carpentry students have found work as woodwork instructors.

The replies suggest that a small number each year get absorbed into the industries for which they have been trained.

Absorption.....

Absorption in Johannesburg

The answers to this question indicated the difficulty of keeping in touch with ex-pupils.

Most principals admitted that they did not know what became of their pupils, although they were under the impression that some drifted to Johannesburg.

"One woodworker is said to be employed in Johannesburg at £5.10.0 per month. Some are absorbed in furniture making and building. We have no reliable information as to numbers absorbed and rates of pay".

"Some girls are in domestic service and a few are employed in dressmaking establishments. Wages vary from £2.0.0 to £3.0.0 per month".

Obviously, until training and future employment are consciously related in the minds of employers of labour, and material recognition is given to skill, the training of students for particular industries must be a disheartening affair for teacher and pupil. An African Juvenile Advisory Board with branches in all big labour centres, would bring the schools and employers of labour into contact. Should such a Board be established, there would be an incentive to a much more practical and intensive industrial course for all provinces.

In a recent survey on the causes of early school leaving among African children, and the occupational opportunities open to African juveniles, Mrs. Ellen Hellmann stressed the lack of openings for juvenile labour, indicating that only in the Bespoke Tailoring, Canvas Shoe and Rubber, and the Commercial and Distributive Trades, and in newspaper selling and golf caddying could African juveniles find scope for employment in Johannesburg.

She suggested, among factors affecting juvenile employment, three that have been made apparent by this survey, both in relation to adults and children:-

- (a) The Colour Bar implied in the Apprenticeship Act which demands Standard VI as an educational qualification.
- (b) The absence of employment machinery.
- (c) The absence of reward for labour.
- (d) The absence of recognition of educational attainment.

A well co-ordinated industrial educational scheme would be valuable only if it were supported by the creation of wage standards related to the degree of training.

In the domestic science and industrial schools which the City Council of Johannesburg is proposing to establish, the courses will end with examinations for which certificates of merit will be issued, and a reasonable wage will be suggested in conformity with the training. In this way a gradual recognition of the benefits accruing from skilled labour should be induced into the minds of employers.

V. WAGE IN RELATION TO COST OF LIVING

The Industrial Census figures reveal that in 1935-36 the highest average European wage and the lowest average African wage in industry in the Union were paid in the Southern Transvaal. The average European wage was £262.0.0 per annum and the African £44.0.0 per annum.

VI. COST OF LIVING

In 1938 the Department made a survey of the cost of living in relation to the family wage. Ninety-three carefully selected and authenticated budgets were used, representing ten tribal groups living in Orlando, Eastern and Western Townships, Pimville, Sophiatown and Newclare, with the following results:-

Earnings.....

Earnings

Average man's salary in 88 families (p.m.)					£5. 5.4.	
" wife's	"	"	40	"	"	£2. 6.3.
" other earnings	"	"	42	"	"	17.6.
" total	"	"	87	"	"	£6.11.9.
" savings	"	"	14	"	"	£4. 3.6.

Expenditure

Average rent in 93 families (p.m.)					£1. 2.1.	
" food and fuel in 89 families (p.m.)					£3. 7.11.	
" school fees	"	"	50	"	"	4.5.
" church dues	"	"	52	"	"	3.8.
" medical fees	"	"	56	"	"	14.7.
" clothes expend ^d	"	"	34	"	"	£2. 8.2.
" transport	"	"	68	"	"	12.2.
" pleasure	"	"	25	"	"	11.6
" subscriptions to societies	"	"	54	"	"	4.10

Debt.

Average total debt in 34 families		£20.17.6.
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Note

95% of the families gave a budget for food and fuel, averaging approximately 50% of the total income of the household per month. Only 15% admitted savings, while 36% admitted debt, totalling approximately 300% of the monthly income.

These figures do suggest the need for the provision of adequate training towards employment at a reasonable wage, which should eliminate the present need for the mother of the family and children, who should be at school, becoming wage-earners.

VII CONCLUSIONS

The above facts and the following tables support the evidence of Africans who come to this Department for help

in their search for employment in Johannesburg. They suggest the following possible lines of investigation and action:-

1. Education

There is a need for an African school syllabus built up with due regard to future avenues of employment, and particular reference to the likely demands for labour in each geographical area.

While not eliminating an academic course to matriculation and further for those desiring it, general education should be less academic, and more money should be spent on introducing adequate industrial training into the primary schools, beyond which so few children go.

The industrial lessons in most African schools in Johannesburg are totally inadequate because of the lack of equipment.

There is also need, as Dr. Ray Phillips suggests in *The Bantu in the City*, for training in business methods. Failure of African enterprises is due often, not to lack of funds, but to lack of commercial knowledge.

Bearing in mind the importance of the development of the Reserves, and the increasing drift of men to industrial centres, a course in agriculture for girls in country schools could be introduced with advantage.

2. Wages

Wage Scales for Africans should be relevant not only to the work performed, but to the training for such service. In this connection the considered opinion of African Trades Unions who were willing to co-operate would be of value.

A revision of the salary scales of teachers would have an effect on employment in industry.

3. Employment

Co-operation between industrial schools and large industrial areas, by means of African Juvenile Affairs Boards, Government and local agencies, in order to relate education to employment, would be valuable.

The compilation by all schools and colleges of factual data in relation to their pupils would help in assessing trends in African development. Improvements in conditions depend on this type of definite evidence.

ACKNOWLEDGMENTS.

The Department acknowledges gratefully the assistance rendered in the compilation of the survey by

1. The South African Institute of Race Relations.
2. The Director of Census.
3. The Chief Inspector of Native Labour, Johannesburg.
4. The Transvaal Chamber of Mines.
5. The Johannesburg Secretaries of Industrial Councils.
6. Private employers of labour.
7. The Directors and Secretaries of Education, the Chief Inspectors of Native Schools and the Principals of Industrial Schools in all the Provinces and the Protectorates.

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DISTRIBUTION OF POPULATION AND EMPLOYMENT STATISTICS, CENSUS, 1938.URBAN AREA OF JOHANNESBURGNAME OF LOCAL AUTHORITY : CITY OF JOHANNESBURG

	MALES		FEMALES		Total.
	18 yrs. and over.	Under 18 yrs.	18 yrs. and over.	Under 18 yrs.	
1. Number of Natives resident in Urban Area.....	86,183	16,426	40,059	16,467	159,135
2. Number of Natives resident and employed within Urban Area.....	81,456	16,175	36,303	16,234	150,168
3. Number of Natives resident in but employed elsewhere than in Urban Area.....	469	19	52	7	547
4. Number of Natives not resident in Urban Area but employed within Urban Area.....	3,697	73	820	45	4,635
5. Number of Natives resident in Urban Area but not employed.....	4,258	232	3,704	226	8,420
6. Number of Natives bona fide visiting Urban Area.....	408	201	900	243	1,752
7. Number of Natives who in opinion of Urban Local Authority are necessary for the reasonable labour requirements of the Urban Area.....	86,183	16,426	40,059	16,467	159,135
8. Number of Natives resident within the Urban Area who are considered by the Urban Local Authority NOT necessary for reasonable labour requirements of the area and who it is desired be removed.....	Nil	Nil	Nil	Nil	Nil

There is a number of "loose" women whose identity cannot be established from the Census returns.

OCCUPATIONAL STATISTICS, CENSUS, 1938

URBAN AREA OF JOHANNESBURG

NAME OF LOCAL AUTHORITY: CITY OF JOHANNESBURG

NATURE OF OCCUPATION	NUMBER OF MALES		NUMBER OF FEMALES		TOTAL	
	Resi- dent in Urban Area	Resi- dent Out- side Urban Area	Resi- dent in Urban Area	Resi- dent Out- side Urban Area	Resi- dent in Urban Area	Resi- dent Out- side Urban Area
Professional.....	181	5	194	2	375	7
Clerical.....	242	7	9	-	251	7
Trade and Industry.....	42,158	3,255	403	19	42,561	3,274
Domestic Service.....	20,676	351	21,925	840	42,601	1,191
Municipal.....	13,608	70	21	-	13,629	70
Railway.....	3,439	24	6	-	3,445	24
Working on own Account.....	2,369	11	577	2	2,946	13
Scholars.....	6,205	1	7,221	-	13,426	1
Unemployed.....	4,490	-	3,930	-	8,420	-
* Others.....	-	-	-	-	-	-
Sporting Bodies.....	938	9	1	-	939	9
Wives and Children.....	7,310	-	22,198	-	29,508	-
Government (Other than Railway).....	993	37	41	2	1,034	39

* Where extensive employment in particular occupation under this head occurs, specify nature of employment.

CATEGORY OF TRADES AND PROFESSIONS
WITHIN THE JOHANNESBURG MUNICIPAL AREA

- A - Represents Trade and Industry governed by Wage Determination.
B - By Industrial Councils.
C - Not covered under either A or B.
D - To be covered under proposed determination as set out in the Government Gazette February 17th, 1938. This will provide for Native labourers and delivery boys employed in the Distributing Trades.

Note That A and D are under Control of Labour Department.

B Under Industrial Council Groups, representing each specific industry.

C Under no set wage agreement. The employer being permitted to pay a wage decided upon by himself alone.

The Wage Board is at present investigating the conditions of service in several of the Trades and Professions shewn under "C".

TRADES AND PROFESSIONS UNDER "A"

Bakers and Confectioners	Hotels
Bars and Beer Halls	Laundries
Biscuit Manufacturers	Matzo Factories
Cartage Contractors	Millers (in so far as drivers are concerned)
Cleaners and Dyers	Mineral Water Manufacturers (in so far as drivers are concerned).
Clothing Manufacturers	News Agents (see also "D")
Coal and Wood Merchants	Tailors (see also "B")
Colliery Owners and Agents	Tea and Coffee Merchants
Confectioners (Manufacturing and Wholesale)	
Cotton Manufacturers	
Explosives Manufacturers	
Furniture Removers and Packers	
Gases	
Glass Bevellers and Silverers	
Hairdressers and Beauty Specialists (see also "B")	
Hat and Cap Manufacturers (see also "B")	

Aluminium Workers /.....

TRADES AND PROFESSIONS UNDER "B"

Aluminium Workers	Engineers (Accoustical)
1. (If engaged in Trade)	
2. (If a Tin Factory, Wage Board investigating)	Engineers (Anti-Friction)
Armature Winders	Engineers (Constructional)
Automobile Electrical Engineers	Engineers (Electrical)
Bacon Factories	Engineers (General)
(Only if in conjunction with Butchery then under "B").	Engineers (Heating and Air Conditioning)
Battery Service Stations	Engineers (Insulating)
Blacksmiths and Farriers	Engineers (Irrigation)
Block Manufacturers	Engineers (Motor)
Blue Printing	Engineers (Refrigerating)
Bolts and Nuts Manufacturers	Engineers (Sanitary)
Bookbinders }	Engineers (Photo Process and Others)
Breweries	Farriers
Builders and Contractors	Flooring Specialists
Butchers	Founders
Cabinet Makers and French (Polishers)	Foundry Facings
Canvas and Felt Shoe Manufacturers	French Polishers
Caravans	Furniture Manufacturers and Furnishers
Cardboard Box and Container Makers	Garages, Motor Bus Service
Carpenters and Joiners	Hairdressers and Beauty Specialists (See also "A")
Carriage, Coach, Wagon and Motor Body Builders	Hat and Cap Manufacturers (See also Hessian Merchants "A")
Caterers	Insulation and Refrigeration Experts
Cement Manufacturers, Agents and Importers	Interior Decorators
Coach Builders, etc.	Iron, Brass, Steel and Copper Founders and Merchants
Cold Storage Companies	Lamp Shade Manufacturers
Concrete Specialists	Leather Merchants (see also "D")
Electric Cable Makers	Lithographers
Electric Appliances and Contractors	Machine Sharpening Specialists
Electro-Platers and Enamellers	
Elevators, Engineers and Importers	

Marble/.....

TRADES AND PROFESSIONS UNDER "B" (continued)

Marble and Granite Suppliers	Sawmills
Mattress Makers	Shop and Office Fitters
Metal Merchants (Manufacturing)	Shot Drilling Contractors
Metal Windows	Silk Screen Process
Monumental Masons	Steel and Steel Work Manufacturers
Motor Accessories	Steel Ceiling Manufacturers and Erectors
Motor Car Dealers (Second-hand)	Stone and Slate Merchants and Quarry Proprietors
Motor Garages and Service Stations	Stone and Slab Makers
Motor Car Spare Parts	Tailors (see also "A")
Motor Metal Workers	Tanners
Motor Radiator Repairs	Tea Rooms
Motor Trimmers and Sprayers	Tent and Sail Makers
Painters, House Decorators, Signwriters, etc.	Tile Experts and Layers
Pattern Makers	Trunk and Bag Manufacturers and Importers
Pipe Fittings	Tube Manufacturers (Agents)
Plasterers and Architectural Modellers	Twine Merchants
Plaster of Paris and Plaster Manufacturers	Twine, Rope and Cordage Manufacturers
Plumbers and Sheet Metal Workers	Typewriter Repairers
Plumbers' Supplies (Dealers in)	Tyre Importers
Printers and Bookbinders	Upholsterers
Process Block Manufacturers	Veneers
Pump Manufacturers	Vulcanizing Companies
Radio Repairs	Washer Manufacturers
Reinforced Concrete Specialists	Waterproofing Contractors and Engineers
Restaurants and Tea Rooms and Fish and Chip Shops	Welding Specialists
Rubber Stamp Makers	Wire Rope Makers and Importers
Saddlers and Harness Makers	Wire Screening, etc.
Sandwiches	Wood Carvers and Turners

TRADES AND PROFESSIONS UNDER "C"

Administrators of Estates	Brick, Tile and Pottery Makers
Advertising Agencies	Brokers (Commercial, Farm, Insurance, Mercantile and Mining)
Aerated and Mineral Water Manufacturers	Brokers (Grain)
Agents (Commission and General)	Brokers, (Stock and Share)
Agents (Customs, Clearing and Forwarding)	Brooms and Brushware (Wage Board investigating)
Agents (Financial)	Building Societies
Agents (House, Land and Estate)	Business Colleges
Agents (Indent)	Cable and Telephone Manufacturers (See also "D")
Agents (Insurance)	Cable Company (See also "D")
Agents (Market)	Candle Manufacturers
Aircraft Dealers	Cereal Food Manufacturers
Air Transport and Travel	Chain Manufacturers
Analytical and Consulting Chemists and Assayers	Chemical Manufacturers (Wage Board investigating)
Appraisers (Government Sworn)	Chimney Sweeps
Architects	Chiropodists
Architectural Decoration	Chiropractors
Artists (Commercial)	Cinematograph Experts
Asphalters and Granolithic Paviers	Clock Builders and Contractors
Assessors	Coke Manufacturers
Auctioneers	Commercial Artists
Basketware Manufacturers (Wage Board at present investigating)	Commercial Schools
Billiard Saloons	Condensed Milk Manufacturers
Billposters	Consultants (Various)
Boarding Establishment (Wage Board at present investigating)	Contractors (Mining and General)
Bookkeepers	Cordial Manufacturers
Boot and Shoe Repairers	Cork Manufacturers
	Correspondence Colleges

TRADES AND PROFESSIONS UNDER "C"

Boring Contractors	Knitting Manufacturers
Box and Packing Case Manufacturers	Ladders
Correspondence Schools	Legal Practitioners
Dancing and Elecution (Teachers of)	Livery and Bait Stables
Debt Collecting Agencies	Livestock Salesmen and Dealers
Dental Depot	Locksmiths (See also "D")
Dental Mechanics	Macaroni Manufacturers and Factories
Dentists	Manufacturers Representatives
Detective Agencies	Massage Specialists
Diamond and Carbon Dealers and Cutters	Masseuses and Medical Gymnasts
Diamond Drill Contractors	Match Manufacturers
Disinfectors and Insect Destroyers	Medical Practitioners, Surgeons and Specialists
Doctors	Mercantile Agencies
Drawing Offices	Metals (Base), Exporters of
Electric Signs	Milk (Cream) Cans (Manufacturers) (See also "D")
Engineers (Civil, Consulting, Mechanical and Mining)	Millwrights
Engineers (Laundry)	Mining Shares (South African) Consultants
Engineers (Milling)	Music and Music Instrument Teachers and Orchestras
Essence Manufacturers	Native Labour Agents
Fire Loss Assessors	Nature Cure Specialists
Fumigators	Nursing Homes, etc.
Galvanizing and Tinning (Wage Board investigating)	Optical Manufacturers (See also "D")
Geologists (Consulting and Mining)	Opticians
Golf Club and Iron Manufacturers	Optrometrists
Graphite Manufacturers	Patent and Trade Mark Agents
Hotel Accommodation and Tourist Agents	Perambulator and Baby Carriage Manufacturers
Insurance Companies	
Jam Manufacturers	

Photographers/...

TRADES AND PROFESSIONS UNDER "C" (continued)

Photographers	Telegraph Appliances (Manufacturers of)
Physical Culture Specialists	Tin Manufacturers (Wage Board investigating)
Piano Tuners	Tinware Manufacturers (Wage Board investigating)
Polish Manufacturers	Tobacco, Cigar and Cigarette Manufacturers
Preserving Companies	Tourist Agents
Publishers and Publication	Toy Manufacturers
Refuse Bins (Wage Board investigating)	Translators
Registry Offices	Trawler Owners
Reporters (Official)	Trust Companies
Road Contractors	Turret Clock Makers
Rubber Mat Manufacturers	Typewriter, Duplicating and Copying Offices
Safaris	Umbrella Makers
Safe Deposits	Undertakers and Funeral Furnishers
Safe Manufacturers	Veterinary Surgeons
Sanitary Pails (Wage Board investigating)	Vinegar, Pickles, etc. Manufacturers
Secretaries of Companies	Waste Manufacturers
Shippers' Representatives	Watchmakers
Shorthand Writers	Water Well and Prospect Drilling Engineers
Soap Manufacturers and Importers	Wine Producers
Solicitors	
Steamship Companies and Agents	
Stone Crushers	
Stone Crushers (Manufacturers of)	
Surveyors (Air)	
Surveyors (Land)	
Taxicab Proprietors	

Adding/.....

TRADES AND PROFESSIONS UNDER "D"

Adding and Bookkeeping Machines	Cheese Distributors (if in conjunction with a Dairy Business)
Advertising Novelties and Calendars	Chemists (Pharmaceutical)
Agricultural Implement Importers and Manufacturers	Chemists' Sundries
Animal and Bird Dealers	China and Glassware Importers
Antique Dealers	Clothiers and Outfitters
Artificial Limbs	Co-operative Societies
Arts and Crafts	Corsetieres and Lingerie Specialists
Asbestos and Boiler Coverings (Agents and Importers)	Creamery Distributing Agents (if in conjunction with a Dairy Business)
Athletic Outfitters	Curio, Kaross and Feather Dealers
Bag Merchants and Importers	Curtaining Specialists
Bakers' Requisites	Cutlers
Bazaars	Cycle and Motor Cycle Dealers and Repairers.
Belting Importers	Cycle Factors (Wholesale)
Billiard Table Manufacturers and Importers (If they buy and sell)	Dairymen
Booksellers	Dairy Utensils and Machinery (Importers and Manufacturers) (If in conjunction with a shop)
Boot and Shoe Dealers (Wholesale and Retail)	Disinfectants (Importers and Manufacturers of)
Bottle and Bag Merchants	Drapers and Ladies and Childrens Outfitters
Bottle Stores	Dress Display Model Manufacturers
Boxwood and Packing Materials	Dressmakers and Designers
Building Material Merchants	Druggists (Wholesale)
Butchers' Requisites	Duplicators
Bye-Products	Electric Tools
Cable and Telephone Manufacturers (If they sell under "D") (See also "C")	Fancy Goods and Toy Dealers
Cable Company (If they sell under "D") (See also "C")	Fencing Material Manufacturers, (Importers and Contractors)
Canvas Merchants	Fertilizers and Artificial Manures
Carnival Novelty Supplies	Fire Appliances Importers
Carpet Importers	Fishmongers
Cash Registers and Automatic Machines.	Florists, Nurserymen and Fruit Farmers.

Fruiterers/.....

TRADES AND PROFESSIONS UNDER "D" (Continued)

Fruiterers and Greengrocers	Milk (Cream) Cans (Manufacturers) (If they buy and sell) (See also "C")
Furriers	Milliners
General Dealers	Mining and Fencing Pole Dealers
Gent's Outfitters	Mining and Engineering Material Merchants
Glass Merchants	Mining Chemicals (Dealers in)
Grain Bags (If they buy and sell)	Music and Musical Instruments Dealers
Grain Merchants and Exporters	Newsagents (See also "A")
Grocers and Provision Merchants (Wholesale and Retail)	Night Goggles, Manufacturers of (If they buy and sell)
Gunsmiths, Arms and Ammunition Dealers	Office Appliances and Furnishings
Hairdressers' Supplies	Oil Merchants and Manufacturers
Hardware Merchants	Oils, Paints, Colour and Wallpaper Merchants
Health Foods	Optical Manufacturers (If they buy and sell) (See also "C")
Hemstitching, Embroidering, Invisible Mending and Pleating, Etc.	Organ Builders
Herbalists	Outfitters
Hide and Skin Merchants	Paint and Wall Coating Manufacturers and Importers
Ironmongers	Paper Merchants and Importers
Jewellers and Watchmakers	Pawnbrokers
Leather Merchants (See also "B")	Peanut Specialists
Lime Merchants	Photographic Supplies (Dealers in)
Linen Houses	Picture Dealers and Picture Frame Makers
Locksmiths (If they buy and sell) (See also "C")	Pneumatic Tool Supplies
Lubricants	Poulterers and Fishmongers
Machinery Merchants and Importers	Poultry Breeders and Food Specialists
Maize Exporters	Printers' Suppliers
Masonic Regalia Manufacturers	Produce Merchants
Merchants (General) Importers and Exporters.	Provision Merchants
Messengers and Delivery Service (If motor transport is used)	Radio Supplies
Metal Dealers (Scrap)	

Refrigeration/.....

TRADES AND PROFESSIONS UNDER "D" (Continued)

Refrigeration Accessories	Woollen Merchants
Rock Drill Agents and Importers	X-Ray Specialists (If they buy and sell)
Rubber Goods (Importers of)	
Salt Manufacturers and Merchants	Yeast Manufacturers, Merchants and Distributors.
Scale and Weighing Machine Manufacturers	
Scientific and Surgical Instruments and Appliances	
Seedsman	
	<u>UNDETERMINED</u>
Sewing Machine Importers and Dealers	Bag Manufacturers
Silk Merchants	Plywood Manufacturers
Soft Goods Merchants and Importers	
Sports Outfitters	
Stamp Dealers	
Stationers	
Stoves (If they buy and sell)	
Surgical Appliance Makers	
Surgical Dressings	
Taxidermists	
Ticket Writers and Showcard Makers	
Timber Merchants	
Tobacco, Cigar and Cigarette Merchants	
Tobacconists (Retail)	
Toilet Requisites (Agents and Manufacturers)	
Typewriter Agencies	
Vacuum Cleaners' (Agents)	
Veterinary Supplies	
Wallpapers	
Wine and Spirit Merchants (Retail)	
Wine and Spirit Merchants (Wholesale)	
Wire, Nails and Flooring Boards (If they buy and sell)	

INDUSTRIAL ESTABLISHMENTS IN THE UNIONSPECIFIC INDUSTRIES1. RAW MATERIALS.

1. Treatment of Raw Material, the Product of Agricultural Pastoral Pursuits - excluding Tanning.
2. Boiling down. Bone Milling. Fell mongering. Wool Scouring. Fibre Working. Sausage, Skins and Catgut. Chaff Cutting. Corn crushing, and Seed Cleaning. Cotton Ginning. Wattle Bark (grinding and compressing). Lucerne-meal milling.

2. STONE, CLAY, etc.

1. Processes in Stone, Clay, Earthenware and Glass.
2. Asbestos. Asphalt. Brick, Tiles, etc. Modelling in Cement, Cement Factories. Lime Works. Glass and Bottle Making. Glass Ornamental. Graphite Works. Marble, Stone and Masonry. Plaster Making and Plaster of Paris. Oyster Shell Crushing. Cupel Works. Mica. Composite Flooring. Crushed Stone and Macadam Making.

3. WOOD

1. Working in Wood.
2. Baskets, Wicker Works and Straw Envelopes. Brushes and Brooms. Carpentry and Joinery. Saw-mills Packing Cases. Cooperages. Wood Carving. Cork Works. Creosoting. Poultry Houses, and Appliances. Shopfitting, Firewood Cutting. Plywood Composite Boards.

4. METALS, ENGINEERING

1. Metal, Engineering, Machinery and Cutlery Works.
2. Agricultural Implements and Repairs. Brass and Copper Works. Cutlery, Knife Grinding etc. Enamelling. Engineering Works and Steel Works. Tramway Workshops. Railway Engineering Workshops. Mine Workshops. Engraving Metal, Plumbing and Galvanized Iron. Gunsmiths. Lead Works. Machinery Erection. Stoves and Ovens. Wire Works. Gates and Fences. Smelting- Tin. Smelting - other metals. Zinc Works. Locksmiths Typewriter Repairs. Scale Repairs. Steel Ceilings. Sewing Machines. Electrical Apparatus and Engineering. Lamps. Iron and Steel Furniture. Metal Window Frames. Telephone Installation and Repairs - (Municipal and Government concerns).

5. FOOD, DRINK

1. Preparations, Treatment and Preserving of Food, Drink, Condiments and Tobacco.
2. Flavouring Essences. Bacon, Ham and Lard. Polony and Sausage. Butter, Cheese and Condensed Milk. Crawfish Canning and other Fish Preserving. Iceworks and Cold Storages. Bakeries, Biscuits, etc. Jam, Canned Fruit, etc. Dried Fruit. Sweets. Coffee Roasting, etc. Pickles, Sauces, etc. Vinegar. Macaroni. Flour and Grain Mills. Sugar Mills and Refineries. Tea Factories. Aerated Waters, and Cordials. Breweries. Breweries (Native Beer). Malt Works. Distilleries and Wineries. Yeast. Tobacco. Snuff, etc. Golden Syrup. Jelly Powders. Tartaric Materials, Baking Powder, etc. Other farinaceous preparations. Salt Pans and Refineries. Packing establishments - tea and fruit. Peanut roasting.

6. CLOTHING, TEXTILES

1. Production of Clothing (excluding Boots and Shoes Textile Fabrics and similar articles.
2. Dressmaking and Millinery. Tailoring and Clothing Factories - retail. Tailoring and Clothing - Wholesale, Dyeing, cleaning and laundries. Furriers. Hosiery. Bags and Sacks. Fish and other Nets. Mats and Matting. Rope, Cordage and Twine. Tarpaulins, Tents, etc. Textile Factories. Knitting and other home industries.

7. BOOKS, PRINTING

1. Books, Paper, Printing and Engraving.
2. Printing, Bookbinding and Stationery. Paper Bags, etc. Photo engraving, Lithography and Process Blocks. Rubber Stamps, Paper Mills. Stereotyping, Stencil Cutting, etc. Photographic and Heliographic Paper. Calendars (calendars not printing).

8. VEHICLES

1. Vehicles Mechanically Propelled and otherwise. Fittings for and Parts of Vehicles.
2. Coaches and Wagons (including - Painting, Upholstering and Blacksmithing). Cycles and Motors (erection, repairs).

9. SHIPBUILDING

1. Ship and Boat Building and Repairing.

10. FURNITURE

1. Furniture, Bedding and Upholstering.
2. Billiard Tables, etc. Furniture, Cabinet-making, Polishing, etc. Mattresses, Picture Frames, Coffins, Flock Making.

11. CHEMICALS

1. Drugs, Chemicals (including Fertilizers and By-Products), Paints, Varnishes and Allied Products.
2. Blacking, Polishes, Blanco, etc. Candles and Soap, Explosives, Matches, Fertilizers, Oil and Greases, Paints, Varnishes, etc. Oilseed Crushing, etc. Chemists Manufacturing, Disinfectants, etc. Tanning extract, Ink, Fuse Lighters, Perfumery, etc. Soda Works, Glue, Bituminous emulsions.

12. SURGICAL INSTRUMENTS

1. Surgical, Dental and other Scientific Instruments and Appliances.
2. Opticians, Surgical, Dental, etc.

13. JEWELLERY

1. Jewellery, Timepieces and Plated-Ware, Diamond Cutting.
2. Electroplating, Jewellery, Goldsmiths, Diamond Cutting.

14. HEAT, LIGHT, POWER

1. Heat, Light and Power.
2. Electricity Supply Stations (generating), Coal-Gas, Coke and Tar Works, Gas other than Coal-Gas, Carbide, Motor and other Spirits for fuel.

15. LEATHER AND LEATHER-WARE

1. Leather and Leather-ware.
2. Boot and Shoe Factories, Harness, Saddlery and Leather Bags, Boot and Shoe repairs, Tanneries.

16. BUILDING AND CONTRACTING

1. Building and Contracting.

4.

2. Building and Contracting, Painting and Decorating.
Signwriting, Railways and Tramways permanent way
construction and upkeep.

17. MISCELLANEOUS

1. Other Industries (not grouped).
 2. Musical Instruments. Rubber Goods (Vulcanizing and
Manufacture). Taxidermists. Toys and Sporting
Accessories. Starch. Pipemaking (tobacco),
Whaling, Felin Producing, and reconditioning.
Fish Meal. Theatrical Properties (scenery and
Wardrobe). Buttons, Buckles, etc.
-

NOTE

Abbreviations:-

E. Est represents Employers Estimate
of Wage
I.C. " Industrial Council
R.W. " Read and Write
Wly " Weekly
Mthly " Monthly
Qtrs " Quarters
S-skld " Semi-skilled
Skld " Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 1. RAW MATERIALS

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION.</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN.	LABOURERS	PAY PER MENSEM FROM	PAY TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE.	REMARKS.

There are no industries established within the Johannesburg Municipal Area for producing from the Raw Materials as defined in the Government Census of Industrial Establishments (See List of Industrial Establishments.)

NOTE

ABBREVIATIONS:-

E. Est.	represents	Employers Estimate of Wage
I. C.	"	Industrial Council
R. W.	"	Read and Write
Wlv	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREACONDITIONS OF SERVICENO. 2. STONE AND CLAY

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION.</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN.	LABOURERS	PAY PER MENSEM FROM TO		PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Asbestos Products	-	-	Yes	£3.4	£3.4	E.Est. Wlv	No	No	No	Yes	Plus free qtrs.
Brickmaking	-	Yes	Yes	£3	£6.12	E.Est daily	No	Yes	S-skld	Yes	Shaping & cutting Bricks
Concrete	-	-	Yes	£3.10	£3.10	E. Est. Wlv	No	No	No	No	Labourer
Crushers	-	Yes	Yes	£3.12	£6.12	E. Est. Mthly	No	Yes	S-skld	Yes	Labourer
Road Emulsions	-	Yes	Yes	£3.12	£4.16	E. Est. Wlv	No	No	No	Yes	Labourer
Plaster Works	-	Yes	Yes	£3.12	£4.16	E. Est. Wlv	No	No	S-skld	No	Labourer
Granite Works	-	Yes	Yes	£4.8	£4.8	I.C. Wlv	-	No	S-skld	Yes	Labourer

NOTE

ABBREVIATIONS:-

E. Est.	represents	Employers Estimate of Wage
I. C.	"	Industrial Council
R. W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 2. STONE AND CLAY

1	2	3	4	5	6	7	8	9	10	11	
<u>D E S I G N A T I O N</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPREC- IATE CON- TINUITY OF SERVICE	REMARKS
Surfacing Floors	Yes	Yes	Yes	£3	£4	E. Est. Wly	No	Yes	Skld	Yes	Polishing with Electric Polisher. Wood Block, Scraper.
Concrete Slabs, etc.	-	Yes	Yes	£3.4	£4	E. Est. Wly	No	Yes	S-skld	Yes	Labourer.
Granolithic and Asphalte	-	Yes	Yes	£3.12	£4	E. Est. Wly	No	Yes	S-skld	Yes	Labourer
Glazing	-	-	Yes	£4.8	-	I.C. Wly	No	No	-	Yes	Labourer 5½d per hour.
Glass Cutting and (Packing Glass)	-	-	Yes	£3.6	£4.10	E. Est. Wly	R.W.	No	No	Yes	Packing of glass re- quires know- ledge to read and write.
Bevelling and Silvering	Yes	Yes	Yes	£4.16	£12	Wage Act Wly	No	Yes	Skld	Yes	From 6d to 1/3 per hour. Three years to attain maximum.

NOTE

ABBREVIATIONS:-

E. Est.	represents	Employers Estimate of Wage
I. C.	"	Industrial Council
R. W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 3 WOOD

1	2	3	4	5	6	7	8	9	10	11	
DESIGNATION											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER FROM	ENSEM TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Brushware Manufacturers	piece work	Grade 2		£12	£12	E. Est.	No	Yes	Skld	No	
				£5	£10	Wly					
				£5	£10	E. Est.	No	Yes	Skld	No	
Shopfitting	No-	Yes	Yes	£4.16	£4.16	Wly	No	Yes	S-skld	No	Trimmer
						E. Est.	No	Yes	S-skld	No	
Brush and Broom Manufacturers	-	Yes	Yes	£3	£6	I.C.	No	No	S-skld	Yes	Labourer 6d per hour.
Basket and Chair Manufacturers	-	Yes	Yes	£3	£5.7.6	E. Est.	No	Yes	S-skld	Yes	Machine Minder, Trimmer
						Wly					
Wood Turning	-	Yes	Yes	£4.16	£4.16	I.C.	No	Yes	S-skld	Yes	Sand-paperer.
Cane Works	Yes	Yes	Yes	£6	£6	Wly	No	Yes	S-skld	Yes	Termed a skilled worker
						E. Est	No	Yes	Skld	Yes	

NOTE

ABBREVIATIONS:-

E. Est.	represents	Employers Estimate of Wage
I. C.	"	Industrial Council
R. W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 4 METALS

1	2	3	4	5	6	7	8	9	10	11	
DESIGNATION											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY PER MENSEM TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Electrical Mechanical Engineering	-	-	Yes	£4	£4	I.C. Wly	In six positions it is reqd.	No	No	Yes	Labourer.
Saw Machine Repairing	-	Yes	Yes	£4	£4	E. Est. Wly	No	No	S-skld	Yes	Labourer.
Metal Window Manufacturers	-	No	Yes	£4	£4	I.C. Wly	No	No	No	Yes	Labourer.
Electrical Supplies	-	No	Yes	£4	£5	E. Est. Wly	No	No	No	Yes	Labourer.
Plumbing and Sheet Metal Works	-	Yes	Yes	£2.10	£5	E. Est. Wly	No	Yes	S-skld	No	Handyman.
Ceiling Mfgs.	-	Yes	Yes	£4.7	£4.7	I.C. Wly	No	No	S-skld	Yes	Labourer.
Engineers and Founders	-	No	Yes	£4	£4	I.C. Wly	No	No	No	Yes	Labourer.

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 4 METALS

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Brass Plate Workings	-	Yes	Yes	£3.10	£6.10	E. Est. Wly	No	No	S-skld	Yes	Labourer.
Gate and Fence Manfg.	-	Yes	Yes	£3.12	Increases in accordance with merit	I.C. Wly	No	No	S-skld	Yes	Labourer.
Steel Furniture Mfg.	-	Yes	Yes	£4	£6	I.C. Wly	No	No	S-skld	Yes	

NOTE

ABBREVIATIONS:-

E. Est. represents Employers Estimate
of Wage
I. C. " Industrial Council
R. W. " Read and Write
Wly " Weekly
Mthly " Monthly
Qtrs " Quarters
S-skld " Semi-skilled
Skld " Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICENO. 5 FOOD AND DRINK

1	2	3	4	5	6	7	8	9	10	11	
<u>D E S I G N A T I O N</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Sweet Mnfrs.	-	Yes	Yes	£4.16	£6	Wage Act Wly	No	No	S-skld	Yes	-
Mineral Water Mnfrs.	-	No	Yes	£4	£4	E. Est. Mthly	No	No	No	Yes	-
Cold Storage	-	No	Yes	£3 and food and qtrs.	Can ad- vance to in- creas- ed pay but not stated	E. Est. Mthly	No	No	No	Yes	Plus food and qtrs.
Chocolate Mnfrs.	-	Yes	Yes	£4.16	£6	Wage Act Wly	No	Yes	S-skld	Yes	- 23 25

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 5 FOOD AND RINK —

1	2	3	4	5	6	7	8	9	10	11	
CLASS OF INDUSTRY	DESIGNATION			PAY PER MENSEM FROM	PAY TO	CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS								
Millers	-	No	Yes	£4.4	Can advance to increased pay but sum is not stated.	E. Est.	No	No	No	Yes	-
Breweries	-	No	Yes	£3.5 plus 1000 and qtrs.	Can increase but amount not stated	I.C. Mthly	No	No	No	Yes	-
Bacon and Other Provisions	-	Yes	Yes	£2.10 food and qtrs.	£3 and food and qtrs.	E. Est. Mthly	No	Yes	Yes	Yes	Plus food and qtrs.
Vinegar Mfg.	-	No	Yes	£2.8	£2.8.	E. Est. Wly	No	No	No	No	-

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 5 FOOD AND DRINK

1	2	3	4	5	6	7	8	9	10	11	
<u>D E S I G N A T I O N</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARK
Wholesale Meat Coys.	-	Yes	Yes	£4 Lorry	£10 Drivers	I.C. Wly	R.W.	Yes	Yes	Yes	Labourers and Lorry Drivers.
Condiment Products	-	Yes	Yes	£2.16	£2.16	Increases in proportion to importance of work allocated	No	No	Yes	Yes	Labourer.
Cold Storage	-	No	Yes	£3.10 and food and qtrs.	£3.5 and food and qtrs.	E. Est. Mthly	No	No	No	Not stated	Labourer.
Tea and Coffee	-	Yes	Yes	£4	£8	Wage Act Wly	Yes	No	S-skld	No	Qualified labourer.

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 5 FOOD AND DRINK

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM TO		PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Tobacco Merchants	-	Yes	Yes	£3 £3.12	£4 depend- ent on in- telli- gence dis- played. No wage stated	E. Est. Wly	No	Yes	S-skld	Yes	Labourer takes 6 mths to attain semi skilled capacity.
Dairy	-	No	Yes	£3 and food and qtrs.	£4 and food and qtrs.	E. Est. Mthly	R.W.	No	No	Not stated	Labourer.
Bacon and Polony Factory	-	Yes	Yes	£2.5 and food and qtrs.	£2.15 and food and qtrs.	E. Est. Mthly	No	Yes	S-skld	50%	Labourer.

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 5 FOOD AND DRINK

1	2	3	4	5		6	7	8	9	10	11
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY PER MENSEM TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Compressed Yeast Mfg.	-	Yes	Yes	£3.12	£5	E. Est. Wly	No	Yes	S-skld	Yes	Labourer.
Biscuit Mfg.	-	Yes	Yes	£3.10	£8 after 2 years	I.C. Wly	No	Yes	S-skld	Yes	1st 6 mths. £3.10.0. 2nd 6 mths. £5. 3rd 6 mths. £6. 4th 6 mths. £7. 5th 6 mths. £8. Termed Factory operatives
Flour Mills	-	No	Yes	£4	£4	E. Est. Wly	No	No	No	Yes	Labourer.
Mineral Water Mfg.	-	Yes	Yes	£3 and food and qtrs.	£3.15 and food and qtrs.	E. Est. Mthly	No	Yes	S-skld	Yes	Machinist.

NOTE

Abbreviations:-

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I. C.	"	Industrial Council
R. W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 6 CLOTHING AND TEXTILE

1	2	3	4	5	6	7	8	9	10	11	
DESIGNATION											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Cardage and Spinning Mfg.	-	Yes	Yes	£3 and qtrs.	£5 and qtrs.	E. Est. Wly	No	Yes	S-skld	Yes	Plus qtrs.
Bag Mfgs.	-	Yes	Yes	£4.18	£7.10	I.C. Wly	No	Yes	S-skld	Yes	Takes 2 years to attain higher rate of pay.
Woollen Clothing Makers	-	Yes	Yes	£4.10	£8.10	E. Est. Wly	No	Yes	S-skld	Yes	A Prosser. Firm states Bantu could be trained to become semiskilled workers and would receive £10 p.m. These positions are at present held by Europeans.

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 6 CLOTHING AND TEXTILE

1	2	3	4	5	6	7	8	9	10	11	
<u>D E S I G N A T I O N</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Textile Mills (Blankets)	-	Yes	Yes	£4	£6.10	Wage Act Wly	No	Yes	S-skld	Yes	Termed semi-skilled.
Furriers	-	No	Yes	£4	£4	E. E. t. Wly	No	No	No	No	Labourer.
Steam Laundry	-	Yes	Yes	£5	£7	Wage deter- mination 67 of 1939	R.W.	Yes	S-skld	Yes	Spotter, presser, checker. Juveniles allowed in certain specified capacities at £3.4 p.m. paid wly.
Cordage and Spinning	-	Yes	Yes	£4	£6.10	E. Est. Wly	Yes	Yes	S-skld	Yes	Machine minder.
Steam Laundry		Yes	Yes	£5	£7	Wage determination 67 of 1939	R.W.	Yes	S-skld		Spotter, ironer, checker and hydro operator. etc.

His advancement in skill is a question of experience which is often very expensive for the employer.

NOTE

ABBREVIATIONS:-

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I. C.	"	Industrial Council
R. W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 7 PAPER AND PRINTING

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	MENSEM PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Typewriter Agency	-	-	Yes	£4	£5	E. Est. Wly	R.W.	No	No	Yes	Delivering Type-writers
Printers and Publishers	-	-	Yes	£4.10	£5.10	E. Est. Wly	No	No	No	Yes	Fort-night's holiday per year.
Rubber Stamp Mnfg.	-	Yes	Yes	£4	£5	E. Est. New Act Wly	R.W.	Yes	S-skld	Yes	Labourer.
Printers	-	-	Yes	£4 plus overtime	-	E. Est. Wly New Act	R.W.	No	No	Yes	Labourer.
Paper Bag Mnfg.	-	Yes	Yes	£4.19.0	£7.10.	I.C. Wly	R.W.	Yes	S-skld	Yes	Packer.
Stationery Mnfters.	-	Yes	Yes	£4	£6.0.	E. Est. Wly	R.W.	Yes	S-skld	Yes	Labourer.

NOTE

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R. W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE
NO. 8. VEHICLES

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	EDUCATION CONTROL REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS	
Motor Body Builders	-	Yes	Yes	£4.16	No increase stated	I.C. Wly	No	No	S-skld	Yes	-
Motor Body Builders	-	Yes	Yes	£4.16	No increase stated	I.C. Wly	Previous experience necessary	No	S-skld	Yes	-
Motor Cycles Bicycles	-	Yes	Yes	£4	£4.16	I.C. Wly	No	No	S-skld	Yes	-
Motor Industry	-	-	-	£4.16	£4.16	I.C. Wly	No	No	No	Yes	-
				£8 as Service	£8 Attendants		R.W.				

NOTE

ABBREVIATIONS:)

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of Wage
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Wly " Weekly
Mthly " Monthly
Qtrs " Quarters
S-skld " Semi-skilled
Skld " Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 9. SHIPBUILDING

1	2	3	4	5	6	7	8	9	10	11
<u>DESIGNATION</u>										REMARKS
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS LABOURERS	PAY PER MENSEM FROM	PAY CONTROL TO	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	

N I L

NOTE

ABBREVIATIONS:-

E. Est.	represents	Employers Estimate of Wage
I. C.	"	Industrial Council
R. W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs	"	Quarters
S-skld	"	Semi-skilled
Skld	"	Skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 10. FURNITURE

1	2	3	4	5	6	7	8	9	10	11
<u>D E S I G N A T I O N</u>										
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	EDUCATION CONTROL REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Furniture Mfgs.	-	No	Yes	£4.16 6d per hour	£6.16 8½d per hour	I.C. Wly	No	No	Yes	Semi-skilled is clas- sed as a labour- er.
Bedding and Mattress Making	-	Yes	Yes	£12 1/4 per hour	£16 1/8 per hour	I.C. Wly	No	Yes	Yes	Semi-skilled is clas- sed as a lab- ourer. Paid 3 weekly at hour- ly rate.

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Mthly " Monthly
Ctrs. " Quarters
Skld " Skilled
S-skld " Semi-skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 11 CHEMICALS

1	2	3	4	5	6	7	8	9	10	11	
CLASS OF INDUSTRY	DESIGNATION.			PAY PER MENSEM		PAY CONTROL	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	FROM	TO						
Polish Mfg.	No	Yes	Yes	£3.10	£6	E. Est wly	No	No	S-skld	Yes	Packer
	No	Yes	Yes	£4	No in- crease stated	E. Est. wly	No	No	S-skld	Yes	Labourer.
Oil Refinery	No	No	Yes	£4	advances according to his ability	E. Est. wly Proposed New Act 1939	Yes	Yes	No	Yes	warehouse Labourer
	No	No	Yes	£5	pay in- creased as ex- perience is gained No sum Stated	E. Est. wly Proposed New Act 1939	R.W.	No	No	Yes	Labourer

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 11. CHEMICALS.

1	2	3	4	5	6	7	8	9	10	11	
<u>D E S I G N A T I O N .</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	TO	PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	RE- MARKS
Paints & Varnishes	No	Yes	Yes	£3.12	£5	E. Est. wly	R.W.	Yes	S-skld	Yes	Labour- er
	No	Yes	Yes	£3	£7	E Est wly	R.W.	Yes	S-skld	Yes	a semi- skilled is a sec- tional boss boy
Soap Mfg	No	Yes	Yes	£3.12	25.12	E Est Wly	No	Yes	S-skld	Yes	Labourer
	No	Yes	Yes	£3 & food & ctrs.	£5 & food & ctrs.	E Est. Mthly	No	Yes	S-skld	Yes	"
Oil Mfg. Essences, Etc. (Not motor or Lubricating)	No	Yes	Yes	£4	£5	E. Est. wly	R.W.	Yes	S-skld	Doubtful	Can re- ceive more pay if proves satis- factory

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 11 CHEMICALS

1	2	3	4	5	6	7	8	9	10	11
<u>D E S I G N A T I O N</u>										
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	PAY TO	EDUCATION REQUIRED	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Candle Company	-	Yes	Yes	£4.10.	£9.10. E. Est. Wly	No	Yes	S-skld	Yes	Labourer.
	-	Yes	Yes	£2.10 and food and qtrs.	£3.10 E. Est. and Mthly. food and qtrs.	No	Yes	S-skld	Yes	Candle Moulders Fitters Boys, Stokers and Lab- ourers. 33 semi skilled 42 Lab- ourers.

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Mthly " Monthly
Qtrs. " Quarters
Skld " Skilled
S-skld " Semi-skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 12 SURGICAL INSTRUMENTS.

1	2	3	4	5	6	7	8	9	10	11
CLASS OF INDUSTRY	<u>D E S I G N A T I O N .</u>			PAY PER MENSEM FROM TO	PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE.	REMARKS
	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS							

N I L

NOTE

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Qtrs " Quarters

Skld " Skilled

S-skld " Semi-skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 13 JEWELLERY

1	2	3	4	5	6	7	8	9	10	11	
CLASS OF INDUSTRY	DESIGNATION.			PAY PER MENSEM FROM TO	PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS	
	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS								
Jewellery	No	Yes	Yes	£3	Receives increase in pay, but not stated.	E. Est. Wly	R. W.	Yes	S-skld	Yes	Polisher
Jewellery	No	Yes	Yes	£4	£9.10	E. Est. Wly	R.W.	Yes	S-skld	Yes	Polisher 4 employ- ed. Re- ceiving £4.10 £6.10 £8.10 £9.10

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Qtrs. " Quarters
Skld " Skilled
S-skld " Semi-skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE

NO. 14 HEAT AND LIGHT

1 2 3 4 5 6 7 8 9 10 11

D E S I G N A T I O N .

CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM	MENSEM TO	PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMISKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
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NOTE

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of Wage
I.C. " Industrial Council
R.W. " Read and Write
Wly " Weekly
Mthly " Monthly
Qtrs. " Quarters
Skld " Skilled
S-skld " Semi-skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREA

CONDITIONS OF SERVICE.

NO. 15 LEATHER AND LEATHERWARE.

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION.</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM TO		PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Saddlery & Harness	No	Yes	No	£7	£7	E. Est. wly	No	Yes	s-skld	Yes	Stitch- ers
Saddlery & Harness	No	Yes	No	£5.10	£6.10	E. Est. wly	No	Yes	s-skld	Yes	Stitch- ers
Boot & Shoe Factory	No	Yes	No	£6	increased by 2/6 every 6 mths. until full Union Wage is reached. Wage not stated.	I. C. wly	R.W.	Yes	s-skld	Yes	Brusher Stainer Breast- er Scourer Those under 21 yrs. paid £3 p.m.

NOTE

Abbreviations:-

E. Est. represents Employers Estimate of Wage
 I.C. " Industrial Council
 R.W. " Read and Write
 Wly " Weekly
 Qtrs. " Quarters
 Mthly " Monthly
 Skld " Skilled
 S-skld " Semi-skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
 WITHIN THE JOHANNESBURG MUNICIPAL AREA.

CONDITIONS OF SERVICE

NO. 16 BUILDING AND CONTRACTING.

1	2	3	4	5	6	7	8	9	10	11	
CLASS OF INDUSTRY	<u>DESIGNATION.</u>			PAY PER MENSEM		PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN HE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	FROM	TO						
Builders	No	Yes	Yes	£4.8	£6	I.C. wly	No	No	s-skld	Yes	labourer & boss boys
Builders	No	Yes	Yes	£4.8	£6	I.C. wly	No	No	s-skld	Yes	Labourer Concrete Mixer Hoist operator

NOTE

Abbreviations:-

E. Est.	represents	Employers Estimate of Wage
I.C.	"	Industrial Council
R.W.	"	Read and Write
Wly	"	Weekly
Mthly	"	Monthly
Qtrs.	"	Quarters
Skld	"	Skilled
S-skld	"	Semi-skilled

SURVEY OF NATIVES EMPLOYED IN INDUSTRY
WITHIN THE JOHANNESBURG MUNICIPAL AREACONDITIONS OF SERVICE

NO. 17 MISCELLANEOUS.

1	2	3	4	5	6	7	8	9	10	11	
<u>DESIGNATION.</u>											
CLASS OF INDUSTRY	SKILLED WORKMEN	SEMISKILLED WORKMEN	LABOURERS	PAY PER MENSEM FROM TO		PAY CONTROL	EDUCATION REQUIRED.	DOES HE RECEIVE ANY TRAINING	CAN BE ATTAIN SEMI SKILLED OR SKILLED CAPACITY	DOES HE APPRECIATE CONTINUITY OF SERVICE	REMARKS
Rubber Works Boots & Shoes	No	Yes	Yes	£3	£6	E. Est. wly	R.W.	Yes	S-skld	Yes	Side stit- cher Las- her, Pain- ter, Shoe Roller.
Vulcanizing Works	No	Yes	Yes	£4.16	£4.16	I.C. wly	R.W.	Yes	S-skld	Yes	Labourer
Vulcanizing Works	No	Yes	Yes	£4.16	£4.16	I.C. wly	R.W.	Yes	S-skld	Yes	Repairer Buffer Moulder

IRON AND STEEL MANUFACTURING AND ENGINEERING INDUSTRYINDUSTRIAL CLASS NO. 4METALSLABOURERS

Natives are engaged as labourers at £4.0.0 per month.

SEMI-SKILLED

He becomes semi-skilled after a period of service and is termed an "Operative", engaged in machine minding work. He receives a minimum rate of pay of £4.16.0 per month.

SKILLED

No skilled Native employees in the industry.

TRAINING

He is continually under the supervision of an European worker.

EDUCATION

None required.

CONTINUITY
OF SERVICE

Urban Natives appreciate continuity of service, others do not.

PAY CONTROL

Industrial Council paid weekly.

WHOLSESALE MEAT TRADE
ABATTOIRS & COLD STORAGE.

INDUSTRIAL CLASS NO. 5

FOOD AND DRINK

LABOURER

Natives are engaged as labourers at a minimum wage of £4. per month. They are employed in transporting meat from abattoirs to butchers premises etc. It is possible for a native without any education to attain to a semiskilled capacity.

SEMI-SKILLED

Natives are employed in semi-skilled work, i.e. Motor Transport Driving, at £10.0.0. per month.

Provision is being made in the New Agreement for the rate of pay to be increased to £12.0.0. per month.

There are no progressive stages through which a native employee passes before he attains to a semi-skilled capacity, but the wages enumerated above are minimum wages, and merit and ability are rewarded.

SKILLED

No skilled natives are employed in the handling of meat in the trade.

TRAINING

Natives do not receive any special training in the work of labourers, but as lorry drivers they are expected to acquire a good knowledge of the topography of the area in which they work.

There is no differentiation between European and Native employees in the wholesale meat trade, except that natives are not permitted to handle meat inside the abattoirs or cold storage. They are generally employed outside the abattoirs as labourers, lorry drivers etc.

EDUCATION

None is required.

CONTINUITY
OF SERVICE

They do appreciate continuity of service.

PAY CONTROL

Industrial Council; paid weekly.

DAIRYMEN'S ASSOCIATIONINDUSTRIAL CLASS NO. 5LABOURER

A Native is engaged as a labourer and performs general dairy work and delivering. His pay is £3.10.0 per month plus food and quarters. Boss boys receive £7.0.0 per month plus food and quarters.

SEMI-SKILLED)SKILLED)

There is no great distinction between skilled, semi-skilled and other capacities.

TRAINING

The only training received in the delivery section is that of becoming acquainted with the delivery area.

In the internal dairy work the training is of a routine nature such as supervising the filling of milk into bottles (mechanically), the washing of bottles and care of premises.

Natives without any education attain to any position up to that of boss boy.

EDUCATION

It is necessary for deliverers to be able to read and write, but no education is required for ordinary dairying work.

CONTINUITY
OF SERVICE

He does appreciate continuity of service.

PAY CONTROL

The wages are controlled by the employer at present, but have been included in the recent recommendation for distributive workers:
Paid monthly.

BREWERY INDUSTRY

INDUSTRIAL CLASS NO. 5
FOOD AND DRINK

LABOURERS

Natives are employed as unskilled labourers and receive £3.5.0. per month, and food and quarters. The wage fixed by The Industrial Council is £4.0.0. per month.

SEMI-SKILLED

No semi-skilled natives employed.

SKILLED

No skilled natives employed.

TRAINING

Merely performs labouring work, and is not taught the processes of brewing in any shape or form.

EDUCATION

No education required.

CONTINUITY
OF SERVICE

He does appreciate continuity of service.

PAY CONTROL

Industrial Council; paid monthly.

LIQUOR & CATERING TRADE.INDUSTRIAL CLASS NO. 5.
FOOD AND DRINK.LABOURER

The unskilled native is employed as a scullery, kitchen or bedroom hand at £4. per month, and he may rise to the status of a qualified waiter or chef in three or five years respectively.

SEMI-SKILLED
AND
SKILLED.

Waiters are paid as follows:-

1st six months	£6.9.4.
2nd " "	£7.1.8.
3rd " "	£7.14.0.
4th " "	£8.6.4.
5th " "	£8.18.8.
6th " "	£9.11.0
Maximum	£10.3.4.

Chefs are paid as follows:-

1st six months	£6.9.4.
2nd " "	£7.2.0.
3rd " "	£7.15.0.
4th " "	£8.8.0.
5th " "	£9.1.0.
6th " "	£9.14.0.
7th " "	£10.7.0.
8th " "	£11.0.0.
9th " "	£11.12.0
10th " "	£12.6.0.
Maximum	£12.18.6.

TRAINING

By experience and application they rise to positions of chefs and waiters.

EDUCATION.

No education required. If educated advancement is more likely.

CONTINUITY
OF SERVICE

They do appreciate continuity of service.

PAY CONTROL

Wage Determination No. 57. Paid weekly.

NOTE: Exceptionally few female natives are employed in the Industry.

MILLING INDUSTRY.INDUSTRIAL CLASS NO. 5.FOOD AND DRINKLABOURER

Natives are employed as labourers at £4. per month.

SEMI-SKILLED

Natives are employed in semi-skilled work, as machine minders, bag sewers, and boiler boys. The rate of pay being £5.4.0. per month.

SKILLED

No skilled natives employed.

TRAINING

A certain amount of training is given by the Europeans. It takes a native five years to attain a semi-skilled capacity. They must learn to fill, weigh and sew a certain number of bags per hour.

EDUCATION

The semi-skilled must be able to read and write.

CONTINUITY
OF SERVICE

They do appreciate continuity of service.

PAY CONTROL

An Employers' Estimate at present. Efforts are being made to form an Industrial Council to control rates of pay etc. Paid weekly.

CLOTHING INDUSTRY.INDUSTRIAL CLASS NO. 6LABOURER

A native is first employed as an unskilled labourer, receiving from £4.0.0. to £6.0.0. per month.

SEMI-SKILLED

Semi-skilled natives are paid as follows:-

1st Year	£3.10.0.
2nd "	£5.0.0.
3rd "	£6.10.0.
4th "	£8.10.0.
5th "	£10.0.0.
6th " <u>maximum</u>	£12.0.0.

The semi-skilled are termed qualified workers after five years service.

SKILLED

No skilled natives employed.

TRAINING

Are under European supervision.

EDUCATION

Need not be educated.

CONTINUITY
OF SERVICE

He does appreciate continuity of service.

PAY CONTROL

Wage determination No. 42. Industrial Council; paid weekly.

NUMBER
EMPLOYED

There are about 350 Bantu males employed in semi-skilled work in the Johannesburg area, 50% of whom earn £12 per month, the remaining 50% earn from £3.10.0. to £10. per month. The total complement of employees in the Clothing Industry in the Transvaal is approximately 7000, of which not more than 550 are Natives.

TEXTILES INDUSTRYINDUSTRIAL CLASS NO. 6.LABOURER

Natives are first engaged as labourers at £4.16.0. per month.

SEMI-SKILLED

Natives can become semi-skilled by general adaptability, and are paid at the following rates:-

1st three months	£4.0.0.	per month.
2nd " "	£5.0.0.	" "
Next 6 "	£6.0.0.	" "
Thereafter, <u>maximum</u>	£6.10.0.	" "

The semi-skilled worker is termed a machine minder. There are about 250 semi-skilled native workers in the Textile Industry.

SKILLED

There are no skilled native workers.

TRAINING

They receive a general training in the course of their duties, and can attain semi-skilled capacity.

EDUCATION

No education is required.

CONTINUITY
OF SERVICE

He does appreciate continuity of service.

PAY CONTROL

Wage determination No. 55. Industrial Council; paid weekly.

CANVAS AND ROPE MAKING INDUSTRY

INDUSTRIAL CLASS NO. 6

LABOURERS

Natives are engaged as labourers at from £4.0.0 to £6.10.0 per month.

SEMI-SKILLED

No Natives employed are considered as semi-skilled, but after a certain length of service they become acquainted with the nature of the work, and are raised to the higher rate of pay, viz. £6.10.0 per month.

SKILLED

None.

TRAINING

They receive no training. They advance through observation and application.

EDUCATION

None required.

CONTINUITY
OF SERVICE

He does appreciate continuity of service.

PAY CONTROL

Industrial Council.
Paid weekly.

PRINTING INDUSTRYINDUSTRIAL CLASS NO. 7LABOURER

A Native is engaged as a labourer and is paid from £4.0.0 to £6.0.0 per month.

SEMI-SKILLED

A semi-skilled or skilled Native if employed on semi-skilled or skilled work is paid the rates laid down for Europeans.

Concession to Bantu Press

To permit the production of Bantu newspapers which have a small circulation, exemptions are granted to allow Native employees in such instances, to work at a lower rate of pay than stipulated in the Industrial Agreement.

These exemptions are granted on the understanding that the work performed is solely intended for Non-Europeans.

SKILLED

There are no semi-skilled or skilled Natives employed by European Printing firms.

TRAINING

Natives receive no training from Europeans. The only training they would receive is while employed by the Bantu Press concerns.

EDUCATION

Must be educated for semi-skilled and skilled work.

CONTINUITY
OF SERVICE

Does appreciate continuity of service.

PAY CONTROL

Industrial Council.

Paid weekly.

MOTOR INDUSTRY.INDUSTRIAL CLASS NO. 8.VEHICLES

- LABOURER A native when employed as a labourer receives £4.16.0 per month.
- SEMI-SKILLED Although not considered by the Industry as semi-skilled, Service Attendants receive £8.0.0. per month.
- SKILLED) No skilled native workers are employed in the Industry.
- TRAINING Advancement to higher rates of pay dependent on personal intelligence, observation and application, enabling them to carry out the duties of a Service Attendant.
- EDUCATION A Service Attendant must be able to read and write.
- CONTINUITY OF SERVICE A small percentage do appreciate continuity of service, but the majority seem to feel that by making a change of employment they are always making a change for the better.
- PAY CONTROL Industrial Council; paid weekly.

FURNITURE INDUSTRYINDUSTRIAL CLASS NO. 10LABOURERS

Natives are engaged as labourers at £4.9.0 per month. They perform labourers' work only.

SEMI-SKILLEDFurniture and Upholstery

Natives employed in such sundry operations as boring holes in wood, staining, oiling, hand sand-papering, filling cushions, etc. are paid £4.16.0 to £6. 8.0 per month.

Bedding Making

Natives employed in connection with the processes of interior spring construction receive £5.12.0 per month.

Staining, Varnishing, Caster Fitting and Frame Bolters

Natives employed on such work are paid £6. 8.0 per month. Natives employed in the making of mattress covers, wire weaving, or in any of the processes in the making of mattresses filled with coir flock, horse-hair, kapok or feathers receive £12.16.0 per month.

Natives employed in any of the processes of making mattresses filled with spring interiors etc. are paid £16.0.0 per month.

An unskilled or semi-skilled Native is generally classed as a labourer in the Industry.

SKILLED

No Natives are engaged in any of the graded operations in furniture or upholstery requiring skilled training, but only in the sundry operations as quoted above at the rate of £4.16.0 to £6.8.0 per month.

TRAINING.....

TRAINING

Very few Natives attain to a semi-skilled capacity in the furniture and upholstery trades, but a fairly large number do in the bedding making branch.

Institutionally trained Natives

There are very few institutionally trained Natives employed in the furniture industry. Records go to show that the majority of those who have been so trained generally operate on their own account in a small way on the cheaper classes of furniture and invariably employ a few of their compatriots.

EDUCATION

No special qualifications are required as Natives who enter the industry invariably do so as labourers. A Native without any education can attain to a semi-skilled capacity.

CONTINUITY
OF SERVICE

As very little proficiency is required in the semi-skilled category, it is invariably found that continuity of service with an employer is more or less responsible for any advancement that the Native may make.

PAY CONTROL

Pay is controlled by an Industrial Council.
Employees are paid weekly.

LEATHER AND LEATHERWARE
INDUSTRY

INDUSTRIAL CLASS NO.15.
LEATHER.

LABOURER

Natives are engaged as labourers from £4. to £5.
per month.

SEMI-SKILLED

A native learner in semi-skilled work commences at
the rate of from £3. to £3.10.0. per month.

SKILLED

There are no skilled natives employed in the industry.

TRAINING

Personal supervision by European workers.

EDUCATION

No education required.

CONTINUITY
OF SERVICE

He does not appreciate continuity of service.

PAY CONTROL

Industrial Council; paid weekly.

BUILDING INDUSTRY.INDUSTRIAL CLASS NO. 16.BUILDING AND CONTRACTING.

<u>LABOURER</u>	The pay of an unskilled labourer is 5 ^s d per hour, £4.8.0. per month. The labourer can attain a semi-skilled capacity.
<u>SEMI-SKILLED</u>	A semi-skilled native worker is paid 1/- per hour, £9.12.0. per month, and is employed as a driver of a mechanical vehicle, hoist operator, labour supervisor, concrete mixer and mortar-mill operator.
<u>SKILLED</u>	Skilled native artisans are not employed in the trade, though it is stipulated in the Agreement of the Industry that artisans in the Building Industry, irrespective of colour must be paid 3/6 per hour, with the exception of painters, who receive 3/4 per hour.
<u>TRAINING</u>	Own intelligent observation and application, and certain instruction from European workers.
<u>EDUCATION</u>	No education required.
<u>CONTINUITY OF SERVICE</u>	He does appreciate continuity of service.
<u>PAY CONTROL</u>	Industrial Council; paid weekly.

NATIVE TRADINGLABOURER

The Native when first employed in the Native Trade is termed an unskilled labourer when engaged exclusively in performing one of the following duties:- cleaning of premises, packing and unpacking goods, maintaining fires, removing refuse, carrying parcels, guarding goods or buildings and running errands. About 90% of the 1,700 Natives employed in the Native Trade are unskilled labourers.

The pay of the unskilled labourer is £5 per month.

SEMI-SKILLEDGeneral Employee

The remaining 10% are semi-skilled and termed General Employees. A general employee means an employee who is engaged in performing one or more of the following duties:- weighing and making parcels, cooking or waiting, driving animal-drawn vehicles, receiving messages and looking for customers. The maximum rate of pay is £7 per month.

SKILLEDUnqualified and Qualified Employees

An unqualified employee means an employee other than a general employee or an unskilled labourer, who has had less than five years' experience in the Native trade.

The pay is:-		<u>per month</u>
	1st six months	£8.16. 0
	2nd " "	£10.16. 0
	3rd " "	£11.16. 0
	4th " "	£12.16. 0
	with 2 or more or less than 3 years' experience	£14.16. 0
	with 3 or more but less than 4 years' experience	£17.16. 0
	with 4 or more but less than 5 years' experience.	£18.16. 0

A Qualified Employee means an employee other than a general employee or an unskilled labourer who has had five or more years' experience in the Native Trade.

The minimum rate of pay is £21.16.0 per month.

It is estimated that there are only about ten Natives classified as unqualified and qualified employees in the Native Trade.

Board and Lodging of Employees

If Board and Lodging is provided when so desired by the employee, the following maximum charges for same are laid down:-

For Unqualified and Qualified			
Employee.....	£3.16.0	per month.	
" General Employee.....	£1.16.0	" "	
" Unskilled Labourer.....	£1. 4.0	" "	

Board and Lodging includes laundry.

TRAINING

By experience and a certain amount of instruction by his employers, he can become a qualified employee.

EDUCATION

Requires to be educated.

CONTINUITY
OF SERVICE

He does appreciate continuity of service.

PAY CONTROL

By Industrial Council.

Paid monthly.

GOLD MINING INDUSTRYLABOURER

A Native is first engaged as a labourer at 1/8 per shift, plus food, quarters, medical attention, recreation etc., rising to 1/10 per shift after the first sixty shifts. After completion of 120 shifts, pay increased to 2/- per shift.

He is employed as a shoveller, trammer, etc.

SEMI-SKILLED

A labourer can attain to a semi-skilled capacity by observation and intelligent application.

Natives perform certain semi-skilled work, such as drill sharpening, by automatic drill sharpening machines, winch driving, and rough painting in compounds. No specific rates of pay are laid down for such natives, and no special qualifications are needed. In certain Mine Groups pay for such is 3/- to 4/6 per shift.

Hospitals.

Natives serving in the Mine Hospitals receive 2/6 to 3/- per shift.

Cookhouse.

Cooks receive 2/- to 2/6 per shift.

Brewers.

Brewers receive 2/- to 2/6

Boss Boys.

Boss Boys, underground, receive 2/- to 2/3 per shift.

Reduction Works.

Boss Boys receive 2/- to 2/6 per shift.

Engineering Works.

Natives receive 2/- to 2/6 per shift.

Native Clerks.

Native clerks receive £4 to £7 per month, plus food, quarters, medical attention, recreation etc. Chief native clerks receive £7.10.0. to £9.0.0. per month.

SKILLED.

No skilled natives are employed.

TRAINING

They receive certain training in the course of their duties that fits them for semi-skilled work.

EDUCATION

None required for labourers and semi-skilled workers.

CONTINUITY
OF SERVICE

The native mine worker does appreciate continuity of service.

PAY CONTROL

Chamber of Mines controls the pay regulations of the Native Mining Groups.

Native clerks receive advances, the remainder of the pay accumulating until the end of their contract.

S U R V E Y O F N A T I V E S
 ENGAGED IN TRADING AS OWNERS AND THEIR ASSISTANTS
 WITHIN THE JOHANNESBURG MUNICIPAL AREA
 INCLUDING ORLANDO AND PIMVILLE

TRADE NUMBER	TRADE	OWNERS	ASSISTANTS	TOTAL	OWNERS INCOME	PAY OF ASSISTANTS / PER MENSEM		AVERAGE PAY OF ASSISTANTS PER MENSEM	REMARKS
						FROM	TO		
1	BAKERIES	10	27	37	Not Stated	£4.15.0	£5.10.0	£4.17.6	In some cases food and quarters are provided and pay is reduced accordingly.
2	BANGLE MAKERS	21	-	21	average: £1.5.0	-	-	-	
3	BASKET MAKERS	3	1	4	N.S.	£4. 0.0	£4. 0.0	£4. 0.0	
4	BARBERS	110	33	143	£8 to £18.	£1. 0.0	£5.10.0	£4. 0.0	Wage depends on whether qualified, or learning the trade.
5	BICYCLE REPAIRERS	3	1	4	£8.0.0	£4. 0.0	£4. 0.0	£4. 0.0	
6	BLACKSMITHS	2	-	2	N.S.	-	-	-	
7	BOOT REPAIRERS	229	89	318	£5 to £30	£1. 0.0	£6. 0.0	£4.10.0	Wage depends on whether qualified, or learning the trade.
8	BOTTLE AND BAG DEALERS	1	-	1	N.S.	-	-	-	
9	BUTCHERS	46	72	118	£10.0.0	£2.10.0	£6. 0.0	£4.10.0	Only one owner stated his approximate monthly income.
10	CABINET MAKERS	35	14	49	N.S.	£2.10.0	£10.0.0	£4.10.0	Wage depends on whether qualified or learning the trade.
11	CARPENTERS	107	31	138	£10 to £15	£4. 0.0	£6. 0.0	£4.10.0	Many work on piece work and income therefrom is not stated.
12	CARTAGE CONTRACTORS	23	-	23	N.S.	-	-	-	Horse trollies in use.
13	CLOTHES CLEANERS (Dry cleaning)	15	2	17	£5 to £10	£4. 0.0	£5. 0.0	£4.10.0	
14	CLOTHING MAKERS	1	5	6	N.S.	£3. 0.0	£3. 0.0	£3. 0.0	Makers of shirts, coats, trousers, employs females only.
15	COAL SELLERS	52	-	52	N.S.	-	-	-	All situated in Native Townships.
16	CLAY WORKERS (Potters)	2	3	5	£7	£3. 0.0	£3. 0.0	£3. 0.0	
17	COFFEE STALLS	19	14	33	£12	£2. 0.0 and food and qtrs.	£3.10.0 and food and qtrs.	£3. 0.0 and food and qtrs.	
18	CURIO DEALERS	1	-	1	N.S.	-	-	-	
19	DOCTORS NATIVE	4	-	4	N.S.	-	-	-	Practising in Orlando.
20	DRAPEY STORES	1	-	-	-	-	-	-	Run in conjunction with Grocery Shop in Pimville.

NOTE Abbreviation N.S. Represents = Not Stated.

S U R V E Y O F N A T I V E S
 ENGAGED IN TRADING AS OWNERS AND THEIR ASSISTANTS
 WITHIN THE JOHANNESBURG MUNICIPAL AREA
 INCLUDING ORLANDO AND PINVILLE

TRADE NUMBER	TRADE	OWNERS	ASSISTANTS	TOTAL	INCOME OF OWNER	PAY OF ASSISTANTS P R MENSEM		AVERAGE PAY OF ASSISTANTS P R MENSEM	REMARKS
						FROM	TO		
21	DRESSMAKERS	13	5	18	£8 to £10	£3.10.0	£6. 0.0	£4. 5.0	Cashiers (Females) £3.0.0 Food and Quarters. Waitresses £1.10.0 Food and Quarters. Cooks £3.0.0 to £4.0.0 Food and Quarters. Rent Collectors for European and Indian owners of properties.
22	EATING HOUSES	16	41	57	£10. 0.0	£1.10.0	£4. 0.0		
23	ESTATE AGENTS	5	-	55	£10 to £15	-	-	-	
24	FISH AND CHIP SHOPS	15	3	18	£3 to £12	£4. 0.0	£4.10.0	£4. 5.0	
25	FIREWOOD SELLERS	46	-	46	N.S.	-	-	-	
26	FRUIT AND VEGETABLE HAWKERS	63	-	63	N.S.	-	-	-	Western Native Township, Eastern Native Township, Pinville and Orlando.
27	GENERAL DEALERS	76	150	226	£10 to £40	Males £3. 0.0 Females £2. 0.0	Males £4. 0.0 Females £3. 0.0	Males £3.10.0 Females £2.10.0	
28	GRAMOPHONE REPAIRERS	4	-	4	N.S.	-	-	-	
29	HARNESS MAKERS	2	-	2	£10	-	-	-	
30	HERBALISTS	133	2	135	£10 to £40	£4. 0.0	£4. 0.0	£4. 0.0	£40 income of two herbalists, one in New Clare and one in Sophiatown.
31	LAUNDERERS	10	1	11	£7 to £10	£2.10.0 Food and Quarters.	£2.10.0 Food and Quarters.	£2.10.0 Food and Quarters.	
32	MAHFU SELLERS	6	1	7	£6. 0.0	£3. 0.0	£3. 0.0	£3. 0.0	
33	MATTRESS MAKERS	1	-	1	N.S.	-	-	-	
34	MILK SELLERS	33	-	33	N.S.	-	-	-	Includes one dairy in Orlando.
35	MONUMENTAL MASONS	1	-	1	N.S.	-	-	-	In Orlando.
36	MOTOR TYING SCHOOLS	3	4	7	N.S.	£5. 0.0	-	-	
37	MOTOR CYCLE REPAIRERS	2	1	3	£15. 0.0	£6. 0.0	£6. 0.0	£6. 0.0	
38	MUSIC TEACHERS	1	-	1	N.S.	-	-	-	Orlando.
39	MIDWIFERY AND NURSING	4	-	4	midwives £8 to £10.	nurses one at £1.10.0 food and quarters. one at £3.0.0.	£1.10.0 food and quarters. £3.0.0.	-	(Two nursing employed by European doctors). (Two midwives earning £8 to £10 controlling own establishment). In Sophiatown.
40	OFFAL SELLERS	10	-	10	-	-	-	-	Orlando.
41	PAINTERS	3	-	3	N.S.	-	-	-	
42	PEDLARS	4	6	10	£18 to £24	£1.10.0 and food and qtrs.	£3.0.0 food and qtrs.	£2. 5.0 food and qtrs.	

S U R V E Y O F N A T I V E S
 E N G A G E D I N T R A D I N G A S O W N E R S A N D T H E I R A S S I S T A N T S
 W I T H I N T H E J O H A N N E S B U R G M U N I C I P A L A R E A
 I N C L U D I N G O R L A N D O A N D P I M V I L L E

NO. OF TRADE	TRADE	OWNERS	ASSISTANTS	TOTAL	OWNERS MONTHLY INCOME	PAY OF ASSISTANTS PER MENSEM		AVERAGE PAY OF ASSISTANTS PER MENSEM	REMARKS
						FROM	TO		
43	PLUMBERS	2	-	2	Not Stated	N.S.	N.S.	-	
44	POULTEKERS	1	-	1	N.S.	-	-	-	In Pimville
45	PRINTERS	5	3	8	£8.0.0	£5.10.0	£6. 0.0	£5.16.8	
46	PURSE MAKERS	28	-	28	£3 to £6.10.0	-	-	-	Salisbury and Jubilee.
47	RADIATOR REPAIRERS	1	-	1	N.S.	-	-	-	In City and Suburban.
48	SHEETMETAL WORKERS	2	3	5	£10 to £15	£4. 0.0	£6. 0.0	£5. 0.0	In Sophiatown.
49	SJAMBOK MAKERS	6	-	6	£2.10 to £4.	-	-	-	Salisbury and Jubilee.
50	SKIN PRESSERS	25	-	25	£2 to £6.	-	-	-	Salisbury and Jubilee.
51	SNUFF SELLERS	27	-	27	£2 to £5.	-	-	-	Only one dealer stated income.
52	SOFT GOODS SELLERS	9	-	9	N.S.	-	-	-	In Pimville and Orlando.
53	STOVE REPAIRERS (PRIMUS)	9	-	9	N.S.	-	-	-	In Western Native Township and Pimville.
54	TAILORS	159	54	213	£3 to £15	Males £3. 0.0 Females £2. 0.0	Males £12.0.0 Females £5.10.0	£6.10.0	Many females employed at from £2 to £5.10.0.
55	TAXI OWNERS	3	-	3	N.S.	-	-	-	
56	TEA ROOMS	3	1	4	£10	£1.10.0 Food and quarters.	£1.10.0 Food and quarters.	£1.10.0 Food and quarters.	Waitress (includes one Dance Hall attached to TeaRoom in Sophiatown).
57	TROLLEY TRANSPORT OWNERS	23	-	23	N.S.	-	-	-	In Fordsburg, Eastern Native Township and Orlando.
58	UNDERTAKERS	1	1	2	N.S.	-	-	-	Works whole reef. Conducts own Burial Society, Sophiatown.
59	WATCH REPAIRERS	6	1	7	N.S.	£3. 0.0	£3. 0.0	£3. 0. 0	
60	WIRE WORKERS	8	1	9	N.S.	£2.10.0 Food and qtrs.	£2.10.0 Food and qtrs.	£2.10.0 Food and qtrs.	
						<u>SUMMARY</u>			
		<u>TOTAL OWNERS</u>	<u>TOTAL ASSISTANTS</u>	<u>TOTAL</u>	<u>LIMITS OF INCOME OF OWNERS</u>	<u>LIMITS OF PAY OF ASSISTANTS PER MENSEM</u>		<u>APPROXIMATE AVERAGE OF PAY OF ASSISTANTS PER MENSEM</u>	
		1,454	570	2,024	From £2.0.0 To £40.	From £1. 0.0 To £12.		From £3. 0.0 To £6.10.0.	

NUMBER OF NATIVES MALE AND FEMALE EMPLOYED IN EACH
CLASS OF INDUSTRY IN THE UNION

INDUSTRIAL CENSUS 1935-36

PRIVATE ESTABLISHMENTS

		<u>Males</u>	<u>Females</u>	<u>Grand Total</u>
Class 1	Raw Material	1,133	163	1,296
2	Stone and Clay	23,010	13	23,023
3	Wood	4,087	16	4,103
4	Metals	32,940	1	32,941
5	Food and Drink	16,717	675	17,392
6	Clothing and Textile	3,521	163	3,684
7	Paper and Printing	1,370	2	1,372
8	Vehicles	3,879	4	3,883
9	Ship Building	34	-	34
10	Furniture	1,689	28	1,717
11	Chemicals	6,098	19	6,117
12	Surgical Instruments	20	-	20
13	Jewellery etc.	180	-	180
14	Heat, Light and Power	4,968	-	4,968
15	Leather and Leather Ware	1,568	5	1,573
16	Building and Contracting	18,613	-	18,613
17	Miscellaneous (Includes Musical Instruments, Rubber Goods and other Industries).	1,441	-	1,441
Total Employers in Private Establishments		121,268	1,089	122,357
In Government (Telephone Installations and Repairs, Railway Construction, etc.) Local Government Under- takings and Railway Workshops		9,710		
Total Employees		130,978	1,089	132,067

NOTE The concerns mentioned, i.e. Government Local, Government etc. provide Electric Light, Gas, Power, Abattoirs, etc.

TOTAL NUMBER OF NATIVES, ASIATICS AND OTHER
COLOURED EMPLOYED IN CONNECTION WITH EACH
CLASS OF INDUSTRY IN THE SEVERAL PROVINCES IN
THE UNION AND IN THE PRINCIPLE INDUSTRIAL AREAS

INDUSTRIAL CENSUS 1935 - 36

U N I O N .

PROVINCES	NATIVES		ASIATICS		OTHER COLOURED		TOTAL
	MALES	FE- MALES	MALES	FE- MALES	MALES	FE- MALES	
Cape	17,805	738	159	46	19,927	7,468	46,143
Natal	22,483	111	10,151	426	10,070	486	43,727
Transvaal	85,430	162	328	33	1,819	434	88,206
Orange Free State	5,252	86	-	-	147	1	5,486
U N I O N ALL INDUSTRIES.	130,970	1,097	10,638	505	31,963	8,389	183,562

PRINCIPLE INDUSTRIAL AREAS

AREAS	MALES	FE- MALES	MALES	FE- MALES	MALES	FE- MALES	TOTAL
Cape Western	5,924	44	74	40	13,485	6,561	26,128
Port Elizabeth	3,245	9	60	6	2,081	290	5,691
Durban and Pinetown	11,840	72	6,136	202	707	464	19,421
Southern Transvaal	77,779	140	313	33	1,680	433	80,378
ALL INDUSTRIES	98,788	265	6,583	281	17,953	7,748	131,618

NUMBER OF NATIVES EMPLOYED IN INDUSTRY
IN THE SOUTHERN TRANSVAAL INDUSTRIAL AREA

AND

AVERAGE RATE OF YEARLY WAGE

INDUSTRIAL CENSUS 1935-36

ALL ESTABLISHMENTS

CLASS	DESCRIPTION OF INDUSTRY	MALES	FEMALES	TOTAL	AVERAGE WAGE PER ANNUM	AVERAGE WAGE PER MENSEM
No. 1	Raw Materials	141	-	141	£54	£4.10.0
2	Stone and Clay	14,343	6	14,349	33	2.15.0
3	Wood	1,768	-	1,768	46	3.16.8
4	Metals	27,630	-	27,630	46	3.16.8
5	Food and Drink	4,241	12	4,253	50	4. 3.4
6	Clothing and Textiles	2,515	92	2,607	61	5. 1.8
7	Paper and Printing	721	1	722	60	5. 0.0
8	Vehicles	1,315	2	1,317	55	4.11.8
9	Ship Building	-	-	-	-	-
10	Furniture	1,223	27	1,250	58	4.16.8
11	Chemicals	3,004	-	3,004	42	3.10.0
12	Surgical Instruments)	180	-	180	67	5.11.8
13	Jewellery)					
14	Heat, Light and Power	2,820	-	2,820	47	3.18.4
15	Leather and Leather Ware	558	-	558	59	4.18.4
16	Building and Con- tracting	12,817	-	12,817	44	3.15.0
17	Miscellaneous	186	-	186	55	4.11.8
	Total	73,462	140	73,602	£44	£3.15.0
	Employed in Govern- ment, Local Govern- ment Undertakings, Railway Workshops and Mine Workshops.	4,317	-	4,317	-	-
	ALL ESTABLISHMENTS	77,779	140	77,919	£44	£3.15.0

THE SOUTHERN TRANSVAAL INDUSTRIAL AREA comprises the magisterial districts of BENONI, BOKSBURG, BRAKPAN, GERMISTON, JOHANNESBURG, KRUGERSDORP, ROODEPOORT, SPRINGS, PRETORIA and VEREENIGING.

NOTE The term ALL ESTABLISHMENTS or ALL INDUSTRIES includes GOVERNMENT, LOCAL GOVERNMENT UNDERTAKINGS and RAILWAY WORKSHOPS (PROVIDING ABATTOIRS, ELECTRIC LIGHT, GAS, POWER, ETC., MINING AND QUARRYING ARE EXCLUDED BUT MINE WORKSHOPS ARE INCLUDED.

AVERAGE AMOUNT PAID IN SALARIES AND WAGES TO PERSONS OF EACH RACE EMPLOYED
IN CONNECTION WITH EACH CLASS OF INDUSTRY IN THE UNION AND INDUSTRIAL AREAS

INDUSTRIAL CENSUS 1935-36

CLASS	DESCRIPTION OF INDUSTRY	PRIVATE ESTABLISHMENTS								ALL ESTABLISHMENTS IN THE UNION					
		CAPE WESTERN		PORT ELIZABETH		DURBAN AND PINETOWN		SOUTHERN TRANSVAAL		UNION		UNION		Asiatic	Other Coloured
No.		Euro- pean	Native	Euro- pean	Native	Euro- pean	Native	Euro- pean	Native	Euro- pean	Native	Euro- pean	Native		
1	Raw Material	£194	£56	-	-	£303	£35	£252	£54	£244	£31	£245	£31	£42	£56
2	Stone and Clay	220	46	£249	£42	252	41	282	33	264	34	263	34	58	57
3	Wood	247	52	191	38	306	36	331	46	270	37	267	37	42	69
4	Metals	217	69	203	62	269	47	321	46	306	45	282	45	50	94
5	Food and Drink	192	64	139	59	257	46	214	50	193	37	193	37	47	58
6	Clothing and Textiles	106	83	89	58	136	51	119	61	115	58	116	58	68	74
7	Paper and Printing	265	62	236	60	312	47	303	60	276	57	272	57	111	112
8	Vehicles	200	69	237	62	228	59	228	55	192	46	196	46	70	75
9	Shipbuilding	133	-	-	-	165	38	-	-	142	39	142	39	87	84
10	Furniture	177	63	188	62	241	55	228	58	201	58	201	58	138	141
11	Chemicals	242	51	132	59	250	41	267	42	244	41	246	41	47	64
12	Surgical In- struments)	300	-	233	-	286	55	256	67	266	66	273	65	-	95
13	Jewellery)														
14	Heat Power and Light	329	69	241	58	322	46	362	47	342	44	312	45	54	104
15	Leather and Leather Ware	136	67	130	65	104	55	130	59	122	60	122	60	62	87
16	Building and Contracting	238	72	202	45	296	45	314	44	280	45	276	44	99	91
17	Miscellaneous, Musical Instru- ments, Rubber Goods and other Industries.	259	41	-	-	265	35	260	55	255	40	255	40	66	77
	Average	£190	£60	£167	£52	£246	£44	£262	£44	£226	£42	£231	£42	£60	£79

	CAPE WESTERN		CAPE		AVERAGE AMOUNT OTHER RACES		UNION	ALL ESTABLISHMENTS
					DURBAN AND PINETOWN	SOUTHERN TRANSVAAL		
Asiatics	£94		£113		£67	£128	£60	£60
Other Coloured	£84		£79		£112	£ 93	£79	£79

Average amount paid in salaries and wages to Europeans and Natives employed in connection with each Class of Industry in each Province of the Union.

Industrial Census 1935 - 36

PRIVATE ESTABLISHMENTS.

CLASS	DESCRIPTION OF INDUSTRY	CAPE		NATAL		TRANSVAAL		ORANGE FREE STATE	
		Euro-peans	Nat-ives	Euro-peans	Nat-ives	Euro-peans	Nat-ives	Euro-peans	Nat-ives
No. 1	Raw Materials	£217	£28	£291	£30	£256	£39	-	-
2	Stone and Clay	241	40	236	32	280	33	£255	£34
3	Wood	199	40	291	31	324	40	203	30
4	Metals	214	52	266	41	322	45	235	45
5	Food and Drink	164	37	263	33	200	45	177	26
6	Clothing and Textiles	104	73	135	43	117	61	141	49
7	Paper and Printing	252	57	302	47	299	59	262	58
8	Vehicles	189	48	206	50	207	49	131	29
9	Shipbuilding	133	-	165	38	-	-	-	-
10	Furniture	170	62	236	54	225	57	168	45
11	Chemicals	211	50	252	36	266	42	68	-
12	Surgical Instruments	-	-	291	55	256	67	-	-
13	Jewellery Etc.	284	-	-	-	-	-	-	-
14	Heat, Power and Light	295	50	315	34	361	47	226	51
15	Leather and Leatherware	122	63	112	57	130	59	67	47
16	Building and Contracting	206	55	272	42	308	43	187	30
17	Miscellaneous Musical Insts* Rubber Goods and other Industries.	252	42	256	37	260	55	-	-
	AVERAGE	£172	£46	£243	£37	£259	£43	£181	£33
<u>AVERAGE AMOUNT OTHER RACES.</u>									
	Asiatics	£102			£ 57	£126			-
	Other Coloured	£77			£105	£90			£46

* Insts. represents instruments.

WAGES PAID TO EMPLOYEES (OTHER THAN SALARIED STAFF) OF EACH RACE EMPLOYED IN CONNECTION WITH EACH CLASS OF INDUSTRY IN THE SEVERAL PROVINCES OF THE UNION AND IN CERTAIN INDUSTRIAL AREAS DURING 1955 - 6

ALL ESTABLISHMENTS.

PROVINCES	EUROPEANS	NATIVES	ASIATICS	OTHER COLOURED
Cape	£ 5,393,262	£ 346,026	£ 15,775	£2,105,601
Natal	2,776,207	335,856	585,215	150,362
Transvaal	12,502,018	3,695,103	33,878	200,718
Orange Free State	798,899	135,722	-	6,730
TOTAL ALL INDUSTRIES	£21,970,186	£5,562,714	£634,868	£2,462,411

INDUSTRIAL AREAS

AREAS	EUROPEANS	NATIVES	ASIATICS	OTHER COLOURED
Cape Western	£ 3,032,556	£ 257,730	£ 8,185	£1,662,968
Port Elizabeth	1,102,474	163,159	5,864	186,669
Durban and Pinetown	2,006,144	518,892	403,600	117,247
Southern Transvaal	11,856,597	3,447,661	33,393	195,677
TOTAL ALL INDUSTRIES	£18,002,771	£4,487,432	£451,042	£2,162,561

- NOTE:
- The term "ALL ESTABLISHMENTS" includes Government and Local Government undertakings, Railway Workshops and Mine Workshops (providing Abattoirs, Electric Light, Gas etc.)
 - Mining and Quarrying are excluded from the above figures, but Mine Workshops are included.

SUMMARY OF PARTICULARS REGARDING RAILWAY WORKSHOPS, OTHER GOVERNMENT DEPARTMENTS
AND INSTITUTIONS, MINE WORKSHOPS, AND MUNICIPAL AND OTHER LOCAL GOVERNMENT CONCERNS
1935-36

DESCRIPTION	NO. OF ESTABLISHMENTS	VALUE OF LAND AND BUILDINGS	VALUE OF MACHINERY PLANT AND TOOLS	NUMBER OF EMPLOYEES ALL RACES	SALARIES AND WAGES PAID	COST OF FUEL LIGHT AND POWER	VALUE (COST) OF MATERIAL USED	VALUE OF ARTICLES PRODUCED AND WORK DONE
Railway Workshops	142	£2,304,024	£2,899,141	20,431	£4,060,698	£176,545	£5,226,471	£10,042,939
Other Government Departments and Institutions.	37	290,253	199,582	6,115	1,074,723	7,646	978,130	2,175,336
Mine Workshops	127	515,361	1,135,477	22,689	3,129,521	151,240	3,665,483	6,943,443
Municipal and Other Government Concerns	187	2,020,027	11,389,360	7,835	1,128,592	396,573	895,639	4,393,619
Total 1935-36	493	£5,129,665	£15,623,560	57,070	£9,393,534	£732,004	£10,765,723	£23,555,340

EMPLOYEES BY RACE IN EACH CLASS OF PRIVATE
ESTABLISHMENTS OF INDUSTRY IN THE UNION
(INDUSTRIAL CENSUS 1936 - 37)

(PRELIMINARY REPORT)

ALL ESTABLISHMENTS

CLASS	DESCRIPTION of INDUSTRY	EURO- PEANS	NATIVES	ASIATICS	OTHER COL- OURED	TOTAL
No. 1	Raw Materials	231	1,200	173	245	1,949
2	Stone and Clay	3,273	24,324	363	1,639	29,699
3	Wood	3,154	4,621	584	1,295	9,650
4	Metals, Engineering	23,553	35,664	957	2,052	62,226
5	Food Drink, Tobacco	14,086	18,313	4,666	7,727	44,792
6	Clothing, Textiles Etc	16,851	4,048	2,485	6,462	29,846
7	Books, Printing Etc	3,204	1,591	477	1,922	12,194
8	Vehicles Etc	11,031	4,951	163	1,419	17,564
9	Shipbuilding	103	25	63	52	243
10	Furniture Etc.	4,010	1,946	581	1,526	8,063
11	Chemicals Etc	3,703	6,730	437	760	11,630
12	Surgical Instruments Etc	131	22	-	23	176
13	Jewellery Etc	496	193	6	35	730
14	Heat, Light & Power	2,726	5,726	136	161	8,749
15	Leather & Leatherware	3,124	1,792	650	2,810	13,376
16	Building & Contracting	14,068	21,436	269	3,607	39,380
17	Other Industries	1,383	1,551	255	195	3,384
	T O T A L	115,227	134,233	12,265	31,930	293,655

INCREASES OVER INDUSTRIAL YEAR 1935 - 36

During the year 1936 - 37 in ALL ESTABLISHMENTS of Industry the number of EUROPEAN EMPLOYEES increased by 11,203 or 8.7% (from 128,995 to 140,203) and NON-EUROPEAN EMPLOYEES by 18,003 or 10.3% (from 174,562 to 192,567) whilst the GROSS OUTPUT shows an increase of £22,636,567 or 15.1%. SALARIES AND WAGES paid show increases of £2,809,000 or 13% for EUROPEANS and £1,222,000 or 15% for NON-EUROPEANS. THE TOTAL WAGES BILL FOR ALL EMPLOYEES (less mining and quarrying) amounted to £34,602,789 of which the EUROPEAN EMPLOYEES received 73% and the NON-EUROPEAN EMPLOYEES 27%. The GROSS OUTPUT for the industrial year 1936 - 37 increased from £133.8 MILLION (1935 - 36) to £153.4 MILLION i.e. 14.7%

- NOTE: (a) The term ALL ESTABLISHMENTS includes Government, Local Government Undertakings; and Railway Workshops excluding Mining and Quarrying, but includes Mine Workshops, (providing Gas, Electric Light, Abattoirs etc.)
- (b) Figures for Mining or Quarrying are not included in the Survey.
- (c) FEMALE WORKERS are included, but not specified.

Collection Number: A2628

NON-EUROPEAN AFFAIRS DEPARTMENT (Johannesburg)

PUBLISHER:

Publisher:- **Historical Papers, University of the Witwatersrand**

Location:- **Johannesburg**

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