

weathering on the surface before it can be used and that this process is unnecessary at Uitenhage, both assertions are correct, but at the latter place the clay has to be transported by lorry from the working faces to the works, a distance in some cases of as much as 5 miles. In regard to the claim that the overburden is greater at Port Elizabeth than Uitenhage, this also is correct, but the advantage is balanced to some extent by the existence at Uitenhage of strata of pebbles which have to be removed. Uitenhage firms state that owing to the Port Elizabeth firms having reduced their price below 40/- delivered, which is the economic limit, they can get no work except when their bricks are preferred at a higher price on account of their better quality. Whilst the price of building materials generally has risen, that of bricks has been reduced; the number of producers is sufficient for boom periods, and at the present time serious overtrading exists.

34.

Although the Uitenhage firms are at present at a disadvantage in competition with brickyards located closer to the areas in which new buildings are or are likely to be constructed, amounting on an average perhaps to 6/- per thousand, it is evident that application of the wages and conditions of employment recommended, to producers in the Port Elizabeth magisterial District only, will place them in a competitively less favourable position than producers located on the borders of but outside the controlled area and it is suggested that the position should be

carefully/.....

carefully watched and that the Board be authorised to deal with the matter as soon as the need becomes evident.

35. Wages: At the public sitting the employees asked that the minimum wage be fixed at £6.10.0. per month or 30/- per week and added "we know this may mean an increase of 100 per cent. in certain cases and in these we will agree to a deferred wage". The City Council asked that the wage be fixed at 5/- per day and added that the wage should be on a daily basis. The wool trade agreed to 7d. per hour, i.e. 28/- on a 48 hour week but asked that a lower wage be fixed for casual labour. The Coloured and European Council and the Joint Council of European and Bantu at the public sitting asked for a minimum of £2. per week, though the latter in its written submission asked for 5/- per day.

36. As stated in the paragraph dealing with the basis of contract the Board realises the necessity for fixing a daily as well as a weekly wage. But the Board can see no reason why the daily wage should be an exact one-sixth of the weekly wage since it is by no means certain that the weekly earnings of the former would in such cases equal those of the latter; rather will the tendency be in the opposite direction. Where wages are laid down for casual employees who may work for the same employer on not more than two or three days in a week, the Board invariably recommends that the daily wages be

one-fifth/.....

one-fifth of the weekly wage. In the present investigation such a difference would be too great bearing in mind the custom which exists of paying a regular employee on the daily basis, and the Board has accordingly made the difference less, namely 5/- per day and 27/- per week; this still leaves an inducement sufficient to dispose employers favourably towards the weekly employee.

37. The wages presently paid in brick-making and quarrying and the profitability of the industries are, as shown earlier, exceptionally low and these industries will require an extended period within which to adjust themselves to the proposed wages; the Board has accordingly deferred the final wage for a period of two years at 4/3d. per day and 24/- per week for the first year, 4/6d. and 25/6d. for the second year, and thereafter 5/- and 27/-. In Goods Transportation and the manufacture of Mineral Waters both wages and profitability are at present low and whilst the difficulty which these industries will have in adjusting themselves is not so serious as in the other two cases, time for adjustment is also necessary; the ultimate wage has accordingly been deferred for one year at 4/3d. and 24/-.

38. Hours and Overtime Pay: Employers in the brick-making industry asked for a 50 hour week on the ground that the requirements of the building industry which starts work at 7 a.m., must be supplied. In the coal trade 52 hours were asked in line with the hours laid down in the

Commercial Distributive Trade. The Board holds the view that a case has been made for a 50 hour week in the coal trade but does not consider that there is sufficient justification in the other trades for an extension of hours, and has recommended 48 per week. Overtime, is to be paid at the rate of 9 pence per hour on ordinary days of the week, with 1/- per hour for work on Sundays, Christmas Day and New Year's Day or Good Friday.

39. Annual Leave and Sick Leave: The employees asked for 12 days annual leave plus all public holidays on full pay, no doubt on the precedent of the determination for the Commercial Distributive Trade, together with two weeks sick leave on full pay and 2 weeks on half pay. It is true that in commerce all public holidays, two weeks' annual leave and two weeks' sick leave have been granted, but in so far as public holidays and annual leave are concerned, these privileges have been in force for a long time under the relative Provincial Ordinances; the two weeks' sick leave were granted primarily in the interests of the large number of female employees found in that trade. For unskilled workers in the industries under consideration either sick leave or annual leave would be an innovation the cost of which must be carefully calculated in relation to the other additional costs placed on the industries. In the circumstances the Board came to the conclusion that one week's annual leave and three public holidays is as much as should be imposed at present.

40. Section 6(b): The reference is in respect of  
unskilled/.....

unskilled workers only and none of the employees fall within the category referred to in Section 6(b) of the Wage Act.

41 Conclusion: Since the terms of reference include unskilled labour engaged in roadmaking it has been suggested that the Divisional Council, a public body which amongst other duties, constructs roads, is covered. The Board does not however consider that roadmaking carried on by the Divisional Council falls within the terms of reference. Although figures submitted by this body appear in the various tables in which the number and wages of employees are analysed it is not considered necessary to expunge them and recalculate the data since the consequential differences in totals and percentages would not affect any of the issues materially.

42. The Brewing Employees' Union (Cape) whose representative appeared at the public sitting asked that unless the Board should be able to recommend wages and other conditions of employment not less favourable than those provided under the Conciliation Act for the industry at Cape Town and Port Elizabeth, that industry should be excluded from any determination which may be made. The Union was informed that the Board is required to act in terms of its reference but that the request would be transmitted to the Minister. The Printing Industry at Port Elizabeth in view of the fact that the wages of unskilled employees are provided for under the Industrial Council Agreement, made a similar request and was/.....

was informed that the question of inclusion or exclusion was not a matter for decision within the Board's powers.

43.

A feature of this investigation is the high standard of the housing schemes on which the City Council has embarked and is continuing. There are eight townships, built and in building, three of them economic and five sub-economic, i.e. in which the Government loan is at  $\frac{3}{4}$  per cent. Two of these townships accommodate Europeans and the remainder Coloured and Natives separately. Rentals in the Native township are variously per month 8/-, 10/-, 11/-, 14/- and 16/- plus a flat rate of 1/6d. per month for electric light. In McNamee township a playground is provided between each block of six houses; this method moreover reduces the road frontage and its attendant costs.

44.

Finally it is worth recording that in this investigation the somewhat unusual, but none the less satisfactory situation has arisen that the requests of the various parties interested on the employer and employee side, usually so far apart as to be of little assistance to the Board in its deliberations, were sufficiently in line with the facts elicited as to be of much greater value than is often the case. The Board's recommendation is similar to the written request put forward by the Port Elizabeth Joint Council of Europeans and Bantus, and approximates on many points other requests.

F. MCGREGOR.

CHAIRMAN.

J.H. BOTHA.

MEMBER.

W.H. WINDSOR.

MEMBER.

H.W. TINDALE.

SECRETARY.

PRETORIA.

1st August, 1940.

Ewaton Clinic

P. O. Box 384  
Pretoria  
2. 8. 40

Health - Croyna Community Clinic

Dear Doctor Xuma,

I hurriedly write just to say I will not be at the opening function of the new Pretoria location on Monday.

I am not interested in it at all. I have, in fact, not even visited that place.

I don't know it at all.

I will be out on my agricultural holding at Wallmannsthal - 16 miles out of Pretoria - planting 105 fruit trees and 50 ornamental trees on it on that day.

You have quietly but most successfully done our people a good service in securing that £500 grant for Ewaton Clinic. To have and to exercise the power of initiative is, to my mind, a great virtue. Just the quality needed in our race leadership, which, I very much regret

to



to say, is sadly lacking in our  
present day leadership. Such  
a state of affairs will, I am  
afraid remain to be so for  
many many years to come.

We foolishly pride ourselves,  
as a race, in having Europeans,  
the Joint Councils, and the  
so-called Natives' Friends or  
Experts on Native matters to  
think and reason for us, to suggest  
or stuff into our minds what  
they think is good for our  
people. That policy is suicidal  
to us and is proving costly so  
as the years go on. It does not  
make for race self pride, race  
self reliance or race self  
help. At present our  
leaders and their European principals  
and experts very foolishly and  
of course purposefully regard ~~the~~  
any inclination or develop-  
ment towards those ideals  
as anti-European. If you had  
secured that grant of £500  
through the agency of the Joint  
Councils, or European Friends of the  
Natives the whole credit would  
have been given to them, and our  
Native Press which, after all, is  
their Press would have shown  
that in blazing headlines.

Yours truly

Rock S. Melle

Social Welfare - General

ABX. 400805a

36 Englewood Drive,  
Saxonwold,  
City

5. 8. 40

Dear Mr No Bawo,

I extend a cordial invitation to you to come and spend the evening with us on Sunday the 24<sup>th</sup> Inst. Please prepare yourselves to give us a few words of encouragement.

Any suggestions as to what lines we should adopt to improve these our benefit Societies will be welcome.

Thanking you in anticipation,

I am,

yours truly

Florence R.W. Qoto

P.S. Enclosed please find two tickets.

These are of course Complimentary tickets.

An Address by Mr. A.H.S. Sehloho.

THE HONOURABLE MINISTER, LORD BISHOP OF PRETORIA, HIS WORSHIP THE MAYOR, CITY COUNCILLORS OF PRETORIA, DISTINGUISHED COUNCILLORS FROM OTHER TOWNS, THE PARAMOUNT CHIEF, AND ALL AFRICAN CHIEFS, LADIES AND GENTLEMEN.

I, as the chief and first resident of the Pretoria Municipal Locations, on behalf of the Native Advisory Board, and the location inhabitants, desire to express my deepest gratitude and appreciation, to the City Council for the magnificent work which is being displayed before you on this unique occasion today.

Many people who have contributed towards this living monument have since passed away, but their successors have continued to carry out the plan laid by their "voortrekkers".

I must not forget to thank the Central Government for having made it possible for the local authorities to raise a loan of £750,000, without which it would have been impossible to bring this scheme to fruition. Several other bodies and societies have also championed the cause which led to the establishment of this township, among which I may mention the Joint-Council of Europeans and Natives.

It is an indisputable fact that there is in this world nothing that is perfect, hence in my own humble opinion I feel that essential improvements could be effected e.g. Free-hold tenure of property is most desirable. When one visualises into the far distant future, as to what would happen to an old resident who today enters one of these modern houses with a smile, and after some thirty or forty years, finds himself, incapacitated through age ill-health or some other cause, thrown out into the streets, to join the already overwhelming numbers of destitutes parading the streets from morn till sunset, this really grieves when one realises that there is after all no permanent place of abode for the aborigines of Africa.

It is a great pity that natives even in their segregated places are not given the rights under principles of democracy and civilisation. The present war is being waged today principally to defend/...

# WILBERFORCE INSTITUTE

AFRICAN METHODIST EPISCOPAL CHURCH

RT. Rev. R. R. WRIGHT, Jr., M.A., D.D., Ph.D.  
Presiding Bishop

REV. J. R. COAN, M.A., D.D.  
Superintendent and Dean, School of Religion

JACOB M. NHLAPO, B.A.  
Principal

MRS. CHARLOTTE L. OPPERMAN  
Secretary

SISTER GRACE E. WARES, N.R.  
Head Nurse, Clinic

Address all communications, Money and Postal  
Orders, to the Superintendent.

P. O. WILBERFORCE

EVATON, TRANSVAAL

SOUTH AFRICA.

5-8-40

*Health - Croghan Comm Clinic*

Dr. A.B. Xuma  
104 End street  
Doornfontein  
Johannesburg

Dear Sir,

I have received the cheque from the Native Commissioner, Mr. McMasters, as a grant amounting to the sum of five hundred pounds (£500) for Croghan Community Clinic.

I am extremely grateful to you personally for your service in this matter.

I am anxious that we get organized and make proper arrangements for starting an account as you have suggested. I think it will be well to call the entire clinic Board, those who are present, at which time and place we might thrash out all the problems and make adequate organizational set-up.

I should like for you to suggest a date and place of meeting. When I get this information from you I shall call all the Board members together including Mr. McMasters. There we might decide in addition to the proper accounting, the additional Board personal. It will be easier for you to suggest the date, time and place that is most suitable to you, and we can adjust our program to suit the date you might suggest.

I might point out that the Winter Rally of the A.M.E. Church will be held at Springs on the 16th. August. At that time I hope we may also get a grant from that body. It might be well to wait until that body meets and receive its grant. On the other hand, the indebtedness of the clinic has been overdue for a long time, the sooner these accounts are settled the better.

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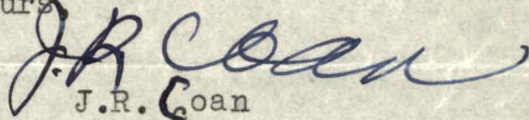
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At the same time Mr. McMasters feels that he can use his influence in getting Dr. Liebenberg's firm to reduce their bill which is 156-12-0. He feel that if he can get them to accept Bishop' Wright's first offer, it would enable ~~the~~ present revenue to go much further. He has volunteered to approach them on the matter and has suggested that we do not attempt to pay the bill until we shall have heard from him.

But even this matter does not prevent the Board from meeting and organizing for more effective work.

In the light of these developing issues, you can decide when is the most suitable date for meeting.

Sincerely yours

  
J.R. Coan

## NEW BRIGHTON MISSION

6/4

MINISTER:  
REV. G. B. MOLEFE,  
B.A. (S.A.), M.A. (COLUMBIA)

A. H. C.  
(Capt)

ADDRESS:  
THE PRESBYTERIAN MANSE,  
NEW BRIGHTON,

PORT ELIZABETH,  
S.A.

SESSION CLERK:  
R. QALINGE,

DEACONS' COURT CLERK:  
G. MATSHA,

Aug 14 ..... 19 40

Dear Doc,

Thank you ever so much for the letter you wrote to me a few weeks ago. I read of your various social activities since. It is very considerate of you to sacrifice the time in order to help your people. I hope you will not weary in doing good in spite of the many difficulties that beset leaders in their objectives.

It is true that P.E. is very backward yet in many ways, but the population is so large that something could be done here. We need, for example, leaders to revive the activities of Congress. Congress is absolutely dead except in name. I wonder whether you could one day arrange with Messrs Rindla and Nkomo to convene a meeting where matters of practical politics could be discussed. Of course such meetings could be convened soon after the war.

We shall be glad when you and yours visit P.E. some day. We assure you a warm welcome. If you are not here by December, I might visit you first.

Say, have you heard anything about the arrival of dear Mays from Washington?

My wife joins me in sending our regards to you and family.

Yours sincerely  
G. B. Molefe

ABX. 400815

AFRICAN'S COUNCIL FOR BOYS' CLUBS.

*Sports & Recreation*

No. 98, Miller Street,  
Sophiatown,  
JOHANNESBURG.  
15th. August 1940.

Dear Sir,

A meeting of the above Council will be held at the B.M.S.C. ON Wednesday the 21st. at 7 p.m. and as there are very important matters for discussion you are asked to make every effort to attend.

AGENDA.

1. Minutes.
2. Mr. Mampuru's Report.
3. Letter from T.A.B.C.
4. Letter to Mrs. M. Ballinger: her reply with enclosure from the Minister of Finance.
5. Mr. W.G. Ballinger's Report on the present situation.
6. Discussion on the position of the Council's representative on the T.A.B.C. Committee with a view to challenging the whole attitude of the T.A.B.C.
7. General.

Thanking you in anticipation.

I remain,  
Yours faithfully,

*F. J. M. Thabede*

SECRETARY: AFRICAN'S COUNCIL FOR BOYS' CLUBS.

F. J. M. Thabede

ABX. 400822

A. N. C.  
(101)

SOUTH-AFRICAN POLICE,  
Office of the Station Commander,  
Marikana,  
22nd AUGUST, 1940.

Mr. M.M. Sive,  
Attorney,  
Brits.

Dear Sir,

I have the honour to acknowledge the receipt of your letter dated the 20th inst, together with the Doctor's Report in connection with the assault on certain natives. I have however to inform you that the information you received that we refused to take up certain assault cases, is incorrect.

I have at present 3 cases of assault pending against the S/Native Constables of the Chief, including statements of Ruben Komane, Lanech Monege, Jacobus Mogape and Ben Tsepe.

I am awaiting the arrival of the other natives concerned before proceedings will be taken against the accused. My next Periodical Court is on the 10/9/40. I trust the witnesses will arrive in time to issue summons against the accused.

G.D. van Zyl.

South African Police.  
Marikana.



race relations

ABX.400825

756 Matsemela Street,  
Western Native Township,  
Johannesburg.  
27/8/40

Dr. A.B. Xuma,  
Sophiatown.

Sir,

A group of African School Teachers who are interested in Choral and Instrumental Music have formed themselves into the Johannesburg African Choral Society.

The object of the Society as laid down by its Constitution is:-

(a) To study Music in general and Native Music in particular for in order to perform same for the entertainment of local Africans.

(b) To form the nucleus of a local 'School of Music' for Africans.

As we are anxious to obtain as much expert advice and financial assistance as possible, we are writing to ask you whether you would be so kind as to befriend us and do us the honour of becoming one of our Patrons.

Your agreement to our request will be very greatly appreciated.

Yours faithfully,

Daven Mlisa. (Organiser JACS.)

Personal

Box 809

30/8/40

Pretoria

ABX. 400830a

30. 8. 40.

Dr. H. B. Luma

3.

Johannesburg.

Box 809 Pretoria,

30 Aug. 1940

Dear Dr,

I trust this finds both you and yours well. We have always been thinking of asking you out one evening with Mrs Luma, so as to introduce you to the folks out here.

It is now ~~very~~ wish to arrange for a reception on the evening of the 21<sup>st</sup> Sept. I am therefore writing to ask you whether it will be possible for you to come out with Mrs Luma that evening. Please let us know as soon as you can. Thanks.

Meanwhile,

I am

Yours Sincerely,

R. J. Mlawazi

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