Countryman. Jam a native of Myasal and, British Central agrica. Os a lad y fourteen Icame to Ish annesburg, where doorhed at wif Deep Eld, as a compound clerk, from many years. It was from both Deep that Istanted for the United States. Though you do not personally Rnow me, Ithink Mrs. Kruma remember me very well. He Liste, Mangaret and I came to Weberforce the same zear, were Class mates all through and The coined our high school diplomas Lines Thave been in this country thank tried to get in touch will you but could not-Sam dving so now having got the address from Mrs.

Clarke. Same worting in the hope that the will result in a permanent Correspondence between us even when Jan back i bentral africa. i south africa there watched with great interess your achorhis to help our people from the oppressive laws of the Boers. Having resided in South africa since my advliscence Itake great interst in South africa, political and social affairs. Iwas speech at the W. M. C. A. Conference at Fort Stare. a zoung lady as De aan sent me the excerpts g a good part of the speech. Jam at present a student at the University of Chicago Many perfile are asking me about In.

Ars. Hall & Beasley and Charles Williams are among them.

May this find you well

Yours sincerely

Hasting K. Banda

WOMAN'S FOREIGN MISSIONARY SOCIETY OF THE METHODIST EPISCOPAL CHURCH

PRESIDENT, MRS. THOMAS NICHOLSON
687 VIRGINIA PARK, DETROIT, MICH.

VICE-PRESIDENTS
MRS. F. F. LINDSAY
25 SEYMOUR AVENUE S. E., MINNEAPOLIS, MINN.
MRS. FRANCIS J. MCCONNELL
ROOM 710, 150 FIFTH AVENUE, NEW YORK CITY

VICE-PRESIDENTS AT LARGE
MRS. DORR DIEFENDORF
45 PROSPECT STREET, MADISON, N. J.
MRS. CHARLES L. MEAD
1839 YORK STREET, DENVER, COL.

RECORDING SECRETARY, MRS. H. E. WOOLEVER
3511 RODMAN STREET N. W., WASHINGTON, D. C.

TREASURER. MISS FLORENCE HOOPER
30 MARYLAND LIFE BUILDING, BALTIMORE, MD.



Personal

GENERAL OFFICE SECRETARY
MISS AMY G. LEWIS
ROOM 710, 150 FIFTH AVENUE, NEW YORK CITY
CABLE: "FORMIS, NEWYORK"

SECRETARY FOREIGN DEPARTMENT MRS. LEWIS L. TOWNLEY 323 BEECH AVENUE, WYOMING, OHIO

SECRETARY HOME DEPARTMENT
MRS. F. H. SHEETS
1930 SHERIDAN ROAD, EVANSTON, ILL.

April 4, 1932.

Dr. Alfred Xuma 49 Toby St. Sophiatown Johannesburg, South Africa.

My dear Alfred:

Your letter of March first came through in about a month. Needless to say we are very happy to have news of you and to know something of what your life now is. We are very glad that you are establishing your own home and that you have married a fine Christian woman with a good education and with experience in missionary work. I spoke at Wilberforce University some years ago. I remember what a fine enthusiastic audience I faced from that chapel platform. I met several students at that time who had come there from Africa. I certainly believe that you two are equipped to do a great work in your needy country.

I know that conditions are difficult and desperate in South Africa. This world is a long, long ways from being the "new earth wherein dwelleth righteousness", which was glimpsed by the early Apostles and which surely is coming some day. We get discouraged sometimes and think as Peter wrote to some of his early followers, that "God is slack" as regards his promises. Peter said, "He is not slack, He is long suffering." He never robs human personality of the powers He confers upon it, and if it chooses wrong paths, He cannot be blamed. He suffers along with the wrong-doer and on his behalf. Oh, I know the power of choice is taken away from individwals by other human beings. The Kingdom of God has not yet come upon earth. When it does come and His will is done upon earth, human relationships will be on a basis of love and brotherhood and not upon that of exploitation and injustice. We think that things move slowly but as my bishop says "It takes a long time to lift the human race one inch." "A thousand years is as one day, and a day as a thousand years."

You speak of the slavery legislation. It is frightful and abominable. Of course there was a time when slavery was recognized as a reasonable and a right thing even in accord with the New Testament teaching: But one realizes that even in this country of ours, within the memory of some now living, slavery was condoned and that a few years earlier, those who opposed it werepilloried, execrated and even executed. When we consider how abhorrent the very idea is now, one realizes how far we have come. Anti-slavery legislation was violated for sixty years after its enactment in this country. We are just now in the midst of the fight against alcohol. Wealthy commercial interests

Dr. Xuma, Page 2.

ERN/J

have combined to defeat the Eighteenth Amendment and they may even do so. It would have been terrible for this country during these days of unemployment and business failures, if our people had not had savings accounts on which they could depend. Millions of dollars have been saved by the industrial classes because there were no saloons in which to squander their earnings. The long continuance of the Depression and the closing of many banks has produced acute suffering as it is. What it would have been with the open saloon, one hates to comtemplate. Doubtless you hear much propaganda about drinking in America. Believe about one-fiftieth of it. I have not seen an intoxicated person in two years. There is drinking, to be sure. For again, human beings have the power of choice and elect to make wrong choices.

It is true that I did tell you I would send you, if possible, some books of Newell Dwight Hillis, and other great preachers. I hoped to send you some from our own library, but found that we did not have the ones you desired especially. I lost track of you for a little while and, to tell the truth, there were so many demands on my slender purse that I found I could not purchase the books I wanted to send. Furthermore, I am so constantly occupied with the pressing demands of my administrative and other responsibilities that I find it difficult to compass the extra things which I love to do. That will seem strange to you, doubtless. But there are always about four different lines of activity which draw constantly upon my time. But just be patient. I may not be able to get anything to you before our General Conference which meets in May. I have much to do in preparation for that meeting. It is possible that we shall move following the General Conference. We do not know. In any case, I shall make an effort to pack a box of books and get them to you as early as possible. I realize now more nearly what you need for the purposes you have in mind.

My brother has been in China throughout all this disturbance there. Very remarkable things are coming out of terrible and inexcusable Sino-Japanese affair. It is even possible that the League of Nations will take advanced ground because of it.

It gave me pleasure to see Dr. Jabavu of the Ft. Hare College, at a meeting of the North American Missions Conference in January. He greeted me as your friend and was happy to take back a message from me to you. He made a fine impression here, and at the meeting of the Student Volunteer Convention.

Be assured that I deeply appreciate your letters and congratulate you on the splendid work you are doing in Christ's name and for His sake, among His children in Africa.

Ever most sincerely yours,

your foster mother proud to be!

Mrs. Thomas Nicholson.

(Over)

your letter reached me before the .

pamphlet came. I have now read the latter
and wish to express my granification
at its strength and its sprinit. Can
you send me another copy:

ABX 320409 P.DP306 89 Fordslung Dr. Xama to write you telling you that on the 22 nd april 1932 we will be Welcoming the Weinbers of the Conference here in fordshiring W. Church at 7.30 P. 101. We ask you to attend and also to address the hallegales On the Present Circumstance) (13 metos I am your Juel Sipika Bleward M. Moana Winister

GEORGE EDMUND HAYNES NEW YORK, N. Y.

April 16th, 1932.

Row Relations

Dr. Alfred Bitini Xuma, 49 Toby Street, Sophiatown, Johannesburg, South Africa.

Dear Sr. Xuma:

I hope you will share the announcement note and my accompanying letter with your good wife, whom I long to see.

The past months since I was with you have been very strenuous ones. I made my report and am now working on a report on Central Africa. You will be interested to know also about our formation of a committee on African Welfare under the Federal Council. I shall send you our first printed bulletin about the organization and its purposes as soon as it is off the press.

I learned that you have suffered in South Africa a great deal from the depression. I am also greatly disturbed about the hostile legislation that is now coming up against the Natives. Keep us informed with printed matter and other information as far as you have any available. It will help us greatly in informing the American public and stirring them up to action.

Yours cordially,

George E. Haynes Secretary

H-r

Federal Council of the Churches of Christ in America

CABLE ADDRESS: "FEDCIL"

(INCORPORATED

TELEPHONE GRAMERCY 5-3475

Commission on Race Relations

105 East 22nd Street New York, N. Y.

OFFICERS OF THE COMMISSION

GEORGE C. CLEMENT, CHAIRMAN
EVA HILLS EASTMAN, CHAIRMAN COMMITTEE OF DIRECTION
CAROLINE B. CHAPIN, CHAIRMAN WOMEN'S COMMITTEE
EDWARD T. DEVINE, CHAIRMAN ECONOMIC LIFE COMMITTEE
GEORGE E. HAYNES
WILL W. ALEXANDER
KATHERINE GARDNER
SECRETARIES

April 16th, 1932.

personal

Dr. and Mrs. George E. Haynes received the announcement of the marriage of De. and Mrs. Alfred Bitini Xuma on Thursday the 29th of October 1931 with great pleasure.

They join with your other friends in wishing you long life and the great satisfactions of the sweet sincerity of companionship.

POW, is - Geral

* 9703 -14/12/31-50-100.

UNION OF SOUTH AFRICA. UNIE VAN SUID-AFRIKA.

In reply please quote this number: Geliewe in u antwoord te verwys na:

73/1/1093

Government Printing and Stationery Office. Staatsdrukkery en Kantoor van Skryfbehoeftes.

MADAM, SIR,—MENEER, I have the honour to acknowledge receipt of your Phone Mussage of the Ek het die eer die ontvangs te erken van u van die van die 25 dh. inst. on the subject of Acts betreffende
and in reply beg to inform you that the following acts have en deel u in antwoord daarop mee dat
been despatched to-day.
1 act 25/1926 3
1 " 42/1920 3
93
act No. 41/1925 (Taxation) is out of prin
As all services must be prepaid, I should be glad if you would kindly remit the amount Aangesien vir alle dienste vooruit moet betaal word, versoek ek u die vereiste bedrag
te stuur, op ontvangs waarvan aan u versoek voldoen sal word.
Yours faithfully, 9° hy return U dienswillige, foot
Dr. A.B. Xuma.
104 End Street. ThEdwards.
Joh' lung for Government Printer. vir Staatsdrukker.

petitis - 9 cerol 3/5/32 Mafeking, C.P. 1932 10 A.M. - 12.30 P.M 2 P.M. - 4 P.M. SUNDAYS & HOLIDAYS: 10 A.M. - 12 NOON Dear Dr Xuma J Chank you for Jour letter of a fortugal (or so) ago. I regret Iwas not acce to negly earlier. my ture has beer vermandly full. As you have heard Those thered an ocassional Office in hi Adam Arcade - in bracket strut for my mon ferande convenience as for that & my Thurs patients who have been untre hate 1. 3 coming relle ha for That impalpable and

, ABX 320503

Dr. S. M. Molema PHONE 27 P.O. BOX 11

HOURS:

10 а.м. — 12.30 р.м

2 P.M. — 4 P.M.

SUNDAYS & HOLIDAYS:

Mafeking,

193

elusive ghost lovered popularly'-I leope I am not porpury as to coult it or meeting it by chance, to but reliance on it. One need not gearse spran il. But your free of advice in the bays - mystie ways-gare Reef dwelless is a privilege to be highly estiences mireed and Ihope you wie not look in within pur bread. and domes a des service.

we can further discuss the question of cohesion. The Proof proposal,

Dr. S. M. Molema Mafeking, 10 A.M. - 12.30 P.M 2 P.M. - 4 P.M. 193 SUNDAYS & HOLIDAYS: 10 A.M. - 12 NOON Suffice it wearture to say - 45 9000. With Kind regards to Jana, peur sont, androum.

SOUTH AFRICAN INSTITUTE OF RACE RELATIONS

Rau Relations

P.O. Box 1176, JOHANNESBURG.

PROCEEDINGS

of

CONFERENCE

on

1. The Training of Non-European Murses.
2. The Avenues of Employment for Non-European Murses.
3. Medical and Health Services in Native Areas.

Held in the Council Chamber, Town Hall, Bloemfontein On Friday, June 17th, 1932

	Contents:	Page
1.	Members of Conference and Bodies Represented	1.
2.	Memoranda placed before Conference.	2.
3.	Statement by Dr. Hamilton Dyke.	10 - 16
4.	Training of Non-European Murses	4 - 6
	(a) Returns from Hospitals. (b) Full Training. (c) Special Training of Health Workers. (d) Educational Pre-requisites. (e) Transfers. (f) Training Methods. (g) Sanitation and Mothercraft Courses.	#4456000
5.	Avenues of Employment for Mon-European Murses A. In Reserves. B. In Urban Areas (Returns from Municipalic. On Mission Stations. D. In Mon-European Wards of Hospitals.	6 - 7 6. ties).6.
6.	Medical and Health Services in Native Areas	7 - 9
	1. Recommendations of "Loram Committee". 2. Recommendations of Federal Council of Scan African Medical Associations of the Conference.	outh

SOUTH AFRICAN INSTITUTE OF RACE RELATIONS

P.O. Box 1176, JOHANNESBURG.

REPORT OF A CONFERENCE

on

The Training of Mon-European Murses.
 Avenues and Conditions of Employment of Mon-European Murses.

3. Medical and Health Services in Mative Areas.

Held in the Council Chamber, Town Hall, Bloemfontein On Friday, June 17th, 1932

The Conference, which met at 9.30 a.m., had been convened by the South African Institute of Race Relations, and there were present:-

Dr. A.J. van der Spuy Dr. Hamilton Dyke

Dr. R.C. Stevenson

Mrs. Duncan Anderson

Dr. A.J. Milne
Dr. K. Mc Neill
Dr. J. Bruce-Bays
Dr. D. Pfeiffer

Dr. J. Lovius

Miss J. Frances Horn
Mrs. H.C. Horwood
Dr. Lewis S. Robertson
Councillor Sol Harris
Miss G. Lotz
Dr. Alan B. Taylor
Right Rev. Monsignor F.W.
Demont

Dr. R. Sandeman

Miss B.G. Alexander

Mrs W.G. Bennie

Mr. F. Handel Thompson

Union Health Department.
Principal Medical Officer,
Bechuanaland Protectorate Government.
Natal Provincial Administration
Hospitals.
Port Elizabeth Municipal and
Child Welfare Society.
Johannesburg City Council.
Durban Municipality.
East London Municipality.
Bloemfontein Municipality, Health
Department.
Bloemfontein Municipality,
Locations etc.
Board of Health, Kimberley.
Cape Hospital Board.
Pretoria Hospital Board.
National Hospital, Bloemfontein.
National Hospital, Bloemfontein.
American Zulu Hospital, Durban.

Roman Catholic Hospitals, Aliwal North and Herschel.
Roman Catholic Hospitals, Aliwal North and Herschel.
South African Trained Nurses
Association.
South African Trained Nurses
Association and Cape Peninsular
Joint Council of Europeans and Bantu.
S.A. National Council for Child Welfare.

- To educational institutions as to the educational (1)pre-requisites for Non-Europeans desiring to enter the nursing profession and health services;
- (2) To hospitals in regard to the nature of the nursing and health training of Mon-Europeans;
- (3) To municipalities and child welfare societies regarding the employment of Mon-European nurses;
- (4) To the Government indicating the most economical and effective means of developing national medical and health services for Tatives.

The Conference them proceeded to consider

THE TRAINING OF NON-EUROPEAN NURSES

Considerable discussion took place on the question whether there should be differentiation between the training of nurses for urban and for rural work. While there seemed to be general agreement that the training for the full certificate in General Fursing or Midwifery of the S.A. Medical Council should not differentiate between probationers Medical Council should not differentiate between probationers preparing for work in urban areas and those who would be employed in rural areas, Dr. Hamilton Dyke in a prepared statement (attached hereto) pleaded for some special form of simplified training for young Native women who could do something nature may have meet the medical and health needs in the Reserves. The number of fully certificated nurses could not meet this need could analy years to come.

You the same Certificated Miss Alexander and Mrs. Bennie stressed the need for full training being provided by hospitals with the necessary facilities. The immediate needs of rural areas might be met

facilities. The immediate needs of rural areas might be met by certain temporary measures but there was an immediate demand for fully trained general and midwifery nurses.

get School

Miss MacKenzie emphasised that the demand for trained nurses exceeded the supply.

Dr. Bruce Bays, as an examiner spoke in favourable terms of the Yon-European candidates he had examined. He realised that it would be some considerable time before an adequate supply of fully trained nurses would be available, and he would be prepared to support a scheme for securing large numbers of specially trained women to help in the Reserves. He thought that the training should be more practical; in any case there was too much theory in the ordinary nursing training.

Dr. van der Spuy pointed out that the Medical Council recognised no distinctions of race or colour. It would be necessary to find some other body to give a special certificate of the kind suggested. There was a demand for good well-qualified Mon-European nurses, but general hospitals found it necessary to duplicate their training facilities where Non-Europeans were concerned. He spoke appreciatively of the good work done by Matives in First Aid on the Mines and in antimalaria work in Matal. With only six months! training exceedingly good work had been performed by the Mative assistants who had been engaged in combating malaria in Natal. Their who had been engaged in combating malaria in Natal. reports were excellent. He recognised the need for a secondary certificate for the special needs of Native Reserves, but this could not be a certificate of the Medical Council.

Dr. Robertson emphasised that a minimum standard and a curriculum would have to be laid down for the lower grade certificate. Could not the Medical Council undertake this?

Stope the medical comment would never complicate towark and lower to the Miss Alexander pointed out that the

Miss Alexander pointed out that the S.A. Trained Nurses Association was not against special training for the so not conspecial needs of the rural areas, but this should not permitted the special needs of the rural areas, but this should not permitted the special needs of the same. This of the lowering of the standards of the certificates of the more important failure of certain hospitals to provide full training for Non-Europeans although they had the necessary facilities had facilities he had laid on the Table which included t

facilities he had laid on the Table, which included the requirements following particulars:-

> Number of Hospitals circularised Number of Hospitals replied Number of Yon-Europeans in training for 1) General Mursing Certificate of the Medical Council 57 (all years) 2) Midwifery Certificate of the Medical Council 25 3) Hospital Certificate only 125 + ?(all years)

Sumber of Hospitals providing full training in 1) General Fursing 2) Midwifery

The following resolution, moved by Miss Alexander and seconded by Mrs. Bennie, was adopted:-

"That in the opinion of this meeting all training schools which have facilities for training Non-Europeans for the full certificate of the South African Medical Council as General Murses and Midwives should be urged to provide this training without delay."

The Conference then considered the possibility of a special form of training for rural areas.

Miss Lotz expressed a fear lest persons so trained should take the place of the fully trained European nurses.

A number of members expressed the view that this form of training should not entitle those trained to practise as nurses in two didnards. It was generally agreed however that the need for Native medical and health workers among Natives in rural areas is character urgent and that this can only be met, at present, by providing nursing and health training of a much simpler kind than that the required for a certificate of the S.A. Medical Council. Only a limited number of hospitals have the facilities for full training; but many Mine, Mission and small-town hospitals have facilities are the simpler kind of training. At present these give a where the many Mine, Mission and small-town hospitals have facilities for the simpler kind of training. At present these give a "hospital certificate" to those who complete the training course. There is no recognised standard for these certificates and the training has not been designed to meet any special need. training has not been designed to meet any special need. Kurac mush be

a nurse wherever, After considerable discussion the following resolutions were adopted:-

Moved by Dr. Moffat: (a) That a sub-(a) That a sub-Committee be appointed to draw up a scheme for training Non-European nurses, male and female, on a lower grade curriculum and examination than those of the S.A.

Medical Council, those so trained to be termed "Health Workers" and that the Committee approach the Royal

Sanitary Institute with the object of the Institute seing the examining and registering body.

The following were appointed to the Committee:
Dr.H.A.Moffat (Convener), Drs. Hamilton Dyke, A.B. Taylor, and R.H. Welsh, Miss B.G. Alexander, Mrs. W.G. Bennie and the Chairman of the Royal

Moved by Dr. Stevenson.

The such inferior certificate be granted to recognised body on the constant defined areas and as officers under the sterly tendent to conference then considered the Educational Presence of the South African area of the South Af

The educational and age pre-requisites for the certific

(1) Medical and Surgical Nurses.

Standard VII (at least); 18 years.
In this connection the Conference expressed the view that Educational Institutions should encourage girls to take a full course in domestic work (or the so-called "Industrial Course"), or teacher training after Standard VII, as hospitals give preference to those who are so qualified, and the theoretical portion of nursing training makes severe demands on the educational capabilities of the nurse probationers.

(2) Midwifery Nurses.

Standard VI (at least); 21 years.

In this connection the Conference recommended
Educational Institutions to encourage girls proposing
to become midwives to remain at school until they have
passed Standard VIII (or to take the "Industrial" or
Teacher Training after Standard VIII as preference is
given to those so qualified. Wherever possible girls given to those so qualified. Wherever possible girls should be encouraged to obtain the Medical and Surgical Certificate before entering on a midwifery course; the higher age qualification provides time for such training.

- (3) Nurses for Mental Defectives.
 Standard VII (at least); 18 years.
- (4) Mental Nurses. Standard VII (at least); 18 years.

Transfer of Probationers. The Conference recommended that provisions should be made for easy transfer of probationers from one hospital to another for training purposes.

Training Methods. The Conference made the following recommendations in regard to Training Methods (for the Full Certificate):

> (a) Probation Period: Six months. (b) Entrance Examination - in addition to the educational pre-requisites indicated earlier.

(c) Appointment of Sister-Tutor - especially desirable where there are many probationer candidates to be prepared for examination.

Sanitation and Mothercraft Courses for Nurses. It was decided to defer consideration of suggestions - for -

for special courses for Nurses in Sanitation and Mothercraft.

The Conference adjourned at 12.45 p.m.

The Conference resumed at 2.15 p.m. and proceeded to consider:

AVENUES OF EMPLOYMENT FOR NON-EUROPEAN

NURSES.

A. In: Reserves.

. .

The Conference was of opinion that the low economic level of Native life made it impossible for trained Nurses to obtain a livelihood in independent practice in the Reserves, so that for these areas Government and Missionary employment would be the only practicable way of securing Nursing service.

B. In Urban Areas.

The Chairman drew attention to the Analysis of Municipal Returns in the hands of the members, which disclosed the following facts:

No	. 0:	Municipalities Municipalities	replied	251 18.3.
		Municipalities	European Nurses	22
No	. 0:	Municipalities	not employing Non- European Nurses	161
No	. 0	Municipalities	-"no reply"	68
No	. 01	Nurses employe	d:	
		Native		34
		Coloured		6
Ne	. 01	Nurses fully q (a) General Nu	ualified	
		(a) General Nu	rsing	
			Native	11
			Colourd	2
		(b) Midwifery		
			Native	7
			Coloured	3

No, of Nurses with Hospital Certificate

						OILLY	
						Wative	2
					(Coloured	1
No.	of	Nurses	giving	full	sa.	tisfaction	34
						tisfaction	4
No.	of	Nurses	giving	no	sa.	tisfaction	2
No.	of	possibl	e openi	ings	for	Non-European	
						Nurses	8

A number of Municipalities had stated that as soon as times improve they will employ Non-European Nurses. One Municipality would probably require 10-12 nurses in the near future. A few Nurses were employed by Child Welfare Societies, often under Municipal Grants.

Dr.Levius described the activities of the Non-European Nurses in the Bloemfontein Location. They were engaged in Child Welfare, Maternity, Creche, General Health and Sanitation work. The Nurses were in demand for confinements and ante-natal cases. A great deal of out-patient work was carried on in the Location Dispensary. The Nurses gave every satisfaction.

Dr. Milne said that similar work was carried on under the Johannesburg Municipality, except that there was not the same demand for midwifery. With the creation of a new township planned to accommodate 80,000 Natives there would in the near future, be considerable extension of Location Health work.

-Miss -

Collection Number: AD843

XUMA, A.B., Papers

PUBLISHER:

Publisher:- Historical Papers Research Archive

Location:- Johannesburg

©2013

LEGAL NOTICES:

Copyright Notice: All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

Disclaimer and Terms of Use: Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of paper documents and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document is part of the archive of the South African Institute of Race Relations, held at the Historical Papers Research Archive at the University of the Witwatersrand, Johannesburg, South Africa.