

termini:-

(a) The Transport Board Regulations relating to overcrowding and seating and standing room at termini must be strictly observed. If necessary, steps should be taken to secure the revision of the Regulations so as to ensure that people waiting at stops along the route are not kept waiting an unreasonable time for a bus with some room.

(b) An adequate number of buses should be put into service at all peak hours, and on week-ends and holidays. Furthermore, every third bus should leave the terminus empty, so as to cater for people waiting along the route. *We suggest that more buses be put on to the route*

(d) TIME OF DEPARTURE OF LAST BUS.

The last bus should leave according to time-table not before. It should leave:-

a) From City to Alexandra not earlier than 11.30 p.m. (weekdays) and 12 midnight (Saturdays).

b) From Alexandra to City not earlier than 10.30 p.m. (weekdays) and 11 p.m. (Saturdays).

c) From Rosebank to Alexandra not earlier than 9.30 p.m. (weekdays including Saturdays).

d) From Alexandra to Rosebank not earlier than 9 p.m. (weekdays including Saturdays).

(e) REGULARITY OF SERVICE.

The buses should be kept to a reasonable and regular time schedule, and their condition of repair improved so as to make this possible.

(f) DANGER OF ACCIDENTS.

a) The risk of accidents should be reduced by improving the average condition and state of repair of buses removing mechanical defects, and maintaining the buses at all times in good repair and roadworthy condition. Furthermore the causes of accidents enumerated in paragraph (5) of this memorandum should be eliminated.

b) The mixed committee referred to in paragraph (b) above should enquire into the Traffic System and regulations in so far as they bear on Bus Transport to Alexandra with a

view to recommending ways and means on improving the existing arrangements, preventing speeding, and reducing the present high rate of accidents to buses and cyclists. The Allegations that ^{some} drivers are sometimes under the influence of liquor, and that they are underpaid and work an excessive number of hours have a direct bearing on the question of accidents and should therefore be included in the scope of the committee's inquiry.

c) Taxis should be stationed in Alexandra Township for the convenience of the residents.

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T. 27. POST OFFICE TELEGRAPHS.—POSKANTOORTELEGRAAFDIENS.

§ G.P.-S.14222—1940—160,000—200. S.

ABX.430712

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+ ANXIOUS TO LEAVE BLOEMFONTEIN TONIGHT CAN YOU MEET ME 7

TOMORROW MORNING REPLY TODAY CARE MAPIKELA + GODLO + 1/104 7 FM GODLO +

Doubtful words may be repeated. No Repetition Fee will be collected if an error is disclosed. This form should accompany any inquiry.
 Twyfelagtige woorde kan herhaal word. As 'n fout aan die lig gebring word, sal geen koste vir die herhaling gevorder word nie. Hierdie vorm moet alle navrese vergeesal.

TELEPHONE
YOUR TELEGRAMS
TO THE
NEAREST
POST OFFICE

TELEFONEER
U TELEGRAMME
NA DIE
NAASTE
POSKANTOOR



ABX. 430713a

JOINT COUNCIL OF NON-EUROPEAN TRADE UNIONS
PRETORIA.

ALL COMMUNICATIONS TO BE
ADDRESSED TO:

THE SECRETARY.

P.O. Box 1348,

PRETORIA.

Telephone: 2-8236.

A.N.C.
To

99. BOOM STREET.

PRETORIA.

13th. July, 1943.

Dr. Xuma,
104, End Street,
Doornfontein,
JOHANNESBURG.

Dear Sir,

My Council has received a letter from Mr. Ramo-
hane, provincial secretary of the African National Con-
gress, asking us to convene a meeting for him on July
25th.

While we support Congress in full we do not wish to
become involved in any factional disputes and we have decided
not to convene this meeting unless it has your sanction.

We shall therefore appreciate it if you can inform
us whether this meeting is bona fide, in which case we will
certainly convene it.

Yours sincerely,

M. M. Mallet
SECRETARY.

EVIDENCE GIVEN BEFORE THE NATIVE MINE COMMISSION ON TUESDAY, JULY 13th, 1943; AT THE NEW MAGISTRATES' COURTS, JOHANNESBURG, ON BEHALF OF THE AFRICAN NATIONAL CONGRESS, BY DR. A. B. XUMA PRESIDENT-GENERAL.

Mr. Chairman and Members of the Commission:

In order to establish our identity we wish to give the following brief account of our organisation.

The African National Congress had its inception in 1912. In the "Constitution and Government of the Association" it is declared, inter alia, that the Association shall consist of and be constituted as follows:

- (a) The Provincial Congresses;
- (b) District and local branches;
- (c) Agricultural and educational societies;
- (d) Industrial and Economical Unions; and
- (e) Any other bodies formed for such specific purposes as are closely allied with the objects of the Association may with approval of the Executive Committee attach themselves to the Association and be represented in the Annual meetings or join the Association under and subject to the provisions of these presents, etc.

"Throughout this Constitution, if not inconsistent with the context:- "Association" shall mean the incorporated body known as the "South African Native National Congress."

"National Congress shall mean the annual meeting of and including the South African Native National Congress as an Association....."

"President" shall mean the President of the National Congress and no other with full discretionary and executive powers as such, under this Constitution "There shall be a President of the National Congress who shall be the responsible spokesman of the National Congress in all matters of policy under the above objects." "He shall exercise all discretionary powers for and on behalf of the National Congress.

Objects.

- (1) To form a National Vigilant Association and deliberative Assembly of Council with out legislative pretentions;
- (2) To unite, absorb, consolidate and preserve under its aegis existing political and educational Associations, Vigilance Committees and other public and private bodies whose aim are the promotion and safe guarding of the interest of the aboriginal races;
- (3) To be medium of expression of representative opinion and to formulate a standard policy on Native Affairs for the benefit and guidance of the Union Government and Parliament.

Thus it can be seen that the African National Congress is the African people of South Africa and their organisation and its policy is to protect and raise the status of the African people in all spheres. It endeavours by all constitutional means to remove their disabilities.

Our Attitude about the Commission.

We welcome the appointment of the Commission as it gives us an opportunity to express our hopes and despairs about the wages, the life, and working conditions of our mine workers. Our experience with the fate of recommendations of many commissions, however, have led us to look upon many commissions as a device to quiet public clamour for certain reforms by making the people believe that some good may come from the study of the evidence brought forward to throw light on the problem. We, also, know that generally speaking effect is more likely to be given to the recommendations of the commission if the people whose position is being inquired into have a well established status economically as well as politically.

Although we welcome this Commission appointed to inquire into wages of African Mine workers, we cannot hide our disappointment in the fact that (a) no direct African representation through the leaders of

We hope the report and its effect given to all will be a happy surprise. We hope that the effect given to all will be a happy surprise. We hope that the effect given to all will be a happy surprise.

their organisations as well as through their representatives under the Representation of Natives Act, 1936.

(b) Representatives of European workers have been given seats on the Commission to keep a watching brief in the interests of European mine workers whose attitude to the welfare of African mine workers has ^{always} been anything but favourable. In fact, they have tended to support all colour bar legislation, practice or custom which had the effect of keeping them in a privileged position even at the expense of their black fellow mine workers. We strongly protest at this and beg the Commission to convey our strong protest and shaken confidence in this ~~action~~ of the Government ~~for~~ ^{the two points mentioned above.} We have been made to wonder whether the powers that be have any real intention to make any change in the status quo. *We hope we shall be pleasantly surprised.*

(c) The terms of reference seem to have been so framed not only to disturb as little as possible, but also to protect, and to entrench the position of, the Gold Mining Industry and the European mine workers.

What we have said about the membership of the Commission must not be taken to question the personal integrity of any member. So far as we know every member is personally above reproach, but the inclusion of one or some of the members representing certain interests other than African workers, seems to us to indicate that as long as the African is excluded from the political life of the country and as long as he has no vote, so long will he be ignored even on matters that concern him and his very existence vitally. In other words the Commission seems to have been appointed with full racial and political consideration in conformity with the country's policy, practice and custom in race relations between black and white.

In this memorandum we do not intend to lose ourselves in a mass of details, and thus be unable to see the wood for the trees. We propose to deal with the problem on fundamental and basic principles. We shall make brief observations on the evidence given by certain representatives of the industry and evidence given by others. We shall analyse and estimate the significance of the organisation of the industry into the powerful Chamber of Mines which has its grip on absentee, Native labour through the recruiting associations, W.N.L.A. and the N.R.C., the Government Convention with Portuguese East African Government, the extension of recruiting to areas below latitude ~~degrees~~ 22 degrees South and the British Protectorates. We shall also make observations on the European mine workers trade unions and the privileged ~~member~~ position of their members; the mining legislation in relation to the African ~~member~~ as a mine worker, the compound system - its social and economic effects, the compound managers' association, the deferred pay system and the ^{recognition} ~~non-recognition~~ and registration of African Mine Workers Union.

All these subjects will be studied and discussed from the way they affect and influence the present low wage scales for African Mine workers and the consequent effect on compensation for disabled miners as well as on the welfare of the African miner's family and/or dependents.

It must be
We wish to make it clear that family and/or 'dependents' to Africans mean something wider than what is inferred in the western or European sense. Generally speaking, it is correct to say that any African who earns or receives a salary has a host of dependents who have a recognised customary claim on his earnings. In this way, every African worker in the mines should be looked upon as one with dependents and must therefore be entitled to a family standard of wages.

Organisation of the Gold Mining Industry and its Implications.

(1) The Transvaal Chamber of Mines and the subsidiary organisations and associated institutions.

The Chamber of Mines was formed in 1887 with the following objects:-
"to collect, arrange and from time to time publish information connected with the Gold Mining industries of the Transvaal and particular of the Witwatersrand Gold Mines Fields, and to watch over and promote those industries generally; to....."

"Today", according to the Union Year Book, 1940 No. 21, "the Chamber of Mines is in effect a body which, through the medium of a staff headed by specialists, handles the centralized activities of the Mines and deals with the problems which are common to the industry as a whole. These problems include labour matters (European and Coloured); parliamentary and legal matters (Legislation) health conditions on the mines"

"As a convenient method of carrying out its objects, and as a further side to its activities, the Chamber acts as Secretary to certain subsidiaries viz.

The Witwatersrand Native Labour Associated, Limited.

The Native Recruiting Corporation, Limited.

The Rand Refinery, Limited.

By-Products, Limited.

The Chamber of Mines Steel Products, Limited. "

We wish it to be realised that in its association and activities through these organisations the Chamber of Mines is able to extend its influence and control over many interests and territories in such a way that the Gold mining Industry has been able for many years to engage African labour on their own terms, terms dictated to the unorganised labour by agreement between strongly organised mining interests *in the industry the European mine workers who in his relations to the African mine worker is not a superior but a worker.*

The low wage-scale for African workers to-day is an inheritance of many years past and is a carefully considered policy of the Chamber of Mines which controls the Gold Mining Industry. The mentality and the outlook does not seem to have changed one iota in a period *with a period* less than half a century. Considering the increasing cost of living through the western way of living, with increased and increasing wants and tastes for clothing, food, education, transport, taxes, and other modern requirements arising from contact with Europeans, it can be said without fear or doubt that mine wages for African mine workers have not kept up pace with progress.

We are fully aware that the Gold Mining Industry is the Milch Cow that helps to run our country through its Income Tax contribution. We realise also that, if either this cow goes dry or dies the whole South African economy would be dislocated and many people, including shareholders, mine workers and their families, the farming community and small struggling secondary industries alike, would be ruined unless a careful economic planning had taken place anticipating the event. Notwithstanding this, we are convinced that in the policy of trying to prolong the life of some of the mines, certain privileged groups, such as the Share-holders, the Government, the European mine-workers, share "the cream and the butter" - the profits accruing from increased production and/or from the rise in price of a fine ounce of gold, while the African mine-worker, the milker of the cow, must be content with drops of butter-milk or skim milk. He alone must sacrifice his share for the continued exploitation of low-yielding mines.

We are also agreed that the cow must be well-housed, well-fed in order to yield more milk and enough for many more than it at present feeds. We, however, do not believe that some must enjoy the cream while others get only skim milk. We urge and demand that, in fairness and justice to all concerned, the whole milk must be shared by all in a most equitable manner. In other words, the African must share in adequate wages and other benefits and privileges such as are enjoyed by European mine-workers.

To substantiate the statement made above, we shall now produce tables showing (a) the labour force employed on Gold mines; (b) the wages paid to European and native workers; (c) the Mining Revenue (Income Tax from the Gold Mines; (d) Native Mining wages (per month excluding Housing and Food); and (e) the price of gold per fine ounce during certain selected periods.

For instance,

Table 1. LABOUR FORCE ON GOLD MINES IN 1939.

	No of workers	Wages paid	Wages per shift
Europeans			

Table I.

LABOUR FORCE ON GOLD MINES IN 1939.

	No of workers	Wages paid	Wages per shift	Cost of Compound service to Chamber of Mines
Europeans		£ 18,120,280		
Natives	332,313	£ 11,614,228	2s 2.2d.	12.6d.

Table II.

MINE LABOUR FORCE AND WAGES PAID ON DECEMBER, 1942.

	No. of workers	Wage Bill	Wages per shift
Europeans	40,555	19,535,578	
Africans	356,696	12,643,768	2/3.1d per shift for underground work.
			2/0.3d. per shift for surface work.
	(Housing (Hospitalisation, food)		2/2.5d. wages in kind.

Table III.

PRICE OF GOLD PER FINE OUNCE.

Year	1933	1934	1935	1936	1937	1938	1939
Average Price of Gold in London per fine ounce	124s10.4;	137s7.86;	142s1.24;	140s.3.45;	140s8.83;	142/6.66	154/4.07
Average Price per fine ounce declared by Chamber of Mines	122s9;	136.8	141.7	139.11;	140.4;	142.1;	149.2

U.G. 1940 No21.
Page.

Table IV.

MINING REVENUE 1933-34-1938-39.

Description	1933-34	1934-35	1935-36	1936-37	1937-38	1938-39
Gold Mine Income Tax	3,746,590;	4,377,225;	4,658,931;	9,390,075;	9,455,880;	9,204,199

U.G.1940 No 21

Table V.

NATIVE MINING WAGE PER MONTH EXCLUDING HOUSING AND FOOD.

YEAR	1935	1936	1937	1938	1939
Wages per month	57/1	58/5	58/4	58/9	59/1

P.295. U.G.1940 No21

These tables attempt to give us a vivid statistical picture of the labour force employed on the mines, the total wage bill paid to mine labour - Europeans and Africans, the price of gold per fine ounce, the mining revenue, the native mining wages during specified periods. We would like to call the attention of the Commission to the following facts, namely that (a) in 1939, the wages paid to European mine workers was £18,120,280 with an average wage per shift of about 22/6d per shift for underground workers and £11,614,228 for 332,313 Africans at 2/2.2d per shift and 12.6d cost of compound service was estimated to be equal to 1/6 if the African worker individually tried to buy these services (U.G. 1940 No 21 p. 815).

(b) In December 1942, 40555 European mine workers received £19,535,578 and 356,696 Africans received £12,643,768 at 2/3.1d per shift underground workers and 2/0.3d per shift for surface workers. *the cost of compound service had increased more than 100% since 1939* figures are taken from page 12 of Mr. W.G. Ballinger's evidence before your/.....

Yet during that period African wages had increased up at all, increased.

your Commission.

(c) "the price of gold in London per fine ounce" rose from 124s 10.4d in 1933 to 154s. 4.0d. in 1939. During the same period "the average price per fine ounce declared by the Chamber of Mines" was 122s.9d. in 1933 and 149s.2d. in 1939 (Table 111 above)

(d) The Mining Revenue (Gold Mines Income Tax) in 1933-34 was £ 3,746,590 but in 1938-39 it had almost trebled itself at £9,204,199.

We wish to digress and mention here that in December 1939 "the Capital in Gold Mining" according to the Government Mining Engineer yielded "18,264,202 in dividends, "a return of 22.6 per cent was obtained for 1939". Similar figures for 1938 are - total indebtedness £78,662,848, and dividends £15,573,904 giving a return of 19.8 per cent". (U.G.1940 p.832.)

(e) the native Mining wages here (per month, excluding housing and food) were 57s.1d in 1935 and 59s.1d per month an increase in the African mine worker's wages of 2/- per month in five years an increase of 4/5d. or 0.8d. *that is, less than a penny a day*

Further, on page 14 of the Memorandum of the "Friends of Africa" we are indebted to Mr. W.G. Ballinger for his analysis of the 40,555 Europeans of £19,535,578 as follows:-

Wages	£15,291,269
Leave Pay	1,861,510
Bonus	194,221
Medical Benefit allowance	297,750
Savings Fund	780,135
Cost of living allowance	1,110,690
Total	<u>£19,535,578.</u>

Mr. Ballinger gives us the analysis of further benefits as follows:

- *received special benefits, in leave pay, bonuses, medical benefits allowance, savings funds, provident fund and cost of living allowance, which table the wages of the African.*
- (1) Bonuses for efficiency
 - (2) Holiday leave allowance of £4-3-4d per week of leave.
 - (3) Medical Benefit of 12/6d per month, which is a disguised extra holiday allowance.
 - (4) Savings Bank Fund of 1/4 per shift or £1.14.8d. per month.
 - (5) Cost of living allowance on a sliding scale which on the index figure for March, 1943 has reached 75/- per month per employee.
 - (6) Provident Fund into which Mining employers pay £1.6.0d per month in respect of each European employee"

We wish the Commission to note the facts from the tables drawn up that (a) The price of Gold in London and South Africa rose 24.2% between 1933-34 and 1938-39. The cost of compound services to the Chamber of Mines has jumped since the outbreak of the war from 12.8d in September 1939 to 2.2.5d in December 1942 an increase of 100% and yet during the same period the African mine-workers have increased only 2/- a month or 4/5d. or 0.8d per day. *that is less than a penny a day. The industry receive a further price for their commodity. The Government receive increased revenues from such mine tax levied. The white workers*

The Chamber of Mines representatives in their evidence have proudly stated that native wages have increased by 3/11 per month. To us their reason for expressing the amount on a per month basis is perhaps unintentionally to disguise the actual amount of the increase which is only one brass penny a day notwithstanding the increased price of gold, increased revenue to the Government as well as higher dividends having been declared at 22.6% in 1939.

The European worker does not seem to have shared in the increase in the wages; but have gained this apparent disadvantage by the amount received as special benefits under different heads such as, bonuses for efficiency, holiday leave allowance of £4-3-4d per week of leave with a maximum of £15 per annum. The weekly leave allowance is 3/- to 30/- more than the African mine workers wages for a whole month of 30 shifts. The maximum mine leave allowance of £15 per annum is equivalent to about half the African miner's yearly earnings of 270 to 313 shifts. For Medical benefits at 12/6d a month he receives £7.10.0d a year; for Savings Bank fund, he received £1-6-0 a month or £15-12-0d a year. In short, the European mine worker receives about an extra £100 per annum over the average wage rate for an African mine worker for 313 shifts. *and about the same times the wage rate of an African mine worker, equivalent to three*

It is most strange to us that among these benefits which the European mine worker receives is that of the cost of living which the African mine-worker/.....

mine-worker is denied. On the basis of the ^{maximum cost of C.O. to govern a South African} European Mine workers' wages, ^{work} this amount is more than the African mine worker's wages per annum. The African mine worker is more hard hit by the rise in cost of living as he buys from concession stores, places well known for their high prices. Besides, his family and dependents in rural areas are hard hit by soaring war prices. Further, it is little understood that thousands of Africans coming from rural areas in the Ciskei have no land. They depend exclusively on wages. South Africa is also known as a land of droughts and crop failures, ^{and the African has no land bank to fall back on for assistance}

In studying this aspect of the problem under review namely, wages, we commend to the attention of the Commission Mr. J.H. Hofmeyr's statement before the South African Association for the Advancement of Science when he said: "But native urban wages in relation to native subsistence needs are low, largely for traditional reasons. In the old days the native came to work in the towns from the reserves where he had his home. He had a marginal subsistence in the reserves, and he only came to the towns to get some additional income to pay taxes and to buy things which he otherwise could not buy; but he was not dependent in the first instance on the wages earned. To-day, however, he is, to an increasing extent, dependent on these wages, and these wages fixed as they were in the days when the natives had other sources of income, are inadequate to the conditions of to-day where the whole family is living in the urban area and has no other resources to draw from. Another depressing feature in relation to native urban wages has been the tradition in this connection of the gold mining industry. That industry is essentially a low-grade industry. We have been told that the industry cannot be kept going without a supply of cheap native labour. We have been told also that native wages on the mines cannot be increased because some of the mines would go under if that were done. The real wages of the natives on the mines are to-day less than they were in 1914. In recent years the conditions of service of the European workers on the mines have been improved very substantially. There has been virtually no improvement as far as the natives are concerned. I have indicated the reasons usually advanced for that fact, but I cannot help feeling that the justification has now begun to disappear. Not so long ago Sir Rober Kotze drew attention to the fact that while in 1930 the average tonnage milled per natively labourer on the mines for the year was 158, in 1937 it had risen to 177. In other words, as a result of improved methods of organisation there has been an increase in productivity of 12 per cent per native labourer. Surely the native should have had some benefit from that increased productivity? The shareholder and the European worker have had benefits, but native has had none." South African Journal of Science. 1939)

The representatives of the Chamber of Mines have stated that the African mine workers are well-housed, well-fed, and adequately hospitalised but can they honestly and sincerely say the African mine workers are well-paid? To us when we hear of an employer boast of feeding and housing his workers well instead of paying them adequate wages to meet their needs and those of their families, we get a mixed feeling. We know that draft animals are often well-fed and well-housed, and carefully attended. Slaves are generally better fed than free but poor people. Can one reasonably be proud in feeding his employee as his beast of burden when one knows that the labourer's wife and children are starving and almost neglected; left to struggle for themselves without paternal guidance or council and support for longer or shorter periods?

We wonder how far does this system contribute to penury, starvation, delinquency, infidelity and broken homes in the native reserves and territories so-called. ^{Would the Europeans generally, the leaders of the Gold Mining industry, members of the Commission, and the people who operate such a system permanently for their people. So this in accord with the democratic principle.} We are not so much surprised at the unsatisfactory conditions of African mine-workers, under the present unsympathetic policy of the industry towards African workers. What is most disturbing and shocking to us is that although South Africa is a member of the United Nations, a signatory to the Atlantic Charter, fighting for christianity, democracy and human decency, and shouting "social security for all", there are people here in this day and time who still vigorously defend a system that stands condemned by the practices mentioned above, a system that all fair-minded and impartial people without race - or colour - prejudice condemn as economically unsound and ethically indefensible and untenable.

^{The Commission, we hope, will not be influenced by the strong position of the industry in the country, but will consider the heavy burden and over-claims of the black.} Here are some of the methods that contribute towards the maintenance of the gold industry.

maintenance of low wages.

A. RECRUITING. In order to give effect to their policy of reducing Native wages the Chamber of Mines established the Witwatersrand Native Labour Association in 1900 to replace the Native Labour Supply. Its regulations, according to Sheila T. van der Horst, "Native Labour in South Africa" provided that:

"No Company, whilst a member of the Witwatersrand Native Labour Association, will be allowed under any circumstances to engage any but white labour, except through the agency of the Association. This will apply: (1) to all natives who, from having previously worked on your mine, or who from any cause may come forward and seek such work voluntarily; (2) to those who have been recruited within or without the Transvaal - in fact to all natives or coloured men employed either above or below ground on your property." (Transvaal Chamber of Mines, Report for 1900 and 1901, p. 112)

"It was not a profit-making concern, but an association of the various mines for the purpose of engaging and distributing Native labour among themselves"

"Thus, it was admittedly a voluntary monopoly and, in addition, it had obtained an official monopoly of recruiting within Portuguese East Africa from the Government of that colony."

"In addition to controlling the engagement and distribution of the Native labour force the Association decided to reduce the rate of pay to a maximum of thirty-five shillings and a minimum of thirty shillings per month of thirty working days, subject to certain exceptions." (Sheila T. van der Horst, Native Labour in South Africa, p.164)

This statement gives away the secret of stationary or retrogressive wages for African mine workers in the last 43 years. The W.N.L.A. and the N.R.C. divide the country between themselves in the recruiting of Native labour for the Transvaal Gold mines. Hence the saw manipulation of the market to make it clear to the worker that the low wages are not an accident but the result of a deliberate plan since the beginning of the 19th century. The mines have been one of the chief elements of the "Junkies" of the mines.

It is to be admitted that organised recruiting can often transport labour more efficiently and make better provisions for it on the way than by private recruiters. They can supply stations and better organised physical examinations. On the part of the worker, the man who has no money does take advantage of the system but the advantages are outweighed by the disadvantages.

Disadvantages
These are some of the disadvantages. The recruiting companies have a monopoly of the mine labour supply in the Union and outside. The worker cannot and may not bargain for wages. The capitation fees paid to recruiting agents are an indirect burden on the worker. Mines that have bad working conditions need not improve such conditions as they can get their complement of workers from one of the recruiting companies. Through the system of recruiting the labour supply can be manipulated at will to the elimination of the law of supply and demand in the labour market. The ability of the mines to recruiting from extra-union areas precludes all chances for improved labour conditions and wages because the mines can, through its agents, import all the cheap labour they need from areas beyond the Union. Under the system labour can be used wastefully and without regard to developing intelligence and efficiency.

Obligations of the Recruit. *Repayment of allowance - shown and young - working supplies*

B. COMPOUND SYSTEM. When the men arrive on the Rand they are housed in compounds where 20 or more occupy the same room. They are fed by the Mining Company which also provides hospital services for the men. The mines charge the cost of these services against the African although the worker does not have to pay cash for same. The cost of these services is considered as wages, in kind. *the strongest thing is that although the Chamber of Mines as they do in public opinion that the purpose of Company services is to keep the worker from leaving the Rand.*

The disadvantages of the Compound system have been described as follows: "That the Compound system is a semi-military. It does not cater for like or dislikes. Prevailing conditions have to be accepted with regard to food and quarters. There is no privacy. It is not conducive to religious encouragement nor personal refinement. Personal belongings are exposed to thieving which is rife, because the community rooms cannot be locked (the average compound room holds 20). The men come and go at different times according to their kind of work. In

therefore, paying higher prices generally
8. spite/....

Before dealing with
After being recounted what kind of wages
and African workers forced to receive
How much money can they save?

Professor Conley in Modern Industry and the African
expresses the same ideas when he says "The moral
life of the tribe also suffers from the absence of the men
integrity is broken down. Parental control relaxed
marital fidelity both of the husband and wife a normal
surrounding and the wife in the native
passes into licence with the formation of new
unions and thus the necessary tyranny of native
marital custom is assailed. Moral sanctions
have in them a large religious element. This
later under conditions of moral infraction falls
into disrepute" pp.

Para 2 - Page 10

like an urban worker. ^{on this point again we have} the considered
and ^{the} judgment of ^{the} Conley who says "of the main obstacles
to native agricultural development is the absence
of a large proportion of able bodied men in the
local mines and farms in other territories".

Let no mistake be made.
Page 10 In these villages ^{we} do not envisage the wattle
and daub shacks of certain sugar-cane areas or the
dotted huts we are told obtain in the coal mines
of Natal. We envisage a modern well planned
scheme of ^{houses for} mine workers with all amenities
for promoting health of body and mind and being
about happiness, wellbeing, a full life, intelligent,
responsive and responsible citizenship.

We have on this point dispassionate and
disinterested opinion. Senator Brookes says the
extension of the native village system could do
much to ease economic pressure on the reserves,
and ameliorate social conditions in urban
areas". (Colour Problems in South Africa p. 65) The Native
economic Commission 1930-32 para. 500. Clinches the
point by saying "In the interest of the efficiency of
urban industries it is better to have fixed urban
Native population to the extent to which such population
is necessary, than the present casual drifting
population".

How Much Money Can an African Save under

Present Wages? We shall let an experienced mine
worker ^{of long standing} take a contract of 3 months. Hereby

mu

in addition to coming and also as a result of another page. Foreign labour is another important factor in the rising wages of the African stationary islands, not including actual reduction of the African labour supply declines either from better wages in other employment or because the African worker desires higher wages ^{and} ^{more to} ^{continue} in employment, and develop skill under the hazardous and health destroying conditions of underground mine-work. The Chamber of Mines ^{and} ^{other} ^{mines} ignore the local labour and even supplant it with the more backward indentured labour ^{recruited} ^{from} ^{the} ^{more} ^{backward} ^{areas} ^{outside} ^{the} ^{Union}. The availability of such recruited labour, if and when the Chamber of Mines desires to offset any tendency or conditions that normally encourage a rise in wages, undermines the effect of the law of supply and demand at the labour market. It affects production unfavorably and thus reduces the purchasing power for each African worker and closes ^{for} ^{him} ^{the} ^{potential} ^{of} ^{the} ^{home} ^{market} ^{for} ^{his} ^{products} ^{and} ^{services}. In fact, the system creates perpetual and eternal insecurity of a large community although ^{it} ^{is} ^{giving} ^{up} ^{service} ^{to} ^{social} ^{security} "for all irrespective of race or colour."

Exclusion of Africans from skilled activities

No one can say that Africans given an opportunity with training would not develop skill equal to that of European fellow-workers underground. They are capable of developing skills that entitle them to the highest wages payable. This view had been established as early as the beginning of the 20th century as Mr Peterson, General Manager of the Seldenburg State Gold Mining Company, giving evidence before the the Mines Industry Commission said: "We have Africans who are better mechanics than some of the white men. I have boys who have been working on the mine from twelve to fifteen years, and they are better than many on the Rand now days."

Q. Can they place holes?

A. Yes, they can place holes, fix up the machine and do everything that a white man can do, but of course, we are not allowed to let them blast.

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