



FEDERATION OF AFRICAN WELFARE SOCIETIES IN SOUTHERN RHODESIA.

MINUTES OF TWENTYNINTH ANNUAL COUNCIL MEETING HELD IN
THE DOM BOSCO HALL, AFRICAN TOWNSHIP, FORT VICTORIA
ON SATURDAY, 2ND JUNE, 1956.

JUNE 26 1956

PRESENT.

Dr. E.M.B. West, in the Chair, Mr. N.F. Grant (Civil Commissioner), Mr. G. Lewis (representing Chief Native Commissioner), Major P.J. Kenworthy (Commissioner of Native Labour), Mr. R.O. Stockil, M.P., Mrs. B. Lapham (Federation of Women's Institutes), Dr. E.H. Ashton (Bulawayo City Council), Col. G.H. Hartley (Salisbury City Council), Mr. J.R. Nesbitt (Umtali Municipality), Mr. A.R. Milne (Fort Victoria Municipality), Mr. M.G. Mills (Native Education Department), Mr. B.B. Fitzpatrick (Native Commissioner), Mr. E.A. Cordell (Rhodesia Railways), Mr. M.M. Hove (Luveve), Mr. C. Vernon (Assistant Secretary) and the following delegates from Constituent Societies :-

<u>GWELO.</u>	Mr. J. Cuff, Rev. C. Manyoba.
<u>BULAWAYO.</u>	Mr. J. Mackay. Mr. A. Mazibisa.
<u>SALISBURY.</u>	Mr. H. C. Finkle. Mr. J. Chingattie.
<u>SHABANI.</u>	Mr. J. P. L. Nathan. Mr. J. Zulu.
<u>UMTALI.</u>	Rev. F. T. Meacham. Mr. E. Nyandoro.
<u>GATOOMA.</u>	Mr. P. Rukanzakanza.
<u>FORT VICTORIA.</u>	Mr. F. W. McCosh. Mr. Z. T. Whande.
<u>ENKELDOORN.</u>	Miss U. C. Lilford, Rev. O. D. Ramushu.
<u>SELUKWE.</u>	Mrs. L. F. Bennett. Mr. D. C. Dembetembe.
<u>WEST NICHOLSON.</u>	Mr. K. Muimbi.
<u>SINOIA.</u>	Mr. W. Kawara.
<u>GWANDA.</u>	Mr. J. Mazarura.

Apologies for absence were received from Captain F. R. West, Major G. N. Burden and from the following Societies who were unable to send delegates :-

MZINGWANE.
PLUMTREE.
MARANDELLAS.

CHAIRMAN'S
WELCOME.

The Chairman expressed his pleasure that the Council was meeting in Fort Victoria and thanked the local Society for extending the invitation. He welcomed all delegates and visitors, and especially His Worship the Mayor, Councillor C.M. Austin, who had kindly consented to open the Conference. The presence of Mr. G. Lewis, representing the Chief Native Commissioner, was greatly appreciated. The Chairman then invited His Worship the Mayor to open the proceedings.

OPENING.

Mr. Austin said he was very pleased and happy to welcome Council to Fort Victoria for it was organisations such as the Federation of African Welfare Societies which can remove from our field of politics those seeds of dissent that a few isolated Africans are attempting to sow in the racial structure of our Federation. He suggested that the African must be very guarded in his demands. Those Africans present were the type who would appreciate that the African people cannot ask for a political equality and at the same time retain within themselves an economic inequality.

The European in this country and throughout the Federation, has only one aim in mind, that is that the two races in the Federation can and must live in harmony. Mr. Austin referred to the Objects of the Federation of African Welfare Societies, and expressed his pleasure that the development and maintenance of good feeling and reciprocal understanding between the European and African races, and the development of a sense of responsibility among Africans were two of them.

Mr. Austin concluded his address by wishing the Conference success in its deliberations.

The Chairman thanked Mr. Austin for his most valuable address and for sparing the time to be present.

MINUTES.

The minutes of the Twentyeighth Annual Council Meeting, having been circulated to all Societies, were taken as read and adopted.

Arising out of Minutes.

(a) Liquor Act.

The Secretary reported that, following last year's decision that the subject should be opened anew, the Bulawayo Society had submitted a recommendation to the Federation that Government be urged to appoint a Commission of Enquiry to investigate the application of the Liquor Act to Africans. This recommendation had been sent to all Societies for their

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comments and the majority had replied. Those which had done so were all in favour of the recommendation. The Executive Committee had, therefore, forwarded it to Government and a reply had been received from the Secretary for Justice, Internal Affairs and Housing, stating that the matter was presently under consideration. Certain delegates appealed for immediate action to be taken and said that a Commission would only delay the matter further, apart from the expense involved. At the Chairman's suggestion it was finally decided that the Executive Committee would consider sending a deputation to Government.

(b) Status of African Women.

The Secretary reminded Council that at its last meeting it had been decided that Constituent Societies examine this subject further, and that their comments be sent to the Federation Office. Only seven Constituent Societies had sent in these comments which had then been duly circulated to all Societies. As the Provincial Native Commission (Mr. Lewis) was present he was asked to give his Department's views on the matter. Mr. Lewis informed Council that at this stage it appeared to be one for reference to African Women's Clubs, African Councils and Chiefs. One delegate said it would take a very long time to break the lobola system even if such were a good thing. He suggested that Council act in terms of Umtali's comments to the effect that steps be taken to ensure that the provisions of the Native Wills Act be made more generally known among Africans.

Another delegate stated that although the majority of the African population were in the rural areas, he felt steps should be taken to emancipate those women who are married to advanced Africans. The opinion was expressed that any changes in the present system would upset the country as a whole. It was not possible for two systems to operate side by side, but it should be brought home to the African that his customary law could not continue in perpetuity. It was suggested that the Federation should issue a pamphlet on the subject.

The Chairman said it was apparent from the discussion that legislation was not the answer to the question. It seemed Africans in the urban areas were interested in the subject but that the rural Africans were not. There was no doubt that if more information was disseminated on the subject it would be of help. After further discussion it was resolved :-

"THAT THE EXECUTIVE COMMITTEE EXAMINES THE QUESTION IN THE LIGHT OF THE COMMENTS ON THE SUBJECT BY THE UMTALI SOCIETY".

(c) Sub-Committee's Report on Extending the Field of Employment of Africans in Industry.

Copies of the Report were in the hands of delegates, and the Chairman invited Mr. Vera to report. Mr. Vera stated he had little to add but gave particulars of conditions as he found them in the textile and catering industries. The Chairman then opened the subject for discussion.

It was suggested that the position of Africans in the Building Industry was a hollow one. The Director of Native Education informed Council that his Department was meeting members of the Chambers of Commerce and Industry with a view to finding ways and means for the training of Africans in industry. He stressed the point that there was a definite need for employment bureaux. It was also hoped to arrange tours of the various industries for Africans.

The Commissioner of Native Labour stated that Government was not lacking in interest on the subject of technical education for Africans, and he could assure the meeting that consideration was being given to opening wider channels of employment in the Government Service. Regarding the question of wages, Africans in the individual industries should take up the matter with the respective Native Labour Boards.

There being no further discussion the Report was duly adopted. (Annexure "A").

The Chairman thanked the Sub-Committee for its work resulting in the Report.

(d) Appointment of a Director.

The Chairman informed Council that in terms of the decision of the last meeting the post had been advertised and several applications were received. The Sub-Committee had considered these but reached the conclusion that none quite filled all the requirements deemed necessary for the post. No appointment had, therefore, been made. The Chairman asked that any discussion on the subject be deferred until item 4 of the Agenda (Finance) was being considered. This was agreed.

CHAIRMAN'S REPORT.

The Chairman read his report for the year ended 31st March 1956, which was duly adopted. (Annexure "B").

/FINANCE.....

FINANCE.

The Income and Expenditure account together with the audited Balance Sheet were submitted to Council and were approved.

The Estimates for the period 1st April 1956 to 30th June 1957 were, also, approved.

There was no discussion.

NEW SOCIETY.

The Secretary reported that an application had been received from the Sinoia Society to become a constituent Society of the Federation. The Constitution of the Society had been approved by the Executive Committee. It was proposed and seconded **that** the Sinoia African Welfare Society become a Constituent Society of the Federation of African Welfare Societies. Carried unanimously.

The Chairman welcomed Sinoia into the Federation and extended his good wishes for that Society's successful functioning.

NEW
CONSTITUTION.

The Chairman outlined the history of the proposed change in designation, and stated that the Legal Sub-Committee had taken cognizance of the points raised at the last Council Meeting. The redrafted Constitution had been sent to all Societies and no adverse comments or amendments had been received. It only remained, therefore, for Council either to adopt the Constitution or not.

It was pointed out that in connection with the Headquarters Branch Constitution the Central Executive had decided to recommend to Council that the words "a minimum of" be inserted before the words "one guinea", "two shillings and sixpence" and "ten shillings and sixpence". Council agreed to this amendment.

There was no further discussion and it was resolved :-

"THAT SUBJECT TO THE AMENDMENT AGREED UPON,
THE CONSTITUTION AS DRAFTED BE ADOPTED".

Carried nem con.

The Chairman then declared the Rhodesian Institute of African Affairs to be duly inaugurated. He expressed the hope that the vital work of the Organisation would continue to expand with great success. He reminded Council that this change of title had been a matter very close to the heart of the late Rev. Percy Ibbotson. He was sure Rev. Ibbotson would have been most gratified that this objective had now been achieved.

ELECTION OF OFFICERS.

Chairman. It was suggested to Council that Dr. E.M.B. West be asked to continue in office. Dr. West had been Chairman for the past six years and with the adoption of the new Constitution his knowledge and experience would be invaluable in guiding the Institute through its first year at least. Council unanimously agreed and duly elected Dr. West as Chairman.

Dr. West thanked Council for the honour given him by this appointment. Although he firmly believed the office should not be held by any one person for too long a period, under the circumstances, he was happy to accept the responsibilities for another year.

Vice Chairman. Mr. E.A. Cordell was unanimously elected Vice Chairman.

Director. The Chairman referred Council to the Financial Estimates and said that it had been the policy of the Executive Committee to endeavour to build up the reserve fund. It was apparent that the question of the appointment of a Director would have to be deferred until the reserve fund had been augmented and the permanent annual income increased. It was then resolved :-

"THAT THE SUBJECT OF THE APPOINTMENT OF A DIRECTOR BE LEFT TO THE DISCRETION OF THE EXECUTIVE COMMITTEE".

Carried unanimously.

Secretary. The Chairman said that he would like to propose from the Chair that Mr. C. Vernon be appointed. Carried nem con.

Executive Committee. The following were elected :-

Rev. O. Ramushu.
Mr. M.M. Hove.
Mr. H.C. Finkle.
Mr. E.C. Moffitt.
Mr. J.P.L. Nathan.
Mr. J. Cuff.
Rev. C. Manyoba.
Mr. L.C. Mzingeli.

Legal and Publications Sub-Committees.

Council authorised the Executive Committee to appoint members to these Sub-Committees.

Patrons. Discussion ensued on the appointment of Patrons and President. It was finally agreed that the Executive Committee should consider this subject and approach the persons selected.

AT THIS STAGE COUNCIL ADJOURNED FOR LUNCH,
THE TIME BEING 12.45 P.M.

COUNCIL RESUMED AT 2 P.M.

RESOLUTIONS
FROM
SOCIETIES.

Council considered the following Resolution received from Bulawayo :-

"THAT THE RAILWAY ADMINISTRATION BE ASKED TO PROVIDE, AT THE LARGER STATIONS, WAITING ROOM ACCOMMODATION FOR AFRICAN SECOND CLASS PASSENGERS AND THAT LARGER AND BETTER WAITING ROOM ACCOMMODATION BE PROVIDED FOR THIRD AND FOURTH CLASS PASSENGERS".

The Chief Officer, African Affairs Department, Rhodesia Railways, on behalf of the Railway Administration, gave a resume of the provision made for additional facilities for Africans and non-Europeans in this year's Railways' Budget.

Several delegates expressed views on the need for the improvement and extension of accommodation at Railway stations for all classes of African passengers. It was pointed out that Europeans make little use of the accommodation provided for them whereas Africans often have to spend many hours at their waiting rooms which latter were generally inadequate.

It was finally agreed that the Executive Committee make representations to the Railways pointing out that better conditions and facilities were imperative for the African travelling public.

The following resolution from Fort Victoria was then considered :-

"THAT THIS COUNCIL REGRETS THAT THE SUPPLY OF READERS TO AFRICAN SCHOOLS DOES NOT MEET THE DEMAND".

A Fort Victoria delegate said that Mission Schools depended largely for books from other Missions which had printing presses, and it happened that there were not sufficient books for all schools.

In reply to the Director of Native Education the delegate said it was only books in the vernacular which were in short supply.

The Director of Native Education then explained that the new orthography for Chishona had only recently been agreed upon. Also, there had been some delay at the Mission responsible for the printing of books in the Chikaranga dialect. He was of the opinion that the shortage was purely a local matter.

Following this explanation the Fort Victoria delegates expressed their satisfaction with it and withdrew the resolution.

The following further resolution from Fort Victoria was deliberated :-

"THAT THE APPARENT DIFFERENCES IN THE SYLLABI FOR STANDARD VI OF AFRICAN AND EUROPEAN SCHOOLS SHOULD BE LEVELLED UP".

It was stated that the syllabi for Standard VI for European and African schools should be the same. African children take longer to reach Standard VI than European children. The Director of Native Education explained why this was so. He stated that the African Primary Education takes one year longer but this was mainly due to the fact that the African children must first learn English. The African does not suffer when he proceeds to secondary education. He takes exactly the same time in reaching his J.C. or Cambridge as the European scholar. In fact, the African is at an advantage by virtue of having two languages at his command on reaching secondary school, whereas the European only commences his second language at that stage.

Following this explanation it was agreed that the Fort Victoria Society be informed that Council having examined and deliberated the resolution, it was satisfied that there were no differences of any detriment to the African in respect of primary education, and that Council was not, therefore, prepared to take any action on the subject.

Late Resolutions. Four resolutions received from Gwelo could not be debated. The Chairman reminded Council that all resolutions should be submitted in good time in order that Societies could discuss them before the meeting of Council.

GENERAL.

Ibbotson Memorial Fund.

The Chairman informed Council he had received some written questions regarding this Fund which he would answer. He stated that a Trust Deed had been legally drawn up and Trustees appointed. The Fund now stood at just under £1500 and a further £10,000 over the next seven years was in sight. In view of this it was hoped to obtain financial assistance from the United Kingdom and the United States of America, and he hoped shortly to be able to make a public announcement. The Fund was for the benefit of all races but primarily for the African.

Proclamation in Terms of Section 60 of the Industrial Conciliation Act in respect of the Building Industry.

The Chairman explained that as a matter

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of urgency, and one which has already been the subject of action by the Executive Committee, he wished discussed a resolution he had received from Mr. H.L. Phillips of Umtali, who had given evidence before the relevant Native Labour Board on the Institute's behalf. He informed Council that both oral and written evidence opposing the Petition had been given and a counter-Petition submitted to Government. In spite of this action, however, the Proclamation had been made. The Executive Committee had subsequently made further representations to the Prime Minister. The Chairman then read the following resolution which had been received from Mr. Phillips :-

"THAT COUNCIL VIEWS WITH GRAVE CONCERN THE POSITION WHICH HAS ARISEN CONSEQUENT ON THE GRANTING OF THE PROCLAMATION UNDER SECTION 60 OF THE INDUSTRIAL CONCILIATION ACT TO THE NATIONAL INDUSTRIAL COUNCIL OF THE BUILDING INDUSTRY WITH THE RESULT THAT IN BULAWAYO ALONE SOME 400 AFRICANS HAVE BEEN SUMMARILY DISMISSED FROM THEIR REGULAR EMPLOYMENT, WHILE AN UNKNOWN BUT UNDOUBTEDLY LARGE NUMBER HAVE RECEIVED SIMILAR TREATMENT IN SALISBURY AND ELSEWHERE; AS THIS IS THE DIRECT RESULT OF GOVERNMENT ACTION IT IS STRONGLY URGED

- 1) THAT ALTERNATIVE EMPLOYMENT BE FOUND FOR THESE AFRICANS EITHER IN THE NATIVE ENGINEERING DEPARTMENT OR IN THE CONSTRUCTION OF THE NEW NATIVE TOWNSHIPS IN BULAWAYO AND SALISBURY.
- 2) THAT GOVERNMENT BRINGS PRESSURE TO BEAR ON THE NATIONAL INDUSTRIAL COUNCIL OF THE BUILDING INDUSTRY TO INSTITUTE A GRADING SCHEME FOR ITS LABOUR UNDER WHICH AFRICAN ARTISANS CAN FIND EMPLOYMENT IN THAT INDUSTRY.

IT IS FURTHER RESOLVED THAT COPIES OF THIS RESOLUTION BE TELEGRAPHED FORTHWITH TO THE PRIME MINISTER AND TO THE MINISTER FOR NATIVE AFFAIRS."

The Director of Native Administration, Salisbury, said that he had heard of no such like figures of Africans being affected in Salisbury.

A delegate suggested that if the figures quoted in the resolution had originated from the African Artizans Union they should be treated with circumspection. The employers concerned should be approached as to the number actually discharged.

The Commissioner for Native Labour expressed doubt at the figure of 400 Africans being affected in Bulawayo, and he would be surprised if there were a half dozen so affected in Salisbury.

It was said, also, that as far as was known the Proclamation had had little effect in Umtali.

The Chairman informed Council that Societies in other Municipalities had been asked to ascertain the position in their respective towns, but none had to date replied.

Another delegate said that he had no suspicion of the figures quoted as they had been published by the Rhodesian Printing and Publishing Company (laughter). He said if there was exploitation in the Building Industry, what was the position in other industries ?

A delegate said he would greatly deprecate the resolution going forward in its present form and would prefer that a request be made for the appointment of a Native Labour Board with the specific task of grading all work in the Industry. Several delegates concurred with this viewpoint.

The Director, African Administration Department, Bulawayo, asked that if a Labour Board were set up in terms of the suggestion, would this have an adverse effect outside the municipal areas ? The Commissioner for Native Labour replied that the Board's terms of reference could cover that point. He said that the Native Labour Board could consider the grading of labourers, clerks and drivers etc. right up to journeymen. It was then asked if such grading would actually advance the position of the African. The Commissioner of Native Labour replied that if grading was effected from the labourer up to the operative, it would encourage the African to proceed upwards in the industry. He stated that the Engineering Industry was fully graded, wages ranging from 6d to 6/- per hour.

In the light of the discussion the Umtali delegate withdrew the resolution and Council unanimously agreed that it be left to the Chairman and Vice-Chairman to frame a telegram urging Government to set up a Native Labour Board for the Building Industry to investigate a grading and pay system to cover various degrees of skill not covered by the present National Industrial Council Agreement of the Building Industry.

Venue of Next Council Meeting.

Mr. Hove suggested that Luveve be the venue for the next meeting. Mr. Nyandora suggested that Council be held in Umtali, but it was decided that the Executive Committee should consider the next place of meeting.

CONCLUSION.

The Chairman expressed the thanks of Council to the Fort Victoria Society for the excellent arrangements which had been made for the meeting. He also thanked the official

/representatives.....

representatives for sparing the time to attend, and hoped that other visitors present had benefitted from the deliberations of the Council.

There was one final point, the Chairman said, of which he desired to remind Branches, and that was the question of finance. The Rhodesian Institute of African Affairs would be largely dependent on its Branches or member Societies in this respect, and it would be necessary for them to take particular steps to enhance finance both for the Institute and for themselves. He hoped, also, that Branches would get individuals and organisations interested in the Ibbotson Memorial Fund.

Rev. Ramushu expressed Council's thanks to the Chairman for the manner in which he had conducted the proceedings.

THERE BEING NO FURTHER BUSINESS THE MEETING
CLOSED AT 4.20 P.M.

Secretary.

Chairman.

EXTENSION OF FIELDS OF EMPLOYMENT FOR AFRICANS IN INDUSTRY.REPORT OF THE SUB-COMMITTEE.

Mr. Chairman and Members of Council,

We, as members of a sub-Committee appointed at the last Council Meeting to "...investigate and report on the question of extending the field of employment of Africans in Industry", beg to report as follows :-

It was soon realised that we had been given a task which, if it was to be undertaken thoroughly and on a national basis, would involve considerable financial expenditure even if our occupational duties permitted the time to devote to it. We were of the opinion that it was not Council's intention we should carry out the investigation on that basis. It was, therefore, decided to make personal investigations in some industries established in Bulawayo (where the members of your sub-Committee reside), and then examine Regulations promulgated for the various industries in terms of the Native Labour Boards Act 1947.

We would emphasize that we have approached the subject solely from the view-point of the fields of employment open to Africans and, frankly, were surprised at the extent of such fields. In two industries, if we omit the high executive posts, we found Africans had reached the highest positions in the respective branches of their industries. We feel that the crux of the subject is, not so much a question of extending the fields of employment; but rather one of increasing the remuneration for the responsible posts now filled by Africans.

It will be noted from the appended schedule, which relates to industries for which regulations have been promulgated, that Africans can rise to responsible positions in those industries. Without a specialised knowledge of some of the industries it is not possible to assess the degree of responsibility which the jobs entail. When, however, such posts as Chefs, Hollerith Operators, Diesel drivers (12 & 15 tonners), Microscopists, Omnibus Drivers, Omnibus Inspectors and Clerks - 1st Class, are mentioned it is not difficult for a layman to appreciate that such are no mean occupations.

In at least two cases, Africans were found in even more responsible positions. One was found to be in full charge of the kitchen in a large well-known hotel and the other was Personnel Officer (for Africans) in a large textile factory. Both had reached their positions by ability and long service.

Referring to the Motor Industry, we find that Africans are assistants to Mechanics, Panel Beaters, Spray Painters, Vulcanisers, Car Trimmers and Retreaders. Although they are not recognised as tradesmen, judging by several who carry on this work in their spare time in the African Townships, they have learned a great deal. Trends indicate that the time is not far distant when Africans will be apprenticed to these trades and possibly several others.

If, what was found in Bulawayo, applies equally to other industrial towns of the Colony, it is apparent that there are many openings in Industry of a responsible nature to which Africans may aspire provided they will remain in the same

/industry.....

industry long enough to prove their capabilities. As one member of your sub-Committee records in his notes "..... the trouble is, very few Africans realise the importance of keeping their jobs with a view to rising from grade to grade".

It is regretted that a more comprehensive investigation could not be undertaken. Mr. Gresham, a member of the sub-Committee, had to leave hurriedly for Britain where he still is.

Whether, in the light of the foregoing, it will be deemed desirable to conduct a more embracing survey at this stage, must be left to Council to decide.

There is evidence of a gradual realisation of the potentialities of Africans assuming more responsible positions in Industry. Industrialists generally, are not sentimentalists and your sub-Committee believes that the governing factors affecting the extension of the fields of employment for Africans in Industry are and will continue to be, (a) economic, and (b) the competency of the African.

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Members of the Sub-Committee:

E.C. GRESHAM.
J.W. VERA.
M.M. HOVE.

Bulawayo.
27th April, 1956.

SCHEDULE OF GRADES AND OCCUPATIONS IN VARIOUS INDUSTRIES FOR WHICH REGULATIONS HAVE BEEN PROMULGATED.

INDUSTRY	NO. OF GRADES	NO. OF CLASSES OF OCCUPATION IN EACH GRADE							TYPE OF WORK IN SECOND HIGHEST GRADE	TYPE OF WORK IN HIGHEST GRADES
		1	2	3	4	5	6	7		
Catering	7	5	2	2	7	13	2	1	Cooks. Headwaiters.	Chef.
Clothing	3	10	10	13					Boiler Hand, Clerk, Ironer, Layer-up, Marker, Messenger, Operative.	Boiler Hand, Clerk, Cutter, Driver, Packer, Pattern Marker, Supervisor, 'Phone Operator, Tailor, Turner, Guard, Care- taker, Night- watchman.
Iron and Steel Commission	6	11	48	21	10	(3A)	(4)	(5)	Clerks(leading) Diesel Drivers (12 & 15 ton- ners) Dumper Drivers, "Eimco" Drivers, Hollerith punch operators (1st Class) Leading Hands - 1st Class, Leading Medical Order- lies, Leading Police Con- stables, Tradesmen - 1st Class	Leading Hollerith Operators, Microscopists (See Grade 4)
Motor	4	3	9	7	2				Greasers, Mechanics' Asst. Panel Beaters' " Spray Painters' " Vulcanisers' " Car Trimmers' " Retreaders' "	Drivers. Clerks - Class I
Textile	7	8	5	13	1	4	4	5	Police, Leading Hands - Class 2, Checkers, Builders - Class 2.	Clerks - Class I, Leading Hands - Class I, Builders - Class I, Drivers, Testing Hands.
Transport	7	4	3	3	3	1	**	*		** Motor omnibus Inspectors, Drivers.

* Sub-divided into six classes of drivers.

FEDERATION OF AFRICAN WELFARE SOCIETIES IN SOUTHERN RHODESIA.REPORT FOR YEAR ENDED 31ST MARCH, 1956.

The past year has presented numerous difficulties to the Federation of African Welfare Societies in maintaining the previous level of activities, and it is more than gratifying that the volume of work done and the activities maintained have continued at the level they have. This has been due in no small measure to the energy and enthusiasm of Mr. C. Vernon, the Assistant Secretary, who managed to visit nearly all the Societies during the year. The thanks of the Federation are due to him and I am glad of this opportunity of acknowledging the good work done.

The policy of the Federation in the past in endeavouring to build up staff has been amply justified, and at the present time calls for continued greater effort. The Committee appointed to select a Director took immediate action and a number of applications for the post were received. These were carefully examined but the Committee felt that no applicant fulfilled the desired requirements and no appointment has been made. Had the post been filled, however, it would probably have strained our finances to an embarrassing extent.

It is pleasing to be able to report that matters taken up by the Federation which were the subject of representations to Government have shown marked progress. In this connection reference is made to the Select Committee's report on the Native Industrial Workers' Unions Bill. The Southern Rhodesia Government has accepted this report which is a matter of great importance. The Select Committee's report recommends that the Bill be not proceeded with, but that the Industrial Conciliation Act be amended so that Africans are included in that Act. Other recommendations are made which, if adopted, open the way to greater opportunities for Africans in industry. The draft legislation of the new Bill is awaited with a keen interest.

African Education.

The Southern Rhodesia Government's recently announced plan in connection with African education for the next five years is extremely satisfactory. It proposes to increase facilities for primary education as well as to increase the number of secondary schools and classes, and in addition to establish Higher Teacher Training Courses. By 1958 courses in commercial and electrical work are envisaged.

Co-operative Societies.

Legislation has at last been passed for the registration and management of Co-operative Societies. The Federation has been pressing for this for some time past and the African population has felt the need of co-operative efforts in trading.

Juvenile Delinquency.

During the past year a Remand Home was opened in Bulawayo and a hostel for juvenile delinquents is under construction.

/Legal.....

Legal Sub Committee.

The National Industrial Council of the Building Industry petitioned the Governor under terms of Section 60 of the Industrial Conciliation Act 1945 that the terms of the Agreement of the industry be binding upon natives within municipalities. This matter was examined fully and both oral and written evidence were given to the Native Labour Board of the Building Industry which was appointed to consider the Petition. In this connection the Federation has to acknowledge with thanks and appreciation, the work and representations of Mr. Harry L. Phillips of Umtali, on its behalf. The Federation is particularly concerned about the implementation of this Proclamation and it is watching the position carefully. The present agreement is due to terminate in April 1957.

Dennis Allen Memorial Prize - Essay Competition.

There was a record number of entries this year - 65 from eleven schools and the essays maintained the usual high level. This is the tenth year that the Competition has been held and as there is still some money in the Fund it will be possible to continue it for another year or two.

Constituent Societies.

It is pleasing to record that a Society has been formed at Sinoia. Unfortunately due to the closing of the Rezende Mine at Penhalonga the Society there has become defunct. Societies now number sixteen. The Assistant Secretary visited thirteen of the Societies during the year.

Federation Office.

Members of the Public, students, and research workers continue to visit the office for information on African affairs. Much use is made of the Federation's library.

Every day Africans come to the office for advice and guidance. The fact that they do so indicates the value of our Organisation.

Approximately 1100 copies of the monthly publication "African Welfare Bulletin" are despatched. Apart from Rhodesia and Nyasaland the bulletin is sent to addresses in Union of South Africa, Kenya, Uganda, Sudan, Egypt, Tanganyika, Belgian Congo, Switzerland, Canada, United States of America and Great Britain.

Finance.

Although the Income and Expenditure Account and Balance Sheet reflect a satisfactory position under present conditions, it must be pointed out that the appointment of a successor to our late Organising Secretary has not been made, partly due to our limited financial resources. The Federation is grateful for the continued financial support received both from individuals and various corporate bodies.

Sincere thanks are expressed to Mr. John H. Barham for his generous services over many years as Honorary Auditor to the Federation.

Staff.

The present establishment consists of the Assistant Secretary and a lady clerk-typist.

Collection Number: AD1715

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