

September 8th, 1939.

The Manager,
Municipal Native Affairs Department,
P.O. Box 5382,
JOHANNESBURG.

Dear Sir,

I am asked by my Council to obtain from you the following information:-

- a) What qualifications are necessary for candidates for clerkships in your Department?
- b) What posts in your Department are open to Europeans only?
- c) What posts are open to Africans only?
- d) What posts are open to members of either race?
- e) What clerkships and higher posts are at present held by Africans?

This Council would also be grateful for information as to the salaries paid to European and African clerks.

Yours faithfully,

HONORARY SECRETARY

ELB/MNE

Dr. Benjamin

JOHANNESBURG JOINT COUNCIL OF EUROPEANS AND AFRICANS

P.O. Box 97,
JOHANNESBURG,
October 17th, 1939.

Dear Sir/Madam,

There will be a meeting of the
Employment Sub-Committee at 9.30 a.m. on Wednesday,
October 25th, 1939, in Advocate H. J. B. Vieyra's
Chambers, New Empire Buildings, Kruis Street,
Johannesburg.

It is hoped that you will be
able to attend.

Yours faithfully,

E. L. Benjamin

HONORARY SECRETARY

ENC.

23rd October, 1939.

Mrs. M.VL. Ballinger,
P.O. Box 4118,
JOHANNESBURG.

Dear Mrs. Ballinger,

A Sub-committee of the Joint Council has been formed to consider the employment of Africans in the Native Townships of the Municipality both in clerical and skilled positions. A meeting of this Committee is to be held in Adv. H.J.B. Vieyra's Chambers, New Empire Buildings, Johannesburg at 9.30 a.m. on Wednesday October 25th, 1939 and we would be very glad if you could be present to assist us. It is hoped that Advocate F.A.W. Lucas will also be present to assist the Committee.

Yours faithfully,

HONORARY SECRETARY

ELB/MM

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REPORT ON THE EMPLOYMENT OF AFRIEANS.

Legal Position.

In the building industry, which we are principally investigating, rates of pay are fixed by the Industrial Council for the Building Industry on the Witwatersrand. These rates act as a colour-bar as they are a good deal higher than any wages paid to Natives in industry.

It is, however, possible for the Minister to exempt any Native areas from the agreements, under Section 57 of the Industrial Conciliation Act of 1937.

Further, one of the effects of the decision in Rex. Versus Sidersky (TPD 1928) is to exempt a municipality which does its own contracting from such an agreement.

Efficiency.

The importance of the lower wage rate is that, owing to the operation of the Apprenticeship Act, Native workers are prevented from serving apprenticeship, and thus from acquiring skill as great as that of European craftsmen.

Mr. Haile, principle of the Tiger Kloof institution near Vryberg, is emphatic that no school training can supply the experience that is gained by work on actual commercial enterprises. This lack of adequate training is probably the explanation of the fact that when Native labour was used in building the pietermaritzberg Native Township, it was found to be considerably less efficient than European labour. In this experiment it was pointed out that the workmen improved considerably during the course of construction, in both speed and efficiency.

In the Apprenticeship Act, however, there exists a loophole which may make it possible to get adequate training for Native craftsmen. The restrictions of this act refer to ~~adults only~~ ~~min~~ minors only; adults may be taken on as learners without any educational qualifications being required and without being subject to the restrictions and protection imposed upon apprentices.

The justice of the claim that Native craftsmen should be used for Native houses is clear. ~~It is not possible to use such labour.~~
It would also appear, if there enquirées are carried on, that it may be legally possible to use such labour. The Committee is continuing to investigate the practical possibilities offered by ~~the~~ the legal position.

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