

Employment open to Africans in the Native Affairs Department.

A recent ruling in this Department is that wherever posts in African territory can satisfactorily be filled by Africans, suitable Africans must be trained to fill the posts. Africans are now being trained as Assistant Engineers, and the Department hopes to introduce, in the near future, a course for African Veterinary Surgeons, of whom some 700 could eventually be employed by the Department. Fort Cox is introducing courses for African Stock Inspectors and Assistant Surveyors.

The opportunity is being given to Africans who qualify in law to become prosecutors in Native courts. One African is already holding such a position at Umtata. The intention is eventually to promote the most suitable of such men to the posts of Assistant Native Commissioner in Native territories.

So far, the Public Service is able to absorb practically all African graduates who desire such employment. Graduates receive a commencing salary of £200 on the scale £150 x 15 - £180 x 20 - £300, and on promotion are put on the scale £240 x 20 - £380. Also they receive a degree allowance of £54 in the first year of service, £36 in the second year, and £18 in the third. In addition they are paid cost of living allowance, which at present is £50 p.a. for a single man and £125 for a married man. A single graduate would thus receive £200 + £54 + £50 = £304 during his first year of service, and a married graduate £200 + £54 + £125 = £379. An African graduate who succeeds in obtaining distinction in one of his Major subjects receives a basic commencing salary of £220 per annum and if he succeeds in obtaining distinction in both major subjects, the basic commencing salary is £240 per annum. A single African graduate who obtains distinction in both his major subjects would thus receive £240 + £54 + £50 = £344 during his first year of service, and a married graduate £240 + £54 + £125 = £419. The cost of living allowance varies in accordance with variations in the official cost of living index figures, but is at present as follows:-

	Single.	Married.
Up to £150 p.a.	£37.10 p.a.	£100 p.a.
Plus £150 to £200 p.a.	£50. p.a.	£125 p.a.
Plus £200 to £300 p.a.	£50. p.a.	£150 p.a.
Plus £300 to £350 p.a.	£50. p.a.	£175 p.a.
Plus £350 p.a.	£50. p.a.	£200 p.a.

N.E. Since writing the above we have just heard that the extra notches for distinction in major Degree subjects have been cancelled, for both Europeans and Africans, as from 1st April 1949.

As at 31st December, 1948, the Native Affairs Department employed 1591 Europeans and 2205 Africans. The following are some of the salary scales paid to Africans (salaries quoted do not include cost of living allowance, which is on the same basis as for Europeans, as quoted above):-

- (a) £420 x 20 - £540
- (b) £240 x 20 - £380
- (c) £150 x 15 - £180 x 20 - £300
- (d) £200 x 20 - £280
- (e) £120 x 12 - £204
- (f) £150 x 12 - £186
- (g) £120 x 12 - £168
- (h) £84 x 12 - £180
- (i) £84 x 6 - £156
- (j) £84 x 6 - £132
- (k) £72 x 6 - £96
- (l) £45 x 3 - £72

The African establishment of the Department includes the following posts (letter after post indicates salary scale as above):-

- 1 Translator (a)
- 5 Assistant Translators (b)
- 12 Liaison Assistants (b)
- 193 Clerks (c to b)
- 4 Instructors (b)
- 12 Engineering Surveying Assistants (c)
- 9 Male Typists (e)
- 172 Interpreter Clerks (e to d)
- 1 Head Messenger (e)
- 41 Senior Agricultural Demonstrators (h)
- 30 Agricultural Demonstrators (Forestry) (h)
- 284 Agricultural Demonstrators (i)
- 19 Assistant Foreman and Overseers (g to e)
- 1 Boarding House Master (g)
- 1 Boarding House Mistress (l)
- 941 Police (from j to f)
- 2 Stores Assistants (g)
- 15 Storemen (k)

Employment of Africans in Secondary Industry.

There is no legislative barrier to Non-Europeans becoming apprentices. Section 5(1)b of the Apprenticeship Act, in fact, prohibits a colour bar. However, owing to opposition from European Trades Unions, prejudice on the part of employers, and other factors, Non-Europeans are seldom accepted as apprentices. Thus they are practically denied the opportunity of becoming skilled workers in trades such as printing, building, engineering, food preparation, boot-making, carriage-building, hairdressing, the furniture trade, and so on

However there are other trades to which the Apprenticeship Act does not apply, and in which workers may become qualified employees after a number of years' experience in a particular job. During the last few years particularly, more and more Non-Europeans are qualifying in such jobs. Because of the shortage of skilled labour in South Africa and the curtailing of the immigration scheme, industrialists are being forced to mechanise as fully as possible, and to make the best use of what labour there is. There is a growing class of permanently urbanised Africans, who have lost their connection with the land and must depend on the wages they earn in the towns. Many of these have great aptitude for copying, and are good at repetitive work. Some of them, indeed, are capable of doing artisan work efficiently. They have by now become essential adjuncts to industry not only in the unskilled, but ~~as~~ also in the semi-skilled and higher semi-skilled classes.

According to the Report of the Department of Labour for 1946 (U.C. 62/1948) while the large majority of skilled workers are Europeans, there is to-day a not inconsiderable number of Non-Europeans in this class. The distribution of skilled employees among the various races, in industries regulated by wage determinations during the years 1937 - 1946 was as follows:-

Europeans numbered 63,268, or were 84.9 per cent of all skilled workers.  
 Non-Europeans numbered 11,260, and comprised 15.1 per cent of all skilled workers.

- 5.4% of the skilled workers were Asiatics
- 5.3% were Africans.
- 4.4% were Coloureds.

The proportion of Non-European semi-skilled workers was much greater, the figures being:-

Europeans	- 35.9%
Non-Europeans	- 64.1%
made up of	
Africans	- 33.0%
Coloureds	- 20.1%
Asiatics	- 11.0%

(Paras. 61 - 63 of Report)

As examples of semi-skilled, higher semi-skilled and skilled work being done by Non-Europeans in the Transvaal, the following are given:-

/(a).....

- (a) Mineral water manufacturing industry. Non-Europeans are employed as machine minders (eg. washing, filling, capping bottles) under European foremen.
- (b) Clothing industry - as skilled steam pressers, and in the hat section on trimming and finishing.
- (c) Laundry trade - operating steam presses.
- (d) Fibre Container Industry - operating automatic machines.
- (e) Tobacco Industry - in graded operative capacities.
- (f) Cement Products Industry - on patchwork and finishing work.
- (g) Match manufacturing Industry - In certain factories Africans are doing work which was formerly the prerogative of Europeans.
- (h) Men's Hat Manufacturing Industry - One factory employs Africans to operate automatic machines.
- (i) Gelatine Manufacturing Industry - As machine minders and boiler attendants.

This list might be considerably prolonged.

As the Report of the Department of Labour for 1946 points out (paras. 61-65), it seems desirable that skilled employees "should start their careers, if not as unskilled, at least as semi-skilled workers.--- The European semi-skilled pool consists of only 13,761 workers ..... and this number can be regarded as insufficient to feed the qualified ranks .... It should be emphasised that the wages generally paid for semi-skilled work are not sufficiently attractive to Europeans to obtain the required labour labour and accordingly Non-Europeans labour is employed to make up the deficiency, Non-Europeans being, as stated previously, proficient semi-skilled workers ... If the semi-skilled reserve army is to be fed from the unskilled ranks, the labour units will be drawn practically exclusively from Non-Europeans .... Much weight is attached to the fact that Non-Europeans already greatly outnumber Europeans in the semi-skilled labour market".

It is clear, then, that Non-Europeans will in increasing numbers become skilled workers in the future, and that they form the main available source, other than that ~~they~~ created by the Apprenticeship Act, to feed the market for skilled labour.

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