

Statement to be made by the Chairman of the Non-European Affairs Committee on the item of the report of the Establishment Committee on page 17 of the Council Agenda : The Staff Re-organisation Necessary in the Non-European Affairs Department.

Mr. Mayor,

You have a very full report before you on the reasons which have made it necessary to re-organise and augment the Registration Branch of the Non-European Affairs Department, but I think it would be useful if I were to make a brief statement to clarify the position in regard to the influx control of Native women into the city and their right to take up or remain in employment here.

Section 10 of the Urban Areas Act applies to females as well as to males. Furthermore, on the 9th January the Labour Bureau Regulation were made applicable to females and the effect of these two legislative enactments on the employment of Native females in the city is, briefly, as follows:-

No Native female may remain in the city area for more than 72 hours unless she was born here or has worked for one employer for 10 years or has worked lawfully for various employers for 15 years, or she is the wife or unmarried daughter of a Native male who complies with these requirements. She may also remain here for more than 72 hours if, not falling within one of the above categories, she has obtained a permit from the Registering Officer to do so. This of course has been the case since 1952, but as you will see from the report, it could not be enforced until a permanent document of identification had been issued to Native females.

It follows, therefore, that although a Native woman may at the present time be in employment in Johannesburg, her employment may be illegal because she does not comply with the requirements which I have mentioned.

It would, therefore, be advisable for all employers to ensure that their employees' position is regularised as soon as possible.

As soon as a Native woman becomes unemployed and/or wishes to take up employment, she becomes, in terms of the Labour Bureau Regulations, a workseeker and must, in terms of these Regulations, register herself with the Council's Labour Bureau within three days of her intention to take up employment. She may only obtain such employment through the Labour Bureau, which all employers of female Native labour, domestic or otherwise, are, as in the case of males, now legally obliged to inform of their vacancies, and may only engage Native female labour which has been authorised to work in the area by this Bureau. A fee of 2/6d. in respect of each employee is payable.

The Registration Regulations which require the Council to register the contract of service between the employer and employee have not, however, been made applicable to Native females. It is not, therefore, necessary for an employer to sign the female employee's reference book each month, or to pay the monthly fee of 2/- which applies to Native male employees only. All that the employer of a female is required to do is to sign her reference book on engagement and on discharge, the onus is then on the Native woman to report to the Labour Bureau within three days of her discharge if she wishes to take up further employment.

Temporary arrangements to meet this situation have been made at the Non-European Affairs Department at 80 Albert Street and the permanent establishment which will be situated in Polly Street, just around the corner from the Head Office of the Non-European Affairs Department, will be ready to come into operation on the 1st March, 1959.

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