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BANTU WAGE AND PRODUCTIVITY ASSOCIATION TENTH ANNUAL
GENERAL MEETING, WEDNESDAY, 18TH SEPTEMBER, 1968.

ADDRESS BY COUNCILLOR P. R. B. LEWIS
DEPUTY MAYOR OF JOHANNESBURG.

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It is indeed an honour you have bestowed on me by inviting me to be your guest speaker this afternoon. I have taken a keen interest in the work of your Association, but regret I have not been able to be as active as I would have liked to have been, but I have watched with great interest the effects of the sustained work you have done in stimulating employers to take a greater interest in their Bantu workers, and making them realise that efforts spent on training can have marked effect on productivity. You have also brought home the fact that the labourer is worthy of his hire.

I would like to pay particular tribute to Mr. Harry Goldberg, who for many years supported and sustained me in my work when he was a City Councillor, and served with me on the Non-European Affairs Committee. I think it would be true to say that it was through the intimate contacts he made with the Bantu people as a member of that Committee, and when as a member of the Chamber of Commerce he was a moving spirit in resolving the Alexander Bus boycott, that he appreciated the economic problems facing the Bantu people. He realised that if the economic problems could be solved, and the standard of living raised, that the dire distress of the Bantu worker could be largely resolved. Characteristically he sought practical and down to earth methods of trying to resolve this position, and in his creative way helped to found the Bantu Wage and Productivity Association.

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if it had not been for the sound advice and support I received from Mr. Goldberg, I do not think I could have carried the burden that was thrust upon me.

I would also like to pay tribute to the work done by Mr. Raymond Silberbauer. I remember well when he was asked to join the Association. He, too, devoted his creative talents to the work of the Association, and his work in interesting employers in their Bantu workers is too well known to need elaboration.

I feel it might be of interest to you to know what steps the Johannesburg City Council has taken to improve the wages and productivity of its Bantu employees. Let us go back to the year 1959 when the number of Bantu employed was 21,758. At that time the labour turnover was 58%, which meant that nearly 11,300 workers left every year. It was then decided to establish a Personnel Development Branch of the Staff Board to devote its attention to the Council's Bantu staff. At that time each Department of the Council's service hired and fired Bantu employees, but now there is manpower control, and the Branch, which is concerned with meeting the demand for labour from all departments of the Council, ensures that labour due for retrenchment in one department is, if possible, absorbed into other departments. All applicants are carefully screened and their work records checked, and a check is also kept on overtime and excessive sick leave and absenteeism.

Selection tests range from general adaptability to High Level Battery for graduates, and these are considered in conjunction with merit rating and other relevant information, in order to select the best applicant for the job. All Bantu are given full information in regard to conditions of service, reference books, tax laws, etc., and Bantu supervisors induct new workers when they report for duty, these supervisors having been specially selected, trained and tested before assuming duties.

Because of the large number of employees, increasing wages is a very costly matter, for an increase of one cent per hour increases the Council's cost by R420,992: per annum. The Council adopted a policy of increasing wages at regular intervals, and since 1st July, 1957, nine increases have been made, resulting in the Council's wage bill being increased by some R4½ million. It is the Council's aim to increase the minimum wage of the unskilled worker to R40: per month, and this target has nearly been reached, as the lowest paid unskilled worker is now paid R38.14 per month. The Council, unlike many other employers, finds it difficult to pass on its additional costs, as any increase in rates or wages for services are not well received by the public.

Handwritten note: This indicates the Council's aim to increase wages to be more than 15% less than...

It is pleasing to report that whereas on the 30th June, 1959, 1031 graded employees were employed with average earnings of R615: per annum per employee, the number employed has now risen to 1289 with average earnings of R1090: The ungraded workers numbered 20,727 in 1959 with average earnings of R301: per annum per employee, and at the 30th June, 1968, the number employed was 18,473 with average earnings of R500: per annum per employee. As from the 1st July, 1968, a further increase has come into force.

During this period, while the Council's activities have increased considerably, the number of workers has been reduced to 19,762, and of these 12,700 live in Council compounds, and pay a rent of 87 cents per month for the lodging provided, and of the remaining 7062 workers, most of them live and work in Soweto, and are therefore not faced with heavy transport expenses.

I am very pleased to be able to say that we have reduced the labour turnover from 58% in 1959, to 28.21% last year, and because of the greater continuity of employment, more skills are acquired and the productivity of labour increased. Bearing in mind that a large portion of the Council's

staff is made up of migratory workers, I think it will be realised that to have reduced the turnover to this figure is a considerable achievement. The reason why so many of the Council's workers are migratory is because the urban Bantu is not prepared to undertake many of the jobs in the Council's service. One good example is refuse removal.

The Council draws its labour from five local labour bureaux, namely, Kempton Park, Germiston, Johannesburg, Kliptown and Randburg. Would it not be much easier if we made the Witwatersrand one influx control area?

While I have given you the figure for the minimum wage, I must mention that a large number of the Council's employees receive considerably more. Numbers of semi-skilled workers, after five years' service, are paid salaries between R68-R75, and of the building workers, a foreman is paid R103: and a large number of the registered building workers are paid between R66-R87 per month. In certain categories incentive bonuses are paid.

There are other aspects of the Council's policy I would like to bring to your attention. For instance, the Council has a youth employment section. Instead of asking youngsters to come into the city, an office has been established in the townships where documentation can be checked, and it is arranged for the youths to receive a certain amount of training while our recruiting officers are endeavouring to find employment for them. After they are placed in employment, an endeavour is made to keep contact with employers to see how the youths are fitting into their new jobs.

From our records of starting wages being paid when new employees are registered, it is clear that a steady increase is being paid in all categories. One interesting factor is that while the number of persons employed has risen, the number changing their jobs is decreasing. We have no records of other than starting wages, but it can be safely

assumed that employees who are in steady employment are in receipt of wages a great deal higher than the new recruits.

Your Association is vitally interested in improving productivity, but there are certain aspects which militate against this, some of which are known to you. One is the inadequacy of rail transport to Soweto, and I know you are fully aware of this position. In recent interviews with the Railway Authorities, it has been made clear that at peak hours no further trains can be provided. We have been given to understand that some years ago studies were made of signalling systems overseas, with a view to changing our system to enable more trains to be run. The report on these studies, however, seems to be very much like the Borckenhagen Report on the financial relationship between the State, the Province and the Local Authorities which, although commenced in 1956, has not yet been published. At a recent Congress in Bulawayo, it was suggested that the Borckenhagen Report might have to be regarded as being in the same mythical category as the Flying Dutchman, the Wandering Jew and the Vanishing Indian. Is the report on signalling systems going to be the same?

Because of the inability of the Railways to carry people at the times they wish to travel, they are forced to leave their homes in the early hours of the morning in order to be at work on time. Here I would like to give you figures for just one day's travelling on the South Western line. Starting at 4.00 to 4.15 a.m., the number of people using the trains is 2202, and this figure rises as follows :

4.15 to 4.30	2168
4.30 to 4.45	2920
4.45 to 5.00	5634
5.00 to 5.15	7807
5.15 to 5.30	11,616
5.30 to 5.45	14,257
5.45 to 6.00	22,025

6.00 to 6.15	17,247
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and then the numbers start decreasing until they are down to 2885 between 7.45 and 8.00 a.m. Between 8.00 a.m., and 11.00 a.m., the number of passengers is 35,259 and the grand total for the incoming journeys is 190,924. It must also be remembered that many of the people have to travel by bus from their homes to the station, which means, as I have already said, that they must rise at a very early hour, and we must remember, too, that they have the overcrowded, weary journey home in the evening, so that they really do not have sufficient rest. Many, if not most, of the people leave home without food, and this must inevitably affect their productivity.

The Council, in season and out of season, has made representations to the Railways for an improvement in the rail facilities, but we have not been made aware of any plans to improve the position. Recently PUTCO made an application for a limited bus service, and the granting of a licence was objected to by the Railway Authorities, but I am glad to say the Road Board was sympathetic and granted the licence.

Another matter which must affect productivity, and here I am talking of productivity in the sense of work productivity, is the housing shortage. It may seem rather far fetched to suggest that production is affected by a man's housing accommodation, but when one looks a little more deeply into the circumstances under which many Bantu families have to live in Soweto, one can readily appreciate that production must be affected if the circumstances under which the worker lives cause friction, either between him and a member of his family, or other strangers in the house, because of overcrowded conditions.

At the present time we have a waiting list of some 10,000 people wanting houses, and another list of 10,000 people waiting for hostel accommodation, and during the waiting period these people have to share houses with other tenants - in fact, they are lodgers, or temporarily housed in old mine compounds. There are 74,000 families living in 64,000 houses in Soweto, and this number is increasing by at least 2000 families a year. This is not influx of families, but the natural increase of residents born in Soweto and starting homes of their own. When one considers the size of the houses, approximately 600 sq. feet, one is aware that there is barely sufficient room for one family, let alone two. With 10,000 families living as lodgers, overcrowding is rife, and this gives rise to family squabbles and feelings of insecurity. In recent years the money allocated for Bantu housing has been considerably less than previously, resulting in a backlog, and what with more and more young people getting married every year, the demand for housing is never ending. So, in point of fact, if productivity is to be increased in respect of 20,000 families, because both tenants and lodgers are affected, then we must use all our endeavours to get the housing backlog cleared. Another factor which is now causing anxiety is the availability of suitable land.

Another aspect on which I wish to speak is education. The City Council is not responsible for providing education, but it does build the primary schools from a fund built up from an amount included in rentals of housing schemes started after 1956, and to date 121 schools have been built. Today there are 73 lower primary schools, 28 higher primary schools, 11 which are combined lower and higher primary, and six secondary schools. This indicates the grave shortage of secondary school education. The latest statistics I have are for 1966, and these reflect that for the Republic as a whole, of the African children at school, 71.82% are in sub-standard A to Grade II, 24.22% are in Standards III to V, 3.38% are in Forms I to III and 0.25% are in Forms IV and V.

In 1966, 1547 Bantu wrote matric, of which 2.5% passed first class, 53.8% second and third class and 43.7% failed. Can we in the Republic provide the leaders for this vast Bantu population from so small a number of people receiving secondary education? It is of interest that the newly elected Urban Bantu Council are investigating the suggestion that all tenants should be asked to pay an additional levy towards the provision of schools.

*Crime Police Reserves
Levy of Bantu*

Your Association has now been active for ten years. I would like to quickly sketch some of the things that have happened in our city in that period. I often think we dwell too much on the immediate problem facing us, and lose our perspective. What was the position ten years ago?

There were 70,000 people living in shacks on sites of 20' x 20' in the Moroka Emergency Camp, and nearby was Shantytown. Conditions were appalling. The Site and Service Scheme had just been announced, and was subject to much criticism as perpetuating the slums. Today, all these people are satisfactorily housed, and only one or two of the 30,000 sites laid out in the Site and Service Scheme remain with shacks, and the last remaining slum of Pimville is in course of being rebuilt.

Bantu building workers have been trained from people who before were unskilled labourers. These skilled workers have not only built the houses in Soweto, but have moved further abroad, and have had a marked influence on the building of houses in many parts of the Republic. The Council's Vocational Training Centre has been steadily turning out bricklayers, plumbers, carpenters and electrical wiremen. Clinics have been built. Mass immunization has been effected, and infantile mortality has been reduced. Work opportunities and tasks undertaken by the Bantu, which we now accept, were unthinkable ten years ago. I quote for example some of the senior posts in the Council's service :

Senior Clerk/Cashier, Treasury Department, on a grade from R1680 - R1908.

Bantu Matron in Charge, ^{Waterfall} Baragwanath Hospital, on the same grade.

Staff Board's Bantu Training Assistants, on a grade from R1260 - R1680.

Instructor Inspector, Ambulance Department, on a grade R1260 - R1500.

Liquor Branch, Senior Supervisor, on a grade R1500 - R1680.

Electrical Wiremen on a grade R1056-R1260.

I have quoted the number of schools: there were no Government schools ten years ago, the only schools available being those erected by the Churches.

How many firms have now introduced Pension Funds for their Bantu employees? Ten years ago this was rare.

I think you will agree that this constitutes a tremendous change over a comparatively short period, namely, ten years. I do think, however, that the tempo of this change will accelerate, and now that we have realised some of the potential abilities of the Bantu to undertake tasks hitherto thought to be beyond their capacity, we shall be able to use this huge reservoir of labour to far better advantage in the future. There is no room for complacency or smugness, for much more has to be done, and it will ever be so, but it gives one courage to go on, even though one is ever conscious that an incident, in itself insignificant, could incite reactions which would destroy years of patient endeavour. I know that your Association will continue its constructive work, and that you will play your part in the development of the land and the people we are so anxious to help.

EMPLOYMENT TRENDS BY EMPLOYMENT

SECTOR - BANTU MALES -

JOHANNESBURG PRESCRIBED LABOUR AREA

EMPLOYMENT SECTOR	TOTAL LABOUR FORCE		
	1959	JUNE 1965	JUNE 1967
	NO.	NO.	NO.
Agriculture, Forestry and Fishing	117	194	253
Mining and Quarrying	79	231	154
Manufacturing	64,235	62,186	59,663
Construction	18,202	13,424	15,474
Commerce	73,677	94,278	95,826
Accommodation and Catering	22,705	22,259	17,224
S.A.R. & H.	9,308	10,846	10,065
Government and Provincial	3,948	8,023	9,248
Local Authorities	19,556	19,745	18,734
Domestic	18,774	17,969	19,330
TOTAL IN EMPLOYMENT	230,601	249,155	245,971
UNEMPLOYED		2,828	3,646
TOTAL LABOUR FORCE		251,983*	249,617**

* Includes 12,035 Juvenile Males

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BANTU WAGE AND PRODUCTIVITY ASSOCIATION ANNUAL GENERAL MEETING:

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Address by Councillor P.R.B.Lewis, Deputy Mayor of Johannesburg.

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I would like to pay particular tribute to Mr. Harry Goldberg who for many years supported and sustained me in my work when he served on the ^{City} Council and served with me on the Non-European Affairs Committee. I think it would be true to say that it was through the intimate contacts he made with the Bantu people as a member of that Committee, and to his work with the Chamber of Commerce, that he realised the economic problems facing the Bantu people. He realised that if the economic problems could be solved, and the standard of living raised, that the lot of the Bantu worker would be greatly improved. Characteristically he sought practical and down to earth methods of trying to resolved this position, and in ^{his creative way helped to found} ~~so doing helped to create~~ the Bantu Wage and Productivity Association.

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Shortly after joining the Council I found myself with very grave responsibilities at a time when the relationship between the City and the Minister of Native Affairs ^{at that time} was not all that could be desired, and if it had not been for the sound advice and support I received from Mr. Goldberg I do not think I could have carried the burden that was thrust upon me. #

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I feel it might be of interest to you to know what steps the Johannesburg City Council has taken to improve the wages and productivity of its Bantu employees.

Let us go back to the year 1959 when the number of Bantu employed was 21,758. At that time the labour turnover was 58%, which meant that nearly 11,300 workers left every year. It was then decided to establish a ~~training and recruitment centre at Selby.~~ At that time each Department of the Council service hired and fired Bantu employees. By establishing a centre it was found that employees who might not be suitable for one Department might be suitable for another. It was also realised that the wages paid to the Bantu workers were too low.

personnel development branch of the Staff Dept to devote attention to the Council's Staff

Because of the large number of employees, increasing wages is a very costly matter, for an increase of 1 cent per hour increases the Council's cost by R420,992.00 per annum. The Council adopted a policy of increasing wages at regular intervals, and since 1st July, 1957, nine increases have been made, resulting in the Council's wage bill being increased by some R4 $\frac{1}{2}$ million. It is the Council's aim to increase the minimum wage of the unskilled worker to R40: per month,

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On recruitment employees receive a basic training, and numbers of courses are given for the training of supervisors and other members of staff. I am very pleased to be able to say that we have reduced the labour turnover from 58% in 1959, to 28.21% last year, and because of the greater continuity of employment, more skills are acquired and the productivity of labour increases. Bearing in mind that a large portion of the Council's staff is made up of migratory workers, I think it will be realised that to have reduced the turnover to this figure is a considerable achievement. Add

6 While I have given you the figure for the minimum wage, I must mention that a large number of the Council's employees receive considerably more. Numbers of semi-skilled workers, after five years' service, are paid salaries between R68-R75, and of the building workers, a foreman is paid R103: and a large number of the registered building workers are paid between R66 - R87 per month. ~~It is the endeavour of the Council to use Bantu labour as far as possible in Soweto.~~ In certain categories incentive bonuses are pd.

7 There are other aspects of the Council's policy I would like to bring to your attention. For instance, the Council has a youth employment section. Instead of asking youngsters to come into the city, an office has been established in the townships where documentation can be checked, and it is arranged for the youths to receive a certain amount of training while our recruiting officers are endeavouring to find employment for them. ~~xxx~~

8 Your Association is vitally interested in improving productivity, but there are certain aspects which militate against this, some of which are known to you. One is the inadequacy of rail transport to the townships, and I know you are fully aware of this position. In recent interviews with the Railway Authorities, it has been made clear that at peak hours no further trains can be provided. We have been given to understand that some years ago studies were made of signalling systems overseas, with a view to changing our system to enable more trains to be run. The Report on these studies, however, seems to be very much like the Borckenhagen Report on the financial relationship between the State and the Province, and the Local Authorities which, although commenced in 1956, has not yet been published.

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The Council, in season and out of season, has made representations to the Railways for an improvement in the rail facilities, but we have not been made aware of any plans to improve the position. Recently PUTCO made an application for a limited bus service, and the granting of a licence was objected to by the Railway Authorities, but I am glad to say the Road Board was sympathetic and granted the licence.

Another matter which must affect productivity, and here I am talking of productivity in the sense of work productivity, is the housing shortage. It may seem rather far fetched to suggest that production is affected by a man's housing accommodation, but when one looks a little more deeply into the circumstances under which many Bantu families have to live in Soweto, one can readily appreciate that production must be affected if the circumstances under which the worker lives cause friction, either between him and a member of his

family, or other strangers in the house, because of overcrowded conditions.

At the present time we have a waiting list of some 10,000 people wanting houses, and another list of 10,000 single people waiting for accommodation, and during the waiting period these people have to share houses with other tenants - in fact, they are lodgers. There are 74,000 families living in 64,000 houses in Soweto, and this number is increasing by nearly 2000 families a year. This is not influx of families, but the natural increase of residents born in Soweto and starting a home of their own. When one considers the size of the houses, approximately 600 sq. feet, one is aware that there is barely sufficient room for one family, let alone two. With 10,000 families living as lodgers, ~~xxxxxxx~~ overcrowding is rife, and this gives rise to family squabbles and feelings of insecurity. In recent years the money allocated for Bantu housing has been considerably less than previously, resulting in a backlog, and what with more and more young people getting married every year, the demand for housing is never ending. So, in point of fact, if productivity is to be increased in respect of 20,000 families, because both tenants and lodgers are affected, then we must use all our endeavours to get the housing backlog cleared.

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*This indicates the
That is in 1966.*

From a survey of the pattern of employment trends in Johannesburg, it has been found that Bantu workers prefer jobs in commerce and that by far the greater proportion of the Bantu male labour force is employed by the commercial sector, and that this sector is continuing to expand, and that this growth took place despite the over-all contraction of the total labour force. With this in mind, endeavours were made recently to establish a Commercial School in Soweto so that children could receive an education in bookkeeping, typing and office duties. Financial sponsorship was forthcoming, the Johannesburg Chamber of Commerce agreeing to provide the required finance

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4. I would also like to pay tribute to the work done by Mr. Raymond Silberbauer. I remember well when he was asked to join the Association. He, too, devoted his creative talents to the work of the Association, and his work in interesting employers in their Bantu workers is too well known to need elaboration. ✓

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6. Selection tests range from general adaptability to High Level Battery for graduates, and these are considered in conjunction with merit rating and other relevant information, in order to select the best applicant for the job. ✓ All Bantu are given full information in regard to conditions of service, reference books, tax laws, etc., and Bantu supervisors induct new workers when they report for duty, these supervisors having been specially selected, trained and tested before assuming duties.

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wage, I must mention that a large number of the Council's employees receive considerably more. Numbers of semi-skilled workers, after five years' service, are paid salaries between R68-R75, and of the building workers, a foreman is paid R103; and a large number of the registered building workers are paid between R66-R87 per month. In certain categories incentive bonuses are paid. ✓

12. There are other aspects of the Council's policy I would like to bring to your attention. For instance, the Council has a youth employment section. Instead of asking youngsters to come into the city, an office has been established in the townships where documentation can be checked, and it is arranged for the youths to receive a certain amount of training while our recruiting officers are endeavouring to find employment for them. After they are placed in employment an endeavour is made to keep contact with employers to see how the youths are fitting in to their new jobs. *all.*

13. Your Association is vitally interested in improving productivity, but there are certain aspects which militate against this, some of which are known to you. One is the inadequacy of rail transport to the ^{Soweto} townships, and I know you are fully aware of this position. In recent interviews with the Railway Authorities, it has been made clear that at peak hours no further trains can be provided. ✓ We have been given to understand that some years ago studies were made of signalling systems overseas, with a view to changing our system to enable more trains to be run. The Report on these studies, however, seems to be very much like the Borckenhagen Report on the financial relationship between the State and the Province, and the Local Authorities which, although commenced in 1956, has not yet been published. Ⓢ

14. Because of the inability of the Railways to carry people at the times they wish to travel, they are forced to leave their homes in the early hours of the morning in order

to be at work on time. Here I would like to give you figures for just one day's travelling on the South Western line. Starting at 4.00 to 4.15 a.m., the number of people using the trains is 2202, and this figure rises until we get the following :

Add early times.

5.15 to 5.30	11,616
5.30 to 5.45	14,257
5.45 to 6.00	22,025
6.00 to 6.15	17,247
6.15 to 6.30	18,495
6.30 to 6.45	17,224
6.45 to 7.00	11,254

and then the numbers start dropping until they are down to 2885 between 7.45 and 8.00 a.m. Between 8.00 a.m. and 11.00 a.m., the number of passengers is 35,259 and the grand total for the incoming journeys is 190,924. It must also be remembered that many of the people have to travel by bus from their homes to the station, which means, as I have already said, that they must rise at a very early hour, and we must remember, too, that they have the ^{overcrowded} long, weary journey home in the evening, so that they really do not have sufficient rest. Many, if not most, of the people leave home without food, and this must inevitably affect their productivity.

15. The Council, in season and out of season, has made representations to the Railways for an improvement in the rail facilities, but we have not been made aware of any plans to improve the position. Recently PUTCO made an application for a limited bus service, and the granting of a licence was objected to by the Railway Authorities, but I am glad to say the Road Board was sympathetic and granted the licence.

16. Another matter which must affect productivity, and here I am talking of productivity in the sense of work productivity, is the housing shortage. It may seem rather far fetched to suggest that production is affected by a man's

housing accommodation, but when one looks a little more deeply into the circumstances under which many Bantu families have to live in Soweto, one can readily appreciate that production must be affected if the circumstances under which the worker lives cause friction, either between him and a member of his family, or other strangers in the house, because of overcrowded conditions.

17. At the present time we have a waiting list of some 10,000 people wanting houses, and another list of 10,000 ~~single~~ ^{Hostel} people waiting for accommodation, and during the waiting period these people have to share houses with other tenants - in fact, they are lodgers. ^{or temp housed in old Mine Compound} There are 74,000 families living in 64,000 houses in Soweto, and this number is increasing by ^{at least} nearly 2000 families a year. This is not influx of families, but the natural increase of residents born in Soweto and starting a home of their own. When one considers the size of the houses, approximately 600 sq. feet, one is aware that there is barely sufficient room for one family, let alone two. With 10,000 families living as lodgers, overcrowding is rife, and this gives rise to family squabbles and feeling of insecurity. In recent years the money allocated for Bantu housing has been considerably less than previously, resulting in a backlog, and what with more and more young people getting married every year, the demand for housing is never ending. So, in point of fact, if productivity is to be increased in respect of 20,000 families, because both tenants and lodgers are affected, then we must use all our endeavours to get the housing backlog cleared. #

18. Another aspect on which I wish to speak is education. The City Council is not responsible for providing education, but it does build the primary schools from a fund built up from an amount included in rentals of housing schemes started after 1954/6, and to date 121 schools have been built. Today there are 73 lower primary schools, 28 higher primary schools, 11 which are combined lower and higher primary and six secondary schools. This indicates the grave shortage of secondary school education. The latest statistics I have ^{are} ~~is~~ for 1966, and these reflect that for the

Checked
Rob

Republic as a whole, of the African children at school, 71.82% are in sub-standard A to Grade ~~XXX~~ II, 24.22% are in Standards III to V, 3.38% are in Forms I to III and 0.25% are in ~~Standards~~ Forms IV and V. In 1966 1547 Bantu wrote matric, of which 2.5% passed first class, 53.8% second and third class and 43.7% failed. Can we in the Republic provide the leaders for this vast Bantu population from so small a number of people receiving secondary education?

19. Your Association has now been active for ten years. I would like to quickly sketch some of the things that have happened in our city in that period. I often think we dwell too much on the immediate problem facing us and lose our perspective. What was the position ten years ago?

20. There were 70,000 people living in shacks on sites of 20' x 20' in the Moroka Emergency Camp and nearby was Shantytown. Conditions were appalling. The Site and Service Scheme had just been announced and was subject to much criticism as perpetuating the slums. Today, ~~afxtxxxx~~ all these people are satisfactorily housed, and only one or two of the 30,000 sites laid out in the Site & Service Scheme remain with shacks, and the last remaining slum of Pimville is in the course of being rebuilt.

21. Bantu building workers have been trained, ~~who~~ ^{who} before were unskilled labourers. These skilled workers have not only built the houses in Soweto, but have moved further abroad and had a marked influence on the building ^{of houses} industry. ^{many pairs of eyes} The Council's Vocational Training Centre has been steadily turning out Bricklayers, plumbers, carpenters and electrical wiremen. Clinics have been built. Mass immunization has been effected, infantile mortality has been reduced from..... to Work opportunities and tasks undertaken by the Bantu, which we now accept, were unthinkable ten years ago. I quote for example,

BantuMatrons at Bara: Bantu driving buses: for own people
in the Council's service (more information from Mr. Carroll)

I have quoted the number of schools, there were ~~nene ten~~ ^{no Govt 1040}
years ago, the only schools available being those erected
by the Churches.

How many firms have now introduced Pension Funds for their
Bantu employees? Ten years ago this was rare.

I think you will agree that this constitutes a tremendous
change over a comparatively short period, namely, ten years,
~~but~~ I am the last one to be complacent ~~and~~ ^{but} I do think that
the tempo of this change will accelerate and now that we
have realised some of the potential abilities of the Bantu
to undertake tasks hitherto thought to be beyond their cap-
acity, we shall be able to use this huge reservoir of labour
to far better advantage in the future. There is no room
for complacency or smugness, for much more has to be done,
and it will ever be so, but it gives one courage to go on,
even though one is ever conscious that an incident, in itself
insignificant, could incite reactions which would destroy years
of patient endeavour. I know that your Association will
continue its constructive work and that you will play your
part in ~~increasing wages and productivity.~~

The developm^t of land + people we are so
anxious to help.

-----**00**-----

Census of N.E. Passengers, on one day, travelling from SACETO

October 1967

Naledi Rail Line

4.00 4.15 4.30 4.45 5.00 5.15 5.30 5.45 6.00 6.15 6.30 6.45 7.00 7.15 7.30 7.45
 4.15 4.30 4.45 5.00 5.15 5.30 5.45 6.00 6.15 6.30 6.45 7.00 7.15 7.30 7.45 8.00

- Covering
- Naledi
- Morafi
- Inhlazane
- Ikwezi
- Dube.
- Pheferi
- Phomdorig
- Mzimhlope

TOTAL 1420 1669 2127 4025 6069 8014 10908 14006 12103 13234 10312 7074 5607 3728 3059 1869

Pimville-Lenz Rail Line

- Pimville.
- lenz.
- Midway
- Tshiwelo
- Kliptown
- Nancefield
- Orlando
- Mamlankunzi
- New Canada.

TOTAL 782 499 793 1609 1738 3602 3349 8019 5144 5261 6912 4180 3232 2921 1384 1016

GRAND TOTAL

2202 2168 2920 5634 7807 11616 14257 22025 17247 18495 17224 11254 8839 6649 4443 2885

Coloureds

- Westbury
- Newdare.

TOTAL 14 4 8 2 13 74 77 96 206 425 899 444 235 170 214 109

8.00
11.00
23188. Total 128,412

Spks
(Peak)
4:00 am 5:30 am
8:00 am 7:15 am
104,724. 73,844.

12071
35259
954
62,512.
190,924
30944

50427
156157
2990
36,097
109,941
2382

Let us go back to the year 1959 when the number of Bantu employed was 21,758. At that time the labour turnover was 58%, which meant that nearly 11,300 workers left every year. It was then decided to establish a training and recruitment centre at Selby. At that time each Department of the Council's service hired and fired Bantu employees. By establishing a centre it was found that employees who might not be suitable for one Department might be suitable for another. It was also realised that the wages paid to the Bantu workers were too low. Because of the large number of employees, increasing wages is a very costly matter, for an increase of 1 cent per hour increases the Council's cost by R420,992.00 per annum.

The Council adopted a policy of increasing wages at regular intervals, and since 1st July, 1957, nine increases have been made, which has resulted^{ing} in the Council's wages bill being increased by some R4 $\frac{3}{4}$ million. It is the Council's aim to increase the minimum wage to the unskilled worker to R40: per month. During this period, while the Council's activities have increased considerably, the number of workers has been reduced to 18,400 and of these 12,700 live in Council compounds and pay a rent of 87 cents per month for the lodging provided, and of the remaining 5700 workers, most of them live and work in Soweto and are therefore not faced with heavy transport expenses.

On recruitment employees receive a basic training, and numbers of courses are given for the training of supervisors and other members of staff. I am very pleased to be able to say that we have reduced the labour turnover from 58% in 1959 to 28.21% last year. Bearing in mind that a large portion of the Council's staff is made up of migratory workers, I think it will be realised that to have reduced the turnover to this figure is a considerable achievement.

While I have given you the figure for the minimum wage, a large number of the Council's employees receive considerably more. Numbers of semi-skilled workers, after

five years service, are paid salaries between R68-R75, and of the building workers, a foreman is paid R103: and a large number of the registered building workers are paid between R66 - R87 per month. It is the endeavour of the Council to use Bantu labour as far as possible in Soweto.

There are other aspects of the Council's policy I would like to bring to your attention. The Council has a youth employment section, ~~and~~ instead of asking youngsters to come into the city, an office has been established in the townships where documentation can be checked, and the youths receive a certain amount of training while our recruiting officers are endeavouring to find employment for them.

Your Association is vitally interested in improving productivity, but there are certain aspects which militate against productivity, some of which you are ~~fully~~ ^{to you.} ~~aware of.~~ ^{known} One is the inadequacy of rail transport to the townships, and I know you are fully aware of this position. In recent interviews with the Railway Authorities, it has been made clear that at peak hours no further trains can be provided. We are given to understand that some years ago studies were being made of signalling systems overseas, with a view to changing our system to enable more trains to be run. This report seems to be very much like the Borcken-hagen Report on the financial relationship between the State, and the Province, and the Local Authorities which, although commenced in 1956, has not yet been published.

Because of the inability of the ^{Railways} ~~trains~~ ^{to travel} to carry people at the times ~~that~~ they would wish, they are forced to leave their homes in the early hours of the morning so as to be at work on time. Many, if not most, of the people leave home without food, and this must inevitably affect their productivity. The Council, in season and out of season, has made representations to the Railways for an improvement in the rail facilities, but we have not been made aware of any plans to improve the position. Recently PUTCO made an application for a limited bus service, and the granting

of a licence was objected to by the Railway Authorities, but I am glad to say that the Road Board granted the licence.

Another matter which must effect productivity, and here I am talking of productivity in the sense of work productivity, is the housing shortage. At the moment we have a waiting list of some 10,000 people wanting houses. During the waiting period they have to share a house with other tenants. When one considers the size of the houses, approximately 600 sq. feet, one is aware that there is barely sufficient room for one family, let alone two. In recent years the money allocated for Bantu housing has been considerably less than previously, resulting in a backlog, and every year more and more young people are getting married causing a further demand for housing.

Another matter on which I wish to speak is education. The City Council is not responsible for providing education, but it does build the primary schools from a fund built up from an amount included in rentals of housing schemes started after..... To date..... schools have been built. There is, however, a shortage of secondary schools education. The latest statistics I have seen reflect that for the Republic as a whole, of the African children at school 71.82% are in sub-standard A to Grade II - 24.22% are in Standards III to V, 3.38% are in Forms I to III and 0.25% are in Standards IV and V. In 1966 1547 Bantu wrote matric of which 2.5% passed first class, 53.8% second and third class and 43.7% failed. Can we in the Republic provide the leaders for this vast Bantu population from so small a number of people receiving secondary education?

Recently endeavours were made to establish a Commercial School in Soweto so that children could receive an education in bookkeeping, typing and office duties. Financial sponsorship was forthcoming, the Johannesburg Chamber of Commerce

Complete.

EMPLOYMENT TRENDS BY EMPLOYMENT

SECTOR - BANTU MALES -

JOHANNESBURG PRESCRIBED LABOUR AREA

EMPLOYMENT SECTOR	TOTAL LABOUR FORCE		
	1959	JUNE 1965	JUNE 1967
	NO.	NO.	NO.
Agriculture, Forestry and Fishing	117	194	253
Mining and Quarrying	79	231	154
Manufacturing	64,235	62,186	59,663
Construction	18,202	13,424	15,474
Commerce	73,677	94,278	95,826
Accommodation and Catering	22,705	22,259	17,224
S.A.R. & H.	9,308	10,846	10,065
Government and Provincial	3,948	8,023	9,248
Local Authorities	19,556	19,745	18,734
Domestic	18,774	17,969	19,330
TOTAL IN EMPLOYMENT	230,601	249,155	245,971
UNEMPLOYED		2,828	3,646
TOTAL LABOUR FORCE		251,983 *	249,617 **

* Includes 12,035 Juvenile Males

** Includes 14,863 Juvenile Males

From:
Miss Verstey: NEAD
Recd 17/6/68

CITY OF JOHANNESBURG

NON-EUROPEAN AFFAIRS DEPARTMENT

A NOTE ON THE STRUCTURE OF THE
FEMALE LABOUR FORCE, AND WAGE RATES
IN THE JOHANNESBURG PRESCRIBED AREA

A. EMPLOYMENT TRENDS:

Prior to 1959 Bantu females (unlike males) were not required to register for employment at a labour bureau before seeking work. In 1959, legislation was introduced enforcing the registration of females as workseekers in urban areas. However, it was not until 1963 that this legal requirement was rigidly enforced. As a result, it was only in June 1965 that the Johannesburg Labour Bureau was able to make a reliable estimate of the total female labour force.

Trends in the total female labour force by Industrial Sector are outlined in Table I below. In the accompanying diagram these trends are depicted pictorially. It may be seen that the labour force increased by 16.780 or 17.53% over 3 years. This rise has been consistent over the periods studied. Elements constituting such increases are rather complex to access, since the degree of female labour force participation is governed by a variety of demographic, social and economic factors. For example, the marital status of women, the presence of young children in the home and changes in the average age at which women marry may have a profound affect on the size of the female labour force. These characteristics may also be altered by any change in the proportion of women who eventually marry. The relevant social and economic factors are too many to list. However, the most important are, firstly, the degree of acceptance by the society of women working. Secondly, the levels of income prevailing and finally the structure of the economy insofar as it affects the demand for the types of labour supplied by women.

TABLE I
TOTAL FEMALE LABOUR FORCE BY
INDUSTRIAL SECTOR - JOHANNESBURG
PRESCRIBED LABOUR AREA - JUNE 1965
TO JUNE 1967

INDUSTRIAL SECTOR	TOTAL LABOUR FORCE						% INCREASE JUNE 1965 - JUNE 1967
	JUNE 1965		JUNE 1966		JUNE 1967		
	NO.	%	NO.	%	NO.	%	
Agriculture, Forestry and Fishing	6	0.01	10	0.01	10	0.01	66.6

Mining and Quarrying	-	-	-	-	-	-	-
Manufacturing	11,639	12.16	15,010	14.23	17,076	15.18	46.71
Construction	98	0.10	114	0.11	114	0.10	16.33
Commerce	6,332	6.61	7,983	7.57	8,268	7.36	30.57
Accommodation	20,987	21.92	21,930	20.79	22,550	20.04	7.45
S.A.R. & H.	88	0.09	90	0.09	91	0.08	3.41
Government and Provincial	1,564	1.64	1,588	1.51	1,760	1.56	12.53
Local Authorities	382	0.40	436	0.41	497	0.44	30.10
Domestic	54,636	57.07	58,340	55.28	62,146	55.23	13.75
	95,732	100.00	105,501	100.00	112,512	100.00	17.53

Table I also shows that the absolute numbers of Bantu females increased in each Industrial sector. The rates of growth were, however, unevenly distributed. The most spectacular growth rates were experienced in the manufacturing (46.71%) and Commercial (30.57%) Sectors indicating the increasing employment opportunities available to Bantu women in these fields.

Although the bulk of the female labour force is still employed in Domestic service and Accommodation and Catering (75.27%), it is important to note that the proportions of these two sectors in the total labour force are slowly declining.

Data on the number and proportions of female workers placed in employment by occupational category is given in Table II.

TABLE II
NUMBER AND PROPORTIONS OF
ADULT BANTU FEMALES PLACED IN
EMPLOYMENT - JOHANNESBURG PRESCRIBED
LABOUR AREA - JULY 1966 - JUNE 1967

OCCUPATIONAL CATEGORY	PLACEMENTS	
	NUMBER	%
Professional, Technical and related workers	171	0.58
Clerical, Office and related workers	258	0.88
Saleswomen and related workers	692	2.36
Craftswomen, Production Process and related workers	7,017	23.92
Service and related workers	21,109	71.96
Other Unidentifiable Workers	88	0.30
	29,335	100.00

Table II indicates that employment opportunities for Bantu women are to a very great extent confined to service employment (72%). An encouraging feature is, however, the comparatively large number of women employed as Craftswomen, production process and related workers (24%). Women's participation in other occupational fields is, as yet, almost negligible.

The Bantu female labour force is, therefore, primarily unskilled, but there is also a significant number employed in semi-skilled occupations. Typical unskilled occupations are cooks, houseworkers, cleaners, washerwomen and maids. In semi-skilled occupations, women work as machinists, assemblers and dispatchers.

An analysis of the distribution of female placements by Influx qualification is given in Table III. It can be seen that only 7.9% of these women entered the prescribed labour area on special permit. The balance (92.11%) were already resident in Johannesburg. These figures suggest that the primary source of the female labour force is the local female population.

TABLE III
NUMBER AND PROPORTION OF
BANTU FEMALES PLACED IN
EMPLOYMENT BY INFLUX CATEGORY
JULY 1966 - JUNE 1967

INFLUX CATEGORY	PLACEMENTS	
	NUMBER	%
Complied with the provisions of Sections 10(1)(a)(b) (c) and (d) of the Bantu Urban Areas Consolidation Act No. 25 of 1945 as amended.	27,020	92.11
Conditional Entries and Foreign	1,315	7.89
	29,335	100.00

B. STARTING CASH WAGES:

In order to provide comparative figures and to permit the calculation of 'real' wages, the data on starting cash wages has been subdivided into two 6 month periods. The data (Tables IV and V) suggests that there has been a very slight decrease in the number of Bantu females receiving starting cash wages of less than R30 per month. During the 6 months period July to December 1966 97.54% of Bantu females received a basic starting wage of less than R30 per month. By January to June 1967 this proportion had fallen to 97.21%. Similarly in the second half of 1966,

60.41% of all newly commenced jobs rated on a weekly basis were in receipt of a basic cash wage of R7.00 or less (R30 p.m.). By the first half of 1967 this proportion had fallen to 59.48%.

TABLE IV

MONTHLY CASH WAGES : ADULT BANTU FEMALES PLACED IN EMPLOYMENT : JOHANNESBURG PRESCRIBED AREA : JULY 1966 - JUNE 1967

WAGES A MONTH RAND	JULY - DEC. 1966		JAN. - JUNE 1967	
	%	CUM. %	%	CUM. %
2.00 - 6.00	.91	.91	0.45	.45
6.01 - 10.00	8.08	8.99	5.79	6.24
10.01 - 14.00	29.39	38.38	23.28	29.52
14.01 - 18.00	41.57	79.95	40.76	70.28
18.01 - 22.00	9.42	89.37	15.78	86.06
22.01 - 26.00	4.16	93.53	6.00	92.06
26.01 - 30.00	4.01	97.54	5.15	97.21
30.01 - 34.00	1.11	98.65	1.39	98.60
34.01 - 38.00	0.35	99.00	0.23	98.83
38.01 - 42.00	0.29	99.29	0.18	99.01
42.01 - 46.00	0.14	99.43	0.15	99.16
46.01 - 50.00	0.07	99.50	0.21	99.37
50.01 - 54.00	0.04	99.54	0.04	99.41
54.01 - 58.00	0.07	99.61	0.14	99.55
58.01 - 70.00	0.35	99.96	0.24	99.79
70.01 - 80.00	0.04	100.00	0.12	99.91
90.01 -	100.00		0.09	100.00
			100.00	

TABLE V

WEEKLY CASH WAGES : ADULT BANTU FEMALES PLACED IN EMPLOYMENT : JOHANNESBURG PRESCRIBED AREA : JULY 1966 - JUNE 1967

WAGES A MONTH RAND	JULY - DEC. 1966		JAN. - JUNE 1967	
	%	CUM. %	%	CUM. %
1.00 - 1.50	0.15	.15	0.05	.05
1.51 - 2.00	0.15	.30	0.05	.10
2.01 - 2.50	0.22	.52	0.11	.21
2.51 - 3.00	0.59	1.11	0.86	1.07
3.01 - 3.50	0.90	2.01	2.38	3.45
3.51 - 4.00	1.53	3.54	1.13	4.58
4.01 - 4.50	2.03	5.57	2.22	6.80
4.51 - 5.00	13.76	19.33	16.62	23.42
5.01 - 5.50	6.88	26.21	5.32	28.74
5.51 - 6.00	13.76	39.97	12.11	40.85
6.01 - 6.50	7.80	47.77	8.85	49.70
6.51 - 7.00	12.64	60.41	9.78	59.48
7.01 - 7.50	5.83	66.24	6.14	65.62
7.51 - 8.00	7.18	73.42	7.40	73.02
8.01 - 9.00	11.27	84.69	9.67	82.69
9.01 - 10.00	5.04	89.73	7.47	90.16
11.01 - 11.00	2.53	92.26	1.92	92.08
11.01 - 12.00	4.85	97.11	5.41	97.49
12.01 - 13.00	0.35	97.46	0.43	97.92
13.01 - 14.00	0.66	98.12	0.36	98.28
14.01 - 15.00	1.46	99.58	1.18	99.46
15.01 +	0.42	100.00	0.54	100.00
	100.00		100.00	

The evidence indicating a rise in basic cash wages paid to Bantu women is not conclusive because of the short time period analysed, but Table VI does suggest that there has been a tendency for female wages to rise. The average monthly rated basic wage (all sectors) for example, rose from R24.38 to R24.59, that of the average weekly rated basic wage from R30.16 to R32.67. These wages are in respect of all sectors of employment, including Commerce, Industry, Catering and Accommodation, as well as Domestic service.

Both average weekly and monthly wage rates varied appreciably by employment sector. However, it is doubtful whether these figures, with the exception of the three main employers of Bantu women - Domestic Service, Accommodation and Catering and Manufacturing are indicative of the real position because of the small numbers of women involved. Significant increases in starting cash wages were recorded in both Domestic Service and Accommodation and Catering and might suggest a trend towards higher wages in these two employment sectors.

TABLE VI
AVERAGE MONTHLY AND WEEKLY (CONVERTED
TO MONTHLY) STARTING CASH WAGES BY
EMPLOYMENT SECTOR - BANTU WOMEN - JOHANNESBURG
PRESCRIBED AREA - JULY 1966 - JUNE 1967

EMPLOYMENT SECTOR	AVERAGE STARTING CASH WAGE			
	MONTHLY		WEEKLY	
	JULY DEC. 1966	JANUARY - JUNE 1967	JULY-DEC. 1966	JANUARY - JUNE 1967
Manufacturing	17.72	21.70	29.90	29.46
Construction	-	-	28.17	37.70
Commerce	22.36	23.06	30.07	31.16
Accommodation and Catering	23.28	24.40	28.04	28.99
S.A.R. & H.	23.20	35.25	-	-
Government and Provincial	28.80	25.20	32.07	47.15
Local Authorities	45.20	39.00	36.96	28.47
Domestic	14.60	15.15	23.87	31.20
	24.38	24.59	30.16	32.67

C. AVERAGE 'REAL' STARTING CASH WAGES:

An increase in cash wages, in itself does not necessarily mean that 'real' wages have also risen. Unless cash wages increase at a faster rate than increases in the cost of living index, 'real' wages cannot increase and may actually decline. During the period July/December 1966 to January/June 1967 average 'real' basic cash wages paid to women placed in employment, did in fact, increase. Weekly 'real' cash wages rose by 8.32%. Monthly 'real' wages rose more moderately by 0.86%.

In evaluating these findings it must be remembered that they tend to overstate the increases in Bantu 'real' wages. 'Real' wages have been deflated by a price index applicable to White families.

D. SUMMARY:

In the light of the foregoing discussion a few general remarks may be made.

First, the Bantu female labour force appears to be increasing rapidly. Whether it will continue to do so at the same rate in the future is a matter of conjecture. The avenues of employment open to female workers are largely restricted to Domestic Service and Accommodation and catering. However, the analysis does suggest that openings for women are being created in Manufacturing and Commerce. This development may eventually lead to greater diversity in the employment opportunities open to Bantu women and thereby stimulate their participation in the labour force.

Second, the analysis of starting cash wages, suggests that average 'real' basic cash wages, paid to women in employment, rose during the first half of 1967 as compared with the second half of 1966. However, the greater increase was in weekly wages. The increase in monthly wages was minimal. Since the great majority of female workers were employed in monthly paid jobs, it cannot be concluded that 'real' starting cash wages paid to Bantu women, did in fact improve significantly.

NON-EUROPEAN AFFAIRS DEPARTMENT

FILE No.: _____

11. 9. 1968.

To: Chebr LewisFrom: J.C. de VriesSUBJECT: Statistics requested by phone
on 10.9.1968.

Dear Chebr Lewis,

In connection with our telephone conversation yesterday I attach hereto:-

✓ Document A: A note on housing/accommodation waiting lists.

Document B "Bantu male employment and starting cash wage trends - Johannesburg Prescribed Labour Area - July 1964/June 1965 to July 1966/June 67"

This document has only just been finalised by Miss Verster and approved by Mr Carr but has not been released. (Please note the two columns on page 8 which Mr Carr wants excluded from the copies which will be released)

Your view that it would be true to say that there is a trend for Bantu to prefer jobs in Commerce rather than in Industry, is borne out by Section

NON-EUROPEAN AFFAIRS DEPARTMENT

FILE No.: _____ 19 _____

To: _____ From: _____

SUBJECT : _____

Section II on page 1 and Table 1 on page 2. I'm afraid the Municipal Labour Branch is unable to supply any further stats on this point.

✓

Document C. Railway Passenger statistics concerning Soweto which is self explanatory. There are apparently no figures on the return journeys back from the City to Soweto. (This document is the only one available on our files and is too indistinct to be copied. Would you please let us have it back in due course? Thanks)

Rtd 27/9/68
see letter

Document D : Juveniles (Males)
Showing the number reporting, the number placed and the total number unemployed and in employment for the first six months of 1967 + 1968

NON-EUROPEAN AFFAIRS DEPARTMENT

FILE No.: _____ 19 _____

To: _____ From: _____

SUBJECT : _____

Document E. Adult male labour force showing workseekers, placements, unemployed and the number in employment for the first six months of 1967 and 1968.

These documents and figures seem to cover the points raised by you. Do let me know if we can be of further assistance.

Sorry that the documents are not all typed but I do want to get the information to you as early as possible.

Yours sincerely

J. Carstairs

11.9.68

A

It may seem a little far fetched to suggest that production is affected by a man's housing accommodation but when one looks a little more deeply into the circumstances under which many Bantu families have to live in Soweto one can readily appreciate that production must be affected if the circumstances under which a worker lives cause friction, either between ^{him} or a member of his family or other strangers in the house because of overcrowded conditions.

There are 74,000 families living in 64,000 houses in Soweto. This number is increasing by nearly 2,000 families a year. This is not an influx of families, but the natural increase of residents born in Soweto starting a home of their own.

With 10,000 families living as lodgers, either because they do not qualify for a house of their own or because State Housing Funds are not available, over-crowding is rife giving rise to feelings of insecurity and family squabbles.

If productivity is to be increased in respect of 20,000 families (because both tenants and lodgers are affected), then the time has arrived for a crash programme of home building.

Prepared by Mr Robinson
There are also 10,000 names on waiting list for "single accommodation. These people live as lodgers or in "illegal" accommodation.

CITY OF JOHANNESBURG.

B

NON-EUROPEAN AFFAIRS DEPARTMENT.

BANTU MALE EMPLOYMENT AND STARTING CASH WAGE TRENDS -
JOHANNESBURG PRESCRIBED LABOUR AREA -
JULY 1964/JUNE 1965 TO JULY 1966/JUNE 1967.

I. INTRODUCTION.

In the course of economic development, certain changes in the structure of the labour force by size, occupation and industry can usually be expected. The rise of new occupations and the disappearance of others and the shift in emphasis from one branch of economic activity to another implies a change in the demand for certain manpower categories. For prospective economic planning and policy making, it is essential to foresee these emerging patterns, since past changes provide some indication of the likely changes which may occur in the future. It is, therefore, clear, that in the assessment of future manpower requirements, data on the past structure of the labour force together with other data on committant changes in wages, labour mobility and other economic indicators is essential.

In this study an attempt has been made to analyse the short term trends in the structure of the Bantu male labour force for the Johannesburg prescribed labour area. An attempt has also been made to analyse movements in "real" wages. However, the available data does not permit a precise and comprehensive analysis of movements in the "real" earnings of all Bantu males employed in the Johannesburg prescribed area. For this reason the analysis has been confined to those wages paid to Bantu males who were either placed in employment for the first time or who had changed their jobs, during the three years analysed.

II. TOTAL EMPLOYMENT TRENDS.

Table I shows the pattern of employment divided into broad employment sector categories, in the Johannesburg prescribed labour area, as a whole. These figures are as at June, 1965 and June, 1967, thus showing the trend over these three years. During this period the total number of Bantu males in employment decreased by 1.29%. However, although there was an overall contraction in the Bantu male labour force, this decrease was in no way uniformly spread over the various employment sectors (Table I). The distribution of employment shows a marked increase in the absolute numbers of Bantu engaged in Construction and Governmental and Provincial Service, a smaller increase in Domestic Service, and a very slight expansion in Commerce. In contrast a large decrease in the number of Bantu employed in Accommodation and Catering with smaller decreases in Manufacturing, S.A.R. & H. and Local Authorities were recorded.

The total number of Bantu males registered as unemployed at June, 1967 had increased to 3,646 persons (1.46% of the total labour force) as compared with 2,828 persons (1.12% of the total labour force) in June, 1965.

TABLE I
EMPLOYMENT TRENDS BY EMPLOYMENT
SECTOR - BANTU MALES -
JOHANNESBURG PRESCRIBED LABOUR AREA -
JUNE 1965 - JUNE 1967

Can we get this for 10 years ago

59
117
19
64235
18202
73677
22705
9308
3948
19556
18774
230601

EMPLOYMENT SECTOR	TOTAL LABOUR FORCE				
	JUNE 1965		JUNE 1967		% INCREASE /DECREASE
	NO.	%	NO.	%	
Agriculture, Forestry and Fishing	194	.03	253	.10	+30.41
Mining and Quarrying	231	.09	154	.06	-50.00
Manufacturing	62,186	24.88	59,663	23.90	- 4.23
Construction	13,424	5.33	15,474	6.20	+15.27
Commerce	94,278	37.42	95,826	38.40	+ 1.64
Accommodation and Catering	22,259	8.83	17,224	6.90	-29.23
S.A.R. & H.	10,846	4.30	10,065	4.03	- 7.76
Government and Provincial	8,023	3.18	9,248	3.70	+15.27
Local Authorities	19,745	7.84	18,734	7.51	- 5.40
Domestic	17,969	7.13	19,330	7.74	+ 7.57
TOTAL IN EMPLOYMENT	249,155	98.88	245,971	98.54	- 1.29
UNEMPLOYED	2,828	1.12	3,646	1.46	+28.93
TOTAL LABOUR FORCE	251,983 ^p	100.00	249,617 ^{pp}	100.00	-00.95

^p Includes 12,035 Juvenile Males.
^{pp} Includes 14,863 Juvenile Males.

These figures indicate that during the 3 years analysed a general contraction in Johannesburg's economy took place, and that this contraction was accompanied by higher rates of Bantu unemployment. The contraction in total employment was largely due to the substantial decreases in the total numbers of Bantu employed in Manufacturing and Accommodation and Catering, and can be largely attributed to Governmental measures against the inflationary tendencies experienced during 1966/1967, as well as to strict application of influx control regulations.

It is doubtful whether the observed changes in the relative importance of the various employment sectors are significant as long term trend indicators. The time period analysed is too short. However, if one can be guided by the short term trends observed in Table I, it would appear that by far the greater proportion of the Bantu Male labour force in Johannesburg is employed by the Commercial sector and that this Sector is continuing to expand (absolutely and proportionately). This growth took place despite the overall contraction in the total labour force. In contrast the second most important employer of Bantu labour, that is Manufacturing, declined both proportionately and numerically. These figures suggest that Johannesburg's future growth will take place within the Commercial Sector and that Manufacturing's share of the economy's labour force will decline in importance.

III. PLACEMENTS IN EMPLOYMENT:

Placements can be used as a crude index of the demand for labour. An increase is a measure of the increase in demand and conversely a decrease is a measure of the decrease in demand. Placements reflect both the number of new entrants into the labour force and the number of re-entrants, that is, Bantu who have concluded one job and are replaced in another. Both the volume of job to job movements and the volume of re-entrants tend to decrease in rapidity as the demand for labour decreases.

TABLE II
THE NUMBER AND PERCENTAGE DECREASE
OF ADULT BANTU MALES PLACED IN
EMPLOYMENT IN THE JOHANNESBURG
PRESCRIBED LABOUR AREA FROM
JULY 1964 - JUNE 1965 TO JULY 1966 - JUNE 1967

PERIOD	PLACED IN EMPLOYMENT					
	NEW REGISTRATIONS		RE-REGISTRATIONS		TOTAL	
	NO.	%	NO.	%	NO.	%
July 1964 - June 1965	21,093	-	117,099	-	138,192	-
July 1965 - June 1966	18,768	-12.39	116,859	-0.21	135,627	-1.39
July 1966 - June 1967	17,601	- 6.63	108,314	-7.39	125,915	-7.71
1964/1965 - 1966/1967		-19.84		-8.11		-9.75

It can be seen from the data given in Table II and from the accompanying diagram that the number of Bantu Male labourers has been declining consistently and with increasing rapidity since 1964/1965. This decrease in labour demand, again, can be largely attributed to the effectiveness of Governmental measures against the inflationary tendencies experienced during 1966/1967, coupled with influx control. Whether the demand will continue to decline at the rate experienced during 1966/1967 is, however, unknown. With inflation curbed, the labour market may return to more stable conditions in the future.

IV. LABOUR TURNOVER:

Labour turnover is a measure of the degree of stability of the labour force. The need, therefore, to make a quantitative assessment of labour turnover is more than obvious. A high rate of labour turnover reduces productivity and the attainment of skills and imposes a large, if unseen, financial burden on the economy. It is wasteful and encourages the employment of Bantu chiefly in lowest unskilled categories. A low rate of labour turnover normally indicates greater stability of employment, improved productivity and consequently a more efficient economy, as well as a smaller more stable and more efficient labour force.

The method used to calculate the rate of labour turnover is that used by S.T. van der Horst in her study "A Note on Native Labour Turnover and the Structure of the Labour Force in the Cape Peninsula".⁽¹⁾ The total number of Bantu Male engagements and departures occurring in a particular time period were added together. This figure was then divided by 2 and the resultant figure (i.e. Labour Turnover) was expressed as a percentage of the mean labour force. "Thus a turnover of 50% implies that the equivalent of half the labour force is replaced in the course of a year, a turnover of a 100% that the number of replacements is equal to the total labour force, provided that the labour force is not expanding or contracting".⁽¹⁾ During the three year period analysed, however, the Bantu Male labour force contracted and therefore the resultant measure tends to exaggerate turnover, as the number of departures exceeded replacements, and it is the rate of replacement that turnover is designed to measure.

TABLE III
MALE BANTU LABOUR TURNOVER -
JOHANNESBURG PRESCRIBED AREA
JULY 1964 - JUNE 1965 TO JULY 1966 - JUNE 1967

PERIOD	ANNUAL PERCENTAGE TURNOVER
July 1964 - June 1965	53.65
July 1965 - June 1966	54.79
July 1966 - June 1967	54.12
Average 1964/1965 - 1966/1967	54.19

(1) South African Journal of Economics - December 1957.

Data pertaining to the degree of labour turnover in the Johannesburg prescribed area are given in Table III above. It suggests that, during the 3 years analysed, labour turnover has remained almost stationary at some 54%. That is say, that a little more than one half of the labour force was replaced in the course of each year studied.

A study of Bantu labour in Cape Town ⁽²⁾ for the period 1949/1954 revealed an average turnover figure in excess of 100%. The significantly higher rate of turnover in the Cape Town study as compared with Johannesburg, can be partly attributed to the following factor. During 1952 restrictions were imposed which greatly limited the net flow of Bantu Males into urban areas. Increasingly restrictive legislation further reduced the inward movement, and indirectly the outward movement of male migrants in the 1960's. These controls, it is suggested, tend to cause migrant workers to cling to their jobs, because if they give up one job they might be refused re-entry to take up another. Consequently there are strong negative forces tending to reduce turnover. These developments took place largely after the Cape Town study was completed.

The normal economic effect of a reduction in the rate of labour turnover, which the above comparison suggests has taken place in Johannesburg, is to stabilise the labour force. Because of the greater continuity of employment, skills are required and the productivity of labour increases. However, if greater stability is achieved by reducing the upward mobility of workers to more skilled and better paid work, much of the benefits to the economy will be offset. Such a system also, of course reduces the incentives of employers to compete for higher grade labour by raising wage rates and improving conditions of work.

Some attempt has been made in the following sections to assess trends in Bantu labour mobility by analysing occupations and wage rates.

V. OCCUPATIONS:

As there are no comparable figures for previous years the analysis of occupations has been limited to one twelve month period only, that is, from July 1966 to June 1967. In addition the analysis is limited to placements or engagements and therefore is indicative of only broad trends in the demand for labour in the various occupational categories and should be interpreted accordingly.

In order to provide comparative material with the Cape Town

(2) Op Cit.

Survey⁽³⁾ occupations were classified into three main grades of work, along the lines adopted by the Wage Board.⁽⁴⁾

Table IV below gives a consolidated picture of Bantu Male placements in the Johannesburg prescribed labour area by this method and a comparison is drawn with the results of the Cape Town Survey. In the accompanying diagram the data is depicted pictorially. It must be stressed however that the data presented in Table IV provides only a very limited base for drawing inferences. The delination of the occupational data into grade of work categories, involved a certain amount of subjective judgement because of imprecise descriptions. The comparability of the results is therefore suspect.

TABLE IV
THE NUMBER AND PROPORTIONS OF
ADULT BANTU MALES PLACED IN
EMPLOYMENT ACCORDING TO GRADE
OF WORK - JOHANNESBURG PRESCRIBED
LABOUR AREA 1966/1967, CAPE TOWN
SURVEY (3) 1949/1954

GRADE OF WORK	JOHANNESBURG JULY 1966 - JUNE 1967		CAPE TOWN 1949 - 1954	
	No.	%	No.	%
Skilled	10,362	8.23	99	2
Semi-skilled	31,391	24.93	356	8
Unskilled	84,162	66.84	4,003	90
	125,915	100.00	4,453	100

Although a direct comparison between the figures for Cape Town (1949/1954) and Johannesburg (1966/1967) is not entirely valid, it would seem from such a comparison that there has been a general tendency for Bantu labour to move upwards to more skilled occupations.

VI. STARTING CASH WAGES

Various studies of Bantu labour⁽⁵⁾ have shown that firms paying higher wages can demand a better standard from their workers and labour turn-over is reduced. An increase in wages can therefore have two effects. Firstly it can increase the efficiency of labour and secondly it can bring about an improvement in the efficiency of management by stimulating them to improve their utilization of labour.

(3) Op Cit.

(4) Report of the Wage Board - Annual Report of the Department of Labour for 1938 U.G. No. 51 1939 Page 63

(5) See for example S. van der Horst - African Workers in Town - Oxford University Press - 1964

TABLE V

MONTHLY STARTING CASH WAGES - ADULT BANTU

MEN PLACED IN EMPLOYMENT

JOHANNESBURG PRESCRIBED LABOUR

AREA - JULY 1964 - JUNE 1965 TO JULY 1966 -

JUNE 1967

WAGES RAND	PROPORTIONS PLACED IN EMPLOYMENT			
	JULY 1964 - JUNE 1965		JULY 1966 - JUNE 1967	
	%	CUM. %	%	CUM. %
0.00 - 14.00	5.44	5.44	3.47	3.47
14.01 - 18.00	11.34	16.78	8.13	11.60
18.01 - 22.00	10.32	27.10	7.78	19.38
22.01 - 26.00	6.66	33.76	11.97	31.35
26.01 - 30.00	43.25	77.01	28.74	60.09
30.01 - 34.00	9.74	86.75	19.61	79.70
34.01 - 38.00	4.49	91.24	7.49	87.19
38.01 - 42.00	3.43	94.67	4.44	91.63
42.01 - 46.00	1.62	96.29	2.41	94.04
46.01 - 50.00	0.96	97.25	1.63	95.67
50.01 - 54.00	0.30	97.55	0.50	96.17
54.01 - 58.00	0.35	97.90	0.49	96.66
58.01 and over	2.10	100.00	3.34	100.00

TABLE VI

WEEKLY STARTING CASH WAGES - ADULT BANTU

MEN PLACED IN EMPLOYMENT

JOHANNESBURG PRESCRIBED LABOUR

AREA - JULY 1964 - JUNE 1965 TO JULY 1966 -

JUNE 1967

WAGES RAND	PROPORTIONS PLACED IN EMPLOYMENT			
	JULY 1964 - JUNE 1965		JULY 1966 - JUNE 1967	
	%	CUM. %	%	CUM. %
1.00 - 3.00	0.24	0.24	0.09	0.09
3.01 - 4.00	0.34	0.58	0.55	0.64
4.01 - 5.00	0.75	1.33	0.40	1.04
5.01 - 6.00	2.56	3.89	2.18	3.22
6.01 - 7.00	12.26	16.15	4.18	7.40
7.01 - 8.00	28.63	44.78	17.19	24.59
8.01 - 9.00	30.08	74.86	36.06	60.65
9.01 - 10.00	11.31	86.17	19.15	79.80
10.01 - 11.00	4.52	90.69	5.24	85.04
11.01 - 12.00	3.31	94.00	5.44	90.48
12.01 - 13.00	2.07	96.07	2.70	93.18
13.01 - 14.00	1.66	97.73	2.30	95.48
14.01 - 15.00	0.71	98.44	1.03	96.51
15.01 and over	1.56	100.00	3.49	100.00

Trends in the proportions of Bantu Male placements by starting cash wage are outlined in Tables V and VI above.

There was a clearly defined upward movement in starting cash wages during the period analysed. This is seen by the very significant decreases in the number of Bantu males receiving starting cash wages of less than R30 and R40 a month (Tables V and VI). In 1964/1965 77.01% of Bantu males received a basic cash starting wage of less than R30 a month. By 1967, this proportion had fallen to 60.09%. Similarly in 1964/1965 16.15% of all newly commenced jobs rated on a weekly basis were in receipt of a basic cash wage of R7 or less a week (R30 a month). By 1967 this proportion had fallen to 7.40%.

The data in Table VII summarizes the changes in average wages computed for each employment sector. It is clear that, here again, the trend has been for starting cash wages to rise over the three years analysed. The average monthly rated basic wage (all sectors) rose from R27.05 in 1964/1965 to R32.22 in 1966/1967, an increase of 18.11%. Similarly the average weekly rated basic wage rose from R35.92 to R38.09, an increase of 16.57%.

TABLE VII
AVERAGE MONTHLY AND WEEKLY (CONVERTED TO
MONTHLY) STARTING CASH WAGES BY
EMPLOYMENT SECTOR - JOHANNESBURG
PRESCRIBED LABOUR AREA - JULY 1964/
JUNE 1965 TO JULY 1966/JUNE 1967

EMPLOYMENT SECTOR	MONTHLY STARTING CASH WAGE			WEEKLY STARTING CASH WAGE (CONVERTED TO MONTHLY).		
	JULY 1964-JUNE 1965	JULY 1966-JUNE 1967	JULY 1966-JUNE 1967	JULY 1964-JUNE 1965	JULY 1966-JUNE 1967	JULY 1966-JUNE 1967
Construction	26.68	31.09	34.33	37.24	39.13	39.87
Commerce	27.28	33.13	33.44	35.03	37.31	40.13
Government & Provincial	29.14	39.05	32.77	31.89	33.37	35.97
Local Authorities	30.84	42.68	36.31	33.86	37.67	37.13
S.A.R. & H.	33.04	30.97	28.92	31.44	34.24	33.80
Accommodation	27.84	28.58	29.60	35.53	37.67	35.01
Domestic	17.36	17.35	20.87	43.76	43.87	31.84
Manufacturing	32.25	43.73	41.67	34.99	37.46	39.41
ALL SECTORS	27.05	32.22	32.22	35.92	37.58	38.09

Please ignore

Please ignore

An examination of the trend in basic wages by employment sector shows that wages varied from no increase or a decline to substantial increases. It is, therefore, clear that the response of different employment sectors to wage increases has been irregular. On the average, however, the analysis suggests a total improvement in basic starting wages. This total improvement varied from 16% to 18%.

VII. RECENT MOVEMENTS IN REAL WAGES:

The previous analysis has shown that during the three year period analysed, starting cash wages paid to Bantu male employees have risen significantly. However, an increase in cash wages, in itself, does not necessarily mean that 'real' wages have also risen. Unless cash wages increase at a faster rate than increases in the cost of living index, 'real wages' cannot increase and many actually decline.

TABLE VIII
AVERAGE MONTHLY AND WEEKLY (CONVERTED TO
A MONTHLY BASIS) STARTING CASH WAGES : CONSUMER
PRICE INDEX - JOHANNESBURG PRESCRIBED LABOUR
AREA - JULY 1964/JUNE 1965 TO JULY 1966/JUNE 1967

PERIOD	CONSUMER PRICE INDEX		MONTHLY CASH WAGES		WEEKLY CASH WAGES	
	ACTUAL	CONVERTED	ACTUAL	CONVERTED	ACTUAL	CONVERTED
July 1964 - June 1965	112.6	100.0	27.05	100.0	35.92	100.0
July 1965 - June 1966	116.7	103.6	29.22	108.0	37.38	104.1
July 1966 - June 1967	119.0	105.7	32.22	119.1	38.09	106.0

An examination of Table VIII, reveals a substantial rise in 'real' average monthly basic wages. 'Real' average weekly wages show a less substantial rise. Certain qualifications must, however, be attached to these findings. First, the calculations were based on starting cash wages, and therefore are not indicative of wages paid to all Bantu employees. Second the averages may understate total starting wages because of payments in kind. Finally, money wages have been deflated by a price index based on White family budgets in which foodstuffs figure less prominently than they do in Bantu family budgets, and average food prices have risen more than those of all consumption goods taken together.

VIII SUMMARY OBSERVATIONS

A few broad factors emerge from the foregoing discussion.

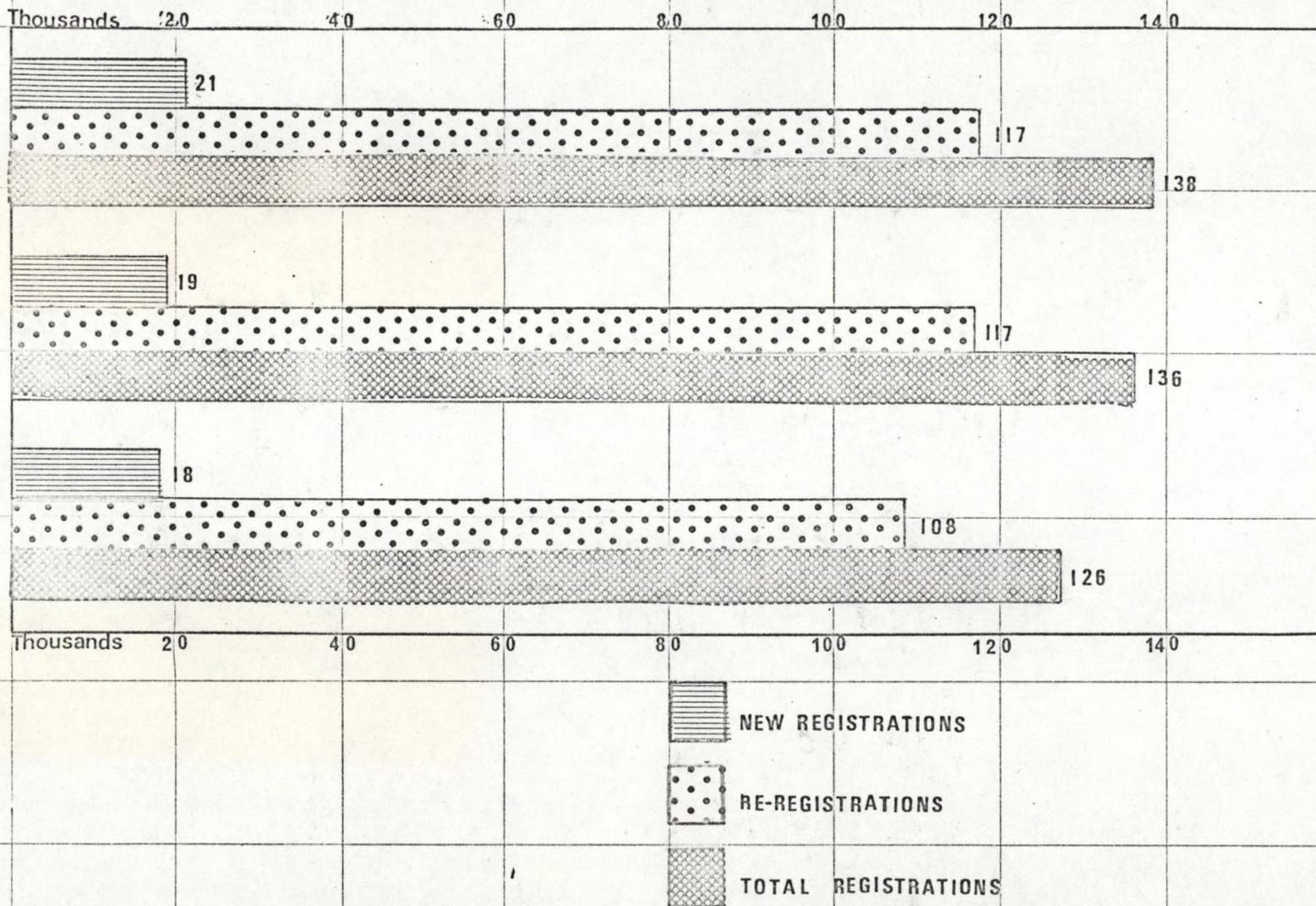
A rising trend has been detected in the share of the total male Bantu labour force employed in Commerce. In contrast the share of Manufacturing shows a downward trend. The examination of absolute figures suggests that while Commerce is expanding Manufacturing is declining within the Municipal area. No definite trend could be detected for the remaining major employment groups

The analytical study of labour demand, labour turnover, labour mobility and basic wages revealed the following facts:- Firstly, the number of labourers decreased. Secondly, the available evidence suggests that there has been a decrease in labour turnover. Thirdly, there is no evidence that the upward mobility of Bantu labour has been impeded. In point of fact the data suggests that an acceleration in the upward mobility of labour has taken place. Finally, average 'real' starting cash wages of Bantu male employees have as far as one is able to estimate it correctly, risen satisfactorily.

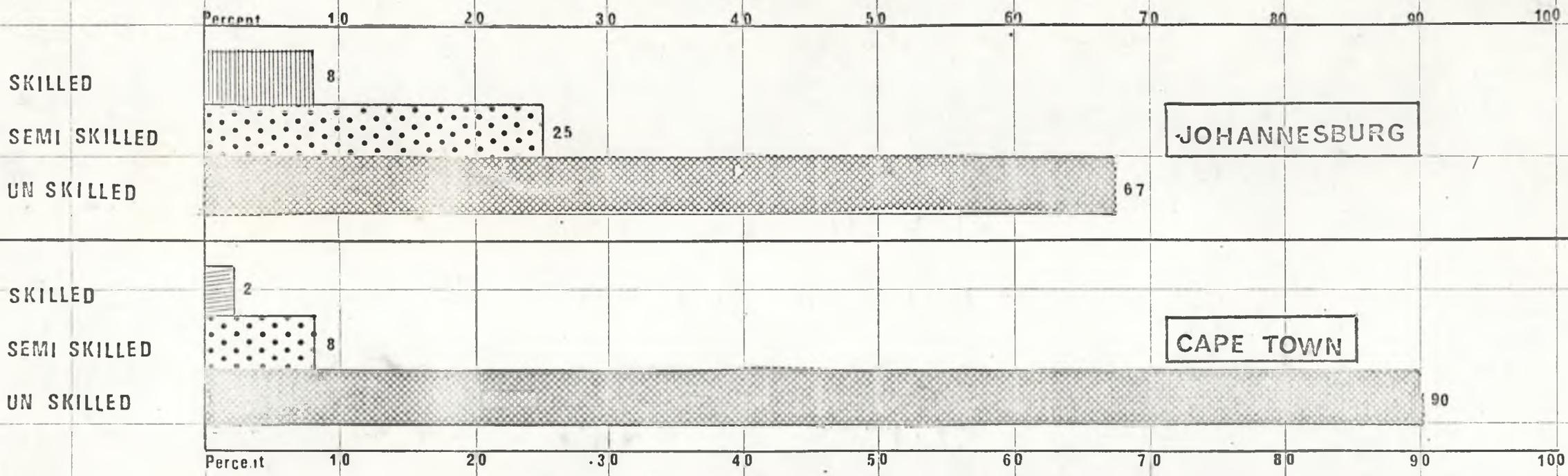
It is necessary to repeat that the data examined in this study provide only a limited base for drawing inferences, firstly because of the lack of comparative figures and secondly because of the short period of time analysed. Nevertheless it is interesting to note that higher 'real' wages do seem to have been accompanied by lower turnover rates, which could eventually lead to an improvement not only in the efficiency of labour but also in the efficiency of management. Also despite the increased rigidity of influx control and the application of job reservation, the occupational mobility of Bantu labour appears to have improved.

JV/WJPC/JH
3rd September 1968

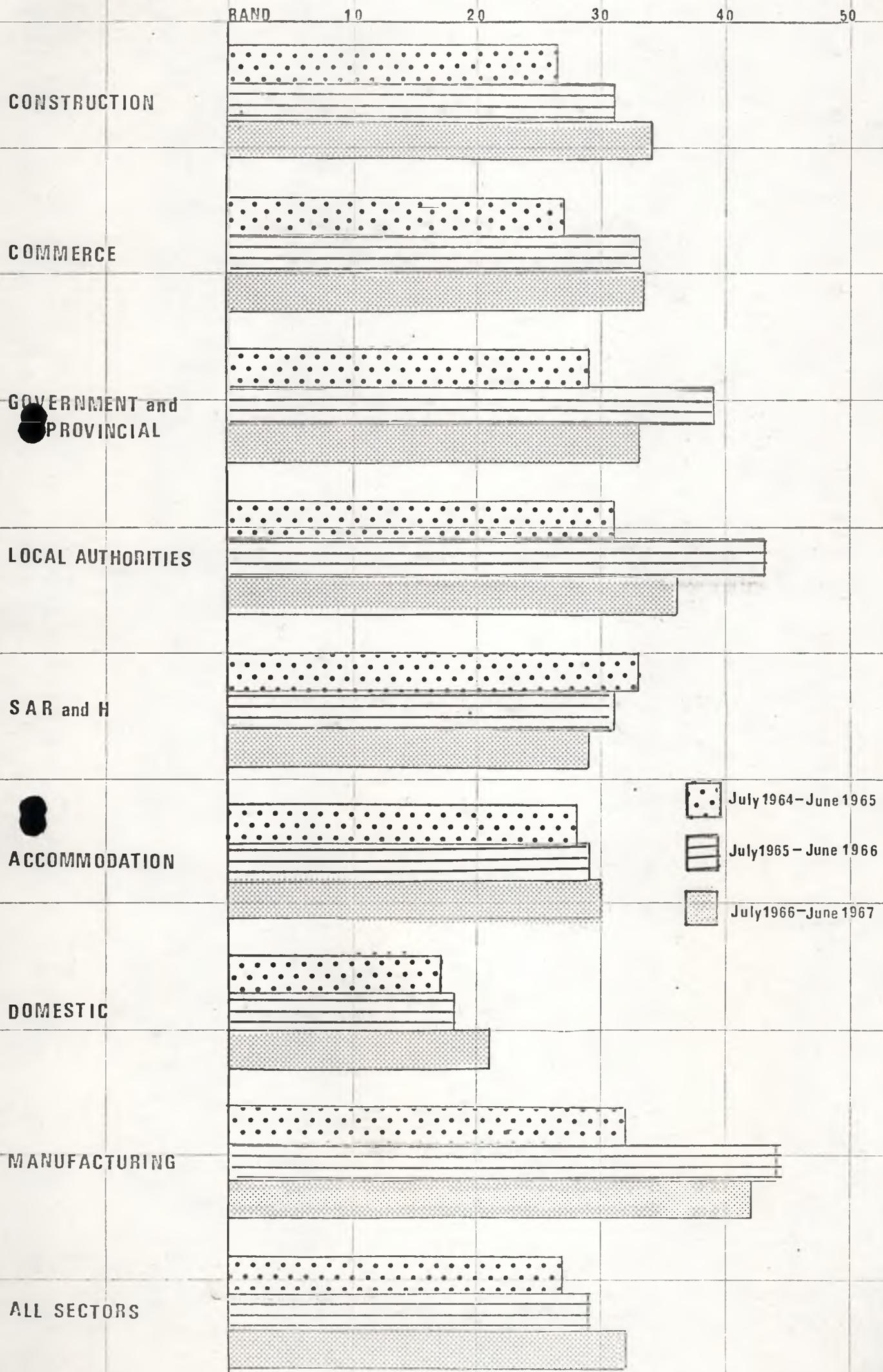
NUMBER OF ADULT BANTU MALES PLACED IN EMPLOYMENT
 JOHANNESBURG PRESCRIBED LABOUR AREA
 JULY 1964-JUNE 1965 TO JULY 1966-JUNE 1967



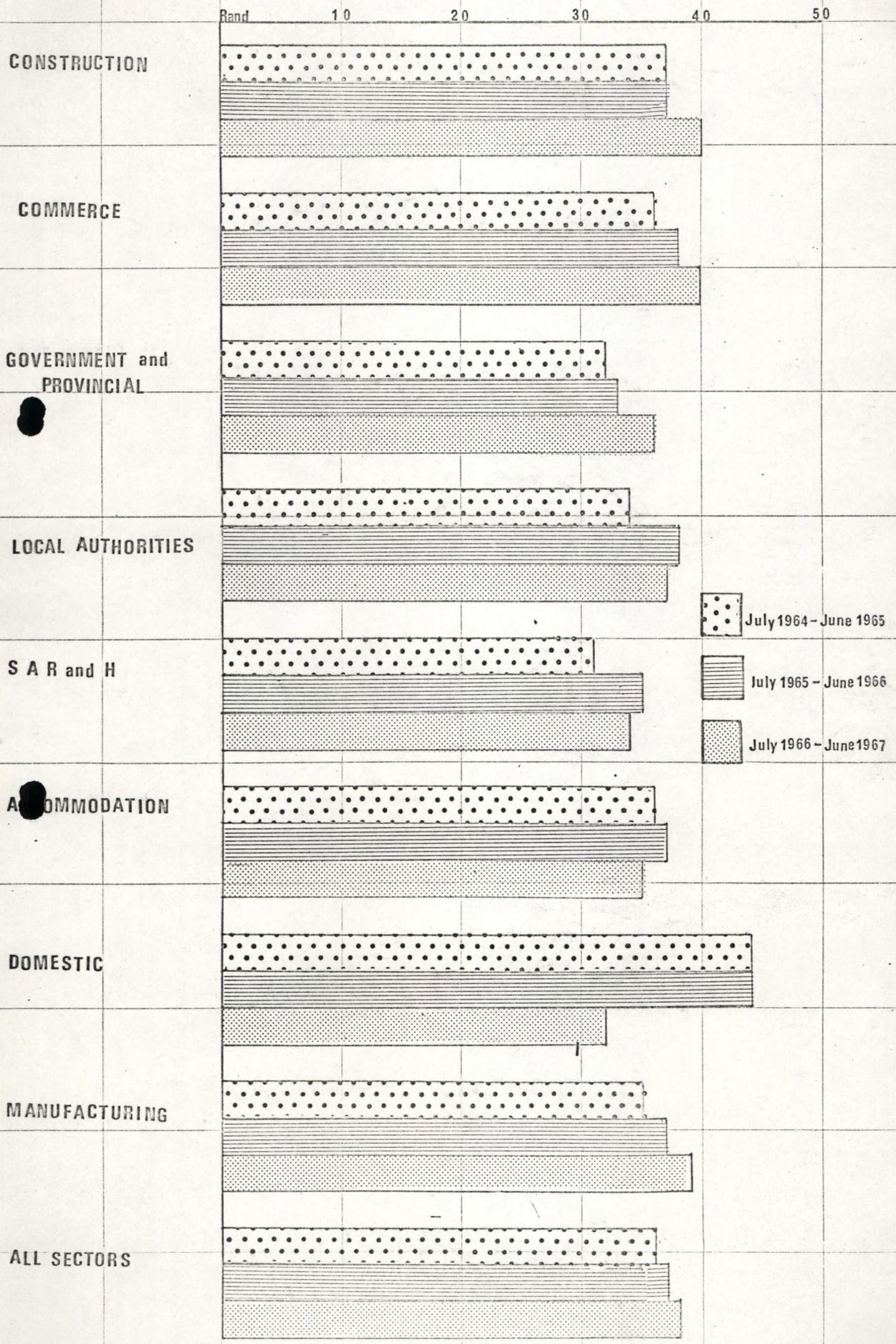
PROPORTIONS OF ADULT BANTU MALES PLACED IN EMPLOYMENT
ACCORDING TO GRADE OF WORK
JOHANNESBURG PRESCRIBED LABOUR AREA JULY 1966- JUNE 1967
CAPE TOWN 1949-1954



AVERAGE MONTHLY STARTING CASH WAGES BY
 EMPLOYMENT SECTOR-BANTU MALES-JOHANNESBURG
 PRESCRIBED LABOUR AREA-JULY 1964/JUNE 1965 TO
 JULY 1966/JUNE 1967



AVERAGE WEEKLY (CONVERTED TO MONTHLY)
 STARTING CASH WAGES BY EMPLOYMENT SECTOR -
 BANTU MALES - JOHANNESBURG PRESCRIBED LABOUR
 AREA - JULY 1964/JUNE 1965 TO JULY 1966/JUNE 1967



NON-EUROPEAN AFFAIRS DEPARTMENT

ORDER FORM

ORDER NO.

TO:

FROM:

The W/S (worksekers) are the youths reporting to us and who can be placed in employment.

Kindly supply the following goods:-

DATE

(N.B. Protective clothing, furniture and equipment must be ordered separately).

Male juveniles

	REGIST. W/S	PLACEMENTS	UNEMPLOYED	IN EMPLOYMENT	% UNEMPLOYED
1967					
JAN	1,166 ✓	569 ✓	597 ✓	13,784 ✓	4.15%
FEB	1,286 ✓	594 ✓	692 ✓	13,789 ✓	4.78%
MAR	1,286 ✓	481 ✓	805 ✓	13,825 ✓	5.50%
APR	1,282 ✓	505 ✓	777 ✓	13,768 ✓	5.34%
MAY	1,411 ✓	623 ✓	788 ✓	13,974 ✓	5.31%
JUN	1,418 ✓	693 ✓	725 ✓	14,138 ✓	4.88%
	TOTAL	LABOUR FORCE	14,861		

	REGIST. W/S	PLACEMENTS	UNEMPLOYED	IN EMPLOYMENT	% UNEMPLOYED
1968					
JAN	926 ✓	432 ✓	494 ✓	15,323 ✓	3.12%
FEB	1,195 ✓	717 ✓	478 ✓	15,527 ✓	2.99%
MAR	947 ✓	539 ✓	408 ✓	15,541 ✓	2.56%
APR	897 ✓	489 ✓	408 ✓	15,623 ✓	2.55%
MAY	880 ✓	524 ✓	356 ✓	15,708 ✓	2.22%
JUN	997 ✓	637 ✓	360 ✓	16,035 ✓	2.20%
	TOTAL	LABOUR FORCE	16,395		

~~D~~
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A 53

NON-EUROPEAN AFFAIRS DEPARTMENT
ORDER FORM

ORDER NO.

TO:

FROM:

Kindly supply the following goods:- **TOTAL MALE** (DATE: excluding Juveniles)

(N.B. Protective clothing, furniture and equipment must be ordered separately).

Labour Force

1967	REGIST. W/S	PLACEMENTS	UNEMPLOYED	IN EMPLOYMENT	UNEMPLOYED %
	WORKSEEKERS	Placements	UNEMPLOYED	IN EMPLOYMENT	
JAN	20,152 ✓	11,738 ✓	8,114 ✓	2,320,366 ✓	3.49%
FEB	19,084 ✓	12,277 ✓	6,807 ✓	2,320,845 ✓	2.84%
MAR	17,387 ✓	12,643 ✓	11,714 ✓	2,330,270 ✓	1.99%
APR	13,649 ✓	8,605 ✓	5,044 ✓	2,320,845 ✓	2.12%
MAY	11,600 ✓	9,959 ✓	4,641 ✓	2,320,157 ✓	1.95%
JUN	14,305 ✓	11,384 ✓	2,921 ✓	231,833 ✓	1.24%
TOTAL LABOUR FORCE			234,754 (234,754)		

1968	REGIST. W/S	PLACEMENTS	UNEMPLOYED	IN EMPLOYMENT	
JAN	15,489 ✓	9,053 ✓	6,436 ✓	226,685 ✓	2.76%
FEB	18,000 ✓	13,960 ✓	4,040 ✓	228,168 ✓	1.74%
MAR	14,187 ✓	12,851 ✓	1,336 ✓	230,699 ✓	0.58%
APR	11,159 ✓	10,378 ✓	781 ✓	232,193 ✓	0.34%
MAY	11,598 ✓	10,776 ✓	822 ✓	232,324 ✓	0.35%
JUN	11,081 ✓	8,508 ✓	2,573 ✓	230,728 ✓	1.10%
TOTAL LABOUR FORCE			233,201		

SIGNED

DESIGNATION

CITY OF JOHANNESBURG

RATES OF PAY APPLICABLE

TO ALL ~~NON-EUROPEAN NON-GRADED EMPLOYEES~~

WITH EFFECT FROM 1ST JULY, 1968.

ISSUED BY :-

NON-EUROPEAN TIMEKEEPING

AND

PERSONNEL DEVELOPMENT BRANCHES

SELBY. 30/6/68

BANTU :-	UNSKILLED	17,428			
	SEMI-SKILLED	189			
	SKILLED	479			
	PASSENGER TRANSP. WORKERS	112			
	FARM WORKERS	265			
	TOTAL: BANTU	18,473			
COLOURED :-	UNSKILLED	77			
	SEMI-SKILLED	2			
	SKILLED	27			
	TOTAL: COLOURED	106			
TOTAL NON-GRADED		18,579			

BANTU UNSKILLED WORKERS.

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents			
<u>44 Hours Per Week</u>							
<u>MISCELLANEOUS</u>							
Group 1	30	13-20	57-20	81			
Group 2	27	11-88	51-48	591			
Group 3	25	11-00	47-67	476			
Group 4	22	9-68	41-95	1685			
Group 5	21	9-24	40-04	4450			
Group 6	20	8-80	38-14	9559			
<u>FEMALES</u>	17	7-48	32-42	101			
<u>JUVENILES</u>	16	7-04	30-51	-			
(Males under 18 years)							
				16943			

(1)

Bonus rates applicable to the hours worked in the normal shift for regular Sunday work excluding Sunday work of Nightwatchmen and work which is part of a normal week of six shifts.

Cents per hour or part of an hour

Group 1	8.75
2	8.25
3	7.75
4	7.25
5	6.75
6	6.25
Females	6.00
Juveniles	5.00

BANTU UNSKILLED WORKERS.

(Continued)

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

- (2) All Unskilled Non-European Non-Graded employees be paid, in addition to their weekly wage for the week in which any public holiday falls, their hourly wage for each hour or part of an hour worked on any of the twelve public holidays recognised by the Council: provided that where employees are required or permitted to work for less than four hours on any such holiday, they shall be deemed to have worked for four hours (C.M. 10.12.63, M/P 2938).

DESIGNATION	RATES OF PAY			30/6/68 No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Per Shift (Rand)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
<u>Variable Hours of Work</u>							
<u>NIGHTWATCHMEN</u>							
5 shifts per week	2-10	10-50	45-50	485			
6 shifts per week	1-75	10-50	45-50				

No additional remuneration for work performed on Sundays and all public holidays.

BANTU SEMI-SKILLED WORKERS.

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

D R I V E R S

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents				
(1) <u>PLANT OPERATORS</u>)								
(2) <u>PATROL TRUCK DRIVERS</u>)	(Positions created : C.M. 26.2.57, M/P 282)							
(3) <u>SECURITY DRIVERS</u>)	(Positions created : C.M. 26.1.65, M/P 151)							
<u>44 Hours Per Week</u>								
1st year	35	15-40	66-74	6				
2nd year	36	15-84	68-64	3				
3rd year	37	16-28	70-55	2				
4th year	38	16-72	72-46	3				
5th year and over	39	17-16	74-36	1				

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- (1) VACUUM TANK DRIVERS)
- (2) DRIVERS OF MECHANICAL REFUSE COLLECTION VEHICLES) (Positions created : C.M. 26.2.57, M/P 282)
- (3) FREIGHT TRANSPORT DRIVERS) (Positions created : C.M. 26.2.57, M/P 282)
- (4) TRACTOR DRIVERS) and C.M. 31.1.61, M/P 37)
- (5) JEEP DRIVERS ∅ (Positions created : C.M. 28.5.57, M/P 918)
- (6) DRIVERS * (Positions created : C.M. 14.11.61, M/P 2416)

<u>44 Hours Per Week</u>								
1st year	32	14-08	61-02	35				
2nd year	33	14-52	62-92	15				
3rd year	34	14-96	64-83	11				
4th year	35	15-40	66-74	8				
5th year and over	36	15-84	68-64	54				

- ∅ No extra payment shall be made for the normal shift on a Sunday.
- * Disinfecting Station, City Health Dept. - Standby Allowance of R1-50 per standby shift.

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DRIVERS OF MECHANICAL NIGHT SOIL VEHICLES (Positions created : C.M. 26.2.57, M/P 282)

<u>44 Hours Per Week</u>								
1st year	33*	14-52	62-92	-				
2nd year	34*	14-96	64-83	1				
3rd year	35*	15-40	66-74	-				
4th year	36*	15-84	68-64	1				
5th year and over	37*	16-28	70-55	2				

- * Includes additional compensation for Sunday shift.

BANTU SEMI-SKILLED WORKERS. (continued)

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

D R I V E R S

(continued)

DESIGNATION	RATES OF PAY			No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
<u>MOBILE MESSENGER -</u>							
<u>CLASS I</u>		(Positions created : C.M. 28.3.61, M/P 749)					
<u>44 Hours Per Week</u>							
Flat Rate	30	13-20	57-20	-			
<u>MOBILE MESSENGER -</u>							
<u>CLASS II</u>		(Positions created : C.M. 4.12.62, M/P 2635)					
<u>44 Hours Per Week</u>							
Flat Rate	26	11-44	49-58	14			
<u>DRIVER/MESSENGER</u>							
		(Positions created : C.M. 31.7.56, M/P 673)					
<u>44 Hours Per Week</u>							
Flat Rate	30	13-20	57-20	1			

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BANTU SEMI-SKILLED WORKERS (continued)

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

G E N E R A L

DESIGNATION	RATES OF PAY			^{30/6/68} No. of	No. of	No. of	No. of
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	Incum- bents			
<u>ROAD CONSTRUCTORS - CLASS II</u> <u>44 Hours Per Week</u>	(Positions created : C.M. 26.2.57, M/P 282)						
1st year	38	16-72	72-46	1			
2nd year	39	17-16	74-36	-			
3rd year and over	40	17-60	76-27	3			
				4			
<u>ROAD CONSTRUCTORS - CLASS I</u> <u>44 Hours Per Week</u>	(Positions created : C.M. 26.2.57, M/P 282)						
1st year	42	18-48	80-08	1			
2nd year	43	18-92	81-99	2			
3rd year	44	19-36	83-90	-			
4th year	45	19-80	85-80	-			
5th year	46	20-24	87-71	-			
6th year and over	47	20-68	89-62	-			
				3			
<u>TECHNICAL ASSISTANTS (NON-GRADED)</u> <u>44 Hours Per Week</u>	(Positions created : C.M. 27.3.62, M/P 682)						
Class II+ - Flat Rate	31	13-64	59-11	2			
Class I - Flat Rate	39	17-16	74-36	1			
+ Progression to Class I is subject to the prior approval of the Staff Board.							
<u>CYCLE REPAIRERS</u> <u>44 Hours Per Week</u>	(Positions created : C.M. 27.3.62, M/P 682)						
Flat Rate	30	13-20	57-20	1			

BANTU SEMI-SKILLED WORKERS (continued)

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

SUPERVISORY POSITIONS.

- (1) Designation: "Workers selected to fill supervisory posts should be designated as Trainee Supervisors during their training and probationary periods and paid as indicated below, provided that where an employee is already on a higher rate of pay, he should be paid at such higher rate, subject to all the employees affected being adjusted to the correct rates of pay for the posts concerned, upon successful completion of their probationary periods." (C.M. 30.4.63, M/P 976).
- (2) Protective Clothing: "All Non-Europeans who occupy supervisory posts of boss-boy level and above should receive a suitable identifiable issue of protective clothing, and all future incumbents of such posts should receive a similar issue upon completion of their training course and at the commencement of their probationary period of three months on the job." (C.M. 30.4.63), M/P 976).
- (3) Incentive Bonus: No incentive bonus shall be paid to a Trainee Supervisor during the training and probationary periods. (S.B. 11.4.63)

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents				
<u>TRAINEE SUPERVISORS</u> (Positions created : C.M. 30.4.63, M/P 974)								
<u>44 Hours Per Week</u>								
Flat Rate	30	13-20	57-20	-				
<u>OVERSEERS</u> (Positions created : C.M. 26.2.57, M/P 282)								
<u>44 Hours Per Week</u>								
1st year	30	13-20	57-20	-				
2nd year	31	13-64	59-11	-				
3rd year	32	14-08	61-02	1				
4th year	33	14-52	62-92	-				
5th year & over	34	14-96	64-83	-				

BANTU SEMI-SKILLED WORKERS (continued)

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

SUPERVISORY POSITIONS

(continued)

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents	
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents					
<u>CLEANSING OVERSEERS</u>	(Positions created : C.M. 30.1.62, M/P 116)								
<u>CLEANSING OVERSEER (NIGHT) (B.A.)</u>	(Positions created:								
<u>44 Hours Per Week</u>									
1st year	39	17-16	74-36	-					
2nd year	40	17-60	76-27	1					
3rd year	41	18-04	78-18	-					
4th year & over	42	18-48	80-08	15					

The following are the only employees eligible to qualify for the Incentive Bonus:-

CITY ENGINEER'S DEPARTMENT.

Cleansing Branch:

Supervisor, Class 2	Code 192	R1-25 per week.
Supervisor, Class 3	Code 019	-do-
Cleaner (Compound/Depot)	Code 213	R1-00 per week.
Labourer (Gulleys and Drains)	Code 086	-do-
Refuse Remover	Code 043	-do-
Refuse Sorter	Code 217	-do-
Street Sweeper	Code 212	-do-
Tip Hand	Code 232	-do-

Works and Services Branch:

Cleaner (Compound/Depot)	Code 213	R1-00 per week.
Driver of Mechanical Refuse Collection Vehicles	Code 114	-do-
Refuse Remover	Code 043	-do-

(C.M. 17.10.61, M/P 2236; C.M. 25.9.62, M/P 1970; C.M. 4.12.62, M/P 2633; C.M. 25.6.63, M/P 1470; C.M. 29.10.63, M/P 2320).

BANTU SEMI-SKILLED WORKERS (continued)

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

SWIMMING POOLS.

ADMINISTERED BY NCN-EUROPEAN AFFAIRS DEPARTMENT.

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents				
(Positions created : C.M. 21.9.54, M/P 976 and C.M. 27.7.65, M/P 1641)								
<u>44 Hours Per Week</u>								
CASHIER (Male)	23	10-12	43-86	2				
*CLOAKROOM ATTENDANTS (Male)	21	9-24	40-04	-				
*CLOAKROOM ATTENDANTS (Female)	18	7-92	34-32	2				
				4				

- (1) No extra payment shall be made for the normal shift on a Sunday.
- (2) A cashier's allowance of 8 cents per day shall be paid on a monthly basis to the Cashier or his relief when the latter is called upon to perform cashier's duties.
- (3)* Employed during the summer months only.

BANTU SKILLED WORKERS.

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents				
<u>BUILDING WORKERS</u>								
(Positions created : 28th October, 1952, 27th October, 1953, 6th December, 1955).								
<u>45 Hours Per Week</u>								
Registered Learner who has <u>not</u> passed test	21	9-45	40-95	-				
Registered Learner who has <u>passed</u> test	26	11-70	50-70	19				
Registered Learner in 2nd year after passing test	30	13-50	58-50	1				
Registered Bantu Building Worker and other Bantu employed on skilled work	34	15-30	66-30	336				
Competent Worker	37	16-65	72-15	46				
Team Leader	42	18-90	81-90	41				
Assistant Foreman	45	20-25	87-75	16				
Foreman	53	23-85	103-35	6				
				465				
<u>ELECTRICAL WIRING TRAINEES.</u>								
(Positions created : C.M. 26.7.60, M/P 1516)								
<u>44 Hours Per Week</u>								
Inadequate initial training	21	9-24	40-04	-				
2 or 3 years full-time training college	26	11-44	49-58	14				
Passed departmental proficiency test	30	13-20	57-20	-				
Unable to pass Wireman's Licence after defined period of employment but trained for low voltage maintenance.	34	14-96	64-83	-				
				14				

BANTU PASSENGER TRANSPORT WORKERS.

(Positions created : C.M. 25.3.64, M/P 755; Wage rates authorised : C.M. 25.4.67, M/P 800)

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents				
<u>48 Hours Per Week</u>				CON. DRIV				
<u>CONDUCTORS AND DRIVERS</u>								
Learners	31	14-88	64-48	3				
1st 6 months	35	16-80	72-80	13				
2nd 6 months	36	17-28	74-88	15				
3rd 6 months	37	17-76	76-96	8				
4th 6 months	38	18-24	79-04	5				
After 2 years	39	18-72	81-12	12	5			
3 years	40	19-20	83-20	4	26			
4 years	41	19-68	85-28	1	20			
5 years	42	20-16	87-36					
6 years	43	20-64	89-44					
7 years	44	21-12	91-52					
8 years	45	21-60	93-60					
9 years	46	22-08	95-68					
10 years	47	22-56	97-76					

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BANTU WORKERS EMPLOYED ON THE COUNCIL'S FARMS.

(Positions created : C.M. 30.6.64, M/P 1533;
Wage Rates Authorised : C.M. 26.3.68, M/P 768)

DESIGNATION	RATES OF PAY			30/6/68	No. of Incum-bents	No. of Incum-bents	No. of Incum-bents	No. of Incum-bents
	Inclusive Per Shift (Rand)	Inclusive Per Week (Rand)	Monthly Equivalent (Rand)	No. of Incum-bents				
<u>5-Day Workers.</u>								
Farm Juvenile	1-32	6-60	28-60					
Farm Labourer, Class II	1-84	9-20	39-87	168				
Farm Labourer, Class I	1-94	9-70	42-04	11				
Farm Handyman, Class II	2-18	10-90	47-24	4				
Farm Gang Supervisor, Class II	2-32	11-60	50-27					
Farm Recorder	2-32	11-60	50-27	1				
Farm Tractor Driver, Class II	2-32	11-60	50-27	23				
Farm Tractor Driver, Class I	2-62	13-10	56-77	13				
Farm Gang Supervisor, Class I	2-82	14-10	61-10	2				
Farm Handyman, Class I	2-82	14-10	61-10	9				
<u>6-Day Workers</u>								
Farm Cattle Attendant, Class II	1-82	10-92	47-32	27				
Farm Cattle Attendant, Class I	2-00	12-00	52-00	7				

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COLOURED UNSKILLED WORKERS.

(Wage Rates Authorised : C.M. 26.3.68, M/P 768).

DESIGNATION	RATES OF PAY			30/6/68	No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)	No. of Incumbents				
(1) <u>COMMISSIONAIRE</u>								
(2) <u>SUPERVISOR - Class II</u> <u>44 Hours Per Week</u> Flat Rate	34	14-96	64-83	1				
(1) <u>MACHINE OPERATOR</u> (Power-driven grass cutting machine)								
(2) <u>ATTENDANT</u> (Ladies Conveniences)								
(3) <u>COOK</u> <u>44 Hours Per Week</u> Flat Rate	29	12-76	55-30	2				
(1) <u>COOK'S ASSISTANT</u>								
(2) <u>MESSENGER</u>								
(3) <u>STREET LAMP RE-PLACER'S ASSISTANT</u> <u>44 Hours Per Week</u> Flat Rate	27	11-88	51-48	6				
(1) <u>CLEANER</u> (Male & Female)								
(2) <u>LABOURER</u> <u>44 Hours Per Week</u> Flat Rate	26	11-44	49-58	58				

COLOURED UNSKILLED WORKERS.

(continued)

DESIGNATION	RATES OF PAY			30/6/68 No. of Incum- bents	No. of Incum- bents	No. of Incum- bents	No. of Incum- bents
	Inclusive Per Shift (Rand)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
<u>Variable Hours of Work</u>							
<u>NIGHTWATCHMEN</u>	(Positions created : C.M. 24.9.63, M/P 2101)						
5 Shifts Per Week	2-70	13-50	58-50	10			
6 Shifts Per Week	2-25	13-50	58-50				

No additional remuneration for work performed on Sundays and all Public Holidays.

COLOURED SEMI-SKILLED WORKERS.

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

D R I V E R S.

DESIGNATION	RATES OF PAY			30/6/68 No. of Incum- bents	No. of Incum- bents	No. of Incum- bents	No. of Incum- bents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
<u>DRIVER/MESEN- GER</u> 44 Hours Per Week Flat Rate	(Position created : C.M. 29.6.65, M/P 1339)						
	34	14-96	64-83	1			

G E N E R A L.

DESIGNATION	RATES OF PAY			No. of Incum- bents	No. of Incum- bents	No. of Incum- bents	No. of Incum- bents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
<u>STREET LAMP REPLACERS</u> 44 Hours Per Week	(Positions created and Wage Rate Authorised : C.M. 30.4.68, M/P 963).						
1st year	40	17-60	76-27	1			
2nd year	42	18-48	80-08				
3rd year	44	19-36	83-90				
4th year	46	20-24	87-71				
5th year & over	48	21-12	91-52				

S W I M M I N G P O O L S.

DESIGNATION	RATES OF PAY			No. of Incum- bents	No. of Incum- bents	No. of Incum- bents	No. of Incum- bents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
<u>44 Hours Per Week</u> <u>CLOAKROOM ATTEN- DANTS - (Male)</u>	(Positions created : C.M. 14.11.61, M/P 2466 and C.M. 29.6.65, M/P 1356)						
	28	12-32	53-39	-			
<u>CLOAKROOM ATTEN- DANTS/CASHIERS</u> (Female)	24	10-56	45-76	-			

- (1) No extra payment shall be made for the normal shift on Sunday.
- (2) A cashier's allowance of 8 cents per day is paid on a monthly basis to the female cloakroom attendants/cashiers if and when called upon to perform the duties of a cashier.
- (3) Employed during the summer months only.

COLOURED SEMI-SKILLED WORKERS.

(Wage Rates Authorised : C.M. 26.3.68, M/P 768)

(continued)

SUPERVISORY POSITIONS.

DESIGNATION	RATES OF PAY			30/6/68 No. of Incum- bents	No. of Incum- bents	No. of Incum- bents	No. of Incum- bents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
<u>CLEANSING OVERSEERS</u>	(Positions created : C.M. 30.1.62, M/P 116)						
<u>44 Hours Per Week</u>							
1st year	43	18-92	81-99	-			
2nd year	44	19-36	83-90	-			
3rd year	45	19-80	85-80	-			
4th year & over	46	20-24	87-71	-			

CASUAL COLOURED INDIAN PAGE:

"That authority be granted to the Library Department to engage a Coloured or Indian page in a casual capacity for the Fordsburg Branch Library for a period not exceeding 12 hours a week, at an inclusive rate of 21c an hour".

COLOURED SKILLED WORKERS.

(Wage Rates Authorised : C.M. 26.3.68, M/P 768.)

DESIGNATION	RATES OF PAY			30/6/68 No. of Incumbents	No. of Incumbents	No. of Incumbents	No. of Incumbents
	Inclusive Hourly Rate (Cents)	Inclusive Weekly Rate (Rand)	Monthly Equivalent (Rand)				
(Positions created : C.M. 28.2.61, M/P 383)							
<u>BUILDING WORKERS</u>							
<u>45 Hours Per Week</u>							
Trainee 1st year	32	14-40	62-40	1			
" 2nd year	37	16-65	72-15	3			
" 3rd year	42	18-90	81-90				
" 4th year	47	21-15	91-65				
Competent Worker	52	23-40	101-40	21			
More Competent Worker	57	25-65	111-15	1			
Team Leader	62	27-90	120-90	1			

27

COMPARATIVE SCHEDULE OF STRENGTHS AND EMOLUMENTS

BANTU EMPLOYEES FOR YEARS ENDED 30TH JUNE 1959 AND 1968

GRADED EMPLOYEES				NON - GRADED WORKERS			
	No. employed at 30th June	Salaries	^{Average} Earnings per annum per employee		No. employed at 30th June	Wages	^{Average} Earnings per annum per employee
		<u>Rand</u>	<u>Rand</u>			<u>Rand</u>	<u>Rand</u>
For year ended 30th June 1959	1,031	634,516	615	For year ended 30th June 1959	20,727	6,239,624	301
For year ended 30th June 1968	1,289	1,405,613*	1,090	For year ended 30th June 1968	18,473	9,234,477*	500
Increase	258	771,097	475	Increase		2,994,853	199
Decrease				Decrease	2,254		
Percentage { Increase Decrease	25%	122%	77%	Percentage { Increase Decrease	11%	48%	66%
* Estimated				* Estimated			

2 1031
20727
21758

1289
18473
19762

BANTU POSITIONS

The following are positions now available to Bantu which were not in existence prior to 1st July 1958.

Graded Staff Posts.

The administration of Townships Offices in the Treasury Department by Bantu has resulted in the creation of posts up to Senior Clerk/Cashier, Grade B8, R1680 x 60 - 1740 x 84 - 1908.

In the Stores Branch, Bantu Areas, positions of Clerks have also been created on Grade B4, R888 x 36 - 960 x 48 - 1056 and Grade B3, R744 x 36 - 888.

The Liquor Branch, Non-European Affairs Department, provides opportunity for advancement to Senior Supervisor, Grade B7, R1500 x 60 - 1680 and there are now Bantu Pool Supervisors, Grade B5, R1056 x 48 - 1200 x 60 - 1260 and Lifesaver/Instructors, Grade B3, R744 x 36 - 888 in the Recreation Section.

The evaluation of the post of Secretary, Urban Bantu Council has not yet been finalised, but the indications are that this will be a top level job. The Commissionaire is on Grade B5, R1056 x 48 - 1200 x 60 - 1260.

The wiring of houses and buildings in Soweto is done by Electrical Wiremen, Grade B5, R1056 x 48 - 1200 x 60 - 1260 and the Works and Services Branch, City Engineer's Department, have Building Inspectors on the same grade.

The Matron in charge of Waterval Hospital is on Grade 8, R1680 x 60 - 1740 x 84 - 1908 as are the Supervising Health Inspectors and the Technical Assistant (Radiography) is on Grade B4, R888 x 36 - 960 x 48 - 1056.

Bantu training courses are conducted by the Staff Board's Training Assistants who are on Grades B6/B/B7, R1260 x 60 - 1500/B/R1500 x 60 - 1680.

The Instructor/Inspector, Ambulance Branch is graded B6, R1260 x 60 - 1500 and the Senior Ambulance Attendants B5, R1056 x 48 - 1200 x 60 - 1260.

In addition to the above several jobs previously daily paid have been re-classified as graded and in many instances this has resulted in an increase in remuneration.

Semi-skilled Positions.

The major development in this field was the employment of Bantu passenger transport workers at wages from R64-48 to R97-76 per

/month ..

month, but several new posts such as Security Drivers, Mobile Messengers and Cleansing Overseers have also been introduced.

Unskilled Positions.

Here too, in keeping with Council policy, the scope of employment for Bantu is kept under constant review and this has resulted in the creation of many posts above that of Labourer. Instances are the introduction of three levels of Bantu Supervisor who undergo specially developed training courses, Fork Lift Operators employed in the Brewery, and Caretakers in the Non-European areas.

HW/LD
17.9.68

E. T. THACKER,
Member, Staff Board,
Johannesburg City Council.

4th September, 1968.

Dear Councillor Lewis,

Herewith information
for your address.

Best regards.

E. T. Thacker.
E.T. THACKER.



CITY OF JOHANNESBURG : STAFF BOARD :
SUMMARY OF TRAINING COURSES CONDUCTED
FOR NON-EUROPEANS.

1. BANTU NON-GRADED EMPLOYEES:

- (a) A basic two week full-time course for Supervisors followed by an oral test is provided and includes:-
 - Induction - including information on the Reference Book and other appropriate legislation.
 - Job Instruction - four step way of training new employees.
 - Human Relations and Problem Solving.
 - Safety and Methods Improvement.
- (b) One day follow-up or refresher course.
- (c) The course outlined in (a) above is obligatory for Bantu who wish to be appointed as Supervisors.
- (d) Bantu Cleansing Overseers undergo the same course plus certain lectures on Cleansing and Public Health.
- (e) A course for Bantu Road Constructors which includes technical subjects given by C.E.D. officials is also provided.
- (f) Trainees are followed up on the job by the Board's Personnel Officers and come for refresher courses each year after passing the main course.

2. NON-EUROPEAN GRADED STAFF:

There are four main types of week long 2½ hours per day courses:

- (a) Induction, Job Analysis & Job Instruction.
- (b) Human Relations, Relations with the Public and Structure of Authority.
- (c) Method Study in the Office.
- (d) Merit Rating.

Course (d) is mandatory for all officials Black, White or Coloured who are required to appraise their subordinates.

3. SPECIAL COURSE FOR BANTU DRIVERS:

Three day full-time course in Safety Driving and Accident Prevention.

Based on norms of British Metropolitan Police School and Johannesburg Road Safety Association, designed primarily for our Ambulance Attendants; attended also by a few N.E.A.D. Drivers.

STAD
JOHANNESBURG



CITY OF
JOHANNESBURG

PERSONEELRAAD - STAFF BOARD

POSBUS }
P.O. BOX } 10638
TELEFOON }
TELEPHONE } 836-2476

SPREK ASSEBLIEF/PLEASE ASK FOR MNR./MR.....
--

7DE VERDIEPING, YORKHUIS,
7TH FLOOR, YORK HOUSE,
RISSIKSTRAAT 57,
57 RISSIK STREET,
JOHANNESBURG.

MY VERW./MY REF.....

U VERW./YOUR REF.....

5th April 1968.

THE BANTU WORKER IN THE JOHANNESBURG
CITY COUNCIL.

Whenever the question of Bantu wages/salaries is raised, the Johannesburg City Council is invariably approached and asked what it intends to do about raising the wages/salaries of its Bantu workers.

Certain factors have to be taken into consideration whenever jobs are priced. Firstly, there is the law of supply and demand, which exercises a marked effect on wage levels. The Froneman Commission estimated that there were approximately 500,000 unemployed Bantu; other authorities estimate that approximately 70,000 Bantu workseekers enter the labour market each year. In such circumstances, there is an over-supply of workers and the tendency is for wages to be depressed.

Secondly, the cost of production in relation to selling price must, of necessity, always set a ceiling on the wages/salaries that can be paid by any organisation that intends to remain in business. Here, the Council finds itself in a predicament. It cannot readily pass on increased costs for its services to consumers, except by way of its trading departments and an increase in the rates. Furthermore, its very large labour force of Bantu non-graded workers - just on 18,400 of them - makes wage increases a very costly matter and an increase of 1 cent per hour, or only 44 cents per week, means that the Council's wage bill, excluding the higher cost of overtime, would be increased by R420,992 per annum. Despite these difficulties, the Council has spend a total of R4,230,223 on wage and salary increases for Bantu over the past decade. In addition the wage increases authorised by Council on 26th March 1968 will add a further R500,000 to the Council's Bantu Non-Graded Wage bill.

/Details

Details of increases are given below:-

Non-Graded Employees

1st July 1957 : R571,366
1st July 1958 : R390,000
17th August 1960 : R329,400
17th August 1961 : R350,732
1st February 1962 : R555,725
1st July 1963 : R500,000
1st July 1964 : R558,000
1st July 1965 : R400,000
1st July 1967 : R320,000
TOTAL: R3.975.223

Graded Employees

1st November 1961 : R60,000
(Consolidation of Cost of
Living Allowances into
Basic Salaries).
1st April 1966 : R15,000
(Fire and Traffic Departments)
1st July 1967 : R180,000
TOTAL: R255.000

The following details will illustrate the conditions of service which apply to the Council's unskilled adult Bantu male workers:-

1. Monthly wage: (as from 1st July 1968):- From R38-14 to R57-20 per month dependent on category of unskilled work done.
2. Lodging: 12,700 of the 18,400 workers are housed in the Council's compounds. These workers pay 87 cents per month for such lodging. The majority of the remaining 5,700 workers live and work in the South-western Bantu areas and are not faced with heavy transport expenses.
3. Hours of work: 44 hours per week.
4. Overtime payment: $1\frac{1}{2}$ times the hourly wage for each hour or part of an hour worked.
5. Casual Sunday work: A double shift is paid if a full shift is worked.
6. Public Holidays: The Council, unlike most employers, recognises all twelve statutory public holidays. If the worker is not required to work on a public holiday he receives a day's pay. If he works a full shift he receives an extra day's pay - i.e. double pay for that day.
7. Leave: Two weeks per annum.
8. Sick Leave: Two weeks per annum.
9. Incentive bonuses: Supervisory staff in the Cleansing Branch of the City Engineer's Department receive a bonus of R1-25 per week and Refuse Removers and Street Sweepers receive a bonus of R1-00 per week as long as set standards are maintained.

10. Gratuity Scheme: The Council provides a non-contributory gratuity scheme for these workers and a man who has completed 15 or more years actual service and reached the age of 60 years, becomes entitled to a gratuity calculated on the basis of one month's pay (based on current earnings) for each year of service. If a worker dies whilst in the Council's service and has completed 10 years' actual service, or if an ex-employee dies before the full amount of the gratuity has been paid to him, and, in either case leaves a widow, she is paid the gratuity or the balance of the gratuity, as the case may be. If a worker who has completed 10 years' actual service is required to retire on health grounds or because of a reduction in staff, he becomes entitled to a gratuity. In the case of an extra-Republican Bantu, owing to his service being terminated because of a repatriation order from the Department of Bantu Administration and Development, he becomes entitled to a gratuity if he has completed 10 years' actual service.

11. Liberal Protective Clothing where issues are justified.

[The Council also employs many semi-skilled Bantu workers who receive from R49-58 (Mobile Messenger Class 2) to R97-76 (Drivers or Conductors) per month, while skilled workers are paid wages ranging from R66-30 (Registered Building Worker) to R103-35 (Foreman) per month. In addition, members of the Bantu graded staff who are, in the main, white collar workers, receive monthly salaries ranging from a minimum of R42 to a maximum of R159 per month. The conditions of service for the latter group of workers differ in certain respects from those which apply to the non-graded workers. The leave entitlement is 3 weeks per annum and the sick leave entitlement is 24 working days per annum for those who work a six day week, and 20 working days per annum for those who work a five day week. Sick leave may be accumulated indefinitely and provision exists under certain circumstances for the accumulated days to be converted to vacation leave on retirement.

An excellent contributory pension fund for graded Bantu employees was introduced on 1st January 1961. Those employees in the service prior to this date will also receive, in addition to a pension, the benefits due to them under the Council's Gratuity Scheme for service prior to the establishment of the fund.

In 1959 the Council created what is now designated the Personnel Development Branch of the Staff Board. This Branch is concerned, inter alia, with the application of modern techniques of personnel management to the Bantu labour force. Some idea of the work performed by the new Branch is given below.

/MANPOWER

MANPOWER CONTROL.

The Branch is primarily concerned with meeting the demand for labour from all Departments of the Council. It ensures that labour due for retrenchment in one Department is absorbed into other Departments. All applicants for employment in the Council are carefully screened and the work records of all employees are checked before re-engagement to ensure that they are satisfactory. The Branch also carries out checks on overtime worked and investigates cases of excessive sick leave and absenteeism.

RECRUITMENT OF LABOUR.

The Council is a large organisation spread over an area of some 120.44 square miles and employs a total of approximately 19,600 Bantu. This labour is drawn from five local labour bureaux - Kempton Park, Germiston, Johannesburg, Kliptown and Randburg as well as from rural areas. As there are some 220 different jobs ranging from labourers, policemen, machine operators, drivers, plant operators, building workers, clerks, welfare assistants, sports organisers, traffic inspectors, teachers, nurses, midwives, health inspectors, etc., right the way up to doctors, the Council often has to advertise in a variety of newspapers and journals in order to recruit suitably qualified personnel.

SELECTION AND PLACEMENT.

All applicants for jobs in the Council's service are carefully selected. Selection tests ranging from the General Adaptability test for illiterates to the High Level Battery for graduates, are applied, and at the interview the results of such tests are considered in conjunction with merit rating and other relevant information in order to select the best applicant for the job. Some 4,200 Bantu are tested annually by the Personnel Selection section of the Branch.

INDUCTION.

All Bantu are given full information in regard to conditions of service, reference books, influx control and labour bureau regulations, tax laws, and the like, on engagement.

In addition, Bantu supervisors have been taught how to induct new workers when they report for duty.

COMMUNICATION.

Many of the Council's Bantu non-graded workers cannot speak English or Afrikaans and, as a result, effective communication is a problem. In order

to overcome this difficulty the Council decided in July 1963 that all future Bantu supervisors must be selected, trained and tried out before being allowed to assume supervisory duties. Furthermore, European supervisors attending training courses conducted by the Branch, are encouraged to recognise the status of the Bantu supervisor and ensure that downward and upward communications pass through him. Grievance machinery has also been introduced and made known to all Bantu workers.

TRAINING.

Training courses are conducted in Induction, Communication, Human Relations, Work Methods, Safety, Safe Driving, Merit Rating, etc. A special course for Bantu office supervisors provides for instruction in the analysis of jobs and the writing up of job descriptions, which, in turn are used for evaluation and training purposes.

MERIT RATING.

Merit rating, i.e. the process of evaluating each employee's performance in terms of the requirements of his job, is applied to certain non-graded workers and all the Bantu Graded Staff every six months. Ratings are compared from time to time with test results and with the results of the selection procedures. Merit rating is also used for staff development purposes in that weaknesses are pointed out to and discussed with workers themselves and steps taken to ensure that improvement follows.

JOB EVALUATION.

Resulting from the expansion and development of the Bantu areas falling within the jurisdiction of the Council, more and more responsible work is being assigned to and responsible positions are being created for the Bantu. Furthermore, jobs performed by Bantu workers are subject to constant change as routine tasks previously performed by European workers, are passed on to them. It is thus necessary to apply constantly the technique of Job Evaluation to such jobs. Experienced Council officials analyse and describe jobs and lay the information before an Evaluation Committee which recommends to the Staff Board, and through it to the Council, the pay group to which each job should be allocated. The application of this technique has done much to eliminate wage and salary inequities.

EXIT INTERVIEWS.

Exit interviews are conducted with every worker resigning from the Council's service, the object of which is to identify possible sources of employee dissatisfaction. Not only has this resulted in the reduction of a considerable amount of indiscriminate hiring and firing but, also in bringing

to light cases of hardship; the assistance rendered in this manner to the workers concerned has done much to improve relationships. The interviews are also used to give advice and guidance to workers who may seek re-employment at a later date.

CONCLUSION.

The following is an indication of the results achieved since the Personnel Development Branch of the Staff Board has come into existence. In 1959 labour turnover amounted to 58%, i.e. nearly 11,300 workers left the organisation every year, (or nearly 5 every hour), and had to be replaced. On 30th June 1967 the position was quite different. Labour turnover had been reduced to 31.85% - approximately half of that in 1959. Moreover, despite a considerable increase in new posts due to expansion of activities, the efficient utilisation of the labour force has resulted in its being reduced from 21,758 in 1959 to 19,600 on 29th February, 1968 - a reduction of 2,158. If labour turnover can be considered as one of the indices of worker morale, then it can safely be said that the morale of the Council's work force has improved considerably.

The work done by the new Branch is important, not only from the Council's point of view, but from the point of view of the country as a whole, for, as Dr. Jacobs, a former President of the South African Institute of Personnel Management once wrote: "..... there are today practically no points of contact between Black and White in this country except in the work situation, and the way the non-White is handled in this setting, in the degree of goodwill extended towards him, and the thought patterns engendered, all these may in the final instance come to determine his choice in a wider ideological field."

E.S. Kheker
26/8/68.

Labour Turnover.
30th June 1968 = 28.21%

Wage Rates.

New wage structure became effective on 1st July 1968. Lowest paid adult male then received:-

20 cents per hour

R 8.80 per month

R 38.14 per month

E.S.

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