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Substance of a report given to the Committee of
the Native Youth Board, on August 20th, 1948,
by Mr. G.W. Tabor.

General Report to the Committee. Mr. Tabor expressed his thanks to the Committee for their confidence in him on his appointment to the Board, and said he would strive to be worthy of that trust and confidence. Whilst waiting for office accommodation and the main work to begin, Mr. Tabor said he had made useful contacts with interested people. He had interviewed Capt. Kernick, Chief Pass Officer, and had discussed the question of juvenile employment with him. His department is keenly interested and will assist in every way possible. Mr. Kernick promised to send a list to Mr. Tabor of employers who employ more than 50 Natives.

Mr. Tabor had an interview with a staff member at the Juvenile Affairs Board, New Magistrates Court Buildings, where valuable information was gained. Specimen records, as used for the European registration were placed at Mr. Tabor's disposal, and these will assist the Board in framing its own system of registration. It was learnt that at the end of July over 70 vacancies existed for office juniors, but with no one to fill them, as most European youths desired vocational training. The opinion was expressed that perhaps in the near future, positions of office juniors would be filled by Africans.

Mr. Tabor had useful conversations with Theron's Labour Agency, in Lewis and Marks Buildings, they are connected with the recruitment of farm labourers, and gave interesting and useful information on the present labour situation. A visit was paid to the Mayfair Manufacturing Co., in Main Street, Mr. Tabor saw the Personnel Manager, Mrs. Lester, who is very anxious to promote the interests of the African people in making possible certain classes of employment. One African is working a complicated machine, others have undergone tests for manual dexterity and general intelligence, and have come through with flying colours.

More than 80 letters have been sent out to prominent business men in the City, from data kindly supplied by Dr. Ray Phillips, and useful and encouraging replies have been received. Mr. Tabor has made frequent visits to the Jan Hofmeyr School of Social Studies, gaining useful information from Dr. Phillips and his staff, giving valuable opportunities for assessing the present and very urgent need of the existence of the Board.

The Committee has already heard that an African Field Worker was advertised for, 20 replies were received but of those who were seen and interviewed none was considered suitable. Two applied from Durban, they were both at the University College there, and were receiving more in wages than was considered we could offer. The matter is being actively pursued, and in the meantime Mr. Tabor hopes to contact the Location Superintendents with a view to spending several afternoons each week in the Locations, meeting with young people and effecting registrations. Mr. Carr suggested that the goodwill of the Advisory Boards was almost an essential feature, and steps will be taken to meet these bodies as soon as possible.

Mr. Tabor said he had carefully read the statement of the constitution, aims and objects of the Board, and had spent time in planning to make the work of the Board immediately effective. Much has been said on this great problem and little has been done, (commensurate with the need) and the plans now proposed can be put into effect and considerable steps made toward the solving of the great problem we are called upon to meet.

Mr. Tabor continued "It might be of interest to the committee if I recount some of the important things said by responsible people on the very problem we are facing, and in direct line with the aims and objects of our Board. Most of you have some acquaintance with the Smit Report, published 8th July, 1942. That report made some valuable recommendations, one or two of which I would like to quote:

Labour Exchanges. The Smit report recommended further experiments in the establishment of Labour Exchanges, to be inaugurated in collaboration with the Dept of Labour and the Dept. of Native Affairs.

Health and Medical. The report recommended facilities for training of Native nurses and midwives to be increased. Courses of training for female Native health visitors to be instituted and subsidised by Government. Trained Native male health assistants to be increasingly employed in connection with V.D.,

Housing and Rent. Native Builders to have opportunity to build houses for Native occupation in Native Locations.

Educational and Vocational tr'g. Additional schools and Vocational Training centres for Urban Natives to be provided. Juveniles Affairs Boards to be set up for Native Youth. Preliminary steps to be taken so that construction of further schools and training centres may be proceeded with immediately funds are made available.

The Van Eck Report, or the Social and Economic Planning Councils report dated the 23rd March 1946, also made similar observations and recommendations, so we see we are in good company in desiring to meet the needs of African juveniles in the City area.

On page 59 of the report, para 244, on the subject of "diversification of economic activities", the Council recommends "that increased facilities for commercial training for Natives should be provided and the possibilities of establishing a commercial training college should be explored". The Council was referring to Native Traders, small in number at present owing to lack of experience and capital, plus the real difficulty of obtaining credit from wholesale firms. In the Transkei, for the year ending 31.3.45., there were 1055 European traders to 80 African. Of the European traders 350 were in the urban areas and the remainder in the rural. The report continues "such training should equip trainees, not only for setting up as traders but also to fit them for other commercial employment, while it would be of material advantage in the conducting of other ventures, such as farmers' and other associations. The Government should take positive steps towards encouraging trading and the establishment of co-operatives by Natives".

In para 247 of the same report, concerning industrial development, the Council places on record that the most comprehensive survey undertaken so far as possibilities of establishing Native Industries were concerned, was carried out by the Board of Trade and Industries in 1935. Many recommendations were put forward some years ago, and little action if any has been taken, and the S.E.P.C., deems it necessary to draw attention to the main terms, among which are:

- (a) Native woodworkers should be provided with credit facilities for the purpose of obtaining their requirements in seasoned wood.
- (b) Director of Native Home Industries should be appointed.
- (c) Instructors in spinning and weaving should also be appointed.

Dealing with Vocational Training, para 162 on page 39, the Council says: "industrial education has from the beginning been recognised as of great importance in African education. It has generally been a pre-requisite for State aid that industrial education should feature on the time-table. However, the colourbar and expense of training have militated against the extensive establishment of industrial schools, and the scarcity of capital makes it difficult for Natives to trade on their own.

Employment in rural areas is easier under European Tradesmen, but often skilled men are paid low wages insufficient to compensate for long

and expensive training." The Council sets forth three types of industrial curricula :

- (a) Four/five year course, specialised, aims at the production of a skilled craftsman.
- (b) Three year course, designed to produce a semi-skilled artisan, doing such work as would be needed in Native Home conditions.
- (c) Handyman's course, designed to produce a certain amount of skill in several occupations, to be used chiefly as a preparation for farming operations.

The Council feels that general training (c) is of more value in the present situation. The type and duration of such training as outlined above is to be discussed by the Commission on Technical and Vocational Education. In para 163 the Council recommends the training of girls in spinning, weaving and embroidery, also domestic science for domestic service among Europeans. Tailoring and clothing trades might offer scope for the employment of Native women on a large scale.

Most of you have read the report of the S.A. National Conference on Post War Planning of Social Welfare, and I have no time to quote at length from this valuable document, but the report of Lt. Colonel Craven who was O. C. Physical Training Battalion, on pages 206/212 of this report sets forth what we could attain in the formation of a Youth Battalion or Special Service Battn: for African youths.

On page 148 of the same report, Mr. Marsh, who was then Juvenile Court Magistrate and Commissioner of Child Welfare for Johannesburg, said there is an urgent need for Non-European Juveniles Affairs Boards and Youth Brigades for boys and girls. Concerning Juveniles Affairs Board Mr. Marsh quoted the Smit Report saying: "unless help is given quickly a large proportion of the young people must drift into delinquency and crime. It is a question of saving them now or losing them only to spend far more on police, reformatories and prisons a few miles further along the road". "There are, besides the good, many urban youths and girls who are wholly undisciplined and who live by their wits. These will not accept employment if it is found for them. A period of training and subsequent placement by a Youth Brigade or something similar, will go far to improve the future of young people. Unless we are prepared to put up indefinitely with a criminal African population, something must be commenced soon".

Much more could be said and quoted along similar lines, but I think that sufficient has been said for us all to realise that now is the time for action. Granted, there are many obstacles in the way but that is no reason for delay, and I believe that we can at once set into motion machinery together with deep human understanding that will take a big step forward toward the fulfilment and realisation of our aims and objects as set forth in our constitution.

Now you will be interested to know what is proposed. In the main the plan is to aim at a Rehabilitation of Native skill in Handicrafts. We all know that the African people attained a very high degree of skill in various forms of crafts, various factors such as industrialisation and urbanisation have contributed to the decline of skill in Native handicrafts, but that skill could be resuscitated on a commercial basis so that everything made has marketable value and will be the means of sustaining life in a happy creative manner, free from poverty and frustration.

Old Army camp sites could be secured and become training centres. Here the young African youth would be subject to a form of quasi-military training, to take the "lounge" and "loaf" away, and give quick and intelligent response to instruction. A three months

intensive course could be given in various crafts and vocations. The course would be instructional, physical, educational and cultural, early mornings being devoted to physical training, late mornings and afternoons devoted to specific instruction in various trades or vocations or handicrafts, and the evenings planned on an adult educational basis. After training boys and girls could be drafted to specific employment. (It being understood that if courses in carpentry, building, medical work for boys and nursing and midwifery for girls were undertaken, these courses would need to run their specified term in order to qualify and graduate according to the required standard.) The establishment of Home industries could be effected, where young men and women could be assisted financially in order to purchase initial equipment required for the setting up in business of their own. Centres like the Donaldson Community Centre at Orlando could act as receiving depots for completed articles ready for sale; supplies of raw materials, sets of new patterns, etc. could also be supplied at these depots. The Bantu Welfare Trading Trust could supply the sales organisation and act as guide as to commercial values and disposal of goods, and also make loans to those who wish to set up in business requiring a minimum of capital. Everything done must be of the highest standard of excellence, and possess commercial value in a competitive market. The two words: "creative" and "Remunerative" must be 'key' words in this plan.

List of occupations, crafts and vocations.

Hotel messengers, waiters, to head waiters, luggage and reception clerks.

All forms of office work, general business training, commerce.

Leather work of all kinds, toy manufacture, soft toys, woodwork.

Book binding, cane work, fretwork.

Furniture making, upholstery.

Basket making and raffia work.

Felt work and gloving.

Whitewood ware for decorative work with paints, enamels and carvings.

Knitting, needlework and embroidery.

Plastics and papier mache work. Lettering and poster work, art.

Passé partout, mounting, framing pictures and photographs.

School equipment of every kind, a complete equipment for African schools.

Handyman's courses in carpentry for warehousemen.

Professional courses in carpentry, building, medical training as health assistants for men, and nursing and midwifery for girls could be instituted whenever and wherever sufficient accommodation and trained staff are available.

Further courses could be inaugurated according to the developing needs of commerce and industry.

Organisation. We are indebted to the City Council for the use of the office in Polly Street at a nominal rental, together with the furnishings.

Specimen registration forms were submitted for inspection by the Committee. These dealt with the registration of Native Juveniles, also the registration of employers: introductory cards to employers and registration cards of some description for the young people themselves. Letters and registration forms will be addressed to the principals of all African schools in the City area, in order to link up with all those who will leave school at the end of the present academic year.

Personal visits will be made to investigate labour conditions, both urban and rural, also discussions with employers on prospects for employment and the opening up of new avenues of employment for the African.

There is a need for parents meetings in the Locations, after contact with the Advisory Boards, also further publicity through the Bantu and European press.

It is proposed to put in hand at once demonstrations showing the value of some of the handicrafts outlined above, showing how maximum results may be obtained from minimum expenditure and equipment. These experiments can take place at the Orlando Vocational Training Centre and the Donaldson Community Centre at Orlando. When work has been done and seen, then people in authority in both Local and Central Governments could be invited for inspection purposes, in order to put the scheme on more than a local basis, and secure the necessary financial assistance and official co-operation to make the scheme immediately effective and operative on a large scale.

That, in the main, is the proposal, and the comments and criticism of the committee are invited.

NATIVE YOUTH BOARD.

EMPLOYMENT OFFICERS' REPORT.

Discussions in the meetings of The Native Youth Board and practical experience in the field have been valuable as far as the compilation of our register is concerned. Home visits have also assisted in getting to know better the youths we serve. Whether we shall ever be in a position to vouch for the characters of the youth who has been long out of school has still to be proved since we are still on the experimentary level of this Native Youth Board project.

After the Post Office Department, which takes finger prints after engaging anybody, had discovered that some the youths referred to them have once been found guilty of many of the charges a Native has to face in this country, they have not referred to us for labour. Because these youths, who had either paid admission of guilt fines, or thought because it was a pass offence it was not serious, had denied that they had ever been to goal when questioned by this office, they have avoided all contact with us. We have been gradually tracing them and when learning that it had only been pass offences that have lost them the Post Office job, we have placed them elsewhere where most of them are proving conclusively that they are not criminals.

There are youths who have registered with the Native Youth Board and stayed away hoping to be called when vacancies have been found for them. There are youths who have been given more than one opportunity of employment and those who do not respond to notes left at their homes requesting them to report to our office. This has given our workers strenuous periods whenever there are calls from employers for we have never been quite sure whether we can meet the commitments we promise to undertake. A system of keeping our records in such a way that we have columns of "possibles" and "probables" and after thorough investigations have even "impossibles" is under consideration, for it seems pressing that we do so if this Organisation is to keep the confidence shown by the Johannesburg employers who have dealt with us.

As reported last time we have also discovered that some youths have given us wrong addresses. Since then we have found that it was those youths who had doubts about the purpose of The Native Youth Board, for none of those we have seen of late, kept in the waiting list before entering in the register, have been discovered to have given the wrong information. These are the youths in our register:

Registered Youths.	249.
Awaiting registration.	26.
Youths with wrong addresses.	5.

EMPLOYMENT.

Out of a total of 126 youths in employment, 5 of them have recently been retrenched. Amongst the 126 we have had a number of retrenchments, but because the youths have now learnt the importance of working a great number of them do all they can to get work out being urged by us, and only come to us where they think our assistance is needed.

The last two months, for many reasons, have had good results in the employment. One of those being members of this Committee who have always tried to place our youths or recommend them to employers they come across.

"The Star" has done us a commendable service in mentioning our Organisation in a series of articles which not only gave the functions of the Board but the telephone number and address. At the time of writing two representatives of a manufacturing company /which.....

Which commences production at the beginning of September came to our offices for twelve youths. They stated that they got the information from the "Star".

More youths have taken advantage of the special passes issued by the Location Superintendents. There have been more visits paid to the City Office. This has given us the opportunity to tell these youths about the advantages of applying to the Pass Office for Permits to seek work and reporting there every six days to have them renewed.

There are still difficulties in our way which we believe are responsible for not having a higher number in employment. We are hoping that the direct line from the automatic exchange to the Donaldson Orlando Community Centre will soon be installed. The trunk-call line serves no purpose where it is a matter of urgency, and as trains only run hourly after the pick periods, we are finding much difficulty when we want youths from Orlando. The necessity for more home visits to all the Johannesburg Municipal Townships, and to our youths in employment is receiving attention.

LEISURE TIME ACTIVITIES:

Mr. Mbata reports that the Donaldson Orlando Community Centre is making headway towards obtaining more material for leisure time activities. At the same time he has not had all youths living in Orlando, registered with the Board, reporting as regularly as instructed. He, and his assistant, have taken turns in visiting these youths at their homes. This is proving successful in that we are now getting information about youths who have obtained employment and have not notified us, and youths who are considered by their parents as out of control.

In order to combat many weaknesses found in our youths, and to be able attend to them individually, it is proposed to open up files where records useful to ~~referring~~ Employment Officers referring y youths to employers. ~~COULD BE KEPT.~~

THE MUNICIPAL LABOUR BUREAU.

We would like to record that The Employment Officer of the Municipal Labour Bureau approaches us whenever he gets requests from Employers needing youths.

INTERVIEWS WITH EMPLOYERS.

Both the Employment Officer and his assistant in the City Office take turns in interviewing employers about youths needing employment. This is receiving good response, as gradually we are introducing The "ative Youth Board.

LECTURES TO SCHOOL CHILDREN:

The lecture conducted at the Bantu High School, Western Native Township proved a great success both ~~KK~~ in the opinion of the Principal of the school and the lecturer. The scholars asked many interesting questions, and the Principal hoped that the lecturer would find time to come and lecture to the same group of 300 children when they would be more ready with questions.

It has been arranged that the Orlando High School be visited on Friday the 2nd September.

CONCLUSION:

We are thankful to the Bantu Sports Club for allowing us to have our Minutes and reports renewed there. But we feel it would be advantageous when The Native Youth Board purchased their own machine to enable us to place our reports in front of members in time for study.

HOWARD MHLONAKULU,
A. W. MB'ATA,
EMPLOYMENT OFFICERS.

NATIVE YOUTH BOARD.

EMPLOYMENT OFFICER'S REPORT.

INTRODUCTION.

The grand support given by the Jan H. Hofmeyr School of Social Work by letting us have the services of two students is playing a very important part in the development of the Native Youth Board. The work of the Board has reached the stage where more time has to be devoted on investigation, contacting youths in their homes, calling youths up for employment, office interviews and keeping of records, occasional visits to youths in their working places, and studying conditions under which they are employed. Some time will have to be put on investigations into complaints about employment. If the development is going to advance on the present rate, we feel that soon we shall have to ask the Board for more permanent staff.

REGISTRATION:

Up to April our register showed 139 youths from the Municipal area of Johannesburg, Alexandra Township and Kliptown. We have had to cancel our Kliptown and Alexandra Township registrations because of Municipal influx control Regulations. Up to date our register shows the following figures:

Total number of youths registered	146.	
Applicants for registration	<u>50.</u>	
Total		196.
Alexandra Township and Kliptown youths removed.	16.	
Youths gone back to school.	<u>3.</u>	
Total		19.
TEMPORARY REGISTRATION: vacation work.		<u>1.</u>
		<u>216.</u>

EMPLOYMENT:

Number of registered youths employed.	61.
" " of unregistered youths employed.	<u>7.</u>
(Unregistered are those of Alexandra & Kliptown)	<u>68.</u>

Many Natives are walking up and down the streets looking for employment because they have been retrenched from their previous employment.

Our success so far has been due to those employers who had been interviewed about the Board, and through the efforts of those youths who are keen and sincere about getting jobs. We have given to such youths letters of introduction and they have gone out to get the jobs themselves. Some do come back to us and report soon after getting a job, but many report back to us when they have lost their employment.

Whereas we are faced with the difficulty of finding the right youth for vacancies offered to us, we are also faced with the problem of the youths who are now refusing to come into town for fear of the Section 29. Police squad. The operation of this section affects our progress in two ways; firstly, those youths who have the Permit to seek work get so desperate as to take any jobs offered for the sole purpose of getting their passes in order, and then leaving the job and, secondly, youths registered with us avoiding our workers, that is, running away from/because they have changed their minds about seeking employment. This does not seem to be rehabilitation at all.

The discussions held at His Majesty's Buildings with the Police the N.A.D., the N.E.A.D. and the Native Youth Board have been helpful to us because we now know whom we can call into town. It also means that we have to induce whomever is in our register to go and apply for a permit to seek work. Though we would prefer to ask some of these boys to stay at home until we have work for them, especially the very young, the process of applying for the Permit takes up so much time that we would lose more employment than at present. Nor can we, with certainty, disperse the rumours about illtreatment of Natives when they have gone to renew their permits. We shall report progress when the suggested scheme is in operation.

TYPES.....

TYPES OF EMPLOYMENT.

Up to now we have placed some of our youths in the following employment, Clerical, telephone operator, Dry Cleaning, Assisting in dispensary work, Occupational therapy, Book keeping, office boys, Messenger Boys, and receptionists. Some of the youths have taken up gardening, and house work.

We assisted a youth who had qualified as a teacher in the Cape Province to get a teaching post in the Transvaal. He is commencing duties in August.

INVESTIGATION.

Investigation into the circumstances of our youths who apply for registration still takes up much of our time. As explained in the last meeting all employers who come forward with vacancies want to be assured of the honesty of the youths.

Now that we are getting Government Departments interested we have to make sure that the youths referred there have not had a previous record. This is very difficult as we have to depend on the truthfulness of the youth when we ask questions about his past.

INVESTIGATION INTO EMPLOYMENT.

It has been brought to our notice that some employers do not register our youths after engaging them. Two youths have come to report that they were retrenched when they insisted that their papers (Passes) be put in order. One youth has written to say that he was arrested whilst going to work.

This calls for regular visits to our youths until we are sure that everything has been done for them. That also calls for tact as employers are liable to think that we are interfering.

The S.A.R.¹/₂ catering Department has been approached and they stated that they only employ Coloured youths.

The G.P.O. has taken ten of our boys up to date. The Employment Officer there wanted fifteen boys to carry bags for the delivering Post Men. It took us a week to get the ten boys, and we requested him to employ the rest. His offer not to recruit still stands and we are preparing ourselves for his next requirements. This failure to get the fifteen boys for the Post Office proves two factors; (1) that not all our boys are ready to take any employment offered whatever the rate of pay, (they pay £7. 14. per month) and that conditions that are not satisfactory to our youths get spread very fast in the Locations. Most of the boys stated that the Post men beat the bag carriers. This was investigated and the Employment Officer stated that whenever a case like that has been brought to their notice it is severely dealt with after full investigation.

THE DONALDSON ORLANDO COMMUNITY CENTRE AND WESTERN NATIVE TOWNSHIP Y.M.C.A. CENTRE.

The Employment Officers are indebted to these two centres for the manner they have assisted when urgent calls came through for youths.

The Orlando Centre is gradually proving popular to the youths though most of them are not registered with the Board. They have been approached and our workers, convinced that these folks are not working, have not succeeded in inducing them to register.

The Western Native Township Centre has always got a lot of boys seeking employment, but when they are called for vacancies we still find them choosing which to take. All the same we have had some good response, and later we hope even the dissentients will come forward and offer themselves for any employment.

CONCLUSION:

Labour conditions and prospects at the present moment are not very encouraging. There are more calls coming forward for domestic work, and even though there is much talk of retrenchment, there are still many big employers who have not approached. The Press is gradually bringing our organisation into the limelight and we feel that there is much to be done to have this Board become an efficient organisation. We are convinced that many of the obstacles shall be overcome, and our best youths shall be placed in employment. Home circumstances are gradually forcing the non-worker out of his parent's shelter, and there is every prospect that this Board shall be the salvation of the Urban Native youth.

HOWARD MEHLOM KULU & WILLIAM MB'ATA...EMPLOYMENT OFFICERS.

NATIVE YOUTH BOARD

(Sponsored by Social Services Association of South Africa, Johannesburg Branch)

Chairman: Dr. Ray E. Phillips
Treasurer: Mr. W. J. P. Carr
Secretary and Employment
Officer: Mr. Howard Mehlomakulu
Field-Officer: Mr. William Mbhata

3 POLLY STREET
JOHANNESBURG

13th February, 1950 .

Telephone 22-2676

Mr. H. W. Marshall,
P. O. Box 7794,
JOHANNESBURG.

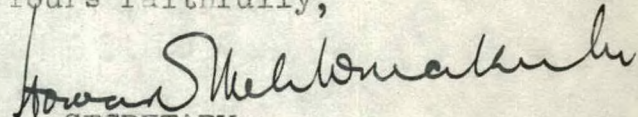
Dear Sir,

Mr. Mbhata and I have decided to let you have the following, which we hope you may be able to bring to the notice of employers in our draft letter.

1. That most of the youths in our register have just left school and have, therefore, no previous experience.
2. That under the circumstances the Native Youth Board tries to give send for interviews with employers those youths who seem to be best suitable for vacancies offered.
3. That the Youth Board would be pleased to learn of the conduct of youths placed in employment, and should an employer not be satisfied, the Board would still endeavour to get them some one else.
4. Lastly, it may help if something could be said, or written, to the fact that our services are free both to the employers and to the youths, because we feel that many employers are liable to mistake us for the many agencies which charge monies to persons seeking employment.

Sir, whether you will be able to embody all this I dont know, but should you have something more important please cut out whatever you think we may do without in the above suggestions.

Yours faithfully,


SECRETARY.

NATIVE YOUTH BOARD.

EMPLOYMENT OFFICER'S REPORT. FEBRUARY, 1950.

We have continued with the visiting of youths at their homes, investigating their conditions of living, interviewing their parents, and checking whether they are employed or not, and what they are doing on their own to find employment.

We are also discovering that the parent-child relationship in most cases is at the bottom of our failures in placing these youths in employment. These visits have shown in many cases that parents just do not know what their sons are doing, and that is why our messages requesting the youths to report for employment never reach them.

This adds more to our duties but it is something that has got to be done especially in view of the fact that we have promises from some factories which may be opening soon.

REGISTRATION:

More youths have come forward for registration within this month. There were 96 ultimately registered and we are investigating another 26 youths. 12 of these youths are young girls.

The Moroka Peoples Helath Centre has kindly consented to register youths there for us. The Field Officer reports that Mr. Peter Bormann has registered 30 youths during February.

The total number of registered youths with the Native Youth Board is 533.

ENQUIRIES FROM YOUTHS:

We have had constant visits in both the Orlando and Polly Street Offices. This is encouraging as we are sure that when any calls come about we shall be in a position to place them immediately. But we have not got over their requests for jobs for which they have had practically no training, and even though we would like very much to see them placed in such jobs, but we have to consider the employer's requirements.

EMPLOYMENT:

We have altogether 265 youths placed in employment. This month we found another 8 youths who are employed but have not reported to the Office, and except for these we have placed 11 youths.

We are finding great difficulty in placing youths in employment just now. In fact we have not been able to replace 50 of our youths retrenched this month.

We are doing our interviews with prospective employers and have received promises. One is with a tobacco factory in the Industria area.

ADVERTISEMENTS IN THE PRESS:

We have followed up advertisements in the "Star", but of late the Star has been full of domestic vacancies. We have recommended some of these to our girl youths after learning from the employer that the child will go home every night.

We would suggest that the time has come now for us to put in an advertisement once or twice a week in the "smalls" of the Star.

THE DONALSON ORLANDO COMMUNITY CENTRE:

The Arts and Crafts at this Centre has been started though with a small group. Other activities have gained popularity and our Field Officer has used as much of these group meetings for talks with the youths about employment.

Y.M.C.A. AT WESTERN NATIVE TOWNSHIP:

We are still receiving all the assistance from this Centre, though we have had no cause to call from them for the whole of this month.

CONCLUSION:

Whether we need assume that the employment situation in Johannesburg is getting worse, we cannot say, but we have discussed the situation with other employment agencies and they are all agreed that the months of January/February have been the worse in their experience. We are receiving promises as aforesaid, but these hardly ever materialise and it is difficult to remind some of the persons we interview, and we leave it hoping that they will eventually remember the Native Youth Board when they do have vacancies. Some of those who have received youths from us for employment do still approach us when they need employees.

A. W. MBHATA
FIELD OFFICER:

HOWARD MEHLOMAKULU
EMPLOYMENT OFFICER:

NATIVE YOUTH BOARD.

EMPLOYMENT OFFICERS' REPORT. *=== 8th March to 12th April.

INTRODUCTION.

Since the 21st of March the Offices at Polly Street have been available to us for our sole use. Because of the electric switch in our Office we have had to give some of our keys to Mr. Makhema, of the Municipal Department, for entrance when we are not about.

Full use of the Orlando Offices has been made by our workers for all interviews and they are thankful for the privacy provided which makes the youths who come forward at ease.

REGISTRATIONS.

The note struck by the Committee on the advisability of recommending for employment only those youths we are convinced are honest and above board necessitated a complete overhaul of our register. We decided to compile our register in the following manner:=-

1. Youths who left school during 1948, and could produce good testimonials from their school teachers.
2. Youths who left school before 1948, but can produce evidence of their occupations in the intervening period.
3. All other youths who have been interviewed by our workers and considered satisfactory for purposes of registration.
4. A separate register for youths about whom information is not conclusive, and our workers are still investigating.

Up to date the following are on our registers:=-

- (1.) 69 registered under sections 1, 2, and 3.
- (2.) 70 applicants under section 4.

Included in the figures given above, the following are employed:

34 employed = 11 last month.
1 discharged = 11 " "

One of these boys was referred to us by a Dutch Reformed minister, because he was keen to get him out to a good farmer as the boy was ex Diepkloof. He is now at Rustenburg under the care of a Probation Officer.

ENQUIRIES FROM EMPLOYERS.

Most of our enquiries from European employers were about garden/house boys and other domestic servants. Up to now we have not been able to convince the Urban youth that this type of employment is worthwhile. It has meant hours of talking especially to the younger groups for whom we have found no alternative employment.

Some of the Committee members have come forward with what is considered the "right type of job", and we owe them thanks.

ENQUIRIES FROM YOUTHS.

Quite a number of letters have come in from youths in Johannesburg and outside. Most of the letters were about (a) wanting to change employment (b) stating their educational qualifications and thus the only jobs they could undertake and (c) seeking to leave the country areas and coming into Johannesburg.

Because the main source has been through the "Bantu World" we approached them and asked that they should mention that we cater only for the Johannesburg youth presently, but we replied to all letters which we received.

/ENQUIRIES.....

ENQUIRIES FROM INSTITUTIONS.

The Principal of the Vocational School approached us about the need for 20 standard IV. boys for training in horticulture and 12 standard VI. boys to be trained in building. We met quite a number of the boys in our registers, and up to now we are trying to convince them that it is good for themselves and their future. Some, ofcourse, have brought forward the reason that they left school because they had to work to support their families, and that the Vocational School^A not paying any salary, they could not offer themselves. Now that the office routine has been changed to suit our field work we expect better results.

ADVERTISEMENTS IN THE PRESS.

Whilst most of these require experienced persons in some cases we have been able to get the prospective employer to give our youths an opportunity. But we must record that we have always found these vacancies filled because so many people are watching for vacancies ~~and~~ who apply immediately. We have had to depend on our papers at home most of the time.

OTHER SOURCES OF EMPLOYMENT.

Because of the amount of personal interviews that had to be carried out with the youths we only started this week to interview some of the employers in our list. We propose to give a full report about this in our next Committee meeting. We are keen, though, to mention a few instances to demonstrate the advisability for patience whilst dealing with these boys, if this organisation is to be successful with its aims.

1. The West Rand Consolidated Mines Ltd offered 5 vacancies for matriculated youths to be trained in a line of employment which has primarily been for Europeans. Whilst training these youths were to be given £6. rising up to £10. within three months, board and lodge included. After interviewing all our matric youths only three have intimated willingness to accept. One man who is keen has difficulties with raising enough funds to continue his private studies.

2. Thornton's Ltd. offered a vacancy for a ferrier learner who would be paid from £3.15. to £5. 15. when fully qualified. For a week we could not persuade the youths available and the job was filled.

3. After interviewing the Manager of Caluza Printing works he offered to train one of our youths. One was interviewed and all the advantages of such training explained to him. After two interviews with the Manager, he was disqualified, and Mr. Caluza said he was convinced that these boys are looking for "white colour jobs."

EMPLOYERS REQUIREMENTS.

Though we have nothing to suggest at the present moment we would mention that employers are very interested to know if:

1. The applicant can be vouched for as honest.
2. The applicant can be trusted with goods in canvassers and hawkers jobs. Many have asked for deposits, and
3. The applicants are clean and smart in appearance.

Here is scope for training and lecturing, and we are doing our best to request the youths to appear accordingly.

OFFICE ROUTINE.

The arrangement contemplated by the authorities of the Jan H. Hofmeyr School of Social Work, of giving us two students for the next three months will greatly free us for more active field work, and we are thankful to the School.

/There.....

There will be factors for consideration, such as escorting boys from the Townships into town until arrangements for their safety from the police is ensured.

Our Orlando workers also hope to expand their activities as it has been found necessary to do all possible to have a certain number of youths kept there for instant call-ups. As the Centre provides more variety in entertainment and indoor activities, they hope this will improve matters a great deal.

As the Committee will have to consider approaching the Press about advertisements for workers, it is necessary to consider that many employers will not afford to wait whilst we are either trying to contact Orlando, or waiting for transport to take these applicants to them. We are doing all in our power to get ready to meet this when the time comes, as we have had quite a few instances where we have lost prospective employment due to delays which could not be overcome.

CONCLUSION.

ough The Committee has discussed in full measures such as vocational training we would like to put forward another suggestion. It has become evident that the Native Youth is not prepared for the outside world when he leaves school, may he be J.C. or matric. They are all keen to come in to office work, whilst the mere elementaries such as filing and sorting are not known to them.

We would suggest that this Committee gather information to present to the present Commission inquiring into Native Education, and put up concrete suggestions before them about training the Native Youth for conditions such as they are in the labour market.

Lastly, if there is a way or course, it is necessary that DIGNITY OF LABOUR be inculcated ~~to~~ the Native Youth whilst he is still in school.

HOWARD MEHLOMOKULU .
WILLIAM MB'UTHI.
EMPLOYMENT OFFICERS.

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