

NON-EUROPEAN AFFAIRS

SCHEDULE SHOWING THE RATIO OF THE DIFFERENT CLASSES OF

LOCATIONS -

Dairies in ratio of 1-1,000 families	Fried Fish and Vet- koek shops in ratio of 1-1,000 families	General Dealers in ratio of 1 - 250 families
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	Ratio	No. Ex-	No.	Ratio	No.	No.	Ratio	No.	No.
	No.	isting	Needed	No.	Existing	Needed	No.	Existing	Needed

Orlando East - (5891 families taken as 6,000)	6	-	6	6	-	6	24	30	-
Moroka (11,500 families taken as 12,000)	12	5	7	12	5	7	48	59	-
Jabavu Township (5,100 when complete)	5	-	5	5	-	5	20	-	20
Orlando West and Shelters - Orlando E.1.- 1516 Orlando E.2 - 1386 Shelters 4000 Total - 6902 (Taken as 7,000)	7	-	7	7	-	7	28	61	-
Western Native Township - 2282 families	2	-	2	2	1	1	9	6	3
Eastern Native Township - 615 families	1	-	1	1	-	1	3	5	-
Pimville - 4,000	4	-	4	4	-	4	16	38	-
	37	5	32	37	6	31	148	199	23

N.B. This ratio is based on the present weekly quota of 2,500 lbs. fixed by the Meat Control Board, i.e. 6 lbs. per family per week.

DEPARTMENT.

TRADING FACILITIES NECESSARY IN THE NATIVE

DECEMBER, 1949.

Butchers in ratio of 1 - 400 families			Fresh Produce, Fruit & Vegetables in ratio of 1 - 1,000 families			Other unspecified Shops in ratio of 1 - 1,000 families		
Ratio No.	No. Existing	No. Needed	Ratio No.	No. Existing	No. Needed	Ratio No.	No. Existing	No. Needed
15	21	-	6	3	3	6	-	6
30	11	19	12	-	12	12	-	12
13	-	13	5	-	5	5	-	5
17	7	10	7	2	5	7	-	7
6	4	2	2	1	1	2	-	2
2	1	1	1	-	1	1	-	1
10	19	-	4	-	4	-	-	-
93	65	45	37	6	31	33	-	33

SUMMARY OF NUMBER NEEDED:

Dairies..... 32  
Fish..... 31  
General Dealers.. 23  
Butchers..... 45  
Fresh Produce.... 31  
Other..... 33

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INDUSTRIAL COUNCIL FOR  
(WITWATERSRAND AND

SCHEDULE OF MINIMUM WAGES PLUS C.O.L.A.'s  
OTHER THAN QUALIFIED AND UNQUALIFIED

These operations are all performed by Non-Europeans.

MONTHLY.

	<u>Full wage</u>	<u>With free room</u>	<u>With free board</u>	<u>With free board and lodging</u>
Wage	9. 4. 2.	8.15. 8.	8. 6. 8.	7.18. 2.
C.O.L.A.	<u>3. 8. 3.</u>	<u>3. 1. 9.</u>	<u>2.15. 3.</u>	<u>2.15. 3.</u>
	<u>12.12. 5.</u>	<u>11.17. 5.</u>	<u>11. 1.11.</u>	<u>10.13. 5.</u>
Wage	8.14. 5.	8. 5.11.	7.16.11.	7. 8. 5.
C.O.L.A.	<u>3. 8. 3.</u>	<u>3. 1. 9.</u>	<u>2.15. 3.</u>	<u>2.15. 3.</u>
	<u>12. 2. 8.</u>	<u>11. 7. 8.</u>	<u>10.12. 2.</u>	<u>10, 3. 8.</u>
Wage	8. 1. 9.	7. 13. 3.	7. 4. 3.	6.15. 9.
C.O.L.A.	<u>3. 1. 9.</u>	<u>2.15. 3.</u>	<u>2.10.11.</u>	<u>2.10.11.</u>
	<u>11. 3. 6.</u>	<u>10. 8. 6.</u>	<u>9.15. 2.</u>	<u>9. 6. 8.</u>
Wage	8. 2. 6.	7.14. 0.	7. 5. 0.	6.16. 6.
C.O.L.A.	<u>3. 1. 9.</u>	<u>2.15. 3.</u>	<u>2.10.11.</u>	<u>2.10.11.</u>
	<u>11. 4. 3.</u>	<u>10. 9. 3.</u>	<u>9.15.11.</u>	<u>9. 7. 5.</u>
Wage	7.11. 8.	7. 3. 2.	6.14. 2.	6. 5. 8.
C.O.L.A.	<u>2.17. 5.</u>	<u>2.10.11.</u>	<u>2.10.11.</u>	<u>2.10.11.</u>
	<u>10. 9. 1.</u>	<u>9.14. 1.</u>	<u>9. 5. 1.</u>	<u>8.16. 7.</u>
Wage	7.11. 8.	7. 4. 2.	6.15. 2.	6. 7. 8.
C.O.L.A.	<u>2.17. 5.</u>	<u>2.10.11.</u>	<u>2.10.11.</u>	<u>2.10.11.</u>
	<u>10. 9. 1.</u>	<u>9.15. 1.</u>	<u>9. 6. 1.</u>	<u>8.18. 7.</u>
Wage	7. 0.10.	6.13. 4.	6. 4. 4.	5.16.10.
C.O.L.A.	<u>2.17. 5.</u>	<u>2.10.11.</u>	<u>2. 1. 2.</u>	<u>2. 1. 2.</u>
	<u>9.18. 3.</u>	<u>9. 4. 3.</u>	<u>8. 5. 6.</u>	<u>7.18. 0.</u>

General employee means an employee engaged in performing 1 or more of the following duties:

THE NATIVE TRADE  
HEIDELBERG).

PAYABLE FROM 16TH OCTOBER, 1950  
 FOR WHICH SEE SEPARATE SCHEDULE.

<u>Designations.</u>	<u>WEEKLY.</u>			
	<u>Full wage</u>	<u>With free room</u>	<u>With free board</u>	<u>With free board &amp; lodging.</u>
Bicycle Wheel Truer or Employee not specified	2. 2. 6. <u>15. 9.</u> 2.18. 3.	2. 0. 6. <u>14. 3.</u> 2.14. 9.	1.18. 6. <u>12. 9.</u> 2.11. 3.	1.16. 6. <u>12. 9.</u> 2. 9. 3.
General Employee Johannesburg Municipal Area	2. 0. 3. <u>15. 9.</u> 2.16. 0.	1.18. 3. <u>14. 3.</u> 2.12. 6.	1.16. 3. <u>12. 9.</u> 2. 9. 0.	1.14. 3. <u>12. 9.</u> 2. 7. 0.
General Employee Outside Johannesburg Municipal Boundaries.	1.17. 4. <u>14. 3.</u> 2.11. 7.	1.15. 4. <u>12. 9.</u> 2. 8. 1.	1.13. 4. <u>11. 9.</u> 2. 5. 1.	1.11. 4. <u>11. 9.</u> 2. 3. 1.
Watchman or Driver Johannesburg Municipal Area	1.17. 6. <u>14. 3.</u> 2.11. 9.	1.15. 6. <u>12. 9.</u> 2. 8. 3.	1.13. 6. <u>11. 9.</u> 2. 5. 3.	1.11. 6. <u>11. 9.</u> 2. 3. 3.
Watchman or Driver Outside Johannesburg Municipal Boundaries	1.15. 0. <u>13. 3.</u> 2. 8. 3.	1.13. 0. <u>11. 9.</u> 2. 4. 9.	1.11. 0. <u>11. 9.</u> 2. 2. 9.	1. 9. 0. <u>11. 9.</u> 2. 0. 9.
Unskilled Labourer and Assistant Bicycle truer <u>in shops</u> in Johannesburg.	1.15. 0. <u>13. 3.</u> 2. 8. 3.	1.13. 3. <u>11. 9.</u> 2. 5. 0.	1.11. 2. <u>11. 9.</u> 2. 2.11.	1. 9. 5. <u>11. 9.</u> 2. 1. 2.
Unskilled Labourer and Assistant Bicycle truer in shops outside Johannesburg, and in Eating Houses in and outside Johannesburg	1.12. 6. <u>13. 3.</u> 2. 5. 9.	1.10. 9. <u>11. 9.</u> 2. 2. 6.	1. 8. 8. <u>9. 6.</u> 1.18. 2.	1. 6.11. <u>9. 6.</u> 1.16. 5.

- (a) Packing and weighing up goods for stock.
- (b) Receiving messages (Also permitted "unofficially" to serve customers but not handle the cash register.)
- (c) Interpreting.
- (d) Cooking or waiting at tables, selling cannot be included in agreement.

INDUSTRIAL COUNCIL  
WITWATERSRAND AND

SCHEDULE OF MINIMUM WAGES PLUS C.O.L.A.'s  
UNQUALIFIED EMPLOYEES (ONLY),

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MONTHLY.

	<u>Full wage</u>	<u>With free room</u>	<u>With free board</u>	<u>With free board &amp; lodging</u>
Wage	14. 0. 0.	13. 0. 0.	11. 0. 0.	10. 0. 0.
C.O.L.A.	<u>4.13. 2.</u>	<u>4. 6. 8.</u>	<u>3.14. 9.</u>	<u>3.14. 9.</u>
	<u>18.13. 2.</u>	<u>17. 6. 8.</u>	<u>14.14. 9.</u>	<u>13.14. 9.</u>
Wage	17.10. 0.	16.10. 0.	14.10. 0.	13.10. 0.
C.O.L.A.	<u>5.18. 1.</u>	<u>5.11. 7.</u>	<u>4.12. 1.</u>	<u>4.12. 1.</u>
	<u>23. 8. 1.</u>	<u>22. 1. 7.</u>	<u>19. 2. 1.</u>	<u>18. 2. 1.</u>
Wage	21. 0. 0.	20. 0. 0.	18. 0. 0.	17. 0. 0.
C.O.L.A.	<u>6. 1. 4.</u>	<u>5.14.10.</u>	<u>5.11.7.</u>	<u>5.11. 7.</u>
	<u>27. 1. 4.</u>	<u>25.14.10.</u>	<u>23.11. 7.</u>	<u>22.11. 7.</u>
Wage	24.10. 0.	23.10. 0.	21.10. 0.	20.10. 0.
C.O.L.A.	<u>6.10. 0.</u>	<u>6. 3. 6.</u>	<u>5.14.10.</u>	<u>5.14.10.</u>
	<u>31.0. 0.</u>	<u>29.13. 6.</u>	<u>27. 4.10.</u>	<u>26. 4.10.</u>
Wage	28. 0. 0.	27. 0. 0.	25. 0. 0.	24. 0. 0.
C.O.L.A.	<u>6.14. 4.</u>	<u>6.7.10.</u>	<u>6. 3. 6.</u>	<u>6. 3. 6.</u>
	<u>34.14. 4.</u>	<u>33. 7.10.</u>	<u>31. 3. 6.</u>	<u>30. 3. 6.</u>
Wage	32.10. 0.	31.10. 0.	29.10. 0.	28.10. 0.
C.O.L.A.	<u>6.18. 8.</u>	<u>6.12. 2.</u>	<u>6.12. 2.</u>	<u>6.12. 2.</u>
	<u>39. 8. 8.</u>	<u>38. 2. 2.</u>	<u>36. 2. 2.</u>	<u>35. 2. 2.</u>

Basic Wages and Value of Board and for Lodging included herein are as per the Agreement in the Native Trade.

FOR THE NATIVE TRADE  
HEIDELBERG ONLY.

PAYABLE TO QUALIFIED AND  
 FROM 16TH OCTOBER, 1950.

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<u>Designations</u>	<u>WEEKLY.</u>			
	<u>Full wage</u>	<u>With free room.</u>	<u>With free board</u>	<u>With free board &amp; lodging</u>
1st YEAR	3. 4. 7. 1. 1. 6. <u>4. 6. 1.</u>	3. 0. 0. 1. 0. 0. <u>4. 0. 0.</u>	2.10. 8. 17. 3. <u>3. 7.11.</u>	2. 6. 1. 17. 3. <u>3. 3. 4.</u>
2n YEAR	4. 0. 9. 1. 7. 3. <u>5. 8. 0.</u>	3.16. 2. 1. 5. 9. <u>5. 1.11.</u>	3. 6.10. 1. 1. 3. <u>4. 8. 1.</u>	3. 2. 3. 1. 1. 3. <u>4. 3. 6.</u>
3r YEAR	4.16.11 1. 8. 0. <u>6. 4.11.</u>	4.12. 4. 1. 6. 6. <u>5.18.10.</u>	4. 3. 0. 1. 5. 9. <u>5. 8. 9.</u>	3.18. 5. 1. 5. 9. <u>5. 4. 2.</u>
4th YEAR	5.13. 1. 1.10. 0. <u>7. 3. 1.</u>	5. 8. 6. 1. 8. 6. <u>6.17. 0.</u>	4.19. 2. 1. 6. 6. <u>6. 5. 8.</u>	4.14. 7. 1. 6. 6. <u>6. 1. 1.</u>
5th YEAR	6. 9. 3. 1.11. 0. <u>8. 0. 3.</u>	6. 4. 8. 1. 9. 6. <u>7.14. 2.</u>	5.15. 4. 1. 8. 6. <u>7. 3.10.</u>	5.10. 9. 1. 8. 6. <u>6.19. 3.</u>
QUALIFIED	7.10. 0. 1.12. 0. <u>9. 2. 0.</u>	7. 5. 5. 1.10. 6. <u>8.15.11.</u>	6.16. 1. 1.10. 6. <u>8. 6. 7.</u>	6.11. 6. 1.10. 6. <u>8. 2. 0.</u>

The C.O.L.A.'s are those published in the Government Gazette dated the 22nd September, 1950 (Government Notice 236-1950) which are higher than the 20% referred to in Clause 4 of the Agreement.

THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS

Conclusion

In conclusion I might state that Africans should be very careful, before studying for any career, to ensure that there will be adequate scope for them, and that they will not be legally restricted from following that career. For example, Africans have been known to take courses in such subjects as radio engineering, and then have found that there was absolutely no opening for them in that field, and that they could not even be registered, as they had not been formally apprenticed. Also, before opening businesses, Africans should ask advice of people with commercial experience, and make quite sure that they have a sufficient knowledge of bookkeeping to enable them to judge adequately their profits and losses. To obtain employment more use could be made of newspaper advertisements by both employer and would-be employees.

I acknowledge gratefully the valuable assistance rendered in the compilation of the survey by the following:-

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The S.A. Nursing Council.

The Transportation Board.

Private employers of labour and Industrial Councils and Associations who replied to the circulars sent to them, or granted interviews.

Mr. J. Lewin, Miss M. Horrell and Mr. F.J. van Wyk.

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