

INFORMATION REGARDING NON-EUROPEAN AFFAIRS DEPARTMENT

1. Extract from Minutes of Meeting of NEAC 10 March 1966 dealing with land requirements. Lengthy report. This information was to be used at a meeting with the Deputy Minister of Bantu Administration on 22 June 1966.
2. Report giving highlights of Non-European Affairs Department 1954 - 1966 dated 23 June 1966.
3. Report of Municipal Labour Branch dealing with the Employment Bureau of the NEAD for the period November 1945 to July 1953 to 30 June 1966 and attached are Schedules A giving average monthly wages of male workers in 1945, 1955, 1959 and 1966. Different categories of labour are listed. Schedule B gives number of Bantu workers registered in employment from 1958 to 1966.
4. Bantu Wage Trends. Comparing Consumer Price Index with average weekly cash wages July 1963 to June 1965.
5. Typical monthly house rents for different categories of houses.
6. Schedule of number of various types of businesses in Soweto as at 30 June 1965.
7. A Comparative Study of Bantu male starting cash wages July 1963 to June 1965.
8. Report from Information Officer re post war history of NEAD.
9. Letter from Miss Henson enclosing documents.

A city within a city.

Information regarding Non European Affairs Dept.

- 1 Extract from Minutes of meeting of NEAC. 10/3/1966 dealing with Future land requirements lengthy report. This information was to be used at meeting with Deputy Minister of Bantu Adm. on 22 June 1966.
- 2 Report giving highlights of Non European Affairs Department: 1954-1966. dated 23/6/66.
- 3 Report of municipal Labour Branch dealing with The Employment Bureau of the NEAD for the period Nov 1945 to July 1953 to 30/6/66. This report is by Mr Steentzen. It is 6 pages & attached are schedules A giving Average Monthly wages of males worked in 1945 1955 1959 & 1966. Different categories of labour are listed. Schedule B gives Number of Bantu worked reported in Employment from 1958 to 1966.
- 4 Bantu Wages Trends comparing the Consumer Price Index with Average Weekly Lab Wages July 63 to June 65.
- 5 Typical monthly house rents for different categories of houses.
- 6 Schedule of Number of Various types of businesses in Soweto as of 30/6/65.
- 7 A comparative study of Bantu male Starting Lab Wages July 1963 to June 1965.
- 8 Report from Informative officer re post war history of NEAD.
- 9 Letter from Miss Benson enclosing documents.

Stad
Johannesburg



City of
Johannesburg

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AFDELING NIE-BLANKE-SAKE
NON-EUROPEAN AFFAIRS DEPARTMENT

Telefoon
Telephone **23-2101/7**

Adresseer asb. alle mededelings
aan die Bestuurder.

Kindly address all
communications to the Manager.

Verwys No. } A. 38/9
Ref. No. }

Spreek asseblief/Please ask for
Mnr./Mr. MacFadyen.

H/v. Albert- en Delversstraat,
C/r. Albert and Delvers Sts.,
Marshallstown.

Posbus
P.O. Box **5382**

JOHANNESBURG.

Councillor P.R.B. Lewis,
Management Committee Offices,
CITY HALL.

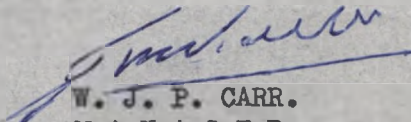
20 JUN 1966

Dear Councillor Lewis,

BANTU HOUSING : FUTURE LAND REQUIREMENTS.

... As requested by you I forward herewith a copy of the report which was considered by the Non-European Affairs Committee on the 10th March, for your information, in connection with the discussion with the Deputy Minister on the 22nd June 1966.

Yours sincerely,


W. J. P. CARR.
M A N A G E R.

VBM/WVR
Encl.

MEETING HELD 10 MAR 1966

BANTU HOUSING - FUTURE LAND REQUIREMENTS.

The Manager, Non-European Affairs Department explained the future land requirements for the accommodation of Bantu.

Councillor Moss thanked the Manager, Non-European Affairs Department, for the report and his explanation.

In reply to Councillor Venter, who asked whether there was any land available for Railway expansion to meet increased transport requirements, the Manager, Non-European Affairs Department, replied in the affirmative.

The Chairman said that the South African Railways experienced difficulty where suburban lines joined main lines.

Councillor Ismay said that he had attended a meeting of the South African Railways Planning Council and it was apparent to him that the Council's comments on railway requirements for the Bantu areas were awaited. He suggested that before the Council embarked on multi-storey accommodation in Soweto, the question of transport requirements should be discussed with the South African Railways.

The Acting Assistant City Engineer (Bantu Areas) said that the Forward Planning Branch of the City Engineer's Department was aware of the problems regarding transportation and the acquisition of land. That Branch was engaged in preparing a master transportation plan for the whole of the City and it would deal in detail with the transport requirements of the Bantu. He suggested that the Forward Planning Branch should be asked to comment on the report.

RESOLVED: That the Forward Planning Branch of the City Engineer's Department be asked to submit its comments on this report to the next ordinary meeting of this Committee.

(122/2/1)
(N.E.A.D. 69/66)

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EXTRACT FROM AGENDA OF MEETING OF
NON-EUROPEAN AFFAIRS COMMITTEE
 MEETING HELD ON10 MAR 1966

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NON-EUROPEAN AFFAIRS COMMITTEE. (10.3.66) N. COMMITTEE

NON-EUROPEAN AFFAIRS DEPARTMENT.

BANTU HOUSING - FUTURE LAND REQUIREMENTS.

On the 13th January 1966 this Committee requested the Manager, Non-European Affairs Department, to report on the number of Bantu on the Council's waiting list for housing accommodation; the estimated number of new houses required during the next 5 years and the land available for building.

The position is as follows:-

A. Estimated Number of Houses Required (excluding Pimville) 1966 to 1971:

	<u>Population</u>	<u>Houses Required</u>	<u>Houses Built.</u>	<u>Shortfall.</u>
1965	363,087	-	62,000	-
1966	372,890	70,357	-	8,357
1971	426,023	80,382	-	10,025
				<u>18,382</u>

B. Housing Schemes Planned for the Period 1966 to 1971:

On land either owned by the Council or which it has agreed in principle to buy, and which totals approximately 2,000 acres:-

	<u>No. of Houses.</u>
(i) Pimville/Klipspruit (surplus accommodation)	1,000
(ii) Prctea (+ 800 acres)	6,500
(iii) Emdeni	400
(iv) Emdeni Ext. 1.	3,640
(v) Dube Ext. (106 and 134)	240
(vi) Naledi Buffer	1,200
(vii) Mofolo South Ext.	1,400
(viii) Suitable individual vacant sites in existing townships.	1,500
TOTAL:	<u>15,880</u>

:- C.

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C. Applicants on Waiting List.

On the 31st December 1965, there were 5,544 names on the waiting list for married accommodation. This figure does not equate with the 8,357 shown as the existing shortfall of houses in paragraph A because the latter figure is based on the overall population averaged out at a given number of persons per house and all such persons have not applied for housing. Some families do not require separate houses at this stage and others do not yet qualify for houses in terms of the law.

During the period January to December 1965, 3,366 names were added to the waiting list and 2,104 families on the list were accommodated in new houses.

D. Land Requirements for 5-Year Period 1966 to 1971.

Population to be housed:	18,382 families
Schemes on land available:	15,880 "
	<hr/>
SHORTFALL:	2,502
	<hr/>

Housing at a gross density of
8 families per acre: 315 acres.

E. Land Requirements for the 10-Year Period 1966 to 1976.

On available information it is estimated that 29,835 houses will be needed by 1976, of which 15,880 can be provided on land available to the Council. This leaves a shortfall of 13,955. 1,750 acres of additional land will be needed to cope with this shortfall, working at a density of 8 families an acre.

When the 2,000 acres of land referred to in paragraph B have been developed there is not other land within the area earmarked for Bantu occupation which could be purchased by the Council, with the possible exception of portion of the farm Doornkop to the north of the Council's existing land holdings; however this may be required for mining purposes.

The Council will shortly be confronted with the difficult problem of where to house its increasing Bantu population.

There appear to be three possible solutions:-

(1) Extension of Soweto to the West.

This will entail expansion of the railway line and result in even greater travelling distances for the residents. In addition numerous problems related to "urban sprawl" are likely to arise.

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NON-EUROPEAN AFFAIRS DEPARTMENT.

- (2) The establishment of a new Bantu residential area other than to the South-West of the city with the concomitant problems of transport, the provision of essential services and the expropriation of land.

Difficulties in obtaining the approval of the Minister of Bantu Administration and Development to the establishment of an entirely new Bantu residential area are likely to be encountered.

- (3) The development of multi-storeyed housing on a major scale conveniently situated in relation to public transport and amenities.

The older houses could be replanned in a vast urban renewal scheme which has much to commend it, but such development would involve great financial and social problems which may not have been tackled anywhere in South Africa.

There are 5,898 houses in Orlando East with a registered population of about 27,000. It is estimated that if this area comprising about 1,080 acres were cleared and developed on a multi-storey flat basis, then more than 16,000 families could be accommodated there, as compared with less than 6,000 families at present.

The following Capital Expenditure has been incurred in Orlando East:-

	R
Land	15,046
Electricity	209,337
Stormwater Drainage and Sewerage	577,406
Water Supply	354,747
Roads and Bridges	338,818
Buildings and Fences	1,980,388
Sundries	43,440
	<hr/>
	3,519,182

As at the 30th June 1965, R1,400,530 has been redeemed or written off, leaving a balance of R2,118,652 still outstanding on Loan Account.

:- In replanning

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.....NON-EUROPEAN AFFAIRS COMMITTEE
MEETING HELD ON10. MAR. 1966.

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In replanning an existing housing scheme in an endeavour to obtain a much higher population density, use of existing services where possible is of paramount importance. In Orlando East many external services such as transport, clinics, halls, library and government buildings are available and probably could remain, but services such as roads, stormwater, water, sewerage and electricity which have been provided to most existing houses may have to be scrapped. Depending upon the town-planning concepts of urban renewal and the extent and topography of the area chosen, the City Engineer may be able to plan within the existing framework of streets and public buildings. However, an increased population would require more schools and open spaces.

The cost of such a scheme will be considerable and may result in rentals which are beyond the earning power of the tenants, so that State subsidization may be necessary. This principle of State subsidization is generally accepted all over the world and wherever vast rehousing projects for the labouring class are established, a measure of subsidization by the State is nearly always provided.

The Manager has asked the Executive of the Joint Boards for its views on the multi-storey accommodation; it has said that it will support the erection of some 2 or 3-storey flats as a trial measure. Naturally any such changed form of living will pose many social, administrative and even technical problems but it seems that these will have to be faced. If no further land is available for expansion then the only alternative seems to be multi-storey accommodation.

There are many aspects of any such scheme which would require Governmental approval and it is suggested that discussions with the appropriate Departments be initiated forthwith.

The Manager will indicate by means of a plan:-

- (i) the land owned by the Council;
- (ii) land in respect of which negotiations are in hand for the housing schemes comprising 15,880 houses described in this report;
- (iii) land which may be made available for future expansion if ministerial approval could be obtained.

It would be logical and advantageous for "border industries" to be established in close proximity to Soweto, as has been done at Umlazi and elsewhere, thus minimising the enormous transport problem, and substantially reducing the numbers of Bantu people who have to come into the City every

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day. This matter was raised by the Secretary for Commerce and Industries recently when he asked for the Council's comments on the following letter from a commercial firm in Johannesburg:-

" The railway authorities are crying out that they have not the rolling stock of staff to handle the influx of workers from the native Townships adjacent to Johannesburg, whom we understand number nearly 200,000 daily. Surely the most obvious solution would be to set up Industries on the fringe of these Townships, and encourage Industrialists to establish their factories by granting them the facilities, that are extended to the Border Industries (i.e. The Bantustans.). This not only would immediately relieve the pressure on the transport system, avoid the chaos which takes place daily, but also, these people being nearer home, need not have to rise at an unearthly hour to scramble for their transport, but would have more leisure, take a greater pride in their work, and altogether lead a more normal and regular existence.

These established areas would be of tremendous advantage to Johannesburg in numerous ways; apart from the economic factor. Primarily they would syphon off a vast number of undesirable Africans who daily travel in with this flood of workers, and we feel this would definitely relieve the over-worked and under-staffed Police Force and through a wild west serial every week, with hold-ups which have become a regular feature of Johannesburg life.

We make these suggestions in the spirit for what they are worth and hope to receive your comments on them in due course."

There are substantial areas of undeveloped land, especially north east of Orlando which could absorb many industries if the principle of "border industries" is accepted. Regional zoning plans accepted by the Department of Bantu Administration and Development would appear to rule out the possibility of developing this land for housing.

Extract from the Summary of Decisions of the
NON-EUROPEAN AFFAIRS Committee

10 MAR 1966

Meeting held on

FOR CONSIDERATION.

The Forward Planning Branch of the City Engineer's Department be asked to submit its comments on this report to the next ordinary meeting of this Committee.

(122/2/1)
(N.E.A.D. 69/66)

City of
Johannesburg



2
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Johannesburg

NON-EUROPEAN AFFAIRS DEPARTMENT
AFDELING NIE-BLANKE-SAKE

Telephone
Telefoon 23-2101/7

Kindly address all
communications to the Manager.

Adresseer asb. alle mededelings
aan die Bestuurder.

Ref. No. }N. 7/2.....
Verwys No. }

Please ask for/Sprek asseblief

Mr./Mnr.....Luyt.....

COUNCILLOR P.R.B. LEWIS,

For information.

C/r. Albert and Delters Sts.,
H/v. Albert- en Deltersstraat,
Marshallstown.

P.O. Box
Posbus 5382

JOHANNESBURG.

Councillor Keith G. Fleming,
P.O. Box 1143,
JOHANNESBURG.

W. J. P. CARR,
M A N A G E R.

Dear Councillor Fleming,

As requested in your letter of the 3rd June 1966,

.... I have pleasure in enclosing a summary of the main accomplishments of my
Department during the past twelve years.

Yours faithfully,

W. J. P. CARR.
M A N A G E R.

TDL/JF
Encl.

(2)

HIGHLIGHTS OF THE TWELVE YEARS 1954 TO 1966.

The spreading complex of Bantu townships to the south-west of Johannesburg received its name during this period - Soweto - chosen from hundreds suggested over the years, was derived from the old name, South-western Townships. It sounds like a Bantu word and is now accepted by everyone.

During the past twelve years 44,661 houses have been built, bringing the total to 62,475, housing a population of almost 400,000 compared to the 208,000 in 1954.

The Council's Housing Division to train and employ Bantu labour to tackle the seemingly impossible task of meeting the demand for houses and to clear up the slums, where Bantu families lived in squalid hovels on the very edge of bare existence, was established in 1954.

Then in 1956, through the interest of Sir Ernest Oppenheimer, the Mining Houses made available to the Council the sum of R6,000,000 to speed up the rehousing of slum dwellers in Moroka and Shantytown.

An historical occasion during September 1965 marked the beginning of the end of the Council's oldest Bantu township Pimville, which is also the only remaining slum area. The first families moved from this old dilapidated location to new homes during June 1966.

With the problem of Bantu housing largely solved, the Council concentrated on providing more amenities in Soweto.

The last half of 1962 was dominated by the release of European Liquor to Non-Europeans on the 15th August 1962. The sale of this liquor to Bantu passed off without anything untoward occurring and was one of the most important changes in Bantu life. Three Bar Lounges and thirteen Bottle Stores have been provided in Soweto by the Council.

To provide for the leisure-time activity of its Bantu residents, the Council spent considerable sums of money during the past twelve years to beautify the townships and provide recreation facilities.

A large park in Mofolo and a landscaped park including two sizeable lakes, surrounded by gardens rockeries and tree-shaded lawns in Moroka have been completed.

The new Jabavu swimming pool was opened at the beginning of 1965 and proved to be even more popular than the Orlando swimming bath.

A new amenity, the first of its kind in Soweto, is the bowling green which was completed in Dube.

A fourth sports stadium was completed at Eastern Bantu Townships while the Orlando stadium was further improved by the addition of a new grandstand at a cost of R27,000 and floodlighting, similar to that of the Wanderers, at a cost of R59,000. The following schedule shows the facilities provided since 1948.

FACILITIES	1948	1952	1956	1960	1961	1962	1963	1964	1965
Stadia	-	1	1	3	3	3	4	4	3*
Enclosed Fields	-	1	1	1	1	1	1	-	-
Sportsfields	14	29	43	71	74	75	73	80	84
Basketball Courts	10	20	27	53	54	58	61	65	65
Swimming Pools	1	1	2	2	2	2	2	2	2
Concrete Cycle Track	-	-	-	2	2	2	2	2	2
Tennis Courts	14	24	24	32	30	34	32	38	40
American Basketball	-	-	2	4	4	4	4	4	4
Club-houses	6	6	10	24	24	24	23	23	23
Recreation Hall	-	-	-	-	5	5	5	5	4
Children's Play-grounds	5	5	14	33	33	35	37	38	39
Skittle Alleys	-	-	-	-	6	6	6	6	6
Dance Arenas	-	-	-	-	3	3	3	4	4
Athletics	-	2	3	4	4	4	4	4	3*
Change Rooms	-	-	-	-	8	8	10	11	11
Golf Courses	1	1	1	1	1	1	2	2	2

* The Bantu Sports Ground was closed during the year.

The Council has started work on what will undoubtedly be one of the largest breweries in the world. Being built near Langlaagte on a 40 acre site, the brewery will have a capacity of 200,000 gallons of Bantu Beer a day.

The impressive development of Soweto has made it one of the show-windows of the country and few overseas visitors fail to pay it a visit.

The cumulative capital outlay of the Department was increased by R41,550,749 during the thirteen years 1952 to 1965, bringing the total up to R53,488,569 for the Bantu and R4,890,005 for the Coloured areas as at the 30th June, 1965.

In order to promote the interests of Johannesburg's Coloured citizens effectively, the Council established a new section known as the Coloured and Asiatic Division, which is a branch of the Non-European Affairs Department.

An earnest attempt was made to expedite the provision of housing for the Coloured Community and Riverlea Township was established. The Council has also made a start on the rebuilding of Western Township as well as a two million rand scheme to clear the slums of Newclare.

A new swimming bath at Coronationville and the first bowling green for Coloureds in the Transvaal have been completed.

The establishment of the Coloured Management Committee has been a factor which is making the Coloureds realise that their future destiny lies in their own hands. This Committee, inaugurated in September 1964, will enjoy executive powers and functions. The main intention behind the establishment of this system of local government is to afford Coloureds a positive measure of control as well as a direct say over the Coloured areas they represent.

The relatively small Indian community is divided and sub-divided by its various dialects and religions.

Indian housing at present falls under the control of the Department of Community Development which has built 1381 houses at Lenasia, while 280 houses have been privately built.

TL/WJPC/MH
23.6.66.

Kross:

Mr Steenhuisen

N. G. A. D.

10am

Mr. Ross phoned - 2/8/66
attention to
Schedule 'C'

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NON-EUROPEAN AFFAIRS DEPARTMENT

MUNICIPAL LABOUR BRANCH

M E M O R A N D U M

A. THE EMPLOYMENT BUREAU OF THE NON-EUROPEAN AFFAIRS DEPARTMENT FOR THE PERIOD NOVEMBER 1945 TO JULY 1953.

1. STAFF POSITION.

When the Employment Bureau of the Department was situated at Wemmer in November 1945, the staff consisted of one European Employment Officer and one Bantu Clerk. When the Branch then known as the Registration Branch took over the Employment Bureau on 1st July 1953, the staff of the Employment Bureau consisted of one European Employment Officer, one European Assistant Employment Officer and fourteen Bantu Clerks.

2. FOUNDATION OF PRESENT EMPLOYMENT SECTION OF THE MUNICIPAL LABOUR BRANCH.

It is fair comment to state that the Employment Bureau at Wemmer laid the foundation for the present Employment Section of the Municipal Labour Branch.

3. SUPPORT OF EMPLOYMENT BUREAU BY EMPLOYERS.

As at November 1945 and for some time thereafter, the only employers who obtained their labour from the Employment Bureau were those who were in search of domestic servants because, even at that time, domestic servants were always in short supply, and this applied to both male and female. No enquiries were received from commerce and industry at that time, and this situation continued until permission was obtained from the Manager of the Department to conduct a canvassing campaign among employers of labour in commerce and industry in Johannesburg. As a result of this campaign employers in commerce and industry gradually commenced applying to the Employment Bureau for labour and in this way the work of the present Employment Section was founded in that the Employment Bureau at Wemmer was built up fairly rapidly during the period 1948 to 1953.

4. SUPPORT OF EMPLOYMENT BUREAU BY BANTU WORKSEEKERS.

During the incipient stages the only Bantu workseekers who came to the Employment Bureau for work were those seeking employment in domestic service and in hotels, flats and boarding houses, and as this type of labour has never been very popular, the number of Bantu workseekers was comparatively small. Both male and female workseekers presented themselves at the Employment Bureau for this type of employment. However, the word very soon spread during the period 1948 to 1953 that the Employment Bureau was now being supported by employers in commerce and industry, and as a result a very marked increase in the number of workseekers calling at the Employment Bureau for work in commerce and industry was noted, and the placements affected increased steadily until the Employment Bureau was merged into the Registration Branch on 1st July 1953.

5. INFLUX CONTROL.

During the early stages of the Employment Bureau, influx control was not implemented with any degree of firmness with the result that very little difficulty was experienced in obtaining the necessary registration of service contracts for Bantu workseekers with the then Department of Native Affairs, and there was a

flow of labour into Johannesburg for all types of employment. The Employment Bureau always gave preference to those Bantu workseekers who were normally resident in Johannesburg, however, and special priority was given to those who had been referred by the Superintendents of Townships to the Employment Bureau for work especially as they were in many instances in arrears with their payments of rent and used the excuse for non-payment that they could not find work. The Superintendents were always notified of the placement of such persons in employment and in this way the rent was usually recovered.

6. DISABLED AND INFIRM BANTU WORKSEEKERS.

The Employment Bureau gave special attention at that time to the placement of disabled persons in employment and considerable success was achieved in this field in collaboration with the Transvaal Crippled Care Association and other organisations dealing with the disabled. Special records were kept at that stage to indicate the types of work undertaken by such disabled persons and the firms which were sympathetically disposed towards offering them jobs.

7. DOMESTIC SERVANTS - MALES.

During the period 1945 to 1953 it was noted that the number of male Bantu offering themselves for domestic service decreased steadily. This was firstly due to the fact that workers who had previously been employed as domestic servants in private homes showed a desire to utilize the knowledge thus gained as a foothold to employment in cafes, hotels, boarding houses and restaurants where the wages were higher. For some time prior to 1945, cafes and restaurants which had hitherto employed Indians and Coloured persons, were also turning to Bantu persons whose experience in domestic service gave them the opportunity of entering these fields with higher wage levels. Due to competition amongst employers for the services of domestic servants, wages rose considerably. For example, in 1945 it was regarded as a reasonable wage to pay a domestic servant, who did no cooking, R10 per month plus food and quarters. Those who were able to cook reasonably well were content with R15 per month plus food and quarters. By 1950 wages for the same type of work had risen to R15 and R20 respectively and by 1953 they had risen even higher.

With the development of the city and the establishment of new cafes, restaurants, hotels, boarding houses, and the erection of blocks of flats, the available work-seekers who had domestic service experience were readily absorbed in these categories so that the demand for domestic servants by private households became even more intent.

8. DOMESTIC SERVANTS - FEMALES.

In 1945 the average female domestic servant would be satisfied with R10 per month plus food and quarters but even at that time it was noticeable that Bantu females showed a distinct preference for jobs as domestic servants in types of work where they were not required to sleep on the employer's premises. This trend was accentuated during the ensuing years and the wages offered by private householders, particularly in the Northern Suburbs of Johannesburg, rose sharply so that an experienced female domestic servant would demand at least R20 per month plus food and quarters and, where possible, would prefer not to sleep on the employer's premises. As a result nurse-maids, for example, became increasingly scarce because these are usually required to sleep on the employer's premises. While male domestic servants showed a tendency to seek work in the higher income group suburbs where the wages were higher, female domestic servants showed an even higher degree of fastidiousness. In 1945 they were already demanding to know if the employers had electric household appliances and whether there was a male domestic servant to do the rougher type of work. Then, again, if the place of employment was not on a suitable transport route, they showed a disinclination to accept employment in such areas. For example, Cyrildene was a most unpopular

suburb because of the poor transport facilities available to the Bantu. Jobs which were situated near Park Station were always more popular because these afforded a ready opportunity to board a train and travel to the south-western Bantu townships of Johannesburg.

The middle and lower income group suburbs could only obtain female domestic servants if employers were prepared to offer employment to those who had practically no experience at all. It became readily current knowledge among the Bantu females that if a reference was produced showing some degree of experience, they could gravitate to the higher income group suburbs where wages were rising rapidly. By 1953 an experienced cook could demand R20 to R30 per month, plus food and quarters.

The employment of Bantu females in commerce and industry during the period 1945 to 1953 was virtually unknown and as it was not necessary to register service contracts, the Employment Bureau was unaware of those who had, in fact, been taken into employment by commerce and industry.

9. COMMERCE AND INDUSTRY.

In these categories of employment, excluding heavy manual labourers, employers gradually began to use the services of the Employment Bureau and it was noticeable that whereas a delivery boy or messenger received R5 per week in 1945/1946, by 1953 the wages had risen to at least R8 per week. As wage determinations were laid down, these had an effect on the general structure of wages so that industries which were not subject to wage determinations found themselves compelled to raise wages in order to compete with those where a minimum wage had been laid down. It was also noteworthy during this period that there was an increasing use of Bantu personnel in minor clerical capacities. Employers who had heretofore taken little cognisance of the education and qualifications of their Bantu workers began to realise they could be used as invoice clerks, etc., and these jobs were quickly snapped up because the workers showed a marked diversion to heavy manual labour and preferred what might be called the "white collar" jobs. When employers were approached by the Employment Bureau during those years and the attention of employers was drawn to the excellent work rendered by Bantu clerks on the staff of this Department, they re-orientated themselves to this idea, and as a result commerce and industry in Johannesburg commenced employing an ever-increasing number of Bantu workers in these fields.

10. LABOURERS.

Heavy manual labour was as unpopular in 1945 as it is today, and even though the wages had risen steadily in these years there was still a marked reluctance on the part of the urbanised Bantu to accept this type of employment. As a result even in those years employers such as the South African Railways and Harbours Administration, the Johannesburg City Council and the building industry had to have recourse to the introduction of Bantu labour to Johannesburg from the Bantu homelands because of the reluctance of the urbanised Bantu to accept these jobs. As was stated earlier, influx control was not so rigidly implemented with the result that such labour could be introduced with reasonable ease. However, as this type of labour became increasingly more difficult to obtain, wages rose and whereas a manual labourer in 1945 was content with R3 per week it was not very long after that date that such workers demanded R4 to R5 per week.

11. THE AWKWARD JOB.

During the period 1945 to 1953 it was not so difficult to find workers who were prepared to accept jobs with awkward working hours, shift work and jobs at some distance from transport. Such jobs included petrol pump attendants, dairy

workers, night watchmen, etc., but as the demands for labour by commerce and industry increased, so workers realised that if they were required to do jobs which were unpopular, they could demand higher wages.

B. THE MUNICIPAL LABOUR BRANCH OF THE NON-EUROPEAN AFFAIRS DEPARTMENT.
1st JULY 1953 - 30th JUNE 1966.

FUNCTIONING OF THE BUREAU.

The activities of the Labour Bureau operated by the Department have increased tremendously since 1st July, 1953.

As at the 30th of June, 1966 there were 243,176 adult male workers, 105,501 adult and juvenile female workers and 12,503 juvenile boys in registered employment in Johannesburg.

A total of 29,764 employers are registered as such with the Department.

... The attached schedule A shows the rise in wages in respect of the most common occupations in which Bantu are employed, over the years under survey. Schedule B reflects the steady increase in the total number of workers registered in employment and schedule C the increase in revenue earned by the Department in respect of fees prescribed as payable by employers as a direct result of the employment of Bantu workers.

The staff of the Labour Branch at present consists of:

European staff	103
Bantu graded staff	5
Bantu non-graded staff	57
Policemen	43
	<hr/>
TOTAL	208
	<hr/>

GENERAL.

Urbanised Bantu have the right in terms of the legislation to take up any type of employment in a prescribed area. It is, therefore, quite natural that they show a tendency to take up employment in the popular categories of labour, for instance, jobs where the wages are high, where the hours of work are regular and the conditions of service are attractive. They prefer, generally speaking, jobs in commerce and industry which can be classified as "white collar jobs", for instance, messenger work, despatch and parcel delivery and clerical work of a routine nature. No difficulty is normally experienced in placing this type of worker as there is a constant demand in an urban prescribed area for this type of worker.

Urbanised Bantu with higher education, i.e. matriculation, or a degree or diploma, naturally have a desire to take up positions commensurate with their educational standard. As vacancies of this type are not always readily available, frustration follows if their efforts to find employment in the higher income groups are not fulfilled. This type of worker may then look for employment in factories and commercial concerns, but employers in these fields often prefer workers who may have less education but have the necessary skill, experience and adaptability.

Urbanised Bantu who have little or no education show a tendency for jobs in factories where no great demand is made on the intelligence of the worker due to the repetitive nature of the job. Others again endeavour to qualify themselves as motor-car and heavy vehicle drivers because these jobs are considered to have a certain amount of status and the wages are normally high.

Urbanised workers are not keen on work where the hours are long and irregular, for instance, milk delivery, meat delivery and the cleaning of flats and offices.

The so-called "dirty work" occupations, i.e. night-soil and refuse removal, and heavy manual work such as cement mixing, coal-heaving, on-and-off loading of heavy materials, coal and maize carrying etc., are highly unpopular.

Domestic service is taboo as far as urbanised males are concerned and they will hardly ever consider such employment. Those who have commenced their working careers as domestic servants endeavour to put their experience to best advantage in order to gain entry to the catering trade as waiters and chefs, which jobs are more lucrative, the hours of work are more regular and the status of the worker is higher.

There are still more educational facilities available in urban areas than there are in rural areas or Bantu homelands with the result that urbanised Bantu are placed in a better position in respect of education than Bantu in the homelands. As a natural result, a Bantu middle-class professional group of office workers is being built up and the "job fastidiousness" of this group lies in the fact that they desire to be recognised as belonging to this group.

Urbanised female Bantu in urban areas largely prefer to take up employment in commercial and industrial enterprises. Employers in commerce and industry have, however, not yet completely orientated themselves to the idea of employing women on a scale comparable with the employment of Bantu men, although trends in this direction are noticeable. The main avenue of employment open to women is still that of domestic service, but this type of employment is only accepted by women if there is nothing else available.

In respect of domestic service, great fastidiousness exists in the acceptance of a job offered. It is almost demanded today that the employer should have sufficient household appliances so as to reduce the degree of manual work. Wage rates have risen considerably as the demand for domestic servants has increased. A resistance is shown to long and irregular hours and ~~some~~ ^{most} women domestic workers insist on leaving the job at a reasonable hour in order to travel to the Bantu residential townships for accommodation during the night. It is also insisted that adequate transport facilities should exist from the worker's home to the place of duty before a job is accepted.

Most employers of domestic servants insist, however, that their servants should reside in the quarters on their premises, provided for the purpose. In instances where the domestic servant is required to do the cooking for the household it is obviously essential that she should reside on the employer's premises as the evening meal is usually the main meal. For this reason women who qualify themselves as cooks are scarce.

Bantu in the homelands would have shown a similar fastidiousness as their urbanised counterparts in respect of available employment, were it not for the fact that the influx control regulations considerably reduce their scope of being fastidious and the avenues of employment in non-prescribed areas are restricted.


The introduction of workers from non-prescribed areas to prescribed areas is limited to the categories of labour for which urbanised workers are not available, i.e. heavy manual work, or work where the hours are long and irregular, or where the wages paid are comparatively low.

Tribal tradition plays a strong role in respect of preferences for a job. It is common knowledge that there are certain Bantu tribes who are not prepared under any circumstances to carry out certain work, for instance, work underground in mines, night-soil removal, grave digging, etc. Other tribes, on the other hand, have no objection to such jobs; the Baca tribes of the Transkei, for instance, are quite prepared to do night-soil removal work, whilst tribes from Basutoland have no objection to work underground in mines or quarries.

Family tradition is another factor which plays an important role in employment selectivity. The Zulu tribes for instance who normally show an aptitude for domestic service and flat cleaning work, are still showing a preference for this type of work mainly on account of the fact that as the father had made it his career the son feels that in terms of family tradition it is expected of him to follow a similar occupation.

In most categories of labour wages have almost doubled since 1945 and, due to the rigid enforcement of influx control, candidates for the various types of labour have shrunk considerably. The labour that is authorised to be in the prescribed area of Johannesburg has taken full cognisance of this position and has accordingly made its demands for higher wages and better working conditions.

Female workers are slowly but steadily finding their way into commerce and industry with the result that female domestic servants will also become scarce. As a consequence wages for this group are also rising so that it is probable that within the foreseeable future the lower income group suburbs of Johannesburg will find it virtually impossible to obtain the services of domestic servants because of the wages demanded.


MUNICIPAL LABOUR OFFICER:

24/8/66.

AES/JK

AVERAGE MONTHLY WAGES.

(Male Workers Only).

OCCUPATION	1945	1955	1959	1966
	R. c.	R. c.	R. c.	R. c.
1. <u>COMMERCE.</u>				
Bag Carriers	17.67	25.22	27.66	35.75
Bicycle Mechanics	26.00	30.33	33.19	41.17
Butcher Assitants	17.67	20.76	28.85	40.08
Caddies	6.50 + F + Q	8.23 + F + Q	12.86 + F + Q	17.33 + F + Q
Clerks	26.00	26.00	37.97	65.00
Cobblers	17.33	30.33	32.14	52.00
Commercial Cleaners	16.00	22.61	24.27	28.47
Delivery Men	19.50	21.02	27.30	41.17
Dispatchers	19.50	25.05	30.44	41.17
Drivers (Light Vehicles)	26.00	37.08	44.74	73.54
Drivers (Trucks)	34.67	48.97	58.58	99.67
Dairy Assistants	15.17	21.02	27.24	42.00
Garage Hands	17.33	24.00	27.55	40.08
Handymen	17.33	22.62	24.13	43.33
Labourers: Heavy	15.17	15.86	24.24	40.08
Light	16.00	25.05	29.11	36.83
Night Watchman	16.00	24.05	25.81	28.44
Office Messengers	19.50	25.44	28.85	41.17
Painters Hands	17.33	21.36	23.11	40.08
Plumbers Hands	17.33	23.55	26.58	40.08
Sand Paperers	17.33	37.27	39.54	41.17
Sport Ground Labourers	16.00 + Q	17.96 + Q	20.48 + Q	24.00 + Q
Spray Painters	21.67	26.99	28.42	47.67
Stable Workers	10.83 + F + Q	13.65 + F + Q	15.17 + F + Q	20.00 + F + Q
News Vendors	19.50	23.46	27.74	35.75
2. <u>FACTORIES.</u>				
Assemblers	21.67	23.77	26.87	54.17
Clerks	26.00	26.00	37.79	65.00
Garment Workers	21.67	30.30	32.50	45.50
Labourers: Heavy	15.18	15.86	24.24	40.08
Light	13.00	20.76	29.11	36.83
Machine Operators	21.67	23.78	27.74	41.17
Night Watchmen	13.00	24.05	24.81	28.44
Packers	21.62	25.38	28.60	43.33
3. <u>INDUSTRY.</u>				
Clerks	26.00	26.00	37.79	65.00
Labourers: Heavy	15.18	15.86	25.75	40.08
Light	13.00	20.67	29.11	36.83
Machine Operators	21.67	23.78	32.08	41.17
Night Watchmen	13.00	24.05	24.81	28.44
4. <u>PERSONAL SERVICES</u> <u>(COMMERCIAL).</u>				
Bar Cleaners	15.00 + F + Q	15.23 + F + Q	17.48 + F + Q	23.00 + F + Q
Bedroom Waiters	12.00 + F + Q	13.64 + F + Q	16.79 + F + Q	33.00 + F + Q
Chefs	20.00 + F + Q	34.00 + F +	37.51 + F	70.00 + F
Cleaners (Flats)	14.00 + Q	16.46 + Q	16.69 + Q	28.47 + Q
Cooks	16.00 + F + Q	23.00 + F + Q	24.14 + F + Q	45.00 + F + Q
Scullery Workers	12.00 + F + Q	16.00 + F + Q	17.56 + F + Q	24.00 + F + Q
Waiters	16.00 + F	20.00 + F	26.58 + F	36.00 + F

OCCUPATION	1945	1955	1959	1966
	R. c.	R. c.	R. c.	R. c.
<u>5. PERSONAL SERVICES</u> <u>(DOMESTIC)</u>				
Cook/House Worker	10.00 + F + Q	15.00 + F + Q	17.75 + F + Q	30.00 + F + Q
Garden Worker	8.00 + F + Q	12.50 + F + Q	14.62 + F + Q	20.00 + F + Q
House Worker	10.00 + F + Q	12.00 + F + Q	14.77 + F + Q	20.00 + F + Q
House/Garden Worker	10.00 + F + Q	12.80 + F + Q	14.94 + F + Q	20.00 + F + Q
<u>6. S.A.R. & H.</u>				
Labourers	19.50 + Q	21.00 + Q	23.00 + Q	26.00 + Q
<u>7. MUNICIPALITY</u>				
Labourers	13.43	19.27	21.99	35.27
<u>8. AGRICULTURE</u>				
Labourers	7.00 + F + Q	8.00 + F + Q	9.33 + F + Q	11.00 + F + Q
<u>9. BUILDING.</u>				
Labourers	15.16	26.86	28.68	41.17
<u>10. MINES AND QUARRIES.</u>				
Labourers	17.33 + Q	18.42 + Q	24.23 + Q	27.52 + Q

REMARKS:F. denotes plus Food.Q. denotes plus Quarters.

BANTU WORKERS REGISTERED IN EMPLOYMENT
IN JOHANNESBURG.

YEAR	MALE ADULTS	FEMALE (ADULTS AND JUVENILES)	JUVENILES (MALES)	TOTAL.
1958	210,406	-	8,130	218,536
1959	222,212	-	8,389	230,601
1960	198,895	-	9,031	207,926
1961	208,613	-	10,344	218,957
1962	217,683	-	8,209	225,892
1963	221,156	-	9,680	230,836
1964	222,479	-	11,230	233,649
1965	237,501	* 95,732	11,654	344,887
1966	243,176	105,501	12,503	361,180

* STATISTICS FOR PREVIOUS YEARS NOT AVAILABLE.

REVENUE EARNED.SCHEDULE "C".

Calendar Year	Labour Bureau Fees	Registration Fees	Total	Bantu Services Levy	Less Paid to Secretary for Transport	Total	Licence Fees
1957	32,179.98	435,541.12	467,721.10	1,760,966.36	449,644.12	1,311,322.24	12,488.20
1958	33,447.58	512,262.64	545,710.22	2,078,395.55	689,000.29	1,389,395.26	11,171.22
1959	28,451.02	494,321.43	522,772.45	2,048,207.81	695,472.30	1,352,735.51	9,978.63
1960	26,999.09	475,638.13	502,637.22	1,989,082.65	647,637.03	1,341,445.62	11,303.10
1961	25,183.54	462,264.80	487,448.34	1,812,384.94	499,615.94	1,312,769.00	10,368.17
1962	24,196.66	471,019.93	495,216.59	1,854,539.80	⁴⁶³ 436 ,881.58	³⁹⁰ 417 ,658.22	11,624.44
1963	28,012.02	477,020.25	503,032.27	1,970,707.71	415,523.83	1,555,183.88	11,590.35
1964	33,501.47	511,548.41	545,049.88	2,096,534.80	576,754.45	1,519,780.35	10,368.57
1965	34,368.59	526,667.47	561,036.06	2,186,814.69	605,266.86	1,581,547.83	* 38,511.55

* Substantial increase due to the application of the "One Servant Law" as from July 1965.

AES/GAK
24.8.1966.

4

BANTU WAGE TRENDS

An interesting sign of the economic development of Johannesburg has been the continuous and steady upward movement in Bantu real wages over the last half decade. From July, 1963 to June, 1965 the average weekly (converted to monthly) starting wage rose from R33.88 to R36.62 per month; that is by some 8.08%. During this same period, the retail price index rose by 3.95% so that real wages actually increased by 4.13% or by approximately 2.06% per annum.

However, despite these advances in the value of real wages paid, it is estimated that still some 40% of all Bantu families are dependent on an income below the desirable minimum, that is, R52.67 per month. This sum represents the basic minimum monthly income required by a Bantu family of five persons, for the barest necessities (rent, transport, tax, food, clothing, fuel light and cleaning materials).

AVERAGE WEEKLY (CONVERTED TO MONTHLY) CASH STARTING WAGES AND THE CONSUMER PRICE INDEX FOR THE PERIODS JULY, 1963 TO JUNE, 1964; JULY, 1964 TO DECEMBER, 1964; AND JANUARY, 1965 TO JUNE, 1965
JOHANNESBURG URBAN AREA

DATE	CONSUMER PRICE INDEX		AVERAGE WEEKLY CASH WAGES (CONVERTED TO MONTHLY)	
	ACTUAL	CONVERTED	ACTUAL	CONVERTED
July '63 - June '64	108.1	100.00	R33.88	100.00
July '64 - Dec. '64	111.3	102.98	R35.23	103.98
Jan. '65 - June '65	112.3	103.95	R36.62	108.08

5
1

TYPICAL MONTHLY HOUSE RENTS PAYABLE
IN SOWETO (COUNCIL CONTROLLED)

TYPE OF HOUSE	AVERAGE MONTHLY RENT TO THE NEAREST ROUND FIGURE	
	ECONOMIC RAND	SUB-ECONOMIC RAND
2 roomed	4.50	2.00
3 "	5.50	3.00
4 "	6.00	4.75
5 "	7.75	5.50

The typical Monthly Site rent in respect of Self Builder stands is R2.50.

February 1966

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CITY OF JOHANNESBURG.

NON-EUROPEAN AFFAIRS DEPARTMENT.

TOTAL NUMBER OF VARIOUS TYPES OF BUSINESSES IN SOWETO
AS AT 30TH JUNE 1965.

TYPES OF BUSINESSES	NUMBER
General Dealers: Provisions	384
Green Grocers	204
Fish Friers	77
Restaurants	91
Butchers	222
Dairies	51
Herbalists	30
Tailors and Dressmakers	40
Dry Cleaners	15
Dry Cleaning Depots	5
Plumbers	9
Cobblers	19
Burglarproof Manufacturers	8
Motor Mechanics	5
Cycle Shops	4
Furniture Manufacturers	4
Soft Goods	8
Garages	6
Wood and Coal	123
Hairdressers	19
Printing Works	3
Milliners	1
Hardware	21
Panel Beaters	1
Doctors' Consulting Rooms	6
Offal Dealers	30
Market Stalls	27
Barbers	6
Watch Repairers	1
Draughtsmen	1
Scrap Metal and Bottle Collectors	1
Cartage Contractor	1
Taxi Operators	1
Picture Frames, Mirrors	1
Street Vendors	3
Photo Studios	3
Commercial Colleges	1
Building Material	2
Hotels	1
Blacksmiths and Farriers	3
Fruit Vendors	21
Stables	3
Sewing and Knitting Machines	1
Post Offices	1
Cane Ware	2
Dispensaries for Sick Animals	1
Filling Stations	1
Carpenters	10
Outfitters	2
Radio and Electrical Repairs	2
Poultry	1
Scrap Yards	2
Drapers	13
Stationery	1

TYPES OF BUSINESSES	NUMBER
Nurseries	1
Leather Works	4
Fancy Goods	1
Banks	1
Bottle Stores	1
Car Parks	1
Upholsterers and Mattress Manufacturers	2
Goat Sellers	3
Jewellers	1
Funeral Undertakers	13
Funeral Insurances	2
Cinemas	1
	1,530
Total number of Businesses : Soweto	
<u>EASTERN BANTU TOWNSHIP:</u>	
General Dealers : Provisions	4
Green Grocers	1
Dairies	1
Butchers	2
Restaurants	1
Burglarproof Manufacturers	1
	10
Total	
	1,540
GRAND TOTAL	

/MJE
15.10.1965.

7

CITY COUNCIL OF JOHANNESBURG.

NON-EUROPEAN AFFAIRS DEPARTMENT.

A COMPARATIVE STUDY OF BANTU MALE STARTING CASH WAGES
FOR THE PERIODS JULY 1963 TO JUNE 1964, JULY 1964 TO
DECEMBER 1964 AND JANUARY 1965 TO JUNE 1965.

The Research Branch of the Non-European Affairs Department carries out a six-monthly investigation into starting wages paid to Bantu employed in the various employment sectors in the urban area of Johannesburg. The survey is carried out in an effort to determine whether there are any decreases or increases in the starting wages paid by the various employment sections to the Bantu employees, compared with those paid previously.

AVERAGE CASH STARTING WAGES : JOHANNESBURG URBAN AREA.

From January to June 1965, 53,252 adult Bantu men were placed in employment in the urban area of Johannesburg. Of all the jobs undertaken by adult Bantu men within this period, 11,008 (or 20.67%) were placed in monthly paid employment and 42,244 (or 79.33%) were placed in weekly paid employment.

TABLE I.

MONTHLY CASH WAGES : ADULT BANTU MEN PLACED IN EMPLOYMENT
JULY 1963 TO JUNE 1964, JULY 1964 TO DECEMBER 1964 AND
JANUARY 1965 TO JUNE 1965.

Wages per Month	3rd Period			2nd Period	1st Period
	January 1965 - June 1965			July 1964 - December 1964	July 1963 - June 1964
	Number Employed	Percentage	Cumulative %	Cumulative %	Cumulative %
2.00 - 6.00	12)	.11	.11	.08	.18
6.01 - 10.00	69)*	.63	.74	.52	1.81
10.01 - 14.00	424	3.85	4.59	4.62	9.84
14.01 - 18.00	1,342	12.19	16.78	17.09	29.12
18.01 - 22.00	1,136	10.32	27.10	28.15	43.07
22.01 - 26.00	733	6.66	33.76	36.78	43.48
26.01 - 30.00	4,761	43.25	77.01	82.84	90.48
30.01 - 34.00	1,072	9.74	86.75	89.65	95.54
34.01 - 38.00	494	4.49	91.24	92.46	95.85
38.01 - 42.00	378	3.43	94.67	95.38	97.36
42.01 - 46.00	178	1.62	96.29	96.47	97.86
46.01 - 50.00	106	.96	97.25	97.63	98.45
50.01 - 54.00	33	.30	97.55	98.05	98.66
54.01 - 58.00	39	.35	97.90	98.37	98.77
58.01 +	231	2.10	100.00	100.00	100.00
Total	11,008	100.00			

* Persons employed in subsidized and semi-charitable employment, i.e. pensioners, part-time workers and physically handicapped.

Table I shows a decrease in the number of men receiving a starting cash wage of less than R40 a month, namely 91.24% when compared with 92.46% who fell into this wage category during the period July to December 1964 and 95.85% for the period July 1963 to June 1964.

Table I further shows that the percentage of Bantu men who received a starting cash wage of less than R30 a month decreased from 90.48% in the first period, to 82.84% in the second period to 77.01% in the third period, i.e. the period under review.

In the period under review a greater proportion of Bantu men received a better monthly starting wage than in either of the previous two periods.

TABLE II.

WEEKLY CASH STARTING WAGES : ADULT BANTU MEN PLACED IN EMPLOYMENT : JOHANNESBURG URBAN AREA : JULY 1963 TO JUNE 1964, JULY 1964 TO DECEMBER 1964 AND JANUARY 1965 TO JUNE 1965.

Cash Wages per Week	3rd Period				2nd Period	1st Period
	January 1965 - June 1965				July 1964 - December 1964	July 1963 - June 1964
	Number in Employment	Percentage	Cumulative %	Equivalent Wage per Month	Cumulative %	Cumulative %
1.00- 2.00	17)	.04	.04	4.33- 8.67	.12	.07
2.01- 3.00	69)*	.16	.20	8.68-13.00	.44	.24
3.01- 4.00	161	.38	.58	13.01-17.33	.95	.27
4.01- 5.00	316	.75	1.33	17.34-21.67	2.40	.61
5.01- 6.00	1,082	2.56	3.89	21.68-26.00	5.73	11.77
6.01- 7.00	5,178	12.26	16.15	26.01-30.33	19.31	31.07
7.01- 8.00	12,093	28.63	44.78	30.34-34.67	54.93	67.72
8.01- 9.00	12,705	30.08	74.86	34.68-39.00	79.61	87.81
9.01-10.00	4,779	11.31	86.17	39.01-43.33	89.74	93.45
10.01-11.00	1,910	4.52	90.69	43.34-47.33	93.19	95.39
11.01-12.00	1,397	3.31	94.00	47.34-52.00	95.79	95.50
12.01-13.00	874	2.07	96.07	52.01-56.00	97.40	98.25
13.01-14.00	700	1.66	97.73	56.01-60.88	98.59	99.37
14.01-15.00	300	.71	98.44	60.89-65.00	99.01	99.74
15.01+	663	1.56	100.00	65.01+	100.00	100.00
Total	42,244	100.00				

* Persons employed in subsidized and semi-charitable employment, i.e. pensioners, part-time workers and physically handicapped.

Table II shows that the percentage of men in weekly paid (calculated on a monthly paid basis) employment who received less than R40 a month has also decreased progressively, since the first period investigated, that is July 1963 to June 1964. The percentage in this category decreased from 87.81% to 79.61% to 74.86% in the first, second and third periods, respectively.

Since the period July 1963 - June 1964 (first period) there has been a very marked and significant decrease in the percentage of Bantu men in receipt of a weekly starting wage of less than R30 a month. This figure has decreased from 31.07% (first period) to 19.31 (second period) to 16.15% in the third and last period reviewed.

TABLE III.

AVERAGE MONTHLY STARTING CASH WAGES : ADULT BANTU MEN
PLACED IN EMPLOYMENT BY EMPLOYMENT SECTOR: JOHANNESBURG
URBAN AREA: JULY 1963 TO JUNE 1964, JULY TO DECEMBER 1964
AND JANUARY TO JUNE 1965.

Employment Sector	First Period July 1963 - June 1964		Second Period July 1964 - December 1964		Third Period January 1965 - July 1965	
	Wages	Percentage	Wages	Percentage	Wages	Percentage
Agriculture	33.00	0.02	11.20	0.1	14.68	.03
Building	22.12	0.53	25.24	1.1	28.12	.62
Commerce	26.41	22.04	25.20	21.2	29.36	22.68
Government and Provincial Departments	20.16	8.13	27.40	9.0	30.88	9.96
Municipality	38.22	0.04	26.60	0.3	35.08	.20
S.A.R. & H.	23.48	0.18	31.28	0.2	34.80	.09
Accommodation and Catering Services	23.23	47.90	27.52	48.6	28.16	47.50
Domestic Service	16.09	19.51	17.48	14.8	17.24	15.52
Factories	34.72	1.65	30.48	4.7	34.04	3.40
Total	25.09	100.00	26.98	100.00	27.12	100.00

As Table III indicates, the average monthly starting wages vary considerably from one employment sector to another in each period under review. However, a comparison between average monthly starting wages paid by the various employment sectors is not strictly valid. In some employment sectors, for example accommodation, catering and domestic service, jobs are commonly rated in terms of cash and quarters. On the other hand, jobs in commerce and factories are usually rated in terms of cash only. The average wage, therefore, in those sectors starting wages in terms of cash, food and quarters, under-estimates the real value of wages paid.

A comparison between the average wages paid in the third period (January 1965 - July 1965) and the two previous periods reveals that in most employment sectors there has been a small but steady rise in each succeeding period.

The majority of Bantu men are employed in Accommodation and Catering (47.50%), Commerce (22.68%) and Domestic Service (15.52%). It is of interest that in the third period, January to July 1965, average wages in two of the employment sectors, that is Accommodation, Catering and Commerce, rose significantly. Average wages in Domestic Service, on the other hand, have remained almost constant. The overall average for all sectors reveals a rise from R25.09 in the first period, to R26.98 in the second period to R27.12 in the third period, January 1965 to June 1965.

TABLE IV.

AVERAGE WEEKLY STARTING CASH WAGES (CONVERTED TO AVERAGE MONTHLY CASH WAGES) : ADULT BANTU MEN PLACED IN EMPLOYMENT BY EMPLOYMENT SECTOR : JOHANNESBURG URBAN AREA : JULY 1963 TO JUNE 1964. JULY TO DECEMBER 1964 AND JANUARY TO JUNE 1965.

Employment Sector	First Period July 1963 - June 1964		Second Period July 1964 - December 1964		Third Period January 1965 - July 1965	
	Wages (Con- verted)	Percentage	Wages (Con- verted)	Percentage	Wages (Con- verted)	Percentage
Agriculture	R34.66	0.01	R38.22	0.5	R33.15	0.04
Building	R32.63	6.69	R38.22	9.2	R36.27	8.20
Commerce	R34.10	59.49	R35.58	39.7	R36.49	43.26
Govt. Departments Municipality	R33.25	0.82	R31.85	0.5	R31.94	0.83
S.A.R. & H.	R32.37	5.57	R34.01	5.6	R33.71	6.05
Accommodation and Catering Services	R34.23	0.05	R29.60	0.9	R33.28	0.04
Domestic Service	R33.42	0.29	R34.14	1.4	R36.92	1.50
Factories	-	0.36	R43.12	1.0	R44.41	1.07
Total	R32.29	26.72	R34.45	41.2	R35.54	39.01
	R33.88	100.00	R35.23	100.00	R36.62	100.00

On the whole the pattern in each individual sector is one of a slight increase in weekly wages from the first period under review to the second period and a slight decline in wages from the second period to the third. However, the majority of weekly paid employees are employed in Commerce (43.26%) and Factories (39.01%) and in these particular employment categories the pattern has been one of a steady rise in wages through each succeeding period analysed. The overall average weekly wage, calculated on a monthly basis, for all sectors has increased progressively through all three periods.

CONCLUSIONS.

From the analysis of both weekly and monthly starting wages it is obvious that there has been a gradual rise in wages paid to Bantu male employees over the periods 1963/1964, the latter half of 1964 and the first half of 1965. For easy reference the relevant average wages paid during these periods are set out in tabular form (Table V) below. With this rise in wages there has also been a rise in consumer price index.

TABLE V.

MONTHLY AND WEEKLY (CONVERTED TO A MONTHLY BASIS)
CASH STARTING WAGES : CONSUMER PRICE INDEX :
PERIODS JULY 1963 TO JUNE 1964, JULY 1964 TO
DECEMBER 1964 AND JANUARY 1965 TO DECEMBER 1965.

Date	Consumer Price Index		Monthly Cash Wages - Averages		Weekly cash wages Converted to Monthly Basis.	
	Actual	Converted	Actual	Converted	Actual	Converted
June 1964	108.1	100.00	R25.09	100.00	R33.88	100.00
December 1964	111.3	102.98	R26.98	107.53	R35.23	103.98
June 1965	112.3	103.95	R27.12	108.09	R36.62	108.08

To assess the real increase in wages, it is necessary to have a common base or index for both wages and consumer price. Table V sets out the wages and the consumer price index side by side. The index taken is 100 and the date, June 1964. The consumer price index rose from 100 in June 1964 to 102.98 in December 1964 and to 103.95 in June 1965. Using the common base and date, monthly starting wages rose from 100 in June 1964 to 107.53 in December 1964 and to 108.09 in June 1965. Obviously the rise of .56 in monthly starting cash wages has been completely swallowed by the increase in consumer price index of .97, in the six-monthly period January 1965 to June 1965. It must, however, be borne in mind that many Bantu men in monthly paid employment receive payment in kind, i.e. food and quarters, and that, particularly if they are in receipt of the former, their income has appreciated to some extent in addition to the actual increase in money wages. This fact must be stressed and it must be remembered that a comparison of monthly paid wages, even when compared with other monthly paid wages is not strictly valid.

Again, using the common index of 100 and the date of June 1964, weekly starting wages converted to a monthly basis increased from 100 in June 1964 to 103.98 in December 1964 and to 108.08 in June 1965. It is apparent, therefore, that there has been a real and significant rise in the starting wages of Bantu in weekly paid employment. The rise of only .97 in consumer price index has been more than compensated for in the rise of 4.10 in wages in the period, January 1965 to June 1965.

In the period July 1964 to December 1964, it was the monthly paid and not the weekly paid Bantu employees whose wages rose more significantly - the opposite of what has occurred in the six-monthly period, January 1965 to June 1965. It must be stressed, however, that comparisons between monthly and weekly wages are not strictly valid because of lack of information regarding fringe benefits in the form of food and quarters.

8

INFORMATION AND RESEARCH SECTION.

Ref. A.49.

30th May 1966.

INFORMATION OFFICER:

POST-WAR HISTORY OF THE NON-EUROPEAN AFFAIRS DEPARTMENT.

At the request of Councillor Lewis, the Manager would like you to write a feature article headed as above.

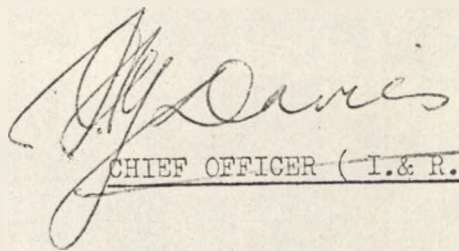
He suggests that you start with the conditions prevailing during the last year of World War II, the squatter camps, lack of housing, overcrowding, no influx control and squatter movements. Describe the riots, murders etc. during those post-war years. Please do not overlook Dr. Hugh Ashtons special performance.

Draw attention to the advent of the Housing Programme starting with the introduction of the Site and Service Scheme. Outline briefly, the legislation that lead up to the Native Building Workers' Act 1951, the Service Levy, the Oppenheimer loan and then finishing up with the final clearing up of the last slum area, Pimville.

Then get a peep into the future. You will find this material included in a report to the Committee. Outline the proposals of multi-storied dwellings and a more concentrated form of living as in the past.

In regard to the details of the squatter camps and riots, you will find the reports in Mr. Carr's office. Please highlight the outbreak at Moroko, referring to Toy Gate movements. Mr. Carr would like you to put your very best effort into this feature story.

/EJM.


CHIEF OFFICER (I. & R.)

in four important developments which paved the way for the phenomenal progress made since that time.

First was the passing of the Bantu Building Workers' Act 1951, which made it possible for the first time in the country's history, to use Bantu Labour on skilled operations in the construction of their own houses. The act encouraged the council to set up a Housing Division exclusively devoted to the construction of houses in the Bantu residential area by Bantu. To overcome the paucity of trained Bantu Builders the division launched a large scale programme for training Bantu artisans on the job. In this way the training of hundreds of workers and the building of thousands of houses proceeded hand in hand.

In 1952 the Government introduced the Native Services Levy Act in terms of which employers of Bantu Labour were taxed to provide funds for essential services and the subsidising of transport. In Johannesburg the Services Levy Act has yielded the City Council about R1,320,000 a year.

What has been done with these funds? How many period

The third development which accelerated the housing programme was the site-and-service scheme which became State policy in 1953. This scheme had the advantage that many thousands of Bantu who had been living in slums or over-crowded houses were then able to live under more hygienic conditions until the Council was able to build permanent houses for them.

In 1956 great impetus was given to the Council's efforts by a loan of R6,000,000 which seven Gold Mining Houses made to the city, through the interest of Sir Ernest Oppenheimer, to speed up the rehousing of the slum dwellers in Moroka and Shantytown.

Stages of development

how many were built & where & by whom & how long did it take

The one redeeming feature of this riot was the courage shown by the staff who remained steadfast in their devotion to duty as is borne out by the following incident on the 30th August 1947 as reported to the Fagan Commission of Enquiry into the riot at Moroka:-

"57. At about 2.30 p.m. Municipal Native Corporal Sidwell observed a large crowd approaching the first batch of shops in the north-west corner of Moroka. He knew about the threat made at the meeting on the 27th August 1947. He borrowed a bicycle and rode to the nearest telephone about 1½ miles away at the other extremity of the Emergency Camp. Before he reached the telephone he observed the crowd commencing to stone certain of the shops. He duly reported the fact to the Police at Kliptown and suggested that the Police should send a large force.

58. Returning from the telephone Corporal Sidwell encountered Dr. Hugh Ashton, the Department's Senior Welfare Officer, who had gone to Jabavu that afternoon to open a new tennis court. He told Dr. Ashton of the trouble at Moroka ^{who} ~~and Dr. Ashton~~ immediately proceeded by car to the Kliptown Police Station where he reported the facts to Detective van Tonder. In the meanwhile Corporal Sidwell had gone back to the Superintendent's office at Moroka. He observed that the mob was using greater violence on ^{other} subsequent buildings. He took off his uniform and cap, put on a blanket and joined the mob. He followed them in their attack on the next batch of shops to the south-east of the camp near the Potchefstroom road. At this stage a European, Detective van Tonder, arrived on a motor cycle and Sidwell reported to him. The European detective was actually stoned and chased. He left on his bicycle amidst a fusillade of stones. His line of retreat back to Kliptown Police Station along the Potchefstroom Road was cut off by the rioters and he was compelled to return on circuitous back roads.

59. He was met on the Potchefstroom Road by Dr. Ashton, who had just returned from the Kliptown Police Station. Dr. Ashton drove to the Municipal Office but found no sign of the rioters there so returned to the Jabavu side of the camp.

60. In the meanwhile, the riot had spread in Moroka and appreciating the gravity of the position Native corporal Sidwell proceeded for the second time to the telephone and reported the latest developments to the Police at the Kliptown Police Station.

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61. Contemporaneously with Sidwell's action, but independent thereof, Municipal Native Clerk Michael and Native Sergeant Isaac, stationed at Moroka, observed the growing violence of the riot and they also proceeded to the telephone on the outskirts of Jabavu and reported the facts to the Police at Kliptown.

62. At about the time these Natives 'phoned the Police, it is understood, a jeep containing seven policemen, arrived from the Kliptown Police Station. This vehicle entered the camp by means of the Jabavu entrance. The jeep was parked near the entrance gate and the party of European constables proceeded on foot towards the rioters who had commenced attacking the next batch of shops. The constables were immediately attacked by volleys of stones. The Police partly split into two groups and four men attempted to reach the sanctuary of the Municipal Office in Moroka. The remaining three ran back in an attempt to regain their vehicle.

63. The four men attempting to gain the Municipal Office were heavily stoned en route and three were knocked down by stones and further assaulted while prostrate. The remaining constable succeeded in reaching the Superintendent's office in Moroka where he was sheltered and protected by the Municipal Native Staff on duty there. The constable was pursued by the mob to the office but they were turned back by the action of the Municipal Native Police.

64. In the meanwhile, Native Corporal Sidwell returning from his telephone mission encountered the three policemen who had run back to their jeep in Jabavu. As the ignition keys were not available the men could not make their escape by this means and Sidwell obtained a Native taxi in Jabavu and escorted the constables back to the Police Station in Kliptown.

65. Dr. Ashton on arrival at Jabavu found the police jeep and was informed by the Natives that the European constables had entered Moroka and that they had been attacked. He then immediately proceeded to the Superintendent's office in Moroka accompanied by Native Michael and Isaac. On arrival there ~~Dr. Ashton~~ found the European constable who was being sheltered by Municipal police. As this man was the driver of the Police jeep and in possession of the ignition keys, Dr. Ashton, accompanied by the two Police boys, escorted him to the Police vehicle. The constable immediately returned to Kliptown Police Station by this means.

66. Dr. Ashton and the two Municipal police on returning to the Moroka Office heard that three constables were gravely injured and lying on the ground in a section of Moroka. Dr. Ashton proceeded in search of the European constables and on finding them loaded them into his car assisted

by the Native Clerk Michael - Sergeant Isaac having been driven away by the mob when it was observed that he was in uniform. The mob threatened violence against Dr. Ashton but were restrained by Native Clerk Michael who shouted that the European was a doctor and should not be molested. Dr. Ashton succeeded in extricating the injured men and rushed them to the Municipal clinic in Orlando Township."

These must be a para to lead on to this.

As a matter of emergency 4042 breeze block shelters were erected in Shantytown in 1944 and 11,000 sites of 20 x 20 was allocated to families in Moroka. It was estimated that approximately 50,000 families required houses at this stage.

During the period 1947 to 1951 a further 5233 houses were built. The magnitude of the task of providing not only houses but also services overwhelmed the City.

The Central Government made funds available for the housing of the under-privileged persons on a sub-economic basis and bore part of the losses on such houses. By 1950 however, the annual loss to the Government and the Council had reached almost R600,000. This crushing burden brought the building programme virtually to a standstill.

From a relatively simple and straight-forward administrative task confronting the Department in pre-war years, one of the most complex situations confronting any local authority is now the daily concern of the Department. This is also reflected in the staff establishment which was 79 Europeans and 711 Bantu at the outbreak of the war and is to-day 434 Europeans and 3,089 Bantu.

The Bantu population increased from 244,000 to 713,800. This growth and structure of the present population in both Johannesburg Municipal and Metropolitan areas are the direct reflection of past migratory trends. The population is now more settled than migratory and future rates of growth will stem primarily from natural increase.

Less than 9,000 houses had been built at the outbreak of the war. To-day a total of ^{62,475} houses had been built as well as 9 hostels providing 26,862 beds.

Another milestone was reached during 1966 with the removal of the residents from Pimville the last remaining slum in Johannesburg.

The Council, through its Non-European Affairs Department had to meet this demand not only for houses, but also for the concomitant social, recreational, medical and other community services inseparable from a full family life. To this end the Council has provided 3 Sports Stadia, 84 Sportsfields, 69 Basketball Courts, 2 Swimming Baths, 2 Cycle Racing Tracks, 40 Tennis Courts, 39 Children's Playgrounds, 2 Golf Courses and a Bowling green to cater for recreation.

The City Council has also established a Welfare Section in the Non-European Affairs Department to provide a wide range of services to assist and rehabilitate the unfortunates among the Bantu community.

The medical services operate from seven general clinics with home visiting by doctors and nurses and act as an integrated system under radio control with a base hospital at Baragwanath. The clinics are staffed by 450 personnel and conduct a 24 hour service with just under a million patient attendances and over 12,000 confinements a year. Extensive promotive and preventive health services are provided free of charge.

A look at the increase in capital expenditure since the outbreak of the war reflects the tremendous expansion which had taken place. As at the 30th June 1940, it amounted to R3,141,684 compared to R53,488,569 as at the 30th June 1965. Over R50 million in 15 years. The area of land increased from 17.2 square miles, to 26.20 square miles during the same period.

In view of the high financial demands for the provision of housing and other amenities it would have been impossible for the Council to discharge its responsibilities had it not been for the existence of a Municipal monopoly in the manufacture and sale of Bantu Beer.

*is this all you can say about
this best industry ?* 61...

A peep into the future reveals that the future growth rates of the Bantu population in Johannesburg depend primarily on natural increase. Reliable birth statistics are lacking but the available evidence does not indicate a decline in the birth rate which is as high as between 38 and 42 per 1,000 population. This trend is accompanied by a relatively low and declining death rate.

Based on present assumptions there will be 486,727 Bantu to be housed in 91,835 houses in 1976, which means that the City Council will have to build approximately 29,835 houses during the next ten years to accommodate the natural increase in the population at a density of 8 families per acre.

The Council has 2,000 acres of land available for this purpose on which 15,880 houses can be built. This means that there will be a shortfall of 13,955 houses or 1,750 acres.

It is evident from the foregoing that the Council will be confronted within the very near future with the difficult problem of where the future Bantu workers in Johannesburg are to live.

The Manager of the Non-European Affairs Department consulted the Executive of the Joint Advisory Boards regarding multi-storey accommodation and they support 2 or 3 storey flats as a trial.

Naturally such changed form of living will pose many social administrative and even technical problems but it seems that these will have to be faced. If no further land is available for expansion then the only alternative seems to be multi-storey accommodation.

What seemed to be an impossible task just after the war has now almost been accomplished, but the complexity of Bantu Administration increases almost day by day. It would be hard to find any aspect of life in Johannesburg which does not impinge in one way or another on the residence, employment and movement of Bantu workers, and the duties surrounding these aspects is the difficult responsibility of the Non-European Affairs Department.

LIST OF ENCLOSURES

Enclosed please find the following:

1. Total Capital Expenditure Soweto Railways 1958 - 1966.
2. Projected Estimate of the Number of Daily Train Commuters during 4.00 a.m. - 8.00 a.m.
3. Typical Monthly House Rents Payable in Soweto (Council Controlled)
4. Aerial photograph of the Squatter Camps.
5. List of Bantu Laws.
6. Blocks. (*in separate parcel*)

M. Henson.

MISS HENSON.

Collection Number: A1132

Collection Name: Patrick LEWIS Papers, 1949-1987

PUBLISHER:

Publisher: Historical Papers Research Archive, University of the Witwatersrand, Johannesburg, South Africa

Location: Johannesburg

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