

7. RECREATION:

We regard facilities for recreation as a means of preventing idleness and delinquency, of supplementing the work of the home in developing qualities of co-operation, discipline and leadership, and of providing opportunities for the creative use of leisure.

In any housing and town-planning scheme, full facilities should be provided for recreation. Wherever possible, these should be organised on a co-operative basis, in conjunction with local authorities.

The need for recreational facilities is particularly urgent in the case of urban-dwelling Non-Europeans.

We recognise that adult education forms an integral part of schemes providing for recreation.

Finally, we feel that the problems of rural areas in respect of opportunities for education and employment and of health, incentives and cultural level, require special attention.

III. NATIONAL SOCIAL INSURANCE

1. It is proposed that a contributory system of social insurance be instituted forthwith, to provide on a national basis old-age and superannuation benefits; widows' and orphans' benefits; and emergency or general benefits, (to replace existing forms of public assistance and for use in rural areas and for sections of the population in which the above benefits are administratively impracticable). Further extensions should be considered in the light of experience in the working of the scheme after a few years.

2. The main criteria for inclusion in the scheme should be:-

(i) that individuals or families are normally dependent on wages or salaries for their livelihood and live in circumstances that make difficult or impossible provision for such contingencies out of the resources of the private family or private savings or of tribal organisation;

(ii) that, except for old-age pensions, widows' and orphans' benefits and emergency benefits, persons should be able to afford to contribute to the Social Insurance Fund out of their earnings;

(iii) in certain cases various qualifications in respect of income and property.

3. Alternative methods of constituting such a Fund are:-

(i) the levying of a flat rate percentage charge on the earnings of all gainfully occupied persons above a certain age and of all companies, with or without a varying state subvention out of general taxation. In such a case the benefits, except where restricted by income and property qualification, would be available to all citizens of certain specified categories;

(ii) a system of fixed money contributions from employees and employers, varying with age, sex and wages, with or without a varying state subvention, the benefits to be available only to the contributors, or to employees only, except in the case of old-age, widows' and orphans' pensions, and emergency benefit;

(iii) a system similar to the above, but to which the state contributes as well as employers and employees a fixed amount per head of employee and does not necessarily guarantee any deficit arising from the operation of the scheme.

In relation to the present position in the Union, it is suggested that a version of the second alternative described above is to be preferred in the meantime. The inclusion of all income-earners presents very great administrative difficulties, especially in the case of the rural Bantu and the farming population generally. At present the low-income groups require protection more urgently than the others. It is perhaps wiser at the moment for contributions to be limited in most cases to those likely to avail themselves of the benefits. Employers should be encouraged to take greater interest in the welfare of their employees by making direct contributions per worker employed. The State should provide out of general taxation the balance of the money required to pay the contractual benefits and thus avoid the problems arising out of the tendency of insurance schemes to become "insolvent" in difficult times. This is especially true of unemployment insurance.

It is further suggested that provision should be made for the voluntary adhesion to the scheme of non-wage or salary earners, e.g. professional men, small traders, etc.

4. It is proposed to make a start by introducing a compulsory scheme for a number of industries and occupations, where no administrative difficulties are anticipated in collecting revenue or interpreting the conditions under which benefits are to be paid. This is the way in which systems of national health and unemployment insurance have begun in other countries. Experience in the working of a limited scheme is a necessary condition of its later expansion.

5. It is recommended, after the scales of benefit have been determined and estimates made of the total cost, that a series of fixed money contributions be established for employees and employers, to be paid in the form of a single Insurance Stamp, with differentiation on the basis of age, sex and wages. The amount of the benefits should also as a rule vary according to different rates of contributions and the different needs of groups.

6. It is proposed to appoint a board of National Insurance Commissioners to administer the Fund. There may have to be at least three separate accounts; (i) for old-age, widows' and orphans' benefits, superannuation benefits and emergency benefits, payments to be made on the order of the Department of Social Welfare; (ii) for sickness, etc. benefits, payments to be made at the instance of the central authority controlling the nation's health services; (iii) for unemployment benefits, to be paid on the advice of the Department of Labour and in conjunction with other schemes for providing work and training for the unemployed.

The Commissioners would prepare in advance annual estimates of income and expenditure to present to Parliament, which would vote such moneys as were necessary to meet all the obligations of the Fund, together with any Supplementary Estimates required. This flexible arrangement is specially necessary in the case of the unemployment benefit account.

7. Old-age, widows' and orphans' and emergency benefits should not be restricted to contributors to the Fund, but be available to all who are qualified to receive them in terms of the scheme adopted. Wherever possible old-age pensions should ultimately be replaced by contributory superannuation pensions.

The provision of medical, dental, hospital and pharmaceutical service benefits should properly be the responsibility of a fully developed national health service accessible to all citizens and financed out of general taxation. If such a service is not adequately established, then these benefits would also have to be included within the scope of a social insurance scheme.

8. On the evidence before us, we are not ready to decide in
/favour

favour of the immediate adoption of a scheme of family allowances. Early investigation of their desirability and practicability is essential. Such a study should take account of the need to abolish or greatly mitigate the burden of poverty on the nation's children and of encouraging the reproduction of those groups in the population whose fertility is falling fast.

9. It is anticipated that a workable scheme of Social Insurance cannot at first include large sections of the rural population, both European and Bantu, especially the latter, either as peasants or squatters on European farms. Special study will be required of the best ways of reducing want and providing protection of the standard of living in rural areas. We tentatively suggest a wide and flexible scheme of emergency benefits, wise methods of farmers' assistance, loans, training, the provision of alternative work, etc. It is also recognised that much information is required, at present lacking because of the inadequacy of our census and vital statistics, about the age, sex, family life and economic composition of the rural Bantu. We also require knowledge of the extent and criteria of urbanisation among the Bantu, to enable us to afford them appropriate social insurance protection within the general scheme.

10. We are now enquiring into the scales of benefits which are necessary and practicable, and also into the rates of contributions to be recommended. Meanwhile, no detailed proposals are made, beyond such as are to be found above.

ABX. 4211304

A. N. C.

30th November, 1942.

TO WHOM IT MAY CONCERN:

This is to certify that DR. R. T. BOKWE has been appointed REGIONAL ORGANISER in the CAPE AFRICAN CONGRESS in the interim. He is thereby authorised to issue Congress membership cards and to receive membership fees.

(Sgd.)
(A. B. XUMA.)

PRESIDENT-GENERAL, and
EXECUTIVE OFFICER OF
THE CAPE AFRICAN CONGRESS.

104, End Street,
Doornfontein,
JOHANNESBURG.

November 30th., 1942.

ABX/pd.

ABX-421130c

A.H.C

Cape

THE AFRICAN NATIONAL CONGRESS.
(Founded 1912)

"Right Not Might".

"Freedom Not Serfdom".

104, End Street,
Doornfontein,
JOHANNESBURG.

November 30th., 1942.

TO THE BRANCH OFFICIALS OF THE CAPE AFRICAN CONGRESS.

This is to inform you that the President-General, Dr. A.B. Xuma, will preside over a Special Extraordinary Conference for the election of the Acting officials of the Cape African Congress, at Cradock on December 16th., 1942.

The African National Congress conference to be held at Bloemfontein, December 20th - 22nd., will dispose of the case of suspended officials of the Cape African Congress during the session.

Bring up your branches to strength and send delegates to the Cradock Conference.

This letter confirms the notice you received from Mr. Akena.

I am,

Yours for the Unity of African
leaders,

A.B. XUMA.
PRESIDENT-GENERAL, and
EXECUTIVE OFFICER OF THE CAPE AFRICAN
CONGRESS IN THE INTERIM.

ABX/pd.

30th November, 1942.

My dear R.T.,

Your letter of the 22nd., enclosing 5/- for your two years' membership brought greatest joy to me and the greatest hope for the future of Congress in the Cape. In fact, it seemed as if we already accomplished a great organisation in that province.

You know, we have now better trained people in that province than we did when its leaders inspired the masses and did great things for our people. That should be a challenge to us all, who have had these great advantages, to bring our together so that they may be led to see Light and Hope through our leadership.

I charge you with the task of communicating immediately with some of your friends in King-Williams-town, East London, Alice, Middelburg, and Grahamstown, and urge them to enrol twenty-five people or more at half-a-crown each as membership fee, so as to give them the right to send delegates.

"The branches shall elect their own officers after every annual meeting of the National Congress. The Officers shall consist of the Chairman, Secretary and Treasurer and two other members of the branch all of whom shall form the committee to manage and control the affairs thereof. The said officers shall be known as the "local chairman", "local secretary", and "local treasurer", and "local committee" respectively and are herein after referred to as such. The quorum of the local Committees shall be three and shall as far as possible meet once every month but in every case at least twice a quarter". (Article 67 of A.N.C. Constitution)

Let them send 2/- of the 2/6d to you and retain the 6d. per member with their Treasurer. I shall be sending you a copy of our present Constitution which is undergoing revision.

I am enclosing herewith my Certificate authorising you to be Regional Organiser in the interim.

I hope we could meet at Cradock on the 16th where I am presiding over a Special session of the Cape African Congress in which we shall elect acting officials of the Cape African Congress until the National Congress disposes of the case of the suspended officials at the coming Conference at Bloemfontein. We could travel together via Queenstown - where there is the National Council of African Women's Conference - to Bloemfontein.

It would be valuable, therefore, if you had met the requirements of a branch in your area, as you would have a full status representing that branch, likewise for members who could be delegates from other magisteria areas to the Cradock Conference, if they also represented their branches and members.

(Please turn over)

I/...

I am sending, under separate cover, 150 tickets which you could distribute to these areas for branch establishment and you could report to me on them when we meet.

This is a lot of work; but it is a price we must pay for our educational opportunities.

With love to Irene, the little ones and yourself,

I am,

Yours very sincerely,

PRESIDENT-GENERAL.

ABX/pd.

ABX. 421130e

THE AFRICAN NATIONAL CONGRESS

(Founded in 1912)

Motto: RIGHT NOT MIGHT. FREEDOM NOT SERFDOM.

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P.O. Box 30, Bergylei,
Johannesburg.

Secretary-General:
Rev. JAS. A. CALATA,
P.O. Cradock, C.P.
Assistant Secretary-General:
W. B. NGAKANA,
"Lungalegwaba" Hostel,
Orlando, Johannesburg.

President-General:
Dr. A. B. XUMA, M.D., D.F.H.,
104, End Street,
Johannesburg.

"Ntabethemba"
CRADOCK C.P.

10 30th Nov. 1942

194

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GOVERNORS:

ANC/42/35

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14, Perth Road, Westdene,
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Deputy Speaker:

Mr. S. MAC. LEPOLESA,
637, Batho Location,
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Senior Chaplain:

Rev. Z. R. MAHABANE,
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O.F.S. African Congress:

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Transvaal African Congress:

Mr. S. P. MATSEKE (Deceased).

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P.O. Box 154, Durban.

Law Advisor:

Mr. LEO. MTIMKULU,
Baunaville Location,
Somtseu Road,
Durban.

Organisational Propagandists:

Mr. J. NHLAPO, B.A.,
P.O. Wilberforce,
Evaton, Transvaal.

Mr. SAM SESEDI,
716, Makenna Street,
Off Barkley Road,
Kimberley.

Dear President,

Thanks for your letter of the 27th Inst which ~~was~~ must have crossed mine (ANC/42/29).

I arrived this morning from Grahamstown where I had a very successful meeting, and managed to revive Congress there. As a matter of fact 15 tickets were taken that same evening. Another meeting was called for this evening. Mr. Mahlasela also attended.

I do not know if you counted the tickets you sent me but I notice that the last two numbers were 97 and 98 which means that they were 2 short. *gton*.

I told Grahamstown that I would ask you to send me another 100 tickets. I am expecting their cash to be brought by the delegates to the conference.

I do not see how you can get to Queenstown by rail after the Cradock Conference.

The shortest route would take you by bus from Cradock to Tarkastad and there you would take the train on Friday Afternoon the 18th December.

The ordinary route would give you the first connection at Rosmead on Thursday night and you would get to Queenstown on Friday morning.

This would give you only Friday at Queenstown and I am not too sure of the trains from there to Bloemfontein. You ought to get to Bloemfontein by Saturday night.

A taxi from Cradock to Queenstown would cost you no less than £3. It is 94 miles each way.

I would take you over in my car but its tyres are unreliable. I manage to get about somehow as I crawl on at the rate of 30 miles. Next week I am going to Hofmeyr in ~~her~~ it.

But I would never risk the President's life in it. However I am only putting the position before you.

After the Grahamstown meeting I felt like passing on to Port Alfred but I could not owing to money shortage.. I feel that this is the time for an organising campaign. The ~~leaders~~ have faith in the National Congress leadership. I pray that we shall be wisely guided with regard the choice of Provincial leaders, not only in the Cape but in all the four provinces.

Yours very sincerely for Africa,

James abale
GS

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XUMA, A.B., Papers

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