

WOMEN WORKERS

1982

MARCH — DEC.



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Made in South Africa

# Office bias still blocks women

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Star  
17/3/82

Fifteen years ago the great objective of career-minded women was to break down the blank prejudice of employers by compelling them to see that women had a significant role to play in the upper echelons of the management and executive corps.

That battle has, more or less, been won, and job opportunities and salaries for men and women are equal throughout a large area of the business community.

But the end of that battle has not meant the end of the fight, and women are finding that even in the most progressive and sympathetic bosses there are unconscious patterns of bias that are revealed in their decisions about employee requests and behaviour.

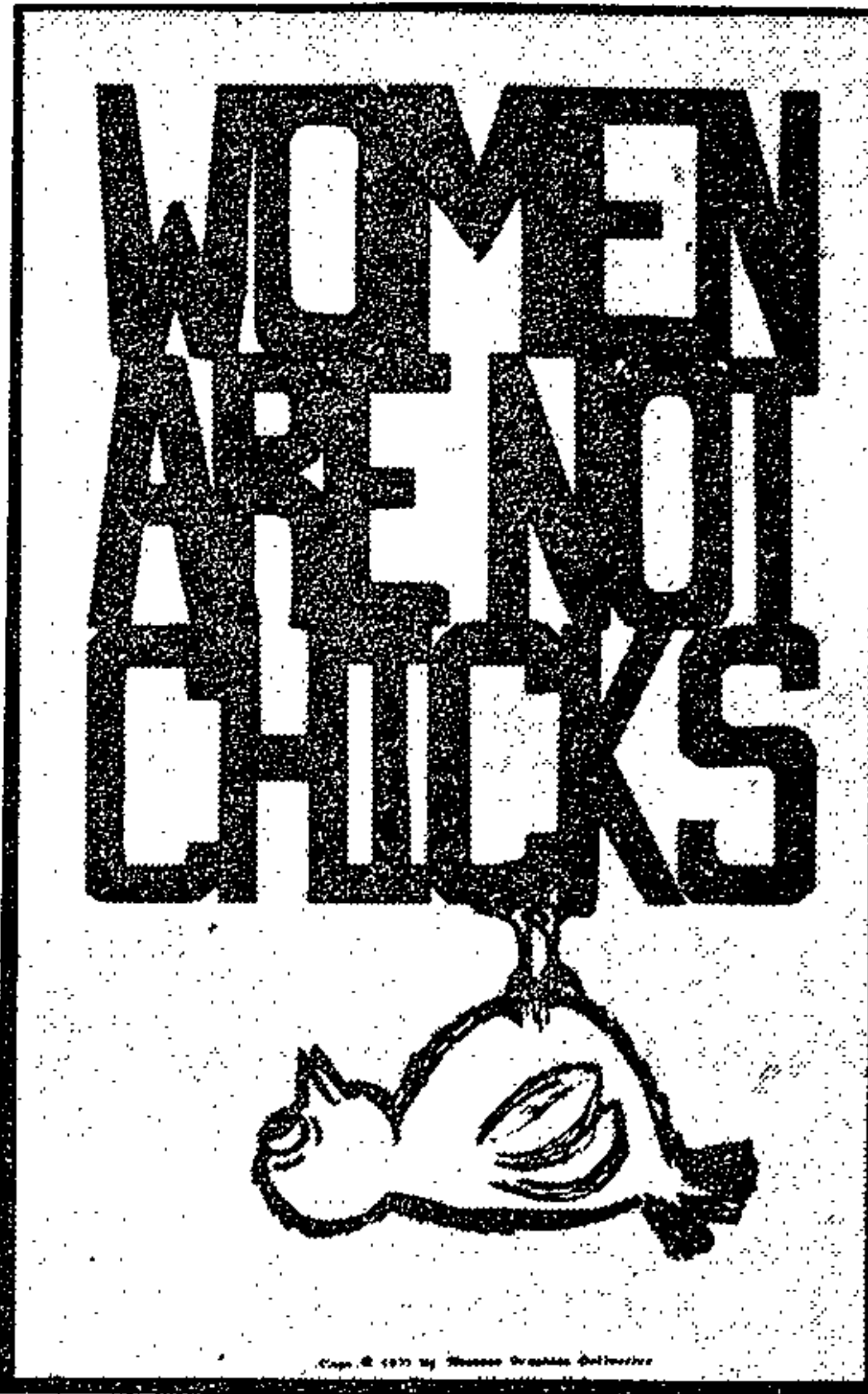
Proof of this was given by the Harvard Business Review when it published the results of a survey conducted by Benson Rosen and Thomas Jerdee, both professors of business administration in the United States.

They devised a series of hypothetical instances based closely on incidents which occurred regularly in business practice and sent them to 5 000 managers of companies, large and small, to gain their responses.

In each instance they prepared two versions of the case, one in which the central figure was male and the other female. The results would therefore show the variation of response in instances where the only difference was that of sex. The results of the survey proved a surprise to even the most liberal employers.

One of their exercises concerned a creative, productive design engineer who was a chronic late-comer. Informal attempts to correct this had proved futile and office morale was suffering because of it. The employee had also recently become engaged and jokes connecting the engagement to the late-coming were becoming personal and were affecting morale even more.

The task set before the managers was how they would deal with such a problem if the em-



**A STRIKING SLOGAN** — the meaning of which has still not penetrated the minds of managers and senior executives who employ women.

A recent survey published in the American Harvard Business Review has shown that even in the progressive United States working women labour under misconceptions about their career attitudes. **BARRY RONGE** reports.

ployee were male and how that treatment would differ if the employee were female.

The responses indicated that females would be disciplined more severely, and would be threatened with suspension or dismissal if the lateness did not stop. Males would only be informally warned, in fact, many managers said that if the person were male, they would not make an issue of the lateness.

In another related exercise managers were confronted with the instance of a married junior executive whose open affair with a prominent socialite was threatening to provoke a scandal which could end the employee's marriage in a messy divorce and would certainly affect the quality of work the employee produced.

Managements were given three options; to do nothing till the employee raised the issue; to advise the employee discreetly about the danger to a future career, or to confront the employee with a threat of dismissal unless he stopped the affair.

The majority of

managers felt that they would do nothing to interfere if it were a woman in the situation, but that if it were a man, they would intervene.

This could be interpreted as showing that employers reveal a greater deference about the private life of female employees, but at the same time it reveals less concern about preserving the woman's place in the company. Men are deemed to be deserving of advice and a second chance, but women are not.

The questionnaire also posed the problem of an employee with a bright future in the company whose spouse also has a developing career. The spouse is offered a substantial increase and promotion but it involves a transfer to another city, which means that the promising employee will have to leave the company to follow the spouse.

The problem facing managers was whether to make a counter-offer in an attempt to get the employee to stay, or to leave the person to sort out his own priorities.

The responses

clearly showed that in the instance of a male employee 40 percent of the bosses would offer increases, or even a similar job in their company to the wife as an enticement to make the man stay. They would accept almost without question that the woman, despite her future in the company, should follow her husband.

Throughout the tests similar results revealed that bosses unconsciously expect women to be less stable employees than men. They automatically assume that a woman's career will have to make way for the demands of the family or her husband's career, and this unconscious attitude colours all their decisions about women.

It never occurs to them that a husband might be prepared to make sacrifices for a wife's career or that a married couple could work out a scheme of sharing domestic duties. They simply proceed on the assumption that while women can be valued employees, men are more highly valued when it comes to crucial career decisions.

There are occasions, however, when these attitudes can work to a woman's benefit. In an instance where a man and a woman both applied for a month's leave in addition to their annual holiday in order to care for their children because their day-care plans had fallen through, the woman was more likely to be granted the leave.

These results make it clear that although it is heartening to know that there are enough females in executive positions to make such a survey viable, there will have to be a great deal of change in both male and female attitudes to private and professional roles before the situation is truly one of equality.



# Minimum wages for domestics on the cards

E. Post 18/3/82

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MOST employers will have to pay their domestic servants 50% more. That is the view of experts following the recent announcement of a Government-appointed inquiry into the conditions of domestic workers.

The inquiry, regarded by many as long overdue, has been heralded as a breakthrough in Government thinking.

The aim is to lay down minimum working conditions for South Africa's 2 million domestic and farm workers.

But experts in these fields have warned that it will be no easy matter to make findings.

First, there is likely to be controversy concerning figures suggested as minimum "cost-of-living" wages compared with those suggested as "living" wages.

Second, experts have stressed, other working conditions, such as hours, over-time, leave and employment contracts, should not be neglected in the inquiry.

Ms Donna Wurzel, of the Domestic Pension Fund, asked what she thought the commission would suggest, said: "If you want good service, you are going to have to pay for it."

"Many employers say: 'My maid is part of my family.' Of course she isn't and never will be."

"The servant is an employee. She is not there to be part of the family but to make a living, like all of us."

"And, like any commod-

ity, if you can't pay for it — you can't have it."

The Domestic Worker's Employment Project (Dwep) recommends a minimum "cost-of-living" wage of R79 a month for unskilled workers and R96 a month for skilled servants expected to cook and look after children.

The average wage presently paid to domestic workers in South African cities is R65 a month.

The Women for Peace organisation sees a minimum "living" wage as R100 for unskilled and R120 for skilled workers.

But Mrs Irma Xenopoulos, president of Women for Peace, said the organisation would like to see adjustable minimum wages for domestics.

"It is important that training be set up for domestics so that, like a secretary with a diploma, a domestic is able to command a wage in line with her qualifications."

The Domestic Worker's and Salesladies' Association (Dwasa) advises a minimum monthly wage of R110 for full-time workers, R10 a day for daily workers and R5 for a half-day.

Many other experts in the field have refused to lay down minimum figures, saying the issue is far too complex to deal with yet.

Mrs Joyce Harris, president of the Black Sash, said it was important the

commission laid down rules not for a minimum wage "but for a living wage" for domestic workers.

"Domestics need protection and they ought to be eligible to receive all the other benefits available to workers in industry," she said.

Mrs Roberta Johnston was a member of the ad hoc committee on the Legal Possession of Domestic Workers, formed after a symposium on domestic workers held in Johannesburg last year.

The organisation formulated a memorandum which has been submitted to the Manpower Commission.

Mrs Johnston said: "We would like to see the institution of permitted maximum hours, overtime pay, provision of working clothes, minimum standards of furnishing for live-in servants and minimum annual leave."

"It is also important that amendments be made to the Labour Relations Act, the Wage Act and the Workmen's Compensation Act to include domestic and farm workers."

The ad hoc committee's findings — supported by 24 organisations throughout South Africa — also suggest that employment contracts should be set up for domestic workers and that statutory records of service should be kept.

"The committee is

continuing efforts to have the proposals made in the memorandum accepted," Mrs Johnston said.

Independent ombudsman Mr Eugene Roelofse, who is an expert on farm labour conditions, said it was important the commission did not merely rely on agricultural unions and farmers for their findings in this field.

"Traditionally there is a great credibility gap between what the farmers claim to be paying their labourers and what their labourers claim to be receiving," he said.

"Whatever the outcome of the inquiry into the wage structure of the farm worker, I believe it will be a waste of time if they do not look at housing conditions, the health situation on farms and particularly the incidents of brutality towards workers."

Recently, a report on an investigation by the Child Labour Programme of the Anti-Slavery Society in London, which was put before the United Nations, stated that there were 60 000 child slaves — that is children below the legal working age of 16 — employed in South Africa.

The report said at least 90% of them worked on South African farms — a form of exploitation unavoidable at present because of the low wages paid to their farm labourer parents.

Newspaper investigations have revealed that child labourers — and their parents — are, in many cases, paid a pittance by the farmers.

In one case, a man with six children was paid R7 a month.

Mr J F van der Merwe, deputy director-general of the South African Agricultural Union, said labour relations was a field his organisation was "constantly looking into."

He said agriculture was different from all other industries.

"Farm labourers are paid in a package deal. Wages are only part of it — the rest of the labourers' remuneration is made up with housing, transport and food."

"For that reason it would be almost impossible to establish minimum wages for farm workers," he said.

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# DURBAN WOMEN GET 'A RAW DEAL' BOSSSES ACCUSED OF OFFERING 'INSULTING' SALARIES FOR FEMALE STAFF

The minister has reserve wh

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S. Tribune  
21/3/82

By Jeremy Rees

DURBAN bosses have been accused of offering "insulting" salaries for female staff while demanding high standards and qualifications.

Durban's out-dated attitude became clear in a quote from one of the city's top employment agencies: "Admittedly wages are much lower than in Johannesburg, but you have to pay for living at the sea."

A spokesman for the agency disagreed that wages here were "all that low" and pointed out that in 1973 a secretary's salary was less than R300 a month. However a woman phoned Tribune

Finance this week quoting an advertisement offering only R470 a month for a "Girl Friday" who was nevertheless required to have a good typing speed and work for a busy agency.

"Obviously the job involves plenty of work but the employer is not prepared to offer a just reward," said the caller. Other examples given were:

"Personal assistant to dynamic manager — bookkeeping essential R550"; and "Secretary R500, accuracy and a good head for figures needed".

"With today's cost of living, these salaries are an insult to any self-respecting woman," she said. Another complaint

concerned the salaries of young women with university degrees compared with men holding identical qualifications.

The caller got the backing of Ron Seymour, managing director of Executive Search:

"The dolls get a raw deal compared to the guys. There is a lot of male chauvinism when it comes to salaries, particularly of qualified girls."

Seymour also agrees that highly qualified confidential secretaries were not adequately paid.

A spokesman for the South African Institute of Chartered Accountants said in Johannesburg this week that there was no reason why a woman chartered

accountant should be paid less than a man with the same qualifications.

"The institute has no control over what a firm pays chartered accountants and there are no rates laid down or even guidelines, but a woman should be paid the same as a man for doing the same job."

Leading employment agencies in Durban have indicated a range of salaries that could be expected for various categories of jobs for women in the city.

Experienced copy typists can earn R450-R500 a month while shorthand typists, who are in short supply can, command pay packets of up to R700.

A secretary with

good shorthand speeds can earn up to R800 they say, but there are not many jobs that pay more than that.

None of the salaries for women in Durban compare favourably with those in Johannesburg where the lack of qualified female staff is critical and the average wage is at least R200 above that paid for the equivalent post in Durban.

The main complaint of experienced women workers is that they are being paid little more in Durban than young men with no background in their careers and that although salaries may have improved they have not kept ahead of inflation and the cost of living.



day, March 23, 1982

# Durban union's files seized

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**Mercury Reporter**  
THE Durban-based National Domestic Workers' Union has had to postpone its annual general meeting because all the administration files and records have been confiscated by the Security Branch.

The files and other office equipment, including a typewriter, were confiscated on March 13, when Mr Matthews Oliphant, general secretary of the National Federation of Workers, to which the National Domestic Workers' Union is affiliated, was detained.

Mr Oliphant was later transferred to John Vor-

ster Square in Johannesburg where he is being held under Section 22 of the General Law Amendment Act

The union's national organiser, Mr Magwaza Maphalala, said yesterday that although the annual general meeting had to be postponed, the Domestic Workers' Union had held a meeting and had issued the following statement:

## Conditions

'The union requests both local and international labour organisations to support the struggle of domestic workers and farm labourers to be included in the coun-

try's labour legislation.

'The union urges the Housewife's League of South Africa to meet the minimum conditions of employment for domestic workers laid down by the union.'

The minimum conditions of employment are a wage of R110 a month for full-time domestic workers and a daily wage of R10 for part-time workers.

The statement also called for church bodies to support domestic workers who were being exploited by employers or Government bodies, and demanded the immediate release of all people in detention without trial.

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# Discrimination 'main complaint'

CAPE TIMES 24/3/82 (255A)

Staff Reporter

THE WOMEN'S Bureau of South Africa has launched a nationwide probe into discrimination against women following requests from its members across the country.

Making the announcement in the first issue of its magazine, *The Women's Bureau Forum*, which has gone out to more than 100 000 members, the director of the bureau, Mrs Margaret Lessing, said:

"Discrimination is one of the main complaints of women whether in law, labour, education, retirement, medical services, training, art or sport. Major-General Neil Webster, who heads our men's committee, told the inaugural meeting of our national advisory council that the equality of women should be written into our country's constitution.

"To help him achieve this aim we need all the evidence available. We also need to know where there is no discrimination in law or practice. There have been improvements in recent times and we should acknowledge them.

"This is not a campaign against men — we need their co-operation. Women themselves are often their own worst enemies and they need our help."

The nationwide probe is spear-headed by Mrs Sylvia Jeftha of Cape Town, chairman of the bureau's working group on women and discrimination.

Appealing to men and women to respond, Mrs Jeftha said: "In all walks of life, irrespective of their social status, ethnic group or religious conviction, women are discriminated against at some time or other simply because they are women.

"We are dealing with all women irrespective of race, creed or colour. Our aim is to identify the areas of discrimination, to bring such discrimination to the notice of powers-that-be in state, church, the business or any other sector, and to organize support and make representations for its elimination."

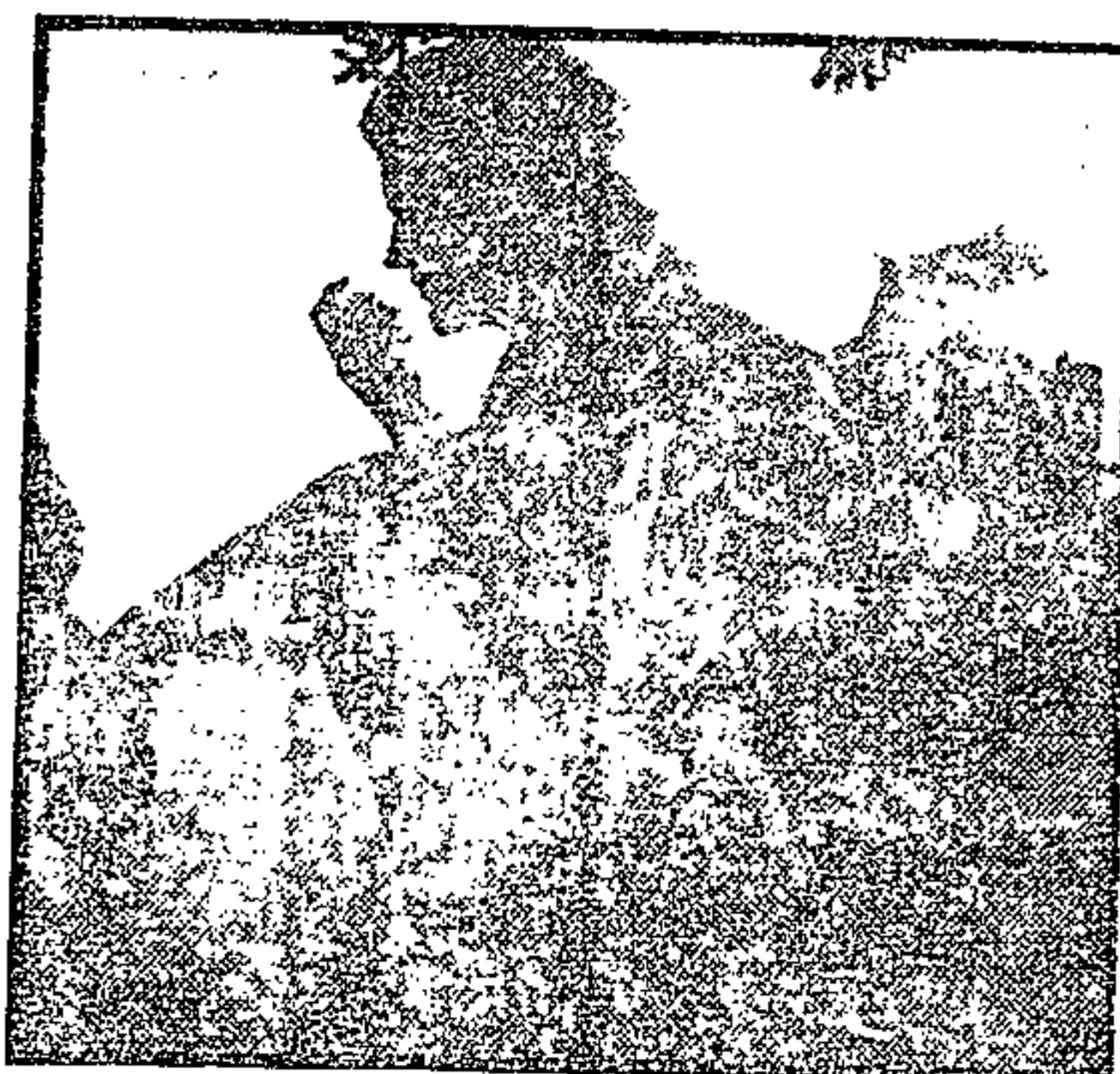
Anyone wishing to give the bureau information should send it in writing to the Women's Bureau H/O, Box 705, Pretoria 0001.

The deadline for submitting information is April 30, after which reports will be collated, studied and pending action recommended.





THE USE OF WEAPONS — that they will ever be used in combat.



TESTING, TESTING — going through radio communication routine.



TELECOMMUNICATIONS — signalwomen operating tactical radio equipment.

# Women — in defence

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The South African Defence Force this week scotched speculation that white women might be conscripted. But the issue has turned the spotlight on the role of the female volunteer in the Permanent Force. ZENAIDE VENDEIRO reports.

South  
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United States where women were taking over many military

tasks that were once a male monopoly. Almost all the

3 000 women in the Permanent Force are used in administrative and clerical capacities in corps such as the Personnel Service Corps, the Ordnance Service Corps which is responsible for supplies, and Finance Corps. They serve as nurses and

medical personnel in the Medical Corps and chefs and caterers in the South African Catering Corps.

Women are also breaking into fields like intelligence, radio and telex operation, cartography, engineering, military police and intelligence.

Women received exactly the same benefits as men and promotional opportunities were deter-

mined by merit and not sex.

The SADF discriminated against women only in not allowing them to be used in combat roles. "One has to face the physical realities," said Commandant Beyers. "It would be difficult for a woman to be on an equal footing with her male colleague in a fighting situation."

From our London Bureau

mel Jean Blackwood has just military history by becoming the first woman to win a command — reflecting the being played by women in the Britain.

are still used only in support-roles and are never purposely aggressive situations.

was only two years ago that of the army and air force formal training in arms. The to do this.

are kept in cotton wool. Far women died while serving in the during World War 2. And of the armed forces now serve eland — the closest thing the to active service.

## Supportive role in UK army

There is even an instance on record of one girl, patrolling Irish streets. Her courage in that gun-happy country was admirable — she was in uniform but unarmed.

The work of women in the military is clerical, medical and service-orientated.

There are women mechanics repairing bombers, army signallers, navy weapons analysts and many female drivers in all the three arms of the defence force.

But British women in uniform are a 20th-century phenomenon. For a nation that

boasts of Boadicea's exploits against the invading Ninth Legion of Imperial Rome, the British still see something a little odd about a woman who is interested and efficient in war strategy and tactics.

The British are way behind the French, Americans and Israelis in using women in combat situations.

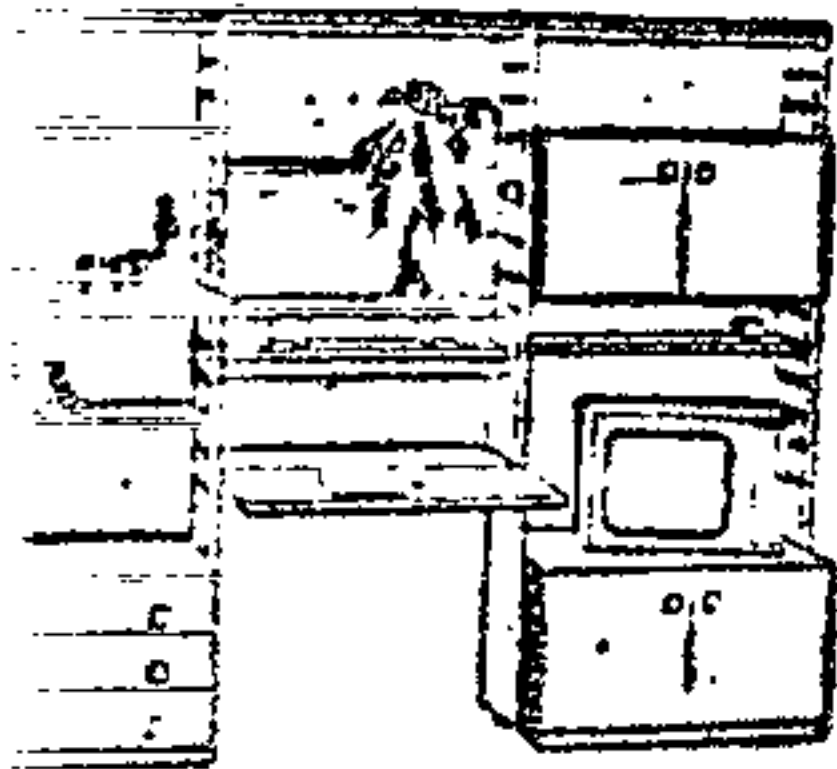
Even the weapons-training women receive in Britain is intended as a supportive move. Official reasons for the move include the fact that women able to defend themselves will not need men to guard them.

The women in the forces themselves, however, accurately recognise their important support role. Their general view of the arms training was: give a girl a gun and she immediately becomes a legitimate target for terrorists.

"To me, an award-winning







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A MOCK BOMB ATTACK — the victim is rushed to the medical evacuation ambulance.



TRAINED IN THE U. but unlikely that they com

"Under normal circumstances South African women will never face the enemy," said the public relations officer of the South African Defence Force, Commandant Jo-

han Beyers. He said women volunteers were joining the Permanent Force in increasing numbers but were used only in support roles. "Every woman who serves as a pay clerk or an instructor frees a

male colleague for combat." Commandant Beyers said the South African situation could not be

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compared to that of Israel where women soldiers were given extensive training in the use of conventional weapons. "Our needs are different," he said. "Israel is facing a really bad threat."

He felt South Africa had not advanced as far as the

From our Bure

Lieutenant-Colonel Jean made British Military the first woman to win a the growing role being p armed forces in Britain.

But women are sti tive military roles and placed in armed aggressiv

In fact, it was onl woman members of the were given any formal navy still refuses to do th

Not that they are ke from it. Many women die armed forces during female members of the a in Northern Ireland — British army has to activ

# OK Chops

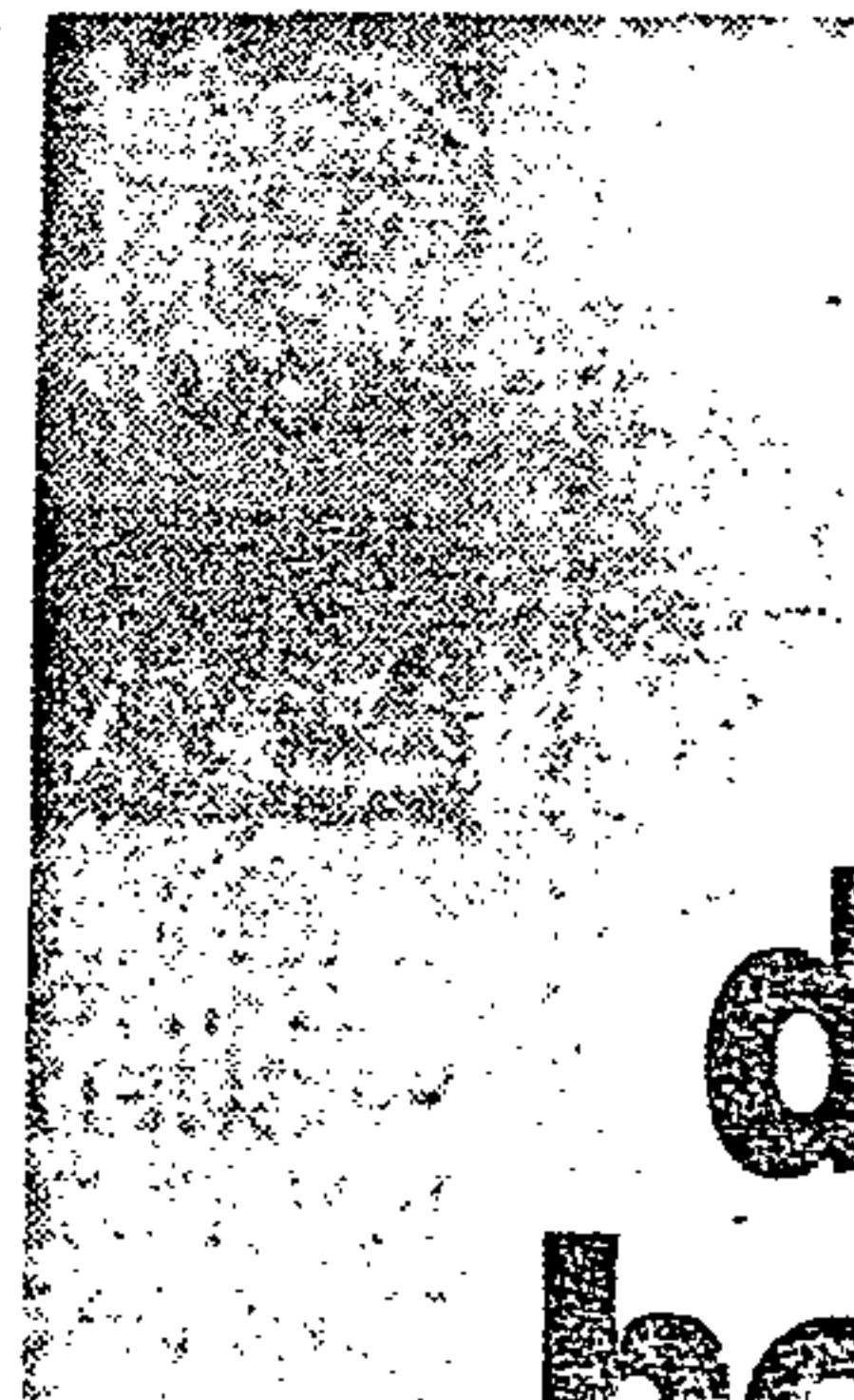
# Heat Prices!

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**R2,38**  
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## fire

Malloch and PK-350 featured in a famous recent "stunt" — just after an airliner full of Russian VIPs landed at Salisbury in 1980 for the Zimbabwean independence celebrations, he buzzed the Soviet aircraft at low level and then flipped PK-350 into an old-style victory roll.

Only seven other Mark 22 Spitfires now survive, none of them able to fly. There are three in Britain, one in Syria, one in Australia and one in Egypt, while another is said to be in Zimbabwe.



elinda Berg, 22, of the

Picture: JUHAN KUUS

## Bella out to hound runners

By LIZ MCGREGOR  
Mail Reporter

IF YOU see a furry hound streaking past your house with a pack of athletes, it's Bella, the wonder-runner.

Plans are afoot for Bella — the canine component of the Germiston Callies athletics team — to run the Comrades Marathon in May.

Up at five every morning, she runs a straight 30km — plus several detours to chase cats.

Part Alsatian and part Boer-Bull, Bella is "a lovely dog personality-wise, but nothing to look at", says Mr Cuan Quail, her co-runner.

Her team-mates were at first a bit hesitant about letting her run with them because of her tendency to deviate whenever she spotted a cat.

"But then we got a leash for her and immediately she became an obedient lady," said Mr Quail.

They were also concerned that Bella — a bare-foot runner — might damage the pads of her feet from pounding the tar so much, but so far there is no sign of wear and tear.

## Get aid from Dweep says article

By LIZ MCGREGOR  
Mail Reporter

DOMESTIC workers do have some protection from the law, according to an article in the latest issue of "Learn and Teach".

Laws regulating notice, sick leave, deductions from wages, and the position of contract workers are described in the magazine, which is published by the Johannesburg-based literacy organisation, Learn and Teach.

Domestic workers are urged to seek legal advice — from the Domestic Workers Employers Project, if necessary — if they do not get the benefits they are entitled to.

According to the article:

- Domestic workers who are fired are entitled to a month's notice or a month's wages in notice pay;

- Live-in domestics should also get about R80 for food and accommodation with their notice pay;

- Domestic workers are entitled to one week's sick leave a year;

- An employer must pay full medical expenses and wages if a domestic worker is injured while working and is off for a while;

- Money cannot be deducted from wages if a worker damages something, and;

- A contract domestic worker must be paid for the full period of the contract if he or she is fired. The employer can only stop paying the wages if the worker gets another job.

The original employer must make up the difference if the wage at the new job is not as high as the old.

A domestic worker who is often drunk at work, stays away or comes late is not entitled to any of these benefits, the article said.

## Sundays — the big day, says church

That the secretary of the Commission for Doctrinal and Current Affairs of the Nederduitse Gereformeerde Kerk, Dominee Willie Botha, said yesterday the church had informed the SABC it opposed Sunday sports.

There does not seem to be much left to be done. The church opposed the Bonus scheme but it has been implemented. It is the same with television broadcasts of

sporting events on Sundays."

Ds Botha said the SABC's statement that broadcasts would be done only for short periods outside church hours, was a ruse to pacify the church.

As soon as it has become accepted policy to broadcast on Sundays, these broadcasts will start earlier, he said.

He renewed the call for church members not to participate in Sunday sports.

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each which was paid by  
their union.  
was announced there  
were shouts of "Aman-  
dla" from the men who  
were standing outside  
the court.

Mr Cheadle said in an  
interview that he was  
satisfied with the out-  
come of the civil case  
and the settlement.

A spokesman for the  
men, Mr Elias Ntshoko,  
said it was a victory for  
the workers and that he  
was happy that they  
had won their case. He  
also called on the police  
to stop assaulting work-  
ers when they are on a  
strike.

## Eight to knifed to death

EIGHT people were  
stabbed to death and  
three others shot dead in  
Soweto at the weekend.  
Two hostel inmates  
shot dead in Jabulani  
and Nancefield were  
among those murdered.  
Police believe one of the  
shooting incidents was  
connected with faction  
fighting on the Reef.  
Four arrests were made  
in connection with three  
of the murders.  
In another incident  
the body of a 19-year-  
old man was found in a  
luxury German car in  
Dube on Saturday night.  
The man had a bullet  
wound in the head. Po-  
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the constitution, there  
were eight people  
present.  
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union in the metal  
section, two were from  
another two unions, and  
was taken against the  
alleged culprit in spite of  
the fact that he did not  
deny the offence but  
merely apologised.  
The general secretary  
of this union seconded  
the former president of  
the glass union who  
tabled a motion that the  
man be dismissed. The  
motion was, of course,  
certain things. It is our

Domestics are also

It says domestic work-  
ers who are dismissed  
from employment are  
entitled to a month's no-  
tice or a month's wages  
in notice pay.

The article says that  
the workers should seek  
advice from the Do-  
mestic Workers Em-  
ployers Project on a  
wide variety of aspects  
pertaining to their  
rights.

In the magazine,  
which is published by a  
Johannesburg literacy  
organisation, mention is  
made of laws regula-  
tions, notice, sick leave,  
deductions from wages,  
and the position of con-  
tract workers in general.

DOMESTICS should  
seek legal advice if they  
do not get benefits they  
are entitled to, according  
to an article in the latest  
edition of Learn and  
Teach.

## Domestics must fight

entitled to one week's  
sick leave a year and  
money cannot be de-  
ducted from their wages  
if they damage some-  
thing.

The article says those  
domestics who stay at  
their employers' pre-  
mises should get about  
R80 for food and accom-  
modation with their no-  
tice pay.

Employers are ex-  
pected to pay full medi-  
cal expense and wages if  
a domestic is injured  
while working and is off  
for a while.

Contract workers  
must be paid for the full  
period of the contract  
whenever they are dis-  
missed.

A worker who comes  
to work drunk, stays  
away from work or  
comes to work late is not  
entitled to all these  
benefits, the article says.

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# Domestic worker can sue if not treated fairly

31/3/82

Post Reporter

E. Post

A DOMESTIC worker who has been fired can sue her employer if she is given neither a month's notice nor severance pay, according to the literacy organisation, Learn and Teach.

In its latest journal, the laws regulating the giving of notice, deductions from wages, sick leave, and the position of contract workers are explained.

Domestic workers are urged to seek legal advice if they do not get the legal benefits they are entitled to.

The organisations says that live-in domestic workers are entitled to money for food and accommodation with their notice pay. It mentions an amount of about R80.

Domestic workers are also entitled to one week's sick leave a year.

The article also says:

- An employer must pay full medical expenses and wages if a domestic worker is injured while working and is off for a while, and

- Money cannot be deducted from wages if a worker damages something in the home.

The Director of the Domestic Workers and Employers Project (Dwep), Mrs L Tutu, said a further legal right, which stipulated that a contract domestic worker must be paid for the full period of the contract if she is fired, was being investigated in consultation with Dwep's lawyers.

This would mean the employer could stop paying wages only if the worker got another job. The original employer would have to make up the difference if the new job's wage was not as high as the old.

The secretary of the Port Elizabeth-based Domestic Worker and Salesladies Association, Mrs Pat Maqina, said today the association first approached employers when domestic workers complained of unfair employment practices.

If it became necessary, Dwasa then referred the domestic worker to a lawyer.

## Blast on a French tra was not an accident

LIMOGES, France — An explosion which killed five people and injured 27 aboard the Paris-Toulouse express Monday was caused by a bomb and was not an accident, expert said today.

The blast tore apart the second carriage of the train as it raced at 140km an hour towards Limoges.

Mr Claude Calisti, an explosives expert investigating the blast, said there was no doubt it had been caused by a weighing a number of kilograms, using a type of explosive needing an electrical detonator to set it off.

Police had been investigating whether the explosion was either deliberate or accidental — possibly the work of terrorists carrying explosives to another target.

Mr Calisti said that if the explosive was merely carried, no detonator would have been inserted — it would have been stable. — Sapa-Reuter

By SIMON BLOCH

BEACH apartheid on Port Elizabeth's whites-only Pollok Beach will disappear for three days from tomorrow when the South African Surf Lifesaving Championships begin.

Today the beach apartheid signs at Pollok Beach were still up and a municipal beach official said they were not going to come down just for the period of the championships.

The championships will provide a rare opportunity for the races to mingle without harassment.

Members of two predominantly black clubs participating at the championships — Durban African and Port Elizabeth's Brighton Beach Surf Lifesaving Club — will have unfettered use of all facilities for the three days.

Apartheid will return on

## Apartheid PE beach — for

Sunday, when again it can be removed, and prosecuted and fined for being there.

The Progressive Party MPC for Mrs Molly Blackburn "All this highlights the sick situation of ourselves in as a Government policy."

"I've watched snipper events at Beach where all groups and parents mingled freely."

Mr Raymond

## Shelvin scheme

Post Reporter

THE scrapping of the controversial Garden freeway scheme has been welcomed by environmentalists.

The scheme has been shelved for at least 10 years and formal approval has been given for the widening of the trunk road between Knysna and Knysna.

The Director of the Elizabeth Museum, Dr Wallace, said today he welcomed the decision. "people had been worried about the implications of the way for the environment," he said.

"It would have been some of the most important parts of the Garden particularly in the Knysna lakes area, and obviously have been."

**GARDENING**  
Easter Specials

**FLOWER BULBS:** just arrived  
Anemones, Daffodils, Ranunculus, Dutch Iris, Freesias, Hyacinths, Chincks, Sparaxis and more.

**WEED EATERS** — for easy lawn trimming from **R59,50**

**GARDEN WHEELBARROW** **R25,99**

ARGUS  
31/3/82  
(355A)

# Bias against women probed

THE Women's Bureau of South Africa has launched a nationwide investigation into discrimination against women.

The goal of the investigation is to establish where discrimination takes place, to make women aware of it and to bring such discrimination to the attention of the authorities of the State, the church, business and other sectors. Representations will be made to abolish discrimination.

The investigation will be conducted by Mrs Sylvia Jefftha of Cape Town, chairman of the bureau's workgroup on women and discrimination.

## IDEALS

The Women's Bureau was formed in 1981 and has more than 100 000 members. One of its ideals is to help ensure that the fullest use is made of woman power.

In announcing the investigation Mrs Jefftha appealed to women and men to give evidence about discrimination. The committee would also like to know in which areas discrimination has already been abolished.

All evidence must be sent to Women's Bureau Head Office, PO Box 705, Pretoria 0001. The deadline is April 30 after which the evidence will be studied and recommendations made.



**discharged**  
 MR. JEREMY GREY, 20, who was injured in an accident on Tuesday morning, was discharged from Addington Hospital yesterday.  
 Mr Grey was injured when the car he was driving



**48**  
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**Women teachers to try for equal pay and benefits**

**Pietermaritzburg Bureau**  
 A CALL for women teachers to receive the same pay and benefits as men is to be made in Johannesburg later this month.

A spokesman for the National Council of Women, Pietermaritzburg branch, said it would propose a motion for women teachers, especially those who were breadwinners, to receive the same perks as men at the council's annual meeting in Johannesburg, from April 19 to 23. She said it was a fact that 65 percent of all teaching posts were held by women, but only 2 percent qualified for housing loans because they occupied senior positions.

In a case where a woman was a breadwinner, the local branch would be recommending that she be given pay and housing loan parity with her male counterparts.

A male teacher in a certain category was entitled to a housing loan of R34 777 while a woman of the same teaching experience could get only R32 041, she said.

A woman teacher in the category also received R112.50 a month less in pay than a male teacher.

Motions on child labour, the cholera epidemic and equal financial aid for foster parents regardless of colour will be proposed at the meeting.



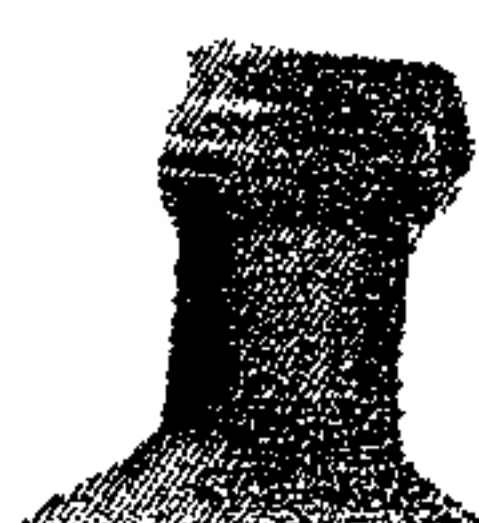
**LILY ROOT AND NARCISSUS EXTRA RICH BODY LOTION**

Some of nature's finest skin softeners are blended with Comfrey the healing herb and delicate Narcissus to soften and scent your skin in a beautiful way.



**LEMON EXTRACT WITH CLOVER HONEY HAND SOFTENING CREAM**

A rapidly absorbed cream, combining Lemon Extract, renowned for its skin lightening properties, Clover Honey and Coca Butter to leave your hands feeling silky soft.



**FOR DRY AND SENSITIVE SKIN**

**NOW AVAILABLE IN DURBAN SOUTH AFRICA AT SNAP**

**YESTERDAY FOR TODAY'S N**

**FREE**

**Sampler tablet of Rose and Almond Oil Soap to the first 250 purchasers of Original Formula Cosmetics.**



MACRO

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# UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has

s (2) and

## A better deal for women in rural areas

Star 2/4/82

355A

By Zenaide  
Vendeiro

The development projects and aid programmes initiated by church groups and women's organisations to help improve the lot of women in the underdeveloped parts of South Africa were often expensive and futile, said Mrs Elize Moody in Johannesburg this week.

Mrs Moody who is a senior researcher at the Institute of Development Studies at Rand Afrikaans University addressed members of the Women's Bureau of South Africa at the monthly meeting of the Johannesburg office. She spoke on women, development and research.

"Women in the underdeveloped parts of South Africa face an increasingly oppres-

sive double burden," she said. On the one hand they were responsible for "traditional" tasks such as raising children but they also had to undertake additional work to generate income.

Most of the women worked in the unorganised sector of the economy as day labourers or as seasonal employees, in unskilled positions. They were often unprotected by labour laws and not represented by unions.

"The migratory labour system all over southern Africa with men migrating to the cities in search of employment, has left large numbers of households in rural areas, to a greater or lesser extent, the responsibility of women," she said.

She pointed out that many, if not most, development projects whether in



**ELIZE MOODY —**  
determining the needs and priorities of women in underdeveloped regions.

the fields of agriculture, education and training, or health, were not based on a true understanding of the realities of the lives of those affected.

"Approaches to aid women in underdeveloped areas are often linked to Western perceptions of sex roles and

women's status."

Such efforts, said Mrs Moody, were often based on the "donor's" perceptions of what was needed and should be done.

She felt that both rural and urban women in underdeveloped regions knew what they needed and it should be left to them to determine their priorities.

The Women's Bureau of South Africa which aims to further the socio-economic interests of South African women of all races, in all walks of life, has opened an office in Johannesburg.

It is situated on the 8th floor of the Old Mutual Building, on the corner of Commissioner and Harrison streets, Johannesburg. Contact Mrs Susan du Toit at 836-4011 for further information.

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her mate-  
tion room

question you are answering.

- Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- Do not write in the left hand margin.

unless candidates are so instructed.

- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out.
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**





It's operation clean up as women sweep the highway at the Mdantsane bus terminus.

*D. Dispatch 3/4/82 355A*

## Campaign planned to keep Mdantsane clean

**MDANTSANE** — Arrangements had been made to fight littering here, both the manager, Mr I. Balk, and the town engineer, Mr C. Dempers, said yesterday.

Mr Balk said the matter had been brought to the attention of the Township Council which gave its blessings to efforts to stamp out littering.

He said their plans were still at an "embryonic stage" but they were aware of the concentration of litter in certain areas.

Mr Dempers said that following complaints about contractors who removed refuse for the Ciskei Department of Public Works not meeting their responsibilities,

the Minister of Roads and Works, Chief D. M. Jongilanga, had called all contractors to Zwelitsha and spelt out the department's feelings about their failures.

Mr Dempers said several suggestions were made, one being that the department workers will report to superintendents and the manager's office when they did their collections.

"Since then there has been a marked improvement in the service they offer," Mr Dempers said.

He added there was a condition that if they did not supply superintendents and the manager with their itineraries they would not be paid at the end of the month.

This seemed to have produced the desired results as all contractors were now doing their best to meet their responsibilities, Mr Dempers said.

He added that it had been recommended that an inspector, to check and report on the operations of the contractor, be appointed and it was hoped this appointment would be made soon.

Both Mr Balk and Mr Dempers said the moves by their departments had nothing to do with the big anti-litter campaign launched in East London last month.

Their moves had arisen from problems of littering within Mdantsane. — DDR.



# The working mother who

S. Post  
28/11/82

355A

# found peace

## with the AA

By SALLY KERNOHAN

"I HAD tried to commit suicide on several occasions — usually with a gun. I knew I didn't have the courage any more to pull that trigger.

"So I lay down on the road and waited for a car to run me over.

"Later, I got up and went home, disgusted with myself.

"The next morning I telephoned Alcoholics Anonymous."

Robyn, a working mother from Natal, spoke these words a year after she had joined Alcoholics Anonymous, commonly known as AA, and in those 12 months she found serenity, love and fellowship — "I had never before been able to say I was happy," she said.

She is one of the speakers at next weekend's national convention which more than 500 AA members from all parts of Southern Africa will be attending in Port Elizabeth.

To be held in the Feather Market Hall, the theme of the three-day convention is *How It Works* and proceedings will begin next Friday evening with a meeting open to the public at 8pm.

Meetings will be held throughout the weekend and, besides Friday's meet-

ing, there will be four others that will be public ones.

On Friday morning, starting at 10am, there will be an informal "alcathon", and on Saturday at 8pm the open meeting is entitled *All sorts round about*.

At 9am on Sunday, there will be a spiritual meeting, *Tell it like it is*, and on Sunday night at 8pm the closing meeting is called *Getting it together*.

Simultaneously, Alanon, the group for the wives, husbands and children of alcoholics, will be holding meetings in the conference centre in the Feather Market Hall.

The latest figures indicate that 10% of all South Africans who use alcohol are alcoholics.

This figure may be much higher. Alcoholism is no respecter of age or social status — as Robyn's story bears out — and it has been called "the equal-opportunity disease".

Robyn possibly understates her fight with what AA describes as a "physical allergy coupled with a mental obsession".

She relates a life of broken marriages, misery and futility.

"I was insane. My mental instability was always

there. It only needed booze to set this off into total insanity," she said.

"My life was a pattern of trying to escape from responsibility. My deep down insecurity didn't allow me to cope without alcohol.

"Finally it got to the point where I knew I was licked and I got in touch with AA.

"I was prepared to go to any lengths to stay sober.

"Now I have a new job. My husband and I are reconciled and, for the first time, I have been able to sustain a human relationship."

Robyn's story is an illustration of the strength and hope countless alcoholics have found in AA — a fellowship of ex-drinkers who band together to help themselves and each other with drinking problems.

AA members believe an alcoholic is only one drink away from the downward spiral to premature insanity or death, no matter how long he has been sober.

It offers a spiritual programme for daily living and bases its success on the fact that its fellowship has given sobriety and a new life to more than a million men and women throughout the world.



# focus

**Crossroads Development Corporation** — a centre to help train, employ and improve the quality of life of blacks — officially opened two weeks ago employing 35 women and 10 men. An ongoing project, the centre plans to train and employ 200 people in various fields by the end of 1982 and 500 once their programme has fully expanded.



● Lisa Fromsdorf, a member of the steering committee.

## Wonder bags CAPT 7/17/82 3/4/82 for incentive

THE employees of Crossroads Development Corporation are busy cutting and stitching wonder bags — portable ovens and coolers — at a speedy pace.

For many it's the first time they have had an incentive to be productive. Their monthly salaries will depend on the number of bags they make — and once they're in the swing of full production they'll be earning between R80 — R100 a month or more.

Supervisor Beauty Mehana explained the many uses of the wonder bag which sells at R15. "Firstly it's a perfect oven — it saves 75% of electricity.

"All you have to do is bring your rice, porridge or stew to the boil for one minute and place the pot or dish in a Checkers or OK Bazaars packet to prevent spillage before putting it in a wonder bag.

"When you get home from work your food will be cooked and ready to eat.

"Use it as a shopping bag and it'll keep ice cream cool. Put your feet on it while you're watching TV.

"Or take it to cricket and keep your beers cool while you sit on it."

Peter Swan who is the chairman of the project and Lisa Fromsdorf a member of the steering committee said that once they were settled at Crossroads they would also like to teach employees how to make school uniforms and domestic workers' overalls.

"And perhaps children's clothing, pine furniture and believe it or not 'coffins'" said Lisa.

Another of their plans is the construction of stainless steel wonder ovens. The bottom of the oven has a cutaway circle which is placed over a hotplate to draw heat. "You can use them for roast-

ing and even bake a cake," said Lisa.

The Crossroads Development Corporation is an offshoot of the CIDA (Community and Individual Development Association) which started their first project in Soweto and plan to set up other self help centres in underdeveloped areas and the homelands.

"We started the centre in Soweto which was set up in a church," said Lisa.

"Thirty women made skirts and blouses from African print. But the trouble sometimes was when they had earned enough to live on for a while we didn't see them until their money had run out."

When the Mayor of Crossroads, Mr Nxqobongwana heard about the Soweto centre, he made land available for Peter and Leza to start a similar project.

They approached over 200 businesses asking them to donate money to build a centre and equip it with sewing machines, tables and ironing boards.

"We received over R100 000 in cash and kind," said Leza. "But to make the centre viable we have to make 468 wonder bags each month."

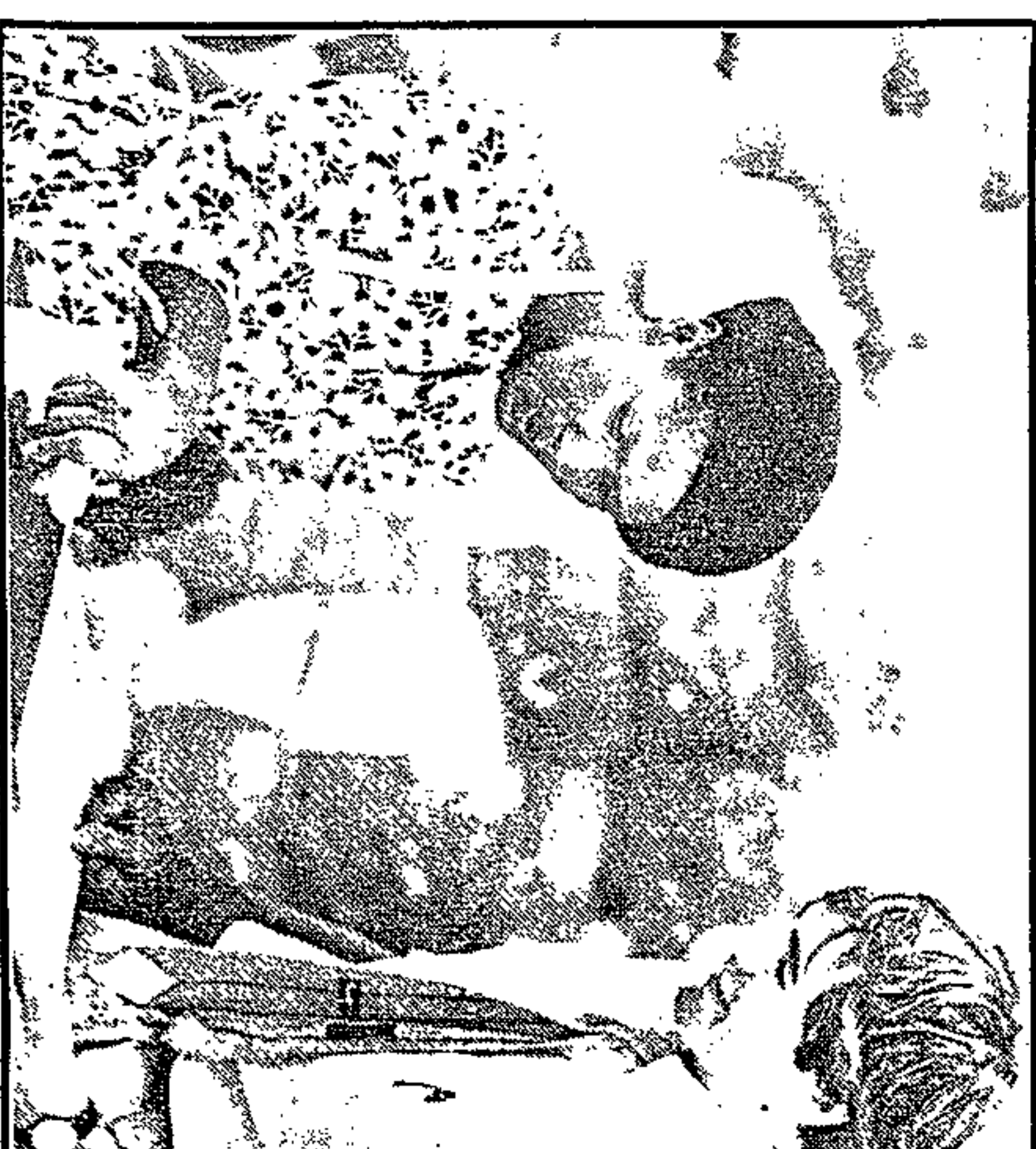
Before the centre opened in Crossroads, 800 people queued outside in the hope of getting jobs. "We only employed those who could speak a bit of English, had some knowledge of sewing and had passes," said Lisa.

Besides being trained, the employees are put through a self development programme which helps improve their concentration, learning abilities and health.

"We also plan to introduce an Operation Upgrade course in May as many of the workers are illiterate," said Leza.



● For some of the employees, it's the first time they've had a be productive.



● Peter Swan, chairman of the project, chats to Supervisor F



# focus

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## Wonder bags for incentive

*CAPT 710765 3/4/82*  
*355H*

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● For some of the employees, it's the first time they've had any incentive to be productive.



● Peter Swan, chairman of the project, chats to Supervisor Beauty Mehana.



# I spy constant discrimination

355A E. Post 8/4/82

By YVONNE STEYNBERG  
Woman's Editor

THERE is still a tremendous amount of discrimination against women.

No wonder the Women's Bureau of South Africa has taken positive action and asked women to write in and give details of discrimination in business or everyday life. They no doubt referred first to salaries, but there are numerous subtle and not-so-subtle discriminations.

Just take a look around you, or listen attentively, and you will find evidence all over.

You may have to sharpen your wits, as some pointers to discrimination may have become obtuse because you, as a woman, have been indoctrinated for so long by the "superior" South African male.

The other day I heard a man remark to his friends: "My first son has nearly finished his university studies. Now I still have to provide for the education of my other two sons."

I knew for a fact that he also has a small daughter, but her education was not mentioned. After all, a girl can always take a secretarial course — she's just going to get married anyway.

The changing pattern of married women continuing their careers — for that matter, having to keep on working because of the escalating cost of living — is seldom seriously taken into account by fathers.

But woe betide the woman who does land herself a responsible job, in what was previously a man's domain. She is watched like a hawk, not because her male colleagues want to help her, but because they seem to be waiting to pounce on a misstep — she is only a woman after all.

Listen to conversations about the high and ever-escalating cost of building or buying a house.

But don't try to enter the conversation of a few men with some thoughts of your own.

Nothing tangible may be said but you do get a kind of look, a look you get to recognise after a while, that slight sneer of saying wordlessly — what do women know about such things?

There are women architects, engineers, and interior designers — and who would know more about what goes into a home than a woman?

For that matter, have you ever tried to get a house or a flat loan to buy your own little abode?

A friend of mine who is a highly respected and successful professional businesswoman had the harrowing experience of applying for a loan and was interviewed by a real male chauvinist.

He tried everything under the sun to belittle her and assured her every second that "of course, your application, being from a woman, will not be successful".

Fortunately she did get her loan from another building society.

And also, fortunately, I have noted that many commercial banks have drastically changed their attitudes to women banking with them — even their overdrafts.

Not so long ago some bank officials still looked upon women customers as if they were quite incapable of adding two and two together, or making out a cheque.

It would be a great step forward if building societies would follow suit when it comes to home loans, although I believe that some exceptions are now being made for their own female employees.

Usually firms provide loans for male employees, but with so many women wanting to buy their own flats, why should they not be included in these schemes?

After all the old excuse of women falling pregnant surely no longer holds water.

Nowadays they work until the last possible moment, they can be back at work within a short time, and there are policies to cover that sort of eventuality for women, even married ones.

And everyone seems to close their eyes to the fact that women are better risks — because statistics prove that they outlive men.

Men have gone away on business trips for as long as I can remember, jetting here, there and everywhere, coming home weary, bleary-eyed — and somewhat beery.

Now that women also hold positions where they jet away from time to time, or have to go to the country in their cars, there is still not the proper acknowledgement that the woman is doing a job of work.

"She's off to enjoy herself again — nice little break, eh?" How often have I not heard that said by men of their female colleagues.

But what about the many women who now own cars?

While there are women who know a lot more about the workings of a car than many men, they still talk to a blank wall when they take it in for servicing at garages.

I have noted the faraway look when I have tried to explain to foremen what I think is wrong — "what does she know, we'll take our own time to find out what is wrong".

Of course, four to five man-hours later, for which you will be expected to pay, the fault often proves to be what you described or speculated about in the first place.

What really hit below the belt was when I recently, after acquiring a new car, received a letter from the managing director congratulating me on being the proud owner of a new...

The letter was addressed to Mrs Steynberg, but the text started "Dear Sir".

The secretary who typed it obviously had been so intimidated during the many years of male reign that she did not even stop to think that Mrs could possibly own her own car.

And if Mrs is a working career woman, she does not even have the right to decide whether she wants to pay her own income tax.

It has to be lumped with hubby's, which does not make him happy either because it puts him in a higher tax bracket.

Whichever way you turn the pointers are there — it must be the only country in the world where such a phenomenon as this tax fiasco still exists.

And that at a time when we hear about the manpower shortage constantly.

Take the case of teachers in this country.

Through the decades female teachers have been paid less than their male counterparts — and nobody has yet been able to give a good, acceptable explanation for this archaic practice.

Now I noticed in the Press that consideration is to be given to women who are single parents; they will receive pay equal to that paid to male teachers in the same categories.

What about the single, or divorced (without children), or married women who do exactly the same work?

If that is not discrimination of the highest order, I'd like to know what is.

Women are even being subjected to discrimination among themselves.



driving under the influence of alcohol has been  
bail of R50 extended.

## Laundry women to get same pay as men

Mercury Reporter

WOMEN workers in the laundry and dry-cleaning industry are to get the same pay as their male counterparts.

This ends a battle of many years, said Mr S P Pillay, secretary of the Laundry, Dry-cleaning and Dyeing Employees' Union of Natal, yesterday.

He said a new wage agreement affecting workers in the magisterial districts of Durban, Pietermaritzburg and Inanda had been concluded recently between the Union and the Employers' Association.

Previously, women employees were paid less than men workers and in some categories, workers under the age of 18 were

paid lower rates.

The new agreement, gazetted recently, is based on the rate for the job without any discrimination on the grounds of colour. With this new agreement we hope there will be a greater degree of satisfaction and harmony among workers.

The agreement was concluded after many years of representations to the employers. We are, however, pleased that all discriminatory measures in pay and working conditions in the industry have been eliminated,' he added.

Mr Pillay said that all workers in the industry would receive a R3 increase on their present basic weekly pay with effect from April 1.



# Thousands of women lost to workforce

355A  
sfaw  
15/4/82

By David Braun

Thousands of highly qualified women would be attracted back into the working environment if companies made wider use of flexible working hours.

This is the opinion of Dr Dina Wessels, former women's employment researcher and now a member of the President's Council.

"There is a vast and highly competent workforce lying untapped," said Dr Wessels.

"Of more than 6 000 women university graduates of all relevant age groups, single and married, the overwhelming majority surveyed indicated strong preference for jobs with flexible working hours."

Of the thousands of companies, only about 600 use Flexitime, marketed by Control Instruments in South Africa. The company is local distributor for the time-keeping clocks used to monitor hours worked.

"The main obstacle in the path of wide-scale acceptance of the scheme seems to be a negative attitude on the part of the employers, who feel workers may cheat, the

system is too costly to implement or that it could lead to lower productivity," said Mr George van Rhyn, manager (conventional systems) of the company.

"Overseas experience and local experiments show that these fears are unfounded," he said.

The Johannesburg Metropolitan Transport Advisory Board's special subcommittee on staggered working hours has launched an awareness campaign on the Reef.

The Committee chairman, Mr Gert Tighy, said the campaign was aimed at alleviating the chronic traffic congestion problem and taking peak-hour pressure off public transport.

"We are investigating the introduction of staggered hours for schools and have had some success with a pilot school starting lessons earlier than usual."

Dr Wessels feels that employers are going to face growing pressure to adapt to women's special needs.

The working mother is most seriously affected by rigid working hours and they preferred flexibility (rather than staggered)

to allow them to do the shopping, visit a doctor or leave work early to prepare for a date.

"Bitter a pill as it may be to swallow, employers have to realise that a woman's family comes first and foremost," she said.

Women now comprise a third of the total labour force, and estimates are that by 2000 there will be 82 percent more women working and only 60 percent more men working.

At least two in five of all married women hold a regular job, and the number of married women in the labour force has increased by 600 000 since 1977, says the University of Stellenbosch's Bureau for Economic Research.

## PEAK HOURS

Pressure for the wider use of flexible working hours is also being applied by traffic authorities.

Research by the CSIR shows that urban traffic congestion, largely caused by peak-hour crushes, costs nearly R140 million a year. Put another way this means a loss of upward of four million working hours, 33 million litres of fuel and 1,5 million hours of delivery time.





Miss Jenny Katz, Johannesburg's first coloured woman bus driver, cannot wait to complete her training programme and to get down to some real work.

Picture by Dale Yudelman.

## A driving ambition motivates Jenny to get behind the wheel

Municipal Reporter

Within the next fortnight Johannesburg commuters will be greeted with a cheerful smile from the city's first coloured woman bus driver, 23-year-old Miss Jenny Katz of Eldorado Park.

"With instructors of the calibre of those employed by the Johannesburg Transport Department, I am confident of completing my training by then."

"I am absolutely delighted that I was selected because I have always wanted to be a bus driver," said the enthusiastic recruit, previously employed as a sales assistant and a secretary.

Her dream was realised when she recently visited a driving school in Eldorado Park to obtain a heavy duty driver's licence.

"I told the man I wanted to learn to drive a bus and he told me I did not have to pay for the instruction as the transport department would pay me to learn."

Miss Katz did not waste any time and after an interview was appointed a trainee bus driver.

"It's easier than driving a car. All I must get used to is the length of the vehicle," she said.

An added bonus is that Miss Katz earns more than in any previous job doing work that until now was only a dream.



# Farm workers and domestics are 'exploited'

Examiner's Initials:  
van Eksaminator:

## Political Staff

**THE ASSEMBLY** — The working conditions of farm labourers and domestic servants came under the spotlight yesterday during the Budget debate on the Manpower Vote.

Dr Alex Boraine (PFP, Pinelands) said there were two million people employed as domestics or farm labourers and all were excluded from the labour laws.

"It is generally accepted that they are the most exploited sector of the economically active population," he said.

The Government investigation was urgent, he said, not only because they were being exploited, but because some domestics and farm workers were trying to form their own unions.

Dr Boraine said there was a pattern of feudalism and benevolent paternalism in agricultural labour that could not be continued forever.

It was nonsense to say, that legislating for control measures for them would internationalise the issue politically.

He believed giving

certain basic rights to farm and domestic workers would move South Africa closer to acceptance by the international labour organisation.

Mr J W van Staden (NP, nominated) said farmers were not afraid of an inquiry into the working conditions of labourers, because they looked after the interests of their employees extremely well.

Farm workers in outlying areas had been cushioned so well that inflation had passed them by, he said.

The farmer paid for all his workers' medical expenses, and when labourers became too old to work they were allowed to stay on the farm.

The farm supplied workers with food every month, as well as clothes, shoes, housing water and meat.

A cash wage of between R15 and R20 a month was paid, said Mr van Staden, with a bonus at the end of the year.

Another privilege was that most labourers were allowed to keep their own animals, such as donkeys and goats.

Mr S P Barnard (CP Langlaagte) objected to an investigation into the working conditions of domestics when no one had complained about such conditions — least of all the domestics. The only person who had complained was Donna Wurzel (formerly a SABC-TV magazine programme presenter).

## CRITICISM

He advised the Government not to interfere between employer and employee, saying a union for domestics would be fruitful ground for trouble-makers.

The Minister of Manpower, Mr Botha, said the investigation had nothing to do with trade unions. Farmers had asked for the investigation because of all the criticism that had been levelled at them in recent years.

Dr Ferdie Hartzenberg (CP, Lichtenburg) appealed to Mr Botha not to legislate for farm labour.

Politicising farm labour could create a new platform for South Africa's enemies to advocate boycotts of agricultural products.

OWN  
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Examination Paper):



on all loose sheets accompanying an answer to an examination question.

3. No candidate may have with him in the examination room any books or notes whatsoever unless specially instructed by the Registrar by written notice to bring such with him, when he may take into the room the books indicated but no other books or notes.

4. A candidate attempting to help or obtain help from any other candidate, or having any unauthorised books or notes in his possession will be liable to be disqualified and to be further dealt with as may be determined by the Senate.

5. A candidate must not take out of the examination room any examination books supplied by the University.

6. Pages must not be extracted from this book.

2. Kandidaat word herinner om hulle name op alle los blaaië wat 'n antwoord op 'n eksamenvraag vergesel, te skryf.

3. Geen kandidaat mag boeke of aantekeninge van watter aard ookal by hom in die eksamenkamer hê nie tensy die Registrateur deur skriftelike kennisgewing las gegee het om bepaalde boeke mee te bring.

4. 'n Kandidaat wat probeer om 'n ander kandidaat te help of om hulp van 'n ander kandidaat te verkry, of wat ongeoorloofde boeke of aantekeninge in sy besit in die eksamenkamer het, stel homself bloot aan diskwalifikasie en sulke verdere stappe as wat die Senaat nodig mag ag.

5. Geen eksamenskrifte deur die Universiteit verskaf, mag uit die eksamenkamer weggeneem word nie.

6. Geen bladsye mag uit hierdie eksamenskrif geskeur word nie.



# Know your rights

• Housewives who deduct money from their domestic workers' wages for breakages are doing so illegally.

• Every time a doctor injects a patient, the doctor is technically committing assault. The assault is legalised by the patient's permission.

• Only two percent of people brought before South African courts on criminal charges are legally represented. Even for serious crimes, this figure is only 15 percent.

These are some of the intriguing facts to emerge in a new book from the Reader's Digest called 'Family Guide to the Law in South Africa.'

This 776-page work is the first time that a law book has been written specifically for the layman.

## Legal Aid

'Family Guide to the Law in South Africa' is described as a 'step into an unmapped territory dotted with granite-faced law courts and criss-crossed with red tape.'

Over half a million words deal with subjects such as crime, buying and selling property, owning a car, divorce and so on. It is the first time an attempt has been made to make the complexities of Law comprehensible to the layman.

## Domestic Workers

Among the subjects covered is legal aid for domestic workers. According to the book domestic workers are at present totally excluded from the protection of labour legislation, but they are still protected by South African common-law — and this is usually more than most employers of domestic workers realise.

The book warns that at no time are employers allowed to withhold wages from a domestic — whatever the reason.

The book quotes the case of a domestic who accidentally allowed her employer's canary to fly out of an open window. The employer deducted R35 from the domestic's wages for the loss of the canary. The domestic sought advice from an attorney and the employer was made to hand the R35 to her worker. The same rule applies to any housewife who suspects that her

## A family's guide to the law in SA

domestic may have stolen something. No money may be deducted from her salary to make up any loss from a suspected theft. Employers who do so could be sued by their domestic — not only for the wages, but also, if the charge proved false, for defamation.

'Family Guide to the Law in South Africa' also makes it clear that domestics cannot be summarily dismissed without good reason, such as theft, refusal to work, dishonesty, gross incompetence, gross insolence and insubordination, gross misconduct or drunkenness.

Proper notice must be given when dismissing a domestic worker. A month for monthly paid workers, a week for weekly paid workers (although two weeks' is preferable).

The book also advises employers to establish a proper working contract with their domestic worker, covering such items as hours of work, time off, sick pay, leave pay, arrangements about overalls, accommodation, bus and train allowances, references and period of notice.

Advice is also given regarding the hiring of African domestic workers — and what steps should be taken to ensure that they are 'legally' employed.

## Doctors and Patients

The book also covers the relationship between patient and doctor — in particular the patient's right to complain about doctors or even sue doctors.

A doctor who operates on a patient without the patient's consent could find him or herself in trouble — unless he can show that the patient was unconscious and that the operation was necessary to save the patient's life. However, if the doctor knew that the patient was opposed to treatment, he cannot operate.

This is known as the 'doctrine of necessity' — and it can also be used by a surgeon who exceeds the patient's permission during an operation. For example, a patient consents to an operation for the removal of his tonsils — and the doctor finds a fatal disease affecting the vocal chords, and removes these as well.

However, if the removal of the vocal chords was not necessary to save the patient's life, the doctor could be sued for damages.

Consent for an operation is usually given in

a form signed on admission to hospital — which usually doubles as an admission form.

'Family Guide to the Law in South Africa' advises patients to read this form very carefully — and not consent to the treatment or operation until this is fully explained. Anything you want done — or not done — should

be stated on this consent form.

The book also deals with the thorny question of what happens when something goes wrong during treatment — assuming that consent has been given.

Any claim against a doctor who harms rather than heals must show that the doctor was negligent — and the only way to do this is to bring evidence from other doctors saying that they consider the original doctor's conduct is negligent. This is something most doctors are extremely reluctant to do.

Another very important point made by the book is distinction between a genuine error of judgment and negligence. The law recognises that even the reasonably careful doctor sometimes makes an error of judgment.

For example, a surgeon who left the theatre sister to remove swabs after an appendectomy was sued for negligence after one of the swabs was left in the patient's abdomen. The Appellate Division — South Africa's most senior court — decided that the mistake of leaving the swab in the patient's body did not amount to negligence.

## Legal Aid

In a section dealing with legal aid, the book points out that qualifications for help with legal fees and costs are very stringent. The means test ceiling for applicants to the Legal Aid Board is so low that only the poorest can scrape through — leaving the majority of people ineligible for aid, but still unable to afford the very high cost of legal representation.

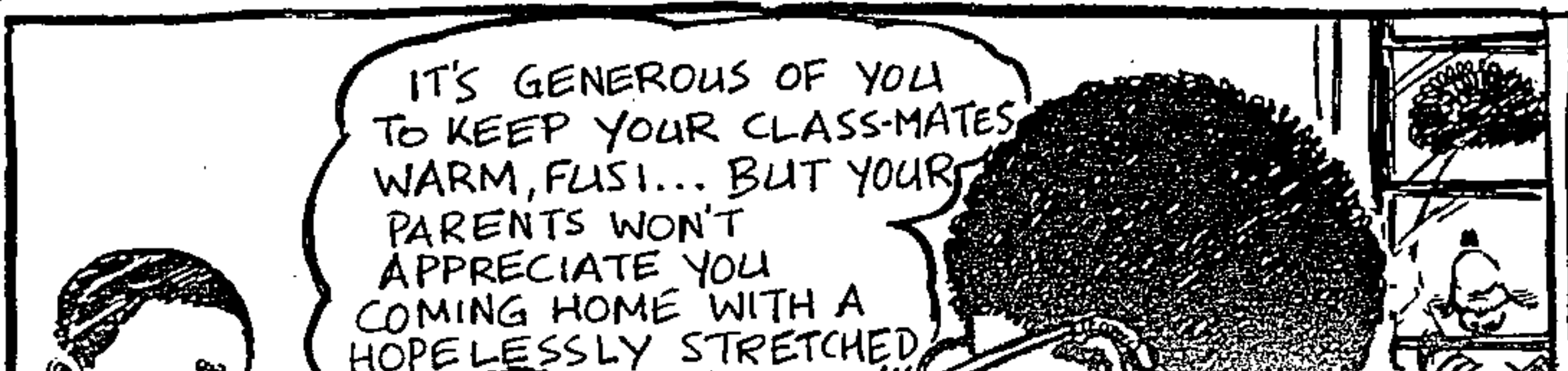
Legal aid is also not available to people who are 'unemployed without sound reason, or lead a dissolute or dishonest life'.

This compares dramatically with the situation in the United States where the Supreme Court has ruled that no-one may be sent to jail without legal representation.

Although legal aid is difficult to obtain, there are several centres which give legal help and advice — and many of these are listed in the book.

In very serious cases the state will pay an advocate to defend an accused 'pro deo' (literally for God).

The book will be published this month at R33,95, which may look expensive but could prove worth it in the long-run.



Political comment in this issue by J Latakomo and A Klaaste. Sub-editing, headlines and posters by S Matlhaku. All of 61 Commando



# Women can climb in business world

355A

**WHO SAID** black women do not have the potential of rising high enough in their careers to become managers in the companies they work for?

Mrs Landela Diphoko (27), is living proof of the fact that there is an abundance of such potential among black women.

This she proved three years ago when she became the first black woman to be trained and appointed branch manager of one of Johannesburg's well-known clothing stores.

But how did her bosses spot this potential in her? Mrs Diphoko believes that this was because not only was selling clothes the first and the only thing she has done since she left school, but one thing she could do well.

"Right from school in 1974 I worked for a clothing store as a saleslady. This is where I fell in love with my work and when I left the company in 1977 for the one I am working for now, I started seeing my horizons growing wider and wider by the day.

I believe that this was mainly because although we had a white

**BY NTOMBE MOUNGE**

opened to me," she said.

A mother of a four-month-old son, Mrs Diphoko thought she was too young to manage a store when offered the post in 1979.

"But since then I had a chain of 'Saleslady of the Month' award through which the company motivated us. I accepted that my bosses were appointing me because they were happy with my performance and I accepted what I believed to be a challenge not only to me personally but also as a black woman.

"And I am glad that today, there have been several other blacks within this company who have been appointed to various managerial positions which have over the past years been the monopoly of whites."

me from time to time during the interview to call her Landela — things are different. She runs the store near Jeppe station by herself and there is no white person working there.

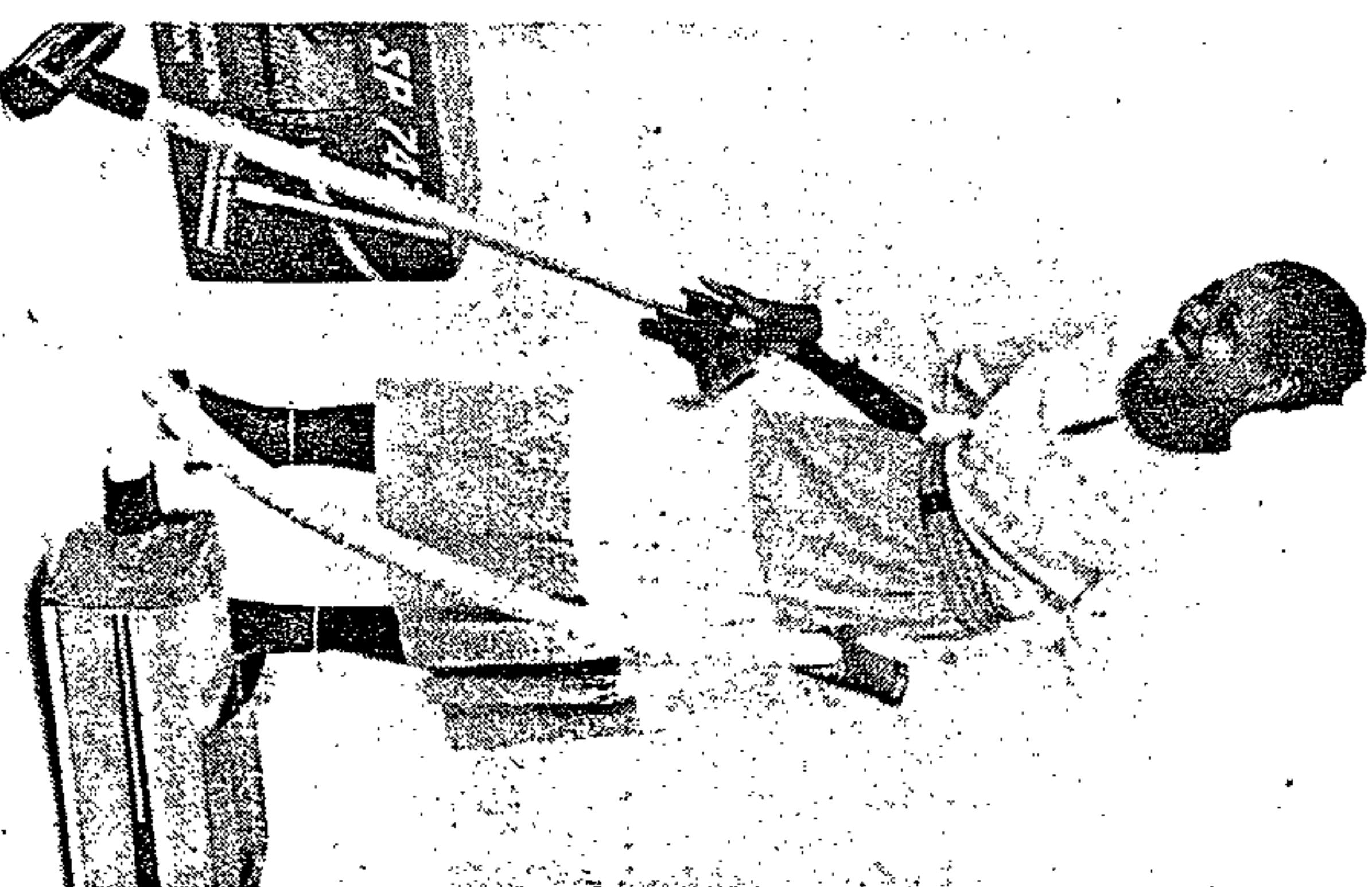
While implementing company policy at the store, she takes decisions on the hiring and firing of salesladies and credit clerks and the entire administration of the store.

Landela believes that being pompous and looking down upon one's juniors is bad medicine for those in senior positions.

"Don't make your presence felt if you want to win the co-operation of those working under you, because without their co-operation you will not make a success of your job.

"This also goes for the customers — if you want them to beg you to serve them, you will

## A LUCKY WINNER





# in business World

(3551)  
Sowetan  
20/4/82

## A LUCKY WINNER

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"Right from school in 1974 I worked for a clothing store as a saleslady. This is where I fell in love with my work and when I left the company in 1977 for the one I am working for now, I started seeing my horizons growing wider and wider by the day.

I believe that this was mainly because although we had a white manager, there was a degree of independence in the shop and this fostered a feeling of belonging among the black staff.

"Because of my ambitions of moving upward, I made good use of the scope I saw to be

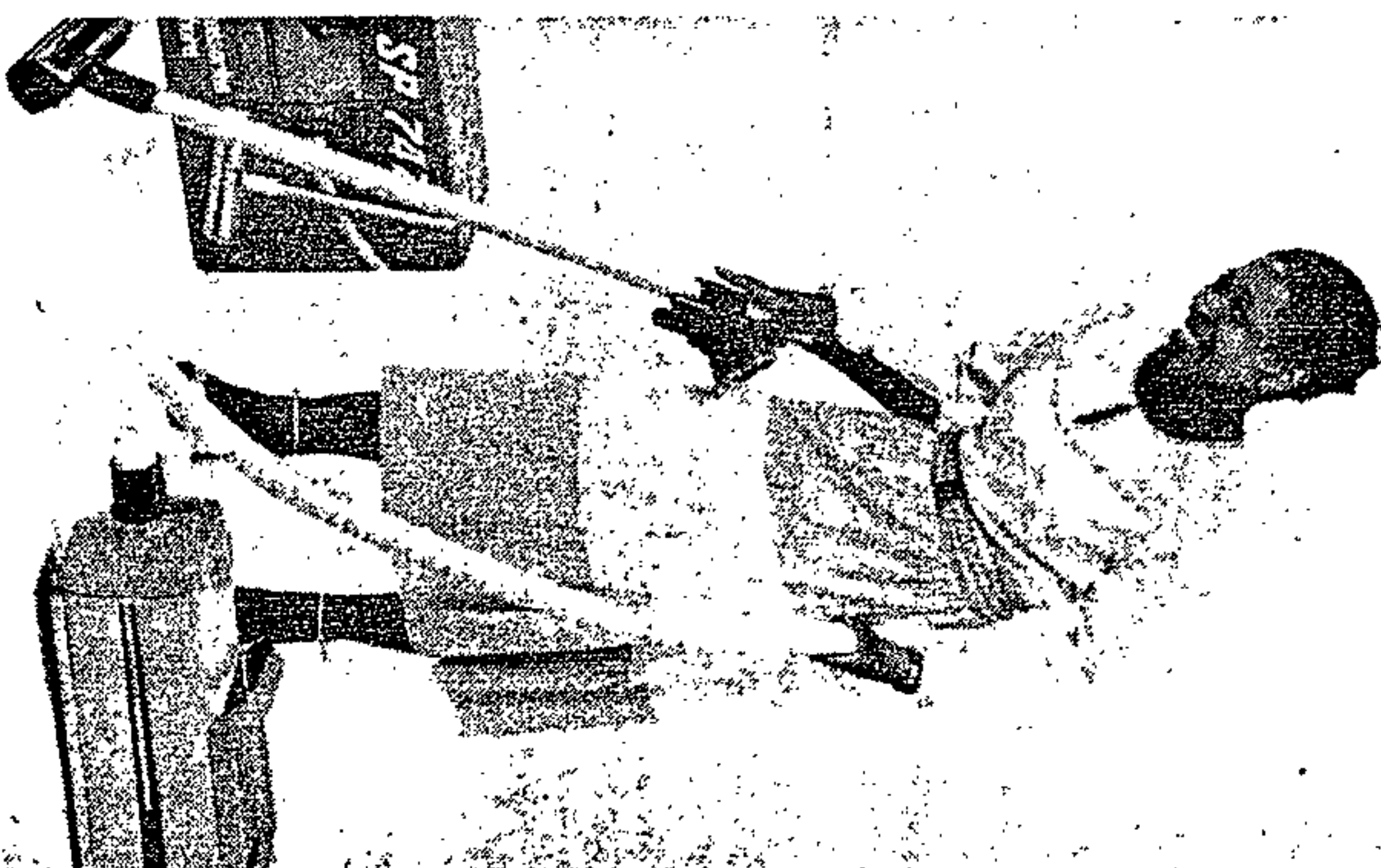
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"Don't make your presence felt if you want to win the co-operation of those working under you, because without their co-operation you will not make a success of your job.

"This also goes for the customers — if you want them to beg you to serve them, you will end up begging for a job. Customers are more important than those who serve them and if you learn to understand them and treat them with respect, you won't go wrong," said Mrs Diphoko.



Mrs Sibongile Mafata, a nursing sister at Baragwanath, is delighted with the Electrolux SP 747 vacuum cleaner she won in a competition sponsored by The SOWETAN.

MRS DIPHOKO: It does not pay to be pompous.



# This man offers jobs for sex

**THE WHITE manager of a Johannesburg driving school is in the habit of offering black women jobs — in exchange for sex.**

The man, who refuses to give his name, says he runs the ABC Driving School. He told this reporter in his office at 211 Connaught Mansions, Bree Street:

"I can give you a job in a week's time if you give me something nice."

And he added that I should not be afraid of the police "because you are single and I'm also single — there's nothing wrong."

I had posed as someone responding to the manager's advertisement for an office lady after hearing from several disgusted women who had received similar offers from him.

One of them, Ms. Noluntu Gxoyiya, a former radiographer, said:

"I was made to fill in forms and offered a post as a receptionist, on condition that I have sex with the interviewer. When I refused, the man ordered me out, saying there were many other girls who would accept the offer."

And Ms Ntombi

**BY SINNAH KUNENE**

fes. Is this what he does to all the women who report to his offices?" she said.

hear people screaming in his office, and fear to investigate."

Freelance writer Miss Lerato Phage reports that eager workseekers who responded to the advert last week were angry when they found their prospective employer vague about the type of person he was looking for.

The woman added that a victim once ran into their offices complaining about the man making unacceptable demands before she could get the job.

When I went to the vacant offices, the man led me into an office that is still being ren-

**'We sometimes hear people screaming in his office'**



**DISGUSTED:** Miss Ntombi Twala — "Is this what he does to all the women?"

job in a week's time if I was good, especially because I could type. He said he would pay his thing nice."

He realised that he had made a startling statement and immediately assured me that I should not be afraid of the police because "you are single and I am also single, there is nothing wrong."

He got this false information from the little piece of paper on which one had to write one's name, age, marital status, home telephone number and previous employment.

What mattered most was the marital status, as he repeatedly sighed: "So, you are single heh? I am also single."

I asked to be excused and promised to report to his office later in the day. He gave his business telephone numbers and said he preferred to be called manager.

When confronted for the second time, the man claimed that he had never interviewed me for the post. He said all interviewees had to un-



**THE MAN who likes "something nice" in return for a job refused to give his name — but was "captured" by SOWETAN photographer Bongani Mnguni.**

dergo a test. But none of the interviewees say they had to undergo a test, except that they were made to fill in their particulars on the pieces of paper.



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Twala, of Orlando East, was disgusted and shaking with fury. I was here last Thursday and he asked me to see him on the 15th. He promised that he will take me as soon as the renovation has been completed, now he is making us fools by making degrading of motion. We sometimes

She was also promised a job provided she gave the interviewer "something nice." After some time, he came back and led me into another office in which there were only two chairs and a desk. He told me the vacancy had been filled, but he could give me a

prospective employee a basic wage of R50 a week, but he would pay more for someone very good. When asked about the manner of vacancies which had to be filled, the manager sounded vague and confused. A further probing seemingly pinned him down.



"SOMETHING NICE": Lerato Phage received the same offer.

Asked why he promised women jobs in return for "something nice", he said this saying was not that important. He did not use it as a criteria in appointing the right person to fill the post.

Another victim, Ms Kelebogile Kgantsi of Dube, said she had used her lunch-time to honour the appointment only to find a group of women who had been waiting there since morning.

Miss Moeketsi Moe-ketsi, who came all the way from Vereeniging, said: "I am desperately in need of a job, and I did not believe it when the security man at the entrance told me that the man in question had been running away from people who are coming for interviews. I think he is making us fools."



CAPE TIMES  
21/4/82

# Women work harder, meeting is told

Staff Reporter

THE National Council Of Women of South Africa decided at their monthly meeting on Monday to ask the Minister of National Education, Dr Gerrit Viljoen, and the Provincial Council to pay men and women teachers equal salaries.

They also decided that priority should be given to breadwinners, with women getting a larger percentage rise than men when salaries were increased.

A member of NCW, Miss M Corden Lloyd, said: "It is utterly unfair that men should be paid more than women. In my experience during my long career, I have found that women work much harder than men."

Miss Corden Lloyd said she did not trust percentage increases.

"If you consider that 10 percent of R200 is R20, while the same percentage of R2 000 is R200, you realize how unfair it is.

According to the present scheme, it may take 20 years before the lowest grades get a decent salary," she said.

There were large numbers of coloured and Indian teachers who were not qualified and this was because a ruling requiring matric and a diploma for teachers was introduced only recently.

"Many black teachers have had no training at all, and they work under dreadful conditions out in the bundus. It is obvious that they work much harder than some of us in the cities."

Miss Corden Lloyd asked for the removal of sex discrimination, equal pay for equal work, better salaries for all races, and better salaries for breadwinners.

"The NCW deplores the fact that the move for parity is so slow, and hopes that women breadwinners will be paid as much as men."



# Jobs for sex: more complain

**MORE COMPLAINTS** have been received about the man who offers black women jobs in return for sex.

The SOWETAN has established that the man's name is John Curtin. He runs the ABC Driving School from Connaught Mansions in Bree Street.

**BY SINNAH KUNENE**

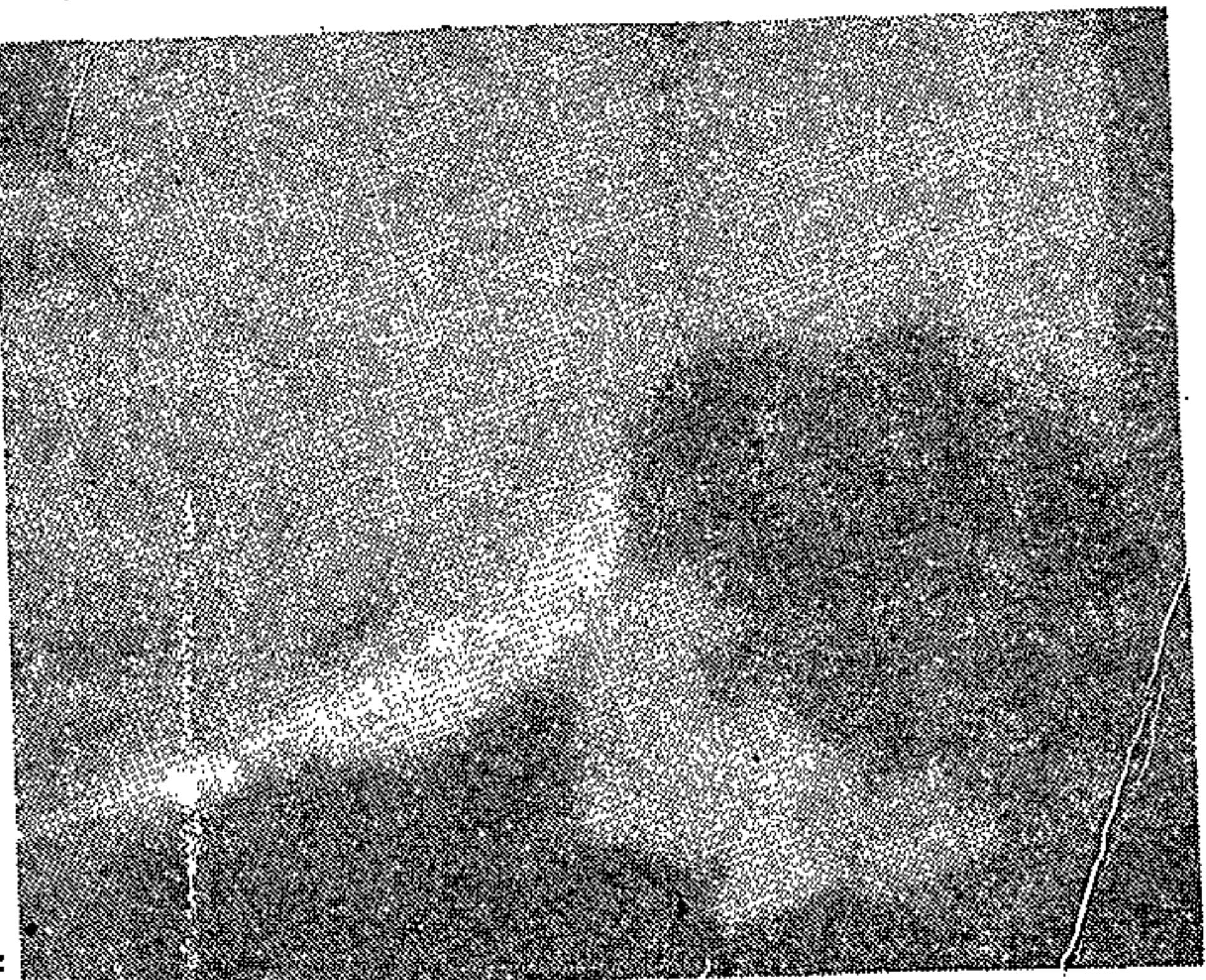
Following our expose this week of Curtin's habit of offering jobs in return for "something nice", we have received several calls from women who had experienced similar degrading treatment by him.

"I know this man! I once went to his offices sometime last year and he made embarrassing demands to me," said Ms. Florence Sono, of Nancefield.

"I am shocked to learn that he has been doing that to all women who come to his offices."

And Ms. Angy Sibya, former administrative secretary of the Media Workers Association of South Africa, says she worked for a month at ABC Driving School in 1980.

Curtin made advances to her during that period, she said, but she firmly pointed out to him that she was not for that game. She said he apologized and assured



**'SOMETHING NICE':** John Curtin was "unable" when we sought further comment.

her he would never do it again.

"He further said he could see that I am a decent girl and I must forget about what hap-

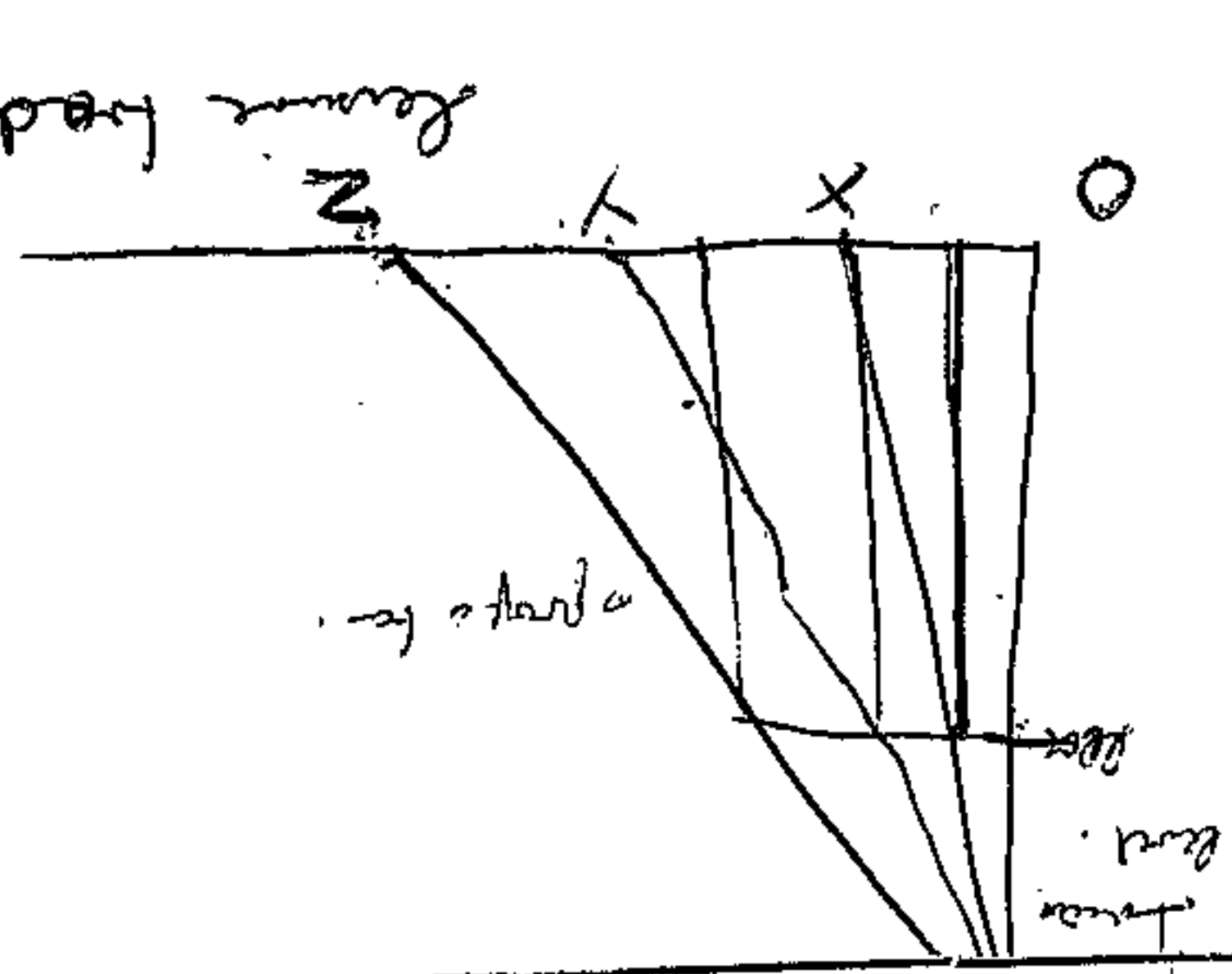
Angy. One of the clients of ABC Driving School, Ms. Mindson Thebe, told The SOWETAN she was approached by Curtin, who promised her a job. But she refused the offer after learning from other female clients that he expected something else in return.

And Ms. Maggie Dladla, an employee at The SOWETAN was interviewed by Curtin last year.

"The manager asked me to report the following day because I was in the company of a friend who was also looking for a job. He told me that he needed someone to conduct classes, and he would give me a job if I reported back alone."

Ms. Dladla says she never went back because she also found out from other job-seekers that the manager wanted sex in return. Yesterday it appeared

that the vacancy which Curtin was advertising has been filled. But our efforts to reach him for further comment proved fruitless.



Learn how to...  
Learn how to...  
Learn how to...



The lot of the domestic worker is a hard one. She is one of the most exploited people in the labour force, working long hard hours without much financial reward. Because many of them work on a live-in basis, their employers tend to see them as an extension of the household rather than as an employee working for a desperately needed salary. SUE GORDON who started and developed the Domestic Workers and Employers Project (DWEPP) between 1971 and 1981 explodes some of the myths.

**"MAIDS DON'T NEED A LIVEABLE SALARY" — THEY GET FREE BOARD AND LODGING.**

Employers seldom ask themselves whether their maids' salaries are commensurate with their skills (cooking, cleaning, washing, ironing, child care), their long hours and responsibilities.

One typical domestic worker recently remarked, "I am the mother, the father, and the grandparents to my children," thus underlining the extent of her economic responsibility. It is only by some sort of loaves-and-fishes miracle that domestic workers are able to rear their families.

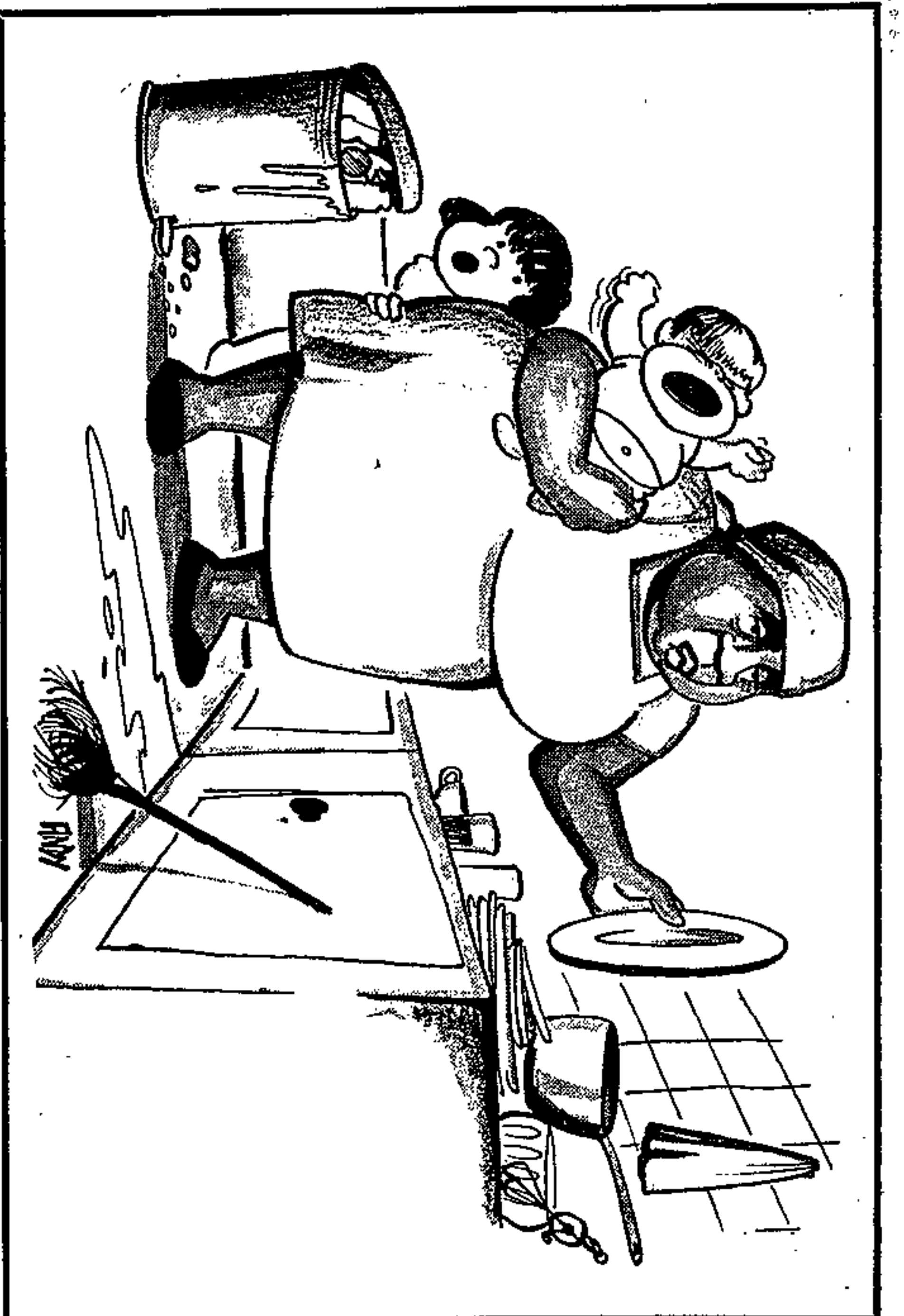
To detail the extent of an average domestic worker's expenses would not be possible within this article, but here is just one very basic one — food.

"When I go home for the weekend," Norah explained, "I can't go with just my handbag. I would be too ashamed. I must take food."

She and her three friends take between R40 to R120 worth of food back with them on a weekend visit.

It's food that will be expected to feed a family of up to 20 people with one decent meal for the month. For the rest they will have to make out — on the verge of starvation.

"You see, they know you are coming from Johannesburg and they will all be there. There must be enough food. You can't go there and



then leave them to starve."

They are the privileged ones — the ones who are fortunate to earn money in "egoli" — Johannesburg.

**"THEY CAN LIVE MUCH CHEAPER THAN WE DO."**

In fact, being poor is very expensive. Conveying groceries to families in townships or homelands is not easy.

Firstly, your maid must be able to get a weekend off. Since her homeland might be quite far off it means a long trip in a short period of time — and one that is costly for her.

Back in the townships or homelands, groceries can cost double, and even water, which is scarce, can cost R1.20 for a big 200l drum.

**"SHE HAS A DAY OFF."** But does she?

If your domestic has to come in on her "day off" to make breakfast, the beds, and dust before going out, she isn't having a day off.

And as for those Sunday afternoons off have you ever paused to consider what those precious hours mean to her? If she travels to even a nearby township by public transport it is simply a case of "hello and goodbye", for no sooner does she arrive than she has to leave.

Since churchgoing is often an important part of the life of a domestic, would it be that demanding to let her off on time?

**"TD LIKE TO LET HER WORK AN EIGHT HOUR DAY BUT REALLY, IT'S IMPOSSIBLE"**

**BLE TO ORGANISE."**

Efficiency increases when the working day is organised: this has been the finding of business and industry and it applies equally to the home. When working hours are clearly defined and overtime paid at an acceptable rate, no one need feel guilty.

Generally it's just a matter of sitting down to work out schedules which can be altered during trial periods. Members of the family must learn to do small tasks themselves in the maid's off-duty hours.

**"SHE'S ONE OF THE FAMILY."**

Is she? Can she put her feet up, watch the telly. Can she bring friends home for meals, lie in late over the weekends or even borrow the family car? Of course not.

She is an employee. Employers like to think of her as a member of the family because she is there on call at all hours, so involved in the joys and sorrows of her employers and so obliging to help out.

How often is it the other way round? Have you inquired about her family and their circumstances? To provide for her family is the reason your domestic works.

**"THEY ARE ALL SO DISHONEST."**

What never ceases to astonish me is the extraordinary honesty of the majority of domestic workers whose low pay must surely make the temptation to take some small consumer items irresistible.

# Myths madams have about maids

335A  
29/4/82

And there are no legends about the loyalty and courage domestics show.

Recently, robbers arrived at a house in Glenhazel and the domestic's first concern was to shepherd the children to her own room for safety.

**"HER CHILDREN WILL LOOK AFTER HER WHEN SHE'S OLD."**

Social and political disorganisation has made it impossible for children to honour such traditional commitments. Aged parents cannot be accommodated, even were it permissible by law, in overcrowded matchbox houses.

Be sure to enrol your servant in a reputable pension scheme. The Domestic Pension Fund is the only one for domestic workers which is registered with the Registrar of Pensions. Their telephone number is 37-5658.

**RECOMMENDED MINIMUM EARNINGS:** These are based on 1981 figures with 15% Col. added. Meals and work clothes should be supplied. A live-in servant shouldn't work more than an 8 hour day or a 44 hour week. If she is unskilled, R90.45 is the minimum wage or R111.32 if she is skilled.

A servant who lives out should work an 8 hour day, 40 hour week — and transport expenses should be added. An unskilled servant in this category should earn at least R104.36, and a skilled servant R120.18.

Casual staff should earn R7.59 a day, plus meals and transport.



# Working wives taxing problem

South Africa's system of joint taxation for married couples is not necessarily a deterrent to married women working, says Commissioner of Inland Revenue Mr Mickey van der Walt.

He told a meeting of business and professional women at the Carlton Hotel yesterday that "economically active" married women rose from 34,7 percent in 1976 to 41,4 percent today.

"The State sacrifices around R160 million a year as a result of deductions allowed from the earnings of married women," he said.

"The maximum pay as you earn deduction from a married woman's salary is 21 percent. This also applies to women in the higher income brackets.

"Unmarried couples with a joint annual income of less than R12 000 could pay more tax than married couples in the same income bracket due to the fact that the first R1 600 of a married woman's income is not subject to tax."

To the argument that joint taxation encourages couples to live together rather than marrying, he said this was a generalisation. "I suspect this is often used as an excuse to justify living together."

A mere 7,6 percent of our population pays income tax. Spreading the burden more evenly would be to "lower individual tax rates, thereby encouraging a general increase in productivity, increased earnings and more after-tax income for all."

Legal and tax experts from the Centre for Tax and Business Law at Unisa are researching the position of married women.

1980 - Receives permits open membership to all

Illustration to

Industrial Council: B1

Registration: Yes

Founded:

Area of Operation: Natic

Officials: Secretary: N.

8000

Cape Town

P.O. Box 4141

Address:

021) 472 674

Year	African	Asian and Coloured	White	Total
1980		625	17	\$ 642
1979		579	24	\$ 603
1978		664	23	\$ 687
1977		814	21	* 835
1976		954	34	* 988
1975		985	34	* 1 019
1974		..	..	0 1 001
1973		969	32	+ 1 001
1972		..	..	0 980
1971		..	..	0 986
1970		..	..	0 986
Membership				

NATIONAL UNION OF OPERATIVE BISCUIT MAKERS AND PACKERS



# Whites exploit domestics

345A 5 Feb 3/5/82



RAE GRAHAM... crisis worsening.

By Rob Soutter

ters they no longer use," she said.

"These problems are already apparent, as the swing towards weekly help away from the 'live-in' domestic becomes more obvious."

The rise in popularity of time-saving and labour-saving gadgets for cooking and cleaning, and facilities such as laundrettes, is steadily making domestics redundant she said.

This threatens with

eviction the thousands of blacks living in Johannesburg servants' quarters.

They will have to find housing when there is an acute shortage.

"These quarters have served as a safety valve for the potentially explosive housing crisis," said Mrs Graham.

"Not only have they kept families together — as husbands have lived with wives who work in the house — but these people have been partly integrated into their employers' families, creating better human relations."

Mrs Graham said this situation is already being exploited by "unscrupulous whites" who are renting their servants' quarters at up to R60 a month to a woman who works in other houses.

Unemployment is also being increased by this, as one woman is taking jobs which could

have been filled by five or six women.

"The woman who now works at a different house each day has to pay a fortune for transport, and waste a lot of time travelling between her work—which is not highly paid — and her home in Soweto or Alexandra."

"A woman working in Parktown and living deep in Soweto would have to use at least two buses, and probably two buses and a train, costing R50 a month."

Mrs Sheena Duncan, national president of the Black Sash, said the servants' quarters in white suburbs are an important factor in the total accommodation.

"The shortage has reached such proportions that I doubt any government in the world could build enough bricks and mortar houses as quickly as required."

"The occupation of these dwellings relieves pressure on the demand for housing in black areas, and there could be serious consequences if there is a significant change in the status of domestic workers."

"The only answer is actually to do something about the accommodation crisis, instead of talking about it, and in the short term the Government must encourage site-and-service schemes."

Sweet Workers Industrial Union (Natal)

Sweet Workers Union

S.A. Society of Journalists

S.A. Typographical Union

South African Allied Workers Union (SAAWU)

Steelworkers, Shipbuilders & Welders

South Africa

Printing & Publishing

Union (SAAWU)

& Allied Workers of S.A.

Printing Furniture

al Union

Trades Industrial Union

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Workers Union

ng & Furriers Industrial Union

lon (Cape)

on

Union (SAAWU)

Industrial Union

Shipbuilders and Welders



6/7/82

## Probe into women's employment

BLOEMFONTEIN—Various problems that prevent the effective employment of women in South Africa have been cited in a report on Women and Employment.

The report was prepared by Mrs Elinda Bramwell, National Adviser on Women and Employment for the National Council of Women of South Africa, in response to a request for steps to be taken to implement a plan of work in this field.

The report detailed work done by various

bodies in South Africa under the heading of *Women helping women, The economy and Retraining of women of all ages.*

It concluded that the effective employment of women in South Africa was prevented by the lack of extensive education and training facilities.

Although there had been a great effort to extend these, they were mostly in favour of men.

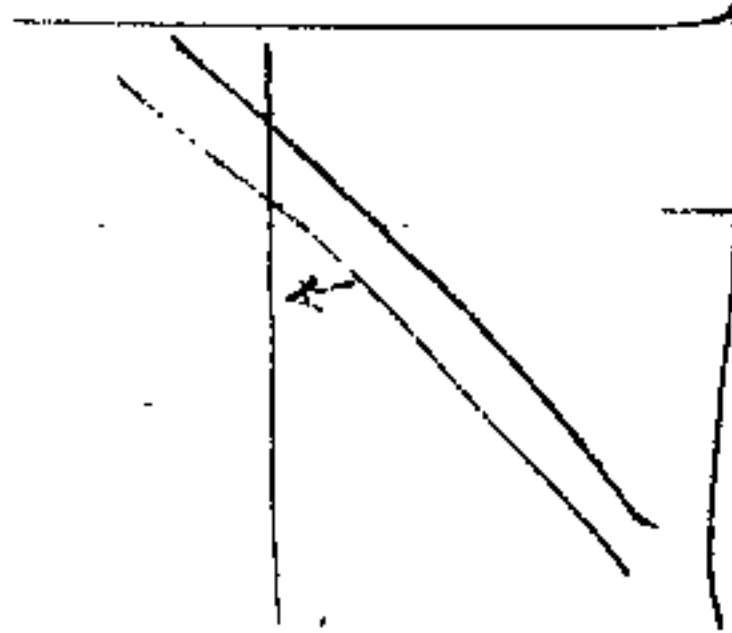
There was too a high percentage of unmarried and divorced mothers, as well as the increasing

number of teenage mothers and a high drop-out rate at schools, caused by a high level of illiteracy among parents.

Among other factors were the patriarchal of male-orientated system and attitudes.

Women were presumed or expected to find sufficient satisfaction in marriage, housework and the care of children.

This attitude was held by women as well as men and was hard to break. — (Sapa)



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# Report seeks to give more legal power to wives

Political Staff

THE ASSEMBLY — A law which will place South Africa's married women on an equal footing with their husbands and protect their financial interests has been proposed by the South African Law Commission.

The measure will ensure that women married by ante-nuptial contract, which excludes community of property, get a share in the profits earned by their husbands.

It will also abolish the marital power, giving even women married in community of property the same rights as their husbands to enter into contracts and to administer their joint estate.

The commission found that women regarded the marital power "not only as a restriction on their contractual capacity, but also as a personal humiliation because they are placed in a position of inferiority to their husbands."

In its report, tabled in Parliament today, the commission agrees husbands and wives should be able to contract independently and without each other's consent.

## ASSETS

But in the case of transactions involving the selling, mortgaging or burdening of immovable property forming part of the joint estate, share deals and the

355A Star 7/5/82  
A law to protect the financial interests of married women and give them the same contractual rights as their husbands was proposed in Parliament today by the South African Law Commission.

selling or pledging of assets of the joint estate like jewellery, coins or paintings, they will require each other's written consent.

One spouse will also need the other's consent for disposing of or pledging furniture and for receiving one another's earnings or an inheritance, legacy or donation awarded to the other.

It is further recommended that immovable property forming part of the joint estate should in future be registered in the names of the husband and the wife jointly.

The judges, lawyers and academics who served on the commission were not in full agreement on all the proposals.

## UNREASONABLY

In a minority report the chairman, Mr Justice P J Rabie and a member, Mr P A J Kotze, criticise a majority proposal that the court should, if the wife applies, order that the requirement of consent be dispensed with if satisfied that the husband is withholding his consent to the proposed contract unreasonably.

"We cannot associate ourselves with this way of solving differences of opinion between spouses and consider that the relevant provisions cannot but lead to friction between the spouses and the breakdown of their marriage."

In another minority report, Professor A D J van Rensburg rejects this, pointing out that under present law a wife who is subject to her husband's marital power can apply to the court to authorise a legal transaction where the husband unreasonably withholds his consent.

But the strongest criticism was levelled at the "accrual system," in terms of which a wife married out of community of property will be legally entitled to a share in her husband's earnings.

## OPTIONAL

The majority recommendation is that the system should be optional and come into being under an ante-nuptial contract and that the net increase of the respective estates of the spouses should be divided equally on the dissolution of their marriage.

Statistics show that 47 percent of whites married out of community of property in 1979 compared with only 1,7 coloured and 9,4 Asian couples. The disadvantage for wives is that, unless properly provided for in their contract, they may not share in her husband's profits.

In evidence submitted to the commission it was said: "She may have sacrificed her own ambitions on the altar of his career. Yet when the marriage is terminated by death or divorce she is not entitled as of right to any share in his estate."

## UNTESTED

In a minority report submitted by Mr Justice Rabie, Mr Kotze and Professor C Smith the proposal is objected to because the accrual system is untested and contains principles unknown in South African law. On the basis of evidence to the commission it was an exaggeration to say deserving wives "often" found themselves "poverty-stricken widows."

In divorce cases, too, husbands and wives invariably had legal representatives to protect their interests.

Another objection they raise is the implication that a spouse would be able to apply to a court for an order that the other spouse furnish him or her with particulars of a transaction.



# Problems of working women

BLOEMFONTEIN —

Nine problems that prevent the effective employment of women in South Africa have been cited in a report to the International Council of Women's convener on Women and Employment.

The report was prepared by Mrs Elinda Bramwell, National Adviser on Women and Employment for the National Council of Women of South Africa, in response to a request as to steps to be taken to implement the ICW's 1979-1982 plan of work on this field.

The report detailed work done by various bodies in South Africa under the heading of "Women Helping Women," "The Economy" and "Retraining of Women of all ages."

It concluded that the effective employment of women in South Africa was

prevented by:

- The lack of extensive education and training facilities. Although there had been a great effort to extend these, they were mostly in favour of men.

- The high percentage of unmarried and divorced mothers, as well as the increasing number of teenage mothers.

- The high drop-out rate at schools, caused by a high level of illiteracy among parents, the early child-bearing age, lack of parental control, overcrowded housing and schools, the need for girls to remain at home to care for younger children while the mothers worked, lack of motivation and scarcity of teachers and social workers.

- Inadequate provision for creche,

day-care and after school care centres.

- The combination of the income of husband and wife for purposes of taxation.

- The patriarchal or male-orientated system and attitudes. Women were presumed or expected to find sufficient satisfaction in marriage, housework and the care of children. This attitude was held by women as well as men and was hard to break.

- The discrimination that still existed towards the employment of women and of married women in particular.

- The need for more opportunities for part-time work or flexitime.

- Transport and residential problems that prevented women from extending their opportunities for employment over a wider area.

— Sapa.



# Call for equal rights for wives

ARGU  
7/5/82

355A

## Political Staff

A LAW which will place South Africa's married women on an equal footing with their husbands and protect their financial interests has been proposed by the SA Law Commission.

The measure will ensure that women married by antenuptial contract which excludes community of property get a share in the profits earned by their husbands.

It will also abolish the marital power, giving even women married in community of property the same rights as their husbands to enter into contracts and to administer their joint estate.

The commission found that women regarded the marital power "not only as a restriction on their contractual capacity but also as a personal humiliation because they are placed in a position of inferiority to their husbands."

## CONSENT

In its report tabled in Parliament today, the commission agrees that husbands and wives should in general be able to contract independently and without each other's consent.

But in the case of transactions involving the selling, mortgaging or burdening of immovable property forming part of the joint estate, share deals and the selling or pledging of assets of the joint estate like jewellery, coins or paintings, they will require each other's written consent.

One spouse will also need the other's consent for disposing of or pledging furniture, and for receiving one another's earnings or an inheritance, legacy or donation awarded to the other.

It is further recommended that immovable property forming part of the joint estate should in future be registered in the names of the husband and the wife jointly.

The judges, lawyers and academics who served on the commission were not in full agreement on all the proposals.

## CRITICISM

In a minority report, the chairman, Mr Justice P J Rabie, and a member, Mr P A J Kotze, criticise a majority proposal that the court should on appli-

breakdown of their marriage."

In another minority report Professor A D J van Rensburg rejects this, pointing out that under present law a wife who is subject to her husband's marital power can apply to the court to authorise a legal transaction where the husband unreasonably withholds his consent.

## EARNINGS

However, the strongest criticism was levelled at the "accrual system" in terms of which a wife married out of community of property will be legally entitled to a share in her husband's earnings.

The majority recommended that the system should be optional and come into being under an antenuptial contract, and that the net increase of the respective estates of the spouses should be divided equally on the dissolution of their marriage.

Statistics show that 47 percent of whites married out of community of property in 1979 as against only 1,7 coloured and 9,4 Asian couples. The disadvantage for wives is that, unless properly provided for in their contract, they may not share in their husbands profits.

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In divorce cases, the husbands and wives invariably had legal representatives to protect their interests.



Bill

proposes  
new deal  
for wives

from page 1

made for couples to change their matrimonial property system after marriage, with the approval of the court.

● That a commission with strong representation of people with expert knowledge of indigenous customary law be appointed as soon as possible to investigate the law of matrimonial property as it applies to blacks, reports Sapa.

The Star's Women's Page Editor, Sue Garrett, reports that the report is in essence a charter of women's rights. People such as Mrs Helen Suzman MP, Professor June Sinclair, who is regarded as an expert on South African marriage law, and the Women's Legal Status Committee have described the report as a breakthrough.

But their joy is tempered with disappointment that the commission has not reported on black marriages and has suggested a separate investigation into them.

Mrs Suzman welcomed the move to abolish marital power, saying it had been a humiliating and archaic procedure.

She attacked the commission for allowing husbands to continue to have guardianship of children and to set the place of domicile for the family.

Professor Sinclair commented: "It is terrible that the unsatisfactory situation of white women is about to be legislated on while that of black women, who are far worse off, has been neglected."

Mrs Ellen Kuzwayo, a member of the Soweto Committee on F.P.A., said, "I am very disappointed that some people, particularly in the legal field, still see others in terms of skin colours and not as human beings."

Radical changes in South African matrimonial law — including the abolition of the marital power of husbands over wives in marriages in community of property — have been recommended by the South African Law Commission.

The report of the commission, which investigated property law with special reference to the Matrimonial Affairs Act, the status of married women and the law of succession affecting spouses, was tabled in Parliament today by the Minister of Justice, Mr Coetsee.

The abolition of the marital power a husband has by common law over the person and property of his wife would have far-reaching implications for many South African married women.

The recommendation would have the effect of elevating women married in community of property "to a position equal to their husbands in almost all respects," the report says. In several respects they are now "worse off than a minor vis-a-vis his guardian," it says.

The recommendations also recognise a woman's contribution to her husband's financial success — and consequently to the value of his estate — by providing him with the advantages of married life.

This principle is entrenched in a draft Bill contained in the report which provides for an optional matrimonial property system. Under this system accrual, or profit, of the respective spouses' estates would be divided equally between them on dissolution of the marriage.

The recommendations include:

● That spouses married in community of property have equal powers in the administration of the joint estate and be able to perform juristic acts independently, subject to certain acts requiring their mutual consent.

● That immovable property forming part of the joint estate be registered in the names of the husband and wife jointly.

● That the prohibition of donations between spouses be abolished.

● That community of property still come into being by law unless it is excluded in terms of an antenuptial contract.

● That the accrual system come into operation in marriages out of community of property unless the system is excluded in terms of the approval of the antenuptial contract.

● That provision be

To Page 3, Col 1

# New deal for women

Legislation proposed to give wives equal status

The Assembly

MCCANN-BRICKSON 2165/E



# Fulltime servant

By Vera Beljakova

MORE than 66% of white South African families do not employ a fulltime servant in their homes.

Cape whites are most likely to do their own housework (77%), while those in the Free State are least likely (53%).

The city dweller is more self-sufficient in these domestic matters than his counterpart from a village.

About 72% of whites in cities do not have a full-time help as against 53% of those in villages.

The higher the family income, the higher the incidence of full-time domestic labour.

More than 50% of the A-income group (earning more than R2 000 a month per household) employ a full-time servant, as opposed to less than 20% among the D-income group (earning less than R500 per household).

Market Research Africa's Omnijet survey also reveals that the figures for those who do not employ full-time help are slightly higher for English-speaking white South Africans.

Predictably males employ more servants than do women.

The highest incidence of full-time employment is found among the 35-49 age group followed by the 25-34 group.

Those aged over 50 are mostly likely to perform their own domestic chores, thereby beating the 16-24 age group.

The respondents were then asked if they would be prepared to pay the recommended minimum wage of R315 laid down by the Code of British Companies (with interests in South Africa).

## on the wane

To this 89% replied no, and only 6% said they would consider this amount.

Among the Afrikaners, 93% were against paying R315 for a domestic help compared with 83% of the English speakers — with women most vehemently opposed to this wage structure.

Of those in the A-income group, only 13% would be prepared to pay this high wage.

Three times as many English speakers as Afrikaners would be willing, with Capetonians leading the way to a higher salary. In the Free State 98% would not contemplate paying this sum.

"The assumption that white South Africans enjoy a privileged lifestyle can now be questioned," says an MRA spokesman.

"This survey shows that an increasing amount of whites of all ages are economising by handling their own broom and dishcloth, or making do with only part-time help.

"As families move from larger homes with big gardens to smaller, self-contained townhouses and flats, the day is fast approaching when servants will be a thing of the past — or at least the prerogative of only the very rich."



WIVES, particularly those married in community of property, will gain new powers and rights if the South African Law Commission's proposals, released yesterday, are adopted by Parliament.

The commission recommended that "the marital power which a husband has by common law over the person and the property of the wife be abolished".

It also recommended that husbands and wives should have equal powers over the administration of joint estates when they are married in community of property.

In new marriages, contracted after the introduction of the proposed law in community of property, the commission recommends that "immovable property and real rights forming part of the joint estate in future be registered in the names of the husband and the wife jointly".

But the commission did not make any recommendations on marriages between blacks and urged the appointment of a new inquiry into the law of matrimonial property as it applied to blacks.

The proposed law, the Matrimonial Property Act, will increase the rights of women in marriages.

Among other proposals is one to the effect that both spouses should contribute to the necessities of their joint households "pro rata according to their respective financial means".

This measure, the commission said, should apply whether or not the couples were married before the start of the proposed law. But "in future one spouse shall have a right of recourse against the other spouse only in so far as the spouses have so arranged by mutual consent".

The commission also proposes that the prohibition of donations between spouses be abolished.

It says community of property marriages should be retained unless they are excluded in terms of an antenuptial contract.

However, it proposes that accrual of matrimonial property — "that is to say the net increase" — of the estates of the spouses should be divided equally between the spouses on the dissolution of their marriage.

One of its most far-reaching recommendations is that the 400-year-old common law right of husbands over the person and property of their wives — the marital power of husbands — be abolished.

This measure could liberate thousands of wives in South Africa from being, as the commission says, in several respects in a position "worse than that of a minor vis-à-vis his guardian".

If the law is adopted wives will be put in a position equal to that of their husbands in most respects.

Now, in marriages in community of property a husband acquires power as head of

# You've come a long way, baby

BARRY STREEK reports on radical changes in matrimonial law proposed by the SA Law Commission.

the family — not only over the person of the wife but also over her property.

"The husband's power over his wife's person, which included disciplinary powers, has largely become obsolete."

Marital power has the effect that "the husband is in control of the joint estate in the event of a marriage in community of property, and also of the property of the wife in respect of which marital power has not been excluded."

"The husband may alienate or encumber the wife's property and the assets of the joint estate."

"He may incur debts which would be binding upon him as well as his wife, and which must be met out of the assets of the joint estate."

"For example, the husband may freely make donations out of the joint estate, and his wife cannot do anything about it, unless she can prove on a balance of probabilities that it was the subjective intention of her husband to prejudice her."

The commission says "in contrast with the virtually unlimited powers of the husband, the contractual capacity of the wife who is subject to the marital power is very limited."

It found that although marital power was the heritage of most European countries, it had been abolished virtually everywhere but South Africa, even in Latin countries which had a strong patriarchal family structure.

In modern practice, however, remedies for wives where husbands abused their

marital power were of "little significance".

The commission said these common laws "offer scant consolation where the husband has already abused his marital power."

"Today a wife is much more likely to approach the court for a divorce in such a case, rather than for a mere division of the estate."

Unlike the wife, the husband generally had the legal capacity to perform juristic acts over goods acquired with the money which he could not receive or take into his possession.

This money or property could be attached to meet debts incurred by the husband.

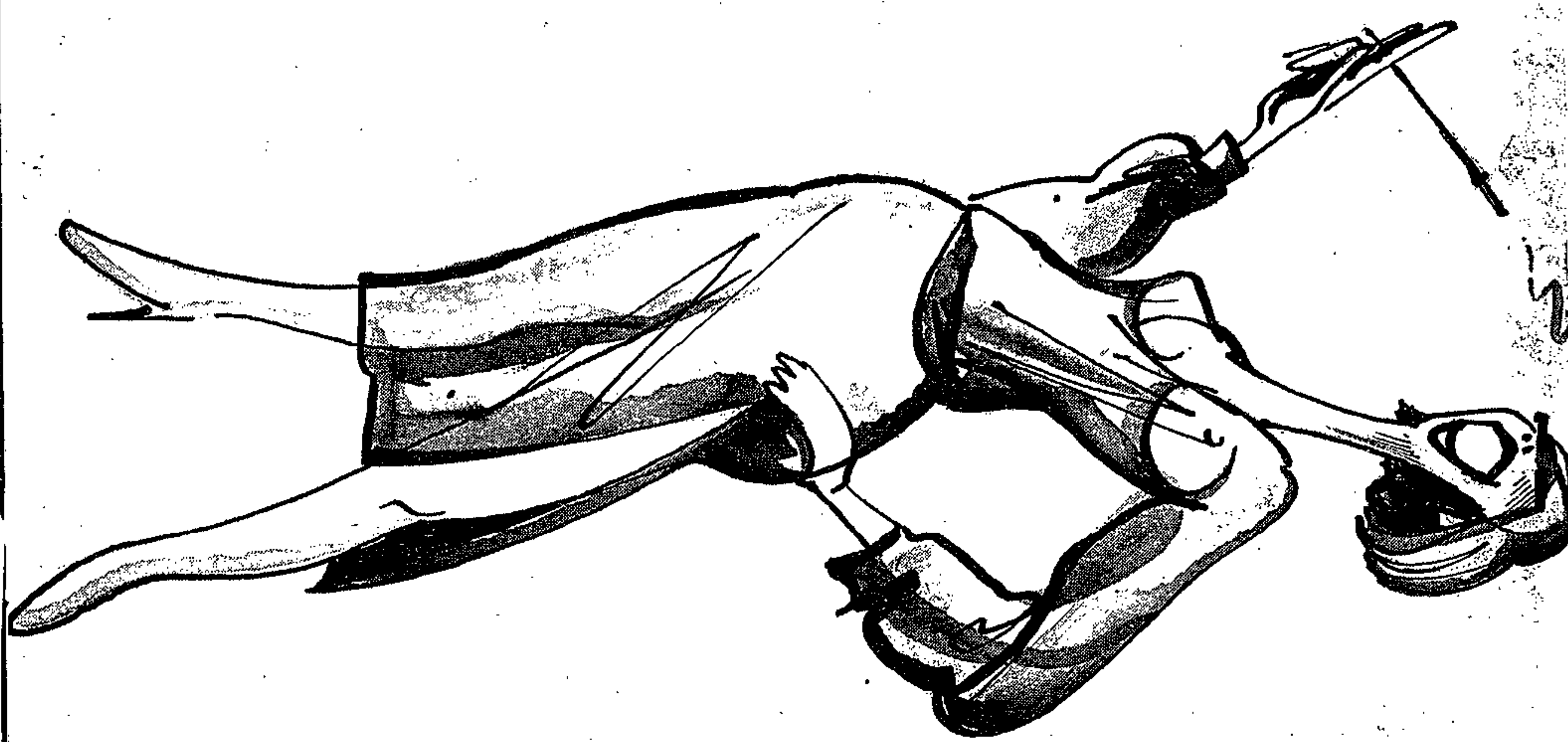
If a spouse committed a delict, the debt was fully recoverable from the joint estate.

"This is so even where the claim exceeds half of the estate, or even if it totally wipes out the estate."

"It has come to the attention of the commission that particularly in the case of less well-off couples much hardship is often caused where the husband enters, without his wife's consent, into injudicious hire-purchase agreements and suretieships which are binding on both."

It said the limitations on the marital power imposed by the Matrimonial Affairs Act came nowhere near eliminating the objections against it.

"Women regard the marital power not only as a restriction on their contractual capacity but also a personal humiliation because they are placed in a position of inferiority to their husbands."





# Women in business

**"Utilisation of Women in Engineering":** Anna Mouton, senior lecturer in civil engineering at Pretoria University.

"The macho male image of the professional engineering professions needs to be softened by the female touch," said Ms Mouton.

"Women engineers have very much the same problems as other professional women," she said. "It seems marriage and family can be combined with a career if suitable jobs are available and if women choose the right husbands."

"Escom recently introduced equal pay and similar job titles. The irksome title of 'lady engineer' is therefore officially dead. The only remaining discrimination is in the pension scheme where women pay less and will presumably also receive less, and in the home ownership scheme," she said.

**"Utilising women of all races on a higher level":** Mrs Truida Prekel, senior lecturer at the Unisa School of Business Leadership.

"Indications are that the past two years have shown continued growth of women in skilled positions, with particularly rapid growth among women of colour," she said.

Problems still existed, she continued, "some in

South African employers, in both the private and public sectors, are experiencing a severe and worsening shortage of skills especially in managerial and professional posts. To highlight the necessity for employers to take a new look at using women to

women's environment, in organisation, in traditions, with colleagues; while others lie in women themselves — the way women were brought up to perceive themselves, their roles and abilities."

There was, she added, little hope of solving these "external" problems which women encounter in professional life, until women themselves have solved their own "internal" problems.

The "internal" problems were not the responsibility of the employer but he could look to his side of the situation by seeking to overcome conscious or unconscious chauvinism in his organisation and by consciously planning for the development of women.

**"The Media":** Mrs Sue Garbett, Women's Page Editor of The Star.

There has been an influx of women into journalism in recent years, said Mrs Garbett, and some South African

fill the gap, the University of South Africa's School of Business Leadership held a seminar in Johannesburg yesterday for policy-makers and personnel managers. Here are some of the speeches made at the seminar.

newsrooms were nearly 50 percent female. A couple of the reasons for this that had been suggested to her were:

● Men had left the industry in great numbers due to low pay and the attraction of "package deals" elsewhere. Women moved in to fill the vacuum.

● In the past two decades, the number of women obtaining arts degrees had exploded. Not sure what to do with these degrees and not wanting to enter the typical female professions of teaching and librarianship, they had opted for a career in journalism.

Despite the influx of women into journalism, the media was male-dominated, said Mrs Garbett. Men decided the editorial policy of the newspapers because, with few exceptions, all the assistant editors on South African newspapers were male. This accounted for the stereotyped reporting about women, she believed.

**"Women in the pharmaceutical**

**profession":** Deloise Raubenheimer, senior pharmacist of medicines control at the Department of Health and Welfare.

"The numbers of women in the pharmaceutical profession are continually increasing," she said.

The percentage rose from 26 percent in 1977, to 31 percent in 1981 and was expected to reach 43 percent by 1990.

The most popular area of work was the community sector, where 48.4 percent of the total number of women involved in the profession are employed, said Ms Raubenheimer.

"The production pharmacist is responsible for the production of a specific dosage form," she said. "It is felt, in some quarters, that a woman fits into production well as she is used to housekeeping. The argument that production is not the place for a woman has been largely

negated by mechanisation."

**"The role of the wife in the family business":** Mrs Sylvia Goldberg, director of Benny Goldberg Liquor Supermarkets.

For a long time the idea of a family business was seen as a male-oriented establishment with the wife and children serving a subsidiary service role, said Mrs Goldberg, but the value of a reliable and trustworthy partner in the form of the wife was impossible to overestimate.

The wife was a very versatile staff member and had interests directly vested in the success of the family concern.



Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union

Farmworkers Union

Food and Canning Workers Union

National Certified Fishing Officers Association

Orange-Vaal General Workers Union

Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Feder

Iron

Mine

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S.A.

Underg

Food

Africa

Amalg

Bakery

Black

Bolan

Brew

Cadbu

East

Food

Food

Natal

Natal

Nation

Nation

Operat

Pretori

"Some employers start the fund off with a fairly large amount which ensures a worker a better pension. The minimum payment is R10 a month," said Mrs Gordon.

The only way, according to Mrs Gordon, in which domestic workers can be protected is if employers enrol them with the DPF. In this way a worker will be certain to receive a sum of money the size of which will depend upon contributions made by an employer over the years.

"How often have I had old women coming to my office telling me — tears running down their faces — that they worked for families for thirty years only to be thrown out like dogs?"

She said some employees, who have heard of a few exceptional cases where a domestic worker was built a house by an employer or given a substantial sum of money when she left, imagine every employer will do likewise.

Mrs Gordon said the kind of employer who treats a domestic badly is certainly not likely to give any kind of bonus when she leaves — even after 20 years of service.

they would not quit for jobs with better conditions, they quote the years they have been employed at a particular place. They would remain there so that they get their long service money," Mrs Gordon said.

"During the past 11 years in which I have been working with domestic workers, I found that so many remain in jobs where they are bitterly unhappy, inadequately paid and treated with scant respect. When asked why

DOMESTIC workers are not legally entitled to any kind of bonus when they retire, even if they have long years of service with the same employer.

Mrs Sue Gordon, a consultant for the Domestic Pension Fund (DPF), told The SOWETAN in an interview that domestic workers, in many cases, were under the misunderstanding that they would be given long service money when they retire.

# Domestics have no bonus rights

SOWETAN, Friday, May 14, 1982

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## UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

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Farmworkers Union

Food and Canning Workers Union

National Certified Fishing Officers Association

Orange-Vaal General Workers Union

Trawler and Line Fishermen's Union

## MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association

S.A. Engine Drivers, Firemen and Operators Association

S.A. Technical Officials Association

Underground Officials

## MANUFACTURING

Food & Beverages

African Food and Ca

Amalgamated Engineer

Bakery Employees In

Black Allied Worker

Boland Inmaakwerker

Brewery Employees U

Cadbury In-Company

East London Meat Tr

Food and Canning W

Food, Beverage & Al

General Workers Uni

General Workers Uni

Natal Baking Indust

Natal Sugar Indust

National Milling W

National Union of

National Union of

National Union of

Operative Bakers,

Pretorians Bakerywe

# Woman dies in outhouse blaze

Post Reporter

A DOMESTIC worker, Mrs Susan Hofmeyer, died early this morning in a fire which gutted a wood and iron outhouse in Mount Pleasant.

The fire at 22 Phyllis Road also damaged an adjoining garage on the premises. The home is occupied by Mr and Mrs P J Rautenbach.

The cause of the fire is unknown. It is thought possible a lighted candle may have accidentally been knocked over, as the shack had no electricity.

A lawnmower in the garage is thought to have exploded shortly after lam as a result of the fire. A large crowd gathered as firemen battled to extinguish the blaze.

"When we got to the fire the shack was already burning furiously," a spokesman for the Mount Pleasant fire brigade said.

"We put out the fire quickly and it was only afterwards when we put a spotlight on the shack that we saw the body," he said.

Mrs Hofmeyer was lying with her legs drawn up to her chest, according to a bystander, Mr H S Du Plessis.

The owner of the house, Mr Rautenbach, refused to speak to reporters.

The police are investigating.



# Men teachers paid 26% more than women

*E. Post 18/5/82 355A*

Post Reporter

LAST YEAR, men teachers were paid 25.9% more than their married women counterparts with the same qualifications and experience, according to the Human Sciences Research Council.

The researcher, Mr R H Stumpf, also said that men earned 20.4% more than equally qualified unmarried women teachers.

In addition to higher salaries, men could also expect quicker promotion than women with equal experience and qualifications. Unmarried women in the teaching profession, in turn, had an occupational advantage over married women.

This could be ascribed to the fact that men and unmarried women had

fewer "occupational breaks", according to the survey.

A salary analysis according to marital status for 1981, showed that married women aged between 31 and 50 earned an average of 8% less than her unmarried counterpart with equal qualifications and teaching experience.

Middle-aged men had far better job prospects than their women counterparts. It was found that men in this group earned an average of 30% more a month than women.

The survey also revealed that men teaching "scarce subjects" such as mathematics and physical science had far better prospects for quick promotion than colleagues who taught subjects for which there was no teacher shortage.



Post Reporter  
**DISCRIMINATION**  
against women teachers  
could have a "disastrous  
effect" on pupils, a  
Progressive Federal Party  
MPC, Mr Jan van Eck,  
claimed today.

He had been asked to  
comment on a survey con-  
ducted by the Human Sci-  
ences Research Council,  
which revealed that mar-  
ried women teachers were  
paid 25% less than men  
with the same qualifica-  
tions.

Mr Van Eck has tabled a  
motion for discussion in the  
Provincial Council next  
week calling for the aboli-  
tion of discrimination  
against women teachers.

But the secretary for the

# Discrimination against women teachers slated

332 (355A) E. Post 19/5/87

South African Teachers' Association, Mr Roger Cope, said the fact that women were paid less was "nothing new". Men had "fewer occupational breaks" and "very few women applied for promotion posts", he said.

Men teaching scarce sub-  
jects such as physical sci-  
ence and mathematics

received higher salaries  
and were promoted sooner  
as an incentive to remain in  
the teaching profession.

The basic starting salary  
for men and women after a  
four-year post school  
teaching qualification dif-  
fered by more than R1 000  
a year.

Mr Willem Bouwer, the  
MEC in charge of educa-  
tion, said it would cost the

Cape about R17 million a  
year if women teachers  
were to get the same sala-  
ries as men.

Mr Van Eck said today  
that the two points which  
would be emphasised in  
next week's debate were  
the unfairness of discrimi-  
nation to women teachers  
and the disastrous effect  
this could have on the pu-  
pils.

"Married women were  
not given permanent posts  
at schools because there  
was the risk that they  
would leave the teaching  
profession."

Dissatisfaction and  
frustrations arising from  
an unfair system could also  
be taken out on the pupils  
by women teachers.



# Maternity leave dispute settled

20/5/82

355A

A/18/74

A DISPUTE over maternity leave at the Worcester branch of Ackermans was settled at a meeting yesterday between employees and senior management.

Twelve women who stopped work over the issue and were sent home have returned to work.

They claimed an employee who wanted to take maternity leave had instead been laid off.

A spokesman said it had been agreed yesterday that the woman would take leave and the first vacancy which arose after 10 weeks would be open to her.

The women are members of the National Union of Commercial, Catering and Allied Workers.

Mr Don Findlay, industrial relations manager of the Edgars group, said the dispute had arisen from a lack of communication.

He said Ackermans would not give a written guarantee of re-employment after maternity leave, but always tried to give people their jobs back.

PROFESSOR I.E. HART

*I.E. Hart*

Yours faithfully,

Planning and Development.

I submit that the proposal her other factors involved in these in the coordination of the area

educational materials.

to provide the necessary library Teaching Methods Research Unit be added to or extended further to plan the approved Education Committee that, with the necessary to be delayed but wishes to drive projected extension i.e. the Faculty of Education does not

housing the Units else  
outlay in the form of building costs involved in suitably Learning Resources Centre. This would reduce capital accommodated in the Faculty of Education Teaching and The University Units referred to could be partly

(2) The costs of duplication of facilities would be saved. These costs would be considerable.

(1) These essential University Units, The Audio-Visual Aids Unit and the University Teaching Methods Research Unit would find a home in the most appropriate academic and geographical location.

Nevertheless there are considerable advantages:  
5. This proposal would involve a larger extension than is at present being planned for Education alone, and would involve a further allocation of building funds from the University to meet the total needs of the University Units referred to.



# R110 a month for a 12-hour day 'too much'

355A Mercury 20/5/82

## Mercury Reporter

HOUSEWIVES yesterday described a call by the South African Domestic Workers' Association (Sadwa) to pay domestic workers a minimum wage of R110 a month as 'absolute nonsense'.

In a survey conducted by the Mercury of a cross section of Durban's housewives, it was found that the majority paid their domestic workers between R60 and R80 a month.

Housewives contacted felt they could not afford the R110 a month minimum and it would lead to the majority of domestic workers losing their jobs.

One Durban housewife who paid her domestic servant R60 a month said the call was ridiculous as she did not think they deserved R110 a month.

A Durban North housewife said she paid her

live-in domestic servant R75 a month and banked R5 for her in a savings account.

She said she fed her 'extremely well' and did not think the R110 minimum was warranted as the rise in the cost of living was not felt by the domestic worker but by the employer.

## R20 a month

There was one dissenting voice in the survey from a Gillitts housewife who said R110 a month was 'not enough' but would serve well as a minimum.

Reacting to the fact that the majority of Durban housewives only paid between R60 and R80, she said she had heard of a housewife in Northern Natal who paid her domestic servant as little as R20 a month.

The South African Domestic Workers' Associ-

ation's call came after their first general convention in Johannesburg recently. The call has been supported by all its branches and also by the Domestic Workers and Employees Project in Durban.

The Sadwa recommends that a full-time living-in domestic servant should get R110 for an eight hour day plus transport and meals.

They also recommend she gets half the day off at the weekend and overtime pay of R1,50 an hour.

In yesterday's survey the majority of full-time maids were required by their employers to work at least a 12-hour day.

Sadwa recommended that servants' quarters be improved and that domestic workers get an annual leave of four weeks on full pay. Uniforms should also be provided.



a period of 3 months and thereafter every 6 months if constant mass is maintained during the initial period, otherwise once every month.

(ii) To ensure that their mass is within the prescribed limit.

(2) (a) Yes.

(b) No, as male cabin crew members are not contractually bound to be weighed.

(i) One.

(ii) On account of a long history of exceeding the prescribed mass limit.

Maj. R. SIVE: Mr. Speaker, arising out of the hon. the Minister's reply, I should like to ask him whether he feels that women should be weighed and their height taken like cattle and whether this is not blatant discrimination between males and females?

The MINISTER: Mr. Speaker, I think that owing to the technical nature of that supplementary question, the hon. member must address that question to the hon. Minister of Transport Affairs himself. [Interjections.]

#### Cabin crew

\*10. Maj. R. SIVE asked the Minister of Transport Affairs:

(1) Whether any cabin crew of the South African Airways were grounded during March 1982; if so, (a) how many, (b) for what reason and (c) how were they informed of their being grounded;

(2) whether they were permitted to discuss the reasons for their grounding with South African Airways officials;

(3) whether any punishment other than grounding was imposed on them;

(4) whether they were subsequently re-

instated; if so, (a) when and (b) on whose recommendation?

\*The MINISTER OF HEALTH AND WELFARE (for the Minister of Transport Affairs):

(1) Yes.

(a) Four.

(b) Case one: Poor work performance.

Case two: Excessive drinking habits.

Case three: Serious passenger complaint about unbecoming conduct.

Case four: Poor work performance and persistency in not addressing passenger in passenger's choice of language.

(c) Verbally.

(2) Yes.

(3) Yes.

Case one: Subsequently dismissed

Case two: Case pending.

Cases three and four: Letters of reprimand.

(4) Case one: No

Case two: Performing ground duties at own request.

Cases three and four: Yes.

(a) Case three: 3 April 1982.

Case four: 29 March 1982.

(b) Cases three and four: Cabin Services Manager.

Maj. R. SIVE: Mr. Speaker, arising out of the reply of the hon. the Minister, is he aware of the fact that two of the people who were grounded were given laundry duty as punishment?

The MINISTER: Mr. Speaker, the answer is no, but if the hon. member feels that this point is important he should again refer it to my hon. colleague the Minister of Transport Affairs, who unfortunately cannot be here this afternoon.

355 26/5/82 X  
Air hostesses/male cabin crews  
\*9. Maj. R. SIVE asked the Minister of Transport Affairs:

(1) Whether (a) air hostesses and (b) male cabin crew are required to be weighed on a regular basis; if not, why not; if so, (i) how often, and (ii) why, in each case;

(2) whether any (a) air hostesses and (b) male cabin crew were grounded because of weight fluctuation during the latest specified period of 12 months for which figures are available; if not, why not; if so, (i) how many, and (ii) why, in each case?

The MINISTER OF HEALTH AND WELFARE (for the Minister of Transport Affairs):

(1) (a) Yes.

(b) No, as male cabin crew members are not contractually bound to be weighed.

(i) Initially once per month for





# Better deal for maids

By Zenaide Vendeiro

Maids in the United States lived like queens compared with their counterparts in South Africa, says Mrs Mary Nhlapho, a member of the Domestic Workers' and Employers' Project (DWEPE).

Mrs Nhlapho, Mrs Leah Tutu who heads the project and Mrs Caroline Sotloe, president of the South African Domestic Workers' Association (Sadwa), recently visited the United States to learn about the efforts of American household workers to organise to gain rights and recognition. Their visit was sponsored by the Ford Foundation.

Mrs Nhlapho, a domestic worker, said American maids were recognised as a workforce and were protected by labour laws, receiving a minimum wage and social security benefits. "They live in a different world altogether, have comfortable apartments and are well paid in comparison with South Africans," she said.

However, conditions for maids in the United States were once similar to those in South Africa and this gave her hope that domestics here might achieve the same rights.



MRS LEAH TUTU—domestic servants in the United States call the tune.

South African domestic workers suffered a double discrimination — as black women and as an unrecognised working class, said Mr Sotloe. "Conditions might change in the near future if we unite and don't tire in our efforts to gain recognition."

Last year, she said, Sadwa sent a memorandum to the Minister of Manpower Utilization asking for a Domestic Workers' Act, recognising Sadwa as a union with bargaining powers and setting DWEPE's minimum wage recommendations as standards, as well as requiring that employers pay for overtime, disability, holidays and pensions.

The Domestic Worker's and Employers' Project recommends a wage of R110 for a five-day, 44-hour week, plus room, board, and uniforms for a full-time, live-in domestic per month. Mrs Tutu said the average monthly wage was less than half that sum.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
8		
Examiners' Initials		

All answer b

Number of

Number of

Surname.....

First Name(s).

Date .....

Degree/Diploma  
you are registered

Subject.....  
(to be copied)

Paper No.....  
(to be copied)

## NOTE CAREFULLY

1. Enter at the top of the block question)
2. Blue or black answers. Red underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

## NOTHING

No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

Candidates are not to communicate with other candidates or with any person except the invigilator.

3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



DM 27/5/82

3854

# No big helping hand for black women

YOU are a black woman, single, divorced or widowed, maybe. You are earning a good salary and your job is secure. You have dreams and means of buying yourself a beautiful house under the 99-year-lease scheme.

But, unless you have ready cash, you may never realise your dreams because nearly all building societies — except the Permanent Building Society — are not giving loans to black women.

'They claim tribal law — under which a woman remains a minor — creates difficulties and, for this reason, they cannot offer loans.

Yet the Permanent Building Society does not see this as a problem at all — as tribal law only applies to those who marry under it and those who live in Natal. Under the Natal code of Native law all black women are regarded as minors.

Under customary law, black women remain minors for life and therefore are unable to enter into enforceable contracts.

But, for black women who do not marry under tribal law, the

same laws apply as do those for white women.

This means they can choose to marry out of community of property and remain majors.

The managing directors of three of the four building societies phoned by EYE said they were keen to give black women loans because they were "good customers and breadwinners" but couldn't because of the "legal implications".

However Mr K Symonds, of the Permanent Building Society, said: "We have no hesitation whatsoever, as long as they qualify. We have done a lot of business with them and take into consideration the fact that most are professionals who have sound security and are earning good salaries. They deserve the best for their money."

However, the other three building societies said they didn't give loans and gave the following reasons:

● Mr P van Straaten, loans manager for the Natal Building Society said: "We do not assist black women because of the legal implications. Under customary laws they are minors and

cannot enter into enforceable contracts."

Questioned whether this ruling was not discriminatory, his answer was: "White women do not marry under tribal or customary laws."

● Mr Piet Badenhorst, managing director of the United Building Society, said his company was still trying to clarify the legal status of black women and was not giving loans at present.

● Mr G Bowker, assistant general manager loans of Allied Building Society, said his company didn't give loans, on legal advice.

By CAROL MATHIANE

"We were told by our attorneys that by giving black women loans we would be putting ourselves at risk. However, building societies have made representations to the Government to amend the laws affecting the status of black women."

● Mr T Hart, director of the Association of Building Societies

said: "Because of customary law it is not possible for us to give black women loans. Under this law they are minors and, unless their marital status changes, it will be difficult for them to secure loans," he said.

Commenting on their reasons Mr Ramarumo Monama, a leading black lawyer at the Centre for Applied Legal Studies, University of the Witwatersrand said:

"The building societies should show me one black woman in Soweto married under customary law who would want such a loan. The kind of woman who applies for a loan has a high income and would never entertain such a marriage. I wonder where the building societies get such arguments."

One woman who was recently refused a loan is the principal of the school of radiography at Baragwanath Hospital.

"It seems building societies are happy to accept money from black women and lend it to other people," she said.

"It is another instance of discrimination against the black woman. Most women who are

being refused loans are earning more than men who are getting them."

She said she had spent time and money getting documents together, organising the 99-year-lease only to have the building societies turn her down.

Mrs Roberta Johnston of the Women's Legal Status Committee said it was grossly unfair for the building societies to turn black women down.

"It's high time they changed their minds about this. If they can repossess from a male defaulter why can't it be the same for a woman. If a woman can pay back the loan why not give it to her?" she said.

Her colleague Mrs Babette Kabak said:

"Customary union has created a lot of problems and that is why our organisation has recommended the Law Commission look into it in the hope that changes are introduced."

Meanwhile, a large number of black women who are in secure employment (and they make up quite a percentage) have no prospect of owning their own homes.



South African Airways: Cabin crew employees

\*6. Maj. R. SIVE asked the Minister of Transport Affairs:

- (1) Whether male cabin crew employees of the South African Airways are granted rebates on travel for their families; if so, what is the amount of the rebate;
- (2) whether such rebate applies to (a) local and (b) overseas travel;
- (3) whether (a) husbands and (b) children of female cabin crew employees are entitled to the same rebates; if not, why not?

†The MINISTER OF AGRICULTURE AND FISHERIES (for the Minister of Transport Affairs):

- (1) Yes, the rebate varies between 75 per cent and 100 per cent on normal fares depending on the employee's length of service.
- (2) (a) and (b) Yes.
- (3) (a) and (b) No. Travel concessions are granted to the breadwinner of the family only. A married female cabin crew member is, under normal circumstances, not regarded as the breadwinner.

crew positions in the South African Airways which are held by men at present and for which applications were received from women with higher educational qualifications; if so, (a) how many such positions are there and (b) what are they?

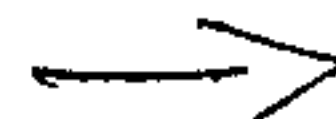
The MINISTER OF AGRICULTURE AND FISHERIES (for the Minister of Transport Affairs):

- (1) Yes.
  - (2) Senior positions for cabin crew are filled in accordance with the nomination procedure. This implies that candidates do not apply for appointment to such positions whatever their educational qualifications, but the most suitable candidates are promoted.
- (a) and (b) Fall away.

*Handwritten:* Hansard Q. 61.931-933X  
South African Airways: Cabin crew positions  
28/5/82

\*5. Maj. R. SIVE asked the Minister of Transport Affairs:

- (1) Whether senior cabin crew positions in the South African Airways are open to men and women alike; if not, why not, if so,
- (2) whether there are any senior cabin





# Bias against women on all levels

Education Reporter

EAST LONDON. — Women teachers are discriminated against on every level, from pension and promotions to having marriage and children held against them professionally, delegates at the Cape Teachers' Professional Association conference were told here yesterday.

In a paper read for Mrs M Richter of the CTPA it was pointed out that while men pay eight percent into the pension fund women pay only six percent.

"This makes it necessary, sometimes, for women to teach after retirement age. It also means that their monthly pensions are less than those of men".

## PRINCIPALS

Few schools had women principals, deputy principals or department heads, although women constituted about 65 percent of the teaching corps.

Furthermore, many promotion posts that were advertised specifically requested male applications.

"If a woman goes ahead and makes an application, her chances of success are slight. The school committee is predominantly male, the regional board is predominantly male and so is the regional office".

It would appear that marriage was a woman teacher's undoing. Once married she could not hold a permanent post, was not considered for promotion posts and was not given paid maternity leave, although she could use "holiday credits" for this purpose.

## PARITY

While there was salary parity from post level four up, most women were below this level and were employed particularly in the lowest paid category of AA and A.

Mrs Richter put some of the blame for these conditions on women themselves. Too often they were pathetic, lacking in self-confidence and willing to allow men to take the lead.



# She'll take you for a ride—but

## that's her job

Star 11/16/81  
 255A  
 255A



SHARON ISAACSON — "If I were scared I wouldn't be doing the job."

Most men like to think that women excel at taking other people for a ride, and Sharon Isaacson is eager to prove them right.

She is a taxi driver, young, well-educated and pretty far removed from the standard image of the lady cab driver.

The idea of a young woman cruising the streets of Johannesburg, at all hours, letting strangers into her car, is a rather silvery one and one's immediate impulse is to ask Sharon whether the job scares her or not.

That impulse is best ignored because Sharon has heard the question so often that she

has considered making a pre-recorded answer which could be played back on her cab radio to save the irritation of having to answer it.

"It really is a silly question because if I were scared, I wouldn't be doing the job. The risks are obvious and you don't take them unless you know you can cope with them. You couldn't drive around all day being scared of what might happen. You would go mad," she says.

She admits she has been lucky not to encounter a very serious danger in the six months she has been working, and that there are some fares she refuses, but that, she says, is elementary

caution rather than fear.

In fact, she is more concerned about the image cab drivers have than about the risks of the job. "Taxi drivers in this town have no identity at all," she says. "The New York cabbie is almost a tourist attraction and London cabs are as much part of the image of the city as Big Ben."

"If you look down from the top of the Empire State Building you see streets lined with yellow cabs, but if you look down from the top of the Carlton Centre all you see is cars," she says.

"Taxis are invisible on the street and affluent Johannesburgers with so many cars to a single family drive



# Domestic workers

Sowetan 25/6/87  
Legal Position of Domestic Workers

DOMESTIC workers are not protected by any of the Acts of Parliament that offer some forms of protection to the majority of workers in factories, shops, offices and mines. These Acts control matters such as the hours of work and minimum wages for employees.

While the present position leaves domestic workers very much at the mercy of their employers there are some benefits that result from their not being covered by industrial legislation. For instance, the notice that domestic workers are entitled to is longer than that which most workers can demand.

Where a domestic worker wishes to take his employer to court he can do so without having to refer the matter to a government agency. The terms of service of a domestic worker are determined by the contract she enters into with her employer when starting work. This agreement may be varied at a later date but neither party can vary the contract without getting the agreement of the other party. The fact that this agreement is not entered to in writing will not affect its binding nature. Generally the parties will not discuss or argue upon all matters that will arise once the domestic worker has started work. Where the parties fail to make certain arrangements, the law will often fill these gaps.

As domestic workers are not covered by labour statutes we have a look at what is called the common law.

## Notice:

The notice period is the length of the warning that either party must give to the other to indicate that they wish to end the contract. Where an employer wishes to dismiss his domestic worker he must give the worker one month's notice of this if the worker is monthly paid. Where the worker is weekly paid she will be entitled to one week's notice and part-time workers are also entitled to notice proportionately reduced. If the employer wishes that the domestic worker leave her job im-



The SOWETAN  
Legal clinic

The SOWETAN continues its new service — Legal Clinic to provide you with information about legal matters. The material has been compiled by the Preventative Legal Education Association (PLEA) under the auspices of the Law Students Council of the University of the Witwatersrand. This series is just a guide, and if you

have a legal problem, ask a social worker to give you the address of the Legal Aid Centre nearest you, or seek an attorney. If there are any particular areas of the law you would like us to discuss, write to: The SOWETAN Legal Clinic, P O Box 6663, Johannesburg 2000.

mediately he must give her notice pay.

Notice pay is equivalent to the wages the worker would have received during a period — so for a monthly worker, it is one month's wages. In addition to her cash wages, a worker who receives food and accommodation must be given cash equivalent of a month's food and accommodation as part of her notice pay. Where a worker is given bus fares by her employer this will not be part of her notice pay.

## Dismissal (Firing)

An employer can dismiss a domestic worker in two ways.

1. Dismissal with notice — An employer may dismiss a domestic worker at any time provided he pays her all wages owing to her plus her notice pay.

He may also dismiss her but allow her to work her notice.

2. Summary dismissal — This is where the employer can ask the worker to leave her job immediately. Where an employer says in court that she was justified in dismissing the domestic worker in this way she will have to prove that the worker's behaviour justified firing the worker immediately. An employer will be able to fire a worker in this way on account of one of the following reasons:

(a) Where the domestic worker is totally unable to do the job or is perpetually careless. This only applies in extreme cases and the worker cannot be dis-

missed for making one or two mistakes. Normally where the employer is not happy with the way the worker does the job he must give her notice.

(b) Where a domestic worker fails to obey certain orders given by the employer. There are a number of situations when an employee can disobey the orders given to him by his employer. Some of these situations are where she would be injured, be exposed to illness or where the work required of her is unlawful or falls outside the scope of his duty.

As domestic workers and their employers frequently don't define the scope of the worker's duties this will usually mean that a domestic worker is entitled to refuse to do work that is generally not considered to be part of the domestic worker's duty.

(c) Extreme insolence ("cheek") on the part of the employee. It seems the employer will only be able to dismiss a

worker for indolence if he can prove that the worker's behaviour made it impossible for him to continue employing her.

(d) Misbehaviour such as drunkenness. A single case of being drunk at work will probably not justify summary dismissal. The employer must show that the worker was unable to do her job properly.

(e) The repeated failure to be at work, or frequently coming late to work will also justify summary dismissal.

## Registration:

A worker can always leave her job legally by giving notice to her employer. Sometimes the worker can resign and be able to ask for notice pay from her employer. Whether this can be done depends on the behaviour of the employer. (This is the opposite of a summary dismissal). The circumstances under which the

• Continued on page 12



# Domestic servants too have a right

2575 K

## Hiring and firing are governed by special laws

### in the house of madam!

Continued from page 11

domestic worker can resign and demand notice are as follows:

- (a) Where the employer behaves in such a way that it is impossible for the domestic worker to remain in the job;
- (b) Where the employer fails to pay the

domestic worker her wages;

(c) Where the job is actually dangerous.

Where such things occur the domestic worker will immediately be able to ask the employer for all wages owed to her and for her notice pay.

#### Desertion:

Where a domestic worker leaves her job without telling her employer (i.e. deserts) she does not lose any of the wages she has already earned. Strictly speaking, the employer has a case against the worker for some of the losses he might suffer as a result of her desertion.

a right. Where the employer requests that the worker work and then decides that there is no work for her to do, the employer will still have to pay the worker her wages.

#### Sick Leave:

A domestic worker is entitled to sick pay for a short period, probably up to a week. Sickness for less than two months will probably not allow the employer to dismiss the domestic worker without notice, unless the sickness is the fault of the worker. If the worker is sick and the employer wishes to dismiss her she must be given notice.

#### Deductions:

An employer may not deduct from a worker's wages the cost of any breakages caused by the worker. Should the employer wish to do this he must go to court. Even where the employer agrees to such deductions being made the worker would succeed in a claim to have money returned to her. Such damages cannot be deducted from nurses pay either.

#### Leave and Leave Pay:

A worker is given no

#### Suspension:

This is where for a period the parties agree that the worker shall not work and that the employer shall not pay her. The employer has no right to suspend a worker without paying her unless both parties have agreed that the employer should have such

# GIORGANTIC SALE STARTS TODAY!

## BUSINESS STUDIES

Improve your CAREER and JOB OPPORTUNITIES through Part-time Studies



# Many Anton Smiths in white PE

S. Post 26/6/82

By CLIFF FOSTER

PEOPLE who were dismayed to read of Anton Smith, eight, being evicted from his mother's, maid's room in a white area, can have some of their faith restored in human nature.

There are many Anton Smiths remaining in white areas around Port Elizabeth, Weekend Post has learnt.

They enjoy the same kind of good treatment Anton was being afforded — they eat with the families, take holidays with them, swim in their pools and in some cases have their schooling paid for by the families.

In most cases, they live in the city's best suburbs and families helping to bring them up are doing so because they want to take a personal hand in offering an opportunity to an underprivileged race.

Not always do the black children play in the streets with the white children, as Anton Smith did in Francis Evatt Park. But neighbouring white families

know of the circumstances and condone them.

In one case, a man told Weekend Post this week: "When we read about Anton Smith my wife said to me: 'Not a word about you-know-who along the street.'"

He would not name you-know-who and for obvious reasons Weekend Post has undertaken to reveal no identities of anyone concerned.

How fraught with tension these situations are for families, maids and children, is not easy to gauge. In most instances, repeated assurances about anonymity had to be given before families and even neighbours would talk.

Families were understandably wary about publicity, but on the surface some fairly relaxed appearances were nonetheless maintained. More than one family was paying for the education of the maid's child — at the same school as their own children. There was a high degree

of integration within the home and garden and neighbours' children took the situations for granted.

At one home where an African child is living, Weekend Post was told: "How could we behave any other way? Do you think we should part the child from his mother? It really would never occur to us."

At another home: "I don't think some members of our society can begin to understand that strong attachments are formed between people — of whatever race groups — and especially where children are concerned. With children there is also a commitment to protect."

It was playing in the street with the white kids that was probably young Anton Smith's undoing. Officials who called at the Sonderup home where his mother is employed said there had been a complaint about him playing with the whites.

Because of this, as Weekend Post reported two

weeks ago, Anton had to leave the white suburb by 6pm every day and spend his nights in a shack in the bush.

The neighbourhood fell under a shadow and one resident said she felt ashamed to live there. But the complainant never made his or her identity known.

Asked one: "Why doesn't he stand up if he's proud to be upholding the law and performing a service to the community? The fact that he doesn't proves him a sneak."

But Anton's case is not new. Twenty-five years ago in Summerstrand, neighbours kicked up such a furore when a family transferred from Cape Town with a five-year-old coloured girl they had adopted that, to placate them, the family had to make the little girl sleep outside in their car, with their dog as protection overnight.

Shortly afterwards, the little girl found a home with Mrs Gina Lasker, a coloured schoolteacher, in

the same way Anton Smith has found a home with a Schauderville family.

"The child was a marvelous little girl and everybody loved her."

But there was a bitter twist in the end.

She stayed with the Lasker family for 11 years and then, because she had a musical bent, the Laskers, with the consent of the white family, arranged for her to study in Johannesburg and found her accommodation at the Convent of the Good Shepherd.

They drove to Johannesburg and made sure she was comfortable at the convent and never heard from her again from that day to this. Their letters were never answered.

They believe she later moved to Durban, but they have now lost touch with her completely.

"It's human nature," said Mrs Lasker. "We did what we could for her and are satisfied. Perhaps she thought we had abandoned her. No one knows."



Mrs GINA LASKER with an apron made for her by a little foster child she raised for 11 years — then suddenly never saw again.



Sketch: Amanda Kruger.

Sketch: Avril Seguin

# Domestic Workers: a new deal

The lot of the domestic worker has become a matter of national concern with organisations countrywide calling for a new deal for them, reports JENNIFER MORAN.

Legal Status Committee said one of the big problems for domestic workers who lost their jobs was that in many cases they also lost their accommodation.

It would therefore mean a great deal to domestic staff to be covered by unemployment insurance, she said.

The committee wants to see a specific domestic Workers Act legislated.

The Johannesburg branch of the Domestic Workers and Employers Project (D W E P) will propose the establishment of a domestic workers authority based on the Wage Board which will review conditions of service on an ongoing basis.

Alternatively they will ask that the Wage Board assume responsibility for domestic workers as well.

They suggest a written contract be drawn up at the start of employment so that employer and employee would be aware of the expectations and conditions of service.

A written record of wages paid should also be given to the worker, they say. The Inkatha Jo-

any worker who was from a homeland, so even if it could be registered, the organisers would have second thoughts, said Mr Maphalala.

The Domestic Workers' Union is combining with the Cape Town Association and the Port Elizabeth association to send a joint recommendation to the National Manpower Commission.

It will be based on the agreed principles formulated at a meeting of the three organisations in December last year.

These are: ● A minimum wage of R10 a month for all full time domestic workers, whether they live-in or live-out.

● Casual labour should be paid at a rate of R10 a day or R5 a half-day or part thereof.

● An eight-hour day, and a six day week.

● Overtime to be paid at a rate of

● The Domestic Workers' Association (based in Cape Town)

● The Domestic Workers and Employers Project (branches in major cities countrywide)

● The Inkatha Domestic Workers Brigade.

Other bodies, including the Women's Legal Status Committee, have also contributed to bettering the domestic workers' lot.

Domestic Workers' Union organiser Mr Magwaza Maphalala explained that at the moment staff only have recourse to common law, which offers them little protection.

His organisation does, however, try to get workers a better deal by following up complaints from domestic workers about conditions of service. The union is not registered and may never be.

With the present law a registered union would not be able to represent

Project calling for co-operation and communication with a view to better conditions was their only champion for many years.

Now, however, several organisations have begun to fight for the rights of domestic staff and the Government recently appointed a commission to investigate working conditions.

The organisations working for domestic staff are:

● The Domestic Workers' Association of South Africa (based in Port Elizabeth)

● The Domestic Workers' Union (based in Durban)

Jobs, notes, pieces of paper or other material may be brought into the examination room if candidates are so instructed. Candidates are not to communicate with other candidates or with any person except the invigilator of an answer book is to be torn out.

- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.
- Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



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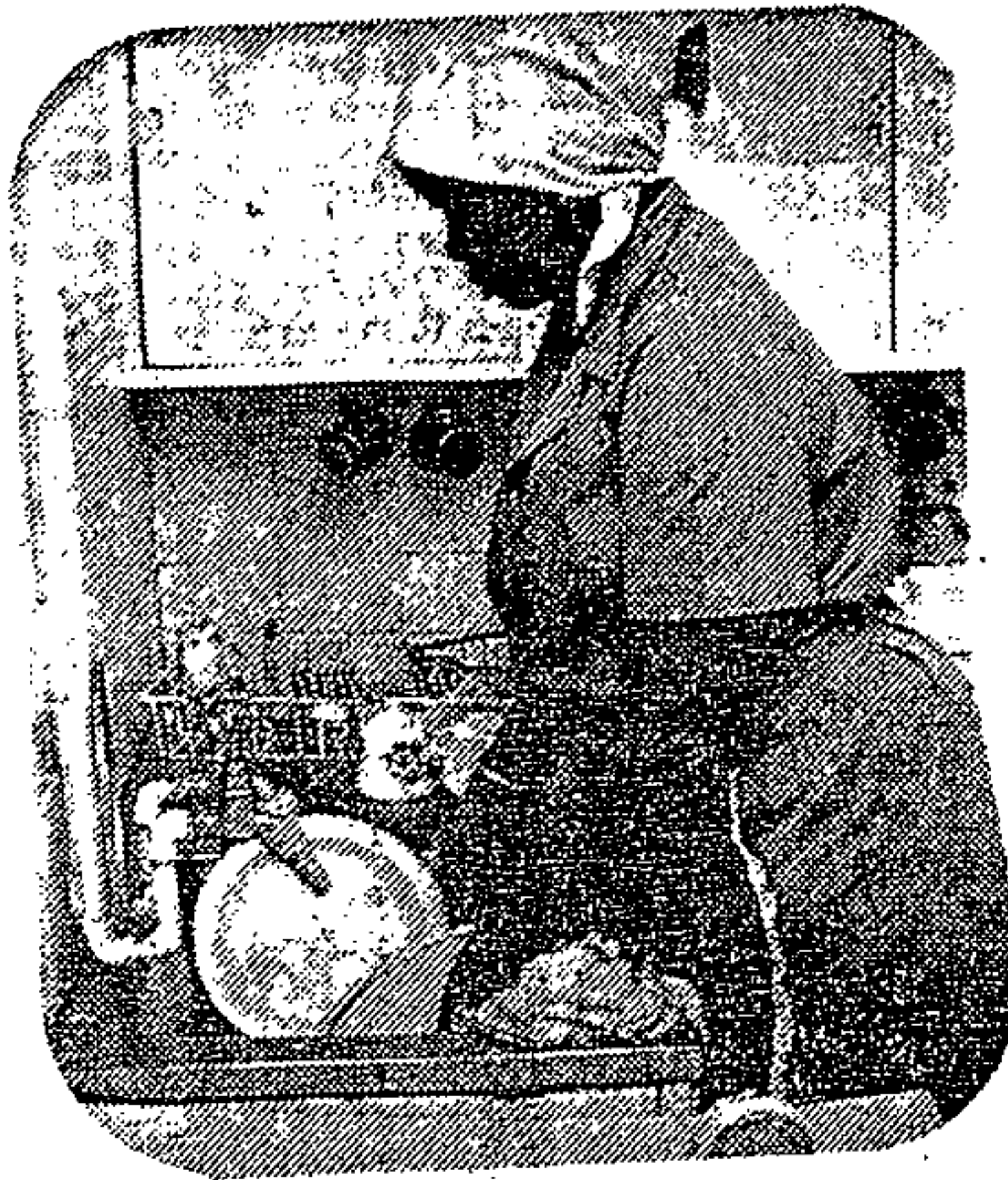
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Johannesburg Domestic Workers Brigade will also submit a memorandum to the commission.

They would also like to see acceptable minimum wages laid down and want the relevant Government departments to provide training facilities for domestic workers to make them economically competitive.

Some of the organisations fear that the introduction of a minimum wage will mean loss of employment for many domestic workers.

This was echoed by Mrs Bessie Scholtz, M.P. Her "Christian feelings" compelled her to treat her worker fairly, she said. But she felt that if these conditions were made law, "people would just let their



**THE DOMESTIC WORKER — a minimum wage of R110 a month for full time employees?**

workers go and do their own work," she said.

The National Manpower Commission is to study possible measures to regulate the conditions of employment of farm labourers,

and domestic workers employed by households.

Memoranda may be sent to: The Secretary, National Manpower Commission, Private Bag X316, Pretoria, 0001, before July 7.



# Jo'burg cleaners get a dirty deal

**MOST** black women who clean Johannesburg's big offices at night earn R100 per month and do not receive any fringe benefits nor are they allowed to belong to trade unions.

This revelation was made to **The SOWETAN** by Mr Sello Mthembu, organiser of the 10 000-strong Commercial, Catering and Allied Workers' Union of South Africa, who said several complaints had reached his office concerning this malpractice.

Eight women employed by the Phillip Malan Company have been sacked because they claimed management accused them of trying to introduce trade unionism among other cleaners.

The women claimed

**By JOSHUA RABOROKO**

they worked from 6pm until 4am daily and earned between R100 and R137 per month. They were not supplied with transport home nor given allowances for transport.

"If we go off work early we have to wait for trains in the early hours of the morning and it is not safe to roam the city streets at that time," they said.

They tried to explain their plight to their employers but on Friday eight of them were told: "You are sacked be-

cause you tried to organise a strike through your black trade union".

They denied having organised other workers to join any trade union because "we do not belong to any union nor have we been approached to join any union".

Mr Mthembu said he took the matter up with the company but was told the company did

not have any dealings with unions.

The manager of the company, Mr Phillip Malan, said the workers had been sacked because their services were no longer needed. They had all been served with notices and paid money due to them.

He described as "absolute nonsense" claims that they had been sacked because they had organised a strike.

"If I want to fire anybody — be he white or black — I will do so. I owe the workers nothing," he said.



**EVERY CANDIDATE MUST** enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.



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# Support for domestics

Mail Reporter

DOMESTIC workers' organisations and the Black Sash are angry over a magazine article calling for domestics' wages to be fixed by free market forces rather than by "artificial" measures like minimum wage levels.

The article, in the latest issue of "Businessman's Law", is written by a financial journalist, Mr R J Friedland. He says wage levels are similar to other commodities on the market and should be determined by free market forces like supply and demand.

He says the introduction of minimum wages for domestics will increase unemployment among servants because many employers will be unable to afford higher wages.

The former national president of the Black

Sash, Mrs Joyce Harris, said yesterday: "Domestic workers and farm workers are the most unprotected of all workers in SA, where most workers have very little protection in any case. Anything which can be done to improve their wages and working conditions should be supported."

A spokesman for the Domestic Workers and Employers Project said servants should be paid according to the work they did.

Miss Maggie Oewies, head of the Domestic Workers' Association, which has called for a minimum wage of R110 for servants, said people were not objects to be bought and sold.

They had to satisfy needs such as housing, food, transport and clothing and had to bring up and educate children, she said.

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Further information on the services of the Child Minders Association can be obtained from their co-ordinator, Mrs J Segale — telephone number 011 930-3711.

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**EDISON**



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# Spend a a dedic policew

By YVONNE  
STEYNBERG  
Woman's Editor

ALCOHOL is one of the main evils causing family fights and untold misery to children — fights which unfortunately involve a busy police force — particularly over the weekends, when traditionally families should be spending time together.

And right to the fore in assisting the police with such difficult housecalls are the women proudly doing their duty in our force.

To get a better insight into the life, duties and working conditions of these dedicated women, I spent a day with Constable Antoinette Strydom and Major Annalize Melville at the Mount Road Police Station.

Did you know that:

- If you are thinking of a career as a policewoman in the SA Police Force there is one very important fact to bear in mind — you will encounter ABSOLUTELY no discrimination when it comes to pay, rank, allowances and even housing assistance.

- You will get a clothing allowance of R300 a year as well as other allowances — again the same as men.

- The days of those little grey faces without make-up are past. Up to 1980 not even mascara was allowed for pale-eyed blondes.

Major Melville was one of the pioneers who fought against this, and now the girls are beautifully made up.

The only rule is against wearing crazy nailpolish colours, like greens and purples, but I saw plenty of pretty pinks and corals on long shapely feminine nails.

After tea with Col G F Sauerman, district commandant of District 14, who had some interesting and flattering observations to make about women in the force, we got down to the business of women's role in the police.

Major Melville, who has been in the force for 9½ years, is at present kept busy recruiting girls.

"I am thrilled with the headway we have made — normally most of our

The second in the "challenge" which takes challenging jobs per com

enquiries for interview come at the end of the year but this year we have already recommended 11 new applicants for training — during December we sent up 25 from the Eastern Cape," she said.

Young and attractive, Major Melville is one of those policewomen who when she is in her knickerbockers or walking shorts would just be considered very attractive woman, heaven help the hand grabber who tangles with her.

All the girls are trained in self-defence and shooting, and to keep their eyes on them they have the same regular revolver practice as the men.

During the course of the day I gathered that they do duty as decoys in smash-and-grab areas — who said only the New York police operated that way?

Major Melville spends the greatest portion of her duty time lecturing on careers for women in the police, and she is keen on more coloured girls to join.

"We vet the applicants we receive and pick the girls to be trained in Portoria," Major Melville said.

Girls with Std 8 train for a year and those who matric for six months.

There is nothing to deter them from later doing officer's course — which Major Melville did — and eventually being promoted to all the ranks open to men.

Many of the duties they perform are cases which can be cushioned by the presence of a woman.

Constable Strydom had her fair share of such troubles.

"When a report is received of a family fight or battering, I often accompany the man or men investigating and have found the presence of a woman can have a calming effect," she said.

She is very affected by the tragedy of the child in most of these situations.



Constable ANTOINETTE STRYDOM (left) and Major ANNALIZE MELVILLE, two of the women in the police force who perform duties which sometimes need that special feminine touch.

## All rape cases are handled by women

Woman's Editor

ONLY a woman can really understand the trauma and emotional upset a woman experiences after a rape attack.

Although men in the SA Police have in the past treated such cases with all the sympathy they could muster, they are now being handled by policewomen.

"It makes no difference what her rank is, whichever woman is on duty at the time the rape is reported, will accompany the uniformed man or detective to the rape scene, or will be present during the report at the police station," Major Annalize Melville told me when we discussed this sensitive issue during the day I spent with the women in our police force in Port Elizabeth.

The statement on the rape is made by the victim to the policewoman, who will also accompany the victim to the district surgeon for the official examination, which is necessary if charges are laid.

"How can a man possibly envisage the feelings of a woman who has been raped — it must be a tremendously traumatic experience, no matter what the victim's age

or circumstances," Major Melville said.

The policewoman draws up the docket and declaration, and in some cases the women undertake the entire investigation without the assistance of men.

She said women entering the police force did not receive any specific guidance in how to handle rape cases, but their overall training in all aspects of crime prepared them for any eventuality.

After that it was a question of using feminine intuition to handle such cases delicately.

Talks on crime prevention as well as the prevention of rape are constantly being given by members of the public relations department of the SA Police Force.

"Women and young girls should know when and where they invite rape and how to avoid circumstances or places where it would be easy to be prey for an attacker," Maj Melville said.

Women's organisations or educational institutions who want to arrange talks on rape and crime prevention can contact Maj Gerrie van Rooyen at 545811.



# day on duty with ated oman

## Meeting challenges

ies "Meeting a Chal-  
look at unusual and  
med by women in our  
unity.

"One incident which I cannot forget was the cold night when we had a call about a fight in a certain suburb. Mother and father were both drunk and hitting each other with curses and screaming — the neighbours had phoned.

"In the cold front room, where signs of a fight were evident, sat the most beautiful little blonde girl of about four years old.

"It was late at night but she obviously had had no bath and wore no warm clothes.

"She was cold, but she kept patting her little blonde brother of about two years on the shoulder and saying: "It will be all right, boetie."

When the couple had been calmed down and confirmed that nobody wanted to lay charges, Constable Antoinette Strydom experienced the final heartbreak.

The little girl clutched her skirt and said: "Please take me with you, auntie. When you are about, nobody fights."

In such cases the police have a thankless job.

Unless a crime is committed or a charge laid, they can do very little in the legal sense.

It is all personal contact, trying to keep the peace through human understanding, and all the men to whom I spoke agreed how much the women's presence helps.

Often charges are laid, but when the parties calm down and sober up these are withdrawn amid tears and promises of "never again" — till the next pay day or weekend.

But the many married men and women with compassion who do these patrol duties all admitted to me how the plight of the children affects them.

Constable Strydom is one of the women who make up the dockets, and when a case is withdrawn, has to make out another set of documents.

Another duty she per-

forms is drawing up the dockets for about 200 summonses.

It is evident to her how many of these are for failure to pay child support — giving a further insight into the suffering caused by broken homes.

Dealing with people who have had accidents can also be quite a challenge.

Constable Strydom gets the calls, and draws up the official records, for between six and 12 accidents in the Central, Cape Road and Newton Park area every day.

"Some people who have been involved in an accident, particularly older women, can reach a state of near hysteria by the time they report the incident.

"Then you have to practice some philosophy to get them to calm down, particularly when they are phoning and are incoherent, and if they come to the station, you add that woman's touch and run for the tea pot," she said.

The extra feminine touches are appreciated by the men in the force. That I saw at first hand.

After their training the women start with exactly the same basic salary as the men, which is now R525, plus allowances, a month.

If they have dependants they are also entitled to housing assistance.

They can advance as far as the men in the force, up to a brigadier, at the same rates of pay and pension benefits.

Both Major Melville and Constable Strydom live at home with their parents, but if they got married, they would stay in the force.

Pregnancy would not affect their careers, because provision is made for unpaid leave before the baby is born and for a post-natal period.

They would therefore return to duty with no loss of benefits or duty years on the service record.

At present there are about 70 policewomen in the Eastern Cape and a total of 1 000 in the Republic, but if Major Melville's recruiting campaign continues to flourish, the numbers will soon swell.



Adding that special feminine understanding to difficult cases at the Gelvandale Police Station are Constable ELSABE LOXTON (left) and Constable MARLENE BORCHARDS, who did their training at Bishop Lavis in the Cape.

## Special role of social workers

### Woman's Editor

FAMILIES of policemen or policewomen also need advice and assistance at times, and for such eventualities the SA Police has its own social workers.

Mrs Gerda Vrey was the police social worker I met during my day with the policewomen at Mount Road Police Station.

"I am very affected by human and family tragedies, and I go home happier these days than when I worked for a charitable organisation in the city," Mrs Vrey said.

In her experience most of the problems of police families stem from environment.

"It is not easy to adapt quickly to new surroundings or to find out about schools and facilities," she said.

This is a problem because police families are often transferred and need periods of adaption.

Housing problems are solved and social adjustments assisted.

There can be illnesses or the loss of family members, situations in which the social worker can help or advise.

"The police force believes that a happy man or woman is a good and dedicated worker, and I help to ensure that the home life remains happy and free of small anxieties or worries," Mrs Vrey said.

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# Mine strike averted as miners get 12%

By STEVEN FRIEDMAN  
Labour Correspondent

THE Chamber of Mines and the Council of Mining Unions yesterday agreed on a 12% pay increase for union men on gold and coal mines, thus averting at the 11th hour a planned CMU strike ballot and the threat of a damaging strike by white mine workers.

The settlement was reached after dramatic last-minute meetings between the two sides and came less than a day before the ballot was due to begin.

This was announced to waiting newsmen at the chamber's Johannesburg headquarters yesterday as smiling CMU and chamber delegations emerged from a meeting at which the compromise was finally hammered out.

The agreed figure is half-way between the 9% the chamber had said was the maximum it could afford to pay and the 15% the 22 000 union men had demanded.

The increase means that, for the first time in a decade, black surface mine workers have received a lower percentage increase in starting rates than white workers.

Starting pay for these workers has been raised 11% by the chamber, although some mining houses are paying more than this.

The mines' stated policy over the past decade has been to give black workers higher percentage rises than whites to narrow the pay gap.

But the chamber's industrial relations adviser, Mr Johan Liebenberg, denied yesterday

that this policy had been reversed, saying the starting rate affected only about 12% of workers and that the actual black increase would still be a "slightly higher" percentage than that for whites.

A joint statement by the CMU and chamber said the settlement had "averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry in particular".

It added that the increase would come into effect from the July pay month.

"In addition, every union member in service on a chamber mine today will receive a bonus of R200 if he had been in continuous service from the beginning of May to the end of June, with pro rata payments to those with less service."

The statement added that the CMU had called off the strike ballot.

Asked why the chamber agreed to increase its offer after saying 9% was the maximum the mines could afford, Mr Liebenberg said: "If both sides insisted on sticking to their guns, there would have been a strike. That would have been much worse than this compromise".

CMU chairman Mr Arrie Paulus said the council had accepted the offer on the workers' behalf without referring back to them because "we had a mandate to try for 15%, but to accept the best we could get."

"We believe this is the best deal we could get and that our members trust their negotiators. I will not be afraid to explain this to our members"



## Contract aimed at better deal for domestics

EAST LONDON — The Citizen's Advice Bureau of Pretoria has drawn up a contract of employment for domestic workers which they hope will receive public backing.

The organisation intends submitting a memorandum on the contract, which suggests minimum wages and general conditions of service, to the commission set up by the Minister of Manpower Utilisation for the purpose of bringing farm and domestic employment within the orbit of labour legislation.

Several organisations have already indicated their support for the contract. These include the Pretoria branches of the National Council of Women, the Suid-Afrikaanse Vrouefederasie, the National Council of African women, the Black Sash, and the Union of Jewish women. East London's Black Sash is giving consideration to the contract.

The contract and a document, outlining instructions of using it and suggested conditions of service, was compiled by the Citizen's Advice Bureau in collaboration with representatives of community organisations and legal experts.

The suggested minimum monthly wages for Pretoria, based on the household subsistence level for the city, are R86,50 for relatively unskilled full-time live-in domestic workers and R106,50 for workers in the same category who have special skills.

The document suggests that employers who cannot afford the recommended wages should employ a servant on an hourly basis for the hours they can afford.

The proposed contract stipulates working hours, over-time compensation, pension, period of notice, increments, annual leave, accommodation and transport allowances. —  
DDR

*(Handwritten signature)*

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D. Diefenbach



# Some waitresses 'earn less than legal minimum'

By JANE STREAK  
CELEBRATIONS over news of their first salary increase since 1976 were short-lived for some hotel waitresses in Port Elizabeth.

When pay day came round they discovered they were still being paid well below the minimum wage.

Despite the gazetted increases at the beginning of May, certain hoteliers appear to be underpaying their staff.

At the time of the increase some waitresses were receiving only R76,95 a month. The minimum was R85,14 under the old legislation.

A waitress starting now should get R160, one with two years' experience R171, and thereafter R182.

At a city hotel, which has just been taken over, a waitress who had been working there for one year and eight months told Weekend Post she was known as a "tray waitress".

She worked from 7am to 5.30pm without a break, and for this she received R117 a month.

She had meals at the hotel but still had pay R6,40 for bus fares and support two children.

Mr Michael Horn, the owner, explained that he had only taken over the ho-

tel at the beginning of the month and he had not yet looked at the wages

"But I'll be working according to the law."

A waitress at a beachfront hotel told me she had been given a substantial increase, from R76,95 to R136.

She had three children and her parents to support on this figure. Her bus fare was R12,40 a month and she had no husband to assist her with the monthly bills.

The owner of the hotel, Mr Reg Shamley, said he was not aware of what wages his staff were being paid because it was the bookkeeper's department.

He did, however, say the staff were not being underpaid and employees were receiving the figure laid down by the Government.

"The waitress is getting more than she should be and if she is not happy she can complain to the relevant Government department," he said.

When asked whether the waitress would not be too scared to complain in case she lost her job, he said she wouldn't have to worry because there was such a shortage of trained staff.

"We are even getting staff from the African states because of the critical shortage," he said.

The bookkeeper at the hotel said she paid the waitresses the correct wage of R160, after which R24 was deducted for board and lodging.

"There are living quarters and they get three meals a day. They work one of two shifts and if they finish off at 3pm they can go home.

A waitress at another city hotel previously interviewed by Weekend Post said she now earned the correct wage of R160, but R18 was now being taken off by the hotel for food every month. Bus fares cost R6,40 and she still had to support her three children.

Deductions for full board and lodging can be as high as R36 — as laid down in the Government Gazette.

Waitresses at one hotel seemed to be earning well. One who was employed at a beachfront hotel in October, 1980, said she was paid R185 a month.

Her overheads were still high, though, and she paid R22,60 a month bus fare, house rent of R28,90 and also had two children to feed and clothe.

Her husband was in jail so there was no one else to assist her.

She worked three shifts a day, six days a week, and received three meals a day.

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- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- Do not write in the left hand margin.

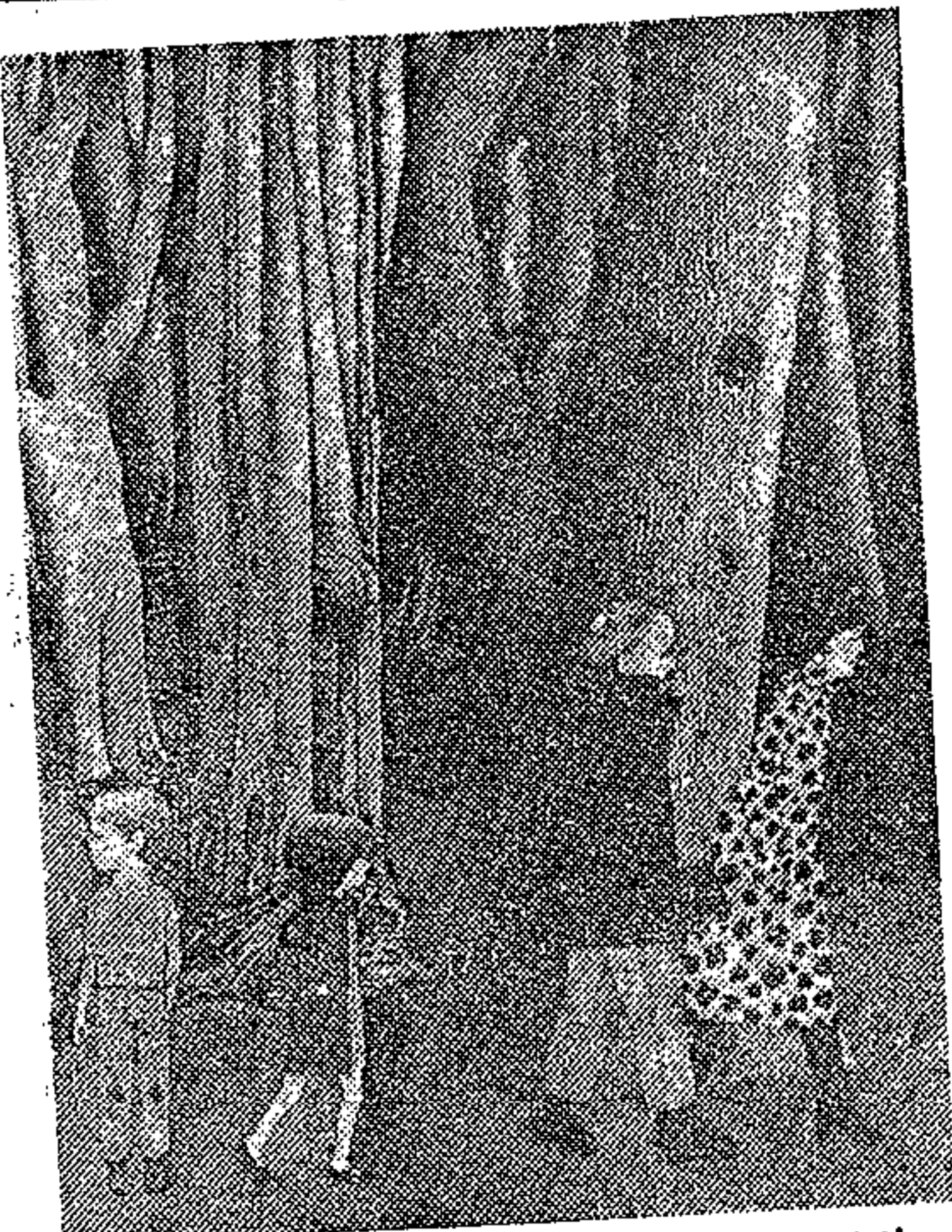
es, pieces of paper or other materials, brought into the examination room unless candidates are so instructed.

- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out.
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



## WOMEN'S PAGE



The "Wicked" Stepmother — is a thing of the past. This modern illustration of "Hansel and Gretel" is taken from The Brothers Grimm published by Julia MacRae Books.

# Domestic wages could prove to be detrimental

Could a minimum wage for domestic workers be detrimental rather than beneficial? JENNIFER MORAN put this question to some top Johannesburg people and she sketches the background to the legislation introduced in Zimbabwe.

The debate over domestic workers' wages and their conditions of employment is beginning to simmer.

While the National Manpower Commission on domestic and farm workers starts to sift through evidence submitted to it this month, the issue is also being discussed in homes throughout South Africa.

We asked some leading Johannesburg people what they thought of the proposal from groups fighting for domestic workers' rights that a minimum wage of R110 for full time staff be introduced.

Tony Bloom, Executive Chairman of the Premier Group decided he believed in "a decent and fair minimum wage" after wrestling with the pros and cons.

"It's the age-old problem in South Africa — that half a loaf is better than none. There is always a danger that people will be laid off," he said.

Elizabeth Bradley, a director of Wesco Investments felt that a minimum wage requirement would create unemployment among people who desperately needed jobs.

"I pay my staff more than that but would be very loath to suggest that amount should be universally accepted.

For many women domestic work is the first step in employment. They might not even be able to speak English or have any experience. Someone like that would not be employable at R110 a month.

"For many, especially in the rural areas, it could mean the difference between having a job or nothing."

Television producer Carole Charlewood said the proposal sounded "pretty reasonable."

"I think it's quite important to have a standard, some sort of criterion. Then part time services could be based on that. One could work out how many hours one could afford," she said.

Mrs Joy Hurwitz, national president of the Housewives' League said women in South Africa were definitely doing more of their own chores because they needed to save money and this was one way they could do it.

This meant that a lot of people were out of work.

"I think people

## Wicked step-parent image has to go

By Lynne Cornfield in New York

Forty five out of every 100 children born today will live with a step-mother or step-father at some time before they are 18 years old if the present trend continues.

This means that the image of the wicked stepmother and cruel, lustful stepfather must go — they are no longer in the interests of society. Furthermore, in most instances they are not true. The myth of the wicked stepmother has, however, a powerful cultural hold and a grip of children's imagination.

She was introduced through literature such as "Hansel and Gretel," and "Cinderella," and could be banished the same way: through books.

While it is unlikely that publishers have especially commissioned books to change the image of step-parents they have certainly contributed to the cause by publishing many books on that theme.

Writers have also probably not deliberately set out to be moral reformers, but have written about issues that reflect their times.

Mr John Donovan, executive director of the Children's Book Council in New York, sums up the situation: "I think the new step-mother and step-father is being presented in a positive way. The trend is to portray them not as villains, but as real people who are part of a realistic family situation."

"I think it should be stressed, though, that 90 percent of books aren't written for didactic purpose. You can't pigeonhole books and say, 'this one is written to show that stepmothers can be nice people.' They are published because they are successful literary expressions that

may be meaningful or give delight to children."

For whatever reasons they were written and published, the books are there and time will tell what impact and value they have as attitude moulders.

Among the books are: Betsy Byars's "The Animal, The Vegetable and John D Jones" which tells about three children's struggle with the stresses of becoming a blended family; Hilma Wolitzer's "Out of Love", which tells about a 13-year-old girl's emotional trials and tribulations in accepting her step-mother; Evan Hunter's "Me and Mr Stenner" which tells of an 11-year-old's

journey from dislike to love of her step-father, and many more.

On a different level, an adult, deliberate, level, a husband and wife, psychiatrist and clinical psychologist team, Dr John Visser and Dr Emily Visser, have written "How to Win as a Stepfamily" — and they should know, each has custody of four children from a previous marriage.

The couple is deeply committed to helping step families and to this end they founded the Stepfamily Association of America which started as a small group in California but mushroomed into a national organisation within two years.

## Equal rights battle goes on

By Cheetah Haysom in New York

More than 250 members of Congress, including more than half the Senate, have co-sponsored a new amendment granting equal rights to women in America.

The deadline for passage of an Equal Rights Amendment passed last month after a 10-year battle. Only 35 of the required 38 state legislatures had passed it.

At an emotional rally in Washington DC this week more than 200 members of Congress, both Republicans and Democrats, showed their support for a new attempt to get the measure passed.

However, the backing in Congress is still far short of the two thirds support needed before it goes to the states to be ratified.

Opinion polls show that the majority of Americans support the ERA. The Democratic Party has pushed it but the Republican Party — which originally introduced it and has championed women's rights through history — opposed it at the 1980 convention.

President Reagan also opposes it.

Republican Senator Bob Packwood said that rejecting the ERA was "the worst mistake the party has made morally and politically since its founding."

He predicted that the Republican stand on so-called "women's issues" would lose his party five or six seats in the elections in November.

Recent polls have shown that women are developing their own political profile. They are turning away from the Republican Party and President Reagan.



# Ecab suggest R50 a month for live-in domestics

By RUTH GOLEMBQ

IMMIGRANTS wanting to employ domestic workers are advised to pay them R50 a month as a "reasonable salary" by the Labour Section of the East Cape Administration Board (Ecab).

This is far below the minimum wage of R110 recommended by the Domestic Workers' and Salesladies' Association and has been described by the PFP MPC for Walmer, Mrs Molly Blackburn as "gross exploitation".

In an 1820 Settlers Association newsletter immigrants wanting to hire domestic help are advised to get in touch with Ecab "where fully informed officers will give them advice on all aspects of employment of domestic servants".

When the Evening Post phoned Ecab's Labour Supply Officer, Mr M J Rademeyer, he said R50 should be paid to a full-time "live in" domestic worker.

According to Mr Rademeyer, one does not need to supply accommodation for domestic workers, but "it is better if you do, because then you will know where she is and what she is doing".

The secretary of Dwasa, Mrs Pat Maqina, said R110 was the minimum wage recommended and it was up to the employer to provide adequate accommodation if she was to live in. On a day off employers should provide return busfare and if she is required to do babysitting at night, R2,50 an hour was "a reasonable rate", she said.

Mrs Blackburn, said she was "appalled" that Ecab could recommend R50 a month.

"Depending on the type of work and the size of the house and family, I think between R90 and R110 is a reasonable salary. But then I also feel the employer should contribute to a monthly pension fund for the domestic worker," she said.

But many domestics are getting even less than the R50 recommended by Ecab. A case was recently brought to the attention of the Evening Post concerning a mother of three young children who was fired and given only half her monthly wage of R25.

According to a Port Elizabeth attorney "there are no laws that lay down the minimum wages for domestic workers. Usually there is only an oral contract between the employer and the domestic worker and not a strictly enforceable written contract of employment as in other trades," he said.

## Photo in identity book not his

JOHANNESBURG — When Mr Lambert Myburgh ("Bucks") Kruger, a white resident of Vereeniging, received an identity document from Pretoria, he thought it was the wrong one.

The photograph in the document indicated that it belonged to a black man.

## Union Jack fluttered but briefly

Post Reporter

THE Union Jack flew briefly at half mast atop the Reserve Bank in Port Elizabeth this morning.

It fluttered alongside the South African flag but was later replaced by another South African flag.

According to a spokesman for the bank, the British flag was hoisted in error. "Our worker who raised it simply made a mistake," he said.

The flags flew at half mast as a mark of respect

A spokesman for the SACU delegation said: "We're obviously not going to get an invitation now."

The SACU president Mr Joe Pamensky, has planned a Press conference for tonight to spell out his union's future policy. He said he was holding fire until then to hear whether the ICC made any statement on South Africa after its meeting.

Even though the SACU delegation were not called in to address the meeting, the South African issue was expected to be discussed at the ICC meeting because it was the subject of resolutions last year.

Mr Pamensky and his colleagues have also lobbied heavily among ICC delegates to press South Africa's case for readmission to international cricket.

The SACU men found that while many ICC delegates were sympathetic, the Republic's position rested in the final analysis with the governments of the member countries.

It is believed the four black ICC nations — the West Indies, India, Pakistan and Sri Lanka — made it clear they were against the SACU being given a hearing.

Mr Pamensky has warned that that tour was born out of frustration and that the SACU will have to think about organising similar tours in the future if the ICC does not offer any tangible encouragement.

Meanwhile, the Freedom in Sport organisation today warned the ICC that unless it offered tangible encouragement to South Africa, world cricket could be blown apart.

But in a statement the FIS chairman, Mr Tommie Campbell, also had some tough words for South African sport.

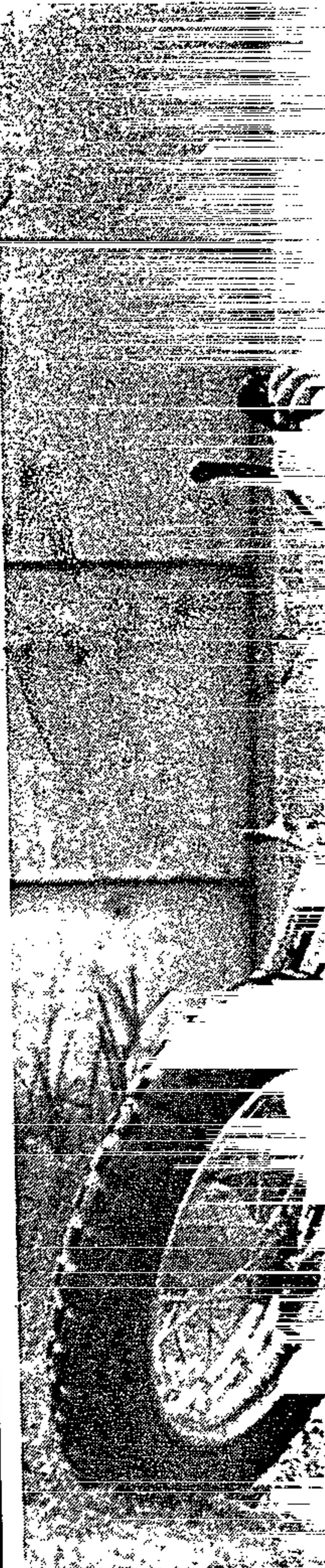
"I must again point out to South African cricket, and sport in general down there, that they must have a continuing presence over here," he said.

"With respect, the SACU cannot expect to come here on a once-a-year basis and get results.

"It must be an hourly, daily, weekly grind of keeping in touch with the situation.

"For example, in South Africa's place I would have concentrated on teams at this stage, not Tests — let them come later."

Mr Campbell continued: "I pointed out last week to the international cricket authorities in London in no uncertain terms that a multiracial cricket team visiting South Africa would be more healthy for world



Four-year-old DONOV mini motorcycle. But

## VW work wage neg

By SANDRA SMITH

ALMOST the entire labour force at Volkswagen returned to work today — but a crucial Industrial Council meeting to resolve the dispute which brought the motor industry in Port Elizabeth and Uitenhage to a halt was adjourned within minutes.

When talks resumed the National Automobile and Allied Workers' Union (Naawu) asked for the minutes of the previous Industrial Council hearing on Monday.



# R50 is 'ruling wage' for Walmer domestics — Koch

E. Post 23/7/82 (294) 355A

Post Reporter

THERE was no stipulated minimum wage for domestic workers, the chief director of the East Cape Administration Board, Mr Louis Koch, said today.

He said wages were determined by the conscience of the employer and by what a domestic worker was prepared to accept for her services.

Mr Koch was responding to an Evening Post report yesterday that Ecab's labour section recommended R50 as a "reasonable salary" for domestic workers.

He said that according to information obtained in contracts registered at Ecab by employers, R50 was the "ruling wage in Walmer at the moment".

"Depending on the size of the family, the type of work the domestic is to do, the extent of her skills and the hours she is expected to work, domestics are paid whatever she and the employer agree to."

"No one can say what should be paid and Ecab, in advising the public, merely informs them what the average wage in the various areas is," Mr Koch said.

He said an investigation into the working conditions for the two million agricultural and domestic workers in South Africa was being undertaken by the National Manpower Commission.

The investigation was announced by the Minister of Manpower, Mr Fanie Botha, in February.



# Emergency in the wards



The Johannesburg Hospital desperately needs women prepared to work unusual hours to help ease its staff shortage.

By Jean Hey

Women who wish to work flexible or part-time are being accommodated as far as possible because the hospital needs all the manpower it can get.

The shortage is so acute that in an effort to curb its

problem the hospital runs a bus service to nearby towns such as Vereeniging and Vanderbijlpark.

In these areas jobs are scarce and pay is lower than in Johannesburg.

The hospital has also had to rely heavily on refresher course recruits to fill the gap in staff.

Last year the hospital's department was saved from a serious

breakdown by refresher course members.

In a further effort to find staff, the hospital sent a recruitment team to Europe last year.

It now has about 50 Britons and Germans working as nurses, radiographers and in administration.

The most understaffed section at the hospital is administration with nursing a close second.

The telephone exchange, which needs 42 people, is running on a skeleton staff of 16.

The hospital's creche, too, needs more workers. It was recently expanded to take 200 children, but because of the staff shortage can cater for only 77.

"In the nursing section, we will train women with no experience," says Miss M. Somers, the hospital's chief matron.

"We find older women are generally good employees because they are settled with a family.

"They are also more capable of dealing with stress situations because they encounter them frequently in the family."

However, joint taxation has meant that many married women limit working hours in order not to pay the heavy tax that married couples do.

"This taxation system works against us," said Dr Neville Howes, hospital superintendent.

"Without it many women would be prepared to work longer hours."

However, pay was at the heart of the staff shortage, he added.

"In the nursing field we are competing with private doctors and private hospitals," he went on.

"In the administrative sections our rival is free enterprise."

"Job opportunities for women are far greater than they used to be,

particularly in big city centres such as Johannesburg.

"At the hospital we cannot match salaries offered by business."

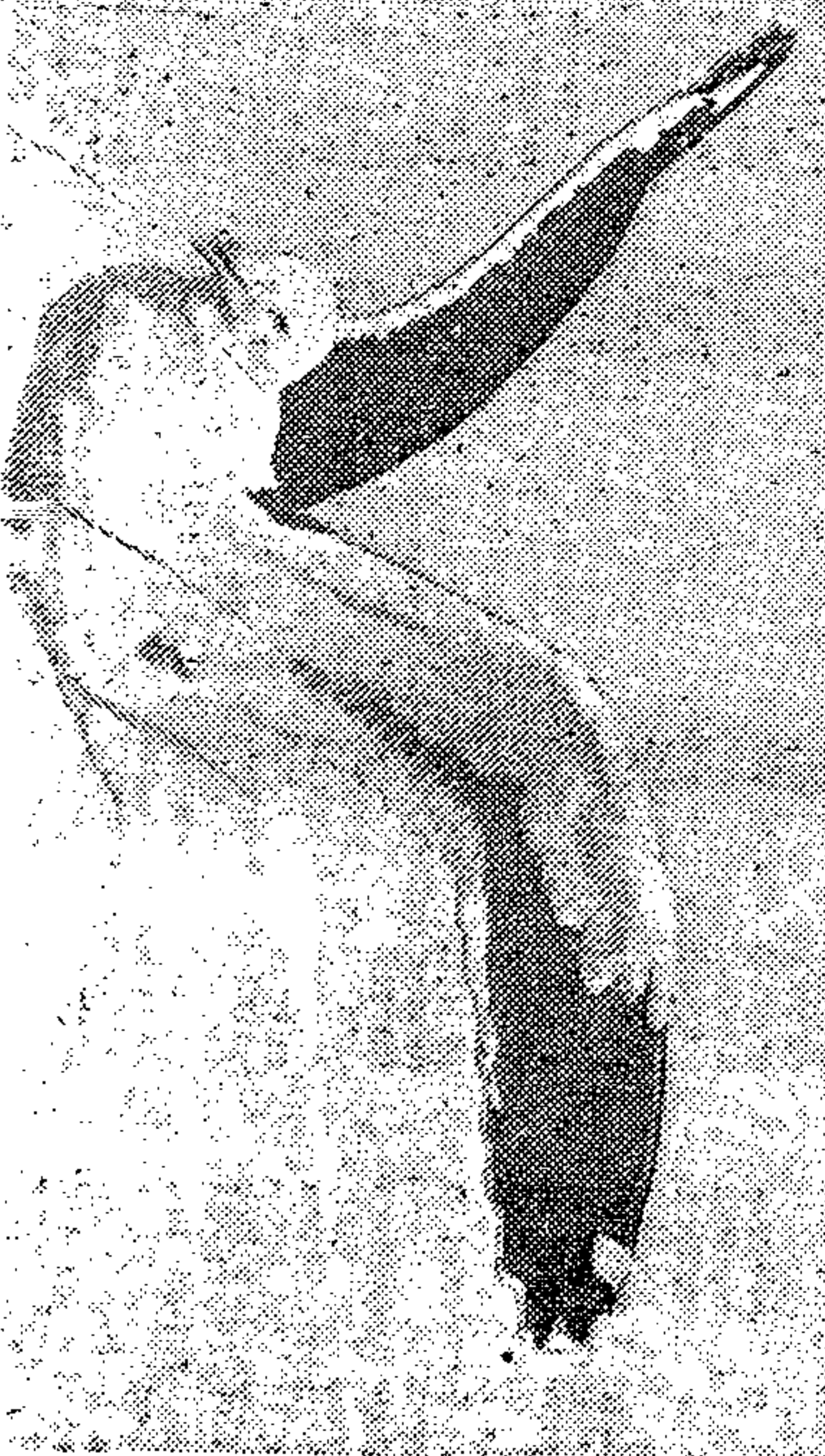
"Still, if the hospital is to operate smoothly it needs more workers."

"It is important to get trained people back on our staff, whether full-time or part-time," said Dr Howes.

Telephone 643-0111. Ask for Personnel Department, extension 2100.

SAA gives you a holiday...

# Pay Now, Pay Later





12/8/82

(355)

# Advice to keep a rec

South African women have many more legal rights than they are aware of, and if they asserted themselves a little more and learnt about the laws that affect them, they would be a great deal better off than some are now.

This is the forthright view of Francis Bosman, new editor of the South African Attorneys' Journal, *De Rebus*, and a former professor of law at the University of South Africa.

Mrs Bosman, who is often asked to address women's groups in Pretoria on the subject of their legal rights, said: "You can't expect the law to protect the private rights of the individual if this protection is simply to protect their ignorance."

I had asked her to comment on the fact that so many women sign ante-nuptial contracts which at the end of a marriage mean they can be left with very little, and in some instances no property.

My interest in her was aroused by an editorial she wrote in the latest (July) issue of *De Rebus* in which she commented on the report of the South African Law Commission on matrimonial property law.

"If women marry out of community of property and exclude an accrual system (under the latter the joint assets of a marriage are shared at the end of it) they have only themselves to blame if

Women married with an ante-nuptial contract have only themselves to blame if they don't keep a record of what they have bought and spent, and find themselves left with nothing on divorce, says a law journal editor, Francis Bosman. SUE GARBETT reports.

they don't keep a record of what they have bought and spent," said Mrs Bosman.

Such a record would enable them at the end of a marriage to prove what was legally theirs.

"It is the lack of discipline in not keeping a record of their affairs that causes difficulty with regard to legal proof," she said.

Mrs Bosman has her own cheque book and her own savings account and she keeps all her old cheques, so she will have no problem in proving what she owns.

## Rights

Her personal view is that women should be mature enough and so educated about their rights that they do not sign anti-nuptial contracts which are disadvantageous to them.

"Before women can say they are truly liberated, they should know their rights to the extent that they can enforce them," she asserted.

In her *De Rebus* editorial Mrs Bosman writes that the proposed Matrimonial Property Bill, which was recently tabled in Parliament and is the subject of nation-wide discussion, "has elicited

sharp criticism.

"The criticism was mainly directed at the fact that, in terms of the Bill, the proposed accrual system will not be the automatic matrimonial property regime for all future marriages and that the proposed abolition of the marital power will not be retrospective.

"These criticisms do not seem to be well founded," she writes, and goes on to congratulate the commission on its "enlightened and well-considered proposals."

She told me: "I can understand the Law Commission's caution in not making the accrual system the automatic system.

"It has not been sufficiently tested in practice in South Africa and there is so much at stake that the law should operate with caution.

"Change should be evolutionary and not revolutionary."

She suggested that people who married before the Bill became law would be wise to enter into an ante-nuptial contract reflecting the provisions of the accrual system as embodied in the Bill.

On the subject of abolishing the marital



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# wives: ord

power in all existing as well as future marriages she had this to say: "It would infringe the principle of freedom of contract."

She suggested the problem could be overcome if the legislature introduced a simple and relatively inexpensive legal procedure to enable those married in community of property to agree to accept the new system of shared powers of administration.

She then pulled out a particularly undusty tome of law to show

me that women have more rights under present law than they realise.

"Those married subject to the marital power can open bank accounts in their name, but they cannot overdraw, unless the husband assists," she said.

"And they can open accounts (for household necessities only) without their husband's signature too."

She pointed out that if business people humiliated a woman by refusing to let her carry out such transaction,



"then she should take her business elsewhere."

"New trade practices would be created if women insist on their

rights.

"It is often the trade practice and not the law that discriminates," Mrs Bosman emphasised.





AGNES MONCHO at petrol pump: she runs a store and now a garage too.

# The great black business takeover

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12/8/82

Black women are entering commerce at an ever-increasing rate and today about 70 percent of small black businesses are run by women.

Statistics from the Department of Manpower show that in 1969 there were 3 728 black women in sales and related positions.

By 1979 the figure had increased six fold to 23 901.

The number of black women holding executive and administrative positions increased 20-fold during the same time-span from 20 to 444.

## Courses

The growing strength of black women in the labour force is reflected in the number who enrol for business courses.

At the University of South Africa (Unisa) School of Business there are three business management courses: the small business management programme; the personnel management programme; the master of business leadership.

Only 2 percent of the students attending these courses are white women while 15 percent are black women, says Mrs Triuda Prekel senior lecturer at the Unisa School of Business.

In the last three business courses held by the National African Federated Chamber of Commerce (Nafcoc) for blacks in different parts of the country more than half the students were on average women.

Mrs Prekel attributes the increase of black women in business to improvements in the education system.

"There are more black women with matric and degrees than 10 years ago," she says, "so there are more women capable of clerical or

By Jean Hey

"And the skilled labour shortage in South Africa is forcing employers to overcome their prejudices of race and sex."

White women are less free to enter business than their black counterparts, claims Mrs Prekel.

"Black women grow up assuming they will work most of their lives," she says.

There is no stigma attached to having a wife who works. It is not an affront to the husband's masculinity the way it is in the white community.

"In the black community there is also the tradition that grandparents look after the children, leaving the mother to work."

Three-quarters of small black businesses are run by women, says Nafcoc treasurer Mr Simon Kutumela.

## Shops

Most are family concerns which the wife runs while her husband works in the city, although more and more women are now running their own shops.

Mrs Agnes Moncho, mother of six, is one such woman who took over the running of her husband's general dealer store after he died and then expanded her business to include a garage.

"Women are becoming important breadwinners," she says.

"Our maternal instinct draws us to business. We want to provide as best we can for our families."

Nafcoc runs six different entrepreneur training courses catering for businessmen and women at various levels.

Interested people should telephone Mr E Maahlo, Nafcoc's education and training manager, Johannesburg



**HELEN JOSEPH (77)** is the elder stateswoman of South African politics. Visiting politicians and professors beat a path to this ebullient woman's door and her views are regularly reported on overseas radio and television programmes. Yet in South Africa she is a listed person and nobody may quote her.

A former vice-president of the Congress of Democrats and national secretary of the Federation of South African Women she received a standing ovation when she spoke at a Cape Town meeting to commemorate National Women's Day this week.

The first person in South Africa to be placed under house arrest this former social worker was repeatedly banned. She received death threats, shots were fired at her house and a bomb was once tied to her gate.

Yet as soon as her latest banning order expired she began fearlessly campaigning again for a future South Africa based on the Freedom Charter.

Her friend Amy Thornton says: "Helen Joseph is a very remarkable woman with tremendous staying power. She never hesitates for a word — that brain is being used all the time. She has tremendous self-discipline which she combines with a lot of warmth — people respond to her."

"She is a committed Christian, certainly not a Marxist, yet she has never hesitated about working with people more radical than her as well as people to the right of her. Her integrity has never been in question."

"It's quite obvious nothing will silence her. She has used every opportunity to put forward her message of a future South Africa run for the people, by the people."

Another friend says Mrs Joseph is horrified at the new Orderly Movement and Settlement of Black Persons Bill.

"I know she finds the resurgence of women very exciting and encouraging. But it saddens her that there is not unity between the different women's organisations."

Meeting Helen Joseph is like meeting a favourite grandmother. She is immensely cheerful and positive. Even when talking about the years under banning and house arrest she concentrates on the tremendous love and affection that sustained her.

Friends rallied around. Young people sought her



HELEN JOSEPH chats to Mrs Dora Tamana. Both are veterans of the historic 1956 protest by 20 000 women against the introduction of pass laws to women.

Photograph by Bee Berman

advice and prominent overseas visitors made a point of seeing her.

A leader in her own right she is a living link with the people who forged the massive protest movement of the late fifties and early sixties. An accused in the marathon treason trial she is a close friend of the jailed African National Congress leader Nelson Mandela.

Although she has not seen him for 20 years he still writes to her. Winnie Mandela is like the daughter she never had and Zinzi and Zeni like her grandchildren.

Once vice-principal of a girls school in India, Mrs Joseph spent ten years living the life of a Johannesburg socialite before joining the air force as an information and welfare officer. Later she became a social worker, but it was not until she was almost 50 that she became politically involved.

One of the high points of her life came in 1956 when she helped lead the great anti-pass law protest of 20 000 women of all races to the Union Buildings in Pretoria. As she stood looking out over a sea of silent women with their arms raised in the Congress salute tears ran down her cheeks. She regarded the march as a triumph although it did not succeed in stopping the government from issuing passes to African women.

The other high point was the treason trial. It disrupted her life but it meant four and a quarter years of intense interaction with black leaders. After being acquitted with all the other accused

she wrote a book on the effects of the trial called *If This Be Treason*.

Her first five year banning order was served in 1957. At dawn of the day the order expired Mrs Joseph and Joe Morolong set out from Johannesburg to visit banished people all over the country.

Mrs Thornton says: "The Human Rights Welfare Committee had found out where the banished people were, written to them and sent them parcels of clothing. These people had been banished for not bowing to the Bantu authorities. They were sent into isolation and poverty, into oblivion."

"Sometimes even their wives were not aware of where they had been banished to. Well Helen and Joe travelled something like 12 000 kilometres to see them — going to really isolated spots."

"I was moved to tears when I heard about one old man whom they visited in the Eastern Transvaal. He had been sent a letter, food, clothing and an overcoat by the committee. He wrote back saying: 'Since we got your letter, now we are made people again.'"

"When they visited this ancient man, they saw the coat hanging up covered with paper. He had kept it clean and dusted it off but had never worn it."

"He said it was the first sign he had that anyone knew he was still alive, that anyone knew he existed. He told them he would be buried in it."

During her first five years of house arrest she wrote an autobiographical book about the banished

people, *Tomorrow's Sun*. It was smuggled out of the country just before restrictions on any further writing were placed on her. Neither of her books may be sold in South Africa.

The eight and a half years under house arrest were lonely. She was barred from receiving visitors at home and initially had only her Siamese cat for company.

Her banning and house arrest order were suspended in 1971 while she was in hospital after a cancer operation. Friends believe the reason for the suspension was that the government did not want the embarrassment of having her dying while restricted.

Immediately she recovered she accepted invitations to speak all over the country. Everywhere she was received with standing ovations.

At home, however, she had to cope with shotgun blasts in the night. The first time shots were fired at her house she got down on her hands and knees and crawled to the telephone only to discover that she did not know the number of the flying squad. She had to crawl back across the room to find her telephone directory.

In 1980, at the age of 75, she was banned again. When her banning expired last month the indomitable Mrs Joseph began campaigning again.

It is the youth who seek her out for they regard her not as a voice from the past but as a spokesman for the future — a future of freedom, justice and equality.

LINDA VERGNANI

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(274) (355) Jan 13/8/82

## New contract protects domestics, employers

Legal protection for domestic servants is now available in the form of a contract for worker and employer.

The contract, which will record the terms and conditions of domestic employment, was drawn up by a Pretoria committee.

Prominent organisations such as the Pretoria Citizen's Advice Bureau and the National Council of Women, were represented.

"We aim to educate

South Africans about the rights of domestic servants," said the committee chairman, Mr Brian Currin.

"At the moment black domestics have no protection under the law."

The contract, printed in English and Afrikaans, suggests guidelines for wages, increments, leave, accommodation and transport. For more details, telephone (012) 26-8320.



17/8/82  
355A  
African Affairs Correspondent

# 'White by night' move denied

THE Durban regional representative of the KwaZulu Government as well as a spokeswoman for the Black Sash have accused the Port Natal Administration Board of anticipating the Orderly Settlement of Black Persons Bill by its sudden campaign to reduce the number of blacks living in the central Durban area.

But the board has denied it is trying for a 'white by night' Durban.

And the MP for Durban Central, Mr Peter Gastrow, said that if the motivation behind the recent action were to make it easier to introduce curfews in terms of the new Bill, then this was an 'outrageous and devious' way of dealing with the black-white situation.

Mrs Jillian Nicholson, who heads the Black Sash advice office in Durban, said that the new Bill — which has not yet been referred to a select committee — provided for heavy fines for black people who were in an urban area illegally.

She said the idea of a curfew and that of getting rid of urban blacks appeared to be linked in the minds of Government officials.

Mr J T Zulu, the urban representative in Durban of the KwaZulu Government, said his government would be raising the mat-

## But KwaZulu, Black Sash accuse board over Bill

ter with the board. He did not understand how the Bill could be applied before it became law.

Mr Gastrow said he had written to the Director-General of the Department of Co-operation and Development, Mr R J Raath, asking for details of the formula in terms of which the number of permits for blacks living on premises where they worked would be reduced.

He said he had been told originally that this action was being taken in terms of departmental policy, but now it appeared that the board was applying the Urban Areas Act of 1966.

The chief director of the Port Natal Administration Board, Mr H A du Plessis, yesterday denied that the board was implementing a policy of 'white by night'. It had not yet expressed its opinion on this, he said.

Mr du Plessis said the board had approached the Deputy Minister of Co-operation and Development, Dr G de V Morrison, to reconsider the formula for housing blacks living on premises in the central city area in view of the fact that the formula was now a few years old.

Dr Morrison, however, believed that the formula was still applicable.

Mr du Plessis said that, in case of need — where pensioners who relied on black domestic workers were concerned — the formula was exceeded with the approval of the minister.

He said the board was not pre-empting the Orderly Settlement of Black Persons Bill. It did not even know what was going to happen to the Bill.



# Domestic pension fund takes off

Sowetan

18/8/82 BSSA

THERE'S been a "pretty good" response from all sections of the community to a call by the Domestic Pension Fund in Johannesburg to employers to buy full pension covers for their domestic employees.

Ms Judy Powell, a consultant on the Domestic Pension Fund in Johannesburg, said in an interview that, whilst whites and some Indians and coloureds have enrolled, blacks have accepted the idea with much enthusiasm.

"Being initially an employer responsibility, the response from whites has been pretty good.

"Blacks were a little bit wary about our motion in the beginning. Once they knew the full facts, they accepted it with a great deal of en-

thusiasm," said Ms Powell.

The fund was set up countrywide recently as a kind of insurance by employers for their domestic employees against the odds of dis-

bility, dismissal and death.

Brochures circulated stated that for as little as R10 per month, a full pension cover could be bought for domestic employees.



# Blacks call for a say

By Jennifer Moran

Blacks should be serving on the National Manpower Commission on Domestic and Farm workers to make it representative, says the Inkatha Johannesburg Domestic Workers Brigade.

In a memorandum to the commission it says: "Blacks should have a say in matters affecting their fate."

The brigade circulated questionnaires to members to get a picture of what the domestic worker faces in Johannesburg.

It found that wages ranged from R32 to R150 a month. Some workers had not had an increase for five years.

More than 60 percent of the people in the survey were breadwinners.

Some workers started at 6 am and were expected to stay on duty until 11 pm. Several were not given annual leave; others got two weeks a year.

The most serious exploitation was in work, says the brigade.

Most domestics were expected to cook, clean the house, wash and iron, and baby-sit. Some were also expected to help in the garden and wash cars.

The brigade recommended creation of separate legislation to regulate the relationship

between employer and domestic, bearing in mind that this relationship was different to most other employer-employee relationships.

It suggests:

- A minimum wage of R90, increased every six months.

- An eight-hour day; hours worked after that to count as overtime.

- Annual leave to be agreed by both parties; the worker to get a bonus equal to at least a month's salary.

- Employers should provide accommodation and where this is not possible compensate the worker for transport.

- A clear, written agreement specifying work and hours. It should be an offence for employers to force employees to do work not agreed on or exceed working hours.

- Training for domestics to encourage professionalism.

- A watchdog body to monitor employers and employees.

The brigade also asked that the present labour law be amended to include domestic workers in the Workman's Compensation Act and the Unemployment Insurance Fund.



# Clamp-down 'will cost domestics their jobs and lodgings'

*Mercury 18/8/82*

## African Affairs Correspondent

FEARS have been expressed that the current cut-back by the Port Natal Administration Board of blacks living in the central Durban area will mean that many domestic workers will lose their jobs as well as their accommodation.

The fears were expressed yesterday by Mrs Jillian Nicholson, who heads the Black Sash inquiry office, and is currently investigating the effects of the clamp-down.

Mrs Nicholson said that, for many contract workers, accommodation and jobs went hand in hand.

She was of the view that domestic workers who would have to find alternative accommodation as a result of the board's sudden vigilance, might lose their jobs as well.

Mrs Nicholson referred

to KwaZulu's acute housing crisis and asked: 'Will the Port Natal Administration Board find these people accommodation?'

A spokeswoman for the Domestic Workers and Employers Project said the organisation was 'very worried' about the implications of the new move.

Mr Peter Gastrow, MP for Durban Central, said he could not think of a valid reason for the present tightening-up of regulations by the Port Natal Board.

The Mercury formulated a series of questions on the 'white by night' dispute yesterday for the Deputy Minister of Co-operation, Dr G de V Morrison.

The media spokesman for the Department of Co-operation and Development, Mr Johan Oosthuizen, said a reply would be sent today.



## No intention of reducing permits in Durban, MP told

# Board 'won't bar the domestics'

African Affairs Correspondent

THE Port Natal Administration Board says it has no intention of reducing the number of permits for domestic workers living in private households in the Durban area.

The director of employment services of the board, Mr H J Venter, was answering a query yesterday from Mr Peter Gastrow, MP for Durban Central.

Mr Gastrow had asked whether the board's present policy of substantially reducing the number of permits for domestic workers living

in blocks of flats in the central city area would be extended to workers in servants' quarters attached to white-owned houses.

Meanwhile, the media spokesmen for the Department of Co-operation and Development, Mr Johan Oosthuizen, has pointed out that employers of black labour in the central Durban area were notified two years ago of the board's intention to tighten up on accommodation licences.

He pointed out that this was not a 'sudden' campaign.

Replying to fears expressed by Mrs Jillian Nicholson, who heads the Black Sash inquiry

office in Durban, that contract workers affected could lose both their accommodation and their jobs, Mr Oosthuizen said the current issue did not primarily concern contract workers.

Where the situation arose where a contract worker could lose his or her job, the board would investigate in order to establish how the matter could be resolved, he said.

He said the people concerned had been given three months to look for alternative accommodation.

Mrs Nicholson said she still believed that the situation was 'crazy'.

There was a critical shortage of accommodation for blacks in the Durban area and yet she had been told by the caretaker of a block of flats in the city that three servants' rooms in the building were empty at present because of the current clampdown.

Mrs Nicholson said she was not convinced by PNAB's protestations that the present drive had nothing to do with the implementation of the Orderly Settlement of Black Persons Bill.

"The Bill is clear in its intention to have 'white by night', she said.



# Domestic workers' rooms in new houses could be illegal

By WAYNE ASHER and ANDREW DONALDSON

IN some of Port Elizabeth's prestige new townhouses domestic workers are being housed in the garages, because the houses have no maid's quarters.

These cramped quarters, apart from being potential fire-traps, are illegal in terms of the municipal building by-laws.

Port Elizabeth's Chief Building Inspector, Mr B T McKenzie, said owners would be served with notices if it was found they were allowing domestic workers to live in these makeshift "rooms".

They would then be made to supply the municipality with plans of their so-called "servants quarters", and if these did not meet with the specified requirements, modifications would have to be made or the quarters would be closed down.

He said there had to be a proper fire wall, at least 230mm thick, between garage and living area.

One townhouse the Weekend Post visited had only thin panelling partitioning between the "servant's quarters" and the rest of the garage. The maid's "room" was about 30cm wider than a single bed and about 60cm longer.

The quarters included the compulsory toilet which had been incorporated into the garage when the house was built.

"Certain parameters are set down for habitable rooms. As far as servants'

quarters are concerned, the minimum floor area must be 7,432m<sup>2</sup>," said Mr McKenzie.

"There must be adequate cross-ventilation — window area must be at least 10% of the total floor area — and the minimum ceiling height must be 2,594m."

Mr McKenzie said the term "townhouse" was anomalous:

"Townhouses are built under sectional title. They are all situated on one erf and building regulations do

not necessarily insist on their having a servant's room — only a servant's toilet."

He said the townhouses were serviced by the body corporate and they were not designed to have live-in garden or domestic help.

"The trend nowadays is to build houses without servants' quarters," said a Port Elizabeth estate agent, Mr Dave Summerton.

He said this was due to high building costs, and in

many cases houses were built in such a way that outbuildings could be added if the need arose.

"This is not the case in townhouses though. They're so small, there's no need to have a live-in maid to do all the housework," he said.

"People should know this when they move into a town house."

He said that in blocks of flats, the servants were housed in a separate block of quarters altogether. Some town houses had these separate quarters, others not.

Another estate agent said: "When we set out to build 30 townhouses in Summerstrand we did a survey and 50% of the people interviewed wanted servant's rooms, 50% did not.

"If you are selling to a family they will probably want a servant's room so that they have a baby sitter at night. Ultimately, we designed the houses so that servants' rooms could be added to those that didn't have them, and the servants' rooms we built were constructed in such a way that a dividing wall could be removed and the room could be used as a study.

"I have heard of instances where people are housing their servants in the garages. Obviously it's illegal and I think they are being very silly.

"A lot of these people think of the cost. It costs about R2 500 to build a servant's room these days."



The cramped area of garage space partitioned off to make a domestic worker's room at one of Port Elizabeth's new townhouses.



# R110<sup>22/8/82</sup> S. Times wage aim<sup>355A</sup> for maids

By CAS St LEGER

DOMESTIC servants with special skills should be paid a minimum of R110,50 a month, an advisory committee recommends.

If they live in, they should receive R106,50.

Unskilled staff living in should be paid R86,50 and those living out R100.

Casual maids should get R7,25 a day and part-time gardeners R8,50 a day or R1,65 an hour.

These recommended wages are part of a new deal for black domestic workers put forward by a committee chaired by Pretoria legal expert Mr Brian Currin.

At present, domestics in the Witwatersrand are paid R68 a month on average, according to an informal survey by the Domestic Workers and Employers' Project.

But in rural areas, wages can be as low as R25.

The committee has spent six months drawing up an employment contract for domestics which it hopes will lead to legislation.

It is the first organised effort to give them legal protection other than under Common Law.

## Overtime

The contract, to be submitted to the Manpower Commission, suggests:

- The recommended wages to be for an eight-hour day, 44-hour week.
- Transport expenses, breakfast, midday meal and working clothes to be added.
- Overtime and baby-sitting to be paid for.
- A yearly bonus of double wages or a train ticket home, and three weeks' annual leave on full pay.
- Live-in servants to have off one full day and one afternoon a week, and a weekend each month.
- Safe and comfortable accommodation to be provided, including a window that opens, electric light, a bed with usable mattress, a toilet, a shower or bath, and access to hot water.
- Pension schemes should be introduced.
- A monthly-paid worker should be given one month's notice of dismissal.

The contract was initially the idea of the Pretoria Citizens' Advice Bureau.

The committee included representatives of the SA Vroue Federasie, the National Council of Women, UNISA's Legal Advice Committee, the Pretoria Black Advice Office and the Lynwood Ridge Advice Centre.



# How to help a domestic worker get an old age pension when she's 60

29/4/81 355A  
S. Post 25/8/81

By YVONNE STEYNBERG

Woman's Editor

**FAITHFUL** Emma has been the domestic helper for two families for a total of nearly 30 years.

Now this faithful black woman is old and weary, her eyesight is failing and her legs plague her because of her varicose veins.

She looks older but she is actually approaching 60, the age at which she will qualify for an old age pension.

But how to go about it?

She has heard many tales from others who gave up their permanent jobs in anticipation of the pension, and then the pension never materialised.

Because Emma is known to me, I decided to find out whatever I could of the procedure for her pension application and at the same time give employers who want to help their employees the facts of what to do.

I called on Mr F J Fourie, Commissioner of Co-operation and Development, Eastern Cape.

Also present was Mr C E Kritzing, section head in charge of accounts at the offices in Africa House.

This is the section directly involved with the paying out of pensions to black men and women.

"When you consider that we pay out pensions for more than 12 500 black men and women over a 14-day period every two months, then the complaints of delays or non-payment is a

mere drop in the ocean," Mr Fourie said.

He said the payouts were handled on a bi-monthly basis, otherwise the staff would be 100% involved with payouts and the system would be unworkable.

It is anticipated that the present monthly pension of R40 for blacks will be increased to nearly R50 by October, giving them a bi-monthly payout of R100, or the equivalent (according to statistics) of the amount older black women are earning in some Port Elizabeth households.

This is what Emma will have to do to get her pension.

First of all, it is not necessary for her to produce a birth certificate.

Her identity book will give her date of birth and is acceptable as proof.

Should such proof not be available, a recognised assessment of age, which can be done at Africa House, or a medical certificate, will be accepted.

Form DSO305, available at Africa House, must be correctly completed and submitted for processing in Pretoria.

If everything is in order, it will take about two to three months before the applicant is advised on form R60a whether the application has been successful.

If the application is successful, the date on which first payment is made will be given on the form, and the new pensioner will also get a year's scheduled pro-

grammes of dates on which the pensions will be paid out.

When the first payment is made, the pensioner is again reminded of the next date.

"This is to ensure that they come and collect their pension on the due date at the correct centre," Mr Kritzing said.

Such precautions and reminders are necessary because if a pension is not claimed for six months — three payments — it will lapse.

No pension is payable while a pensioner is detained in a Government institution, for example in prison.

"Often applications do not contain all the correct information, such as stating when an application has already been made in the past, or lapses in payment, and then the computer will reject an application, leading to delays in payouts," Mr Fourie said.

He said most of the difficulties encountered were usually with incorrect or incomplete applications of foreign labourers.

The means test is applicable for as long as the pension is received.

A pensioner is allowed to earn about R30 a month without losing his or her pension.

"You would be amazed at how many people phone us to find out if their gardener or domestic worker could not have his or her salary

from them reduced so that he/she can qualify for a pension — but keep on working for them, virtually subsidised by the State," Mr Fourie said.

He said such callers were usually reluctant to give their names or addresses.

Payouts are mostly made in community centre halls where they are available, like the Centenary Hall in New Brighton, Daku Hall in Kwazakele, the Zwide and Veeplaas rent offices, and at the Walmer Location.

A bi-monthly visit is also made to Livingstone Hospital, where bedridden patients are paid out — if the department is notified that the pensioner is in hospital.

In the case of a bedridden patient being at home and unable to collect the pension, a relative or friend can obtain a power of attorney from Africa House to collect the pension.

Assistance is also given for the funerals of pensioners.

The person holding the power of attorney can claim, upon presenting receipts for funeral expenses, the last pension due, or portion thereof, towards the expenses.

"Many are under the misapprehension that we will pay for the entire funeral but it is only the amount of the pension due or portion thereof which will be given towards it," Mr Kritzing said.

In worthy cases assistance is given to pensioners

who are waiting for pension payouts in the form of blankets kept in store, and orders for essential groceries, which can be bought at any store which will accept the department's order and send the account.

If a genuine delay has occurred in the pay-out of a pension, arrear amounts are included with the first payment.

For disability pensions a medical certificate is necessary with the application.

Payouts are also made on farms, and farmers who want to apply on behalf of their farm workers for old age pensions, can obtain form DSO305 by telephoning or calling at Africa House.

However, because of tales of delays some black women and men may be tempted to apply for their pension a few months before they turn 60, or 65 in the case of men.

"It is best to make an application say not more than one month before the time, because the computer will reject the claim on the grounds of the age not yet being 60," Mr Fourie said.

He said the applicant must then wait about two to three months for notification of acceptance, and possibly two months for the first payment to start — but that payment will include all the back pension payments due.

From then on, few problems are experienced with the regular payouts.



# Fare increases hit domestics hardest

*355 R* *26/8/82* *Sowetan*

DOMESTIC workers will be the hardest hit when the Johannesburg Municipal bus fares increase as from next Wednesday.

The fare increases outlined in the Johannesburg City Council budget in June will range from 2c to 5c for blacks and up to 10c for whites. The increase will affect Johannesburg and Randburg only.

Mrs Leah Tutu, who runs a Domestic Workers-Employer's Project (Dwep) from an office at the South African Council of Churches (SACC), said the city council should first have consulted white employers before they shot up the fares.

"They would be shocked to learn how

much money a domestic worker spends on transport a month," she said.

The fares were increased as follows:

- One zone — the fare went up from 25c to 30c for cash trips and coupon holders had their 11c increased to 13c daily.

- Two zones — cash trips rose from 35c to 40c and coupons from 22c to 25c.

- Three zones — cash from 40c to 45c and coupons from 25c to 29c.

Changes in timetables in the Randburg-Johannesburg route are expected. Certain services might be withdrawn starting from Monday.

Meanwhile a Bophuthatswana public-transport company announced 20 percent fare increases yesterday. The company, Botswana Gare Transport operating in the Garankuwa-Mabopane complex blame the steep rise on the price of fuel, tyres and administrative costs.

Five, six and seven day coupons have risen by 65c, 75c and 80c respectively while casual fares increased by 5c and 25c depending on the distance.

The seasonal fares rose as follows:

- Five day coupons from Mabopane to Rosslyn will now cost R2.10 (it previously cost R1.55);

- Six day coupon has risen from R1.92 to R2.60;

- A seven-day weekly from the area will jump from R2.24 to R3.00;

- From Mabopane to Ga-Rankuwa and Winterveldt-Rosslyn, a five-day coupon will rise by 65c from R1.55 to R2.20;

- Six-day coupon will cost R2.70 (previously: R1.92) and for the seven-day week passengers will pay 86c more from R2.24 to R3.00.

*Western*  
**IDDIES**  
*rifique*

S 3572

## R26 per month for my colour TV from Thorn...

Mr Enoch Twala of Mofolo North:

"When I visited the Thorn Rentals showroom they explained all the advantages of renting a TV from Thorn — the TV set is installed free, there's a free stand and you don't have to worry about breakdowns — your set will be repaired within 24 hours at no extra cost. I got all this for R26,00 per month with a guarantee in writing".

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BENONI: 54-0489. 54c Cranbourne Avenue,  
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## Students may appeal

PARENTS of dismissed Fort Hare University students could appeal to the university council for the students to be re-admitted, Professor John-Lamprecht, rector of Fort Hare said yesterday.

In a statement released after a two-hour meeting with a delegation of parents, Prof Lamprecht said only the council could decide to re-admit the dismissed students.

The council had taken a "specific decision" not to re-admit the students, Prof Lamprecht said. "They are nevertheless free to appeal to the council."

A delegation spokesman said the delegation would seek a meeting



# Employer failed to pay rent — claim

2.8.07 27/8/07 355A

By SANDRA SMITH

A DOMESTIC worker who returned from a holiday to find her employer's home empty has now discovered that he has not paid her rent for more than eight months — although he took R20 off her salary for that purpose every month.

Mrs Lizzy Batyi, of Zwide, has had to borrow R280 from friends and relatives or face being evicted from her home together with her elderly father and seven children.

She said she had worked for a Sydenham man for five years. Three years ago he began taking R20 off her R35 salary to pay her rent.

She said she thought he worked in the labour offices of the East Cape Administration Board (Ecab).

Mrs Batyi said that in July her employer told her to take unpaid leave — her first holiday in five years.

While at home she received a letter from Ecab asking employers of township tenants to fill in a form saying how much the ten-

ants were earning.

This was to establish if the tenant was eligible for an increase in rent.

Mr Batyi said she took the letter to her employer and when she returned for it two weeks later his house was empty.

She then found he had not paid her rent since some time last year and that she owed Ecab R282,06, to be paid within 10 days.

In an attempt to trace her former employer, Mrs Batyi has approached the Domestic Workers' Association of South Africa (Dwasa).

Dwasa's secretary, Mrs Pat Maqina, said today the association was considering consulting its attorneys about the case.

The Evening Post spoke to the man's daughter, but has been unable to contact him personally.

The daughter said her father left Ecab in June last year. She said she did not know where he was employed now or where he lived.



27/8/82 Seal

# On guard with

355A

Women make better security guards than men, and that comes from someone who should know... the personnel officer of a Johannesburg security firm.

Geraldine Heugh says her company wants to hire more women to provide security for companies.

"They are more observant, keener on the job and more interested in their work," she adds.

"There are no disadvantages in hiring women for this type of work. They don't do nightshift work, but that is not a problem."

Tina Alcock (25) and Linda Allen (24) are two of the women the company already has on its books.

Both served more than four years in the engineers unit in the Rhodesian army working mainly in the dangerous bush areas. They came to Johannesburg last year and landed their jobs with the security company.

They exude efficiency.

By Jennifer Moran

In fact they look like executives in their couturier-designed grey suits, soft-striped shirts and scarlet pocket handkerchiefs.

The only thing that distinguishes them is their lapel badge proclaiming their office.

## Trained

Without it no one would dream that Tina was a security officer. Schoolgirl-sized at 1.3m tall, she hardly looks the stuff of which criminal catchers are made.

And Linda is not much bigger.

But beware the man who decides to take on these two.

They are fully trained in unarmed combat and handling weapons and there is little doubt as to who would come off best.

The women are no nonsense about their job.

At present they are guarding a large cosmetics warehouse where boxes of supplies

balance from floor to high ceiling.

They are responsible for preventing theft, both by employees and visitors, and have to make sure that goods arriving and leaving conform to the documentation accompanying them.

They patrol the long aisles in the warehouse and are immediately aware if anything is missing or in its wrong place.

"You get used to where things should be," said Linda. "You notice if a box has been misplaced."

The girls then look out for the missing item.

The first place they look is the most common exit from the warehouse for stolen goods — with the rubbish about to be sent out.

If it is there they watch who comes to move the rubbish and what he does with the box. If he is responsible for its removal they nab him.

They have little sympathy with offenders.

"Men tend to take

the person concerned off and have a chat, try to find out why they did it," said Tina. "They feel sorry for the thief and give him another chance."

"Women are more ruthless, but it's the only way. Otherwise you will never stop theft."

"Women security officers have no tact," said Linda. "They generally accost the offender right there. But different circumstances are taken into account."

## Sorted

Both girls love their job and the only thing they would change it for is promotion in the security business.

Linda trained as a commercial artist and Tina as a caterer.

"But that would not have been anywhere near as exciting," said Linda.

Both girls said they would hate to get stuck behind a desk and love the variety their job gives.

"When you have sorted out the security arrangements in a company you go on to another one," said Tina. "You don't just have to sit with the same faces all the time."

As well as being trained in the lethal arts, the girls have qualified in first aid, fire-fighting and bomb-scare procedures.

They have thought out possible predicaments their jobs might land them in and worked out solutions.

When asked what they would do if an armed man walked in and demanded goods, it took only a moment for a sensible, complete

plan to. "We'd badges, with the and wor near as sible," se

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## If caffeine is drunk

WASHINGTON — Babies born to mothers who consume even moderate amounts of caffeine are slightly premature and have poorer muscular reflexes than other infants, says a United States researcher, Sandra Jacobson.

Previously, studies have noted similar effects from heavy consumption of caffeine, such as more than five cups of coffee a day.

Moderate consumption would be around two to five cups.

Ms. Jacobson, a psychologist at Wayne State University in Detroit, Michigan, said preliminary results of a study she worked on also showed that the offspring of cigarette-smokers were smaller at birth and were less irritable than others.

She told the annual meeting of the American Psychological Association that the effects of nicotine and caf-

feine on children in the study were generally small.

And the effects were even smaller or non-existent in the offspring of women drinking less than the equivalent of two cups of coffee daily.

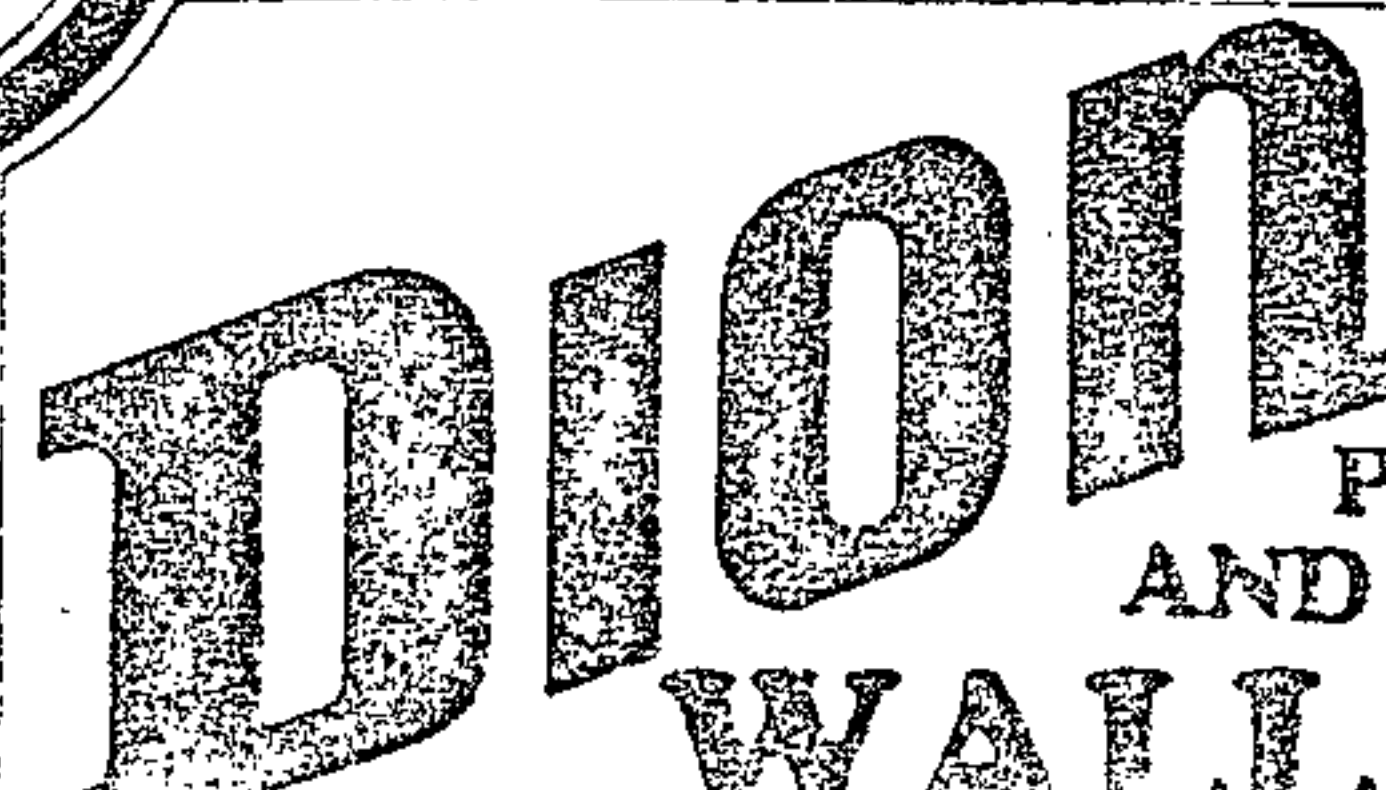
However, she said, the results indicated that pregnant women should be cautious in their use of coffee, tea and caffeine-containing soft drinks.

— AP.

## At the end...

From Our London Bureau

Lawyers often agree that a good divorce law should enable marriages that have broken down to be ended with the minimum of distress, bitterness and



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# girls

other end of the warehouse the one at the front would get a message through either by telephone, if it were possible to reach it, or via anyone allowed to move.

The second officer would then get the guards from the outside of the warehouse and close the building to approach the assailant from the back.

## Noticed

What amazes the two women is the variety and intricacy of tricks people use to steal goods.

"Women are more likely to catch people out on occasions like these because they are more observant," said Tina.

For example, a woman will walk into a shop and walk out with

several layers of clothes under the ones she came in wearing.

"A woman security officer will notice that she is fatter, but the men never do," said Linda.

"People also come into a shop with bare feet, try on shoes and walk out in some. Women notice the small details."

It is in shops that Tina is really effective.

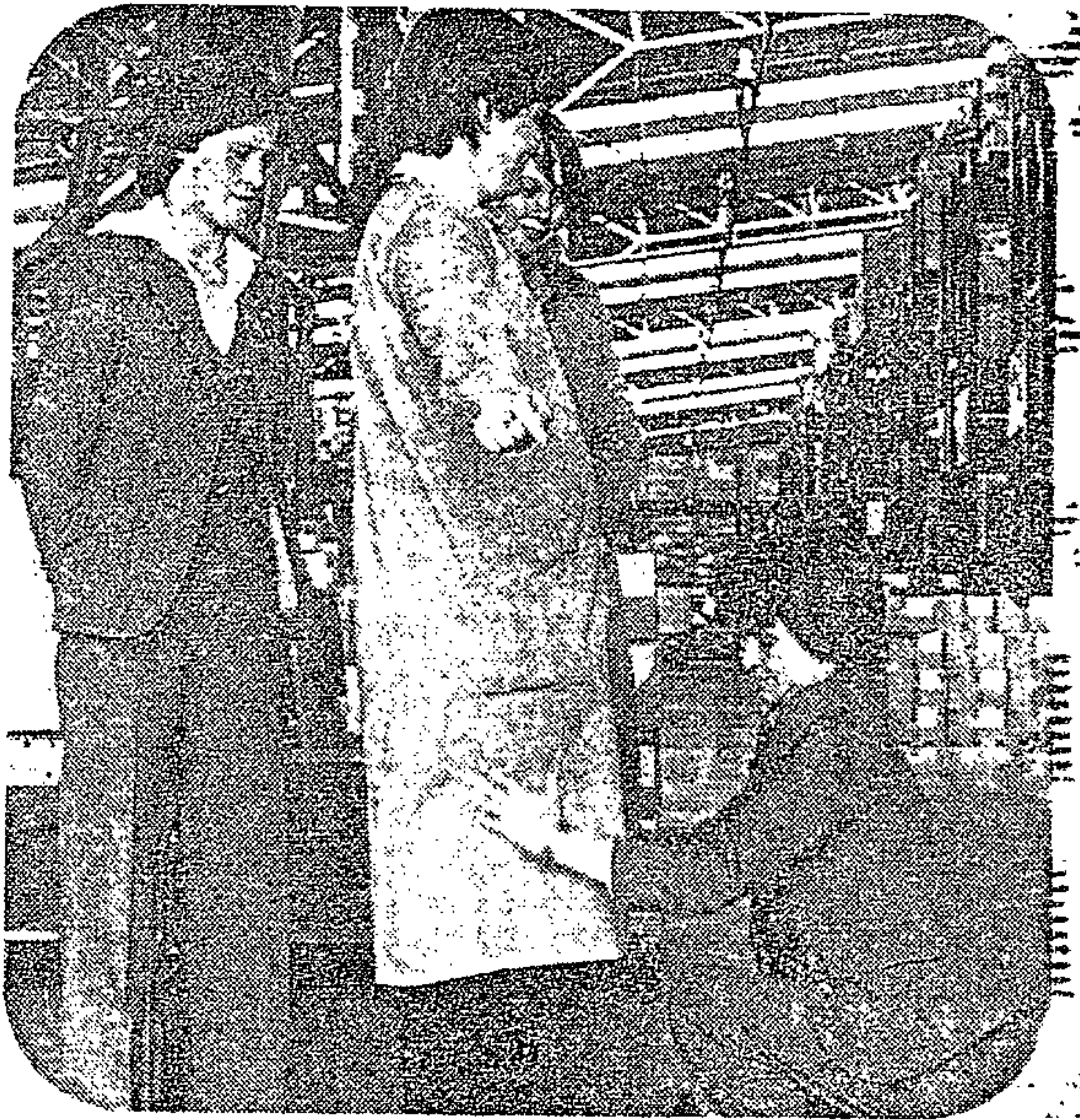
Because she is so tiny people don't realise she is the security officer and blatantly steal things in front of her.

When she accosts them they get quite a shock.

So what do these women do for fun when work is such drama?

They go fishing:

"Anything to get away from the hustle and bustle of it all."



SECURE: Linda (left) and Tina do their thing.

ON  
**CARE**  
GUARANTEED LOWEST  
ON

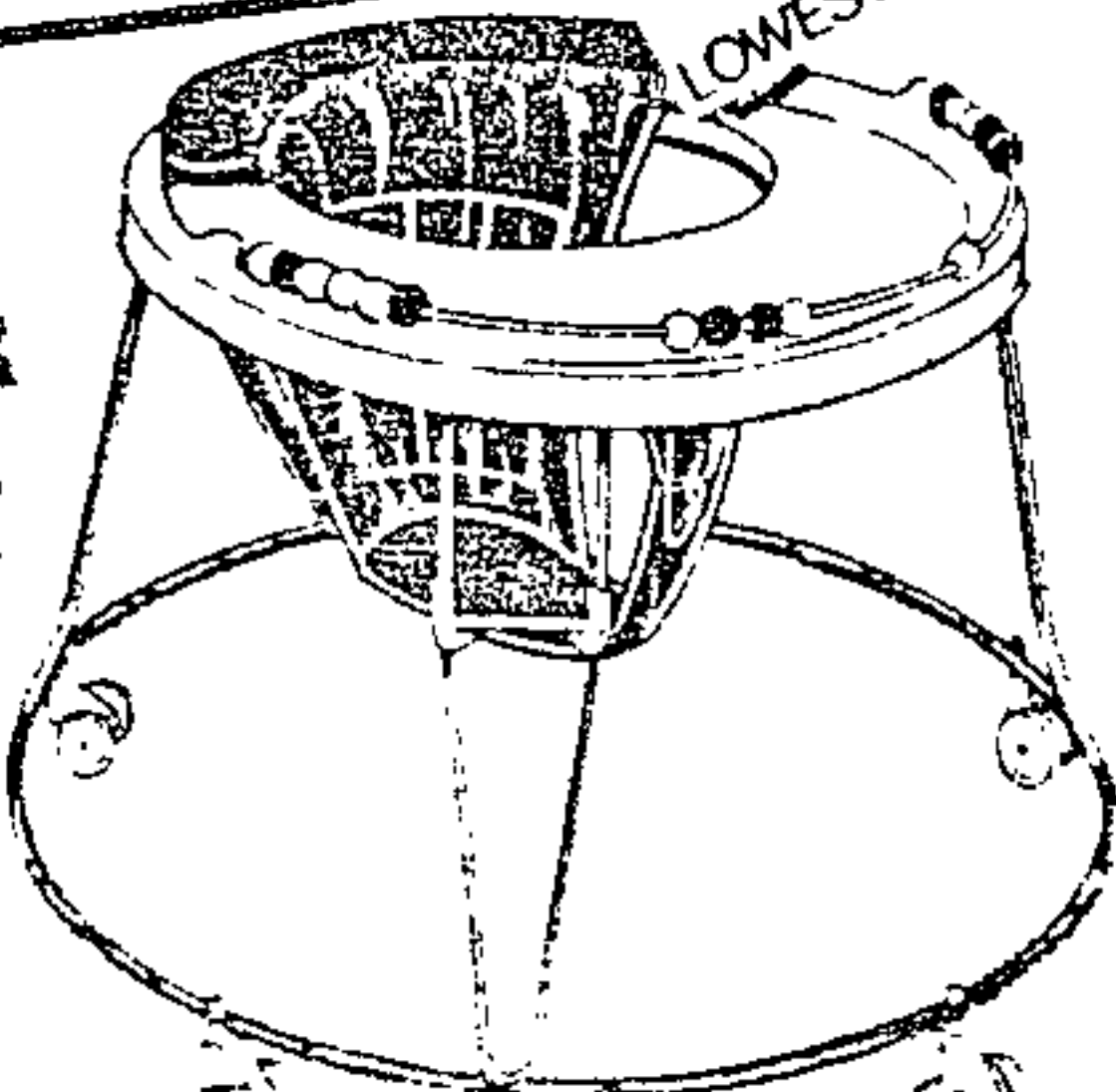
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27/8/82  
Mercury  
305 350 290

# Administration Board's concern

African Affairs  
Correspondent

THE Port Natal Administration Board says that fewer than 400 blacks will be affected by the present clamp on domestic workers living in blocks of flats in the central Durban area.

The director of employment services of the board, Mr H J Venter, said yesterday that current investigations had shown that many domestic workers lived on the premises of their employers when their homes and families were in townships close enough to Durban to allow them to commute on a daily basis.

He said the board was concerned about the deterioration of family relationships where the head

of the family or the mother lived away from the others on employers' premises.

Mr Venter said the board had also been perturbed at the fact that few, if any, facilities had been provided for sport, recreation and relaxation for black people living in the city centre.

More than 22 000 black people were licensed to reside there, he added.

It was for this reason, Mr Venter said, that employers who housed more than five blacks were approached during 1980 to make every effort to arrange for the accommodation of their employees in the black areas so that they could enjoy better family relationships and facilities.



# Servants' rooms are minute 'fire-traps'

29/8/83  
Sunday Express  
Correspondent

S. [unclear] [unclear] 355A  
IN some of Port Elizabeth's prestige townhouses domestic servants are being accommodated in garages — because the houses have no servant's quarters.

The cramped quarters, apart from being potential fire-traps, are illegal in terms of the city's building by-laws.

Port Elizabeth's chief building inspector, Mr B T McKenzie, said that if owners were found to be housing servants in makeshift rooms they would be ordered to supply the mu-

nicipality with plans of the so-called servant's quarters.

"If these did not meet the specified requirements, modifications would have to be made — or the 'quarters' would be closed."

He said there had to be a proper fire wall, at least 230mm thick, between a garage and a living area.

One townhouse visited had only a thin panelling partition dividing the 'servant's quarters' from the rest of the garage. The servant's room was about 30cm wider than a single bed and about 60cm longer.



**Domestics'**  
**union**  
**writes to**  
**Koornhof**

*355A*  
*Mercury*  
*31/8/82*  
*26*  
Labour Reporter

THE National Domestic Workers' Union, which claims to represent about 800 domestics, has written to the Minister of Co-operation and Development, Dr Piet Koornhof, expressing its disapproval of the proposed Orderly Movement and Settlement of Black Persons Bill.

Mr Magwaza Maphalala, the national organiser of the National Federation of Workers — to which the union is affiliated — said domestic workers at a meeting this weekend were 'strongly opposed' to the proposed Bill and had resolved to write to Dr Koornhof.

Mr Maphalala said the domestic workers feared that if they were evicted from their living-in accommodation, they would never be able to find any in the nearby townships where there was a dire shortage of housing.

They would then be forced return to the homelands which, for most of them, would remove their families' source of income.



# It's always women who bear the brunt

In the past 26 years, the whole system of influx control has become more oppressive, more drastic and more crippling to human life.

Most of you know only too well how these laws affect your lives personally - and that is horrifying enough.

But when you look at influx control over the whole country, you really begin to see the rotten heart of apartheid, you see what it is all about - cheap labour, the exclusion of blacks from any rights outside the homelands, in short, a white South Africa.

In 1968 the contract labour system was introduced with a labour bureau to control every area.

It is a system which aims at trapping the unproductive and unemployed in the homelands who are starving and willing to accept employment at any wage.

So oppressive are these laws that they can control what a person's job is and where the job will be.

All choice is eliminated to create a supply of workers who are forced to accept whatever work is offered them.

And it is the women who bear a large brunt of this system.

For instance, it is the women who are forced to wait in the homelands. One visit to the Commissioner's Court in Stanger Street will show you what happens to women who come into Durban without permission.

I have even seen a woman endorsed out for the second time for trying to get to hospital.

An average of 3 500 "idle" and "undesirable" cases are heard in Durban every year.

It is women who because of the law find it harder to get work.

**IN South Africa, influx laws simply mean any law that controls the movement of black people, said Jillian Nicholson, director of the Black Sash Advice Office in Durban, at a conference recently. These are some of her comments.**

They have first to obtain the permission of the Director of Black Labour and of their guardian or parent or husband before they may leave their homeland and come to town to work.

It is women who are always first hit by any tightening up of regulations.

In Durban, for example, there is a total embargo on women entering the area to work. They have to wait at their labour bureau to be recruited.

In fact there are places in Natal where a woman has not been recruited for years.

In Inanda, where 90 percent of the people are threatened with eviction, the Commissioner has said that the women and children must go back to the homelands and the men must take up accommodation in hostels.

Dr Connie Mulder, the former Cabinet Minister, was not joking when he said that there would soon be no blacks in South Africa and it is Mr P. W. Botha and his so-called reformist government that are seeing this come into effect.

One look at Durban and you will see that every township that has been taken over by KwaZulu is now regarded as part of a rural homeland. All residents have lost their urban rights.

In effect, all those women who suffered exploitative employers for 10 years to obtain Section 10 qualification have lost them.

They have all become contracts

workers, and that is according to the grand plan.

In addition, any black child who is born after the date of independence of his or her parent's homeland can never have urban rights.

So, over a period, half the black people of South Africa have been turned into foreigners in their own land. They have not rights outside the homelands. In Durban, no Transkeian who entered the area after 1976 can be registered for work.

Lastly, I would like to mention new legislation in the shape of the Orderly Movement and Settlement of Black Persons Bill. This represents the ultimate stage in the formulation of a white South Africa.

Only those who are owners of fixed property will have any urban rights. By controlling the availability of accommodation, the Minister concerned will be able to control the flow of people to urban areas.

An example of the extent of this control is that the last house built in a black urban area around Durban was in 1968.

The law aims at wiping out and returning to the homelands thousands of people who survive by living and working illegally in the cities.

This will be achieved by imposing heavy penalties for employing unauthorised persons and accommodating such persons.

The public in general has been asked to comment on this new Bill.

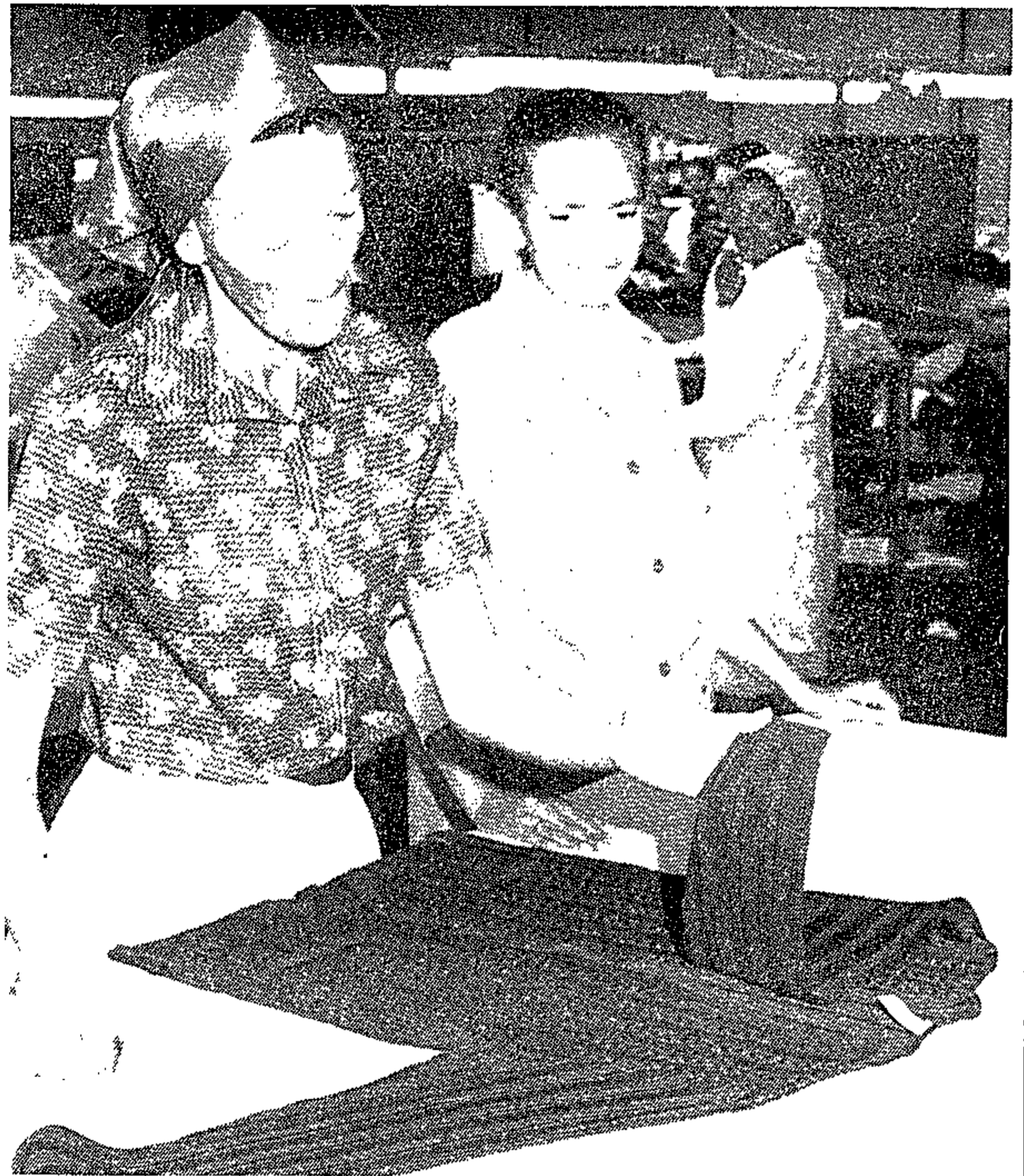
I believe we should not only comment but protest about it with every form of protest that is available to us in this country.

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**Mrs PETA DOYLE** hangs some of the garments rejected for slight flaws which are on sale in the small shop next to the factory.



**After another good steam-pressing, a garment is inspected by Mrs JULIAN MYBURGH (left) and Mrs MAVIS MEYER, a supervisor.**



# Fun T-shirts and knits created at PE factory

By YVONNE  
STEYNBERG

Woman's Editor

MORE than 600 women are employed full time in a factory in Port Elizabeth where some of the country's top fashion knitwear is made.

In addition, underwear and kiddies' clothes are produced for distribution throughout the country.

When I paid a visit to Valley Textiles to see how the many ranges of garments were made, I was in for quite a few surprises.

First, all the processes necessary for the production of top-fashion knitwear are done right here in this country.

The yarn is spun from acrylic or cotton material at a factory in Middelburg, Cape.

The spun yarn is brought to Port Elizabeth where it is wound on cylinders and dyed in sophisticated pressurised dyeing chambers.

"Unless it is a definite contract calling for wool, we seldom use it for knitwear," Mr David Lorrimer, production control manager, said.

Mr Lorrimer and Mr Douglas Murray, sales manager, were showing us through the large factory, where 650 women work on the various processes.

The largest section is devoted to basic and fashion knitwear, with baby, children's and T-shirts making up a large proportion.

A fascinating section was the kiddies' fun T-shirt department.

Here large coloured pictures of Heidi, Paddington, Pinocchio and Disney characters are transferred to T-shirts.

"We have to pay royalties for the use of these cartoon characters, and some are too expensive to be an economical proposition," Mr Lorrimer explained when I noticed that some characters were missing.

The front and back shapes of the T-shirts are cut out and then a paper transfer is placed on the front section and pressed under steamed heat which

This is the second in the series *How is it Made?*, in which WOMEN'S WORLD takes a look how articles extensively used by women are made in Port Elizabeth. Today we visit a factory making knitwear and children's clothes.

transfers the pattern from the paper to the shirt — in full colour.

After drying the printed sections go to the stitching department where the backs and fronts are joined and the sleeves set in.

Babygro suits are also a popular line, and in this department the imported, leased machines which automatically press on the fasteners are intriguing, with skilled operators showing how experience counts in such precision work.

But the knitwear departments were, of course, the drawcards.

For plain jerseys or cardigans, the pattern sections are knitted in the correct shape, resulting in very little waste when making up, as usually only the neck has to be cut out.

But when it comes to the more complicated dresses and suits, the cloth is knitted in strips, and the patterns cut out afterwards.

This leads to more waste, and naturally also a price rise.

Waste strips are usually sold in bulk as cleaning cloths.

The knitted fabric is pressed carefully, and the patterns cut out.

The pattern sections are again carefully pressed to eliminate any future stretch and stitched.

Then each garment is scrutinised carefully to see whether it conforms to the specifications.

Mr Lorrimer said the careful stitching of labels and the packaging laid down by the various firms accounted for a lot of working time.

In one inspection department I met Mrs Janet Wragg, who arrived in this country from Derbyshire

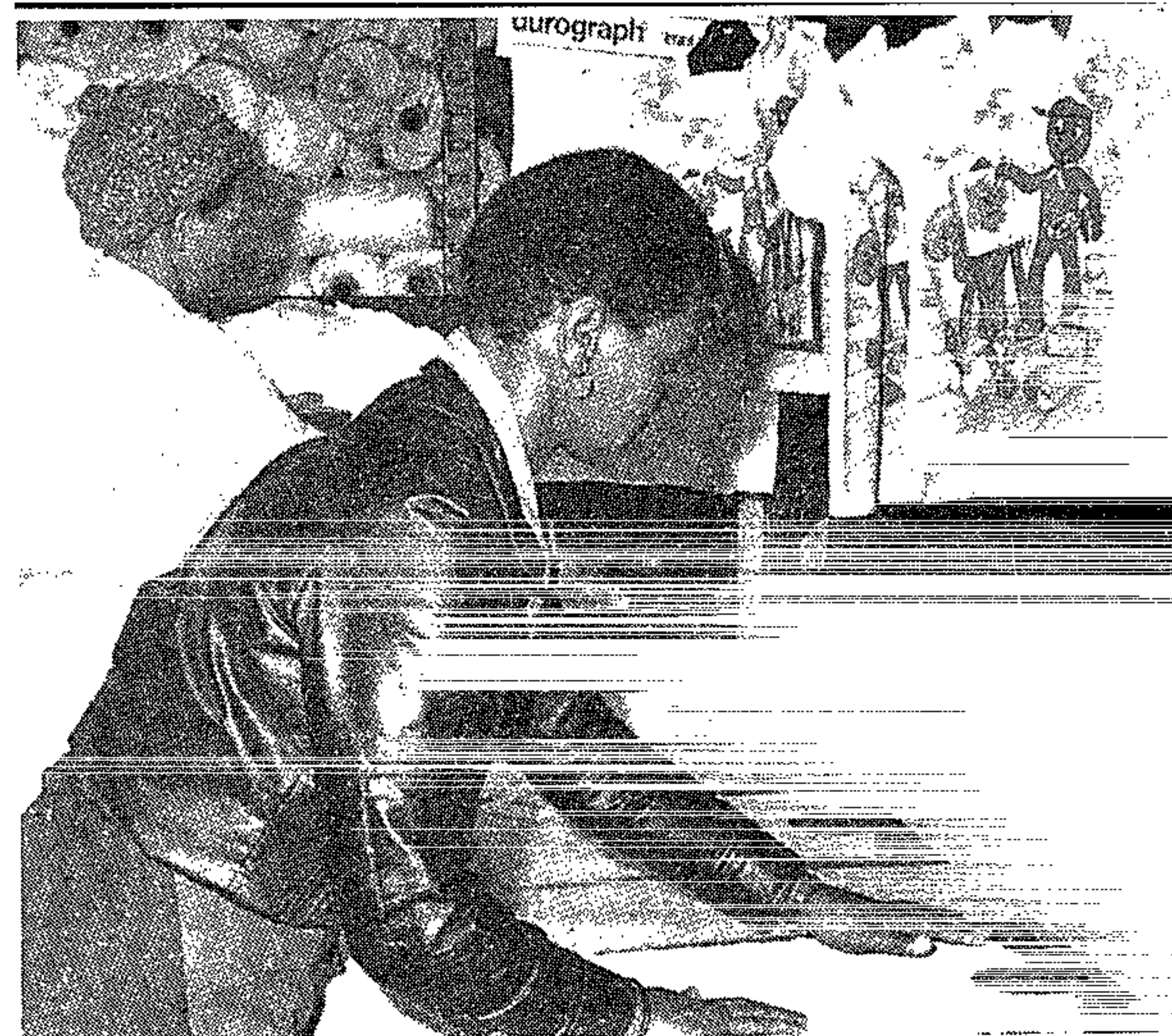
six months ago and now does the final inspection for a certain firm's knitwear orders.

She was being assisted by Miss Rachel Geswint, who has more than 27 years' service with the firm.

"I have always loved knitting at home, and after we arrived in this country and my husband started work here, I was fortunate to get this position," Mrs Wragg said.

To eliminate as much waste as possible, Mrs Peta Doyle runs a small shop where knitted garments which have been rejected because of slight flaws can be bought.

Run on the premises, the shop's overheads are low and prospective buyers can pick up real bargains.



Miss LINDA NTSILATANA and Miss PAMELA MEVOSI prepare the fronts of T-shirts for printing popular Morph cartoons, seen on the printed shirts hanging above the press.



Mrs JANET WRAGG (left) and Miss RACHEL GESWINT make the final inspection of a batch of knitwear designated for a countrywide chain store group.



# Domestic workers get pension fund

~~350~~ ~~280~~ 355A Sowetan 17/7/82

ALREADY two families have received payments from the newly-launched Domestic Pension Fund scheme, which provides pensions and death and disability benefits for domestic workers.

In Durban, the family of the late Albertina Zungu, who died recently and had been a member since November last year, was presented with R2 535. The money was received by her daughter and grandson.

Another payment of R2 563 was made to the Johannesburg wife of a domestic worker.

A statement released

by the assurance company that manages the fund says the scheme is the brainchild of a Johannesburg benefits consultant, Mr Lionel Phillips.

Monthly premiums are from R10. A person may transfer savings to the fund to swell the monthly pension and premiums can be increased in units of R5.

If the person leaves his/her job, the employer's obligation to pay monthly premiums is discontinued. The account remains in force, earning interest, until the employee finds

a new employer willing to resume contributions.

The domestic has death and disability cover for six months after premiums have been discontinued; provided at least six contributions have been made in the previous 12 months.

This may be an advantage to a domestic worker who cannot find work immediately after leaving a job.

For further information on the Domestic Pension Fund, telephone Johannesburg (011) 37-5798.



# Salaries stabilizing

WOMEN'S salaries are beginning to stabilize, according to a survey prepared from placements made by a personnel agency over the past 18 months.

Salaries paid to secretaries, typists, switchboard operators, book-keepers, and clerks have risen hardly at all this year in Durban and Cape Town, and have barely, if at all, kept pace with inflation in Johannesburg and Pretoria.

On the Witwatersrand, for instance, the average salary of private secretaries and personal assistants with three to five years' experience has increased by R78, only 11 percent, whereas the rate of inflation is roughly about 15 percent.

The salaries of similarly experienced general secretaries have increased by 16 percent, typist/clerks by about four percent, switchboard operators by about eight percent and specialised clerks by roughly 17 percent.

In the second half of last year, top private secretaries in Johannesburg and on the Witwatersrand with more than five years' experience were earning up to R1 100 a month. In the first half of this year, the highest salary paid to a top flight secretary placed by the company was R1 000.

Right now, private secretaries/personal assistants of three to five years experience are earning between R735 and R838 a month

on the Witwatersrand, R750 to R850 in Johannesburg itself, and R700 to R825 in Pretoria.

A secretary with some experience who works for several or more people is earning between R550 and R700 in Pretoria and the Witwatersrand.

A senior bookkeeper (who works to a balance sheet) of three to five years' experience is today earning between R825 to R1 025 monthly on the Witwatersrand, R850 to R1 000 in Johannesburg and R725 to R863 in Pretoria.

A junior book-keeper of three to five years' experience is earning R675 to R825 on the Witwatersrand and R800 to R850 in Johannesburg.

Senior clerks of three to five years' experience are earning between R600 and R750 in Johannesburg and the Witwatersrand.

Specialised clerks of three to five years' experience earn between R535 and R763 in Johannesburg, Pretoria and the Witwatersrand.

Typists with three to five years' experience are earning between R600 and R750 in Johannesburg and the Witwatersrand and those with more than five years' experience up to R850.

Switchboard operators of some experience are earning between R550 and R650 in Pretoria, Johannesburg and the Witwatersrand.



Wednesday, September 22, 1982

# Police spray teargas into workers' quarters

355A RDM 22/9/82

## Mail Reporter

POLICE sprayed teargas into the living quarters of domestic workers at a block of townhouses in Sandton last Friday night while searching for a suspected murderer.

Domestic workers were left coughing and wheezing and several could only return to their rooms hours later. One gardener was still suffering from a bleeding nose yesterday and other domestic workers complained of headaches the next day.

A spokesman for the police yesterday confirmed the incident.

He said the Crime Prevention Unit had been involved and they had gone to the block looking for a murder suspect. The police had used teargas to prevent violence and had only sprayed under one door when the people occupying the place would not open the door.

He said during the incident two men were arrested.

One worker told the Rand Daily Mail that four white policemen and several black policemen arrived around 11pm. They knocked on the doors and most of the occupants opened their doors.

She said three occupants, however, were not at home and it was under these doors the police sprayed the teargas. Ten minutes later the police left but the domestic workers were not able to return to their rooms until 12.30 on Saturday morning.

The domestic worker said the police had been there the night before — Thursday — but had only looked around. Months before they had also been around and arrested her husband for being there illegally.

The caretaker of the block, Mrs G Pellegrini, said she had phoned the police the next day but had been told to phone yesterday, which she did. She was told the police had been looking for the murderer of a night watchman.



Dwasa ~~254~~  
meeting ~~254~~  
*E. Post*  
on pay ~~255A~~  
*23/9/82*  
arranged

Post Reporter

THE first mass meeting organised by the Domestic Workers' Association of South Africa (Dwasa) to discuss recommended salary scales will be held in the Daku Hall in Kwazakele on Sunday at 2pm.

The secretary general of Dwasa, Mrs Pat Maqina, said: "We are appealing to all ministers of religion to include this item in their regular Sunday announcements because this is important to their congregations, many of whom are domestic workers."

She said the recommended monthly pay for domestic workers was R110, whether they slept in or out. This excluded bus fares.

Another item to be discussed was the rights and privileges of domestics.

Workers would also be told about a literary course and a school offering cookery and baby care lessons.



ARE WOMEN job seekers being hit harder than men, now that the economic downturn has made jobs harder to get?

Most emphatically YES, says Lynette Marsh, regional manager of the largest personnel agency in the country. Though not, she insists, as a result of discrimination.

"Men have skills and experience that women don't have. And women are being affected right across the board. Only credit controllers and sales personnel are much in demand."

The trend became noticeable as early as April, she said. "The physical volume of job vacancies decreased sharply in July and is still decreasing."

More equivocal is market research offi-

# Economic downturn hits women job seekers hard

Cape Times 26/7/82 355A

cer Erica Ackermann, who has been keeping tabs on job advertisements in a Johannesburg newspaper.

Her research indicates that there are now fewer jobs available than this time last year and the situation isn't likely to improve.

The categories of job seeker most in demand are people with specialised skills — either the very highly skilled, working in traditionally "male" fields like engineering, or low-level skills in the computer field that few South African women have acquired.

But she pointed out that the ad columns weren't valid as a means of comparison between the sexes. Most men got jobs via the network, by word of mouth, and job advertisements are usually for female staff.

Mr Neville Mackay, managing director of a personnel group of companies, on the other hand, believes all work seekers are being affected equally.

## Hardest hit

"There's been a general drop in demand for staff as companies close their ranks. Though I don't feel there's any great scarcity of jobs in Johannesburg or on the Reef. Round the coast people are finding it much harder."

Hardest hit so far, he said, were general clerks and receptionists.

He added that female temporary staff would be in greater demand as firms started retrenching and work overloads increased.

But, from what all three had to say, it is clear that in the more common female job categories — secretaries, bookkeepers,

clerks, typists and switchboard operators — the demand is for skilled employees and specialists, particularly those with experience of working office machines.

Gone are the days when secretaries could get by with 35 words a minute typing and 70 words a minute shorthand.

And the comfortable old platitude trotted out by mothers to daughters — "if you knew typing you'd never starve" — no longer holds true.

Secretaries have to specialise, either as executive, legal, medical or statistical secretaries, and they have to know how to operate office machinery like dictaphones and word processors.

And it isn't enough to be a mere copy typist. Nowadays you have to be a word processor at the very least — of which there is apparently a hopeless shortage.

Your chances will also be enhanced if you become a typist/clerk, able to do figure typing and prepare wage and salary sheets.

In fact, if you want to be sure of employment, it's better to branch into computers.

Says Erica Ackermann: "I would really advise that instead of becoming typists, people obtain skills in the computer field... as data capturers or magtab operators, for instance."

"South Africa has a real need for skills like these."

She believes South African women have been extremely tardy in realising the crucial role computers will play in the future.

Her research has also shown an overwhelming demand for specialised clerks — claim and pensions clerks, foreign exchange clerks and tellers and conveyancing clerks.



# SHE

## Taking the tax-ups out of taxation

D. Dispatch  
28/9/82

3559

Divorcees and widows really have it made in this country — legally that is

Whether a divorced woman or widow is under 21 or not is immaterial — on the death of her husband or on divorce, a woman attains full legal capacity and becomes a major.

She may revert to her maiden name, or any other name for that matter (borne by her previously) without needing anyone's consent.

As a matter of interest, there is no law in South Africa compelling a woman to take her husband's name upon marriage... it is merely a custom. More and more married women — especially in the United States and Canada — are retaining their maiden names. This is professional reasons also simply to be known as an individual not a tag.

A divorced woman should always check her will and insurance policies in case she wishes to cancel the nomination of her ex-husband as a beneficiary in either.

After the death of her husband a widow normally automatically becomes the guardian of any minor children born from the marriage.

### WOMEN AND TAX

Women have been agitating for years and years for separate taxation — with excellent reason — but still nothing has been done.

However until such time as women are rid of this burden, they must know how to avail themselves of tax concessions. She should also see that there is a valid will for her family.

The income tax position of a woman before marriage does not differ materially from that of a man. She remains a minor until she turns 21 or marries with an antenuptial contract which excludes her husband's marital power.

If, while, a minor, she receives income in her own right and not by means of a donation or settlement from her parents, this is subject to income tax in her hands. If a parent, however, donates an asset to a minor daughter, any ensuing income such as interest or dividends is deemed to be the income of the parent and is taxed at the father's marginal rate of income tax.

Any income received by a woman not living permanently apart from her husband is deemed to be the income of her husband. As it now stands the first R1 600 of a woman's earnings is tax deductible... earnings, that is, derived from a trade carried on by her independently of her husband. This does not include income from investments or letting of property.

A married woman or a widow is entitled to a primary rebate of R200; a single woman is entitled to a primary rebate of R120.

A married woman and her husband are jointly allowed an income tax deduction of R3 500 a year. In respect of contributions to retirement annuity funds and pension funds.

Today in the third series on a Woman's Legal Position, we look at the status of divorcees and widows, as well as how to deal with income tax.

After divorce or permanent separation, a woman is regarded as a single person for tax purposes. There are two exceptions: if she was divorced or separated on or before March 21, 1962, and is entitled to a child rebate, she will be taxed as a married person; OR if she wholly contributes towards the maintenance of a child from her own resources.

She is not liable for tax on alimony or maintenance payment.

Husband or wife may apply for separate assessment but the total income tax payable may not be less than the tax that would have been payable had they been assessed jointly.

### Tax-free investments for the married woman

The income Tax Act grants tax concessions in respect of certain investments. Some of these concessions are applicable to a husband and wife jointly, while others may be utilised by a husband and wife individually.

The following is a list of tax-free investments available for a wife, despite her husband having already made use of the same avenues of investment.

● Building society subscription shares; (Tax-free bring in 9.5 per cent interest at the time of writing — partially tax free 14 per cent, which is reinvested.)

● Post Office savings account: the Post Office pays 6.5 per cent interest and up to R200 p.a. it is tax-free.

● Post Office savings bank certificates. Interest is at 9.5 per cent which on an investment of R10 000 per person is tax-free.

● National savings certificates can be bought at the Post Office for three years; interest starts at 9.5 per cent for the first year, 9.5 per cent for the second year and 10 per cent for the third year, and it is tax-free.

A most important aspect of this kind of investment is not only the interest it brings in, but the fact that there is a source of ready money at hand when you need it most — when widowed or divorced. Remember that all assets (and some insurance policies as well) are frozen in a deceased estate.

● A savings account is therefore an absolute essential to any woman's way of thinking.

● Life assurance is the working woman's way of providing for the future; it is also imperative to married women — every husband should have at least one policy with his wife named as the beneficiary or the policy ceded to her.

Actually life assurance is excellent investment, taking into account the investment return, which of course is tax free, as well as the tax assistance. Thanks to

the 1979 amendments to the Income Tax Act many people now effectively enjoy tax savings of 30 per cent to 40 per cent of their premiums.

It is essential that a woman take out insurance on her own life — to provide for minor children, and secure her own financial future in case of death or divorce — either of which could happen when least expected.

### Child Rebates

If a couple are divorced or were separated permanently after 21st March, 1962, the child rebate may be claimed by

● both parents if the child is not over 18 years on 28th February and was single throughout the tax year;

● the parent upon whom a physically or mentally incapacitated child is wholly or partially dependent, and is not liable for tax in his own right (age and marital status irrelevant).

After the death of her husband a widow becomes a taxpayer in her own right and is treated as a married person for tax purposes. If her husband should die during the tax year, his and his wife's income up to the date of death will be taxable and the executor of the estate must arrange payment out of estate funds.

As the period of assessment is less than a full year, his allowances and the deduction in respect of his wife's earnings are reduced proportionately. The widow will be personally liable for tax on her income from the date of death to the 28th February. As the period of assessment is less than a full year, her rebates will reduce proportionately.



# Domestic labour: pensions should be compulsory

By Jean Hey

Employers of domestic workers should be compelled by law to provide a pension for their employees to help them survive the exorbitant cost of living in the homelands, say consultants of domestic pension funds.

"The cost of food and transport in the homelands is crippling. Bread, paraffin and even water are much more costly than for example in Johannesburg. On the pitiful salaries of most domestic workers they cannot save, so on retirement they have to depend on relatives for financial support," said Mrs Sue Gordon, founder member of Domestic Workers' and Employers' Project (DWEPE) and former counsellor for a domestic pension fund.

"Domestic workers are a luxury, and if you want a luxury you must pay for it. It is amazing that parents leave their children—their most precious possessions—in the care of someone they treat like a slave.

"A pension not only provides for the worker's old age in the most sensible way but it also gives them a feeling of worth," she said.

Mrs B Melenichis, a broker consultant and former marketer for a pension scheme, found that most employers of domestic workers are reluctant to invest in a pension for their employees. One woman who would have been prepared to pay R80 for a new hairstyle

said she would have to ask her husband's permission to invest in a R3-a-month pension scheme for their maid.

"There is little profit for insurance firms in these schemes. The boom in domestic worker pension schemes is probably based on the hope that employers have a developing social conscience but I found they needed constant reminding and prodding," said Mrs Melenichis whose company has, after 10 years, 574 domestic workers on their books.

With the downturn in the economy she predicts domestic workers' pension schemes will get even less support.

Mrs Lulu Lipworth, consultant for the Domestic Workers' Pension Scheme which has several thousand members believes it is largely through ignorance that employers do not enlist their domestic workers in a pension scheme.

At the current rate of interest the Domestic Workers' Pension Fund would pay the pensioner R503 a month after 30 years of contributions of R10 a month.

The scheme has still to be tested, however. Last August it was launched by television personality Donna Wurzel and its first pensioners will retire in about 10 years.

Minimum contributions accepted for domestic workers' pension schemes in South Africa range from R3 a



**DOMESTIC WORKERS**  
— a luxury you have to pay for.

month to R11 a month, with no set ceiling level.

At present at least four schemes exist and include the Domestic Workers' Pensions Fund, IGI Life Assurance "Provider" scheme, Old Mutual Group Plan for Domestic Workers and Standard General Private Employees' Retirement and Life Assurance Plan.

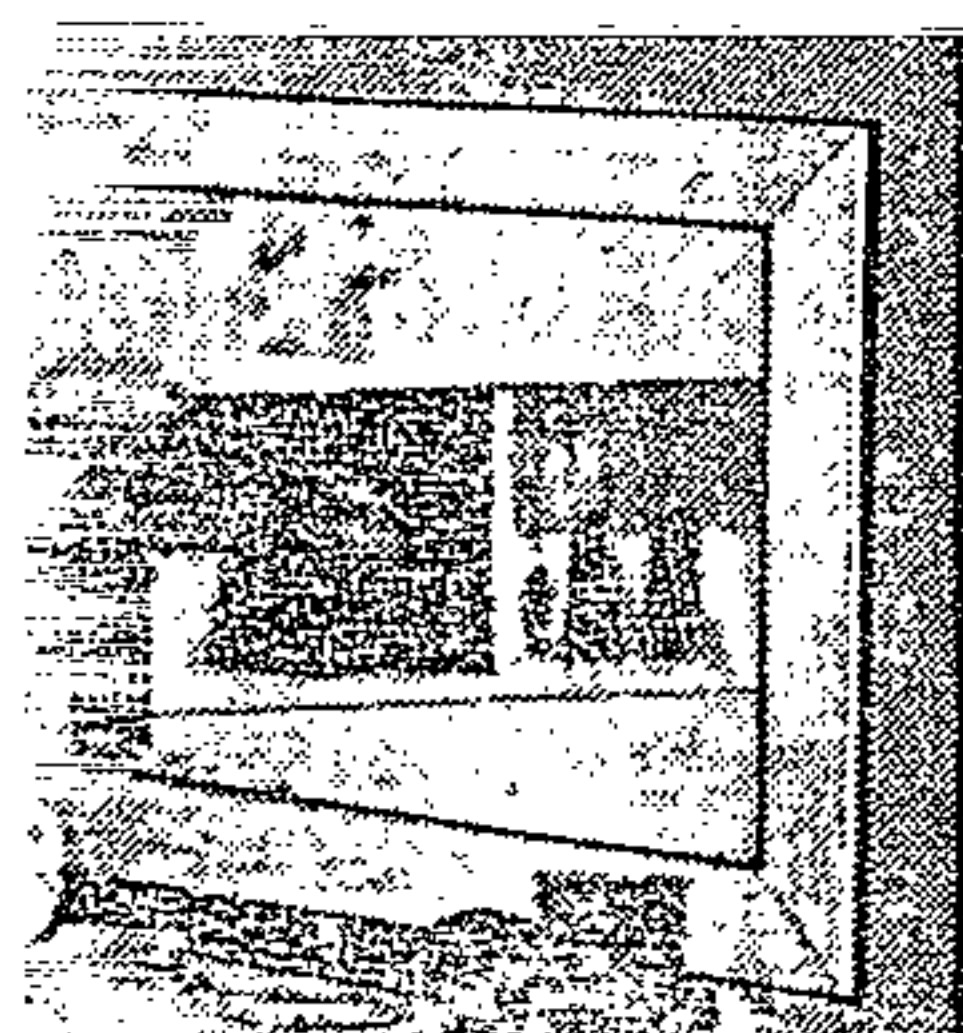
## UK women earn less than men but smoke and drink more

LONDON — British men continue to earn considerably more than women in the same jobs, but while men are



Doore introduces bottom warehouse on an incredible quality branded appliances! Easy terms can truly spectacular. Nowrooms across in greater bulk before. ving more. er. You choose chandise - lace. And soon as you've a nominal easy!

**DOMESTIC**  
**WOMEN**  
**WORTH 24**  
**MONTHS**  
**TO PAY**





# Women in the workforce - HSRC report

If women are to be used in the labour force to their fullest potential employers will have to change the working environment. The Human Science Research Council (HSRC) findings.

In its latest newsletter, "Utilisation of womanpower," the HSRC states that employers will have to provide retraining facilities for women who return to work after interrupted service; create more part-time posts; implement job-sharing; and introduce flexi-time at work.

Women are becoming increasingly important in South Africa's

labour force. In 1951 20 percent of the economically active part of the population were women. This figure rose to 32 percent in 1980.

The increasing participation of women entails certain changes in the men-women ratio structure of certain occupations," the report says. Only 5 percent of all white natural scientists were women


in 1965, as against 15 percent in 1979 and a projected 17 percent for 1987.

A woman's traditional role as mother is still the most important consideration in her decision to work away from home or not, says the report.

According to HSRC figures almost 70 percent of all white women between 20 and 24 years of age worked away from home in 1980. After 24 years of age there is a considerable decrease. The declining participation can be related to marriage and family.



# They are SA's only women ambulance assistants

  
 355A  
 C. Pat  
 2/10/82

tial training as a nurse in Pretoria, where she passed her hospital examinations but never wrote the government exams.

Like Mrs Glaus she is a qualified emergency medical assistant. She passed an army medical course and is attached to the Donkin Commando.

For Mrs Zuccollo it's a far cry from training race horses and running kennels for cats and dogs, to driving an ambulance. But throughout her life the call of nursing in any of its forms has always been there.

So much so that she took a job as switchboard operator at the Dias Divisional Council headquarters in Burt Drive where, among other duties, she was in radio touch with ambulances and was occasionally called in to be a third member of an ambulance crew.

Now her job is what she loves most and she is the senior crew member on an ambulance.

She has found that her presence in an ambulance crew makes a difference to injured or ill women and children.

Mrs Zuccollo said that at the start people thought

them.

She is a qualified emergency medical assistant, having completed a course at the Port Elizabeth Technikon. Students were able to watch various pregnancy confinements at a hospital in order to understand the correct approach to birth.

Despite her total involvement in first aid and the major strides she has taken in ambulance rescue work, she says she is not a woman's libber.

"Nor have I ever wanted to be a nurse. I always looked on nursing as being too routine, whereas the work I am doing now is more exciting."

"The emergence of women ambulance medical assistants is a new era in ambulance care. We were very well received in Cape Town and, though no jealousy was shown us because we were women, the greatest joy was being accepted and the willingness of the Cape Town people to help us."

Mr Arthur Lee, Acting Chief Ambulance Officer, said that basically the service believed in competent training for all ambulance

By NOREEN SUTCLIFFE  
TWO Port Elizabeth women have become the first women ambulance medical assistants in South Africa.

Mrs Norah Glaus, of the Cape Ambulance Rescue Service, Port Elizabeth Division, and Mrs Judy Zuccollo, of the Dias Divisional Council Ambulance Division, returned home this week after a rigorous two months of training and examinations in Cape Town.

Shortly after her return, Mrs Norah Glaus climbed behind the wheel of one of four new ambulances delivered this week to the Port Elizabeth Ambulance Division. She will be the senior crew and responsible for driving to an emergency.

Then she will administer to the patient on the return. There were 13 men with the two women on the course, but not all the men passed.

Everyone in Mrs Glaus's household is involved in first aid.

Mr Errol Glaus, a technician for a medical equipment supply firm, is a member of the St John Ambulance Brigade. He does



Above: Checking the rearview mirror of the ambulance before setting out is Mrs NORA GLAUS, of the Cape Municipal Ambulance Rescue Unit in Port Elizabeth. First aid is in her blood.

## Nora and Judy handle tough job

Below: Mrs JUDY ZUCCOLLO, the other successful ambulance medical assistant comes from the Dias Divisional Council Ambulance Division. She gets her instructions about a case from the Chief Ambulance Officer of Dias Ambulance Division, Mr M NEVELING.







household is a first aid.

Mr Errol Glaus, a technician for a medical equipment supply firm, is a member of the St John Ambulance Brigade. He does regular ambulance work at sporting functions over weekends.

Their three daughters Noleen, 16, Karen, 13, and Susan, nine, are all capable of administering first aid, being St John Ambulance cadets.

Mrs Glaus became interested in first aid as a schoolgirl in Boksburg. She joined the Voluntary Aid Detachment of the Red Cross and wrote all the junior exams.

But when she started work as a book-keeper, first aid took a back seat. Then 5½ years ago she joined the St John movement.

In February she joined the full-time staff of the Port Elizabeth Ambulance Division after a year's voluntary service with

help us."

Mr Arthur Lee, Acting Chief Ambulance Officer, said that basically the service believed in competent training for all ambulance personnel. There was no differentiation in any way between men and women.

"The Ambulance Service provides equal opportunities for people who are interested in emergency medical care," he said.

"Naturally we are very proud of Mrs Glaus. It is not an easy course and her achievement is to be commended."

This week as Mrs Glaus took up her seat behind the wheel of one of the ambulances, she said it was amazing how many men could not believe their eyes when they saw a woman behind the wheel.

Unlike Mrs Glaus, Mrs Zuccollo has always handled to carry on with her nursing in some form.

After leaving school in Port Elizabeth she did ini-

presumably the crew makes a difference to injured or ill women and children.

Mrs Zuccollo said that at the start people thought women would not be able to handle some of the problems confronting ambulance men, such as carrying a patient in a stretcher down seven flights of stairs or changing the tyre on a vehicle.

But these were easily overcome and she enjoys every moment of being involved with ambulance medical care.

One thing she would like to see is a different attitude of the public towards the ambulance services.

"Many people still think an ambulance officer is only a driver," she said.

"They do not realise what training qualifications and capabilities these people have until they see for themselves after having to call on the ambulance medical care services."

E. Post

2/10/82

355A



# FIRST <sup>2814</sup> PAYMENTS <sup>355A</sup> MADE IN <sup>300</sup> DOMESTIC <sup>S. T. L. M.</sup> PENSION <sup>3/10/82</sup> FUND PLAN

THE first payments have been made to beneficiaries of the Domestic Pension Fund, a scheme that provides pensions plus full death and disability benefits for domestic workers.

Both payments — totalling about R5 100 — were made to dependants of Domestic Pension Fund members.

The fund is managed by CRP Group Services, which has offices in Johannesburg, Cape Town and Durban. Federated Life Assurance Company manages the pension fund investments and underwrites the death and disability benefits.

In Durban, Albertina Zungu became a member of the fund in November last year. She died recently and the Domestic Pension Fund paid R2 535 to her nominated dependants — Thembi and Eugene Zungu, her daughter and grandson respectively.

And in Johannesburg, the wife of a fund member has been paid R2 563, but has asked not to be named because of complications in her tribal customs. Following her husband's death she has become the "property" of her mother-in-law, who might lay claim to the beneficiary's Domestic Pension Fund payment if she knew her daughter-in-law had received it.

The fund is the brainchild of a Johannesburg employee benefits consultant, Lionel Phillips. He launched the fund with Federated Life in September 1982.

He says: "I continually received requests from clients who wanted pension and other benefits for their domestics. I started working on the Domestic Pension Fund concept four years ago, at a time when there were no suitable policies available for domestic workers.

"We have now achieved our goal of providing comprehensive individual contracts tailor-made for the needs of domestics. They can be obtained without medical evidence of health, they provide cover for death or disability due to sickness or accidents, and they offer a most competitive life and disability premium rate so that we can invest as much as possible in the pension fund."

The Domestic Pension Fund provides pension, death and disability benefits for as little as R10 a month.

The domestic or employer may transfer savings to the fund to swell the eventual monthly pension, and premiums can be increased at any time in units of R5.

If the domestic workers leaves his or her job, the employer's obligation to pay the monthly premiums is discontinued. The account remains in force, earning interest, until the employee finds a new employer willing to resume contributions to the fund.

The domestic enjoys full death and disability cover for six months after premiums have been discontinued, provided at least six contributions have been made in the previous 12 months. This is a major advantage to a domestic who may not be able to find new work immediately after leaving a job.

The Domestic Pension Fund has been registered with the Registrar of Pensions and bears the full approval of the Commissioner for Inland Revenue.

Phillips adds: "It can help an employer to provide a secure future for someone who's almost part of the family."



EVERY evening they leave plush, comfortable suburban flats to spend the night in dimly-lit rooms with often-inadequate ablution facilities.

They are local domestic workers — the forgotten people of Johannesburg's flatland.

Now health officials are calling for a revision of the by-laws governing the conditions of servants' quarters — many of them on top of expensive apartment blocks.

Chartwell, a block of flats in the prestige area of Killarney, was found wanting after an examination last week by the Johannesburg municipality's assistant chief health inspector, Mr J Modlin.

A spokesman for Chartwell's owners, Herjoe Investments Chartwell, said the company was prepared to upgrade conditions dramatically if employers were willing to pay R20 to R30 extra for their rooms.

"We employ a full-time inspector who periodically inspects servants' quarters and every few months we spend money on improvements," said the spokesman.

About two months ago

# Low living up on the roofs of posh Killarney

By ARLENE GETZ

we spent more than R500 on the bathrooms but the toilet seats have been stolen."

Chartwell can accommodate about 50 employees on its roof.

One resident complained that there were only five baths available for the women.

The paint in her room was peeling, and the only electrical outlet was a tiny light on the ceiling.

Yet the servants' quarters at Chartwell are no worse than the average block of flats in the area.

"I would say that Chartwell is on a par with other flats I have seen," said Mr Modlin.

Mr Modlin, acting in re-

sponse to a complaint about conditions at Chartwell, has served a statutory notice on the owners of the building compelling them to repaint and clean the bathrooms.

But he has not taken action against other flats as he "very seldom" received complaints.

Mr Modlin said that he would like to see an improvement in the limited by-laws which provide for one toilet for every 12 residents, but make no allowance for baths or cooking facilities in servants' quarters.

While the municipality now insists that all new apartment blocks have a communal stove, double-compartment washing sink

and hot and cold water, they have little control over facilities offered in old buildings, said Johannesburg's chief health inspector, Mr J A Oxenhan.

The PFP city councillor for Parktown, Mr Ian Davidson, has also called for a revision of existing by-laws.

"However, it's not enough to revise these laws. Employers must be made aware of the condition of their workers' rooms," he said.

According to Mr Davidson, facilities at nearby Dukes Court were worse than those at Chartwell.

Thirty-one rooms for women — some of which are shared — were serviced by four toilets and two showers.

The rooms, connected by a long, narrow passage, did not have ceilings, and domestic workers "fried in summer and froze in winter".

A spokesman for Unidev, one of the owners of Dukes Court, said his company was investigating the installation of plugs and ceilings in the flat-roofed rooms.

They would discuss the issue at their management committee meeting at the end of the month, he said.



CAPL Times 20/7/82

# Campaign for breast-feeding

Staff Reporter

CONSUMER action groups and journalists had played a great role in the struggle to reverse the declining rate of breast-feeding and the resultant infant deaths in the world, Dr E F P Jeliffe said yesterday.

Speaking at the ninth biennial congress of the South African Nutrition Society in the City, Dr Jeliffe, a United States expert on breast-feeding, said support for a return to breast-feeding was growing.

However, campaigns were needed to educate government authorities, health professionals as well as mothers on the benefits of breast-feeding.

## Issues

Dr Jeliffe and her husband are monitoring breast-feeding programmes all over the world and will be attending a workshop in Indonesia soon.

She emphasized the

necessity to breast-feed, both to prevent babies dying of malnutrition and for its known contraceptive effect.

Issues that needed emphasis were:

- The "rooming-in" system in hospitals where babies were in the rooms with their mothers and were breast-fed. This should be done as soon after the birth as possible. Unnecessary caesarian deliveries and over-sedation should be avoided. Startling results shown in hospitals were a 50 percent drop in infant illness and a 47 percent drop in infant mortality in hospitals. The numbers of babies abandoned

in hospitals — common in the Third World — was dropping.

- Doctors and nurses had to be trained and "sensitized" to the issue. They should support and encourage women to breast-feed and should not "frighten" women about lactation.

- Information aimed at all levels of society should be distributed by health departments and clinics. Support groups should help "lonely, lactating mothers" overcome problems after the birth. This education should start at the ante-natal stage.

- Legislation to help working mothers should be enacted. In

countries such as Brazil and China, creches were compulsory where 20 or more women worked and women were given two periods of 30 minutes a day to feed the babies.

- The marketing of breast milk substitutes was being monitored and each country should check that companies were abiding by the code of marketing ethics signed in 1979 by 118 States of the World Health Organization.

## 'Sabotaging'

Prevented from advertising, companies were handing out samples to doctors and nurses who were in turn "sabotaging"

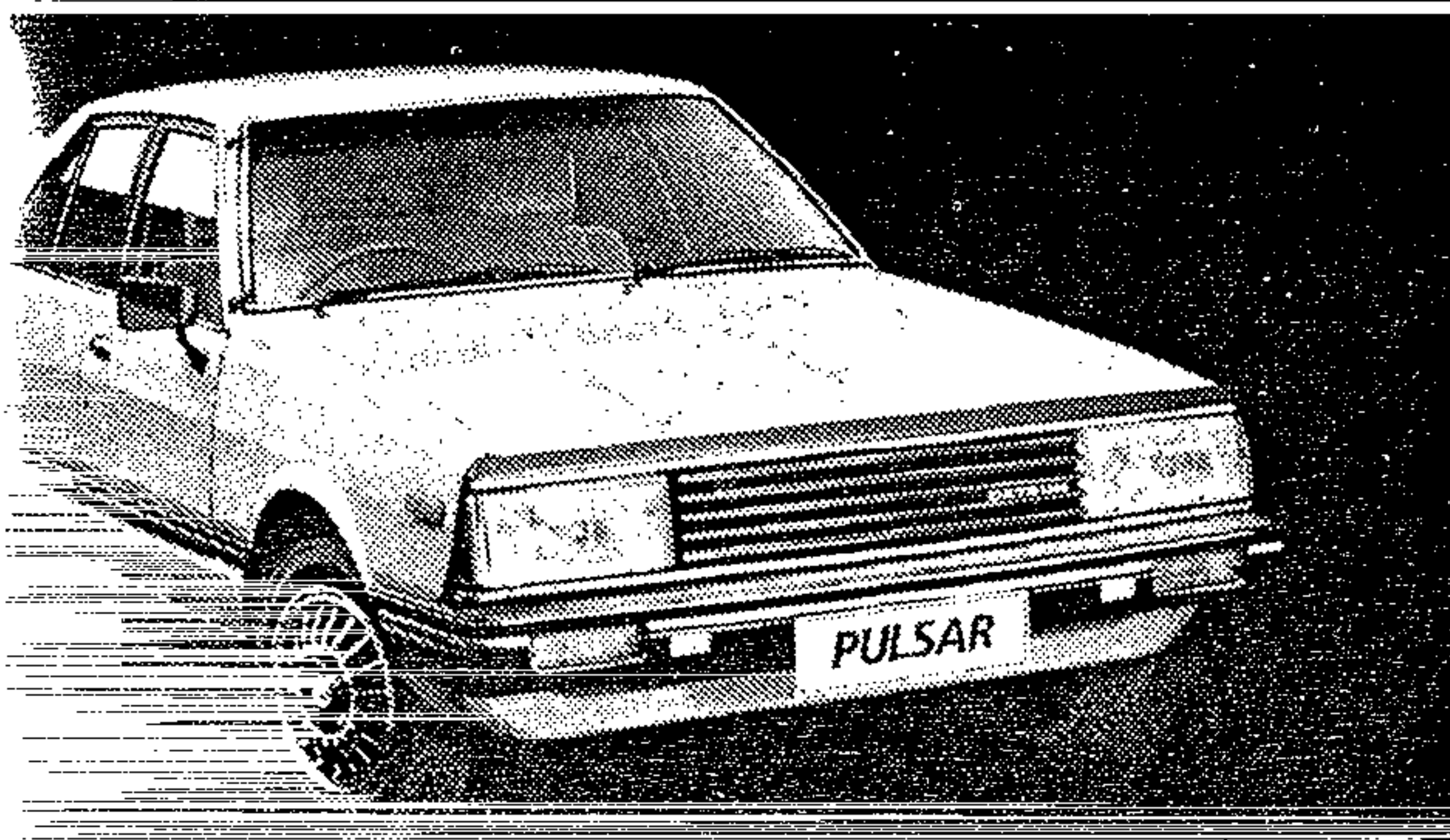
breast-feeding.

Dr Jeliffe said that an "amazing" campaign was being conducted in Brazil where a 45-day media blitz was held after government officials were shown a documentary on the "horrific" situation.

Creches at factories were mandatory and were inspected. Posters and pamphlets were put up everywhere. Bank cheques and pay cheques were embossed with "Breast-feed your baby". Celebrities went on television to plead the cause during free air time donated by commercial television.

Among them was the mother of soccer star Pele, who told Brazilians how breast-feeding had given her son advantages.

"I hope to see a resurgence of breast-feeding worldwide and infants being granted the rights that are being denied to them," Dr Jeliffe said.



## THE NEW PULSAR 1500 AUTOMATIC.

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Oddments & broken ranges usually  
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## 'Urgent need' for pregnancy benefits

LEGISLATION providing working women with pregnancy benefits, creches and lactation feeding facilities at their work was urgently needed, members of the South African Nutrition Society heard at their ninth biennial congress in Cape Town yesterday.

## Son's death: Is it Ruth's curse?

**Argus Bureau**  
LONDON. — The son of murderess Ruth Ellis — the last woman to be hanged in Britain — died of a massive overdose of drugs, a coroner's court was told.

Andre MacCallum, 37, never got over the death of his mother. His last wish was that he should be buried alongside her in an isolated grave at Old Amersham, Buckinghamshire.

After a hearing at Westminster coroner's court yesterday it was disclosed that Andre was the fourth member of the family to die since the execution.

### LOVER

Ruth's elder sister, Mrs Muriel Jakubait, said: "I pray that Ruth has not put a curse on us."

Mrs Jakubait has seen her mother and father, youngest sister and nephew, Andre, die since Ruth was hanged in 1955 for the murder of her lover David Blakely.

"All the deaths were directly involved with my sister being hanged," said Mrs Jakubait.

"My parents and sister died from depression and broken hearts. Andre was only 10 when his mother died, but he was devastated by it. He never completely recovered."

Addressing the congress, Dr E F P Jelliffe, lecturer and researcher for population, family and international health at the University of California, said malnutrition and infant illness could be checked extensively by breast-feeding.

Breast-feeding, however, was not always possible when working women were separated from their children.

### A RIGHT

Legislation laid down by the International Labour Organisation outlining benefits and rights of women with infants did not affect all countries, she said.

While it was found in many Western countries it was more common in communist countries.

Where legislation was not enforced and facilities were not available mothers should contact employers, trade union officials and health officials.

"It is a woman's right to breast-feed her baby," Dr Jelliffe said.

In 1979 only two per cent of all factories in Brazil provided creches and lactation feeding facilities for women employees.

"After an extensive State programme emphasising the need for breast-feeding, 85 per cent of factories laid on these facilities."

For breast-feeding to catch on again effective education was necessary.

"The confidence of mothers that they can breast-feed their children needs to be regained and there is a need to break blocks, such as the fear through psychological blocks, such as the fear that they will lose their figure."



# Women around the world are working

**SHINE WHERE You Are** is a song of inspiration sung by children at Sunday schools.

And shining is exactly what Ms Florina Ntholeng and Ms Magdeline Phetla of Katlehong are doing with their talents

By NTOMBI MDUNGE

and their time.

"Working for somebody else to earn a salary is all right, but nothing is sweeter than being self-reliant and

happily independent," said Ms Ntholeng, mother of six, whose ages vary from three to 19.

When Katlehong

Industrial Association opened its working place to the dextrous residents of Katlehong, she and Ms Phetla were among the business-minded people who grabbed the opportunity.

Ms Ntholeng is a self-taught dressmaker who was exposed to dressmaking at an early age. "I used to watch my mother sewing aprons for herself and copied everything she did. I decided then that I would never do anything other than just sewing," she said.

She continued her craft after she married until Ms R Mphane, a councillor, told her about some company that was building a working place for people such as her.

"My husband did not give me much encouragement but I joined anyway and now I do not regret the step I took," she said.

Ms Ntholeng makes wedding and ordinary dresses, aprons and petticoats, the latter being her favourite.

She felt many women were scared to plunge

into business on their own and gave the excuse that they were "only women".

"They have no confidence at all," she said. "Women must learn to be independent, think what they can do best and go out and explore their talents."

Her main aim now is to go to a school of design to receive formal training on her favourite work.

"I do not know if I will be accepted but I will try my luck anyway," she told SOWETAN Woman.

Ms Phetla, a mother of two, and her neighbour at their working place opened their own business as a florist. Her favourite arrangements are wreaths.

She started loving flowers when she worked at a florist in Germiston. "While arranging the flowers for my employers, I told myself that one day I would arrange flowers for my own customers," she recalled.

Her dream was realised when she launched her business two weeks ago.

Before then she used to arrange flowers for parties, funerals, weddings and other people's homes.

"The money that I got from those sales helped me to buy stock for my florist," she said.

In her shop are living cards — cards with real



Ms Ntholeng . . . would like to receive formal training.



Grade 212, Grade 213  
B1 846, Grade B2 1182  
1 935 Prime B 261 Grade  
1 936 Purchased: Grade  
Sheep: Carcasses: 11/10/82  
Grade 206, Grade 208  
C 208, Grade Class 211

ASSURE

## GENERAL NEWS

# Lenasia housing corruption claim

Stas 28/10/82 (127) (84)

Reports by  
Tyrone August

The chairman of the Federation of Residents' Associations of Lenasia said yesterday the housing crisis in the township had led to rampant bribery and corruption.

"In 1977 the housing backlog in Lenasia was 2 200," Dr R. A. M. Sal-

ojee told the 300 residents who attended a protest meeting at the Lenasia Civic Centre.

"Today the backlog stands at 8 800. This has led to bribery and corruption."

"It has been alleged that one has to pay up to R3 000 before one can get a house. There can be no doubt that

this kind of exploitation is rampant."

Dr Salojee said some individuals were making handsome profits through rent racketeering, sub-letting houses and accommodating tenants in backyards.

He dismissed bodies such as the Lenasia Management Committee and the South African Indian Council as spineless.

"Dialogue and negotiation have brought only frustration and despair," he said.

The secretary of the Durban Housing Action Committee, Mr. Virgil Bonhomme, said it was the responsibility of the Government to provide proper housing.

He attacked the Government's new housing policy for making provision only for those earning less than R150 a month.

"This is shifting the responsibility of housing to individuals and business," he said.

## Lenasia votes for Sri Lanka boycott

A call to boycott the tour by Sri Lankan cricketers was made at a meeting in Lenasia yesterday.

"We condemn the tour," said the resolution. "White sportsmen are trying to get back into international sport by soliciting the support of the oppressed."

"Large sums of money are being spent to attract overseas sportsmen to South Africa instead of being spent on housing, education and other basic needs of the people."

"We believe a sports and cultural boycott is an effective means of struggle to further our aims towards non-racial democracy."

The resolution called on school principals to deny the Sri Lankan cricketers access to school children during the tour.

## Closed shop endangers his job

Stas 28/10/82 (250) (15)

Lenasia residents expressed their support for a trade union official who is in danger of losing his job with the Johannesburg City Council.

A resolution, passed unanimously, noted "with alarm and concern the Johannesburg Municipal Combined Employees' Union executive's attempt to ex-

pel Mr. Terry Jeevanantham for criticising the union's leadership as undemocratic."

Mr. Jeevanantham, a librarian at the Lenasia Library for seven years, would lose his job because of the union's closed shop agreement with the city council.

"We wish to state that he has served the best interests of this community for the past seven years and we

would take extreme exception to him being dismissed from the library service. The closed shop principle is being used by the union to stifle criticism and we therefore wish to state our opposition to it."

The union executive is asked to stop its expulsion bid. If not, action to oppose the dismissal through community organisations will be considered.

## R10-m aids farmers hit by drought

Own Correspondent  
Emergency Government assistance of about R10,5 million extra a year will be given to drought-stricken small livestock farmers in the north-western Cape and to the karakul industry.

On the recommendation of the Jacobs Committee, the fodder loan of R4 a month "breeding small livestock unit" in the drought areas of the north-western Cape has been increased to R5 from October 1.

This assistance to the Kenhardt, Pofadder, Williston, Calvinia, Carnarvon, Gordonla and Namaqualand areas would cost an extra R7 million a year, the Minister of Finance, Mr. Owen Horwood, and the Minister of Agriculture, Mr. Greyling Wentzel, said in Pretoria yesterday.

The number of karakul pelts which could be marketed was decreasing because of the drought, they said.

From November 1 to October 31 next year the Government would make a single contribution a pelt to farmers where the average auction price was less than R15.

"It is hoped this additional State aid will encourage karakul farmers to maintain their basic flocks in expectation of a pelt market recovery," said the Ministers.

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Sowetoun

11/10/82

355A



**Ms. Phella . . . self-reliance is wise.**

or artificial flowers sticking out, vases, fresh and artificial flowers and wreaths.

She is toying with the idea of selling tombstones as well but, she said, that was still a long way off.

"My advice to other women is that they must keep some money while still working and start

their own little businesses later," she said.

She said women should not depend entirely on their husbands for financial support but should do something to help them fight inflation.

"Besides," she said, "it is only wise to learn to be self-reliant."



## Women's World

# Boss now likelier to accept a pregnancy

3557 E. Post 12/10/82

PREGNANCY is no longer a dirty word in the male-dominated world of business.

It appears that maternity garb and baby talk are now more readily accepted by South African bosses than ever before, with a lot of this change in attitude occurring in the last few years.

In its annual survey on salaries and working conditions, which this year covers some one million employees around the country, the P-E Consulting Group shows that employers are more understanding towards pregnancies than they were in 1980.

"Commerce and industry, concerned with maintaining profit margins and reducing staff turnover levels, is becoming more amenable to expectant mothers on the payroll, although most pregnant workers are still resigning from their jobs of their own accord," explains Jane Ashburner, a remuneration consultant with the survey unit.

Impending motherhood was frowned upon by more companies in 1979 and '80 when there was a higher rate of voluntary and enforced resignation and fewer businesses were prepared to grant reasonable periods of maternity leave.

"This year's survey reveals that more than a third are granted special leave to prepare for and recuperate from the birth of their offspring," says Miss Ashburner.

The length of leave granted varies from "unlimited" (23%) to four months (17%); six months (11%); 12 months (2%); and two to three months (42%).

When it comes to payment during the leave period, three-quarters of the companies canvassed maintain only medical aid contributions. Others pay out on actual leave due, one full salary or some other arrangement.

However, two-thirds of the employers granted full pension rights — 5% up on 1979 — and more of the participating companies counted maternity leave as working time for the purpose of calculating other benefits.

Ten years ago, morning sickness and maternity dresses frequently resulted in dismissal. Now pregnancy is viewed more sympathetically.

Of course, there are economic reasons for this change of heart — but maybe it is also due to the realisation that women are entitled to a career and a family, albeit simultaneously.



# Bureau will further interests of women

EAST LONDON — Women were beginning to realise the value of working together, a meeting to inaugurate a local branch of the Women's Bureau of South Africa was told here last night.

Mrs Margaret Lessing, the director of the national body, and an outspoken authority on women's affairs and consumer issues, said: "Only now are women beginning to understand

the value of networking, particularly as they move out in ever-increasing numbers into what has long been accepted as a man's world."

The purpose of the women's bureau was to further the socio-economic interests of women of all races and in all walks of life.

It acted in an advisory capacity on matters concerning women, collected and disseminated

information, and initiated research projects, she said.

Opening the new bureau here, she praised the support women had shown, and called on them to build the bureau into an organisation that would meet the needs of the women in the community.

Mrs Mary Carter, who will act as the chairman, said the local bureau's efficiency would depend on the co-operation and support of the women.

Representatives from several community organisations, including the Child Care Society, the National Council of Women, Business and Professional Women's Club, as well as educational, health and religious organisation representatives attended the meeting.

Other guests included Mr David Palmer, district manger of Old Mutual — the sponsors of the bureau. — DDR.



Mrs Margaret Lessing, director of the Women's Bureau of South Africa, left, chats to Mr David Palmer, district manager of Old Mutual. Mrs Mary Carter, chairman of the East London bureau, and Mrs Mabel Chisholm of the Business and Professional Women's Club.



She recently became the first woman managing director of a subsidiary of the South African division of the giant multinational organisation Unilever.

With the kind of data and ideas that computers can provide these days she will be undertaking projects that have never been attempted before in this country — into wider areas of research that have previously been virtually impossible.

"Social research is another field which has tremendous potential. I spent six months in Britain prior to taking over

By MIKE PEIRSON Finance Editor

"County councils, for instance, who have budgets for housing, are asking our kind of organisations to research the needs of the people for whom that housing is being built, so that they can use the taxpayers' money to the best end.

so instructed. Communicate with other persons except the invigilator before leaving the examination room.

For some years it has taken on independent clients and given them the benefit of its many years of experience.

**"Nevertheless professional secrecy is part of the job and we would not discuss one client's details with another," said Ms Kenton.**

"The client owns the copyright to that search.

"But we do also have syndicated research which can be used when the needs arise. We have a panel of people in South Africa who do something which to many would

behaviour. They agreed to keep a special dustbin at home into which wrappers of various precho-

sen products would be thrown if and when used. The bins are collected every month and the

number of wrappers counted. It gives the marketing person a continuous trend on how their brand is doing."

Ms. Kenton explained that there were many other exciting technological developments, particularly where the computer was being used as an extension of the mind.

Geraldine Kenton —  
"We are not fortune-  
tellers"



Ms. Kenton operates a sampling panel in this country representing about 2 500 homes which has been drawn up meticulously over the past 12 years.

There are a great number of research organisations in the country and RI reckons to be in the top four suppliers.

Despite the increase in the number of black consumers these days, Ms Kenton pointed out that most of her clients still spent their research money 50/50 on whites and blacks.

**Market research itself** in this country was growing at a rate of about 15 percent annually and had been doing so over the past three years. In certain parts of the world it was expanding even into the political field.

"We all know that John Kennedy, for instance, got himself elected president in the same way as people market toothpaste," said Ms Kenton. "One of the things he did was have research done about what the people wanted from him. I gath-

Does she ever get a client who is dissatisfied because the share his brand achieves in the marketplace is different from the market research prediction?

"We are not fortune tellers," she replied. "Market research can only measure a variable at any given moment in time. What we give is only an aid and we would never purport to say: you will definitely get that share of the market."

"Our clients don't really expect that. We can give them comparatives with what has happened in other countries and suggest that if it's been OK in Australia, for instance, it could do well here. But I would never stick my neck out and give that kind of firm guarantee."

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# Blueprint for a bright future

355A  
Mercury  
18/10/82

MARIE Davison, a former pupil at Mitchell Girls' High in Durban, today holds the highest position ever reached by a woman in the Electricity Supply Commission.

Marie, who joined Escom in 1969 after receiving her BSc Engineering (Electrical Light Current) at Natal University, now holds the rank of Principal Engineer (Transmission) in the New Works Department at Escom's head office in Johannesburg.

And if that sounds a mouthful, it most certainly is, agrees Marie. She prefers to use the job title of Project Leader, National Communications.

'As project leader I have the responsibility of ensuring a saving of time and money when telecommunication projects are done on a large scale.'

Besides her BSc degree, Marie also holds a Graduate Diploma in Engineering from Wits and is a member of the Institute of Electrical Engineers in London and many similar organisations.

She has delivered several papers on engineering in the past years.

When she first started

at Escom in Durban, Marie spent two years undergoing a training programme for engineers.

She served in the telecommunications section for three years before heading for Johannesburg with her husband, Eric, also an engineer.

In Johannesburg Marie worked her way up the ladder: first she specialised in telecontrol systems, then she became a senior engineer (telecommunications), then head of telecommunications applications in the substation section of the New Works Department, until her latest and biggest promotion.

Marie considered it an exciting development that women were being considered for more senior positions, and that merit was the only criterion for promotion.

However, she confessed, there were times in her early days at Escom that discrimination was directed against



MARIE DAVISON ... promoted to the highest position a woman's ever held at Escom.

women — especially when it came to salaries and benefits: 'But in recent years, this discrimination has disappeared.'

Marie's quick to stress, however, that she's never had to put up with teasing or taunting from chauvinistic

male colleagues.

But she believes it would be of benefit to employers to make provision for married women to remain professional by providing them with half-day or part-time employment, and perhaps creches.

Billy Suter



## WOMAN

# 355A A woman's place is in the world

## Cuts and determination made her succeed in a 'man's' world

THE Dire shortage of skilled manpower in South Africa necessitates that women take up their rightful positions in commerce and industry and thereby play a meaningful role in society.

This view was expressed by Ms. Constance Nkosi who is moving with ease in a job that traditionally belonged to a man.

She is the advertising manageress in a leading family fashion store.

Ms Nkosi worked hard for her success. After matriculation from Orlando High School in 1966, she furthered her studies at the University of Zululand where she obtained her BA in Psychology.

She was one of the first black women to be

employed in advertising industry.

After working in this field 10 years, she decided to climb a little higher and went to the University of the Witwatersrand to study for her MBA degree.

### By NTOMBI MDUNGE

She is awaiting her results in that field.

Her work in the store includes dealing with the advertising agency or campaigns, looking after the advertising budget and deciding how the money is to be spent to communicate with the consumer.

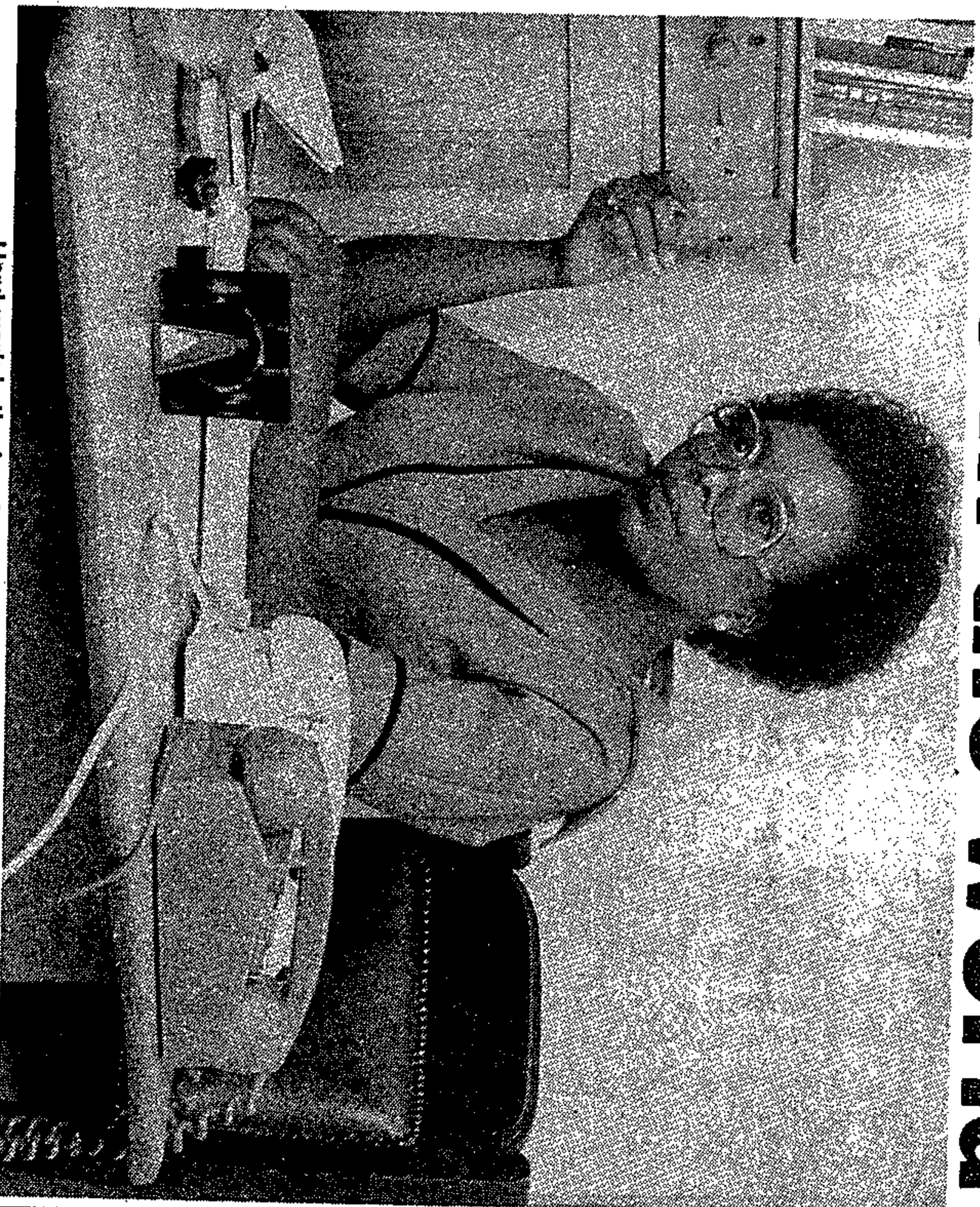
"I find my job challenging", she said. "It is tough though", she confessed, "a real man's job but if one has to succeed

anywhere, one has to be prepared to work hard, which is what I am doing".

"Being a woman in this kind of a job has all the disadvantages", she said. But one has got to find ways and means of handling those and turning them into advantages.

She said hard work and determination was the name of the game and that women who wanted to succeed in life had to be prepared to work hard and let no obstacles hinder their way to success.

"Women tend to give up easily. This should not happen", she said. "Gone are the days when the woman's place was in the kitchen".



Hard work is the key to success ..... Ms Connie Nkosi.



# Even a marxist invokes the Lord

The Star's Africa News Service  
HARARE — Even good marxist-leninist politicians are not above using "the opiate of the people" every now and again — particularly when they want to get a point across.

In Zimbabwe over the weekend, Deputy Minister Mr Mark Gwaderera spiced up his socialist sermon with a liberal helping of religious imagery.

Speaking about the relationship between the people and the Zanu PF government he pontificated: "The people are God the Father, the government is God the Son, and Zanu (PF) is the Holy Spirit."

Bank of Mozambique Mr Prakash Ratilal, said yesterday after visiting both countries.

French Fever  
at Renault  
New

# Five women join Benoni fire fighting squad

SAYS 19.10.82

355A

East Rand Bureau  
The Benoni Fire Department, a traditional bastion of male conservatism, has recently had a feminine touch added to it.

Four women are training to become fire fighters. Another is expected to join the department next month.

The present four are Mrs Lea Roos (45), Mrs Audrey Nagel (34), Miss Sandra Herbst (21), and Miss Debbie Cowie (24).

Benoni's fire chief, Mr Ted Barber, said he was happy with the women, who were doing an excellent job.

Mrs Roos, a slightly built grandmother, set the ball rolling in June when she joined the department to become South Africa's first fully fledged woman fire fighter.

Mr Barber said he was very happy with her progress. "She is very enthusiastic."

Mrs Nagel, who has two children, said she decided to become a firewoman so that she could help other people.

She is no stranger to helping

people in distress, having worked for the Red Cross for nine years as a nurse. She is also a member of the commandos.

Miss Herbst joined the department about 14 months ago because of the challenge.

"I have always considered fire fighting an exciting job. My boyfriend, who is also a fireman, and my parents, were dead against me joining, saying it was not a feminine job."

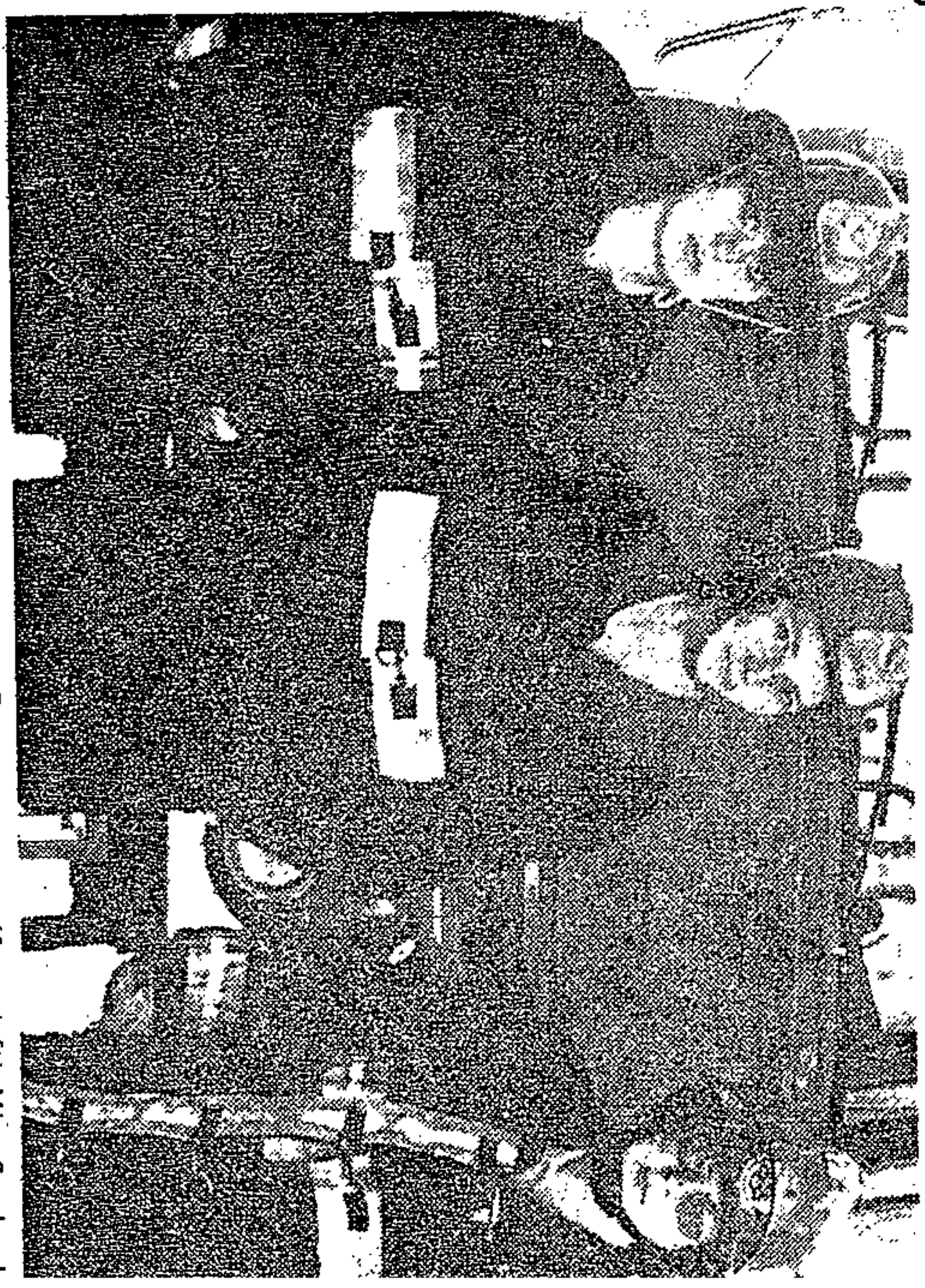
"They do not think that I will last more than three months, and I want to prove them wrong."

She said she was enjoying herself tremendously. "I have never been so happy."

Miss Cowie has almost completed her B Comm degree, and was only two years short of becoming a well-paid accountant.

"I was bored with my job, and decided to try something more exciting and challenging," she said.

All the women said they had been accepted by the firemen. "We are all one big happy family here," they explained.



Adding a feminine touch to the Benoni Fire Department are (from left) Miss Sandra Roos (45), Mrs Audrey Nagel (34) and Miss Debbie Cowie (24).

French Fever  
at Renault  
New

lost  
YOUR UNCLE IN THE

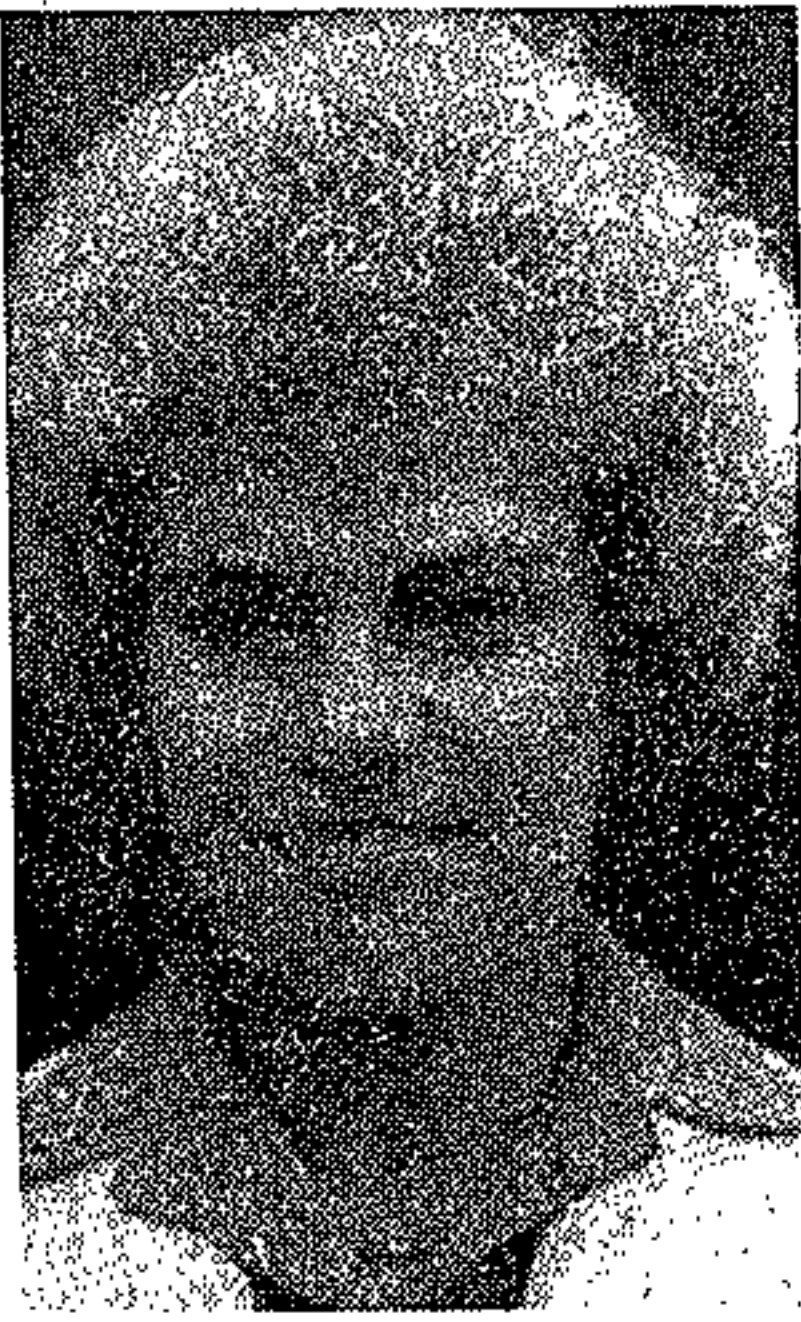
DOOR  
FURNITURE BUSINESS.

Vanderbijlpark  
Klerksdorp  
Pretorius Heremerkel





ELISE VAN NIEKERK  
"Our input is essential."



MRS LILY DU TOIT  
"Right if Christ calls you."



MRS JILL BLIGNAUT  
"Good for women."



MRS LEONE GROENEWALD  
"Other churches do it."

## Women confident of deacon role

Mail Reporter

THE vote by the Nederduitse Gereformeerde Kerk to allow women to become deacons met with a warm, liberated response outside a church in Parkview, Johannesburg, last Sunday.

Women members of the congregation greeted the announcement with enthusiasm. "I'm in favour of the idea," said one wife. She suggested that women might even be better equipped than men

to make contact with churchgoers.

"The men have so many commitments these days, we could give more time," she said.

The synod vote was taken on Friday after the well-known author-dominee Dr Izak de Villiers, had asked whether women were only good enough "to be tied to the bazaar table".

And now the commission for doctrinal and actual affairs is going to look into how the principle of women dea-

cons can be applied in practice.

None of the women approached by the Mail expressed any doubts about whether their sex would be able to do the work as ably as men have done in the past. "We can do the work as well as any man," was a common reply.

So, women now look set to embrace the move wholeheartedly and — with the Nederduitse Gereformeerde Kerk behind them at last — who knows what they may be able to achieve now.

19/10/72

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355 A



# Male secretaries move in as roles change...

By Jean Hey

More and more men are becoming secretaries as the role of the secretary changes from typist to personal assistant, says international personnel trainer Mrs Leila Wendelken, who is conducting seminars throughout South Africa this week.

Mrs Wendelken, who has trained more than 10 000 women worldwide and who runs her own consulting firm in California, says men have attended all her courses for secretaries over the last 18 months.

"Men were secretaries until the turn of the century. When typewriters came into being women were employed to work them. Now the concept of the secretary is changing, and men are returning to the job," she says.

The routine work of filing, typing and taking dictation, traditionally associated with the job



**LEILA WENDELKEN**  
— "Secretaries are their own worst enemies."

is gradually being taken over by machines leaving her — or him — time to do more creative work, Mrs Wendelken said.

"Today's secretary needs to understand her boss's job and act as his personal assistant. When the boss is out of the office, either travelling or at meetings, the secretary

must be able to solve problems and make decisions normally left to her boss," she said.

Men secretaries relate to their bosses very differently, according to Mrs Wendelken.

"The male secretary does not regard his position as that of an errand runner, whereas most women secretaries feel theirs is a menial task," she said.

She believes this poor self-image has undermined the secretarial profession and that secretaries have become their own worst enemies.

"It is essential they realise their own worth. Most secretaries have no clear idea of the value of their job and describe themselves as 'just a secretary.'"

"In fact they hold a most important position. Their bosses could not function without them. If all the secretaries in the country were ill for a day no



work would be done," she said.

During her 46 years in business, Mrs Wendelken has seen the role of the secretary change from one with the stamp of "the dumb blonde who spends most of her time on her nails and reading magazines" to an extremely demanding job.

"Although the average boss has a hazy idea of what his secretary does, she can, in fact, make or break his career. If she is good

she can increase his productivity, while a weak secretary will bring him down," she says.

She sees the job of today's secretary as one laden with pressures. She tries to please everybody from the boss to the clients. During her day the secretary absorbs all the irritations and interruptions which would disturb her boss and tries to protect him.

Often she is running a family too and has to face more pressures when she gets home.

"Something has to crack and it is usually the woman," she says.

Through her seminars Mrs Wendelken tries to show women how to cope with this stress, increase their productivity and work as a team with their bosses.

"The perfect secretary grows in her job. Her efforts should be an extension of her boss's efforts. They must work as a team," she says.

20/10/82

3557



(355A) 207  
24/10/82  
Awards for  
SA women

THE annual Adelaide Ristori Awards for 1982 will be presented to two South African women on October 13.

Mrs Zerilda Minnaar Droskie and Mrs Buyaphi Mvubelo will receive their awards from Mr M L Visagie, the Deputy Director-General, National Education, at Stellenbosch.

Mrs Droskie has devoted herself to social work, with the needs of the elderly enjoying her special attention.

Mrs Mvubelo has been the general secretary of the National Garment Workers' Union for 27 years. — Sapa



# Working women bitter at lack of fair jobs deal

She 27/10/82

3557

enter in question 1 it has (2) and

A girl with six distinctions in matric was told by a mining company she approached for a bursary, to forget about studying chemical engineering and to go for domestic science instead.

The company told her she had been totally influenced by her father in wanting to become a chemical engineer and suggested she be more sensible.

This is just one of the findings of The Women's Bureau, which this year launched a probe into discrimination against women. The forum asked women to write in with their experiences of discrimination.

Letters show that while women expect equal pay for equal work and are prepared to accept equal responsibility, many are dis-

By Jean Hey

criminated against in their jobs.

"Women are definitely not happy about the situation; many are bitter and hurt," says the latest newsletter of "The Women's Bureau Forum."

Some extracts from letters sent to the bureau and published in their newsletter read as follows:

"On several occasions I have acted as principal for a few days when the principal was absent. I was explicitly told that I can fill the post for 29 days, but if it comes to a month's salary, a male department head will have to take charge," writes a 32-year-old teacher with a Master's degree in Education.

Another letter from a woman wanting a

housing loan says she was turned down because she had no dependants. "This means that instead of paying 3 percent charged by the bank to its employees, I will have to pay the full building society rates. I can only call this discrimination..."

The Medicine and Discrimination Women's Bureau work group has also discovered women students applying to do medicine have to have higher matric results than male applicants.

Once they have qualified, some women students feel they face more discrimination on the labour market.

"My daughter graduated from Natal University at the end of 1981 with a BSc degree, majoring in so-

ciology and psychology. She also took a post-graduate course in secretarial work at the beginning of this year because she could not find a job. She is still unemployed.

"When she goes for interviews, she is told they want someone with experience and preferably male," writes one Durban contributor.

The Women's Bureau believes, however, that its interest in discrimination is not entirely negative.

"We are also anxious to establish where discrimination has been done away with," says their newsletter.

Contributions to the Women's Bureau probe into discrimination can be sent to The Women's Bureau, PO Box 705 Pretoria 0001.

rnal

1)

Subject... ECONOMICS  
(to be copied from the heading on the Examination Paper)

Paper No. PAPER  
(to be copied from the heading on the Examination Paper)

Examiners' Initials

JW

## NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



By Jean Hey

English - speaking women from the highest income group are the most cynical section of the urban white community as regards equal opportunities, pay and promotion at work.

A recent 1000 person survey by Market Research Africa (MRA) into equality of the sexes at work shows that women, English-speaking people and those in the highest income group (R2 000 or more a month) are the most sceptical about employers' acceptance of women as men's equals.

The results show that

## English cynical on job equality

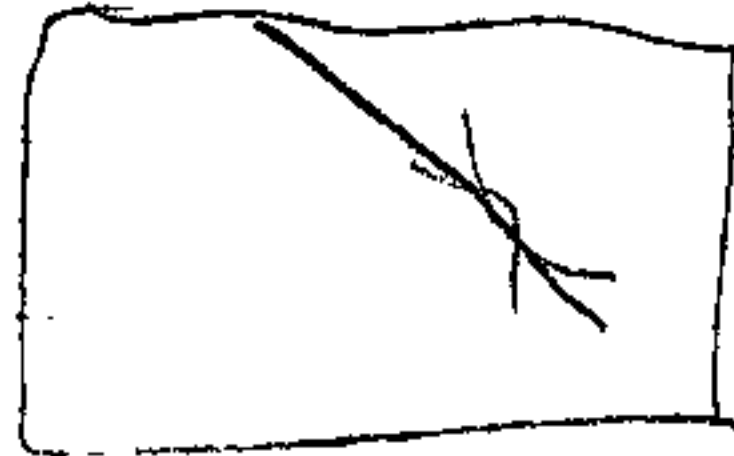
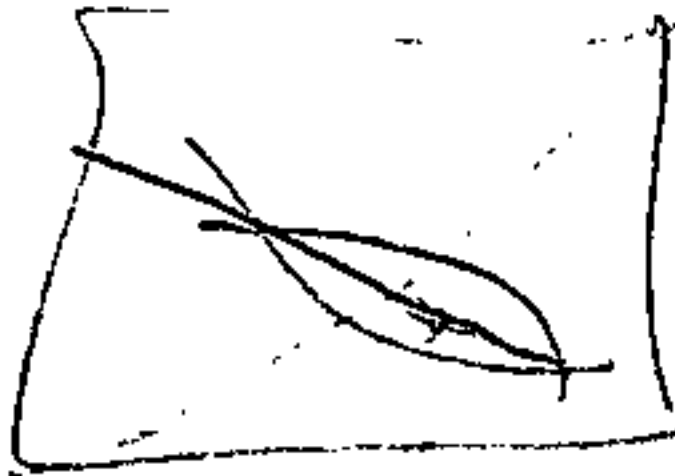
only 59 percent of the total sample believed both sexes would have an equal opportunity of getting an advertised job. The higher income groups and English speakers were the most sceptical of women's job chances when competing with men.

On the issue of equal salaries for equal work, little more than half (54 percent) said they would expect the same salary regardless of sex. Women and English speakers were the least convinced that

women and men are paid equally for the same job.

When asked if they believed a man and woman with equal qualifications and experience would be able to do the job equally well, 84 percent replied "yes" with 90 percent of women agreeing as compared with 76 percent of the men.

Afrikaners were more reluctant than the English-speaking sample to believe a woman could do a job as well as a man.





## WOMAN

## Lifetime before the blackboard

**T**HE teaching profession has been a target of the growing industrial labour shortage.

By SIMNAN KUNENE

Though regarded as one of the lowest paid jobs, for Ms Mirriam Dakile, principal of Ekuthuleni Primary School in Diepkloof, the profession means more than her monthly earnings.

Ms Dakile has been principal of Ekuthuleni for 20 years. She was among the first women to break into the then male-dominated field in the education department.

Her sight is firmly set on the education of the black child, whom she believes will contribute profitably towards the betterment of the community.

Having taught for more than 40 years, Ms Dakile should have been the first (because of her experience in the system

of education) to look for greener pastures during the economic boom resulting from the introduction of black channels on television and other developing businesses.

Giving a wry but assuring smile, she speaks with confidence as she points out some of the main problems regarding teaching today. Urging for more parental and community involvement in the schools, she said:

"Parents nowadays seem to show little interest in their children's education. Before drastic changes in education were implemented, we used to enjoy the co-operation of parents and the quality of teaching

was of a high standard."

Ms Dakile is worried about the deteriorating moral standards among both scholars and adults. As superintendent for the Diepkloof Wayfarers Association, she believes that much can be achieved through commitment in community work.

She says the parents of yesteryear showed concern about a child's schooling, unlike "today, where neighbours would never question the absence of a child from school. They would instead be happy to send the child on errands."

The chairperson of Early Childhood Education (a brainchild of Atasa), Ms Dakile also

does research in her school to improve the quality of education.

She says although her staff conforms to the syllabus, she often insists that the school should be made a home for the children. There should be a harmonious relationship between teacher and pupil.

Ms Dakile obtained her teachers' diploma at the Kilnerton Training Institute in 1943. She taught at Mzamo School in Sophiatown the following year and joined Mphumalanga Primary School in Meadowlands in 1957. Mother of three and grandmother of two, she was widowed in 1971.

Ms Dakile is also member of the Orlando Mothers' Welfare Organisation. Her home is at Orlando West (940-1123).

• The minimum qualifications required for teaching is matric and a diploma in the three-year course in teaching. This is equivalent to a university degree which is an advantage. There is no formal training in principalship. The Department of Education and Training considers various factors for promotion to the post.



"Parents show little interest in their children's education..."



Ms Mirriam Dakile, one of the first female principals to be appointed.

Sowetan  
1/11/82



A FEW weeks ago Matron Zamazulu Nkosi received a letter from the Durban branch of the Union of Jewish Women of South Africa.

The letter announced that the quietly-spoken matron had been chosen by the union's Durban branch as Woman of the Year.

She deserved the award, the union wrote, because of the amazing amount of work she has done above the call of duty.

Matron Nkosi recalls: 'It was such a shock. I felt very numb when I read that letter. I honestly don't think that I, as an individual, have done anything wonderful.'

But the matron is being modest.

It was she who, a few years ago, took a close look at Kwa Mashu and realised there was an urgent need to help the aged and chronically ill in the township. She was the one who

# Modest angel of mercy

decided to introduce a scheme whereby she and volunteer workers would visit the old and sickly at their homes, treat them, bathe them, do their washing and take them food.

## In the home

And it was Matron Nkosi who, in 1979, set this scheme rolling and encouraged the public to donate food parcels.

'I decided someone had to visit the chronically ill and bedridden at their homes. Often we'd treat people at the clinic and find the treatment wasn't doing much good because of the patients' home environments.'

The scheme to help those in need originated

at the polyclinic, stresses Matron Nkosi, and the idea to offer meals-on-wheels was set rolling in 1979.

When the feeding scheme was started about 75 people were benefiting. Now she and her helpers take food in cardboard containers to up to 120 people each day.

## For the aged

Two years ago, Matron Nkosi started the Kwa Mashu Christian Care Society, of which she is now chairman, in an effort to raise funds to meet the growing demands of the welfare work she had initiated.

One of the projects she encouraged was the building of a home for Kwa Mashu's aged. And,

thanks largely to her efforts, that home is to be built soon it is hoped.

Matron Nkosi emphasises again that without the help of many wonderful people she would not have been able to assist the township's needy.

She especially thanks the Berea Rotary Club for their help in assisting with plans to build a home for the aged in Kwa Mashu.

'Our work is constantly growing and in spite of the Union of Jewish Women thinking so highly of me I never think I have done enough. People see what I am doing and think that it is great — but, honestly, I am only scratching the surface. There is much still to be done.'

Matron Nkosi first became interested in nursing when she was a young girl living in Mahlabathini in Zululand.

'My father was a

church minister and I grew up in a mission. I became interested in caring for the sick because so many cripples and epileptics used to visit the mission. I felt so sorry for them.'

After attending boarding school in Inanda, Matron Nkosi started work as a student nurse at Durban's McCord Hospital.

'I was there for three-and-a-half years then went to King Edward VIII Hospital for 17 years before moving to the polyclinic as a sister in 1962. I became senior matron in 1968.'

Married with three children (her son does graphic design for TV2, one daughter is a nurse at McCord Hospital and the other is a secretary), Matron Nkosi is now 59.

However, she intends working at least until the age of 65.

'Longer if the Good Lord will allow me.'

Billy Suter





Star

# Anna's patience pays off

Nov. 1982

(3557)



By Jean Hey

She is bright-eyed, tiny and energetic. To many children who have been sick at the Johannesburg Hospital she is simply "Juffrou", but for 18 years Miss Anna van Coller devoted her life to running the Johannesburg Hospital School where the dying, too, are given something constructive to do.

Her sponsor, Dr Ruth Drubin, who was the deputy superintendent under whom Miss van Coller worked throughout her career at the hospital, says of her: "As principal of the school, Miss van Coller was so much more than an administrator or an

ordinary teacher. To the children she was also a doctor and friend who at any time of the day or night would come if they were in pain, depressed or just in need of company. There was nothing she wouldn't do for them."

Throughout her 18 years at the hospital, the children were always Miss van Coller's priority. "Sometimes a child was in terrifying pain. I would be asked to rub a tummy or a back and, although I knew it was not going to help, I did it because it made them feel better," she says.

Even during her holidays, Miss van Coller

Anna van Coller is our third Unsung Heroine for 1982. This special category of the Woman of the Year series features women selected from the many suggested by readers who feel their good works deserve wider recognition. They and their sponsors will be among the guests of honour at the gala Woman of the Year lunch in Johannesburg on November 30. The winner to be chosen by senior members of The Star will receive a cheque for R500 and her sponsor will receive R50.



would never refuse to see a sick child. One 11-year-old girl who was dying of leukaemia had no mother to visit her. Each day of her holiday, Miss van Coller would spend an hour with her.

Yet there is no sign of self-satisfaction in this

woman who explains her devotion as "just loving children".

She jokes: "Perhaps it is because I'm so little myself that I like to work with little ones -- being the same size as them is probably good for my ego."

In this same self-de-

recatory way Miss van Coller insists she was doing nothing more than her job and that credit, if any, should go to the rest of the hospital staff.

But it was Miss van Coller who would sit with a sick child through the night or take him to visit classmates for a few hours and who, in 1967, visited American hospital schools at her own expense.

One of the things she learnt on her American tour was the need to make the child's day as normal as possible so the break from home to hospital was not too traumatic.

"A child wants routine in his day like he has at home -- to get up, have breakfast, go to school and then play," she explains.

As principal of the school, Miss van Coller

worked closely with every patient, providing the education they would otherwise have missed.

Each child had an individual programme and the school could pass patients from one standard to the next. "Last year we had four marvellous and they all passed," she says proudly.

So successful was Miss van Coller that some of the younger children thought of their daily school work as "playing".

She was always concerned for the child's total development, including his emotional well-being.

"The most important thing was to keep them stimulated. They would see others getting well and feel they were going to stay in hospital forever. I had to talk to them, try to make them laugh or read stories to them until they came out of their depression -- sometimes it would take days," she says.

This year, when Miss van Coller retired, she had been teaching children for 38 years in 1962 she was a housewife and then play. I felt I should have a change. After a few months of inactivity at

the hospital school, she was asked to apply for the post of school principal "although," she says modestly, "I never felt I was made to be a principal."

Eighteen years later she finally broke away from teaching, having given most of her energy and time to sick children.

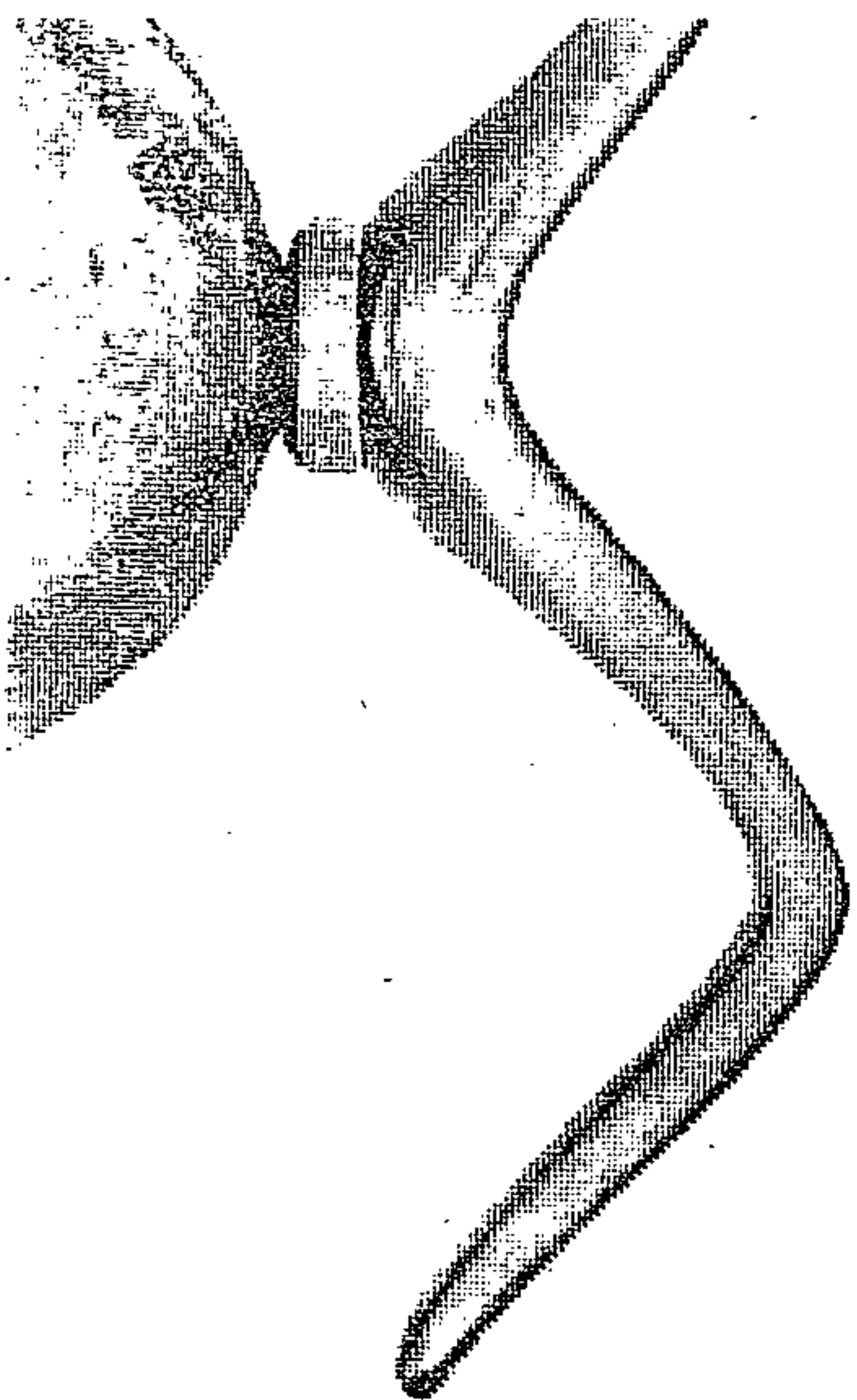
"I had to get involved. I couldn't separate myself from those children. It was almost an obligation."

And yet, in 1967, when she eventually made her decision it was time to retire.

"I had my happiest years as well as my most traumatic ones at the hospital. It was wonderful to see a child who had been critically ill walk out well but sometimes a child would recover and a few weeks later return in a terrible state."

"You have to be a certain type of person to cope with that and I think I am a bit too sensitive," she admits with a smile.

Yet in spite of her retirement Miss van Coller is still seen at the hospital. She says of it: "It is like a second home. I feel I should have a change. After a few months of inactivity at







# UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered) in the columns (2) and (3).

## Made history twice

Nov. 1982

Dorothy Malaka, the first woman lecturer at the University College of the North in Lebowa, this year made history again by becoming the first black woman in South Africa to receive a doctorate in social work.

Miss Malaka, who lives in Katlehong, Germiston, is at present a visiting lecturer at the University of the Witwatersrand. Next year she will take up her position of senior lecturer at the University of the North.

She completed a BA degree in social science in 1966 and then joined the university's teaching staff as a full-time lecturer - the first woman to do so.

In 1973 she left for the University of Wisconsin in the United States where she completed an MA in social work. She then began work on her doctorate, "Fostering Black Children in an Urban Situation," which she completed through Unisa this year.

"I don't see myself as

an unusual person at all. There will be other women following me soon. I am merely the beginning, not the end," she said.

She was born in a Benoni township, daughter of the late Rev Ernest Malaka of the African Methodist Episcopal Church.

"I had a normal township childhood," she said. "My family moved to Mdantsane in East London when I was small. There I went to an overcrowded school like all other township children.

"We returned to Benoni by the time I reached matric. The nearest school was the Madibane High School in Johannesburg so I had to commute."

Miss Malaka first came into contact with people in need of social welfare through her father's work as a minister. She met and made friends with blind and disabled people and decided she wanted somehow to help them.

She finished matric at 18 but the social work



DOROTHY MALAKA — the first black woman in South Africa with a doctorate in social work.

school she wanted to attend would accept only students of 20 years old or more.

"I ended up working as a clerk for six years without any job satisfaction. It was pure routine. The job was not creative at all - no challenge.

"But I belonged to a choir which sang at the University of the North

in 1963 and I decided that was where I wanted to study," she said.

Nearly two decades later Miss Malaka is still involved with the University of the North and with social work.

"Social work is my whole life. If I can help people to solve their problems, I will feel I have made a contribution to life," she said.

External

(3)

### NOTE CAREFULLY

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



The traditions and institutions of today's Western industrial society evolved to meet the needs of the nuclear family, the familiar Norman Rockwell grouping of working father, stay-at-home mother and two or three children.

But Western society and families in particular have changed and the old way of doing things no longer works. New ways of structuring life must be found to meet the needs of single-parent families, dual-income childless couples, older divorced women, adult children living with their parents, and single adoptive adults.

Although there have been many contributing factors to the changing family, the greatest single factor has been the working woman. In the United States one in two women of working age is either employed or is actively looking for a job... seven out of 10

**The greatest contributing factor to the changing family has been the working woman. A new project in the United States looks at the sociological problems involved which are not just "women's issues." By Lynne Cornfield of our New York Bureau.**

who work do so because they must.

All this has been realized and said before, but a new 18-month project, Families and Work, undertaken by the American Association of University Women (AAUW) has come up with a new insight: the problems are not individual ones to be faced by each family, they are sociological problems that must be faced nationally.

AAUW has also stressed the need to stop defining the issues of work and family as women's issues. The issues at stake are day-care, flexible working

hours, paid holidays and the length of the work week.

Rather, businesses can be expected to play a leading role in the current social revolution.

And, indeed, some businesses have responded to the needs of modern-day society.

Mr Robert Desatnick, vice-president for personnel at McDonald's Corporation, lists in the Christian Science Monitor responses made by corporations to redesign the work-home relationship:

● Paid maternity leave with a job-

guarantee on return.

● Direct assistance in finding a job for a spouse, husband or wife, when an employee is transferred.

● Equal transfer policies for male, female, married or unmarried, employees.

● Removal of artificial restrictions on husbands and wives working in the same department or same company.

● Flexible working hours for male or female parents.

● Work at home wherever possible, sometimes as much as 60 percent of work time.

● On-site day-care cen-

tres for children of working parents.

● Time off for male and female parents to take care of family responsibilities.

● Job sharing that allows two people to share one job and receive a full-share of company benefits in proportion to the hours they work.

● Short hours on Fridays to allow parents to spend more time with their families.

● More and longer holidays as well as time off to take care of personal business, illness in the family, etc.

● Sabbatical leave of eight to 10 weeks after 10 years' service, often with a repeat after 15 years.

● Company functions that include spouses and perhaps children.

But businesses cannot solve all the problems. Many experts feel the government should formulate policies to support the family.



# Fresh theory on evolution

3557  
3/11/82

Dr Elisabeth Vrba has this year enjoyed international scientific acclaim after the publication last year of her paper on evolution. It is said to be one of the first fresh theories on the subject since Charles Darwin formed his ideas on the origin of species.

Dr Vrba, assistant director of the Transvaal Museum and head of its department of palaeontology and palaeoanthropology in Pretoria, has been described as a "fantastic advertisement for her country" in the wake of her paper.

This brilliant woman, who has been a scientist for 20 years and who has written some 50 papers and a book, grew up in Namibia and Pretoria. She has been invited to lecture at the universities of Harvard, Cambridge and Oxford.

This year she has spoken at two international conferences on her theory of evolution and Yale University in the United States has invited her to lecture there next year.

"I am going to get more out of them than they are out of me," chuckles this energetic and joyful woman who clearly loves every minute of her working day.

Charles Darwin's theory is that twigs of the evolutionary tree of species are largely the result of "natural selection," a slow, gradual process.

As an alternative, Dr Vrba has enlarged on the recent theory of an evolution-in-spurts, influenced by ecological factors such as drastic climatic changes.

Her hypothesis also deals with the question of why some animal families, like the impala, haven't diversified into more than one species, while others

(such as the blesbok and hartebeest antelopes) split into a great diversity of species, possibly through ecological factors.

Her thesis, which caused a stir here, shook observers when it was published in the eminent journal *Science* after a conference on evolution in Chicago where she impressed fellow delegates.

Since then requests for it have come in by the hundreds, even from the Soviet Union and mainland China and it is now prescribed reading in dozens of universities worldwide.

"I even get letters from people in jail, from behind the Iron Curtain, from India, all wanting to discuss the topic with me," says the extremely modest Dr Vrba, who dislikes talking about herself but is happy to discuss her work.

Last year she



**DR ELISABETH VRBA** — has received international recognition this year in the wake of a fresh theory on evolution.

received the British Association of Science medal given by the Associated Scientific and Technical Societies of SA for "outstanding ability and achievements which have received international recognition," in a scientist under 40.

Dr Vrba graduated

from the University of Cape Town with a PhD in Zoology and palaeontology and is now the head of a team excavating apeman fossils at Kromdraai near Sterkfontein Caves.

She is married with a daughter and lives in Pretoria.



# Awards aren't new to Marina

Marina Maponya, managing director of the largest service station in the southern hemisphere, and director of a construction company, a funeral parlour and her own marketing company, was this year awarded the Businesswoman of the Year title.

Engaging, always cheerful and incredibly hardworking, Mrs Maponya can attribute her tremendously successful career to plain hard work over a period of 29 years.

While she will readily admit her business-tycoon husband, Richard, helped her turn a small dairy into the busiest shopping centre in Soweto, there is no doubt that rising daily at 4 am and seldom going home to her family of six children before 8 pm has been her success formula.

In that first dairy

Marina Maponya filled and sealed milk bottles and saw to the loading before 5 am. Within four years she had increased an annual turnover of R100 000 to R200 000.

Then she opened a butchery — Soweto's first.

In three years she expanded that into a million-a-year business. Then she sold the dairy and used the proceeds to build the shopping centre.

But it is as managing director of Mountain Motors, producing a turnover close to R3.5 million, that she impresses most.

Mrs Maponya, who was born in Sophiatown, Johannesburg, had just obtained a diploma in social work when she married Richard.

That social involvement has played a big part in her eventful life. She is founder

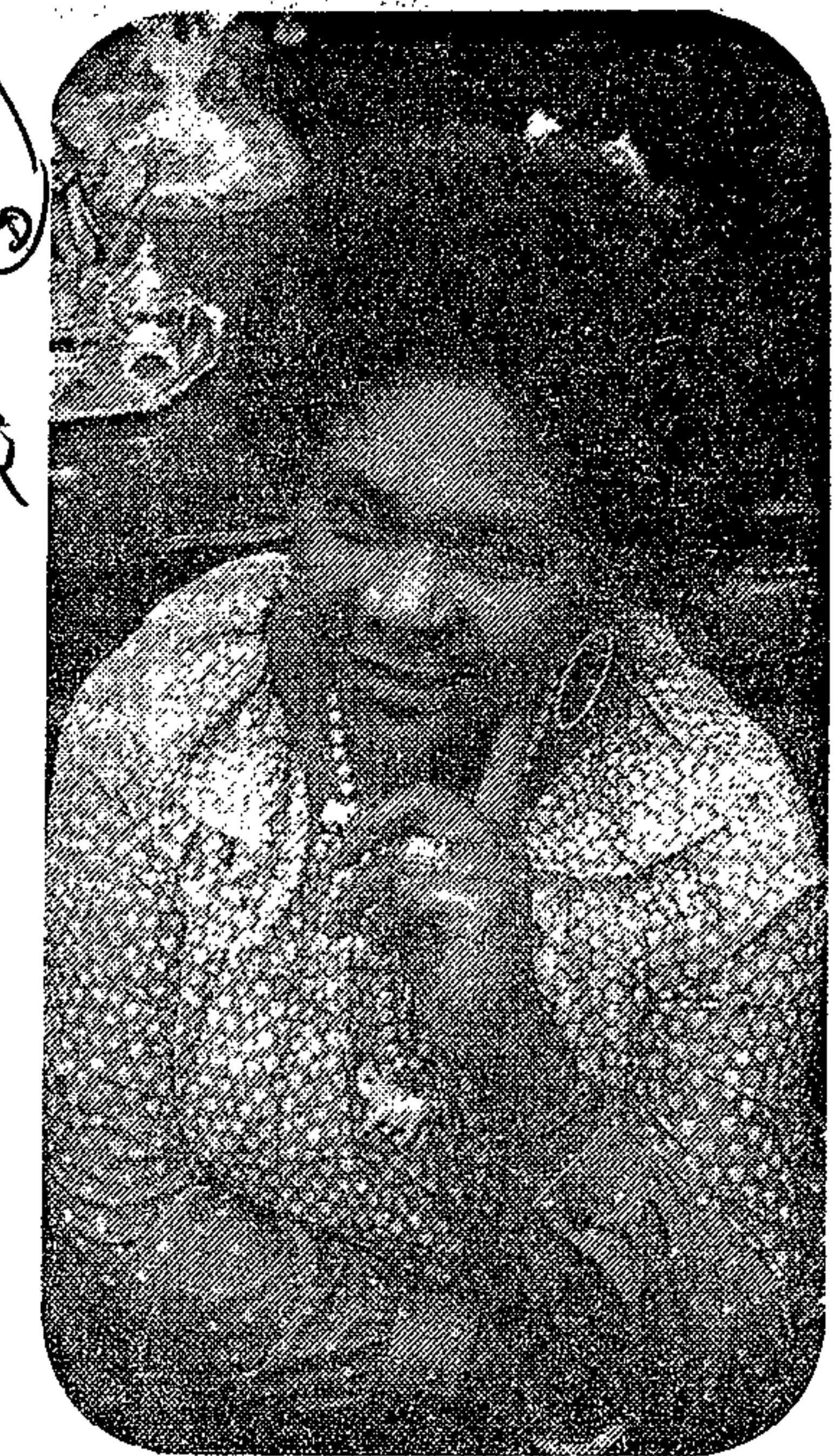
and vice-president of the Black Housewives' League, works for mental health and cripple care associations and is a member of the Pace Commercial College board of governors.

Mrs Maponya, who is keenly aware of the black women's place in society, says: "I've come a long way from an age when black women didn't get loans or overdrafts."

While she believes there has been improvement in the lot of the black women, she feels South Africa still has a long way to go.

Most important for advancement, she says, is the upgrading of skills. "We have the right attributes, all we need now is a solid base from which to launch ourselves."

She is not just an extraordinary businesswoman, but also a marvellous wife, mother and hostess, and guests at her large and



**MARINA MAPONYA** — from a small dairy in Soweto to 1982 Businesswoman of the Year.

opulent Dube home in Soweto have included the Prime Minister, Mr P W Botha, and the former Israeli Defence

Minister, Mr Moshe Dayan.

Her home is as open and as warm as her heart.



# Beauty helps open kids' minds

355A  
4/11/82

As she lectures in educational psychology at the University of Fort Hare in Ciskei, Beauty Kota is consolidating the fine pioneering work in pre-school education which has already won her high praise.

She has been appointed to draw up a syllabus for a Bachelor of Education degree in pre-primary and primary school education, which will be offered in 1984 — the first time such a course will be offered at a black university.

This is an important breakthrough, even more remarkable when one considers that five years ago she started her first pre-school centre with her own funds, no salary, and a refusal from the Ciskei Education Department to become involved in the project.

She pushed ahead, however, because to her this was the root of black educational problems in South Africa. Her teaching experience had revealed that primary school children were often dull and unresponsive, and thus did not benefit fully from their early schooling.

It was a retardation from which they never really recovered, and within the already inferior context of black education, this meant they would never have a chance of realising their educational potential or of participating fully in society and the open job market.



**BEAUTY KOTA** — her pioneering work in pre-school education for blacks has significantly changed educational policy and opened new horizons for black pupils.

Victoria Hospital in Alice and by running workshops for pre-school teachers. But in 1980 she won a lecture-

ship at Fort Hare and believes her present task is of equal, if not greater, import.

"The special pre-

school syllabus I am designing is for the long term and will train inspectors who will preserve standards and establish new schools," she says.

Her research project towards a doctorate from Rhodes University will define the model for establishing indigenous pre-schools. No similar work is being done at post-graduate level at any other university, which lends academic distinction to her already courageous, humane and caring achievements.



# Radio has always been her love

This year, SAB-C-Radio presenter Gail Adams has entrenched herself firmly in the hearts and minds of South Africans nationwide by making her presence felt on four programmes — "Radio Today," "Audiomix," "Salute" and Night Owl.

The diminutive, energetic and witty Gail, who will also be appearing in a new television magazine programme from January next year called "Periscope," describes

radio as her first and great love.

She was born in Madagascar, brought up in East Africa and educated in England and has worked in Bulawayo, Salisbury (now Harare) and Kivwe.

She was broadcasting in England in the '70s, and was a newsreader on a commercial station.

In 1974, she was working for the London Broadcasting Company when her first taste of live news coverage came when one of

her reporters tracked down an IRA outlaw on the run from the police.

"I went on air direct from the cellar where this bandit had agreed to be interviewed," she said. "In the middle of it, the police burst in and arrested him."

She returned to Salisbury, where at 18, she had started work as a television news presenter.

In 1977 she began the equivalent of "Radio Today", for the Rhodesian Broadcasting

Corporation — a daily, 90-minute news-actually programme with one female technician.

She set up a network of correspondents throughout the country.

‘I was keen to get out into the field. My first foray was to a forward air-base at Grand Reef, Umtali.

‘My technician and I arrived in the middle of a contact. We recorded everything from the pre-contact briefing, to the debriefing

afterwards, the pub and the hairy stories. It was real, live radio," says Gail.

She arrived in South Africa in 1980 when she began broadcasting for "Radio Today" and then "Audionix."

Her late night programme, "Night Owl," has a devoted following and Gail reports she's recently returned from a round the border trip to promote her magazine, "programe "Salute."

She regards "Radio

Today" as the cherry on top of the cake, and chuckles, "I never know what's in the news, so I catch up once every three weeks."

Gail says radio is her medium, "because primarily, I'm a loner from the work point of view. I like the imagination you have to use on radio too."

This mother of two teenage children says television's going to be very frightening.

**GAIL ADAMS — made**  
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# Mayor for third consecutive year

Mrs Sybil Holtz was this year elected mayor of Durban for a third term of office — the first time this has happened since 1964 — and has recently been invited to the United States by its government for a month's visit.

This former nurse with strong PFP leanings decided, when she was first elected mayor, that she would involve herself wholeheartedly in the city's affairs, initiate projects and attempt to influence thinking — although she does not believe politics should project into civic affairs.

These, however, are not the only honours to be bestowed on Durban's popular mayor. She is also the reigning woman of the year of the Union of Jewish Women and holds this year's Paul Harris Rotary International award for her service to the city of Durban and the Durban Jaycee's distinguished service award.

Her main concern, she says, is to improve communication between the different racial groups. Under her guidance Durban has established close links

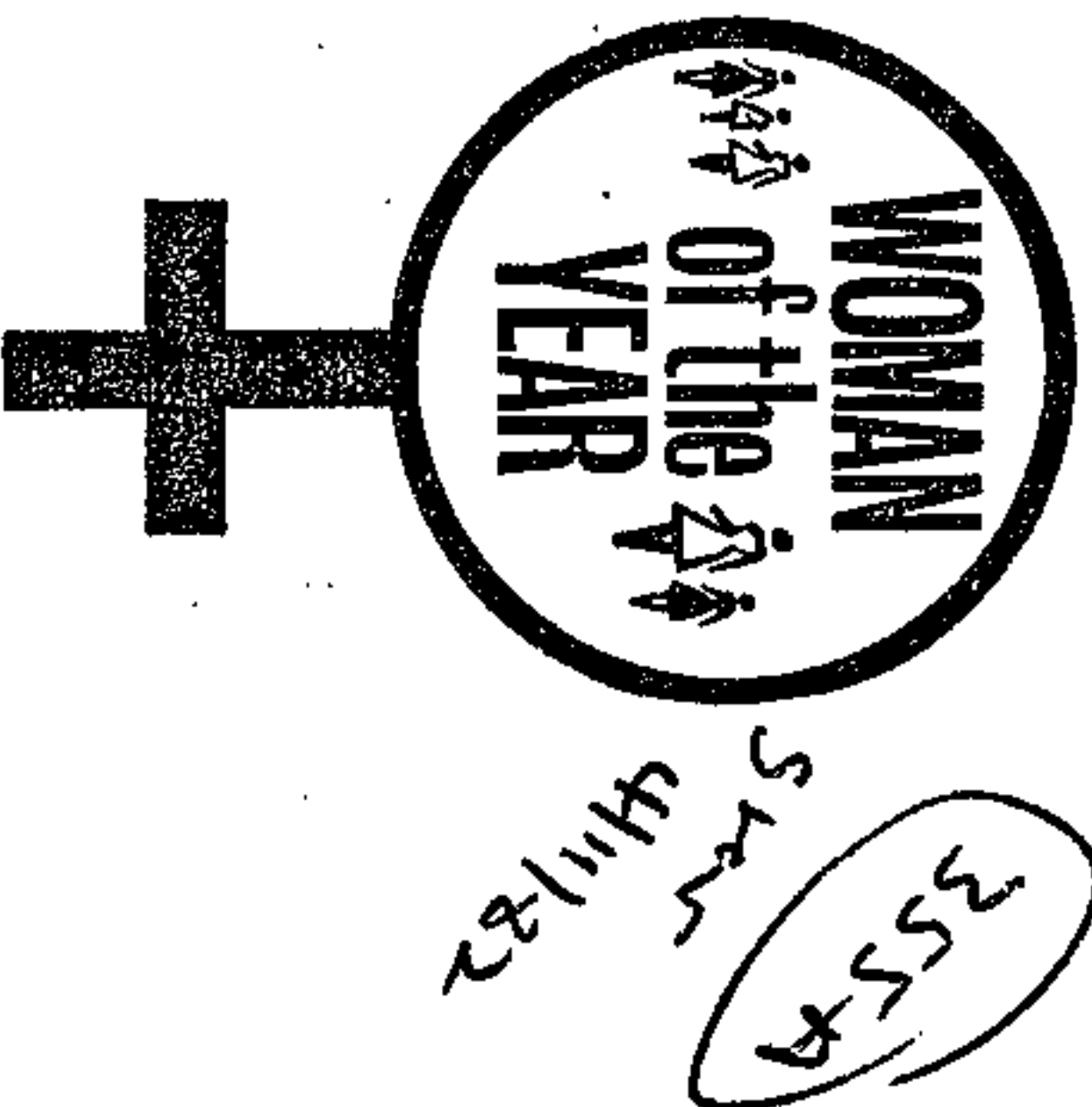
with neighbouring kwaZulu and she has organised regular meetings between representatives of both areas. She has also fought

for low-cost housing and for a pleasant environment. "In my ward the biggest issue is the human right to breathe clean, fresh air. Any-

thing that assaults the senses is unhealthy, no matter what it is," she says. Mrs Holtz was born and educated in Dur-

ban where she married and had two sons. She trained as a nurse and lectured at teaching hospitals and at the University of Natal be-

fore entering the city council. Her training as a nurse held her in good stead for her job as mayor, she believes.



The Star's annual Woman of the Year award puts the spotlight on the versatility and ability of South Africa's women of today.

The nominees are selected by senior members of our editorial staff. When stories on them have been published you will be asked to vote for the one you consider most deserving of the title. Watch out for the line-up and voting form which will appear on Friday November 12.

The award will be announced at a lunch in Johannesburg on November 30. Our Unsung Heroines, those worthy women who play such an important but unpublicised role in South African life, will also be there. If you know of such a woman, write to us at: Unsung Heroines, Women's Page, PO Box 1014, Johannesburg 2000, before November 12.



Star 4/11/82

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"Nursing is a people-oriented profession and that's what being mayor means to me. I'm not a politician. A mayor has to be of service to all the people of a city — the total community," she says.

When Mrs Hotz joined the Durban City Council eight years ago, she became deeply involved with her first committee chairman-ship, health and housing, and became the council's expert on low-cost housing.

She then enrolled with the University of South Africa (Unisa) for a degree course which included public administration.

"I realised I didn't have sufficient insight into government . . . but I still have two subjects left, and they'll have to wait until I've finished as mayor," she says resignedly.

Mrs Hotz wants Durban to keep pace with change and she supports any movement towards change for the better.

"It is dangerous to see Durban in isolation. It is the centre of a region that is constantly growing," she says.

Mrs Hotz also serves on the board of King Edward Hospital, Ad-dington Hospital, the Meyeric Bennett Centre and the Beatrice Street YMCA.



**SYBIL HOTZ** — the first person since 1964 to be elected mayor of Durban for a third consecutive year.



# Knows how to use her talent

A lead in the highly successful TV series "Westgate," the starring role in the world premiere of William Gibson's "The Monday After the Miracle," and a rewarding new approach to her craft have been part of Sandra Duncan's achievements this year.

"Playing Annie Sullivan — Helen Keller's tutor — in 'The Monday After the Miracle' was a new experience for me because I have not played a biographical role before and I also had to learn the sign language used by the deaf," she said.

To do this she went to St Vincent's School for the Deaf, but in learning this new communication skill she also imparted one. She became so involved with pupils that she

undertook to teach them something about drama in her spare time.

She organised discussion groups, excursions to plays and teaching sessions on the art of theatre and introduced many deaf students to a medium of expression and entertainment from which they believed themselves to be cut off.

But this concern with theatre as communication is typical of this Liverpool-born actress, who had a promising career in England before coming to South Africa.

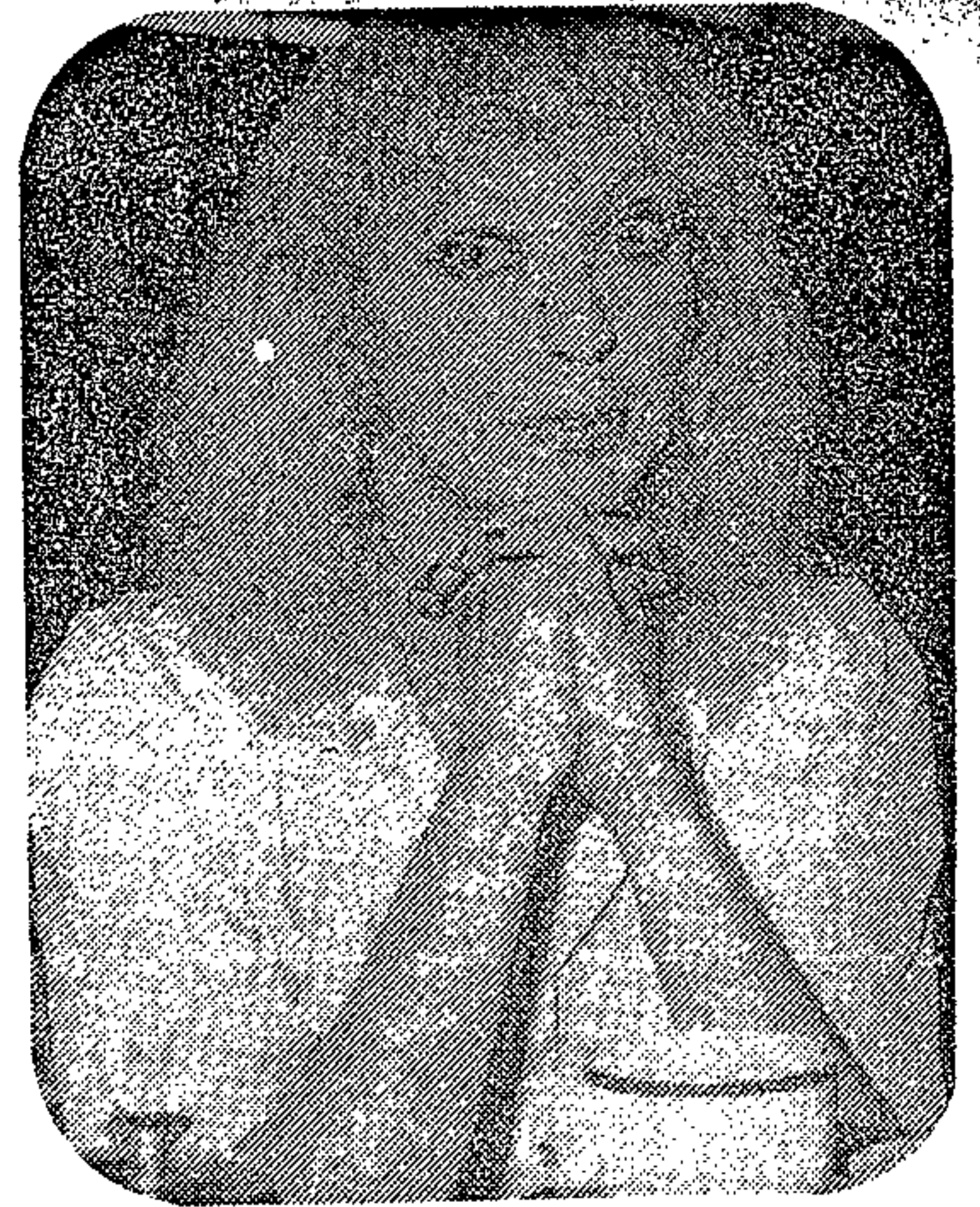
She studied at Rada, starred in West End productions and worked in TV doing, among other things, a stint in the seemingly indestructible "Coronation Street" series.

In 1974, however, she toured South Africa in two productions and she decided to settle here.

Her instincts proved sound, for within five years she was at the top of her profession and had won three major awards in as many years.

In 1979 she won Cape Town's Fleur du Cap award for her performance in "The Norman Conquests," a role which won her the Dalro best actress award in Johannesburg the following year. In 1981, she again won the Dalro award for her performance in "Rose."

There is evidence that she has always chosen her roles carefully, and a review of her career reveals a rich gallery of strong stage portraits of



**SANDRA DUNCAN** — Three top acting awards in three years and a gallery of powerful stage portraits mark her as an original and deeply committed actress.

women who are concerned with their own identity and their status in the world — a trend she will pursue in her next role as the tragic novelist Virginia Woolf.

These roles are

evidence that she does not only use her talent to entertain, but also to challenge, explore and instruct — the sort of dedication of which only artists of the finest calibre are capable.



# Talking was success key

355

She's  
strong

Beatrice Kubheka is research manager for a large Johannesburg advertising agency, and has introduced a new awareness of the black consumer through her pioneering research into black market trends published this year.

By 1985 the black purchaser will dominate nearly every market in South Africa and by the year 2000 is expected to make up nearly 75 percent of the population.

Instead of regarding the black population as one group, however, Mrs Kubheka has analysed this growing consumer force. Her study is more than just a useful marketing aid — it is a commentary on black aspirations and frustrations.

Fifteen years ago,

however, her job was a far cry from the one she now holds — she was a labourer in a cotton factory in Fordsburg.

The road to success was not easy. She was fired for incompetence from the cotton factory. "We were supposed to pick off bits of cotton from the clothes but they said I was pulling the threads of the garments instead," she said with a chuckle.

Mrs Kubheka then worked as a beauty consultant for a cosmetic company, launching new products all over the Witwatersrand.

"The people in the township called me nurse and thought I was a medical expert. But I knew I was neither.

"During this time I

realised my ability to talk easily with people and decided my cosmetic job was leading me nowhere," she said.

When she heard of a job with a market research company she applied, although she was unqualified for the job.

"They said they employed only graduates but I told them I could do the job. I didn't have a degree but I had a natural ability to talk to people," she said with a confidence which she admitted had helped her reach her present position.

Mrs Kubheka worked as an interviewer for the company for nine years, ending up as a group leader who could handle discussions between groups ranging from rural blacks to executives.

Five years ago she took up her present



**MRS BEATRICE KUBHEKA**—Research manager for a large advertising agency who has created a far greater awareness of black consumer trends.

position of research executive with Bates, Wells Kennedy advertising group and today she is their research manager for black products.

"It is fascinating. I love meeting people

and in this job I have a window on all types, from the elite black to the rural people."

At home Mrs Kubheka has two sons to look after — one 16 the other six. They all live in Soweto.



**WOMEN'S PAGE**

South African women are achievers in many fields today. The Star's Woman of the Year award puts the spotlight on this versatility and ability for two reasons. One is to encourage other women to emulate our nominees. The second is to show the public what South African women are capable of, so they are involved in decision making at all levels in their various disciplines.

The announcement of the Woman of the Year will be made at a lunch in Johannesburg on November 30.

Our Unsung Heroines will also be present — the selfless mothers, the dedicated workers, those who help charities. If you know such a woman, write to: Unsung Heroines, Women's Page, PO Box 1014, Johannesburg 2000 before Friday, November 12, or telephone 836-1331 and ask for women's page editor, Sue Garbett.





# Driving force for the aged

Mrs Zerilda Droskie is director of the SA National Council for the Aged, was the first social worker in South Africa to specialise in the care of the aged and has been the driving force behind this year's national campaign for the aged.

"Our goal for the year is to make the community more aware of the responsibility they have towards old people and to educate them so they realise older people have a contribution to make to society and to the economy of the country," she says.

In her 17 years as director of the SA National Council for the Aged, Mrs Droskie has strived to make care for the aged less institutionalised and more geared towards self-help.

"Old people are usually regarded paternalistically and as a problem when, in fact, most want to — and do — live full and independent lives," she says.

There is little to do with the aged which this vibrant woman has not been involved. Meals on wheels, laundry services, an information centre, retirement programmes and a bi-monthly newspaper are just some of the schemes she has personally pioneered in South Africa.

At present her main concerns are to help introduce self-help schemes into black communities, to try to increase their subsidies and to work towards getting pensioners paid on a monthly basis.

The strong community spirit which has motivated Mrs Droskie



**MRS ZERILDA DROSKIE** — director of the SA National Council for the Aged and first social worker to specialise in this field.

(who has a Masters degree in social science) since she graduated from the University of Stellenbosch in 1940 permeates her private life too. She has three children of her own, but she and her husband have adopted two more, who live with them in Cape Town.

"I also brought up our maid's daughter and now she works for the National Council for the Aged," she says proudly.

Care for the aged is not the only organisation in which she is involved, however. While most women would feel this full-time job demanded sufficient time, Mrs Droskie has become an

active member of many others, "because I needed some perspective and balance for my full-time work."

She serves on the Northern Areas Hospital Board and has been an active member of the Business and Professional Women's Club for many years. From 1975 to 1978 she was the club's national president.

Another organisation in which she is involved is the Women's Bureau. She holds its retirement portfolio.

"A woman has to look to her own future. She cannot rely on her husband to organise her finances or to provide for her forever," she says.



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8/11/87



**PROFESSOR MARGARET SMITH**—An international reputation in the field of ichthyology.

When Professor Margaret Smith retired as director of the JLB Smith Institute of Ichthyology in April this year, she wrote a formal ending to a professional career which began in 1938 and won for her an international reputation in the field of ichthyology.

career was her husband's discovery, with her help, of the coelacanth — a fish then believed to be extinct — but her professional career began with the study of physics, chemistry and music in Grahamestown, in 1938.

— the strict, imposing James Smith, — one day announced his intention to marry her, which, she claims, terrified her until she learnt they shared the same birthdate.

They shared much more, however, especially an interest in ichthyology, which they pursued until, just eight months after the wedding, they discovered the living coelacanth — one of the great scientific events of this century.

For six months they worked to complete a detailed account of their discovery and just four days after it was finally completed their first child was born.

to the establishment of an ichthyology department at Rhodes University in 1946, where Margaret Smith worked with her husband as co-author of the authoritative book, "Sea Fishes of South Africa."

that her special drawing talent was proven, for her fine colour paintings of fish won her recognition as one of the finest fish illustrators in the world.

brought forth other such works, each a standard reference book, and in 1952, she once more assisted her husband in the dramatic recovery of the second living cella-canth.

When J. L. B. Smith died in 1968, Margaret Smith continued her own research at Rhodes and also engineered the change of the department of ichthyology to the J.L.B. Smith Institute of Ichthyology, which was housed in a building she planned herself.

fare Society, St John's Ambulance, the National Council of Women and many other bodies have received her active support — for which she was awarded this year Grahamstown's highest honour, the recording of her name in the register of distinguished service.

Regarded as one of the most functional and best equipped in the world, and during the 14 years of her directorship, she has built it into the world's largest and most famous research centre in the field of pure ichthyology.

In addition to her scientific achievements she has also been an active community worker — the Child Wel-

however, has ended only her administrative function in the institute. "Now I can do the work I trained for, in the building I planned for it," she says with the air of one who greets this new career phase as eagerly and ambitiously as she did 44 years ago.

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She ministers and teaches in Coronationville Johannesburg, and holds the highest position open to a member of the United Congregational Church, which includes member churches in Zimbabwe, Mozambique, Botswana and Namibia as well as South Africa.

This chairmanship has been described as a position of honour given to the most respected person in the whole denomination.

The highlight of her career was her work in the Eastern Capes's Gamtoos Valley during the floods of 1971 when she and her husband — also an ordained minister — devoted themselves to the orphans and families

left destitute. The Constable home was the depot of the flood disaster fund and she became an important figure in the community.

"I have always felt myself called to work with the underdog: to make him feel he has a contribution to make. I

An unassuming manner and concern for others have drawn her

to work with, teach and help her fellow people, irrespective of race. She comes from a family of churchmen and has always been involved with the church: "My three children were all practically born in the pulpit." However, she qualified

Her two careers have been intertwined throughout her life. She continued teaching after entering the ministry because of the acute shortage of teachers in South Africa.

The First she taught the farm people of the Karoo and then in Port Elizabeth.

In 1968 she was invited to minister full-time in the Gamtoos Valley near Hankey where she stayed until last year when her husband was offered the position of minister of Ebenezer Johannesburg Congregational Church.

"We work as a team. I concentrate on Christian education and my husband sees to the pastoral side and homewists," she says. Both of them preach and this year Mrs Constable launched a campaign of evangelism.

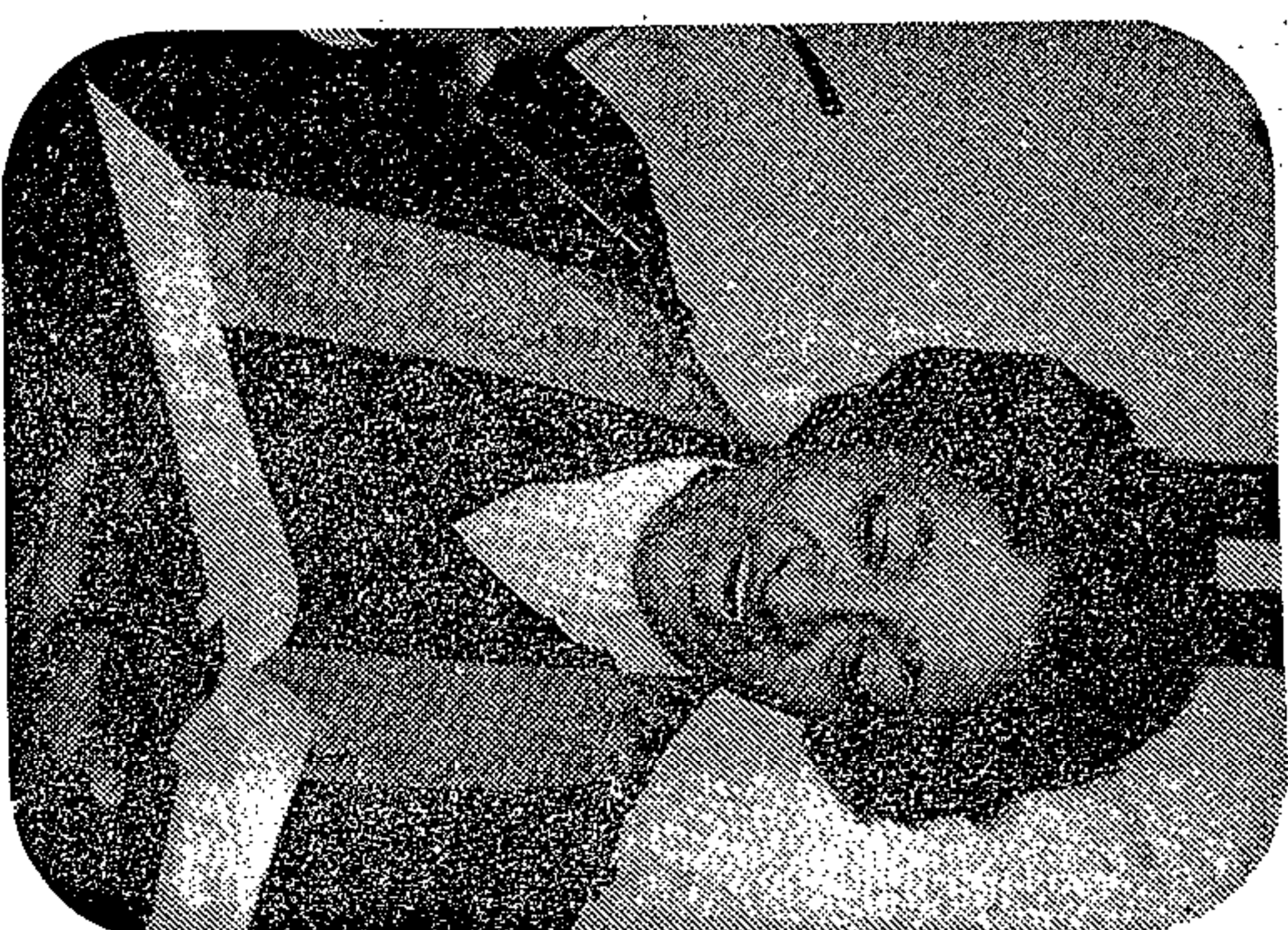
Sunday-school teaching, youth groups and adult programmes are all part of her work as well as a full-time post at Westbury Secondary School.

She recently returned from an official visit to China where

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**MARGARET CONSTABLE** — the first woman since 1939 to be elected chairman of the United Congregational Church of Southern Africa.

tions of the 50th anniversary of the arrival of missionaries in China.



**The Star's annual Woman of the Year award puts the spotlight on the versatility and ability of South Africa's women of today.**

Nominees are selected by senior members of our editorial staff and there are 21 of them. When interviews with them have been published, you will be able to vote for the one you consider most deserving of the title of Woman of the Year. Watch out for the line-up and voting form which will appear on Friday.

The award will be announced at a lunch in Johannesburg on November 30. Our Unsung Heroines will also be present — those worthy women who play such an important, but unpublicised, role in South African life. If you know of such a woman, telephone women's page editor, Sue Garbett, at The Star, Johannesburg 633-9111 before Friday November 12.

and worked as an English teacher before being ordained in Port Elizabeth in 1960.

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**MARGARET CONSTABLE** — the first woman since 1939 to be elected chairman of the United Congregational Church of Southern Africa.

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# Marie produces 'honest' goods...



MARIE BRUYNS - aims to preserve the high standard she has already set on "Special Edition."

It was a fairly circuitous route that led Marie Bruyns from the Oudtshoorn farm on which she was born to her position as one of the most challenging and innovative TV producers working in this country.

During this year, after only four years at the SABC, she was given her own programme "Special Edition." The programmes on rape, housing and gangs which she produced have won praise for the depth of research, the reporting skill and the unblinking honesty they revealed.

It was with the programme "Gangs" that Marie Bruyns's career completed its first full circle, for it took her back to a time when, as a young teacher, she started a school for delinquents in a place of safety in Natal.

She had trained as a teacher, studying at Stellenbosch and Cape Town universities, after which she taught English and art.

She sensed, however, the growing power of the visual media here and got into the industry literally on the ground floor as a freelance make-up artist.

She married a producer of TV commercials and joined forces with him, doing endless menial jobs but learning the crafts of filmmaking with gruelling first-hand experience.

She then consolidated this practical experience by studying film techniques and theory at the New York School for Social Research, and she returned to South Africa raring to go.

The going was slow, however, and far from being allowed to do her



The Star's annual Woman of the Year award puts the spotlight on the versatility and ability of South Africa's women of today

The award winner will be announced at a lunch in Johannesburg on November 30. Our Unsung Heroines, who play such an important but unpublicised role in South African life, will also be present at the lunch. If you know of such a woman, telephone Women's Page editor Sue Garbett at The Star, Johannesburg 633-9111.

own investigative work, she joined the SABC as an assistant to Gray Hofmeyr, working with him on "The Villagers," "The Diggers" and "Oh, George."

From that she progressed to being a floor manager and did a full variety of programmes. She was a member of the "Midweek" team which won a consumer journalism award for its reports.

By this time her special talents and her wealth of practical and theoretical knowledge won her the prized "Special Edition" producing slot.

The particular force of her work derives

from the fact that issues are never prejudged, or left to rest on the theoretical opinions of talking heads in the studio.

Fielding a highly professional team of which she is the backbone, they go out on location and talk to the people concerned, in the places where they live and work.

Personal experience and living truth, backed by solid research and a compassionate, caring sensibility, have given Marie Bruyns's programmes the texture of reality and the bite of truth, which is the essence of provocative, responsible TV production.

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University





UNIVERSITY OF CAPE TOWN

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# Year-end pay rises likely to be small

## Financial Editor

BUSINESSMEN in Natal predicted yesterday that year-end salary increases would be small and that very few were likely to be above the current inflation rate of 16 percent.

Workers bound by wage agreements may do better — printers are due for a 20 percent basic wage rise on January 1; shopworkers recently won 16,1 percent, while nurses and police had drastic salary revisions this year.

Bankers have reached a salary agreement, and Seifsa — the giant metal industries federation — is expected to reach one.

At the weekend Mr Owen Horwood, Minister of Finance, said it was essential that there were no across-the-board salary and wage increases next year.

A Natal businessman said yesterday that the recession had not struck home.

'We are in a phony recession, the shops are full,

people are taking holidays and spending seems hardly touched. They don't believe economists who have been talking of recession for the past two years.'

Mr Horwood said structural factors in the country's inflation problems were to get closer attention, while marked increases in salaries and wages in the year ahead have been ruled out.

Public servants have been told not to expect increases above their normal 'notches'. At the recent Public Service Association they were told that a 15 percent increase would cost the country R1 000m.

## Merit

Another businessman felt Mr Horwood was talking to the public service and that his message was not aimed at the 'general mass of workers'.

He said employers usually looked at the consumer price rise and merit to reach a deci-

sion on increases. There probably would be more thought now to rewarding merit and so keep valuable staff.

Mr Horwood said that salary discipline should not interfere with the process of professional differentiation in the public service pay structure. He said virtually everything had been done to combat inflation by fiscal and monetary policies.

While the benefits of these new policies had still to work through to the inflation rate, there remained the whole question of competitiveness in the economy.

He announced that an investigation had begun into the issue of administered prices (electricity, steel and transport) and discussions were being held with the public corporations involved.

The emphasis of the country's economic policy is to switch to inflation after a dramatic improvement in the country's balance of

payments, according to the governor of the Reserve Bank, Dr Gerhard de Kock, Sapa reported.

Dr de Kock has revealed, on the strength of the latest figures — particularly the trade figures announced last week — that the shortfall in international trading performance could be as low as R1 000m for the third quarter.

This compared with the shortfall of almost R7 000m on an annual basis only six months earlier.

Both Dr de Kock and Mr Horwood, said it could be expected that inflation would again come into clearer focus now that pressure was easing on the balance of payments front. South Africa's sharply higher trading debts had been top priority for some 18 months.

## Looking better

And prospects have improved on the inflation front.

Mr Horwood said that, while no dramatic switch could be expected, there had been a welcome lower trend in the consumer price index in the past few months. The inflation scenario was looking better than it had for a long time.

Dr de Kock said the recent end to the slide in the value of the rand was very good news. It would take a few months to work through, but the fact that the rand had begun to appreciate moderately improved the chances of success in the fight against inflation.

External

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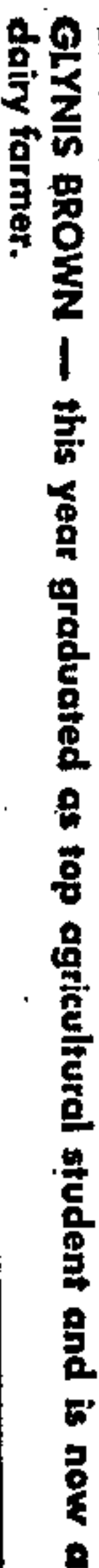
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5557  
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9/11/82

**Some of the interesting things she learnt at Cedara included welding, how to assemble a diesel pump, how to set ploughs and how to adjust the blades of big hay mowers so they cut through grass smoothly.**

"We learnt how to plan a new farm and we were also allocated existing farms to evaluate how the farmer had organised his," she said.

Miss Brown, who is now involved with dairy farming, said she was amazed to learn she had topped her class.

She described her fellow students as most encouraging and added they were excited about her results, although she came in for a fair amount of teasing too.

she described her fellow students as most encouraging and added they were excited about her results, although she came in for a fair amount of teasing too.

She is so determined to make a life-long career of farming that she jokes about putting a sign up outside the farm with: "Farmer - husband wanted" on it.

"I couldn't ever live in a town and if I married a farmer, well... I expect I'd get under his skin," she confessed frankly.

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SECTION B.

books, notes, pieces of paper or other material may be brought into the examination room; candidates are so instructed. Candidates are not to communicate with other candidates or with any person except the invigilator. If an answer book is to be torn out, answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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# Business sexism thwarts women

CAPE TOWN 9/11/82 355 A

## Chief Reporter

THE first of a series of surveys on sexism, being conducted by a Johannesburg-based firm of personnel consultants, reflects a creeping feminism in business and offers little comfort for MCPs (Male Chauvinist Pigs).

The series seeks "to establish the differences, if any, between female and male workers in commerce, pertaining to job-potential, self-image, job, pay-and-perks discrimination and age aligned to image-differences etc".

The main question posed in the first survey in which a "sample" of 1 000 people was used was: "Do women want or have the desire for responsibility and the potential for leadership in the job situation?"

The published result shows that only 73 of the 1 000 who took part — or

7,3 percent — showed high leadership/responsibility potential. But the sexes were just about equal — 3,9 percent male and 3,4 percent female.

The conductors of the survey note: "Because a small percentage of potential leaders among women actually get managerial promotion after certain levels, the frustration causes more female job dissatisfaction and mobility."

The survey also says allowance must be made, among other things, for the fact that many women already have the responsibility of being a housewives and mothers — "the job meaning a double responsibility and pressure".

Males are shown to be in the ascendancy when it comes to aspirations to responsibility and leadership (89,9 percent as against 64,5 percent of the

women who took part in the survey). But in a comment on the results, Professor S P Cilliers, head of the department of sociology at the University of Stellenbosch, says:

"This question is revealing in the rise (in percentage) in the response of women without children as there is a significant number of younger females in this category.

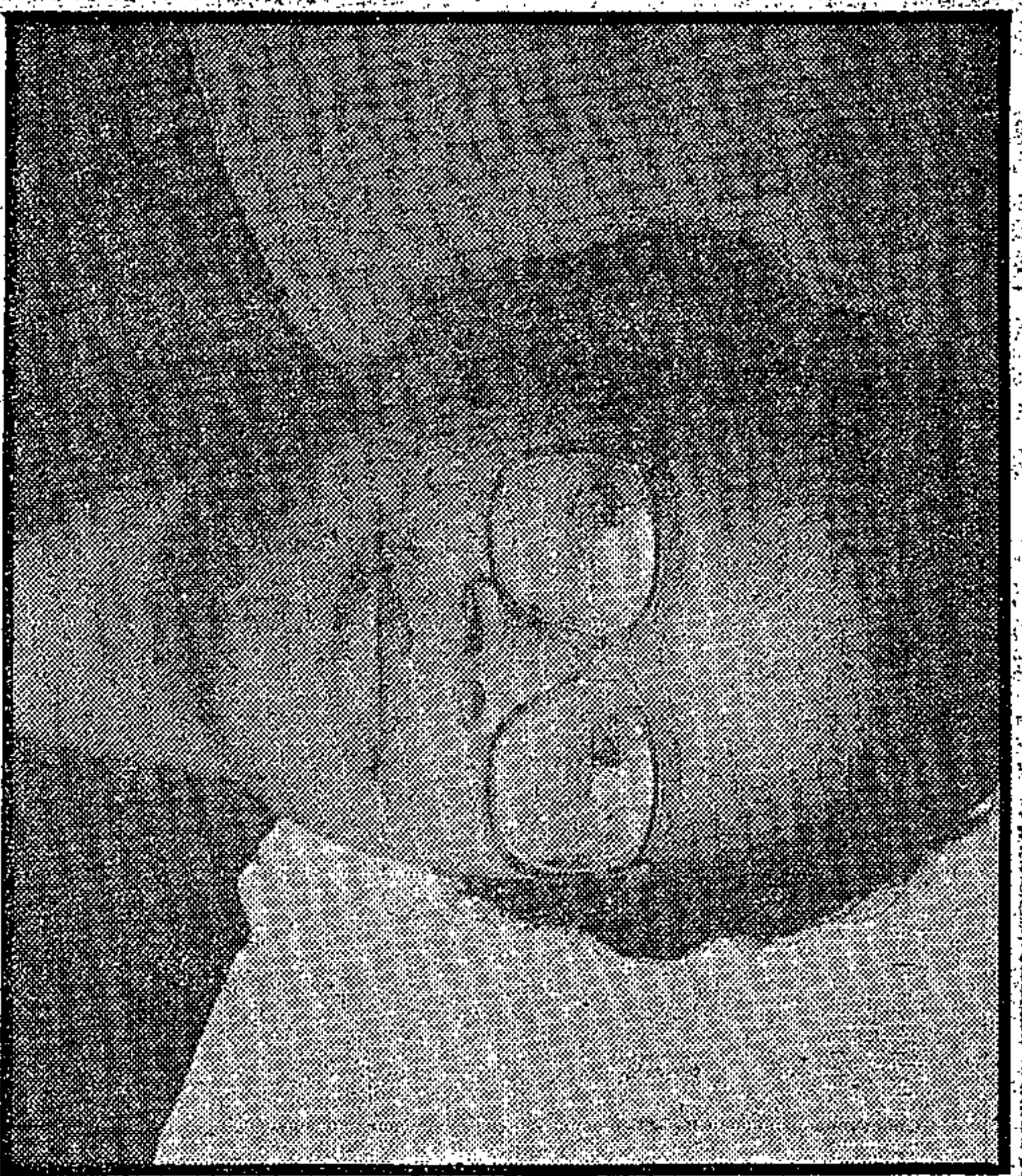
In their conclusions, the authors of the survey comment:

● "Women are not getting promoted to the full utilization of their potential. One of the reasons is poor self-image and socialized roles; the other is their priority to husbands and children. Other reasons are still to be surveyed — soon!

● "Women do show desire and potential and, when not tied down, could reach full job responsibility with males."



# Made legal history in the Transvaal this year



BERTHA EDITH SMITH - Sheer hard work has taken her to her present position as the first coloured woman attorney in the Transvaal.

Bertha Edith Smith has made history in the Transvaal legal profession this year for being the first coloured woman attorney.

This kind of achievement must have been very far from her mind when, as a lonely orphan, she was placed in a Craddock boarding school in 1949 after her parents were killed in a car accident.

She completed her matric at Trafalgar High School in the District Six area of Cape Town and then returned to the Witwatersrand where she read for a degree and married. After completing her degree in 1963, she enrolled for a librarianship diploma at the University of the Witwatersrand and, after qualifying, worked in a library for a year.

She then joined the Johannesburg City Council as a social worker and did community work in Western Township - a coloured community plagued by poverty and other ills of the underprivileged.

She worked with dedication and one of her most impressive achievements was the establishment of a home for mentally ill coloured children in Coronationville.

She left her post with the city council to work full-time at the growing Coronationville home, but,

at the same time, she embarked on her part-time legal studies in 1970.

After five years of dedication and sheer hard work she graduated. But that was not the end of the struggle.

She battled to find an attorney who would employ her as an articled clerk. Despite her qualifications no company would engage her.

It was not lack of experience, for she had started her courtroom training in 1974 and had earned her LLB degree in 1975, but she came up against South Africa's traditional double code of prejudice - against women and people of colour.

Eventually she found an attorney prepared to employ her and a year ago her new career began.

It was a great personal triumph, especially as it came amid domestic tragedy. Two years ago her only daughter died at the age of 17, but her two sons and her two grandchildren were there to share her success.

"I like the law", she says, "because everything - the study and the practice - is so disciplined". This is not surprising in a woman who has disciplined her life to overcome personal tragedy and professional hardship in a noble and generous way.



# Rare book on rare plant



355A

Star  
10/11/82

THALIA LINCOLN — established her own publishing company to ensure her drawings of a rare protea species were perfectly reproduced.

South African women are achievers in many fields today. The Star's Woman of the Year award puts the spotlight on this versatility and ability for a dual purpose: to encourage other women to emulate Woman of the Year nominees and to show the public what women in South Africa are capable of, so they are involved in decision making at all levels.

The announcement of the Woman of the Year will be made at a lunch in Johannesburg on November 30.

With the publication of a single volume of her drawings, Cape Town artist Thalia Lincoln has made a special contribution to South African publishing and also to the botanical sciences.

The book is a study of the rare and beautiful *Mimetes protea* which grow only between George and the Cape peninsula. The species is so localised it is only found on the slopes of certain mountains in the area.

The proteas are of special interest to natural scientists in the world but this is the first time the plants have been fully described by a botanist.

The author of the text, Dr John Rourke, head of the Compton Herbarium at Kirstenbosch, has described Thalia Lincoln's illustrations as "virtuoso pieces which are the fabric of the book and hold it all together."

The drawings repre-

sent the culmination of her life long career as an artist. After studying art at the Michaelis School in Cape Town she became a commercial artist and worked in a wide variety of fields, but the protea illustrations provided her with her most formidable challenge.

The rarity of the flowers dictates they cannot simply be picked and carried home to a studio. They are located in remote, often perilous places and have to be sketched in their natural setting.

She spent seven years finding all the specimens and drawing them life size in meticulous detail.

When the book was

ready for publication, Thalia Lincoln realised her drawings would have to be reduced in size so much of the delicately wrought detail would be lost.

She was determined they should be published in their original size but no publisher would accept the proposal because of the enormous expense involved.

Thalia Lincoln's refusal to compromise on this issue led to the second major phase of the project - she became her own publisher encouraged and backed by a banking group which bought all the drawings for permanent display.

The result is a landmark in the history of

South African publishing, a rare and exquisite piece of Africana, for the 500 editions have all been handsewn and will be covered in fine calf leather.

The text has been printed in a rich brown colour symbolic of the colour of the earth instead of the usual black. The book weighs more than 12kg and sells for more than R1 000 a copy.

It has been described as being in the same category of excellence as the work of the great botanical illustrators of the 18th and 19th centuries. And it is an enduring monument to the dedication and determination of a skilled and talented artist.

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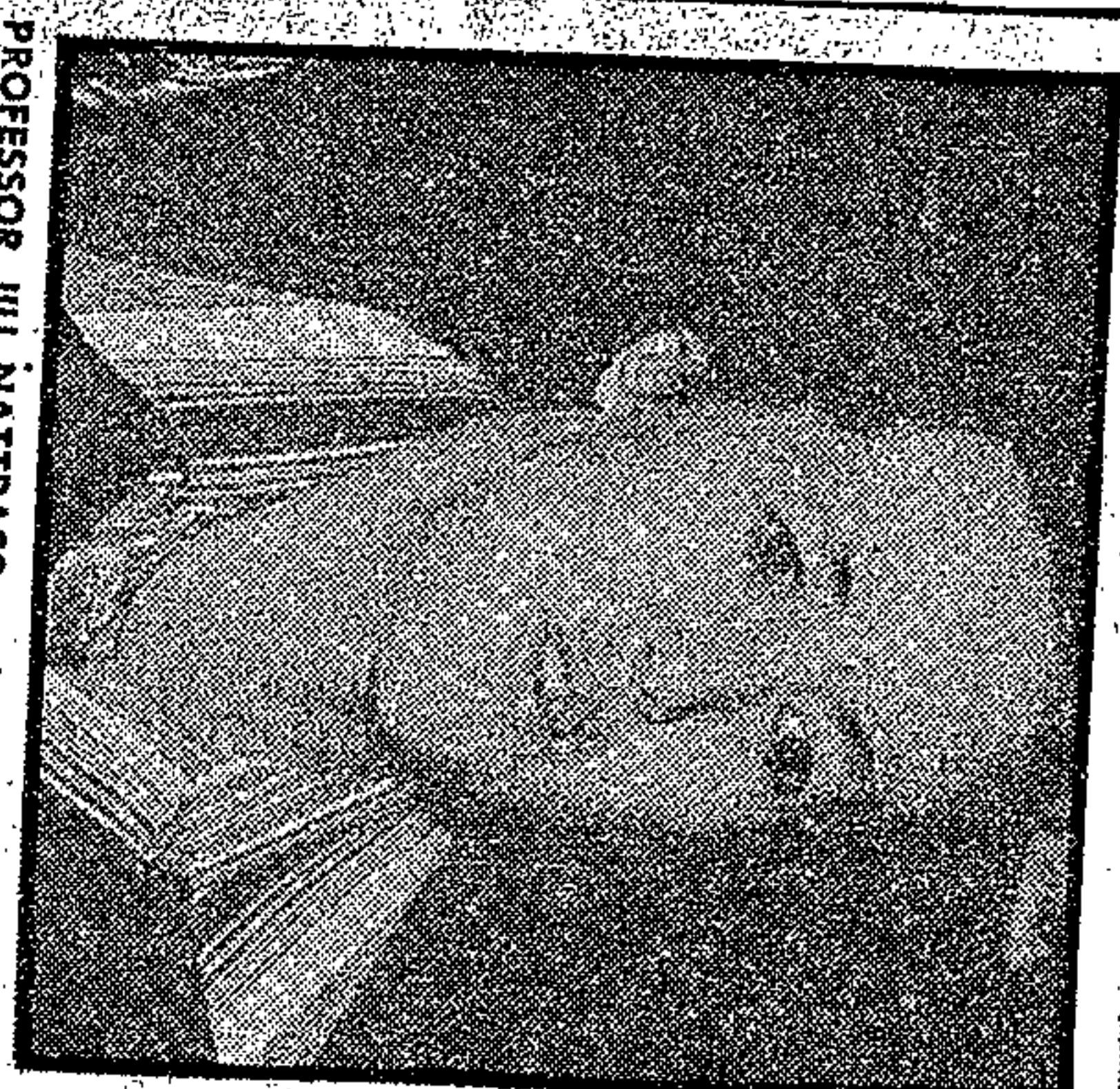
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See 16/11/82 (355A)

# Voice that carries weight



PROFESSOR JILL NATRASS — the only woman to serve on the Prime Minister's Economic Advisory Council.

The head of Natal University's newly formed development studies unit, economist Professor Jill Natrass, has recently been chosen as the only woman to sit on the Prime Minister's Economic Advisory Council.

However, this is not the first time Professor Natrass has sat on a committee as the sole female representative. She was also the only woman in the team which drew up the PFP's economic policy. "Being the only woman does not worry me — in fact I don't notice it. I am chosen for my knowledge of economics and South African affairs and not as a token woman," she said.

Recently she sat on the Buthelezi Commission (its recommendations were made known this year) and was responsible for drafting the commission's economic report — an experience she described as "probably the most challenging thing I've done."

Professor Natrass's list of qualifications started with a B Comm and CA from Natal University. Ten years later she returned to university to do an economic honours degree, after which she was offered a temporary post in the business administration department. From there her career advanced rapidly: a permanent post at the

University of Natal's economics department where, in 1967, she became senior lecturer. She got her doctorate in 1975.

Two years later she became associate professor in the department of economics and held this post until she was appointed head of the development studies unit this year.

However, Professor Natrass has not limited her studies to South Africa. She did a post-graduate course in economics at Cambridge University and has twice studied for six-month periods at Stanford University in the United States. Her work, in simple terms, is to research

and analyse economic problems. "I am interested in the problem of poverty and how to eliminate it. I want to work towards a just society, which means one in which poverty does not exist," she said.

At home or at work, this mother of four has never been afraid of controversy and has never minced her words. "I am a person with opinions and I must express them," she explained.

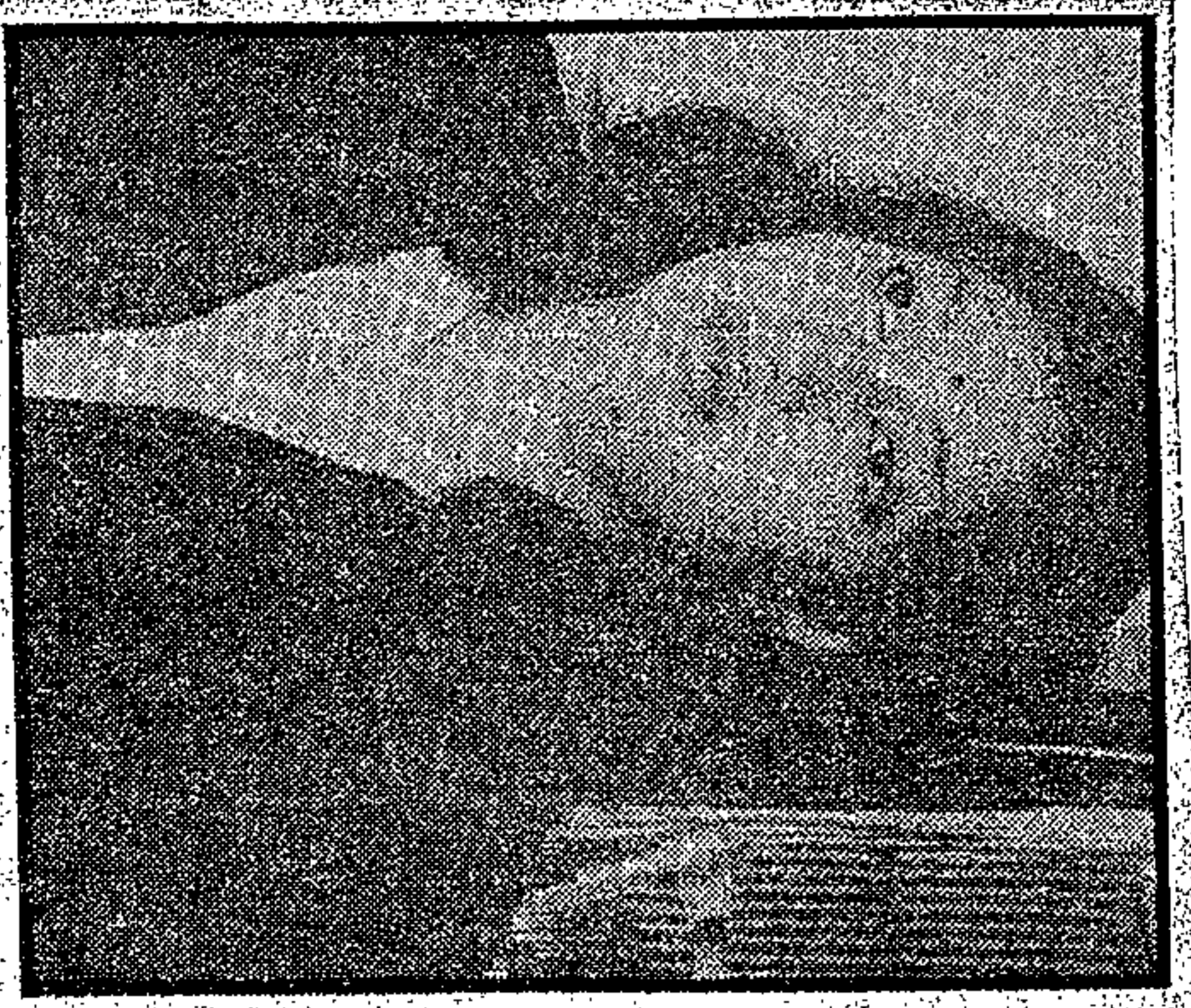
Serving on a host of committees from the Institute of Race Relations executive in Natal to the Prime Minister's Economic Advisory Council, there is little doubt that her voice is being heard.



# Law is her challenge

She's 10/11/82

3553



KRISHNAVENNIE CHETTY — her rapid progress to magistrate set her head reeling.

A mere three years after she graduated as a law student in Durban, Mrs. Krishnavennie Chetty became the first Indian woman in South Africa to become a magistrate.

After only two months of doing criminal cases, she began hearing civil matters.

In her office in the magistrate's building in Verulam, a pleasant, tree-lined town north of Durban, Mrs. Chetty says her rapid progress to the position she now holds initially set her head reeling. The excitement has now worn off and she has settled down to do her job as

best she can.

An only child, Mrs. Chetty was born and educated in Durban. She graduated in law at the University of Durban-Westville in 1978 and served her articles of two years with a firm of attorneys on the South Coast.

She began prosecuting in the Verulam Court in July last year and was appointed magistrate in November. In January she began hearing civil cases.

"I find my work challenging and always interesting. It is for this reason I chose law as a career. I wanted some-

thing that would be challenging and rewarding at the same time.

"Court work is not just routine work. I am learning all the time and I love working with people," she says.

"In civil cases especially I deal with so many different aspects of the law. I find I have to do so much more work, but it is satisfying."

She says when she was newly appointed she often wondered when highly experienced people appeared before her, whether they were thinking, "What does she know?"

but she is determined not to be daunted by that.

In her dealings with the law she has not encountered specific difficulties, but she does believe legal aid should be extended to include a wide range of legal actions.

At present people who apply for legal aid have to qualify for it with a means test so that too few people qualify.

In her free time Mrs. Chetty likes swimming and playing squash. She used to be a keen athlete at school, "but I'm not any more."



Admiral A. P. Putter —  
DDC.

355  
1811 182  
**Pay rise  
for shop  
workers**

EAST LONDON — Minimum wage increases for employees in the commercial distributors trade will come into effect on Monday.

An amendment to the wage determination applicable to this sector also marks the end of wage differentiation based on sex.

The minimum wage for a general assistant in the trade, the lowest category, will be R38 a week in the East London and Beacon Bay area.

The previous minimum wage was R26,40 for female general assistants and R33 for males.

The last minimum wage adjustment in the commercial distributors trade was made in April, 1981. — DDR



# Catching silence

A major exhibition of Maud Sumner's work at the Hoffer Gallery in Pretoria this year and exhibitions at the Pretoria Municipal Gallery have proved she stands in the first rank of South African artists.

Her interest in art began when she was a schoolgirl at Roedebeek in Johannesburg, where she was born in 1902.

The love of art fostered in her by an inspired teacher took second place to her academic training and, in 1922, Maud left Johannesburg to read English literature at Oxford University where she obtained an MA.

She then started to study art, but it was not until she had visited Paris she found her true inspiration. "When I went to Paris and saw the colour in the work being done there I felt as though I were looking through a window into a new and sparkling country."

She settled in Paris where her work was much admired by the French who called her

"the great painter of silence." She exhibited widely in Paris and London.

In 1939 she became the first and only South African painter to have had work bought for the State collection at the great Jeu de Paume Gallery in Paris, where it hangs in the museum's renowned collection of Impressionist and post-Impressionist art.

The outbreak of World War 2 sent her back to London and then to Johannesburg, where she stayed until 1946.

The next decade was a period of growth and refinement in her art, and a turning point came when she visited Israel and encountered, for the first time, true desert places.

She shifted her focus from the depiction of familiar things in an intimate style to serene, philosophical contemplations of universal themes, embodied in studies of the sky and the desert, painted in a brilliant technique of



MAUD SUMNER — a lifetime of dedicated work has produced paintings that have brought international fame and recognition.

thinly applied layers of paint - luminous veils of shimmering colour.

The delicacy of her watercolour techniques found its fulfilment here in what is regarded as the high point of her career.

In her later work her style changed almost to photo-realism but it didn't lose the sense of

loneliness and serenity.

Recently illness has brought her back from Paris and has curtailed her travelling and painting. However, her quest for new visual experiences and impressions, and her dedicated mastery of her art, has immeasurably enriched the reputation of South African art here and overseas.

External

(3)

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DOMESTIC WORKERS: Special retirement plan.

ONE of the country's leading building societies has announced a special retirement plan for domestic workers.

The National Building Society said the plan has been approved by the Domestic Workers Employment Project (Dwep) and the South African Domestic Workers Association (Sadwa).

The plan includes tax-free savings and life assurance cover.

The project has been launched in response to a need for a financial plan that was not entirely dependent on the financial co-operation or goodwill of employers, a spokesperson for the NBS said.

Research conducted by the company indicated that many urban domestics were aware of the importance of providing for their retirement years. At the same time they were often sceptical about available pension plans, since these depended on the goodwill and participation of their employers. Some reported that employers were simply

### By SELLO RABOTHATA

not interested in assisting them with a pension contribution.

Mr John Bennett, managing director of NBS, said: "The answer seems to be a more flexible plan that if necessary, can be operated directly by domestics without employers. Obviously we would like to think that domestics, assist their workers with the monthly payments, ideally with a matching contribution."

Highlights of the domestic workers retirement plan (DWEP) are:

- the domestic worker can choose the amount to be invested each month, with a minimum of R5, increasing in multiples of R1;
- They can choose their own retirement date. The youngest age at which a domestic can apply for entry into the

plan is 16 years and the oldest age is normally 55 years. A domestic may not remain on the plan beyond the age of 65;

- a monthly payment of R20 over a 30-year period will provide a lump sum of R92 088, made up of R7 200 in savings plus R84 888 interest, at current interest rates.

• The plan is registered in the name of the domestic worker and all money paid remains the property of the worker, with a change of jobs the plan goes with the worker;

• the amount saved during the domestic's working life, plus interest, may be withdrawn as a tax-free lump sum, but the company suggests that the sum be re-invested to ensure regular monthly payments, in the interest of the worker;

• Should a domestic be unemployed, the plan can be suspended without monthly payments for up to six months;

• life assurance cover of up to R5 000 is offered by the plan. When opening the retirement plan applicants will sign a will to avoid complications with tribal laws which require that money be paid out to male relatives regardless.

Ms Leah Tutu, spokesperson for the Domestic Workers' Employment Project (Dwep), yesterday told The SOWETAN that her organisation supported the special retirement



Rem 11/11/82

# It's a new deal for women workers

IF THE woman who rings up your purchases on Monday seems somewhat more congenial than usual, it could be that she knows that at the end of the week or the month her pay packet will be substantially plumper.

November 15 is the day when thousands of women in the commercial and distributive trade will benefit from new wage determinations which eliminate discrimination on the grounds of sex and impose an increased minimum wage for both men and women, with women's increases bringing their wages to the level paid to their male colleagues.

The move is in response to an amendment to the wage act last year which outlawed wage discrimination of any kind, either on grounds of sex or race. As a result, when any wage determination is revised, the wage board is bound to remove any discriminatory pay scales.

Categories affected by the new determination cover such diverse occupations as alteration hands and chauffeurs, clerks and managers and include the all-important sales personnel, cashiers and till packers.

The move, coming at a recessionary time, has caused a certain amount of concern among employers — some of the increases are as high as 49 percent — but several major retailers said the increases would make little difference, since they had always paid well above the minimum.

Increases may not be significant in big stores, where sex discrimination is generally absent and wages tend to be above the regulated minimums.

But the increases could cause problems for smaller businesses. Small shops do a large share of the retail business. In just one category — purveyors of

Next week, women in the commercial and distributive trade will benefit from new wage determinations which eliminate discrimination on the grounds of sex. PAT SCHWARTZ reports.

groceries, toiletries and confectionaries — these shops represent 42.4 percent of the trade country-wide.

Mr Mike Wright, Chairman of the Association of Employers (Assempt), which represents the retail trade, cautiously welcomed the move, pointing out that wages in the commercial and distributive trade had been very low, especially as far as women were concerned, and that the retail trade in South Africa was traditionally a woman's field.

"It's been a healthy increase. The people it is going to be most important to are people at the bottom end of the scale." But "it's going to prove very costly to close the

wage gap. We're into a situation where sales generally are dropping. It's not a good time but it's the law and we must do it."

The move, said Mr Wright, was not unexpected. "We knew it was coming. The wage board hearing finished in May and we had a shrewd idea of what its decision was going to be."

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Ccawusa), hailed the move towards non-discrimination as "a good thing. The most important thing is the rate for the job and that it's not sex that counts. We'll wait and watch and see if companies are going to do it and when they are going to do it. We have a lot of women in the CDT so we think it will be a great achievement."

Mr Richard Blackwell, General Manager, Personnel, of the OK group was unperturbed about the increases, saying it would affect his company very little. "We have no problems at all in terms of general assistants because we



of a total of 24 000 employees, Mr Blackwell said.

"If we had had to give the same sort of increases across the board there would be trouble. They are substantial increases, but the previous minimums were ridiculous. Some of the smaller businesses which were paying at wage determination levels (which, in some cases, were as low as R129 a month), deserve

But Mr De Wet said Pick'n Pay generally paid far more than the wage determination minimums which, he said, had been "laughable" in the past. There were few cases of discrimination between the sexes in jobs in the company's stores, Mr De Wet said, and those categories had been evened out in recent years. In those categories in which employees were paid less

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"In the case of sales assistants and clerks there are some rises of 44 percent. On the whole, we think the increases are reasonable although they err a little on the generous side." The increases would have an appreciable effect on his company's wage bill, he said, "though in many instances we are paying the market rate, which is well above the minimum wage."



are so well above the wage determination anyway.

The only area in which the OK was slightly under the new minimum, he said, was in the case of sales assistants in the more qualified grades — third, fourth and fifth years of experience. But that affected only a small percentage

to be caught out a little bit.

Pick'n Pay's Raymond Ackerman and personnel director Mr. Rene de Wet were caught on the wrong foot by the gazetting on October 29 of the new determination. They had, they said, been told it was not due for some weeks.

than the new statutory minimum, he said, the difference would be in the region of between R3 and R5 a week, increasing to about R20 a week in some of the senior categories.

To Mr Vernon Staegemann, Groups Personnel Executive of the Checkers group, the increases seemed "generous".

Mr. Staegemann agreed with those who felt that the move could hardly have come at a worse time, given the economic situation, but added that "one appreciates that inflation and the cost of food and rents are hitting the pockets of our workers, so it's totally necessary from that point of view.

355A

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11/11/82



# Campaigned for divorce reform



PROFESSOR JUNE SINCLAIR — delegate at this year's International Society of Family Law conference at Harvard.

Professor June Sinclair, family law expert and co-author of a recently published book on divorce law - was the only South African to deliver a paper at the Fourth World Conference of the International Society of Family Law held at Harvard Law School in June.

Since 1971 Professor Sinclair has been an ardent campaigner for divorce law reform, expressing her views in law journals and in public lectures.

She recently completed a detailed report for the parliamentary select committee on the controversial Matrimonial Property Bill - a Bill which abolishes marital power but only in marriages contracted after it is enacted.

This draft Bill - the content and enactment of which Professor Sinclair regards as crucial - has still not been passed, although many years have lapsed since the Law Commission began investigating the present law.

Professor Sinclair

does not, however, see herself as a campaigner exclusively for women's rights.

"Traditionally women have been discriminated against in law and they still are. As a family lawyer I campaign for a fair system for males and females of all races," she says.

Reform of South African law affecting the family lives of blacks is another area in which Professor Sinclair is involved. Included in her Harvard paper was a discussion of legislation such as the Group Areas Act and Influx Control laws.

"These areas of South African law are not commonly considered to be a family lawyer's concern but because of our political situation they have become so," she says.

Professor Sinclair adds: "I was a member of the commission elected in 1977 to found the now-named Lawyers For Human Rights group which concentrates on laws that dis-

criminate against any sector of the population."

Family law is not Professor Sinclair's only interest. She has also published extensively on banking law and the law of cheques.

For 13 years she has lectured in the law faculty of the University of the Witwatersrand where she completed her BA and LLB and was immediately offered a lecturing post.

Four years ago she was appointed professor of law and at 31 was then the youngest professor at Wits.

Her achievements are by no means at an end and she is now busy on her doctoral thesis on the financial consequences of marriage and of divorce and divorce procedure.

"A major issue confronting South Africans at present is the reform of our marriage laws which will ensure maximum fairness and support to all victims of our high rate of marriage breakdown," she says.



# Media images are 'caused by us'

Women are probably largely to blame for the frivolous, lightweight image portrayed of them by the media, said leading socio-economic consultant Anna Starcke at the Women's Bureau of South Africa conference on Women and the Media in Johannesburg yesterday.

In her key address as chairman of the bureau's working group on women and media, Ms Starcke accused South African women of being apathetic and passive, even in matters which directly concern them.

"I believe a society gets what it deserves by way of the energy or apathy it expends or fails to expend on bringing about desired change — and we should do some serious soul-searching as to whether we aren't getting what we deserve because of our passivity," she said.

"It's not good enough any more to say men hold the controls. The rejoinder is women constitute over 50 percent of the white electorate."

Ms Starcke discussed this poor image of women as conveyed by the media, particularly the Press and television.

The women's pages in daily newspapers had changed over the last two decades from gossip, cookery and fashion columns to ones in which serious issues were discussed. This change had helped women get a more rounded, less stereotyped image of themselves into the Press, Ms Starcke said.

She added: "At its best, the women's page provides, for the time being, a valuable support system. At worst, the existence of women's pages absolves editors from ever having to take women readers into account."

In general news stories however, irrelevant details of the woman's physical attributes and marital status were often given, Ms Starcke said.

"The more outstanding or unusual the



ANNA STARCKE - "It is not good enough any more to say that men hold the controls."

woman's achievement, the more voracious appetite for describing her "normal" activities in a manner that would be considered eccentric or intruding in the case of men.

"The image that comes across is one of great girl, but still reassuringly a great cook, socialiser and home decorator. One only has to imagine the equivalent of a report on a business or professional man in which a major portion is devoted to describing his skills as a handyman around the house or talents as a host, to realise the irrelevance of such reporting," said Ms Starcke.

Only in business magazines were women reported on in a business-like way.

In cartoons women came across "definitely a great deal sillier, irrational, conniving and manipulating than men," said Ms Starcke.

But she believed this psychological attack became a financial one in job advertisements. "It is here that sex-stereotyping translates into less attractive and less varied jobs for less cash for women than for men," she said.

In her discussion on

women's image as projected through television, Ms Starcke quoted American and South African studies which had shown that on the small screen the world appeared "overwhelmingly peopled with attractive, young, submissive, dependent and nurturing women partnered by authoritative, capable, rational and trustworthy men."

Ms Starcke quoted The Star's Women's Page editor Mrs Sue Garbett from a paper she gave on Women in the Media earlier this year. In it Mrs Garbett said: "Men control the news — they decide what news to cover and they assign the reporter. On receipt of that report, they can either re-write it or demand it be written the way they want it done. They can cut out of it what they don't like and they put a headline on it, and it is here where you often find the sexist approach with headlines such as, 'Blonde wins Formula One race.' It is men who decide the editorial policy of the newspapers because with few exceptions, all the assistant editors and assistants to the editors on South African newspapers are male."



# IT'S UNFAIR

While propping up the entire education system, women continue to be discriminated against

JOHANNESBURG. — Women form the backbone of South Africa's white schooling system — they now constitute over 70 percent of the teaching force — yet are still subject to blatant discrimination.

"Were it not for women, education at school level would undoubtedly deteriorate to the point of collapse."

This was the opinion of Mr Peter Mundell, president of the Transvaal Teachers' Association, at the end of 1980, when the country faced its worst education crisis in 25 years.

Since then the situation has, if anything, worsened. Over the last two years there has been an

Weekend Argus Correspondent

uninterrupted exodus of men from the teaching profession and women have filled out the vacancies to contribute to the imbalance.

The most recent figures released by the Transvaal Education Department reveal that of the province's 24 904 teachers, over 18 000 are

women — more than 72 percent.

A similar situation exists in the other provinces.

In total, the South African Teachers' Council has calculated that two thirds of the country's 67 067 white teachers are women.

But in spite of this, women continue to be discriminated against — financially and in their terms of service. Nothing much has changed over the past 25 years for the majority of these stalwarts of the education system.

On the salary front, parity is a relatively new

concept and thus far has only been applied to inspectors of education, principals and deputy principals of large schools.

For the past 50 years women teachers have been lagging a full notch behind their male counterparts in salary, and the majority still are.

According to Mr Jack Ballard, educationist and secretary for the TTA, the principle of parity was accepted in 1978 the problem since then has been finance.

"It's the treasury which slows the introduction of parity in salary — teachers should blame

quota system is designed to maintain the balance of men and women, permanent and temporary posts at every school.

One third of all permanent posts at a school is reserved for men, one third for women, and the remaining third is open to either sex.

As a direct result of the shortage of male teachers not all of the permanent posts are filled, and women teachers are placed in temporary capacities — subject to 24 hours' notice of dismissal. They also have to re-apply for their post at the end of every year.

Married women teachers are the hardest hit. In the Free State a female teacher who gets married has to resign immediately if she holds a permanent post. In the Cape a married woman is allowed to hold a permanent post only for five years.

In Natal, Director of Education Mr S Levinshohn explains: "We had to reduce the number of permanent posts. It was virtually impossible to apply the quota system otherwise."

And the ultimate insult: Women teachers who marry have to obtain signed permission from their husbands to continue their careers.

investigation showed that during 1981 married women teachers earned 25,9 percent less than their male colleagues, middle-aged women 30 percent less and unmarried women 20,4 percent less.

"It's iniquitous," a young unmarried women teacher explained bitterly. "We work as hard as if not harder than, the men. How long do we have to wait before we are given equal recognition another 10 years? By then I will be in commerce."

Whereas in the past women might have been prepared to accept the unequal situation, because they were supported by a husband, this no longer applies.

Today's teachers are independent, militant and often have to support not only themselves, but a family as well. Another bugbear is the Government's overt recognition of teaching as a profession set apart from the public service, yet so far salary increases have been directly linked to civil servant pay rises.

Women also suffer at the hands of the dreaded quota system. Introduced by the Committee of Heads of Education in 1977, and implemented by the four provinces, the



Mr Horwood, not the Minister of National Education," he said.

But in the interim women teachers are paying and have paid a bitter price. A Human Sciences Research Council



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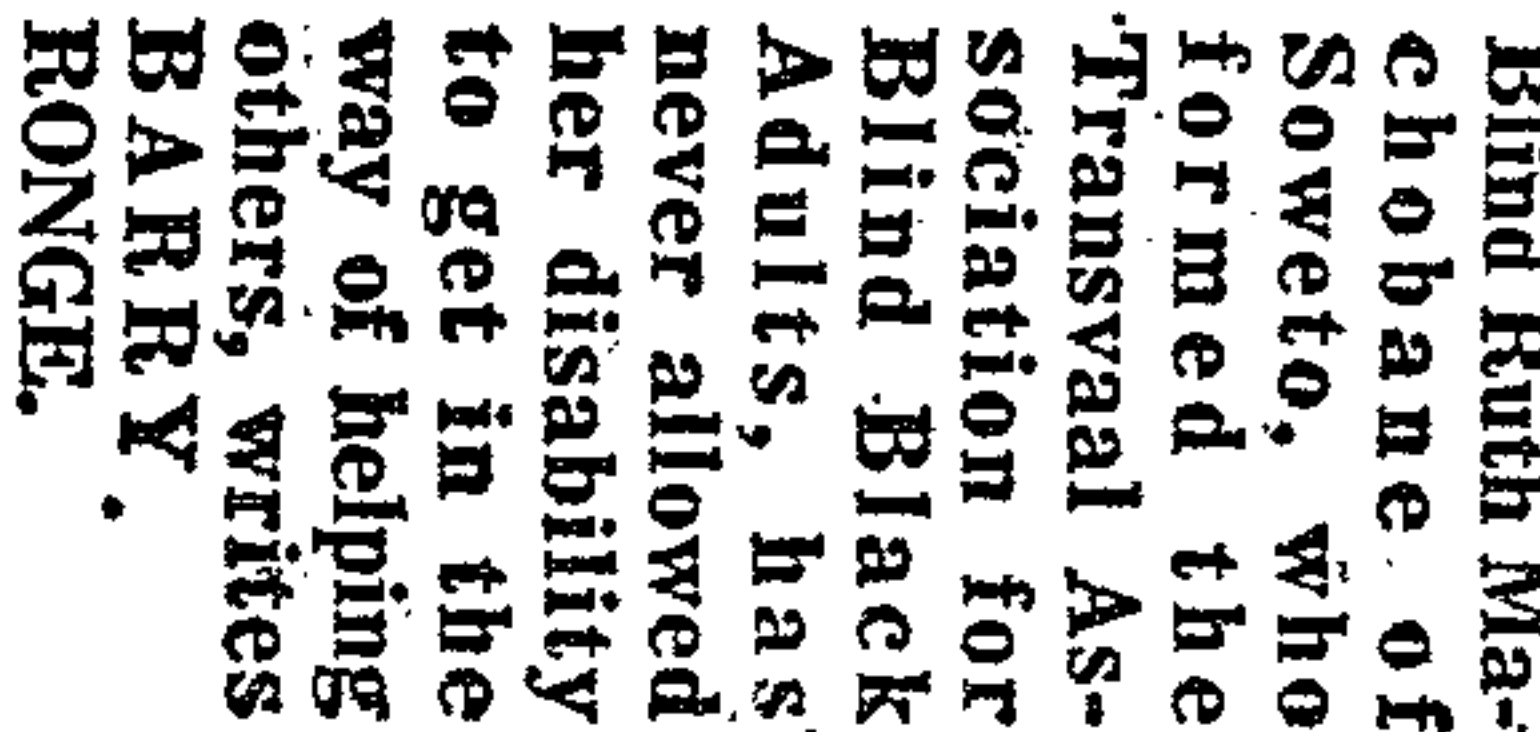
Transvaal and they accept only children under the age of 12.

Waiting lists are years long and many children do not make it.

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## WOMAN

# From rags to academic fame



Esline Shuenyane . . . lecturer at the Department of Paediatrics.

**T**HIRTY years ago, Ms Esline Shuenyane walked past the University of Witwatersrand carrying a bundle of washing. Little did she know that she would end up as the first black female lecturer in the Department of Paediatrics at this prestigious academic complex.

The second of the seven Diyel children, she was born in Crown

Mines where her father was a mineworker. To augment her father's meagre income, Ms Shuenyane's mother sold fatcakes and was

from the Golden City. "We used to look at the isikolo esikulu with high esteem, with not the slightest dream that one day I would find

By SINNAH KUNENE

also a part-time washer-woman.

Ms Shuenyane as part of her after school duties had to collect and deliver washing in the neighbouring suburbs.

Barefooted, she and her friends would walk through the open veld which has now been criss-crossed with the highway that leads to and

myself there," she says shyly.

Well, like other Li-brans, Ms Shuenyane kept most of her dreams to herself and considered them beyond her grasp.

When she obtained a first class junior certificate at the St Peter's School in Crown Mines, she realised her poten-

tial and started aiming at a higher goal in life.

A mother of four boys aged between nine and 19, who are all at private schools, she says her

parents were willing to give all their children the best education, which they were not privileged enough to get.

She and her husband, Windsor, who is manager of the SAB Trust Fund, have since followed in their parents' footsteps. They are also prepared to give their children the best possible education, which is better than what they went through, she says.

Mrs Shuenyane obtained a degree in social work from the Hofmeyer School of Social Work in 1969. She worked for the Johannesburg Child Welfare Society until 1973. A year later, she joined the Metabolic and Nutrition Research Unit, which is part of the Paediatric Department of Wits.

Four years later, she joined the Primary Health Care Programme under Professor Wags-tuff. Its aim is to investi-

gate nutritional problems and metabolic disorders among children. Ms Shuenyane did home visits, investigating the living circumstances of the families of these children.

"In reality I was not doing anything constructive for the families. My major concern was that after being discharged from hospital, these children go back to the same appalling circumstances," she says.

This challenged her to take a six month course in health education. Still, this could not equip her fully in her combat against malnutrition, and in 1977 she visited the United States for six months on a sponsorship from the Council for International Programmes.

There she came into contact with America's anti-poverty programmes in which, for instance, people living below a certain income level were sold stamps which were then used to buy basic commodities like food at a relatively low price.

Having a commitment to humanitarian goals, Esline again took a two year honours course at Wits in 1979.



Top academic . . . fought her way out of poverty.

This is the highest degree that can be obtained in advanced social work.

Now at the peak of her career, Esline recently returned from the States, where she obtained a masters from the School of Public Health at the University of North Carolina.

Although not naturally inclined to seek public acclaim for her work, Ms Shuenyane is an asset to the black community. She maintains that she belongs in the kitchen, (and of course her professional background insists she stays there, she laughs), but proudly points out that she would not have made it without a supportive husband like Windsor.









Donors were presented with blankets and food packets by the Women Consultants' Club yesterday.

At the event, Reverend J Seoka, said young people should strive to see to the well-being of the old folk. "All the we have are what they are because of the grannies we have," he said. Rev Seoka said old people were not to be forgotten by the up-coming generation.

## Women in self-help projects praised

IT was high time black women divorced themselves from the belief that they should have high qualifications to serve the community.

Saying this at a function for the Zamani Soweto Sisters' Council held at the Dube YWCA yesterday, Mrs E Khuzwayo expressed her gratitude for the women who had initiated self-help projects in the past.

"Women do not need degrees to do things of their own but determination and the will to achieve what they want," she said.

Mr Brian Whittaker, Transvaal regional director for the Urban Foundation, said the de-

velopment through self-help of business and employment opportunities was vital to improve community life.

Mr Whittaker said self-help contributed to needs and community services, provided job opportunities near where the people lived, economic development and a greater sense of dignity.

"Zamani has shown to other groups - no matter how informal - that they are mature. Given financial assistance, the organisation will grow in business," he said.

Mr Whittaker said the foundation would involve itself in helping the community to its own economic upliftment.

## Round fares may go up

The 12 percent hike means that commuters will have to pay on average three cents more.

Another giant bus company, Putco, is hoping to introduce 13.5 percent fare increases in Johannesburg areas as from November 29.

Greyhound implemented a 10 percent fare hike on the West Rand in August this year.

General manager of Greyhound, Mr P Davis, said they applied for the new hikes in October and were still waiting for a reply.

"We hope to introduce the new fares early next year. Despite the fact that we increased fares in August, our company still can't cope."

Mr Davis said costs

were rising so much and the general state of the economy has had a bad effect on the company.

He added: "Quite a few factories are working a shorter working week. This has caused a reduction in the number of passengers on certain days. In addition we are faced with more rising costs."

## Miners to discuss wages

OFFICIALS of the powerful Black Mineworkers' Union are to hold an urgent meeting with hundreds of miners to discuss wages and other grievances in Johannesburg today.

The union's president, Mr Chillian Mutha, told The SOWETAN yesterday that the meeting would be held at Shaft 17, Crown Mines at 10am.

The union was the first to be granted access to mines affiliated to the Chamber of Mines and since then it has made "tremendous strides" in unionising black mine workers in the country.

Mr Mutha said that the union had fought for the rights of miners and was negotiating with mining industrialists to recognise "our rights".

Although the union had moved a long way in trying to unionise miners, thousands of black miners were still dissatisfied with their earnings according to union sources. 19/11/87

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**Black** ~~(254)~~  
*Mercury* **women** ~~(355A)~~  
7/12/82  
**recruits**

Mercury Reporter

RECRUITING of black policewomen will take place throughout the country and training will hopefully start during the middle of next year.

The Minister of Law and Order, Mr Louis le Grange, said at the police passing-out parade in Hammanskraal on Thursday: 'We hope to start with the recruitment of black policewomen as soon as the extensions at the college are completed. Work on the extensions — which is estimated to cost R4 000 000 — is progressing well and it is anticipated that the first group of policewomen will start with their courses as soon as the project has been completed.'







WOMEN WORKERS — 1983

JAN. — DEC.



## 44 volunteers begin military training

Post Correspondent

JOHANNESBURG — Forty-four women volunteers started a year's military training at Voortrekkerhoogte yesterday after joining the South African Medical Service.

The Medical Service is the fourth and youngest arm of the South African Defence Force and its objective is to provide comprehensive support during combat operations.

During the first phase of their training the volunteers will be trained in a similar manner to national servicemen. They will learn to drill and will be taught marksmanship.

The second phase includes lectures and courses in anatomy, physiology, first aid and health. They will also study basic medicine.

The final phase of the training lasts for 36 weeks when they will be posted to various units around the country.

The Medical Service had an excellent response to their call for volunteers from all parts of South Africa.

During the past few years, 25% of the volunteers have decided to join the service permanently.



Argus 13/1/85 ~~294~~ 355A

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# Tremendous burden on domestic servants

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BECAUSE domestic servants born in Transkei but allowed to work in Cape Town endure incredible hardships I have just examined the circumstances of my own maid/cook. She has been with me for eight or nine years and receives a monthly salary of R70 — plus accommodation, food, doctors' bills, medicines and so on worth about R840 a year

On this she has to support herself and three children all living in a little house she owns at Herschel in Transkei

One of the children has not only to look after the house, cleaning it and cooking and washing but also has to care for a child too young to go to school, so obviously she cannot go out to try to earn money.

The third child is just old enough to go to school and obviously not able to earn anything either.

This means that my servant, probably like

10 000 others, has to support her entire family and herself on her own meagre income. Her husband died about four years ago, leaving her nothing

On questioning her, I found the total expense of keeping her family alive a great shock

She has to pay:

● For the schoolgoing child every year school fees of R100, R16 for school uniform plus R9 for a school shirt; R10 for ordinary clothing; and R14 for shoes — a total of R199,00 a year.

• R60 a month to feed all three children and clothe the other two — a total of R720,00 a year.

● R20 a year for rates and taxes on her little house.

• About R30 a year for doctors bills (R5 a visit).

She spends no more than R120 a year on herself.

She is therefore committed to paying out about R1 089 a year against an income of R840 a year.

How can people like her cope other than by taking their children out of school and letting them grow up like animals?

My servant costs me at least R100 a month and I cannot afford to pay her any more.

I wrote to the headmaster of the school in Herschel about nine months ago pointing out the terrible situation in which these fatherless families find themselves and asking him either to waive the school fees, payable fully in advance, or at least to allow them to be paid half-yearly.

I did not even receive the courtesy of a reply.

I wish the authorities would wake up and lighten the tremendous burden they place on these people.

I have helped my servant pay the school fees in the past, but this is no permanent solution.

ROLF STARK  
Green Point

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2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

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# African women police to be recruited

Crime Reporter

THE first African women police will be recruited into the SA Police Force probably in July this year, Brig Duveen Botha, Officer Commanding the SA Women's Police, disclosed in Durban yesterday.

She said that a training college was already under construction at Hammanskraal, near Pretoria, to accommodate three platoons of black women student policewomen.

'It all depends on the builders. If they complete the project on time our first intake of black women should start sometime in July. Initially we will take in only one platoon of 36 student policewomen.

'But eventually we will have three platoons of about 108 students at a time undergoing the six-month training course.

'Once they graduate they will do the same duties as their white counterparts, wear an identical uniform and they will have the same pay and privileges,' she said.

## Qualifications

Brig Botha said that, like the Indian women police trained in Durban, and the coloureds in Cape Town, the black policewomen would be posted to wherever their services were needed in the functional and administrative sections of the Uniform Staff of the SA P, the Detective Branch and the Security Branch.

Qualifications for applicants are a matric pass, be at least 1,6m tall, they should never have been married, be between 18 and 35 and have a full command of at least one official language. Although the recruiting campaign will only become official in mid-1983 there are already more than 200 names on the waiting list in the Port Natal SA P Division alone for black women who want to join the police force.

Yesterday Brig Botha swore in 18 Indian student policewomen at the Cato Manor SA P Training College in Durban for the college's second six-month course.



BRIG Duveen Botha, Officer Commanding the S A Women's Police, helps Student Policewoman Savithree Reddy get kitted out.

*Handwritten note:* 355A 21/1/83





Mrs Grace Sedumedi grimaces with pain as she tries to sit.

# Domestic claims 'master' beat her

By ELLIOT  
TSHINGWALA

AN elderly domestic worker claims she was sacked without pay and her belongings thrown in the street after she was allegedly sjambokked by her Bryanston employer this week.

Mrs Grace Sedumedi (48) who was employed by Mr Deon Lombard, yesterday told The SOWETAN she had to receive medical treatment following the assault and has complained to the Domestic Workers' and Employers' Project (Dwep) under Mrs Leah Tutu.

Mrs Sedumedi, who worked for the Lombards for five months, said trouble arose after she agreed to sell some of Mrs Lombard's dresses last year. She sold most of the clothes and bought one dress for herself.

"She had apparently not told her husband because last Sunday the 'master', who had been quarreling with his wife, asked for the keys to my room.

"I quietly followed him to see what he was going to do. He started searching through all the things until he found the dress. Holding the dress

with one hand and hiding a sjambok with the other he asked me how the dress came to be in my room. He refused to believe I had bought it from the 'miessus'. He started lashing me with the sjambok," she said.

Mrs Sedumedi said he beat her until she screamed with pain. She said her backside was swollen and she could hardly sit.

Mrs Sedumedi intends laying a charge of assault against her employer.

Meanwhile Mrs Lombard denied that she had asked her employee to sell the dress for her.



# Working women faced with creche problem

355A ~~255~~ E. Post 26/1/83

By BERYS BEHR

OUT of the 35 daily creches in Port Elizabeth only three accept babies under the age of three years.

This was one of the problems facing women in employment, Mrs J van't Hoogerhuijs, a member of the National Council of Women of South Africa, said yesterday at a meeting of the council's Port Elizabeth branch.

Mrs Van't Hoogerhuijs said that, according to the law, a woman could look after her own plus two other babies without having to register as a creche and

this was what some women were doing to help each other.

A survey on working women in South Africa revealed that 50% of South African mothers worked, emphasising the extent of the need for sufficient babysitting services.

Mrs Van't Hoogerhuijs said that, in the Eastern Cape, strikes and rising unemployment were a cause for concern, with unemployment figures in this area reaching record proportions.

However, a survey carried out by a team from the

University of Port Elizabeth had shown that African women, especially in New Brighton, seemed to have achieved a higher working status than their male counterparts.

This was encouraging from the point of view of the women, but it caused consternation about the employment positions of the men.

In her report Mrs Van't Hoogerhuijs said the areas of pension schemes for blacks and wages for domestic servants needed reviewing.



## Pregnant women share beds in Kalafong

# CRISIS WARD

**PREGNANT** mothers at the Kalafong Hospital near Atteridgeville are being made to sleep two to a single bed, The SOWETAN established yesterday.

Due to the massive and almost insurmountable problem of overcrowding, some mothers who have already given birth but are still experiencing certain complications or who are waiting for their relatives to fetch them, are sleeping on the floor of a ward which has been nicknamed "Marabastad".

A number of mothers-to-be have also complained of the lack and poor quality of the food provided by the authorities. Others complained of "exorbitant" fees charged at the hospital, following the introduction of a reclassification policy in which patients are charged according to their salaries. The new policy came into effect in April last year.

The SOWETAN visited the hospital yesterday and met two pregnant mothers on their way to a nearby cafe to buy food because they said there was a shortage of food at the hospital.

Most of the women, who did not want their names published for fear of reprisals, said although the food was better during the week, they were given "bad" food at the weekend.

"We eat porridge and spinach for lunch and porridge and soup for supper on Sundays," they said.

The women, who wished to be discharged soon

after giving birth, said they were made to sleep two to a single bed.

"It is so uncomfortable to sleep two per single bed. We are just waiting to give birth and be discharged," they said.

Dr I Kapp, the hospital's medical superintendent, yesterday confirmed that they were experiencing some problems and added that there was a massive case of overcrowding at the hospital, Kalafong, she added, was an academic hospital and the overcrowding was due to patients coming from as far away as Malawi, Zimbabwe, Botswana and South West Africa.

The Atteridgeville/Saulsville Community Council chairman, Mr Joseph Tshabalala, yesterday condemned the Government's system of reclassification and added: "It is an abominable practice which should be stopped as soon as possible."

His condemnation came in the wake of complaints by some patients who claimed they were being charged huge amounts while others were being referred to as private patients and urged to consult their respective private doctors.

One Mamelodi businessman, Mr Sam Hlongwane, recently paid R300 for the 10 days he spent at the Kalafong Hospital during which time he had to sleep on the floor.

By **MONK NKOMO**

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**INSIDE TODAY**  
**Bucs in trouble**  
**PAGE 24**

**Racing**  
**results**  
**PAGE 23**



# Retrenched staff complain over pay

By JIMMY MATYU

TWO of 40 women retrenched from the Provincial Hospital at the end of last month claimed yesterday that their bonus and leave pay had been withheld without any reason.

They also said they were never told why the hospital had decided to retrench them.

The women, Mrs Elizabeth Mbomboyi and Miss Daniswa Mtau, described their retrenchment as "unfair".

Miss Mtau had been in the employ of the hospital

for five years and Mrs Mbomboyi for seven years.

The medical superintendent of the Provincial Hospital, Dr L C Cilliers, confirmed today that the women had been retrenched, but denied any money had been withheld from them.

He said 20 black women and 20 white women had lost their jobs.

"These women were not appointed permanently," he said. "This was made known to them when we employed them. We took them as domestics in the wards when we could not

get nurses. But this year we have a better intake of nurses."

Dr Cilliers said the hospital authorities had given the reason for the retrenchment to the advisory committee of the women which was appointed by them. It was the duty of the committee to inform them, he said.

"Some of these people did not really meet the requirements of our services and, besides coming to work late, had bad illness records, and some did not have the ability to work with patients," he said.

"In fact, those claiming to have been here for long periods were here because we were very tolerant and wanted to help them."

On the question of bonuses and leave, Dr Cilliers said there were fixed rules. People received bonuses in the month of their birthdays. Leave pay was a privilege and people could not be paid for leave they had not taken.

Dr Cilliers explained that leave pay was controlled by Provincial regulations. He said he would speak to the administration about this to see if any improvement

could be introduced.

Mrs Mtau said: "The hospital authorities know full well that unemployment has reached an alarming rate. Where do they think we will get work now at this time of the year?"

Mrs Mbomboyi said: "We were told at the beginning of last month that we would be retrenched and we feel we are entitled to a month's notice pay."

She said they were told by the paymaster that their pension money would "following".

This was confirmed by Dr Cilliers.



355A (10) Hansard Q. Col. II  
Code of Zulu Law: status of women -12  
2/2/83

\*14. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

Whether he intends to introduce amending legislation to extend to Zulu women in the rest of the Republic the changes regarding the status of women embodied in the Code of Zulu Law, Act No. 6 of 1981 of KwaZulu; if not, why not, if so, when?

→

FEBRUARY 1983

12

†The DEPUTY MINISTER OF DEVELOPMENT AND OF LAND AFFAIRS:

Legislation to make it possible to bring the legal status of Zulu women in Natal outside KwaZulu, in line with their legal status in KwaZulu, is envisaged. It will be introduced as soon as possible, probably during the present session.

**Income tax legislation: Information**

\*15. Mr. H. H. SCHWARZ asked the Minister of Finance:

Whether consideration has been given to the publication for general information of rulings, without identifying the parties concerned, and departmental practice in terms of the income tax legislation; if not, why not?

The MINISTER OF FINANCE:

Yes. Decisions of the courts for the hearing of income tax appeals are already being published. In this regard I wish to invite the hon. member's attention to the provisions of section 83 of the Income Tax Act, 1962.

For practical reasons the publication of departmental practice in terms of the income tax legislation has hitherto been decided against.

There are private publications of high quality as well as recognized periodicals specialising in tax law and offering very good coverage of the more general practices. The editors of these publications also have a very good understanding with the Commissioner for Inland Revenue in regard to obtaining information on specific matters.

Information is not, however, furnished on hypothetical cases which can be used for tax avoidance.



3558 (3558) E. Post 3/2/83

# Director's statement on platoon system questioned

By JIMMY MATYU

THE Domestic Workers Association of South Africa (Dwasa) claimed today that the regional director of the Department of Education and Training, Mr G W Merbold, was incorrect when he said this week that the platoon system in black schools only existed in lower primary schools.

Mrs Pat Maqina, secretary for Dwasa, added that nevertheless "we welcome the move by Mr Merbold to send details of the number of children turned away to Cape Town with a request for more teachers".

In a statement from Dwasa, Mrs Maqina said the association wished to make it quite clear to the

regional director that his statement on Tuesday that the platoon system was applied only in lower primary schools was incorrect.

Mr Merbold was quoted as saying the system could not work for higher primary schools because those children had a longer schoolday.

Mrs Maqina said: "Mothers from the Zwide area with children in higher primary schools have complained to us that because of the platoon system they were forced to give up their jobs through having to see that their children attended school in the afternoon and did not play truant."

She said on investigation

the association discovered that most higher primary schools in Zwide had this platoon system.

Mrs Maqina said: "The association and the Zwide mothers are appealing to the department to do away with this system in the higher primary schools in their area as it encourages truancy."



## BLACK WOMEN

### Upward mobility

FM 4/2/83

Black SA women are moving into a wide range of traditionally male occupations. The skills shortage is forcing employers to use and develop all suitably trained people, regardless of previous traditions or prejudices.

"Employers in need of conscientious and loyal workers should take a new look at black women as workers, invest in their training and development and help them to overcome some of the problems they face as working women, and as black workers," says Truida Prekel, a senior lecturer at the University of South Africa's School of Business Leadership.

In a recently published paper in the SA

*Journal of Labour Relations*, Prekel says "there have been dramatic increases of black women in higher level and non-traditional occupations ... over the last 12 years." For example, the number of black women in the professions has more than doubled from 1969 to 1981.

However, "black professional women are still heavily concentrated in the traditional women's jobs of nursing and teaching, where there have been increases of 177% and 123% respectively," Prekel says.

But there have also been increases in non-traditional areas. University and college professors and lecturers increased by 287%, technical assistants by 486% and medical, chemical and other technicians by 555%. The trends among Asian and coloured professional women were similar to those among black women.

Black women have moved into the professions at a faster rate than black men (who increased by 44%) and white women and men (96% and 78% respectively). In 1981, black women represented 68,6% of all black professionals and 34% of all professional women in SA.

The greatest growth area for black women (and women in general) has been in the managerial, clerical, sales and services category. The number of black women holding management and administrative positions increased from 20 in 1969 to 743 in 1981, or by 3 615%. Most of these women are in lower or middle management positions.

Says Prekel: "Although low educational levels have been a serious handicap in the past, black women are increasingly availing themselves of new opportunities. In 1981 there were 6 788 black women studying at black universities in SA, compared with 503 in 1969." In addition, in 1980 a total of 8 745 black women obtained senior certificate, and 11 774 successfully completed high school.



# Baby — so boss gives her the boot

Argus 5/2/83  
355A

By VIVIEN HORLER  
Weekend Argus  
Reporter

AN artist who was fired because she was expecting a baby has lashed out at the lack of legal protection for pregnant employees.

Cradling her five-week-old daughter Nicola, Anneli Blom, 30, told Weekend Argus: "I think it's unfair to be fired simply because you're pregnant. It's not as if I were doing hard manual work, up and down ladders and that sort of thing. There was nothing wrong with my hands and my head.

"There is no protection for a pregnant woman in this country — I believe there should be some law to stop firms from firing you simply because you're pregnant."

## Controller

Anneli worked as the art controller in a local publishing company's art department, in charge of 10 artists.

Last year, when she discovered she was expecting a baby in January, she told her boss that she would probably leave around November.

"I wanted to give them time to find someone else to fill my job, because it was quite an important post. Fair is fair.

"My boss said that would be fine, and that he would be sor-

ry to see me go. Then about two weeks later I received an official letter from him saying that because of my pregnancy, my last day of work would be August 31.

"I was appalled. I'd been banking on working until November, because my husband Russell and I are not rich, and having a baby is costly.

"I checked my contract and found it provided for two weeks' notice either way — so they had tried to be helpful in giving me just under three months.

## Gave notice

"But I decided I wasn't going to have the fact that I'd been fired on my records, so I gave two weeks' notice and left.

"I was lucky, I'm not poverty-stricken, but many other women need to go back to work, need their jobs and money desperately, and in this economic climate once you've been fired who's to say you'll get another job."

Ironically, Anneli's boss left the firm soon after she did, and she was offered a temporary job by the same company in another department.

"It was doing some proof-reading and copywriting, basically just helping them out. The job didn't carry any of the status or responsibility of my old job.

"Then at the end of October, more than 50 percent of the

staff at the company was retrenched, the publicity and art departments were axed completely, and I was out of a job again."

The director of Anneli's old firm, Mr J Muller, said he had not been working for the company when she left the first time.

## Temporary

"I know we did offer her a temporary job later. All I can tell you is that firing pregnant women is definitely not our policy, that I don't think that was the intention of the man who was here at the time, and that he doesn't work here any more either."

Mrs Roberta Johnston, co-convenor of the Women's Legal Status Committee, confirmed there were no laws that protected pregnant women's jobs.

"Women should have their jobs protected in the same way as men's are under the Defence Act," she said.

## Salaries

"When men are called up to do their national service the employers aren't compelled to pay their salaries, although many do. But they do have to keep the man's job open.

"We think women should have the same protection for a limited period, say six months or so.

"Women should not be penalised for being pregnant."

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered): leave columns (2) and

TOWN  
R BOOK

5/2/83





Anneli Blom and baby Nicola.

Part of the letter Mrs Blom received, terminating her services.

My dear Anneli

With joy for yourself and your husband but with obvious sense of loss I have taken note of your forthcoming happy event.

From a business situation, however, it is necessary to communicate to you in writing that, only because of your pregnancy, and not because of your sterling qualities as a human being, colleague and artist your last day of work at [REDACTED] will be 31 August 1982.

I know that you will put everything into your job and into making the transition for Jeanette during the next two months as easy as possible.

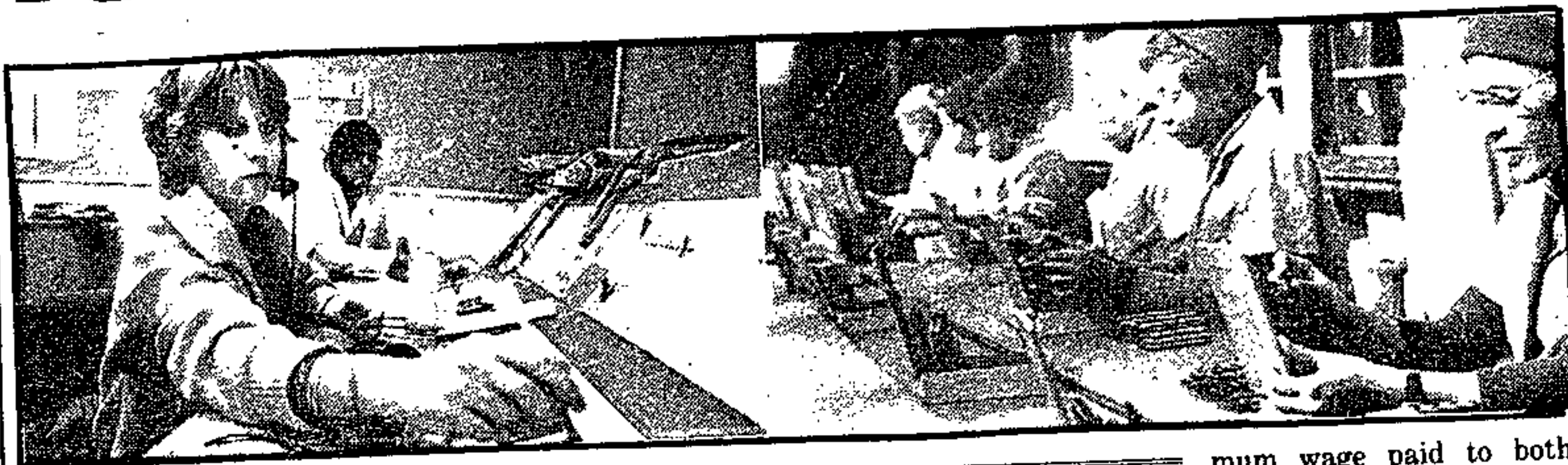
With fond regards

Sincerely



# Discrimination against women is banned, but it's here to stay

355A S. Express 6/2/83



SEXUAL discrimination in some areas of the workplace is now illegal — but the majority of South Africa's 2,25-million working women will remain unaffected by this change in the law.

Only certain industries governed by the Labour Relations Act will have to comply with the amendment, which has been effective since November last year.

Thus while thousands of female employees in the banking, clothing, distributive and manufacturing industries now have to re-

ceive the same minimum wage as their male counterparts, this does not apply to the many women who are domestic workers, agricultural workers, secretaries, book-keepers, typists, managers, supervisors or women employed in other industries.

It also means that women are no longer forbidden to work night shifts or unlimited overtime periods.

The move has been cautiously welcomed by work-

ers, but many believe it will do little to eliminate wage discrimination.

Mrs Roberta Johnston, joint executive secretary of the Women's Legal Status Committee, pointed out that the law still did not insist on equal pay for equal or comparable work. "The main problem is that it refers only to minimum wages, not to the pay discrimination that is rife higher up in these industries," said Mrs Johnston, a member of the Study Group on Women in Employment which testified before the Wiehahn Commission into labour legislation.

"Obviously I am happy that the word 'sex' was dropped from the Act's definition of class of persons, but I feel that in fact women haven't been helped very much at all," she said.

Said Garment Workers Union official Ms F Mandy: "Employers automatically pay men more, and ignore the fact that lots of women are breadwinners too."

More than 150 000 workers in the clothing industry are among those affected by the amended legislation, with increases in the mini-

mum wage paid to both men and women.

Until last November a Transvaal woman who marked patterns could receive a minimum weekly wage of R49,50, while her male colleague in the province could receive R62,80.

This has now been standardised at R76 for the Transvaal, with employers ensuring that men did not receive proportionately lower increases than women.

Those doing the skilled work of a sewing machinist in the Transvaal have now seen their minimum wage of R42,50 for men and R49,50 for women equalised at R60, while those of Transvaal foremen and forewomen increased from R91 and R67,10 to a standard R120 a week.

"The problem is that the clothing industry is predominantly female and the discrimination is found mainly in the higher echelons," said Ms Mandy.

She was also concerned about the removal of the 'protective' clauses that previously prevented women from working night shifts without special exemptions.

"The industry employs great number of blacks

Story: ARLENE GETZ

## NOTE CAREFULLY

1. The answers only on the right hand page marked. The left hand pages may contain rough work, but no credit will be given for work.
2. Enter at the top of each page and in the block on this cover the number of questions you are answering.
3. Blue or black ink must be used for writing. The use of a ball point pen is acceptable. Green ink may be used only for emphasis or for diagrams, for which pencil may be used.
4. Names must be printed on each sheet (e.g. graph paper) where sheets of examination book(s) are used.

Any dishonesty will render the candidate ineligible for the award.

COVER



S. E. E. ples

6/2/83

355A



coloureds and Asians, all of whom have to travel long distances to get home.

"It is evading reality to pretend that it isn't a problem for women to travel alone to Soweto late at night."

However, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of SA (Tucsa), felt the "protective measures" that had been removed from the law would not cause insurmountable problems.

Saying that it was up to the individual unions to find solutions to these difficulties, he added: "We cannot weaken our argument for the abolition of sexual discrimination by applying for 'protective' measures."



Soweto 11

7/2/83

355A

## ● BY SINNAH KUNEN

SEX DISCRIMINATION has taken the back seat in the previously white bastion of administrative offices of the Soweto Council. First saw the appointment of black township managers and the male domain did not last long as a few months later, Ms Sheila Mahlangu first occupied the "hot seat".

How does she cope being in an authoritative position previously occupied by a white man — being a woman and faced with the plight of rent defaulters, domestic problems and generally problems facing the complicated housing system?

Sheila chuckles without showing any sign of stress: "Well, you have to face the brawl especially with some irate residents. I have to do more listening and accommodate their tempers. I explain in simple terms problems and solutions to problems. Try to win the person's confidence and you won't go wrong".

She and other two male colleagues are headed by the senior township manager at the Tladi administrative offices, Mr T S Mafojane.

A sombre and soft-spoken woman, Sheila interviews not less than ten people a day who report complaints like domestic squabbles, house permit problems and rent defaults.

Quite often she spends time with elderly people, explaining convincingly that no other person may be at their service, but that she is in an authoritative position to help solve their problems.

"I wouldn't blame them for this anyway, because they had often known me as an assistant and secretary to the white township manager, Mr P M



# She worked her way to the top of the ladder

## Woman in the world of men

355 A

#4473

Sowetan  
7/2/83



Fouche. My Work included drawing out files from the cabinet, typing official letters as well as acting as an interpreter for some of the elderly people," she says.

While many viewed her occupation along those lines, Sheila confidently and proudly states that she was in fact pushing her way up the ladder. She worked with Mr Fouche for seven years and the experience and the "hot seat" was the only possible target.

This was after working for the administration offices for almost 14 years. She joined the Johannesburg Municipality as a typist in 1969 after completing a secretarial course through a correspondence college.

Throughout these years Sheila got to know and understand people's problems. She claims to be at an advantage in serving the black community. Unlike with white township managers, residents now find, it easier to express themselves, she says.

Sheila points out that her position is no different to her previous boss' as they are paid the same for equal work. "No window dressing about it," she firmly states.

Although there is formal training for the job, Sheila says candidates should have had the experience in the council's administrative offices. The clerical as well as other posts are graded and it is only up to a person to work themselves up to the top.

**SUCCESS:** Ms Sheila Mahlangu, the first black female township manager in Soweto.



# Praise for new employment law

355A Steu 11/2/83

Minister of Manpower Mr Fanie Botha's progressive legislation removing the long-standing ban on women working nights and overtime has won him plaudits from the country's women leaders.

In introducing the legislation, Mr Botha boldly claimed there was not a women's organisation that would not support the lifting of the outmoded law. For his pains he was rapped on the knuckles by one of the only two women in Parliament, Mrs Bessie Scholtz (CP, Germiston District).

She and a fellow CP colleague claimed the new law would further destabilise home life.

Mrs Roberta Johnston, who headed the Study Group on Women in Employment set up by the Wiehahn Commission, said the removal of overtime restrictions had been one of the group's recommendations.

"Women were deprived of overtime to increase earnings, which went to men instead. We felt this was discriminatory. It is gratifying that at long last women are being treated as people."

Regarding night work and travel, she said: "If women have the wits to work, they'll have the wits to make their own way home."

She added: "What makes me so angry about



BESSIE SCHOLTZ... family life will be destabilised.

the CP is that it thinks of women only in terms of wives in the kitchen. It doesn't think of single, divorced and widowed women."

An industrial psychologist, who once worked in a factory, said her colleagues there worked overtime and nights not because they liked the idea but because they needed the extra money. "It's nice to be at home if you can but if your children are hungry necessities go by the board."

The psychologist even saw advantages in night work.

"It could suit the lifestyle of a working or single parent better because she could leave the children at night with a grandparent and be there during the day to take to the children to school and to supervise their homework in the afternoon. She could take them shopping, too, which is

The increasing number of women in South Africa's labour force, and the country's need of their skills, has resulted in the Government's amending discriminatory employment laws. Women can now work overtime and nights, reports SUE GARRETT.



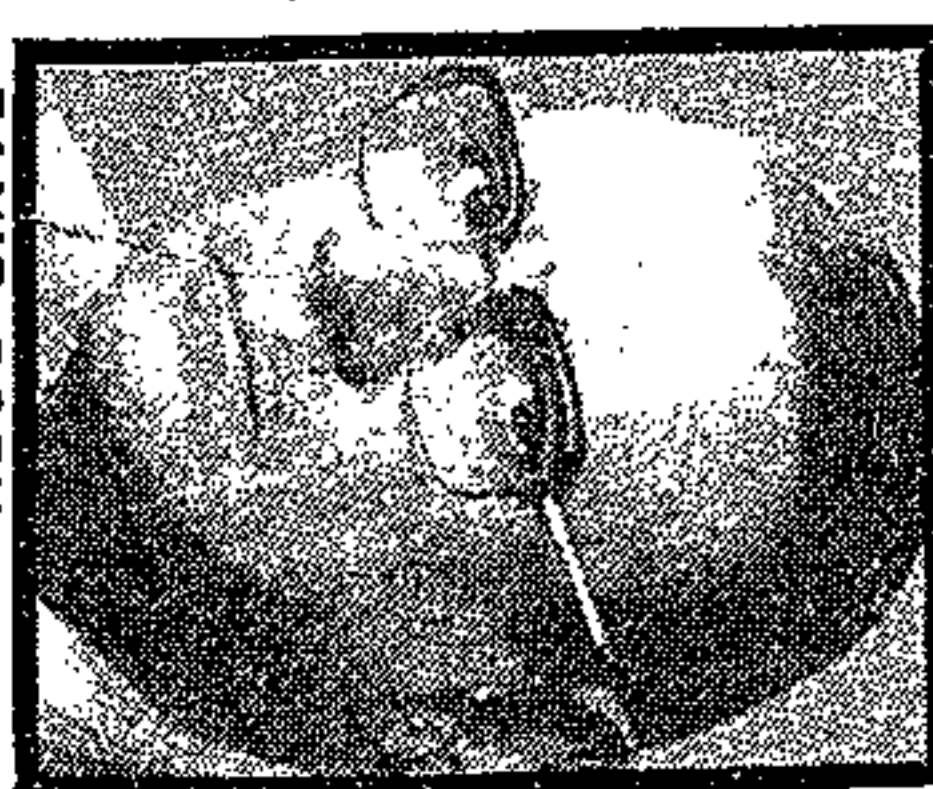
KATE JOWELL... limits on pregnant women's right to work.

stimulating and educative."

She said if there were a sudden influx of women working at night centres for night care should be provided.

All the people I spoke to were derisive about the paternalistic attitude which prompted the "protective" law initially. "Nobody is forcing women to work these hours," said Mrs Babette Kabak, of the Women's Legal Status Committee.

"They are simply being given the same opportunities as everyone else now."



FANIE BOTHA... women's organisations will support me.

She emphasised that both work and home duties should be shared by both parents because they were both working towards the same goal, at improvement in the living standard and education of the family.

"Schools should be giving after-hours assistance to these parents. This is a State responsibility."

"If the country feels it is so important to have women's skills (Mr Botha said women had to be prepared to play a greater role in the work-



ROBERTA JOHNSTON... women have the wits to get home.

force) then it should be assisting them."

Mr Henk Botha, executive director of the Institute for Industrial Relations, welcomed the new law as a "very positive step. I don't go along with Mrs Scholtz's argument about destabilising family life."

"I regard it as unrealistic."

So does Dr Jopie van Rooyen, head of the Division of Management Studies at the NIPR and of the Women's Bureau Portfolio on Working Women.

"There are already so many women using overtime to keep their heads above water and who are the prime breadwinners in a family that you can't talk about destabilisation."

She pointed out that when nurses worked overtime it was seen as a service to the community.

Mrs Kate Jowell, assistant director of the Graduate School of Business at the University of Cape Town and a member of the Manpower Commission, said: "The new law is part of the embracing of the whole free enterprise ethic which began in 1979 with the dismantling of some of the racially discriminatory laws in the labour field."

She pointed out there was still legislation unsympathetic to women because of the limit on the pregnant woman's right to work.

Mrs Joan Laubscher, president of the National Council of Women who has specialised in employment matters, said: "Pregnant women should be given the same kind of leave from work as men get when they go into the army."

"I also think women should be allowed to breastfeed at work. A room should be set aside for this purpose."

Mrs Vella Kirkpatrick, chairman of the Womanpower 2000 Committee, whose aim is to encourage women to enter the labour force, said that the "kind of chauvinistic argument put forward by the CP lost its validity long ago. In any free enterprise system, women should receive a fair deal."

"We are thrilled with Mr Botha."



# Job in pieces, like flower pot

39  
VN  
JOK



EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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## NOTE

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3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

**STRANDED:** Mrs Beatrice Zwane fired because she broke flower pot. *Sowetan*

*AN ELDERLY Orlando* 11/2/83

East mother of ten yesterday alleged that she was this week sacked because she broke a flower pot while cleaning.

Mrs Beatrice Zwane, who started working at a flat in Albertsville, Johannesburg, last year

October, after a long struggle to get employment, feels her future is hanging in the balance as she has to feed and clothe almost all of her children who are still at school.

Mrs Zwane said that while she was cleaning in the dining-room lounge the flower pot fell over and broke.

"I thought my employer would deduct some money from my salary towards the payment of this flower pot but I was shocked to find out that I was fired," she said.

Numerous attempts by The SOWETAN to get a comment from her employer proved fruitless as her phone kept on ringing without being answered.

underlining, emphasis or for diagrams, for which pencil may also be used.

She said her employer gave her all her money and told to leave her flat as soon as possible because she (the employer) had a sentimental attachment to the flower pot.

"When I tried to explain to her that I would buy a new pot she did not want to understand but told me to leave her flat as soon as I possibly could."

Mrs Zwane said her family was finding it difficult to cope with the cost of living as her husband was in jail. She said although things were tough for her now, she hoped someday they would turn out to be good.

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	58	
Examiners' Initials		

## WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



## Decorate your rooms with colourful designs — patches

WHEN IT comes to decorating old wives' tales are strictly for the birds.

Why saddle yourself with outmoded ideas when all you need do is break with tradition. It pays to adopt a more outrageous approach to design — one that will inspire you to achieve the right formula.

Two of the most

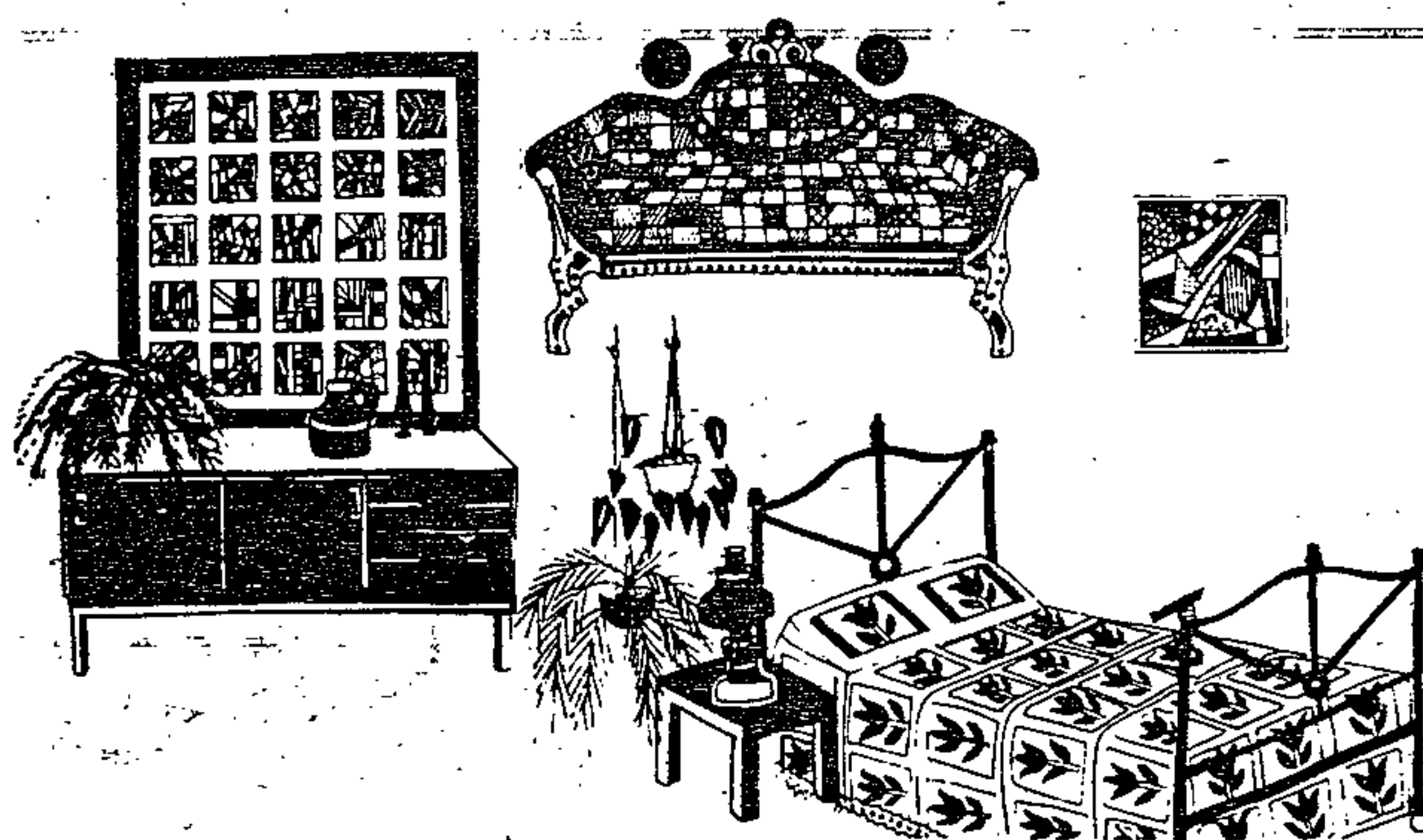
neglected old wives' tales are patchwork and applique. Grandma stuck these beautiful pieces of handiwork across a bed. More imaginative considerations were not, it seems, envisaged.

Patches and/or applique are the perfect cover-ups for couches — so long as the stitching is strong enough to take

the inevitable strain.

Walls embellished with fabric wall hangings can look most endearing. Patchwork draped across a chest may add sparkle to a dull corner.

Because fashion no longer dictates what you or your home should wear the only rule to consider is this: the right way is your way.



## A retiremer



MANAGER: Horace Hlope

IF YOUR parents are domestic workers and you are concerned about their future and that you may be saddled with looking after them when they retire... relax. They can now provide for their own future, thanks to the Natal Building Society's domestic retirement plan.

According to the society's local branch man-

agers, Mrs. Rakau a Hlope, 71 known as a Workers' Plan, was 61 year to co-workers w other work try, had no facilities w could secure on retiring. The sche





Mr. B. R. BAMFORD: Mr. Speaker, arising out of the hon. the Minister's reply, can he tell us whether the presiding officer, prosecutor conducted his case from the Bench or from the Bar? [Interjections.]

*Handwritten: Howard Q. 61, 83*  
*Handwritten: 11/2/83*  
 \*20. Dr. A. L. BORALINE asked the Minister of Manpower:

- (1) Whether the National Manpower Commission has commenced its investigation into the possibility of establishing mechanisms that could determine the working conditions of farm and domestic workers; if not, why not; if so, what progress has been made with such investigation;
- (2) whether the report on such investigation will be made available for comment by interested parties?

†The MINISTER OF TRANSPORT AFFAIRS (for the Minister of Manpower):

- (1) The investigation has been under way for some time. Representations and comments by interested parties have been called for and a large number has been received. These are now being processed.

- (2) No.

Mr. Martino Chiavelli: permanent residence permit

\*21. Mr. S. S. VAN DER MERWE asked the Minister of Internal Affairs:†

- (1) Whether the withdrawal of Mr. Martino Chiavelli's permanent residence permit is under consideration at the moment; if so,
- (2) whether he has come to a decision on the matter; if so, what is the decision; if not, (a) why not, (b) when is it expected that a decision will be taken on the matter?

†The DEPUTY MINISTER OF INTERNAL AFFAIRS:

- (1) Yes.

- (2) No.  
 (a) and (b) The hon. member is referred to my reply of 9 February 1983 to question No. 27.

*Handwritten: Howard Q. 61, 84*  
*Handwritten: 11/2/83*  
 Dr. C. F. Beyers Naudé: restrictions  
 \*22. Mr. S. A. PITMAN asked the Minister of Law and Order:

- (1) What were the restrictions initially imposed upon Dr. C. F. Beyers Naudé by him during October 1982;
- (2) what were the amendments recommended by the Board of Review in its report to him in terms of section 38 of the Internal Security Act;

- (3) whether any restrictions imposed upon Dr. Naudé were lifted in consequence of the amendments recommended by the Board of Review; if so, what restrictions;

- (4) whether (a) he and (b) any other persons submitted recommendations and evidence to the Board of Review; if so, what other persons;

- (5) whether the recommendations and evidence submitted by such other persons were considered by the Board of Review; if not, why not?

The MINISTER OF LAW AND ORDER (reply laid upon the Table with leave of House):

- (1) In terms of section 19(1) of the Internal Security Act, 1982 (Act 74 of 1982) Dr. Naudé was prohibited from—

- (a) absenting himself from the magisterial district of Johannesburg;

- (b) being within any of the following areas or places:

- (i) any Black area or compound;

- (ii) Coloured or Asian residential areas;

- (iii) factory premises;

- (iv) printer's premises;

- (v) premises of any organization referred to in part I or II of the Annexure to Government Notice No. R.2130 of 28 December 1962;

- (vi) premises of universities and other educational institutions; and

- (vii) premises of any court;

- (c) participating or assisting in any manner whatsoever in compiling, printing, publishing, disseminating or transmitting any publication;

- (d) contributing, preparing, compiling or transmitting in any manner whatsoever any matter for publication in any publication or from assisting in any such act;

- (e) preparing, compiling, printing, disseminating or transmitting in any manner whatsoever any document in which—

- (i) any form of State or any principle or policy of the Government of a State is propagated, defended or criticised;

- (ii) any matter is contained concerning an unlawful organization;

- (iii) any matter is contained which shall engender feelings of hostility between different population groups;

- (f) giving any educational institution in any manner or form to any person other than a person of whom he is the parent;

- (g) taking part in any manner whatsoever in the activities of affairs of any organization referred to in part I or II of the Annexure to Government Notice R.2130 of 28 December 1962;

- (h) communicating with restricted or listed persons.

In terms of section 20 of the Act he is prohibited from attending any gathering or any gathering of the following nature, class or kind, namely any social and political gathering and any gathering of pupils or students assembled for the purpose of being instructed, trained or addressed by him.

- (2) The Board of Review recommended that the prohibition mentioned under 1(b) above as well as the prohibition to attend any gathering and any social gathering be withdrawn.

- (3) Yes. All the amendments recommended by the board of Review were given effect to.

- (4) (a) Yes.

- (4) (b) and (5) The attention of the honourable member is drawn to the provisions of section 39(1) read with section 8(9) and (10) of the Internal Security Act, 1982.

*Handwritten: Howard Q. 61, 86*  
*Handwritten: 11/2/83*  
 \*23. Mr. W. V. RAW asked the Minister of Transport Affairs:

- (1) How many meals were supplied against military meal warrants to national servicemen by the Catering De-



# Firm offers insurance plan for domestics

2nd  
11/2/83  
255A

By SANDRA SMITH

"YOU have no doubt made provision for your own retirement. But what will happen to your domestic worker when she is too old to work?"

This is the question asked by the manageress of an insurance company. Mrs Rozette Bredenkamp.

Employers often asked how they could offer their domestic workers some kind of security for their retirement.

To meet this need, Mrs Bredenkamp said her company had developed an insurance policy under which employers can make provision for their domestic workers.

The policy would be marketed in Port Elizabeth through the Domestic Workers Association of South Africa (Dwasa) and would cost employers only R11 a month.

"If you offer your domestic worker added benefits,

she will be loyal to you. I also believe this kind of policy will result in greater stability among this group of workers," Mrs Bredenkamp said.

The policy was a combination of accident, life, funeral and retirement benefits.

It assured payment of a sum of money to the worker's family if she died, retirement benefits in a lump sum or in monthly payments, immediate burial expenses for the worker's spouse or dependents and payments if the worker became disabled.

The scheme could also be transferred from one employer to another.

The general secretary of Dwasa, Mrs Pat Maqina, said: "People often say that their domestic worker is 'part of the family'. If that is the case then this is a good way for the family to provide for their domestic worker's old age."



Hand and Q. 601.148-149/16/  
Accommodation of domestic workers/cleaners  
355A (27-343) 183  
39. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

- (1) Whether during 1982 the West Rand Administration Board refused to renew permission to flat-owners and/or tenants in the Johannesburg area to house their domestic workers and/or cleaners on their premises; if so, (a) in respect of how many domestic workers and/or cleaners was such permission refused in that year and (b) what were the reasons for the refusals;
- (2) whether the Board took steps to find alternative accommodation for those in respect of whom such permission had been refused; if not, why not;
- (3) whether he will reconsider such refusals?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

- (1) Yes.
  - (a) 226 in respect of domestic workers.
  - (b) The original compassionate reasons ceased to exist.
- (2) No. The employees were advised by the Administration Board to obtain lodger permits in Soweto or Alexandra or that the employers must apply

for a permit should a room become available within the normal quota to house Blacks on the premises

- (3) No. Provision is made in the regulations for an applicant to submit his case to the Board for review.



what period and (bb) at what cost were they so employed?

**THE MINISTER OF NATIONAL EDUCATION:**

Yes.

(a) The Commission of Inquiry into the South African Council of Churches.

(b) According to the contract the Human Sciences Research Council (HSRC) had to conduct a scientific content analysis of S.A. press reports and articles provided by the Commission of Inquiry, indicating how the South African Council of Churches and the World Council of Churches were portrayed in the reports. This content analysis had to be conducted in accordance with specified categories provided by the Commission of Inquiry to the HSRC.

(c) (i) Two full-time and one part-time researcher.

(ii) (aa) Six man-months.

(bb) The contract fee amounted to R50 000.

*16/2/83*  
*3552*  
*Howand Q. 6.1.15/1*  
Bloemfontein/Onverwacht transport of passengers  
\*43. Prof. N. J. J. OLIVIER asked the Minister of Transport Affairs:

Whether the feasibility study to establish the best mode of transport for passengers between Bloemfontein and Onverwacht, as referred to in his reply to Question No. 11 on 3 February 1982, has been completed; if not, when is it expected to be completed; if so, what were the findings of such study?

**THE MINISTER OF TRANSPORT AFFAIRS:**

The study has been completed. The recommendations were as follows:

(1) The Bloemfontein City Council to be

requested to monitor passenger volumes.

1.1 The Orange Free State Roads Department to provide increased road capacity as required to cater for 50 000 single trip passengers daily.

1.2 The South African Transport Services to continue planning for a rail line to provide a service once trips exceed the above-mentioned figure.

(2) When the Bloemfontein Metropolitan Transport Area is declared the Bloemfontein City Council and the Administrator should consider a new multi modal terminal and improved bus routes for incorporation in the transport plan.

(3) The South African Transport Services be requested to make available the area east of the station, currently used for housing, for public transport purposes.

3.1 The South African Transport Services to make provision in planning the new station, for a possible suburban service and for a bus station for line haul and distribution services.

(4) The Department of Co-operation and Development to make adjustments in the development of Onverwacht to allow for—

4.1 adjustment of the main access route

4.2 a transfer point at the proposed main railway station

4.3 bus and taxi facilities at the other stations

4.4 the provision of reasonable passenger facilities at bus stops, and further to give high priority to surfacing of roads on bus routes.

(5) The report should be made available to the Government of Bophuthatswana for noting and possible co-operation in establishing an optimal transport system in the subregion.

(6) An investigation be made in terms of Act 74 of 1977 to determine whether it is desirable for only one operator to provide non-White commuter services in the Bloemfontein subregion.

(7) The Department of Constitutional Development and Planning be advised that a high quality rail service would only be economically justified when passenger volumes reach 50 000 single trip passengers a day, and that the most economical new industrial area from a passenger transport point of view, is that area closest to Bloemfontein.

*Howand Q. 6.1.15/3*  
*3554*  
*16/2/83*  
Ciskei citizens: South African travel documents  
\*44. Prof. N. J. J. OLIVIER asked the Minister of Internal Affairs:

How many citizens of Ciskei have (a) applied for and (b) been granted South African travel documents since the independence of Ciskei?

**THE MINISTER OF INTERNAL AFFAIRS:**

(a) 350.

(b) 350.

Soweto: stands

\*45. Prof. N. J. J. OLIVIER asked the Minister of Co-operation and Development:

Whether he or his Department instituted an investigation into the procedure followed by the West Rand Administration Board in the allocation of stands in Soweto to private developers; if so, what were the findings of such investigation?

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT:**

An inquiry was made resulting from the problems arising around the allocations of stands in Soweto to a specific private developer. It was found that no blame lays with the Administration Board. Nevertheless, the Administration Board took steps to prevent a recurrence and the Department of Co-operation and Development issued a circular in general terms requesting Chief Commissioners, Administration Boards and Community Councils to warn Blacks, who wish to buy rights of leasehold or houses, from private developers to be on the alert and that they should approach the offices of the Administration Boards for advice before they enter into agreements.

*3554*  
*16/2/83*  
*Howand Q. 6.1.15/4 - 155*  
Accommodation of domestic workers/cleaners  
\*46. Mr. P. G. SOAL asked the Minister of Co-operation and Development:

(1) Whether during 1982 the East Rand Administration Board refused to re-new permission to flat-owners and/or tenants in the East Rand area to house their domestic workers and/or cleaners on their premises; if so, (a) in respect of how many domestic workers and/or cleaners was such permission refused in that year and (b) what were the reasons for the refusals?

(2) whether the Board took steps to find alternative accommodation for those in respect of whom such permission had been refused; if not, why not;

(3) whether he will reconsider such refusals?

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT:**

(1) Yes.

(a) Figures are not readily available.

(b) Accommodation in Black residential areas was available and/or the workers did not qualify to be in the prescribed areas.

P.T.O.



- (2) No. Alternative accommodation is available as stated in (1)(b).
- (3) Provision is made in the regulations for an applicant to submit his case to the Board for review.





## Domestics meeting

THE MORE than 4 000-  
strong South African  
Domestic Workers' As-  
sociation is to discuss fu-  
ture steps to be taken to-  
wards the protection of  
domestics when it holds  
its annual general meet-  
ing on February 17.

SSA  
Some km  
17/2/83



22/2/83  
355A  
Stew

## Wrab licence needed for 2 live-in servants

The West Rand Administration Board does not encourage employers of domestics to accommodate more than one servant on their property.

A spokesman for Wrab said if a householder wished to have more than one servant living on his property he had to apply for a special licence.

He confirmed that multi-millionaire Mr Marino Chiavelli had applied for and been granted permission to have 12 servants residing on two properties in Sandton.

The licences were renewed each year and any complaints were taken into consideration, he said.



7/14/83  
355A

## Legal rights of a domestic worker

THE NATIONAL Manpower Commission is investigating the working conditions of South Africa's two million farm and domestic workers who fall outside the scope of existing labour laws. Although there is an urgent need for domestics to have their own legal rights the commission's findings won't go through Parliament this session. Here FOCUS takes a look at the few rights that domestics do have, the salaries they are paid and the conditions that they are expected to work and live under.

ALTHOUGH the recommended minimum wage for domestic workers is R110 a month, the average pay of a live-in domestic worker in Cape Town is about R60-R80 a month, according to Mrs Dolly Mgoqi, organiser of the Domestic Worker's Employment Project in Cape Town.

"One of the reasons why salaries are so low is because a number of illegal domestics are working in Cape Town," said Mrs Mgoqi. "As they desperately need jobs and employers are well aware of their predicament, they are paid very little."

According to Mrs Mgoqi the situation is getting worse. Even if employers can offer a domestic accommodation and a fulltime job the Western Cape Administration Board (WCAB) refuse registration, insisting that legal domestics should rather be employed.

But she said that the majority of women who have permits to live in Cape Town prefer to work in restaurants.

"A lot of domestics are unmarried mothers and widows from the Transkei and Ciskei. Even if they are paid the absolute minimum, this isn't nearly adequate to

cover the needs of their families."

In suburbs like Constantia and Bishops Court the average wage is R100. "Although," says Mrs Mgoqi, "there are a few people who are prepared to pay R130 for a domestic with experience."

Besides being underpaid, domestics arrive at the Domestic Workers Employment Project in Long Street, Mowbray, daily with many complaints. DWEP deals with them as best they can but they haven't the legal backing to put up a fight.

Domestics, says Mrs Mgoqi have no workmen's compensation, even though statistics show that most accidents happen in the home.

"A particular case we're looking at, at the moment involves a domestic who burnt herself while defrosting the refrigerator with hot water."

After it was tended to she was told to carry on working. The next morning when she woke up with blisters she took herself to hospital where she was admitted for two days.

On the third day when she returned to work, she found she'd been replaced. In a case like this DWEP normally writes a

letter to the employer — asking for at least the hospital fees and wages to be paid.

If they are not successful they send their clients to Legal Aid at UCT.

"A lawyer's letter works wonders," said a spokesman from Legal Aid. "This is when we normally get some kind of settlement from an employer."

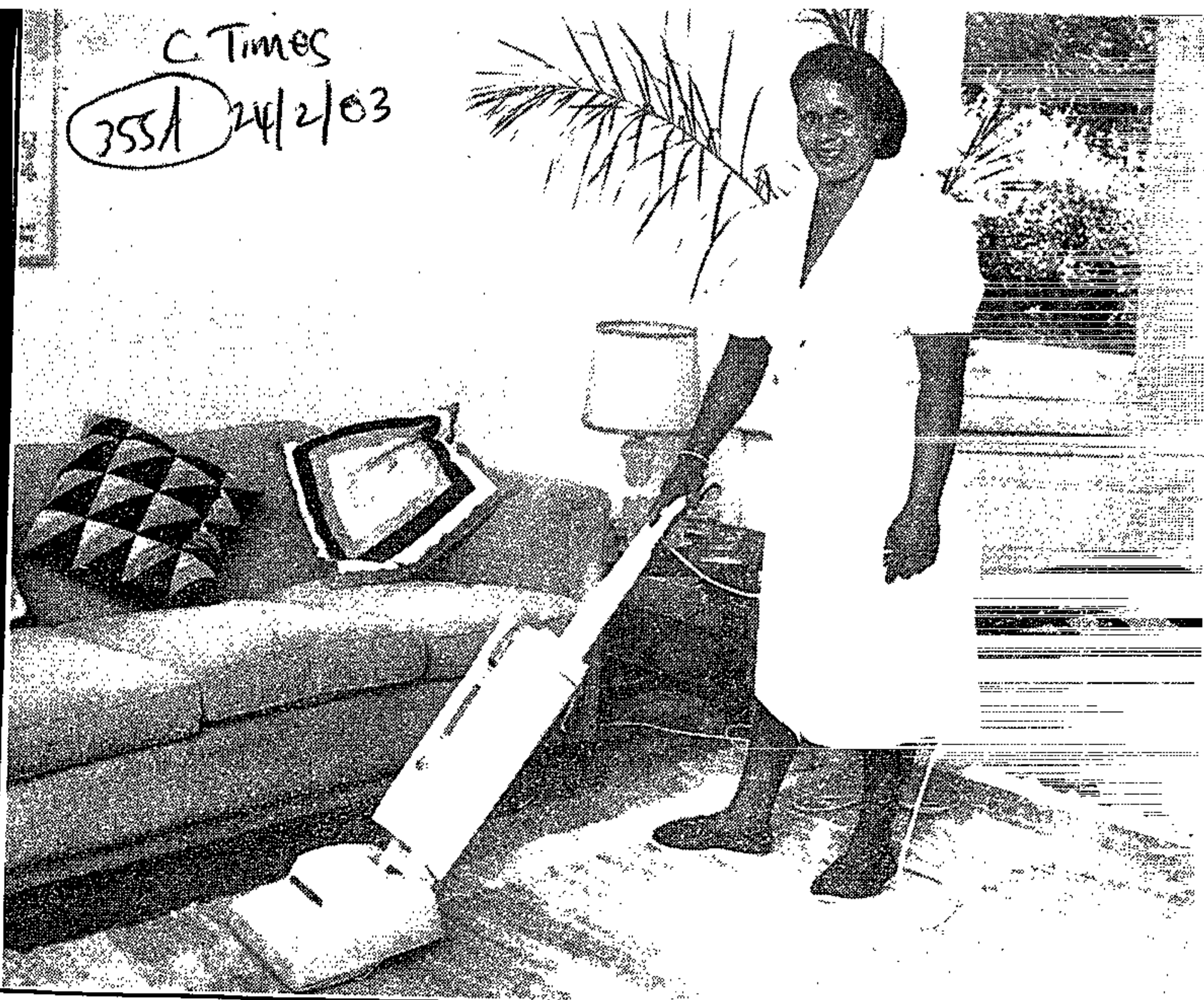
Complaints are many and varied. They have dealt with cases where domestics have been fired without getting any pay.

"Employers biggest excuse is that a diamond ring was stolen, a priceless vase broken or a negligee burnt," said the spokesman.

"Domestics have few concessions. We base our arguments on common law — the origins lie in Roman Dutch law — which entitles a domestic to one month's notice and a reasonable period of sick leave.

To try and avoid these discrepancies DWEP has drawn up a contract for employers and employees stipulating payment, leave pay, time off working hours and conditions. A special sheet has been drawn up for employer and employees to sign for wages. "Often employers in-





● A domestic at work — vacuuming the lounge carpet, just one of the many duties she may have to perform during a 12-hour day.

sist that they have paid their domestics and there is no record of it."

DWEP are fighting for an eight-hour working day since they have established that sleep-in domestics in the cities work an average of 10 to 12-hours a day — between 55 and 70 hours a week.

Many of these domestics are expected to work from 7.30 am to 8 pm with a break of about two hours in the afternoon. "A large proportion don't get a proper rest during this time as they're told not to leave the yard in case the phone rings or are expected to look after a child, which certainly is not a proper break," said Mrs Mgoqi.

On her day off a domestic should not be expected to report for duty at all. "Too many employers feel they should do the washing up in the morning before they leave."

A pension fund scheme is available for domestics but most employers view the

idea as an unwelcome imposition. "I always recommend that a monthly pension of R10 a month over and above the employee's wages is taken out," said Mrs Mgoqi.

Annual leave for domestic workers is often ignored. Although employers give their domestics leave, invariably they are not paid. Three weeks leave is recommended.

"Most domestics are not paid extra for babysitting. All they get is a 'thank you and we'll have coffee at 7.00 am tomorrow'. Recommended overtime is R1,20 an hour.

Another bugbear is living conditions. Some domestics sleep in garages or cells which are often not fully equipped — and yet employers are always quick to point out that they feed and house their domestics.

"What they don't take into account is that most of these women are the sole breadwinners for their families," said Mrs Mgoqi.

ANNE BARON



● Time off — domestics should have a proper break during the day.



## WOMAN

### Caroline Sotlwe, (right) chairperson of the South African Domestic Workers' Association.



INSERTS: Leah Tutu (left), director of the Domestic Workers' Employment Project and (above), members of Sadwa at their second annual meeting.

not everybody would benefit immediately the domestics of tomorrow would.

She also said that for the first time in Parliament the Minister of Manpower Utilization, Mr S P Botha last year spoke about the plight of domestic workers in this country. This, she said, showed that things would probably work out positively in the near future.

The new management committee for Sadwa will be elected at an executive meeting to be held at Dwep offices in Braamfontein on March 3.

The interim management committee comprises the following: (all domestics) Mirriam Mouloung, Mabel Phiri, Caiphus Nkomo, Violet Mohlasedi, Winnie Khamyile, Selina Vilakazi, Amanda Simango, Martha Maloka, Margaret Nhlapo and Christina Kgapola.

She told the meeting that the main objective of Sadwa was to fight for recognition in the labour force. She said although

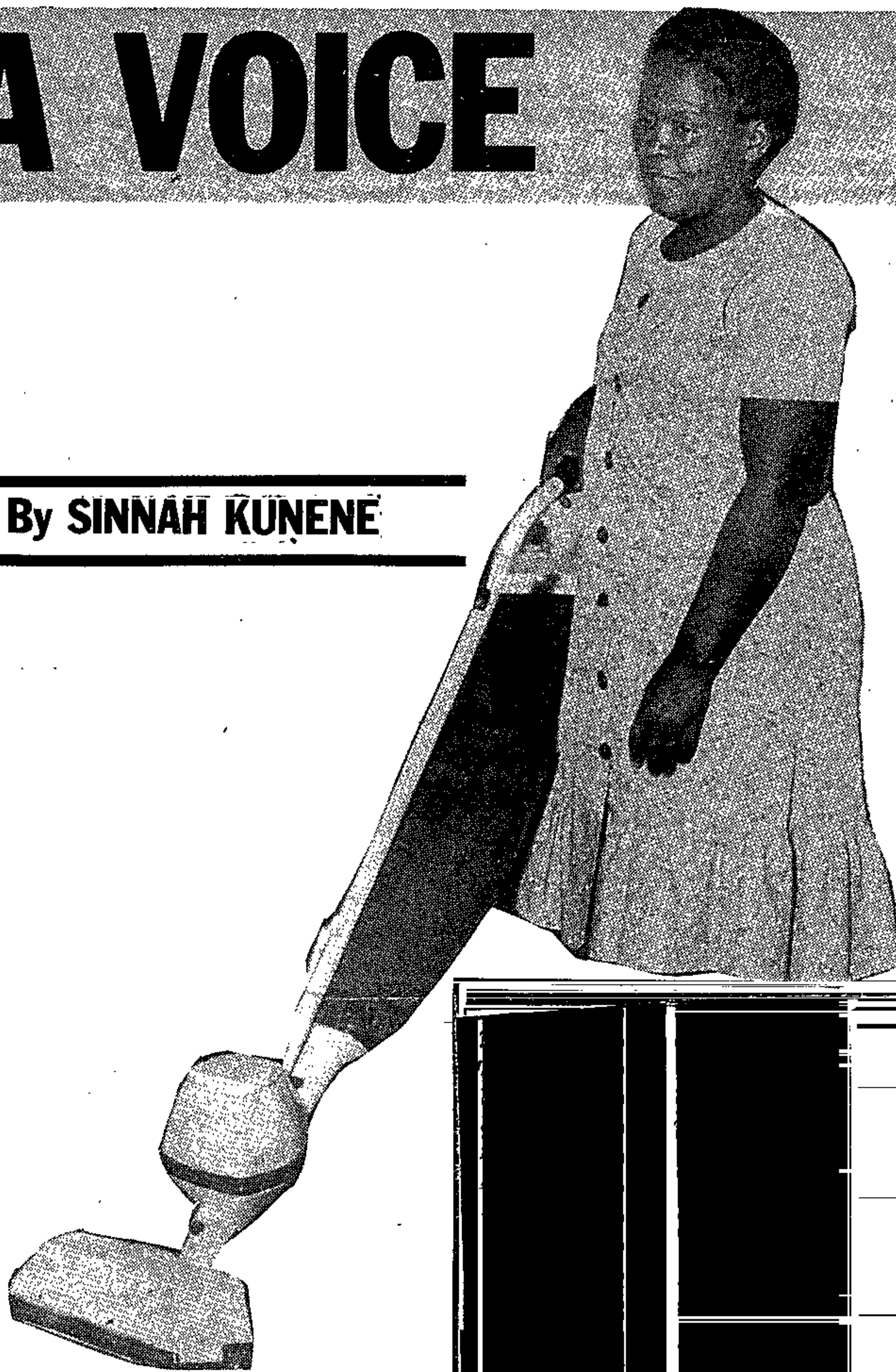
The director of Dwep, Leah Tutu and a community worker, Lolo Tabane advised the domestics, who attended sewing, literature and other upgrading classes at the centres of concern in the suburbs, to start a union to help voice their grievances.

"We realised the need for such an organisation after being faced with scores of domestics, most of them bringing complaints like illtreatment by employers, exploitation and many others. Dwep will only appeal or rather recommend minimum salaries to the employers, who will also optionally agree to that. Sometimes we appeal for long service money which also relies on the employer's discretion," said Ms Tabane.



# MADAM'S 'GIRL' FINDS A VOICE

By SINNAH KUNENE



THE voiceless masses in the country's white suburbs are growing into a force to be reckoned with. Already boasting a membership of 6 000 within two years of existence, the South African Domestic Workers' Association (Sadwa) last week held its annual general meeting in Rosebank.

Presenting her report, the chairperson of Sadwa and domestic worker for 25 years, Caroline Sotlwe said a steering committee elected to look into the working conditions of the domestic has submitted a third memorandum to the labour commission, demanding recognition of domestics' services.

Sadwa believes their members have bargaining power to sell their labour at competitive prices in this country. The association is fighting a system whereby its members contribute to the country's wealth and economic growth by standing in for the housewife and enabling her to join the industry, yet domestics are not allowed to share the fruits of their labour.

Sadwa is spearheaded by the Domestic Workers' Employment Project (Dwep), a voluntary organisation which offers professional advice and services to destitute domestics.

*The South African Domestic Workers' Association campaigns for recognition of the role the voiceless workers play in our country's economy.*



# 24-HOUR SEX FARM GIRLS TALK TO CP

BY DERRICK  
LUTHAYI

WELKOM — On the outskirts of this sleepy town is a "women's farm" where sex is on sale 24 hours a day and the kids call visitors "daddy".

You'll find it in the middle of a meadow field on the main road to Theunissen. It is a motley cluster of houses and it is home to about 100 women and children.

Most of its residents are wives and girlfriends of migrant workers who stay on the mines. But some are local women who live there for strictly "business" reasons.

And business is brisk. A large tin can of beer costs R1,40 and "something else" goes between R2 and R10.

## Disappeared

We stopped for a drink there and had to contend with scores of kids clambering over us screaming "daddy, daddy".

*27/12/73*  
*255A*  
*27/12/73*







● Sex-for-sale women run from Peter Setuke's camera (above). But not all of them were so coy; the woman below is one of the farm women who sell their bodies, 'because our men earn so little'!



Our guide disappeared for about 20 minutes into one of the houses and came back with a wide grin on his face.

He was determined we too should go home satisfied, and behind him entered about 20 women. They winked and nudged and made all sorts of suggestions, calling us to join them outside.

We politely declined.

## **Poverty**

Some of the women explained to us that poverty had forced them to sell sex.

"Our men here earn very little and we have to help out so we can send money back home," said a woman who was wearing her nightie at midday. "Our customers are mainly migrant workers."

## **Hard luck**

Before we had finished our drinks we heard a lot of hard-luck stories.

But the moment we started taking pictures, the women took off in all directions.

We left without saying goodbye to our guide, who had disappeared for a second time into one of the houses, looking for more "something else".



# SA woman tells UN group of exploitation

Star 10/3/83 355A  
By Donald Knowler in New York

A high-powered symposium on the plight of women worldwide was held at the United Nations headquarters in New York this week.

Addressing the symposium, Ms Motlalepula Chabaku, founder of the banned Black Women's Federation of South Africa, did not expatiate on the question of black women in South African society.

Instead, she said that the exploitation of women had to be viewed in the context of the "exploitation of people in the world as a whole".

Speaking of women specifically, she said it was a global problem which did not know colour and could not be confined to a specific country.

Later at a news conference Ms Chabaku said her main concern was uplifting the status and rights of black women in South Africa.

She acknowledged that white women too were fighting for equality in South Africa, but said: "With white women it is a question of sexism. But with a black woman she has first to deal with the white woman, then the white man and then the black man."

Ms Chabaku was one of eight speakers at the symposium, which coincided with the UN's International Women's Day.

The moderator of the round-table discussion, held in one of the UN's main assembly halls, was Ms Gloria Steinem, a major voice in feminist politics and editor of "MS" magazine.

Although the symposium was designed to focus on what was described as "the exploited half of the world's population", discussion centred on the role of women in American society and discrimination against women within the United Nations organisation.

At the news conference, after the symposium, Ms Chabaku was asked how white women in South Africa could help with the "liberation" of black women, and black people generally.

She said white women who felt there should be change could use their influence on the white men in power.

She paid tribute to white women who had voiced opposition to the Nationalist Government's policies, but she said: "They (white women) cannot speak for us. We must speak for ourselves."

Ms Chabaku, who has lived in the United States for the past six years, returned briefly to South Africa in 1979.



Motlalepula (June) Chabaku — her main concern is uplifting the status of black women in South Africa.

## INTERROGATION

She said she was interrogated by the police after 12 days in the country and decided to leave.

She teaches at Bennett College, primarily a black university, in Greensboro, North Carolina. Her main project is running seminars discussing "women from a global perspective", but she said she was also doing graduate studies in adult education.

Ms Chabaku has a masters degree in divinity from a university at Lancaster, Pennsylvania.



ARGUS 10/3/83 (355A)

# Creche may still be demolished

By LINDA VERGNANI

THE fate of the Nonzama creche which has been given a temporary reprieve from demolition by the Administration Board still hangs in the balance.

The creche accommodates 45 children from Guguletu, New Crossroads and KTC and is flanked by the new KTC squatter camp. Parents and teachers fear that Nonzama may be demolished soon.

Mr Timo Bezuidenhout, Chief Commissioner for Co-operation and Development in the Western Cape said: "All I can tell you is the creche hasn't been demolished as yet. I can't tell you officially what will happen to it at this stage as we are still going into the whole matter."

Mrs Freda Mpokeli, one of the teachers at the creche said: "It's a terrible strain. We spend sleepless nights worrying what will happen."

"We started the creche because many children were wandering around unsupervised while their mothers were at work or



Photographs: CHRIS MATUSZEK, The Argus

Children at the Nonzama creche. If it is demolished they will have nowhere to go.

were playing in very unhygienic conditions in the streets. The children are safe here but now we all live in fear that the authorities will break the creche down."

She said after the KTC squatter camp sprang up next to the creche building "we were given notice on February 16 that the creche would be demolished."

Last Wednesday the creche committee were told that the creche would be demolished on

Thursday because the land was needed for site and service schemes. The committee made representations to the Board asking for a reprieve.

Mrs Mpokeli said: "On Thursday all the children's mothers and the committee mother's gathered to watch the creche being demolished and to see if we could save things like the windows and doors. Then we were told the building would not be demolished that day."

She said the building at KTC was built by the community "with help from the Quakers" and was intended as a temporary structure until a permanent site could be found at New Crossroads. So far no new site has been allocated.

"We would not mind moving if we had a place to go."

The 45 children at the creche pay R5 a month for all day care. Porridge, mealie meal, soup, milk and other food is donated to the

children by the Quaker Service Fund

Originally there were 79 children at the creche. "But many parents have taken their children away because they are afraid of what has been happening at the camp. In February the police used teargas on the people outside and they chased the children with dogs. Our children saw what happened and some of the teargas even came into the building. Now some of them are too afraid to come back and their parents are also worried about what may happen to them."

"If the creche closes down what will happen to the rest of our children? Their mothers would have to stop work to look after them."

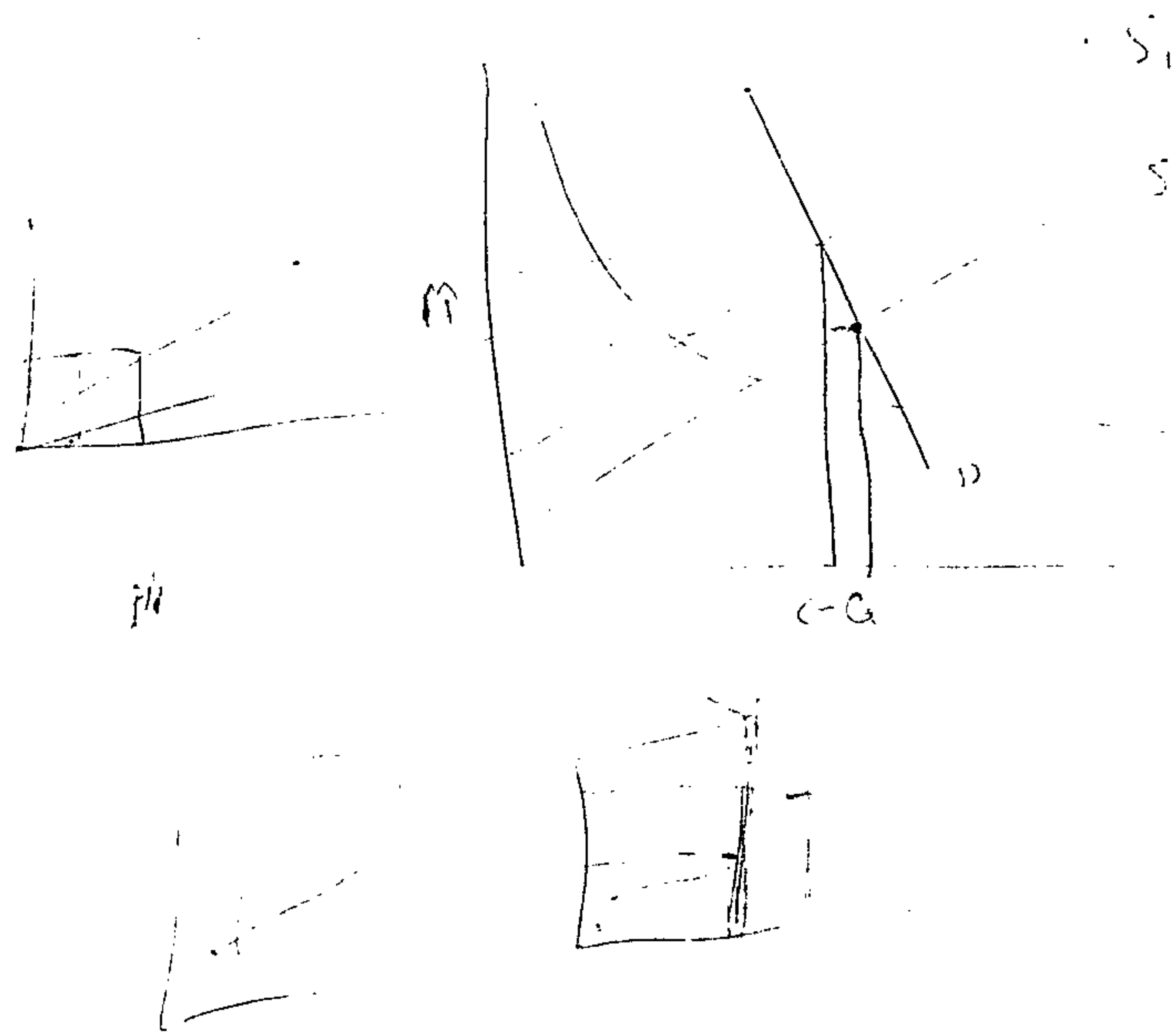
Mrs Noel Robb, Director of the Athlone Advice Office, says: "It would be stupid to demolish the creche when 2 500 site and service scheme houses will go up in that area. It will be needed increasingly by the community so the best idea might be to put up a better structure."



~~355A~~ 355A  
Not registered ROM

● FULL TIME live-in but "illegal" domestic workers attempting to register their employment in Cape Town are being automatically refused by the Western Cape Administration Board (WCAB), according to the Athlone Advice Office's annual report.

The report says "an elaborate appeal against such a refusal is almost always refused, unless the circumstances are exceptional". The report adds the little-known fact that 80 to 86 percent of domestic workers are their families' sole breadwinners.





RAND DAILY MAIL, Tuesday, March 15, 1983

# Women's pay is set lower than men's

By STEVEN FRIEDMAN  
Labour Correspondent

AN OFFICIAL wage determination setting minimum pay in the catering trade sets lower minimum wages for women than for men — 16 months after a change in the law scrapped sex discrimination in wage determinations.

The determination was published on Friday and the Wage Amendment Act, which outlawed sex discrimination in official wage determinations, became law on November 1, 1981.

But the determination does contain new minimum rates to come into effect every six months which will ensure that sex discrimination in minimum pay will be scrapped in the trade in just over 18 months' time.

According to a spokesman for the Department of Manpower, the reason for the anomaly is that the Wage Board investigation which led to Friday's determination began before the new law came into effect 16 months ago.

At the time sex discrimination was scrapped, a clause was inserted in the Wage Act exempting determinations from the no-discrimination rule provided that the Wage Board probe which preceded them began before the Act came into force.

The department's spokesman said the exemption was being inserted to give employ-

ers time to adjust to equal minimum pay for the sexes. "After all, they are in business to make a profit," he said.

Wage determinations set minimum pay for groups of workers who are not protected by industrial council agreements. They are legally binding and are set by the Minister of Manpower following a recommendation by the Wage Board.

There is often a long gap between the start of a board probe and the publication of a determination. Trade unionists say this often means that rises in the cost of living make determinations outdated by the time they become law.

The catering determination lays down different minimums for men and women in four job categories — general worker, waiter, grill hand and pantry hand.

The determination sets different minimum rates for various areas.

The lowest minimum is for general workers and the determination sets down a minimum of R21 a week for women and R25 for men in some country towns.

The highest is in the Cape Peninsula where women must receive at least R36 and men R42.

It also sets out a graded scale of new minimum wages which will come into effect every six months.

*Women's pay  
is set lower  
than men's*







Mrs Grace Khumalo leads a lonely and increasingly difficult life in Lesotho. Her husband works on the mines in South Africa for 10 months of the year, while she tends their crops and looks after their children.

She used to eat a lot more 10 years ago, when there was a lot more food around for everyone. Now her children show signs of malnutrition.

She also works a lot harder than she did. She must carry out women's work such as seeding, harvesting and cultivating vegetable gardens, as well as back-breaking male tasks such as ploughing and planting.

Her husband used to plan his homecoming each year to do traditional men's work in the fields, but now he spends most of his time with his cattle.

She is better off, though, than her neighbour, Mrs Miriam Maponya. Mrs Maponya, who has been abandoned by her husband, receives no money from South Africa. She has very little land on which to grow food, and her children show unmistakable signs of kwashiorkor.

Both women are chronically poor — the one more desperately so. The severely eroded lands are producing less and less, and people without other means face the prospect of starvation.

The characters here are fictional: the situations are depressingly real.

According to material collected at the headquarters of the United Nations Food and Agriculture Organisation (FAO) in Rome, about 47 percent of Lesotho's men migrate in search of work.

Between 1950 and 1970, recorded yield levels indicate that production of food crops has declined by 40 percent. Present crop yields in Lesotho are among the lowest in the world. About 40 percent of the food consumed is imported.

Between 60 and 70 per-

# Trained women c

D. Dispatch

5/3/83

355A



**Women provide the main labour force in peasant agriculture and on small farms in Africa south of the Sahara. Should development assistance from international bodies be directed to women instead of men — as is the case now?**

cent of rural households in Lesotho are headed by women — who comprise also 75 percent of the labour force in agriculture.

About one-third of the households headed by women have no access to migrant remittances. These households have less land than other households, or no land at all because of traditional land tenure systems.

About 25 percent of Lesotho's children under five, and five percent of mothers, suffer from chronic malnutrition. The situation is believed to be much worse in some areas.

Because of male

migration, women are tending to undertake more and more tasks that were traditionally undertaken by men. It has been found that when men return home on leave, they tend to spend their time in livestock-related activities.

While Lesotho is an extreme case, a similar situation exists in developing countries worldwide. However, only recently has the role of women in peasant agriculture been more widely appreciated.

While various factors can be cited for a deteriorating food situation in the Third World, especially in Africa, it could well be that if

more attention had been paid to assisting women, development in agriculture would have seen more progress than it has done.

In Africa, the food situation is particularly bad. Studies show that in the past ten years, food production has declined by 11 percent on a per capita basis, largely because of population growth.

FAO studies show that 42 percent of agricultural workers in 82 developing countries are women. The latest figure for sub-Saharan Africa is 47.2 percent, while that for Southern Africa is believed to lie between 60 and 80 percent.

But until recently, most development assistance has been directed towards men — and towards cash crops, generally the preserve of male farmers.

Concern for peasant women is not new, but attention has tended to focus on their domestic roles rather than those they play in the economy at large. It was only in the 1970s that more was done to draw attention to their role in agricultural production.

Part of the reason for this possibly lies in the deteriorating food situation in the Third World. As the primary food producers in developing countries are small far-



**FOR Q  
AND B  
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MODEE**

... of progressive trade unionism."

The general secretary of the Council of Unions of South Africa (Cusa), Piroshaw Camay, said: "Justice has been done because there were strong insinuations from the Sebe regime that

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# ould ease Africa's food shortage

The FAO is developing ways of conducting "social impact" analyses to monitor any negative or positive effects of projects so that appropriate changes can be made.

Another area of concern is that of the availability of agricultural credit for rural women. It is not enough just to extend training. They very often lack the basic tools and improved seed needed to make a new start.

The FAO has assisted in establishing the African Regional Credit Association (AFRACA) which, as part of its mandate, is seeking ways of assisting women in the fields of agricultural credit and banking.

Pilot projects are under way in this field in West and East Africa, and a mission has been sent to Southern Africa to investigate the feasibility of another.

The mission reported back to the FAO in February. Its recommendations will be studied by the FAO, the three countries visited (Botswana, Lesotho and Swaziland), and countries likely to sponsor any programme.

The FAO's CADRW programme, which began operating two years ago, is already operational in about 10 countries. Countries which have asked for CADRW assistance include Lesotho, Tanzania, Zambia and Zimbabwe.

The latest CADRW project will begin shortly in Lesotho, where it will assist the Lesotho government's third five-year development plan. It plans to increase the role of women in development.

During the International Women's Year in 1975, a UN Decade for Women was proclaimed and a report-back conference is scheduled to take place in Kenya in 1985.

In many respects, delegates will be able to report progress as far as the integration of women in development is concerned. But as yet, the effects of this faction on the growing food crisis in the Third World remains to be seen.

**PADDY ATTWELL, Daily Dispatch correspondent in Rome, writes of the UN food and Agriculture Organisation's efforts to ease the worsening food shortage in Africa and the Third World.**

mers, it was inevitable that more attention should now begin to focus on them.

The World Conference on Agrarian Reform and Rural Development (WCARRO), held at FAO headquarters in Rome in 1979, was attended by representatives of 145 countries. It adopted a declaration of principles and a programme of action to tackle rural poverty. These documents, dubbed the Peasants' Charter, placed great emphasis on the role of women and the need to integrate women in the development process.

As a senior FAO official said: "In the 70s there was a tremendous effort to do something about women." The issue now in the 1980s is how to go about it.

On the international level, and in particular as it follows up WCARRO, the FAO has taken various steps to integrate women more in its development programmes.

The first has been to ensure that assistance to women becomes an integral part of all the

organisation's regular programmes.

The second has been the launching of a programme called "Community Action for Disadvantaged Rural Women" (CADRW), which seeks to be wide-ranging in the way it is implemented.

An FAO report says that CADRW is aimed at helping women gain access to local resources and services, and participate in organised group action to identify priority needs as they see them; to strive collectively towards meeting them.

The FAO says that in reorientating its programmes, it is seeking to aid women not as mothers or food producers, but to meet the needs of rural women in their multiple roles as parents, food producers, providers of basic family needs and participants in the development process.

The intention is not to increase the work load of rural women, but to help them conduct their responsibilities more efficiently and to substitute more productive activities for less productive ones.



Handwritten: 710, 355A, Airways: service benefits of female employees, 15/4/83, Q. 601, 975-976

\*1. Prof. N. J. J. OLIVIER asked the Minister of Transport Affairs:

- (1) Whether female employees of the South African Airways are entitled to the same (a) salaries, (b) conditions of service, (c) leave privileges and (d) pension benefits as male employees; if not, (i) why not and (ii) what are the points of difference;
- (2) whether he will take steps to rectify the matter; if not, why not; if so, what steps?

The MINISTER OF CO-OPERATION AND DEVELOPMENT (for the Minister of Transport Affairs):

- (1) (a) Yes.
- (b) Yes, except in respect of medical benefits and travelling concessions in the case of married

APRIL 1983

976

women employees who are not the sole supporters of their dependants. They enjoy these benefits on the same basis as single employees, i.e. for themselves only. These conditions are applicable to all South African Transport Services staff.

(c) and (d) Yes.

(2) Falls away.

\*2. Prof. N. J. J. OLIVIER.—Health and Welfare—Reply standing over.

\*3. Mr. R. R. HULLEY.—Environment Affairs and Fisheries—Reply standing over.



Minister of Foreign Affairs and Information shortly.

*355A*  
*15/4/83*  
Cape Peninsula: nurses 983-984

\*10. Mr. K. M. ANDREW asked the Minister of Co-operation and Development:

- (1) Whether any Black nurses applied in 1982 for permission to work in the Cape Peninsula; if so, how many applications were granted;
- (2) whether any applications by such nurses were refused; if so, (a) how many and (b) why?

The DEPUTY MINISTER OF CO-OPERATION:

- (1) Applications received—5.  
Applications approved—5.
- (2) (a) None of the applications received has been refused.  
(b) Falls away.

*Note:* Twenty-one applications, all of which have been approved, were received to enter the Peninsula for purposes of training in midwifery at St. Monica's Home.

Cape Peninsula: nurses

\*11. Mr. K. M. ANDREW asked the Minister of Co-operation and Development:

- (1) Whether any Black nurses applied in 1981 for permission to work in the Cape Peninsula; if so, how many applications were granted;
- (2) whether any applications by such

nurses were refused; if so, (a) how many and (b) why?

The DEPUTY MINISTER OF CO-OPERATION:

- (1) Applications received—2.  
Applications approved—2.
- (2) (a) None of the applications received has been refused.  
(b) Falls away.

*Note:* Twenty-five applications, all of which have been approved, were received to enter the Peninsula for purposes of training in midwifery at St. Monica's Home.

Cape Peninsula: nurses

\*12. Mr. K. M. ANDREW asked the Minister of Co-operation and Development:

- (1) Whether any Black nurses applied in 1980 for permission to work in the Cape Peninsula; if so, how many applications were granted;
- (2) whether any applications by such nurses were refused; if so, (a) how many and (b) why?

The DEPUTY MINISTER OF CO-OPERATION:

- (1) No such applications were received.
- (2) (a) Nil.  
(b) Falls away.

*Note:* Twenty-six applications, all of which have been approved, were received to enter the Peninsula for purposes of training in midwifery at St. Monica's Home.



By SOPHIE TEMA

DOMESTIC workers in Johannesburg's northern suburbs are being conned by a man who takes money from them, claiming he is to pay a fine for their children who have been arrested.

He has cheated the employer of Mrs Rebecca Mphaka — and other workers — into giving him R60 to pay a fine for Mrs Mphaka's son, Timothy, who he claimed had been arrested for assaulting a bus conductor.

Mrs Mphaka — a domestic worker in Hyde Park, Johannesburg — said she received a call from the man last Wednesday and was told her son had been arrested.

"The man was phoning from my employer's business premises because, after I had spoken to him, he gave the receiver to my employer who spoke to me and we arranged that he would give the man the R60 to pay the fine.

"I believed that he was telling the truth because my son had visited me at the weekend and was to have telephoned me on Monday. I did not receive his call and when the man informed me that he had been arrested, I

Jo'burg  
2074 1355A  
homes  
NDM 18/4/83  
conned

had no cause to doubt him."

Mrs Mphaka added: "I cannot say what urged me, but minutes later I wanted to satisfy myself, so I picked up the telephone and called my son's place of work. To my greatest surprise, I found him. He denied he had been involved in a fight and had been arrested."

Another worker, Miss Evelyn Gwamanda, said a man visited her place of work in the same area about a month ago and told her that her son, Amos, was arrested and wanted R60 for the fine.

Mrs Gwamanda said: "I was not suspicious of the man. I gave him the money and thought that he was telling the truth because he called my son by name."

It turned out later her son did not know the man.



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22/4/83

355A



The increasing number of black divorces has left many children in the care of mothers who battle to house and feed them, often without maintenance payments.

## Mothers battle



# as black divorce rate rises 29%

By YVONNE  
STEYNBERG  
Woman's Editor

DIVORCES granted to black couples through the Black Divorce and Appeal Court in Port Elizabeth have increased by nearly 29% over the past four years.

In most cases the women are granted custody of the children and then face a constant battle to get continued maintenance from their former husbands.

These women face hardships, the least of which is getting time off from their jobs for visits to the Department of Co-operation and Development, first to complain and subsequently to attend maintenance court hearings.

It has also happened that they have been divorced without even being notified of the scheduled hearing.

In many cases black women, and the housewives who employ them, are not aware what help is available to get them proper maintenance.

Spending time at Africa House this week has been an eye-opener.

Not only did I investigate the facilities available to help black women, but I spent some time in the Divorce Court, which was in quarterly session.

Mr Justice Addison, of King William's Town, president of the Black Divorce and Appeal Court, has a court roll of between 28 and 50 cases a day while the court is in session over the next two weeks.

It was rewarding to note how concerned the judge was about the fate of the children before awarding custody.

"The increase in the black divorce rate could possibly be due to the increased earning power of the men, who perhaps start to spread their wings," Mr F J Fourie, Commissioner for Port Elizabeth, said when I made inquiries.

He said what was disturbing was that once the men had left their wives and families, they were extremely reluctant to pay maintenance for the children.

Maintenances and alimonies were not decided by the black divorce court, but by the maintenance court which has separate sittings to help the women get maintenance or increased maintenance.

"One of our busiest sections is the criminal court section for failure to pay maintenance — the men change jobs or move away to try and escape the payments," Mr Fourie said.

He said in many cases the department has had maintenance allowances updated from as little as R3 a week, which some men considered adequate to feed a child.

For the maintenance court men must produce certified statements of their wages.

"The men are now earning good pay, but the moment they have another woman, they are apt to forget about the children from their marriage," Mr Fourie said.

From what I noticed in the divorce court, this was indeed so, as the men seemed uninterested in the fate of the children.

Many of the defendants were not present, indicating to me that they were unaware that the divorce case was being heard.

This actually happened to my domestic worker,

who was informed through her husband's attorney that he intended to divorce her.

I wrote a registered letter requesting that she be advised in good time when the case came up, but the first she heard was that she had been divorced.

Mr Fourie said it was extremely difficult to keep a personal check on individual cases, particularly in a building like Africa House which was not very suitable, and said a slip-up like that was unusual.

However, through the maintenance court, she can still apply for increased maintenance.

If the husband had bought his house, as in her case, and wanted it back, the woman and her family would be placed on a priority list for a house.

In addition, many black women do not know that a list of all divorces to be heard at the next session is put on the front door of Africa House.

If their husbands have left them, they can check this list regularly to see whether a divorce is pending.

The divorce figures up to the end of last year were:

1979	285
1980	286
1981	320
1982	400

This is an increase of 28.75%.

These figures are merely for divorces of couples who were married under statute law. A marriage under tribal custom does not need a formal divorce.

It is therefore impossible to gauge the vast numbers of women and children left destitute.

At present the maintenance court handles an average of 12 cases a day.

"The children are primarily the ones who suffer, as the woman has to work to keep the family together and young children may be left alone — that is why we try to help wherever we can," Mr Fourie said.

In the 1983 Budget the Department of Co-operation and Development received R1 593 325 000, outstripped only by the Defence budget, which was over R3 million.

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# Help Jullia help herself

PERHAPS Jullia works for you, or you have seen her walking to work.

She works for four employers, walking from the Parkhurst home of one employer to other weekly jobs ... in Craighall Park, Parkmore and Morningside.

There are no connecting buses. Her Parkmore employer drives her back. Described as a "very good worker," Jullia earns some R200 a month in all. Her entire earnings go in supporting her four children, who are scattered in places such as Hammanskraal and Bethulie (her husband deserted her).

Two of her employers — we'll call them "Mrs Parkhurst" and "Mrs Parkmore" — care about Jullia.

"Mrs Parkmore" is so determined to help Jullia acquire a home for herself and her children that she has set in train a process she cannot bear to see stopped.

Thanks to this housewife's efforts, Jullia, a Zulu, has been provisionally allocated a stand in Madadeni Township, near Newcastle. If the allocation is approved, she will have to produce proof that she possesses at least R1 000, or a letter from her employers saying they will assist her in building a house.

If she can't do that she loses the stand ... because the authorities do not want stands lying idle while so many blacks are desperate for housing.

If she can produce the necessary guarantee, she must produce plans of the proposed house.

Once these are approved she

*I would very much like to have a house of my own so that my children will have some where to stay and also I think for them to feel more wanted and cared for and not to feel worried for the rest of their lives.*

Jullia, who does not have a home, understands what a "home" means. Below is what she wrote in full for HOMEFRONT

THIS is Jullia Nyembe.

I have four children. I have got no husband, and no Mother or Father. I have got no house for my children to stay in so I have to give the other people my children to look after for me and I have to pay these people and I send food to them.

I am working every day. But not Sunday when I GO to Church and I use this money to send my children to School and to buy them the School Clothes.

I would very much Like to have a House of my own so that my children will have some where to stay and also I think for them to feel more wanted and cared for

will be sold her stand for R79,20. Later, she will also have to pay a water and sewerage connection of about R50 and a monthly service charge of R6,40.

She must start building within two months of being given the go-ahead, and the house must be completed within two years.

The KwaZulu Development Corporation (KDC) offers building loans, helps people find builders and super-

and not to feel worried for the Rest of their Lives.

They will know they have a home and also that I really love them cause I don't see them often to show them this.

I am a Zulu Born in Newcastle Natal. I am 34 years. The people I went to for help told me I need a lot of Money Before I can buy a House and I don't have a lot of Money because all the Money My Madams pay me I spend on school, food, clothes and to pay the people who look after my children.

*Jullia Bethina Nyembe*



**HOME FRONT**

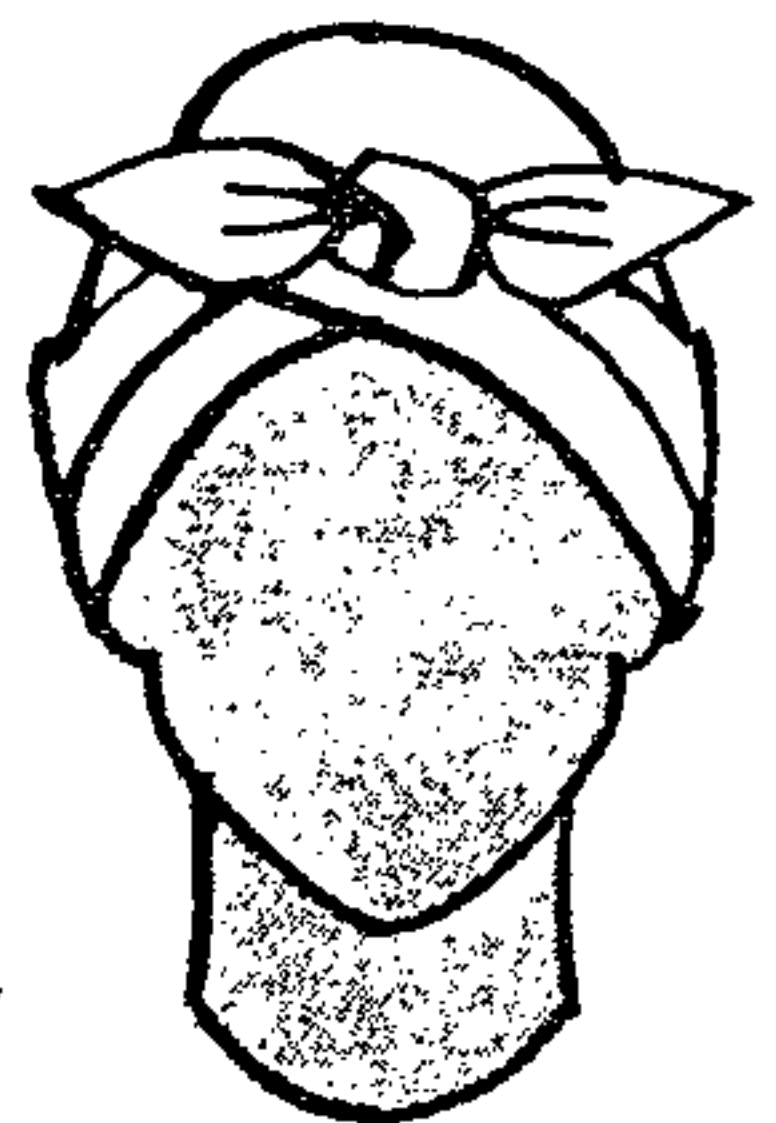
HOMEFRONT helps those who help themselves!

vises the erection of their houses ... but whether Jullia could be helped by the KDC would depend on how much money she could

deposit, as well as their own waiting lists and the availability of loan finance (SA building societies may not operate in the "homelands").

Jullia is lucky to have the chance — if only she could afford to take it — of obtaining a house through a properly controlled, disciplined process.

"I'm determined to make it happen!" vows "Mrs Park-



more". She cannot put up ready finance for her once-a-week employee, but she is going to use her own skills to fundraise for Jullia.

She will also try to find a church member who will draw Jullia's house plans ... a useful saving.

HOMEFRONT suggested a way in which Jullia could earn something extra to put towards her dream house.

She grabbed the chance and earned herself a good first deposit for the home savings account we will help her open. But this was a one-off which cannot be repeated.

Now we need your ideas on how Jullia can raise those extra rands.

● Leave a message on 710 2501 ... we will call you back. Or write to Lin Menge, HOMEFRONT, Rand Daily Mail.

## PARLIAMENT

### Minister objects to Nazi jibe

Political Correspondent

THE ASSEMBLY. — The Minister of Law and Order, Mr Louis le Grange, yesterday strongly objected to being called a *gauleiter* — the leader of a district under Nazi control.

When the allegation was made during a speech in Parliament by Mr Dave Dalling

## CP calls for probe into Fanie Botha

By JOHN BATTERSBY  
Political Correspondent

HOUSE OF ASSEMBLY. — The Conservative Party has taken up the gauntlet thrown down by the Prime Minister, Mr P W Botha, last week to call for the appointment of a select committee to investigate allegations against the Minister of Manpower, Mr Fanie Botha.

Mr Fanie Botha, who is also leader of the Assembly, was in Parliament yesterday when Mr Frank le Roux, MP for Brakpan, formally gave



calls for the investigation of Mr Botha's alleged involvement in the construction and subsequent demolition of a hydro-electric installation on the farm Hyoma in the Soutdistrict.

The committee will be asked to investigate whether the cost of the hydro-electric installation was taken over and paid for by the Njelele Irrigation Board and whether the cost was included in the R1 143 467,45 that was eventually written off.

Subsequent revelations

By JOHN BATTERSBY  
Political Correspondent

THE ASSEMBLY. — The Minister of Justice, Mr Kobie Coetsee, yesterday turned down an Opposition call for the appointment of a commission of inquiry to investigate the desirability of retaining the death penalty in South Africa.

"Nothing has happened since 1969 to cause the re-opening of the book on the death penalty," he said.

Mr Coetsee was responding to a call by Mr Dave Dalling, the Progressive Federal Party's justice spokesman, who called for a commission of inquiry into capital punishment when he opened the parliamentary debate on the Justice vote.

"It is an inhumane and ar-



29 APR 1983

## Women workers on strike

By Kulu Sibiya

Twenty-one women employees of a jewellery firm in Wynberg, near Sandton, today went on strike alleging appalling working conditions.

The women work for Crown Gold Jewellery and claim they are being paid a weekly basic wage of R20.

They also complain of poor working conditions.

Bearing placards, the women converged on the offices of the leader of the Alexander Liaison Committee, the Rev Sam Buti, to seek his intervention.

A senior official in the firm who declined to be named said the strikers' were over-reacting.



Today's  
WOMAN

# Maternity benefits: Know your rights

Agas 5/5/83

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NOT many working women know they can claim maternity benefits. Yet there's money legally yours that could save you financially or just ease incessant worries.

## Who qualifies for benefits?

Women who've been working for at least 18 weeks in the 52 weeks immediately before the expected date of birth qualify, provided they've been contributors to the Unemployment Insurance Fund (UIF) at some time.

Women who earn more than R1 300 a month don't contribute to UIF but may well qualify on the basis of earlier contributions to UIF.

Those whose services have not been terminated but who've stopped working and are receiving less than one-third of their normal earnings also qualify.

## How long can you claim?

You can receive benefits while unemployed up to pregnancy for a maximum of 26 weeks: 18

weeks before the expected date of birth and 8 weeks after the birth.

## When and how to apply

You should apply immediately you stop working by getting form UF 92 from the nearest Department of Manpower office. Cape Town applicants should contact the office of the Divisional Inspector of Manpower, Thomas Boydell Building, Parade Street, Cape Town, 8001 (telephone 45 7110). Country applicants should contact the nearest Manpower office or magistrates' office.

Submit your UF 92 — with its medical certificate completed by your doctor — and your UIF card. Further forms will be sent for completion.

Remember that you must apply at the latest 8 weeks after the birth, as delays could result in reduced benefits. Those who apply after the birth submit form UF 92 — now without the medical certificate completed — with a completed form UF 94 and their UIF card. Further forms will be sent.

You receive 45 percent of the monthly salary you last earned as a contributor to the fund. The total amount payable is determined by how long you've paid UIF and what UIF benefits of any kind you've received recently. You will get one week's payment for every six weeks you've paid in.

Payments are made by cheque — roughly once a month. There is a wait of five to six weeks from the time you send in the UF 92 until you receive your first cheque.

## What does this mean for the average woman?

You'll get 45 percent of your monthly salary for the maximum 26 weeks if you've worked for three years or more paying UIF.

● Pamphlets on the Unemployment Insurance Act are available free from Department of Manpower offices.



Ship									
White									
Total									
320	418	322	331	222	377	445	460		

\$ \* \* \* \*

Fosatu Annual Report 1980/81

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S UNION



## Union fights for mums

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) is negotiating maternity agreement for its over 30 000 women members with several major stores in the country.

The union's regional organiser, Mr William Dichaba, told The SO-WETAN last week they wanted the maternity agreement to be included in the recognition agreement with stores such as Woolworths, OK Bazaars and CNA.

Most women, married or single, employed by major stores have no maternity benefits and there is no law protecting them during and after pregnancy.

According to Mr Dichaba most pregnant women have no maternity leave, suffer a drop in salary if they are re-employed, do not benefit from annual bonus, were re-employed on condition their performance was good and they often suffer a lot of misery during pregnancy.

The union wants its members to be given maternity leave of up to a year to be regarded as unbroken service when resuming work.

It also wants an assurance from management that workers will be safe when they go on leave and that they will not be transferred to another store.

Mr Dichaba stressed that pregnant women who have been contributing to the Unemployment Insurance Fund are entitled to money after five or six months.

9 MAR 1983

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## MOTHER'S DAY

YOU'LL see them throughout the developing world, including South Africa — colour billboards exhorting mothers to feed their babies artificial milk. The slogans greet weary commuters at stations. Alongside highways. Near bus stops.

Many of the women taken in by this sort of advertising are unaware of the potentially fatal effects of misusing milk formulas — some are migrant women seeking to adjust to an alien culture and desperately wanting the Western "best" for their families. They believe money buys that "best".

Ironically, it is middle-class women — with the resources to use formulas safely — who are returning to breastfeeding as the natural method important for psychological bonding between mother and infant.

Anthropologist and childbirth counsellor Sheila Kitzinger believes that choices between breastfeeding and bottle-feeding are not merely individual choices but a "political issue", for Western women serve as role models.

A mother chooses, indirectly but powerfully,

for all other babies, and most of all for those in the Third World.

Though milk formulas are not inherently dangerous, incorrect use can lead to diarrhoea, malnutrition, and death.

There are various reasons for incorrect preparation of formulas — parents may be unable to read instructions on the tin, they may overdilute powder to save money, they may be unable to sterilise the bottle. Often the water used is not safe.

The International Baby Food Action Network (IBFAN) — a citizen group formed to stop indiscriminate marketing of milk formulas — believes that a million babies a year die in developing countries from problems related to formulas. They charge that "aggressive marketing practices by transnationals push artificial milk".

In 1981 the World Health Organisation (WHO) introduced an international code on the marketing of breastmilk substitutes to protect women and children.

This calls for governments to provide objective information on infant feeding and to ban advertising to the pub-

# The crucial question

AK645 5/5/83  
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THE 1981 infant mortality figures for Cape Town show that for every 1 000 live births, among whites there were 10 deaths, among coloureds 19 and among blacks 30.

Comparative figures for South Africa show that for every 1 000 live births, among whites there were 18 deaths, among coloured 81 and among blacks 190.



lic and promotion through state services. In South Africa, the National Council of Women's recent conference in Kimberley declared the NCW "grave-

ly concerned with the high incidence of malnutrition and infant mortality" and urged the Minister of Health and Welfare to adopt the WHO code.

What is the situation in Greater Cape Town? ● CAPE TOWN CITY HEALTH DEPARTMENT CLINICS serve one million people of all races and handle

22 000 newborn babies a year. Medical Officer of Health Dr Reg Coogan sees an increase in bottle-feeding, mainly due to economic pressures on mothers to return to

work. "Many families need that extra income, especially now, and women find it difficult to maintain breastfeeding up till one year.

"We breastfeed but take a view on formulas. "A spot

MOTHERS throughout the world face many problems which are common to all of them yet crucial to every baby's well-being. Whether to breast-feed or bottle-feed a baby is one vital question. MAF ROBINSON investigated the situation and came up with some factors of interest to all mothers and mothers-to-be.



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# A crucial question

5/5/83  
241 90

infant mortality figures show that 1 000 live births, 1000 there were 1000 among coloureds 19 blacks 30. active figures for a show that for every live births, among there were 18 deaths, 81 and among blacks 190.



MOTHERS throughout the world face many problems which are common to all of them yet crucial to every baby's well-being. Whether to breast-feed or bottle-feed the baby is one vital question. **MARY ROBINSON** investigated the situation and came up with some facts of interest to all mothers and mothers-to-be.

did of 100 bottle-feeding mothers at various clinics revealed only 10 percent of the cases so we haven't really got a problem with misuse of milk formula.

"But you must remember that our municipal area doesn't include the bush areas and squatter camps where the major problems are.

"Cape Town's infant mortality rate is significantly lower than the national rate. But there are tremendous infant mortality problems in South Africa as a whole and the government should adopt the WHO code, especially for the benefit of the rural areas."

● **PHILANI NUTRITION CENTRE, CROSSROADS**, serves a different community — an official 52 218 Crossroads and New Crossroads residents in shacks and tents.

Dr Ingrid le Roux and nutrition worker Nozizwe Nyakaza estimate that 80 percent of the babies brought to the centre suffer from malnutrition due to incorrect bottle-feeding.

"Formulas are safe in a community where mothers can read and comprehend relatively complicated instructions, measure out por-

tions, sterilise bottles. Here they are a health hazard," says Dr le Roux.

Why do mothers bottle-feed?

"A major reason is that many children die early here and mothers feel insecure. They're easy prey for formula ads promoting the sophisticated, modern bottle image. These mothers just don't trust themselves or have confidence in the breast anymore.

"There are so many babies with chronic diarrhoea or severe malnourishment that could be avoided with breastfeeding.

"We work with the Empilweni Sacla Clinic nearby, trying to prevent the problem at source by encouraging breastfeeding among pregnant women who attend there."

Dr Ivan Toms at Sacla sees mothers who work as domestic servants being forced to use formulas when they return to work. "Employers should really encourage those mothers to bring the baby to work and breastfeed while doing household jobs."

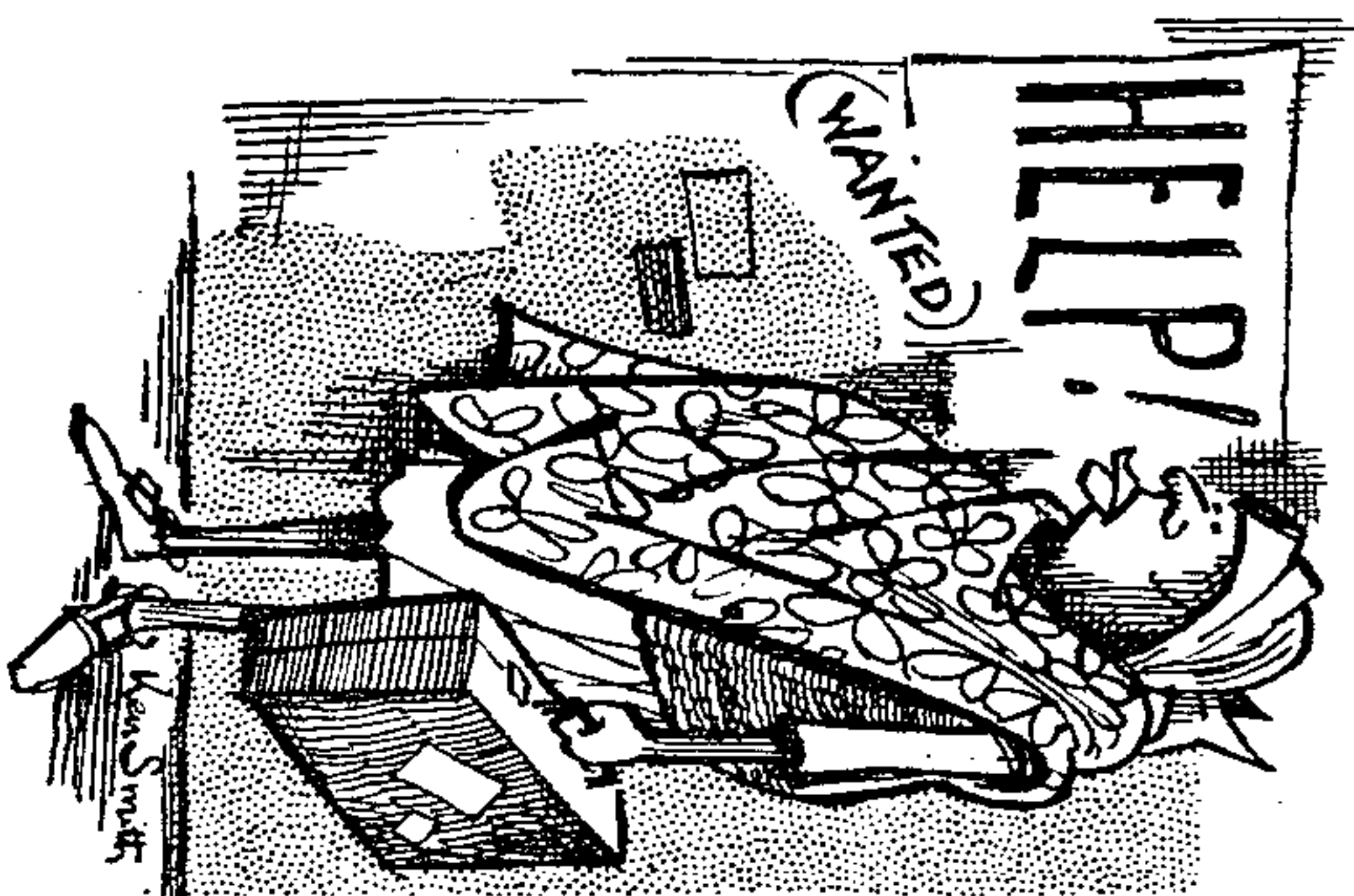
Both doctors strongly recommend the Government adopting the WHO code.

What is the situation in Greater Cape Town? ● **CAPE TOWN CITY HEALTH DEPARTMENT CLINICS** serve one million people of all races and handle 22 000 newborn babies a year. Medical Officer of Health Dr Reg Coogan sees an increase in bottle-feeding, mainly due to economic pressures on mothers to return to work.

"Many families need that extra income, especially now, and women find it difficult to maintain breastfeeding up till one year. "We recommend breastfeeding — the 'breast is best' motto — but take a pragmatic view with milk formulas. "A spot survey we

ly concerned with the high incidence of malnutrition and infant mortality" and urged the Minister of Health and Welfare to adopt the WHO code.





The advertisement I ran in the paper was for a cook/general domestic who had been with the same employer for 20 years. I said she was excellent but didn't bargain for the interest — my telephone never stopped ringing.

The first woman said she was looking for a "girl" who could look after her 18-month-old baby and a four-year-old girl. "There's not much to do," she said, "just keep an eye on the little ones and cook their lunch and change nappies."

My caller said she'd also have to clean the house and cook dinner. "When I get home I'm tired," was her explanation.

I asked about a day off. That was a bit difficult as she worked all week, she said, adding with cheerful optimism and a hint of

charity, "I could give her a weekend off a month. She could leave on Saturday morning when she's done the house and not come back until Monday."

She said she would be willing to start the "girl" at R70 and if she was good might go up to R85. Mrs P wanted some-

exercised. One walk a day would do.

But she also wanted to know if the maid was clean.

LIN SAMPSON of Johannesburg wanted to help a domestic worker find a job so she advertised on her behalf. The results are an interesting comment on what is expected of domestics and society's attitudes towards them.

one who was reliable and good with children and animals. She had four dogs that needed to be

"Does she do floors?" asked Mr L (his wife was shouting instructions). He also wanted to know if

she bathed every day. Another screech elicited the question: "Does she eat a lot?"

Mrs E wanted to know exactly what she did for me. "I want somebody who can do everything," she screamed in that high screech with an overlay of elocution which does something ominous to the vowel sounds.

"I want a girl who can bake and read to the kiddies. What's her reading like?" She added: "Look I

don't mind getting someone to do the windows."

Mrs E was willing to pay R85, going up to R100, if she was a "really fancy" cook. When I told her she was getting R185 Mrs E said she must be a cordon bleu cook.

Mr T said he was willing to pay but he didn't want the "whole place" filled with friends and people sitting in the kitchen. He also wanted to know if she drank. His last "girl" drank

# SOONDOVALES







# Domestics stress need for contract

By SIMON BLOCH

WHEN a Port Elizabeth domestic worker asked her employer for an increase in her salary she collected a slap in the face for her trouble.

"Why should you get more? You're not a white woman. You are just a k.....," her employer allegedly told her.

Another worker was allegedly so badly battered by her employer she had to receive medical treatment for her injuries.

According to the woman, her employer scolded her for taking his child to the shops one afternoon.

"As I came out of the shop, my employer shouted at me: 'You're just a Hottentot maid. You mustn't take my child with you.'"

"I didn't argue because there were other domestic workers outside the shop and I was embarrassed.

"Then one day while cooking, I burnt the cabbage. My employer told me I was wasting the food and he began hitting me.

"He called the police and when they arrived, they told me it would be best for me to pack my things and leave. They suggested I report the matter to the officials at the Eben Donges Building," she said.

These are just two of the acts of violence and abuse reported to the Domestic Workers Association of South Africa (DWASA) this year.

DWASA, which has been in existence for about two years, is trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it is entitled to rights.

Mrs Pat Maqina, DWASA's secretary, this week said an alarming number of complaints against employers had been lodged with the association this year.

"The exploitation of domestic servants needs urgent looking into," she said.

"The average salary for domestics in Port

## Reports of abuse, violence lodged with DWASA

are nothing but "the madam's maids".

"It's a miracle these ladies can survive on their pay. Many of them are the family bread-winners and have to pay rent, feed and clothe their children as well as educate them. How they even get by and still manage to buy a few pleasurable things for themselves puzzles me," Mrs Maqina said.

"And the irony of it is that there are white employers who still have the cheek to borrow money from their domestics," Mrs Maqina said.

Mrs Maqina said records showed that immigrants were the worst employers.

"Firstly, they don't want to pay decent salaries and, secondly, they become so smug when they can employ a domestic here, they start treating them like slaves.

"They are not even used to having domestic workers overseas and when they find it is the norm here, they become the worst employers.

"A family from England who paid their live-in worker R30 a month (without food) justified the salary when questioned by a neighbour, saying: 'Oh, but we allow her little boy to live with her.'"

Asked whom domestics regarded as the best people to work for, Mrs Maqina said doctors and Jews were high on the workers' list of employers to seek jobs with.

"These people expect a high standard from their workers, but they at least pay well and look after them," she said.



Mrs PAT MAQINA  
... DWASA secretary

They have no comeback against their employers.

"Employers tend to take the law into their own hands. Some even think they have the right to assault their domestic workers, who are often people older than themselves."

I asked her if domestic workers were frustrated by working for peanuts in affluent white homes fitted with all the mod cons of 20th century living.

"I don't think they are really frustrated people. Many of them are educated but work as domestics because of the unemployment situation.

"In today's society, there are doctors, nurses and lawyers whose parents were domestic workers. It shows that they care.

"But domestic workers have no protection from unscrupulous employers. That is why we are trying to have domestic workers recognised in terms of the Labour Act."

According to Mr H J Swanepoel, the Director of Labour for the East Cape, there is no minimum figure set down for domestic workers.

"This is between employer and employee," he said.

Domestic workers are not included in the Workmen's Compensation Act, the Unemployment Fund, the Industrial Conciliation Act nor the Wage Act. In short, they have no labour legislation protection.

The only protection they have is under common law. This includes a month's notice, no deduction because of breakages and no summary dis-

the hazy until the occasion arises when they need the worker to perform a task not in the worker's normal routine.

DWASA hope that an employment contract would provide some form of protection for domestic workers.

"Housewives might not like the idea of being bound to a contract of this nature. But at the moment, domestic servants are at their employers' mercy. We feel they are entitled to protection as anyone else in employment is," Mrs Maqina said.

There is such a surplus of domestic help available in South Africa, employers don't really have to think twice about getting replacements when they fire workers.

The convenient labour bureaus will help them out, of course.

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- They should be allowed meal breaks.

- The scope of the job should be demarcated — it should be made clear whether it includes general cleaning, cooking, child care or other tasks.

- The number of working days a week should be constant.

- Annual leave, sick leave and salary increases should be stipulated.

In February last year, the Government gave urgent instructions to the Manpower Commission to investigate the establishment of minimum terms of service for farm and domestic workers.

Mr Fanie Botha, Minister of Manpower and the architect of the country's new labour dispensation, said there was no reason why employees could not enjoy the necessary protection.

"The Government would not be fulfilling its duty if it did not also look after the interests of this large group of workers," he said.

But today, more than a



# need for contract

1415/83

Post  
355A

By SIMON BLOCH

WHEN a Port Elizabeth domestic worker asked her employer for an increase in her salary she collected a slap in the face for her trouble.

"Why should you get more? You're not a white woman. You are just a k.....," her employer allegedly told her.

Another worker was allegedly so badly battered by her employer she had to receive medical treatment for her injuries.

According to the woman, her employer scolded her for taking his child to the shops one afternoon.

"As I came out of the shop, my employer shouted at me: 'You're just a Hottentot maid. You mustn't take my child with you.'"

"I didn't argue because there were other domestic workers outside the shop and I was embarrassed.

"Then one day while cooking, I burnt the cabbage. My employer told me I was wasting the food and he began hitting me.

"He called the police and when they arrived, they told me it would be best for me to pack my things and leave. They suggested I report the matter to the officials at the Eben Donges Building," she said.

These are just two of the acts of violence and abuse reported to the Domestic Workers Association of South Africa (DWASA) this year.

DWASA, which has been in existence for about two years, is trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it is entitled to rights.

Mrs Pat Maqina, DWASA's secretary, this week said an alarming number of complaints against employers had been lodged with the association this year.

"The exploitation of domestic servants needs urgent looking into," she said.

"The average salary for domestics in Port Elizabeth is R60 a month, a far cry from the R110 a month DWASA recommended two years ago." It's probably just as bad all over South Africa where domestic workers

## Reports of abuse, violence lodged with DWASA

are nothing but "the madam's maids".

"It's a miracle these ladies can survive on their pay. Many of them are the family bread-winners and have to pay rent, feed and clothe their children as well as educate them. How they even get by and still manage to buy a few pleasurable things for themselves puzzles me," Mrs Maqina said.

"And the irony of it is that there are white employers who still have the cheek to borrow money from their domestics," Mrs Maqina said.

Mrs Maqina said records showed that immigrants were the worst employers.

"Firstly, they don't want to pay decent salaries and, secondly, they become so smug when they can employ a domestic here, they start treating them like slaves.

"They are not even used to having domestic workers overseas and when they find it is the norm here, they become the worst employers.

"A family from England who paid their live-in worker R30 a month (without food) justified the salary when questioned by a neighbour, saying: 'Oh, but we allow her little boy to live with her'."

Asked whom domestics regarded as the best people to work for, Mrs Maqina said doctors and Jews were high on the workers' list of employers to seek jobs with.

"These people expect a high standard from their workers, but they at least pay well and look after them," she said.

One of the problems DWASA is fighting against is the firing of workers without notice.

"Workers often have to leave without getting paid in full for their services.



Mrs PAT MAQINA  
... DWASA secretary

They have no comeback against their employers.

"Employers tend to take the law into their own hands. Some even think they have the right to assault their domestic workers, who are often people older than themselves."

I asked her if domestic workers were frustrated by working for peanuts in affluent white homes fitted with all the mod cons of 20th century living.

"I don't think they are really frustrated people. Many of them are educated but work as domestics because of the unemployment situation.

"In today's society, there are doctors, nurses and lawyers whose parents were domestic workers. It shows that they care.

"But domestic workers have no protection from unscrupulous employers. That is why we are trying to have domestic workers recognised in terms of the Labour Act."

According to Mr H J Swanepoel, the Director of Labour for the East Cape, there is no minimum figure set down for domestic workers.

"This is between employer and employee," he said.

Domestic workers are not included in the Workmen's Compensation Act, the Unemployment Fund, the Industrial Conciliation Act nor the Wage Act. In short, they have no labour legislation protection.

The only protection they have is under common law. This includes a month's notice, no deduction because of breakages and no summary dismissal without good cause.

According to Mrs Maqina, employers find it convenient to leave employment conditions a lit-

tle hazy until the occasion arises when they need the worker to perform a task not in the worker's normal routine.

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"The Government would not be fulfilling its duty if it did not also look after the interests of this large group of workers," he said.

But today, more than a year later, about two million agricultural and domestic workers are still waiting to hear the outcome of the commission.



# Workers' fate in balance

THE FATE of the five women who were dismissed by Pep Stores in Vereeniging because, they claimed, they refused to strip may be decided next week.

A spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa), the union representing the workers, said next Thursday has been agreed upon by both the union and the management to thrash out the matter.

Mr Mongezi Radebe, the Ccawusa's Vaal chief met the company's executive last week and expressed concern about the alleged violation of human dignity.

He said at the talks the union will ask for the unconditional reinstatement of the five women. It will also demand com-

**By MONO  
BADELA**

pensation for the five women for having been humiliated as well as for the payment for the time the women were not working.

Mr Radebe said the five women were fired the day after they had refused to strip naked. He said the workers had been forced to strip at the store for some months.

The allegations were confirmed by the company official who said the workers were forced to strip for "security rea-

sons".

But he also said the five women were fired for "refusing to obey orders" and not for refusing to strip. He denied a claim by the union spokesman that workers are forced to remove their underwear. He said they only had to remove some garments.

He said management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses."

He also said management had defended asking women to remove their underwear "because they claimed that some workers came to work without underwear and left wearing the firm's underwear."



# Domestics prefer working for whites

19/5/83

By LESLEY LAMBERT

BLACK employers of domestic workers heard what their employees thought of them at a seminar in Port Elizabeth yesterday.

And one of the loudest messages was that most preferred working for white employers.

Entitled "Maids and their Madams", the seminar was organised by the Domestic Workers and Salesladies Association. It was attended by about 40 domestic workers, who aired their complaints and received advice from a panel of employers.

Dwasa trains domestic workers and mediates between employers and employees to ensure a good deal and better understanding for both.

In discussion, most of the workers said they would far rather be employed by

white woman. Some said they felt exploited by their black employers, who overworked and underpaid them.

"And we would rather be mistreated by a white employer than by our own people," said one woman.

"We do the washing, the ironing, the cooking and we look after the children. They (the black employers) give us a rand and we must say thank you because we are hungry and only too pleased to get some money," one woman said.

Another said she resented being mistreated by fellow black women.

"It's a case of the black employer eating rice while the worker eats samp."

"The employers go to the rural areas and entice the people from their homes because they know they are poorer, more easily used and easier to sack once they

have been used," she said.

"I know of women who are paid R18 a month when we all know the minimum wage is R110 a month."

Another worker asked the guest speaker, Mrs M Ximiyi, a community worker in New Brighton and Kwazakele, to tell them what she as an employer expected of a domestic.

Mrs Ximiyi stressed the importance of a written or verbal contractual agreement between employer and employee.

"Once you have made this agreement it is not so easy for your employer to fire, underpay or exploit you by making you work long hours."

Some of the women said their monthly salaries were as low as R60 a month — way below the subsistence level — and that they sometimes had to pay the whole

amount for rent and other necessities the day after being paid, leaving them destitute for the rest of the month.

They said employers often refused to lend them money. If they did so in cases of emergency, the whole amount would be subtracted from the next month's salary.

A claim that black employers failed to explain routines and preferences, leading to a communications barrier and a lack of trust, was backed by most of the women.

One said: "Afrikaans employers like their food fried. The English like theirs boiled. How do we know how our black employers like their food if they do not tell us?"

"We want to be told when we start work, exactly how the employer lives so we know where we stand when it comes to the housework."

32



# Blacks women hold answers

By SIMON WILLSON  
Industrial Editor

CAPE TOWN. — Because the manpower shortage was a major obstacle to increased growth in the South African economy, it was time not only to develop the country's black people but also to use women more effectively in the labour market, the AHI congress heard yesterday.

Mr Pierre Steyn, general manager of Sanlam, told delegates to the Instituut's annual congress that no country could afford to ignore any source of high potential.

The manpower survey of 1981 had revealed a shortage of 109 000 workers in areas which still largely made use of whites. It was therefore in the national interest to analyse the situation and plan for the more effective use of female labour.

It was not only a matter of bringing more women into the market but also a question of making best use of women in the present workforce.

Mr Steyn quoted research which had shown the factors contributing to the under-use of women in the national labour force. These included:

- Tending to regard women's service as temporary because of family obligations.
- Thinking that women are less willing to be transferred, to embark on business trips or to work after hours.
- Assuming that women are less inclined to improve their qualifications through part-time study.
- Women undervaluing themselves in relation to men.
- Male prejudice.

Mr Steyn called on business leaders to create a climate which would change a woman's attitude to her job from that of a short-term expedient to a long-term career.

The process of filling vacancies should not discriminate against women.



MONDAY, 6 JUNE 1983

†Indicates translated version.

For written reply:

355A Hansard Q.61.  
 Teachers: salary scales 1465  
 6/6/83  
 855. Mr. K. M. ANDREW asked the  
 Minister of Education and Training:

Whether any female teachers in the employ of his Department are on salary scales different from those applicable to male teachers with the same qualifications; if so, (a) in respect of which categories are female and male teachers on (i) the same and (ii) different salary scales and (b) how many female teachers are on (i) the same and (ii) different salary scales in respect of each such category?

The MINISTER OF EDUCATION AND TRAINING:

Yes.

Category	On the same scale	On different scales
ZA .....	15	5 525
AA .....	476	17 356
A .....	193	2 573
B .....	7	767
C .....	2	102
D .....	4	142
E .....	3	26
F .....	—	2
G .....	—	—
Total .....	700	26 493

Except for post levels 1 and 2 female teachers on post levels 3 to 5 are on the same salary scales as male teachers with the same qualifications. ✓

4



Sta 76183

Because there is no State policy on maternity leave, trade unions have had to use their clout to establish maternity agreements between employer and employee.

The most important feature of agreement is that it would allow the worker one year of almost unconditional maternity leave.<sup>4, 11</sup>

Under this proposed agreement the company says pregnant women should not be given tasks that may endanger their health, such as heavy manual labour.

The working woman who wants to look after her child during its first couple of months can claim from the Unem-

She can also claim insurance for only four months before the birth of the baby and two months afterwards.

The agreement states that to qualify for maternity leave the woman must have worked for the

**Women throughout South Africa will no doubt watch with interest to see if CCawasU does manage to negotiate a progressive maternity leave agreement that will put us in line with other Western countries.**

**CANDIDATE MUST** enter in the number of each question in the order in which it has been answered; leave columns (2) and

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of paper or other material in the examination room instructed. Communicate with other person except the invigilator.

**CANDIDATE MUST** enter in the number of each question in the order in which it has been answered; leave columns (2) and



Black <sup>269</sup>

<sup>355A</sup>  
women

can be

<sup>7/6/83</sup>  
Durban

bus

drivers

African Affairs Reporter

THE Durban Transport Management Board has thrown its doors wide open to African women — and they could become bus drivers.

Mr Alan Dray, deputy general manager of the board, said the women were paid the same as men.

The women were being trained in various fields such as bus parking in the depot.

Some were petrol attendants, some were bus cleaners and they undertook any job which had been regarded as exclusive for men.

Asked if they could become bus drivers, Mr Dray said there was nothing to stop them if they qualified.

He said the women had undergone the department's test and those who passed would be employed in all capacities.



sons, (iii) Asians and (iv) Blacks and (b) how many of these applications were successful, in respect of each race group;

(2) whether all of these trainees receive the same salary; if not, why not?

The MINISTER OF TRANSPORT AFFAIRS:

(1) (a) (i) 2 615.

(ii) 215.

(iii) 165.

(iv) 603.

(b) (i) 157.

(ii) 1.

(iii) 2.

(iv) None.

(2) Yes.

#### Dredgers

921. Mr. B. W. B. PAGE asked the Minister of Transport Affairs:

(1) How many dredgers are currently (a) owned and (b) operated by the South African Transport Services at the ports of (i) Richards Bay, (ii) Durban, (iii) East London, (iv) Port Elizabeth, (v) Cape Town, (vi) Saldanha Bay and (vii) Walvis Bay;

(2) whether any other dredgers are (a) owned and (b) operated by the South African Transport Services; if so, (i) how many and (ii) where in each case;

(3) whether any South African Transport Services dredgers are currently more than 50 per cent under-utilized; if so,

(a) how many and (b) in which ports?

The MINISTER OF TRANSPORT AFFAIRS:

(1) (a) (i) 2.

(ii) 4.

(iii) 2.

(iv) None.

(v) None.

(vi) None.

(vii) None.

(b) (i) 2.

(ii) 4.

(iii) 1.

(iv) None.

(v) None.

(vi) None.

(vii) None.

(2) (a) and (b) No.

(3) Yes.

(a) 1.

(b) Durban.

TUESDAY, 7 JUNE 1983

355A ~~1230~~ House and 6/6/83  
Air hostesses  
918. Mr. R. A. F. SWART asked the Minister of Transport Affairs:

(1) (a) How many applications to train as air hostesses were received in 1982 from (i) Whites, (ii) Coloured per-



SSA Source 10/6/83

# Haven of peace for Alex oldies



They may not be physically fit, but spiritually, they are still going strong — that is the reason why pensioners in Alexandra gather at the local Entokozweni Centre for a short prayer and recreation. Here they are being served meals and each contributes 10 cents for the dish.



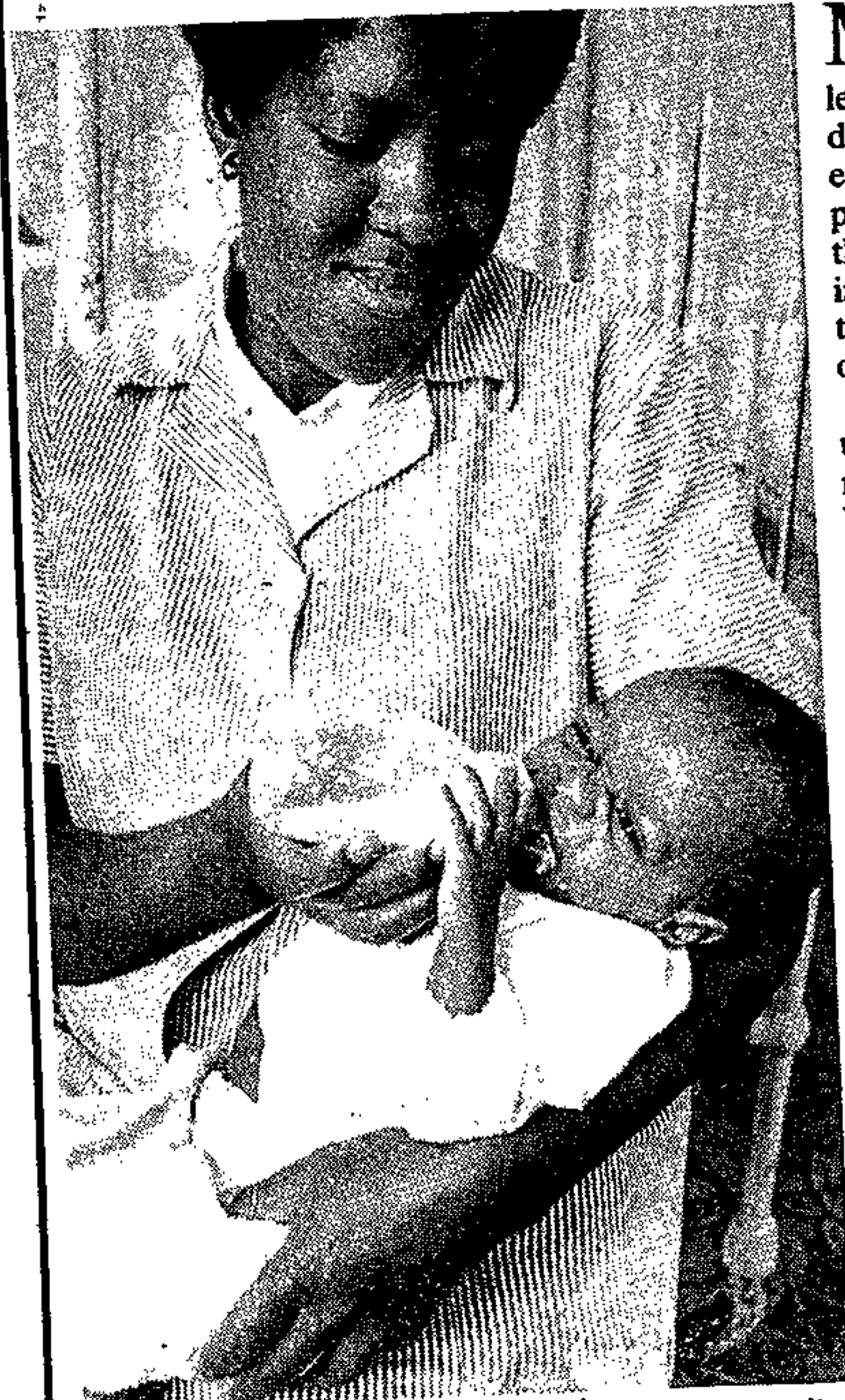
17



# Unions fight for mother

(435) (11251) *Saveru*  
355A *ld 683*

By SINNAH KUNENE



• Soon mother will be allowed one year maternity leave.

**M**ANY employers use maternity leave as an excuse for dismissing their workers, and as a result employees tend to violate their own rights by rushing back to work before the eight weeks' leave is over.

According to trade unionist and acting secretary of the Garment Workers' Union of South Africa (Gwusa), Ms Sarah Chitja, the union will intervene in a case where the worker has been unjustly dismissed because she went on maternity leave. The employer would have to pay a week's notice and other benefits due to the dismissed person.

The women mainly concerned about securing their jobs, do not comply with the policy which has been conditionally laid under the Unemployment Insurance Act, entitling them to a 45 percent weekly pay for a period of eight weeks after the birth of the child.

The application for

maternity benefits can be made at the Department of Co-operation and Development, and only women who have been in employment for at least 18 months are eligible for this claim.

Unlike other Western countries where women have been entitled by law to take indefinite maternity leave of close to two years, or some hours off daily to breast-feed the children, women here are vulnerable to exploitation in the labour market. They quite often have to choose to either have a child or a job. This is the reason why trade unions are instituting maternity agreements between employee and employer.

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), in a bid to safeguard women from labour exploitation, have at last managed to sign an agreement on maternity

benefits with one company.

A spokesperson for the union told **SOWETAN Woman** that although the UIF plays a major role in this matter, the agreement allows a worker one year of almost unconditional maternity leave, for which she may occupy her job or be given a position of similar status.

The worker would be eligible to a 45 percent weekly pay for a period of six months if she has made contributions to the UIF for three years or more.

The union is also negotiating with other companies, and the spokesperson says although their negotiations with OK Bazaars are not yet through, they hope the agreement will be endorsed anytime.

Industrial relations officer for OK Bazaars, Mr Keith Hartshorne could not be reached for comment.



## Domestic servants

(2) whether the provisions applicable in the Parow municipal area differ from those currently applicable in the Cape Town municipal area; if so, (a) why, (b) what are the differences, (c) since what date or dates have these differences applied, (d) how many persons have (i) successfully and (ii) unsuccessfully applied for permission for (aa) employment and (bb) accommodation in the Parow municipal area and (e) what is the role of the Western Cape Administration Board in processing these applications?

(d) (i), (ii)(aa) and (bh) This infor-

The issue of such licences is furthermore subject to the requirements of the respective local authorities' health regulations. Due regard is thus taken when applications are decided upon.



# More Indian women teachers get pay parity

355A 224  
Mercury 15/6/83

## Mercury Reporter

SOME Indian women teachers are to receive parity in pay with their male counterparts, Mr Amichand Rajbansi, executive chairman of the South African Indian Council, announced yesterday.

He said the new salary structure of female teachers in the post level 3 had been approved by the executive committee and would come into effect at the end of July and be retrospective to April 1.

Women teachers affect-

ed will include those occupying the posts of deputy principal (secondary), deputy principal (primary), principal P3, senior lecturer at colleges of education and subject advisers.

"They would be earning the same salary paid to male teachers on post level 3. Previously salary parity between male and female teachers existed up to post level 4.

'It's too late to make the adjustment this month because of the deadline for the computer.'



# Equal status for women teachers

CAPE TIMES 18/6/83 255A

Staff Reporter

WORCESTER. — Qualified married and unmarried women teachers would soon receive parity in their status, the Cape Teachers' Professional Association congress was told here yesterday.

In an interview after the announcement, Mr C J G Strauss, secretary of the United Teachers' Associations of South Africa (UTASA) to which the CTPA is affiliated, said Utasa hoped this would be introduced by the beginning of next year.

Addressing the delegates on the position of women teachers in general, the CTPA president, Mr Franklin Sonn, attacked attitudes which dictated that women teachers should be employed only in junior positions.

"Discrimination is discrimination, it is an

attitude of mind and acts not only against races. It also means discrimination between rich and poor and between men and women," he said.

Mr Sonn urged women teachers to make application for principalships of senior schools — which currently was almost unheard of — and inspectorships, to defy such attitudes.

## Future

The principal of Bishop Lavis Primary School, Miss P du Plessis, told the congress it was important for the future of today's children that the teaching profession took seriously the issue of equal rights for women.

Constructive responses had to be designed to meet the legitimate demands of women whose places were no longer necessarily in the home.

Miss Du Plessis endorsed the view that in the decades ahead, any organization which ignored or underestimated the potential of women would be making a fatal mistake.

Women who were kept in jobs viewed as "women-type jobs" were not efficiently using their aptitude, intelligence, education and skills. This was "a great educational waste".

Women had to be more achievement-orientated and had to become more involved in their occupations if they wished to achieve at work and to develop their careers.

They had to become more conscious of the barriers in themselves and in their roles which blocked the full use of their potential.

Delegates passed resolutions condemning discrimination against women.



# Domestics liable to lose State pension

PRIVATE FUND COULD RULE THEM OUT, EVEN IF IT PAYS LESS

By Shaun Harris

BLACK domestic workers run the risk of losing their State pensions if they belong to a private pension fund or retirement plan, even if the private scheme pays them less than the State pension — currently R49 a month.

The Black Sash has issued a statement warning the public that black members of private pension schemes can be disqualified from drawing a State pension if their income is more than R29,50 a month.

This means, according to the Black Sash, that, if a member of a private scheme is drawing more

than R29,50 a month but less than the State pension rate of R49 a month, the member is in a worse-off position than he would be if he did not belong to a private scheme at all.

The Black Sash points out that, while its warning is not intended as a criticism of private companies and organisations which run pension funds, it is concerned about "contributors who, by reason of the age at which they join or the amount they contribute, would, on retirement, receive less than the present State pension of R49 a month".

"A black person whose income is more than R29,50 a month is completely disqualified from receiving

any pension from the State because this sum is the cut-off point in the present means test," the statement said.

The statement appeals to employers who have bought or intend buying schemes for their domestic servants to check carefully the implications of the scheme, because "in some instances the only beneficiary is the company selling the scheme".

■ ■ ■

In Durban the supervisor of the Black Sash advice office, Jillian Nicholson, said it was "amiss that some companies had not made themselves familiar with Government policy".

Companies which run private schemes have responded, however, by saying that the information they had received regarding State pensions was incorrect, and pointed out that their schemes offered benefits not included in State pensions.

According to Carol Ditz, who runs the domestic pension fund in Durban, members of the fund were covered for death and disability even before retirement age.

"We are aware that many old-age pensions are inadequate because pension provision has not commenced until relatively close to retirement.

"If the resulting pension

is small, then we believe this is not a criticism of pension schemes but due to the fact that the provision for old age has not commenced early enough," she said.

Taking into account increases in State pensions, it was difficult to determine whether members of the domestic pension fund ran the risk of losing State pensions.

"Because it is difficult to determine a member's future circumstances, we feel it is not our duty to warn them about the possibility of losing State pensions. However, if they do ask about State pensions we will than tell them of the risk," she said.

■ ■ ■

Brian Short, general manager of the Natal Building Society, which runs a domestic workers retirement plan, said the possibility of contributors losing out on State pensions had been investigated before the NBS launched its scheme.

"According to our research, a member's State pension would not be affected. It seems now that our information was not entirely correct, and we will be looking into the matter.

"As far as we are concerned our scheme still stands. We will inform contributors who may be affected of the risk of losing State pensions."

Mr Short said he supported the Black Sash warning, and considered the State means test of R29,50 to be the pitfall which might prevent some domestic workers from receiving State pensions.

*Added in Durban*  
*Rate of pension*  
*Deficit R of payments*  
*economic of firm & stock*  
*banking*  
*group of economic*  
*leaving by doing*  
*to make model*  
*to employment*  
*to new*  
*to broad based economy*  
*eg.*  
*Indian bank & 11/6*  
*Richard & Co*  
*long*



# Workers clinch big deal

THE Commercial, Catering and Allied Workers Union (CCAWU) of South Africa's membership has increased from 10 000 to 30 000 in the past year — indicating that the union is growing from strength to strength.

According to the union's secretary Mrs Emma Mashinini, recognition agreements signed by the union and managements in recent weeks also testify to this fact.

Ccawusa has signed the agreement was a ma-

recognition agreements with Woolworths and OK Bazaars, the most significant being the one at Ok Bazaars where a generous maternity leave agreement was concluded between the union and management this month.

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus guaranteeing them a job when they return.

Mrs Mashinini said the agreement was a ma-

major breakthrough in that women would no longer lose their jobs and other benefits after giving birth.

The agreement also states that women will not be given "tough tasks" or jobs that will be a "danger to their lives" while they are pregnant.

The union has recognition agreements with Edgars and Allied Publishing and is due to conclude other agreements at CNA, Checkers, Makro, 3M SA and

Gallo.

"We hope we shall be recognised at these companies so that we can represent our workers fully," Mrs Mashinini said.

A significant feature of industrial relations in South Africa's retail trade has been the number of labour unrests which hit companies such as Woolworth and OK Bazaar last year.

Mrs Mashinini said that workers' willingness to fight for their rights has played a vital role.



# Judge slams Act over 'idle' woman

29/6/82 355A 2706 289 277

*Mercury*  
Pietermaritzburg  
Bureau

AN ORDER declaring a 32-year-old woman to be an 'idle person' and consigning her to a suspended term of one year's labour was set aside by a Full Bench of the Supreme Court in Pietermaritzburg yesterday.

Mrs Beauty Duma was arrested and brought before a commissioner in Port Shepstone who declared her to be an idle person in terms of Section 29 of the Black Consolidation Act.

The order had the effect of consigning her to a term of one year's labour at a place to be determined by the Prisons Department.

## Case

The term of labour was suspended on the condition that she took up registered employment in the Sea Park or South Coast areas within 30 days for a period of 12 months or she left the area for a period of three years.

When the case reached the Supreme Court on automatic review the judge responsible for the review referred it to a Full Bench for a decision.

The Legal Resources Centre in Durban was asked to appear for Mrs Duma and the Attorney-General asked to appear for the state.

Mr Chris Nicholson appeared for Mrs Duma and Mr M Imber SC for the State.

## Support

In his judgment Mr Justice Didcott said he agreed with what had been said in argument that Mrs Duma was one of 'life's casualties'.

Her husband was dead and she had not any relatives. She had two children to support and lived in a shanty in the bush.

She had taken work as a domestic servant with holidaymakers whenever she could and sold fruit and vegetables in between.

The judge said the commissioner had shown all the sympathy he could within the bounds of the legislation.

'The provisions of Section 29 left him with no choice but to brand her an idle person.'

## Distaste

'A number of Supreme Court decisions have called Section 29 drastic in its effect. One only has to read this to feel this.'

'Its harshness is foreign to the idea cherished by lawyers everywhere that the law's business is first and foremost to protect the liberties of the individual and the safety of the public rests largely on the law's success in doing so.'

'There is little our Courts can do about legislation of this kind. They can make their distaste for it known for what that may be worth.'

'It is not a great deal. Parliament seldom takes notice once some policy it considers important is involved.'

The Judge said what he had to decide was whether Mrs Duma was an idle person in the ordinary and true sense of the word.

'I am quiet satisfied she is not. Idle means lazy, indolent, a shirker, a slacker and one not eager to obtain work.'

'Her lack of employment was not what she had chosen. Throughout she strove for better. She did her best...'

The Judge ordered that the order declaring her an idle person be set aside and the consequent order consigning her to a year's prison labour also be set aside.



# Update on SA maternity leave

ARGUS 20/6/83 355 A

From JEAN HEY

JOHANNESBURG. — Nearly all Western countries except South Africa have legislation entitling pregnant women to maternity leave.

In France, for example, either parent is entitled to two years' maternity leave and the mother is allowed one hour a day to breastfeed until the baby's first birthday.

Yet in South Africa the new mother takes maternity leave at her own risk. She has no legal guarantee of her job back, and with the high rate of unemployment she may not find another job at all.

Because there is no State policy on maternity leave, trade unions have had to use their clout to establish maternity agreements between employee and employer.

The Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) — a retail trade union with about 30 000 members, more than half of whom are women — believes it is on the verge of clinching with OK Bazaars the most progressive maternity leave agreement in South Africa.

This agreement, said a CCAWUSA organiser, would probably set a precedent for companies and trade unions throughout South Africa.

The most important feature of the agreement is that it would allow the worker one year of almost unconditional maternity leave.

After that time the worker would be guaranteed her job back — or one of similar status.

Negotiating this clause has not been easy. "There may be organisational problems in trying to accommodate the worker who returns after a year's maternity leave," said the industrial relations controller for OK Bazaars, Mr Keith Hartshorne.

"In some cases the company may have to make a place for her when there are in fact no vacancies."

Under this proposed agreement the company says pregnant women should not be given tasks that may endanger their health, such as heavy manual labour.

"Some companies other than OK Bazaars consider heavily pregnant women to be unsightly."

"In the past some of them have moved these women from the shop floor to the warehouse where they are less visible. Often this means heavier work in unhealthy conditions," said the CCAWUSA organiser.

The working woman who wants to look after her child during its first couple of months can claim from the Unemployment Insurance Fund (UIF).

## QUALIFY

But to qualify for the maximum of six months' insurance — which amounts to 45 percent of her salary — she must have contributed to the UIF for a minimum of three years.

She can also claim insurance for only four months before the birth of the baby and two months afterwards.

"Most women do not realise they can claim the insurance only during these months."

"Instead they resign in the seventh or eighth month of pregnancy, intending to draw unemployment insurance for the next six months, only to find they do not qualify," the CCAWUSA organiser said.

But UIF, of course, does not guarantee the woman her job back.

Women throughout South Africa will no doubt watch with interest to see if CCAWUSA manages to negotiate a progressive maternity leave agreement that will put us in line with other Western countries.



# Key advance for OK's working mums

By STEVEN FRIEDMAN  
Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Ccawusa) has been recognised by OK Bazaars — and the two sides have also signed a ground-breaking maternity agreement believed to be the most generous yet negotiated by an emerging union.

The maternity agreement has been described as a key advance for working women's rights.

The signing of the OK agreement gives Ccawusa, which is also recognised by Woolworths and Edgars, a further important bargaining foothold in the major chainstores.

A key feature of the maternity agree-

ment is that it applies to all OK women employees of all races. This means, according to Ccawusa general secretary Mrs Emma Mashinini, that a union representing black workers has managed to win a major advance from which white workers will benefit.

"The days when we relied on the crumbs from negotiations between white managements and white unions are over," Mrs Mashinini said.

Mrs Mashinini said that three agreements between the union and OK, covering recognition, maternity and time off, were signed on Friday.

The recognition agreement gives the union wage bargaining rights, a re-trenchment procedure, access to company premises and allows for the recognition of Ccawusa shop stewards.

It applies to any store where the union

has majority membership.

But Mrs Mashinini described the maternity agreement as "by far the most important of the three".

This applies to any worker who falls pregnant three months after beginning work at OK or thereafter.

Workers will be entitled to up to a year's maternity leave and will be guaranteed a job when they return.

In many companies, workers who leave to have a baby must resign and are not guaranteed re-employment.

Mrs Mashinini said workers on maternity leave would still be entitled to OK staff discounts, some medical aid facilities, and pension rights.

On their return, these workers would benefit from any pay increases negotiated or awarded for their jobs.



# Ccawusa gains in stature

BLACK shopworkers' union Ccawusa is establishing itself as a permanent fixture on the bargaining landscape.

It has now been granted recognition at Edgars, OK Bazaars and Woolworths. Further agreements with other major stores and with companies in other areas of commerce may be due soon.

The OK agreement is the union's most significant thus far, including as it does a maternity agreement which is a major advance for working women's rights.

At a time when most companies still insist women resign from their jobs to have children, the agreement allows up to a year's maternity leave and other benefits for women who leave to have babies.

These agreements are a sign not only of Ccawusa's growing presence in the trade, but of the willingness of big employers to reach an accommodation with it.

The maternity agreement raises one other issue: white women will benefit from this advance, which was negotiated by a black union.

This confirms a trend which has been noticeable for some time. Mainly black unions are raising issues that established unions have generally ignored.

In some cases these affect black workers only but in key areas — like retrenchment — they are of direct concern to some white workers too.

In these areas, black unions are setting an agenda from which white workers also stand to benefit.

## Labour



## Week

By STEPHEN  
FRIEDMAN



# Joint tax dries up all enthusiasm for work

**I SAY!**

Candid comment  
by Sue Grant



*[Handwritten signature]*

*355A*

*Star 30/6/83*

The response to the column I wrote a couple of weeks ago about the adverse effect the system of joint taxation of married working couples is having on productivity, has been one of the most overwhelming I have had in my 15 years in journalism.

Letters have flooded in, from men and women and, with a couple of exceptions, they have criticised the Minister of Finance for his taxation policy.

The main response has been one of anger and a sense of helplessness.

The rising cost of living added to inflation has resulted in more women working. They are earning, due to inflationary wages, more than they have ever done before.

But their earnings, added to that of their husbands, have put thousands of couples who regard themselves as middle-income earners into the supertax bracket.

It seems from the letters pouring in, that many of these couples are caught in a vicious circle.

They say they have realised it is not really worth their while financially to have two incomes. Many of the women want to stop working outside the home, not only because their husbands insist on it to prevent paying supertax, but because they say they are tired of working for the Receiver of Revenue and not for themselves.

Now they have a backlog of tax owing the Receiver which they are working to pay off. They say they

don't know how they will get off the treadmill of earning enough to pay him without building up another tax backlog.

They say the financial return on their work is not attractive enough to overcome their guilt feelings of leaving their children to be looked after and brought up by other people.

The letters have come from people right across the social and economic spectrum, from artisans, part-time secretaries, medical doctors, university graduates, teachers, nurses and engineers.

This supports the contention, made in my column by a tax consultant who is doing research into the present system, that joint taxation is not just hurting those in the upper income brackets, but the majority of working couples.

A woman with two post-graduate degrees and nine years' experience in one of the engineering fields, wrote that she is seriously considering giving up work and staying at home. Yet a developing country like this desperately needs expertise in fields such as engineering.

A woman wrote saying she and her fiancé "live in sin". She's religious and finds the experience traumatic.

Another told of a book she recently had published which has "sadly turned out to be a good seller. I had another book in mind, but not at this rate of pay".

Someone who doesn't want his

name published says he hopes the Government doesn't change the present system, as he got divorced on account of it, and now the Receiver as far as he's concerned instead of taking money from him and his "wife" is paying for an annual overseas trip for them.

I have one case history after the other about how much tax couples are paying to the Receiver. The average amount according to these letters, seems to be R3 000 a year over and above their PAYE (which in many cases they have adjusted anyway so they are paying in more than the tax tables require).

The one dissenting letter came from a chap who said that as his approach "comes from the other side of the coin, I do not expect my letter to be published".

He says the extra tax he pays, R2 913 annually, is offset by the pleasure his wife gets out of working, and that the extra net after-tax-income outweighs the cost of joint taxation.

"Most people may be creating a storm in a teacup," he said.

It sounds to me as if some people feel they are drowning in those teacups. Others aren't prepared to brave the storm and are depriving the country of their skills, many of which have been attained at taxpayers' expense.

That seems to me to be a fairly stormy situation.

## Readers slam joint taxation

The letters published here have been abbreviated. There are many which we are unable to publish because of lack of space. See Page 9 of the Metro section for more letters.

Last year, 1982/1983, we were shocked to find that we had to pay the Receiver almost R1 000. This year we find that we will have to pay in an additional R3 000 in spite of having a large chunk of our income taken in the first place.

We have requested our compan-





year we find that we will have to pay in an additional R3 000 in spite of having a large chunk of our income taken in the first place.

We have requested our companies to deduct an extra R175 from my salary and an extra R100 from my husband's salary.

This makes us another R275 short each month — and paying approximately R600 in tax per month in total — on top of which we are paying off the R1 000 from 1982.

Why should we get divorced after eight happy years of marriage? Why should I change my job and work for less?

Helen Adendorff

Yeoville

We have both had increases to try to offset inflation. This means we will now be paying over R4 000 on our next assessment.

My wife and I have discussed divorce, but as we have been married for 25 years we decided against this.

We have to decide who makes the sacrifice of giving up a productive job for a lower-paid one to prevent giving 50 percent of our earnings to the Government.

A H

Benoni

Your column about joint tax deserves only one answer — that South African women deserve everything they receive from the ALL-MALE Government.

Women hold almost three-quarters of the vote in any election.

Women handle finance in any family to a greater or lesser degree. There should be a woman Deputy Minister of Finance who can legislate separate taxation.

It is beyond understanding how women expect rights from the Government when they are too cowardly to stand for election and fight for justice in Parliament.

Sue Grant, you have a golden opportunity to correct this state of affairs in your column. Wake up our women to use their voting power for the benefit of all...

Another Botha

Primrose

My husband and I are an average couple earning an average salary with an average-sized family of two children.

In order not to "pay in" after each tax year, my husband requests that his employers deduct income tax as if he were a single person.

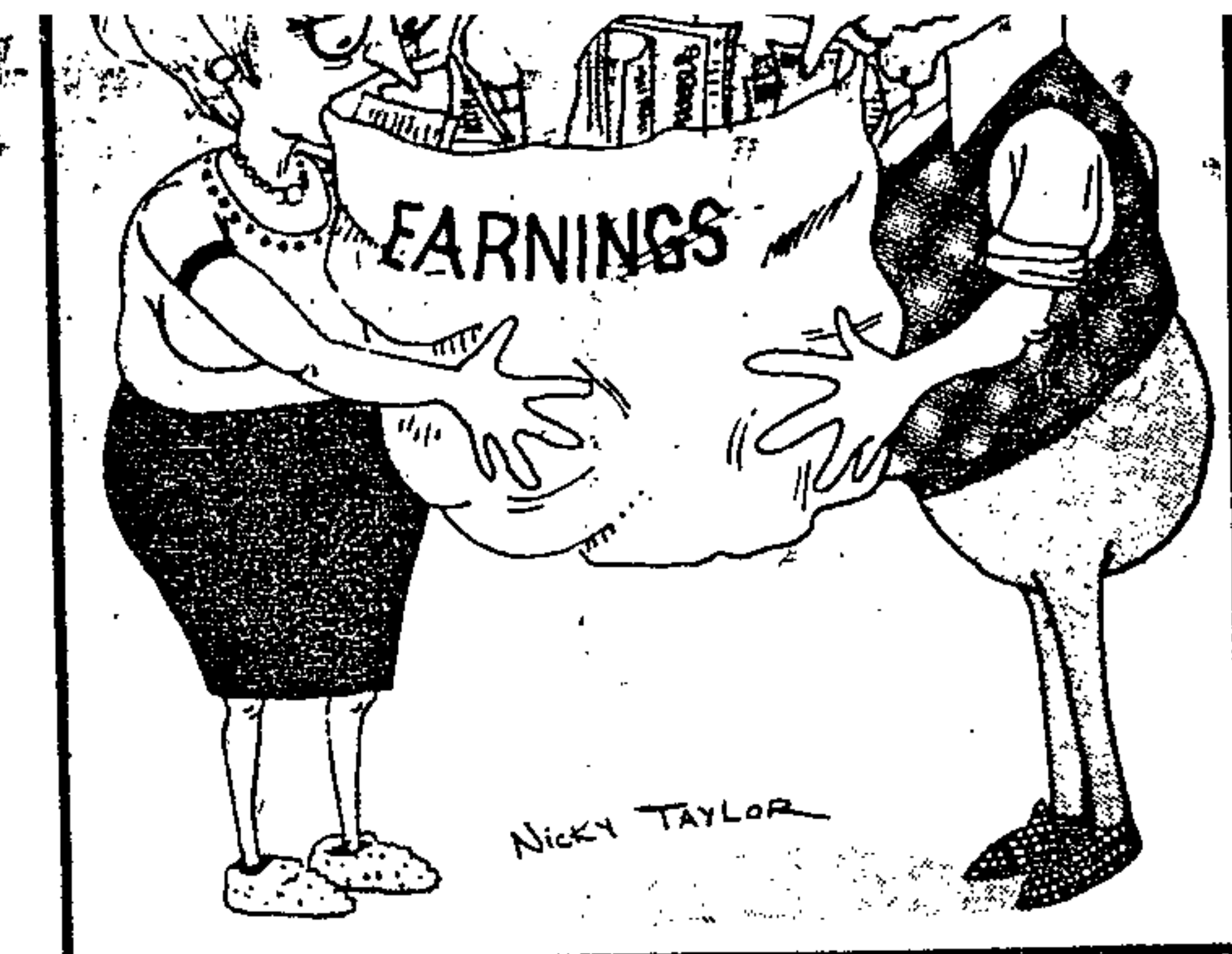
So much for allowances for wife and children...

Wake up, Receiver of Revenue — your system is antiquated and very unfair.

L Bougault

Alberton

Since it is the progressive nature of the present tax system which contributes most to the levels of dissatisfaction, can we not concentrate on that aspect and form a lobby for tax reform which en-



compasses more than the plight of the skilled married woman?

In this way we could replace some of the emotion (for which we are frequently criticised) surrounding this debate, with sound business sense.

If we had a uniform tax rate:

- Every wage earner liable would have PAYE deducted at source.
- There would be no need for annual returns; deductions and rebates could be scrapped.
- The question of a fringe benefits tax could fall away since there would be less incentive to find rewards other than remuneration which could carry as high as a 50 percent marginal tax rate.
- Married women would not be penalised by having their incomes classified as additional earnings in the hands of their husbands, attracting progressively more punitive tax payments.
- Manpower requirements in the Receivers' offices throughout the country would be reduced, releasing the existing staff for the arduous task of checking corporate tax accounts or for re-employment in other undermanned government departments.

Lilian Boyle

Johannesburg

Until recently I was a professional design engineer and my wife a manageress in a firm dealing in sophisticated equipment.

In 1970 I paid 10½ percent tax as a bachelor, now in joint taxation far over 40 percent, reaching 50 percent.

I liked my work but as it was easiest for me, I have stopped. I still do the odd job here and there to keep me busy, ensuring, however, that I do not earn too much.

The days I am home I paint and garden, rather like semi-retirement.

This all as a result of joint taxation — I cannot afford to take on a full-time job.

In my opinion anything over 30 percent tax kills incentive.

A J

Germiston

I have decided that, because of tax, it is no longer practical for me to carry on earning such a high salary.

I gave up my senior secretarial position and now work in a temporary capacity as a copy typist.

My salary has now decreased considerably and so has my interest in my work. But if I become a private secretary again, it will mean going back into the taxman's slaughterhouse.

Y Gentz

Berea

The loss to the fiscus if separate taxation was introduced is a fiction.

Every year the Government adjusts tax rates of all sorts to balance the Budget to the extent it deems prudent.

If an adjustment is necessary to compensate for separate taxation, the Government has sufficient talent to arrange it in the most politically advantageous way.

"Anti-technicalities"

Edenvale

In 1981 I decided to work as a temporary secretary. I worked for only eight months of the year and paid 10 percent of my salary in tax.

My earnings worked out to R652 a month.

In 1982 I worked mornings only as a legal secretary at R690. During that year we received a bill of R1 200 from the tax office.

So for eight months I paid over half my salary in tax and just managed to scrape through on what was left.

I quit my job as soon as I paid the tax bill and stay firmly at home.

I now have a job that does not employ my skills but pays me about R50 a week tax free for a few hours a week, and I am better off under such a system.

Thank you for taking up such an important issue. Every little dig at the tax system helps.

L Steenkamp

Randburg

Stal  
30/6/83

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three delegates left Geneva a week ago and Lewis — the men's final berth — the lander to reach

agreed with one doctor, one nurse and Lewis — the men's final berth — the lander to reach

three delegates left Geneva a week ago and Lewis — the men's final berth — the lander to reach

agreed with one doctor, one nurse and Lewis — the men's final berth — the lander to reach

## Bloody minded

Is the film viewing public ready for large-scale cannibalism on the screen? Paramount Studios thought not, but MGM disagreed. So director Tony Scott got his crack at making "The Hunger", starring Catherine Deneuve, David Bowie ... and lots of blood.

● Tonight!, Page 24.

## Chips down

It's the first-ever family "talking" car .... The Austin Metro was Leyland's key to survival. Now the Maestro, a micro-chip-controlled wonder car which cost R360 million to develop, is the company's key to success.

● Today!, Page 12.

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TEL: 633 9111

# Plea to Horwood: Abolish joint tax system for couples

By Sue Grant

Progressive income tax scales combined with inflation are hurting many average-income husbands and wives into the super-tax bracket at a rate that is both alarming and infuriating them.

It has been estimated that 1.3 million South Africans feel the negative effects of joint tax.

Last night an appeal was made to the Minister of Finance, Mr Owen Horwood, to abolish joint taxation of married couples because it contributed less than one percent of the total tax revenue received.

Mr Ron Miller (NRP, Durban North) said the advantages of such a move far outweighed the disadvantages.

He said that only R120 million was contributed to the State's coffers through joint taxation which was "paltry" compared to the 1983/4 tax revenue estimates of R5 300 million annually in direct tax, and R3 950 million in indirect tax.

In the past, critics of the system of joint taxation of working couples were told it affected only those who earned more than R12 000 annually.

Today the average couple working in the PWV triangle earns much more than that, and the extra tax is making many women reconsider working outside their homes.

This year the Minister of Finance did not adjust the R1 600 allowed in tax-free earnings to working wives. Many couples are now paying off last year's tax bill and are worried about next year's.

The Government has told the Standing Commission on Taxation Policy to look again at the vexed system of joint taxation, and the item is on its August agenda. But this does not mean there is any change envisaged.

### WORLDWIDE PROBLEM

A top official in the Finance Department said: "It is a problem not only in our country but anywhere in the world. There really is no immediately apparent solution."

It is known the department does not like the present situation, but it says it has to maintain it to bring in a certain amount of revenue.

● See Page 7 of the World section.

## Tale of graft shocks

The Star Bureau  
HARARE — A catalogue of corruption, graft and misuse of council funds by the sacked Mayor of Gweru, Mr Patrick Kombayi, was outlined in the Zimbabwe Parliament yesterday.

A hushed House heard from the Minister of Local Government, Mr Enos Chikowore, how the ex-mayor had established his own corps of "Amazons" — a group of leaders of women's clubs paid from council funds who supported him in demonstrations — and a special police force of former combatants who came under his direct control.

Blatant excesses had included purchase without authority R60 000 limousine and four chains for himself, the deputy and their wives at a cost of R48 000.

The Minister said that while Kombayi was in office the allowance for spending on civic functions rose from R675 a year to more than R12 000.

Council contracts had been awarded to a building company which had set up against the advice of officials and his own hotel had supplied liquor for the mayor's parlour at inflated prices which cost the council

LONDON — A toothless Scottish grandmother has just won a resounding victory against the fluoridation of water to protect teeth. After a 204-day legal battle which Granny McCall (69) fought on legal aid, a Scottish judge ruled that the tooth-hardening chemical must not be added to the Scottish water supply.

## Granny puts fluoride to flight

The Star Bureau  
tells policeman  
30/6/83



# 'Idle' woman ruling hailed

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Mercury

**Mercury Reporter**

THE Government is under renewed pressure to scrap Section 29 of the Black Consolidation Act, which empowers commissioners to banish people to prison farms on the grounds that they are 'idle and undesirable'.

The mounting public pressure follows a judgment in the Supreme Court in Pietermaritzburg this week which is likely to affect thousands of urban blacks throughout the country.

A spokesman for the Legal Resources Centre in Durban yesterday confirmed that about 5 000 people were charged under this Section of the Act in Durban last year and described the Pietermaritzburg ruling as a 'landmark judgment'.

The judgment, handed down by the Full Bench of the Court, set aside an order declaring a 32-year-old woman to be an 'idle person' and consigning her to a suspended term of one year's labour.

## Step

It arose from the case of a part-time domestic worker, Mrs Beauty Duma, who was sentenced to a term on a prison farm after she was arrested and brought before a commissioner in Port Shepstone who declared her to be an idle person in terms of Section 29 of the Act.

Mr Peter Gastrow, PFP MP for Durban Central and secretary of the PFP's justice group, said Section 29 of the Act ought to be scrapped and it appeared that the Government had already taken the first step towards such a move.

He said the Black Communities Development Bill, tabled in Parliament last year and referred to the Select Committee on Constitution, specifically repealed Section 29.

## Foreigners

'Although the committee has not as yet reported I assume that the Bill as amended will still provide for the repeal of Section 29,' he said.

Supporting calls for the immediate repeal of the Section, Mr Paddy Kearney, of Diakonia, said such legislation made blacks foreigners in the country of their birth and where they had lived all their lives.

'When people are desperate for employment and struggling to survive it is despicable that they can be declared "idle and undesirable" and sent back to the homelands.

'We should rather spend all the money wasted on cases of this kind by creating employment opportunities for people,' he said.

Hailing the Pietermaritzburg judgment, Mrs Jillian Nicholson, of the Black Sash in Durban, said they were delighted with the ruling because the relevant Section of the Act affected hundreds of people.

'The State has been using Section 29 as a method of influx control. The Black Sash monitors the Commissioners Courts and we see the devastating effect of Section 29 on the public.

'In the past we have been particularly concerned with these people who have been ordered to return to their townships in terms of Section 29 and not to look for work in the prescribed area.

'The irony of this is it is forcing people into a state of idleness because no work is available in the townships and they are prevented from looking for work in the city,' she added.

## Test

A legal expert said every decision by the Full Court was binding, as long as it stood, on all inferior courts in Natal, on a single judge and obviously on commissioners' courts.

He said what was binding was the particular test applied to the ordinary meaning of the word rather than the highly artificial definition of idleness as laid down by Section 29 of the Act.

He said the Act's definition laid down the guidelines for the arrest of a person: 'It kicks the ball into play, but it is not the final whistle.'

Judgments given in Natal were only binding on the province but could have persuasive power elsewhere. He said that in passing down judgment on Mrs Duma, the Court had followed a decision made in the Eastern Cape.

He said only an Appellate Division decision was binding nationwide.



# Maternity benefits

## Union wages war for working women — and wins



• Emma Mashinini.

A historic agreement concerning maternity benefits for women was reached between the Commercial, Catering and Allied Workers Union of South Africa (Cca-wusa) and OK Bazaars last month.

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus safeguarding their jobs when they return.

Cca-wusa, which has a large female membership in department stores and other retail establishments, found that pregnant women suffered particularly from discrimination in the work place.

Problems and hardships experienced by the union's members, were, among others, that pregnant women usually lost their jobs. They were unlikely to get back the same job or even a job in the same company.

If they were re-employed, they usually suffered a drop in salary or position. Their absence while they had children was treated as broken service, and they received no wage increase that usually goes with length of service.

When allocating work, management did not consider the physical needs of a pregnant woman. Even women in advanced stages of pregnancy were often moved off the shop floor and into less visible positions

like warehouses which usually require heavier work in unhealthy conditions.

The Shops and Offices Act states that shops have seats available for workers to sit at 'reasonable intervals'. This regulation is seldom adhered to, and even when pregnant, workers are seldom given jobs with seats.

Women also had problems claiming maternity benefits. Pregnant women need to go for check-ups at clinics and managements often do not recognise this need, nor do

By  
**ZODWA MSHIBE**

they count days taken off as sick leave. Women cannot take time off to attend to their children, and no thought was given to breast feeding.

The union's secretary, Emma Mashinini said the agreement was a major breakthrough in that women would no longer lose their jobs and other benefits after giving birth.

The agreement also states that women will not be given 'tough tasks or jobs that will be a 'danger to their lives' during pregnancy.

"Hats off to Cca-wusa," said SACC's Sophie Mazibuko.

"I hope people will realise how effective it is to belong to a union and we hope for better things to come," she added.

Sheena Duncan of the Black Sash said that this was an enlightened ap-

proach which would benefit not only black women.

A female journalist said she was thankful to be part of a generation that realised the worth and power of unions.

"Unions are doing wonders. Who would have thought that labourers would be considered, where professionals failed. People should support unions for they will give us a brighter and better working atmosphere. It is time we made employers aware of our economic power and rights and showed them that by granting us those rights, they are not doing us a favour," she said.

A community worker with the Domestic Workers and Employment Project (Dwep), Nombulelo Makhubu, applauded the agreement and expressed hopes for the 'forgotten masses' — domestic workers — who have no benefits at all.



**'Idle' woman can't  
merely  
be  
found**  
11/7/83

Mercury Reporter

A PORT Shepstone woman, who had an order declaring her 'idle' or undesirable set aside by the Full Bench of the Supreme Court, Pietermaritzburg, has since disappeared from her tiny homestead in a remote location near the South Coast town.

According to Mrs A Bhegwani, wife of the induna of the location — situated on a picturesque hillside to the west of Port Shepstone — Mrs Beauty Duma had given up her battle to continue working as a domestic at Sea Park, near the town.

She worked part-time for visitors to Port Shepstone.

Mrs Bhegwani told the Mercury yesterday that Mrs Duma had moved out of the area, dejected by the local Commissioner's Court decision declaring her 'idle' or undesirable.

She was still not aware that the order had been set aside by the Supreme Court after the matter was taken on review by the Legal Resources Centre on her behalf.

**Hut**

According to evidence, she was arrested after she was found staying in the bush in a shelter made from canvas and plastic bags. She was unregistered but had applied for a reference book.

When the Mercury visited her small, grass-roofed hut in the remote countryside where ancient methods of living were still the order of the day, the place was abandoned.

Not many people in the neighbourhood were aware of the circumstances which forced Mrs Duma and her two young sons out of the area.

But some of her friends recalled the hardship the woman encountered after the death of her husband.

'As there are no job opportunities in the location she was forced to go out to town to look for work to provide the bare necessities for her two sons, aged 10 and 12,' said Mrs Mary Isaacs.

Mrs Duma was later arrested and brought before the Black Affairs Commissioner in Port Shepstone who declared her 'idle' in terms of Section 29 of the Black (Urban Areas) Consolidation Act of 1945, and committed her to one year at a work colony, suspended on certain conditions.



# Outlook for blacks 'brighter'

## Mercury Reporter

NOBODY should be found idle or undesirable again if arrested under Section 29 of the Black Consolidation Act following the Supreme Court decision in Pietermaritzburg this week, according to a spokesman for the Legal Resources Centre.

The future 'looks a lot brighter' for urban blacks who could be banished to prison farms if declared 'idle and undesirable' by commissioners in terms of the Act.

The judgment, handed down by a Full Bench of the Court, set aside an or-

der declaring 32-year-old Mrs Beauty Duma to be an 'idle person' and consigning her to a suspended term of one year's labour.

'The legal definition is narrow — without work for 122 days — and is only for the purposes of arrest,' the spokesman said.

## Criminal

Last year 5 000 inquiries were held in Durban under Section 29 of the Act.

'Now they've actually got to show the idleness by the ordinary meaning of the word. It should be a very strict test,' he explained.

The spokesman said cases to date showed that idleness had to lead to crime.

'In order to be found undesirable the commissioner must be satisfied that not only has the person not satisfactorily explained his previous lifestyle, but also that he is likely to lapse into a criminal career again,' he said.

Regarding the possibility of modifying the section of the Act, the spokesman said this would be impossible — unless the section was changed and made 'horribly vicious'.



# 'Black idlers' law to be scrapped

359K (244) (206) (374)  
S. Times 3/7/83

By BRIAN POTTINGER  
ONE of South Africa's most notorious pieces of legislation is to be scrapped.

Clause 29 of the Black Urban Areas Act, which allows for "idle and undesirable" black people to be banished to work colonies for up to two years, has been condemned by the judiciary as "unjust" and branded by opposition groups as one of the worst instruments in the Government's armoury of control measures.

Thousands of black people have been declared either undesirable or idle in the embracing terms of the 60-year-old provision and condemned to labour in work colonies.

## Endorsed

Plans to scrap the provision began last year when the Black Communities Development Bill and the Orderly Movement and Settlement of Black Persons Bill expressly repealed Section 29 in their schedules of redundant legislation.

The Communities Development Bill has this year been the subject of a parliamentary select committee investigation and it can be accepted the proposed dump-

ing of the measure has been endorsed by the committee.

The Bill is due to be presented to Parliament in the short session beginning in early August.

## Welcomed

This week the controversial section suffered another major blow when three judges of the Natal Supreme Court ruled the definition used in applying the section had been incorrect and called for a scrapping of the provision.

Mrs Helen Suzman, the PFP's chief spokesman on black affairs, has welcomed the findings of the Natal Bench and branded the section "an awful piece of legislation".

And the Black Sash's Mrs Sheena Duncan said it was time the section was dumped.

The provisions of the section date back to 1923, and establish a rigid set of criteria whereby a black person can be declared undesirable if he is a drunkard, drug ad-



MRS HELEN SUZMAN  
Welcomed the findings

dict or lives beyond his means.

He can be declared idle if he remains unemployed for a certain period of time or refuses to accept work offers on three separate occasions.

## Slammed

Onus to prove innocence rests on the accused, and if his account to a commissioner is inadequate he can be detained in a number of institutions, including prison farms, or banished from the

area in which he was found.

Conviction results in a person losing the treasured Section 10 rights which ensures their residency in urban areas.

Decisions by the commissioners in terms of the provisions are subject to Supreme Court review, and it is here where some of the strongest criticism of the section has been heard.

In a 1979 judgment, Mr Justice Didcott and Mr Justice Milne of the Natal Bench slammed the provisions of the section after a commissioner had declared an epileptic man "idle".

Mr Justice Didcott in his judgment observed that judges were being called upon to certify that what happened to people in terms of this provision was in accordance with justice.

"The trouble is that it was not. It may have been in accordance with legislation and because what appears in legislation is law, in accordance with that too, but it can hardly be said to have been in accordance with justice.

"Parliament has the power to pass the statutes it likes and there is nothing the court can do about it. The result is law, but that is not always the same as justice.

"The only way that Parliament can ever make legislation just is by making just legislation".

## Incorrect

This week, Mr Justice D L L Shearer, Mr Justice J M Didcott and Mr Justice D B Friedman of the Natal Bench ruled in a review of a declaration of an "idle" person that the definition of "idle" used by the courts was incorrect and they should have used the dictionary definition and not a highly technical one.

Judge Didcott said that no counterpart for the section could be found in any system of jurisprudence "with which we would like ours to be compared".

The milestone Riekert Commission report of 1980 recommended the abolition of the section and advocated the provisions of the Drugs and Dependency Producing Substances Act should be used instead.

A Government White Paper in response to the report gave qualified support to the proposal subject to in-depth investigations by the departments concerned.



# New status for black women is needed now

Government houses have been up for sale from the beginning of this month. The majority of black women however are unable to buy them because they are legal minors despite often being household heads. JEAN HEY reports.

The legal status of black married women, which is presently under investigation by the South African Law Commission, assumes a new sense of urgency in view of this month's Government move to sell houses to blacks.

About 99 percent of married black women are legal minors. Whether they are married under civil law or under tribal law, their husbands have marital power over them and are their legal guardians. Only the few who are married with an ante-nuptial contract are not subject to the marital power.

The Department of Community Development is allowing black women to buy Government houses — but they will not be eligible for building society loans. Building society and Government officials admit this will affect many black families for, in many of them, the woman is the head of the household.

"The Government is sympathetic to the situation and aware of the problems. But it is not easy to find a solution that will satisfy all parties," said Mr Johan Kruger, sales co-ordinator of the housing scheme for the Department of Community Development.

According to the department, only the present occupants of Government houses will be able to buy them.



BLACK HOUSING — will this mother ever be able to buy a house for her family?

To determine the price of the houses the original price of the house has been added to its replacement value and the total halved. This means that old houses in particular will be sold cheaply.

The department is offering special discounts as a further incentive to potential buyers — including one of between 25 and 30 percent for cash.

If the occupant chooses not to buy his house, it can still be rented — but rentals are likely to go up substantially next year, said Mr Kruger.

In the past the United Building Society had allowed some black women to take out housing loans to secure houses under the 99-year leasehold system, said Mr Piet Kruger, the society's assistant general manager.

"But we cannot continue making exceptions because now there will be so many of them," he said. Mr Kruger added that building societies had been

pressing for a long time for the tribal law to be amended because "we consider black women good customers and safe borrowers".

It is even difficult for single black women to get housing loans. Tribal marriages are not registered so there is no way of checking on a black woman's marital status.

Building societies who gave self-declared single women a loan were taking a chance, Mr Kruger said.

Mrs Deborah Mabiletsa, a director of the Urban Foundation, said she believed financial merit alone should decide whether a black woman could buy a house.

"For many years we black women have asked to be recognised as legal adults. Many of us are heads of households and, in certain cases, the sole breadwinners. Why is our majority not legally recognised when we are acting as adults in every other way?" she asked.



# 21 black ~~SA~~ (355A) women NOM train as 9/7/83 police

By J S MOJAPPELO

Pretoria Bureau

THE first group of black women police trainees in the country began their six-month training at the Hammanskraal Police Training College, near Pretoria, yesterday.

Brigadier Duveen Botha, senior deputy commissioner of the South African Police (Women Division), told a group of Pressmen the 21 trainees were from all parts of the country.

Lieutenant Christa Stoman, formerly with the Pretoria West Training College, will be in charge of the training of the first group.

Brig Botha said the unmarried trainees, whose average age was 22 years, were selected from countrywide applications.

"During the training, which is exhausting, we cannot train pregnant women for instance," Brig Botha said.

After completion of more accommodation for women trainees, it was intended to train a maximum of 432 women each year, Brig Botha said.

The admission qualification for the trainees, she added, was a matriculation pass.

The Press was shown the sleeping quarters of the new intake and allowed to interview the trainees.

Miss Lucia Mashoeng, 22, a former teacher at the Bothaville Senior Secondary School in Kroonstad, said she decided to become a policewoman after she heard of the recruiting drive from an uncle who is a policeman.

"I joined because I want to maintain law and order in society — I was lucky to be among those selected for the training programme," Miss Mashoeng said.

Miss Mashoeng was working temporarily as a shop assistant when she was called for an interview by Brig Botha in Welkom.



# 80-year-old still works hard for 6 days a week

*S. Post 9/12/83*

By LINDA GALLOWAY

IF you called in at Mrs Nancy Mke's smart little home in New Brighton you might easily be tempted to think Port Elizabeth's domestic workers have got nothing to complain about.

In the corner stands the colour TV set, on the opposite wall a gleaming fridge. By her bedside, a telephone.

But if you look at Mrs Mke you will know how they got to be there.

Mrs Mke is 80 years old and she never stops working.

"If I stopped working I think I would die," she says.

For five days a week and on Sundays she is out charring around the white suburbs.

Two of the homes where she works are in Newton Park. But she only takes a bus to Harrower Road and then she walks the rest of the way — uphill — because her money doesn't run to a second bus ticket.

Another home is in Mount Croix. This time she walks from Main Street, North End.

Other homes are in Walmer, and here she has to take buses all the way.

Mrs Mke is somebody who has made the very best she can out of situations in which she has found herself.

She was born in Kei Road in 1903, and lived on the farm *Thornlyn*, which belonged to a Scottish family, the Kilfoil's, with her two brothers and sister.

She learnt to speak English from the two children she looked after, and somewhere along the way she learnt to speak Afrikaans as well.

"I got all my education from them," she said.

"In those days there was no education for blacks, and no motor cars. It used to take us two days to get to East London by horse and wagon.



**MRS NANCY MKE, 80, of New Brighton, who puts in a full day's work and then goes home to do her own housework.**

"Fridays and Saturdays in Kei Road were great social occasions. There was always a dance on a Friday night and tennis the whole day on Saturday. We came in by wagon, and I slept with the children.

In 1918, at the age of 15, she was sold to her husband, Mr Willy Mke, for eight head of cattle and a horse with a saddle, which in those days was a lot of lobola.

Was she happy?

"In those days you didn't think about that. You just accepted what came and got on with things.

"My husband was a farm worker, but he was sick and couldn't work there anymore, so we came to Port Elizabeth and he worked at the harbour," said Mrs Mke.

"My first job was working for a firm of funeral undertakers in Uitenhage Road, where I stayed for two years, before I started

working for a family in Walmer — whom I still work for, after 40 years.

"I do work slower now than I used to, but I can still do a full day's work," she said.

Mrs Mke has seven children, of which only two live at home, with their families, which brings to seven the number of people she supports in her home, not including the two dogs, Jasper and Dog, and a cat called Pussy.

Two months ago her home was burgled, and every scrap of food was removed from the fridge, and clothing and other valuables from her bedroom.

"They even took the cat's food out of the fridge," she said.

"So I've put burglar bars on the windows."

Mrs Mke is very actively involved in the Church of Christ, where she is superintendent of the ladies' club, which involves looking after all the visitors to the church and visiting sick members of the congregation.

"I go and see them at night, and do their washing and mending, and sometimes cook for them as well."

Services are on Saturdays, and so Saturday is the only day of the week that she doesn't work.

"I work for a family on Sundays as well," she said, "so I'm hardly ever at home."

But when she is at home she still finds time to do her own housework.

"I love my work, and I will not stop until I cannot move any more. I'm happiest when I am at work," she said.

Mrs Mke's memories of the "old days" are a little hazy, but at 80 she is still very active and articulate, with a mind as sharp as a knife.

## Is R100 wage enough for domestic?



# 6 days a week

E. Post 9/7/83

(358A)

1/15/83

By LINDA GALLOWAY

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## Is R100 wage enough for domestic?

AN advertisement this week in the smalls column of a Port Elizabeth newspaper may have caught the eyes of many job-seekers:

*R100 per month awaits thoroughly experienced, efficient, energetic, sleep-in cook, general with contactable references, it read.*

The fact that the cash was dangled at the front of the add like a lure suggested it could be regarded as rich pickings by the applicants. Maybe it could.

What sort of money is being paid to domestic workers in the city these days? Would a thoroughly experienced, efficient, energetic cook/general be able to get by on R100 a month and help bring up a family — and if so, how?

Weekend Post spoke to Mrs Pat Maqina, founder/secretary of the Domestic Workers Association of

South Africa (Dwasa).

"Even if she is a sleep-in cook, she will still have to go home, so R100 a month is less than the minimum wage Dwasa has laid down for domestic workers, unless bus fare is not included," she said.

"We do not believe that a domestic can live on less than R110 a month. She does a very skilled job and should be paid accordingly.

"But even so, some are paid as little as R30 to do a full-time job.

"Dwasa has a domestic workers' contract which can be entered into by employers and domestics, which lays down maximum working hours and wages and also defines the duties of a domestic. Not many employers know about this service, which is beneficial to both parties," she said.

0/15/83

PAGE

4



# ... a black woman tries for peace

355A S. Express 10/7/83

By DEENA SHAPIRO

THE only Sowetan among 20 black women to join the SA Police hopes her job will enable her to fight one of her home township's most prevalent crimes — rape.

Miss Nomasondo Minah Radebe, 22, of Mofolo North, Soweto, said this week women who had been raped did not like reporting it to the police. As a policewoman, one of her most important roles would be to get victims to confide in her.

Murder and theft were also Soweto's biggest crime problems, she said.

Friends disapproved of her joining the police force, but her parents and boyfriend liked the idea, said Miss Radebe, who hopes to be stationed at Protea police headquarters in Soweto.

The women started training at the Police College for blacks at Hammanskraal on Friday. The four race groups are trained at separate SAP colleges.

Black women are the last section of the population to be included in the SAP. Their inclusion is in line with the Government's plan to increase the force from 40 000 to 60 000 in the next 10 years.

White women were accepted into the force in 1972, coloured women in 1981 and Asian women last year.

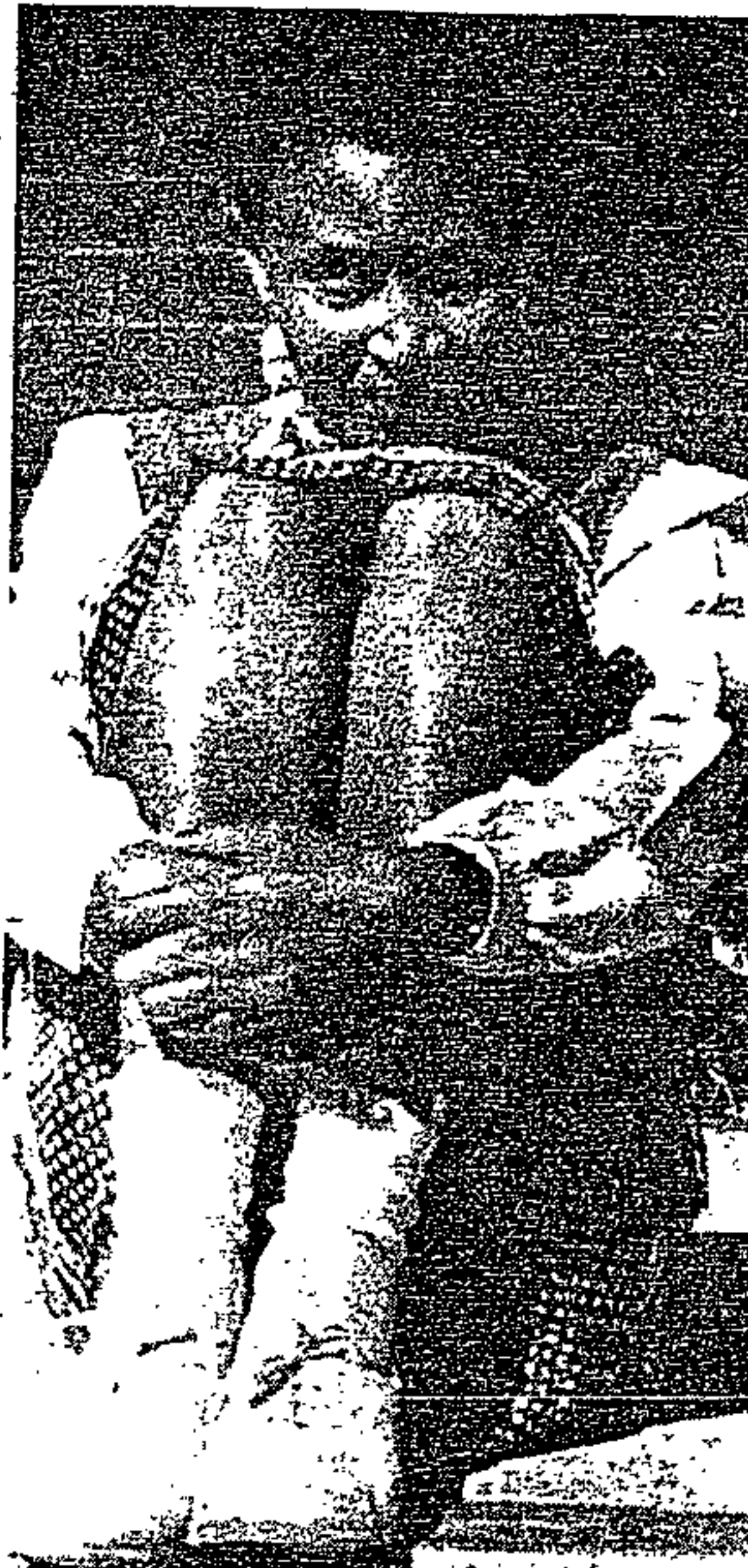
Black women will receive the same salaries and promotional opportunities as whites, said Brigadier Duveen Botha, commander of the SAP Women's Force.

She said 432 black policewomen would eventually be trained annually at Hammanskraal, north of Pretoria — if there were enough applications and enough posts available.

Applicants must be able to speak English or Afrikaans, have passed matric and be single.

Among the subjects they will study during their five-month stay at Hammanskraal are self-defence, first aid and law.

Twenty confident-looking young women this week moved into their quarters, took the oath and met the Press.



● Miss Radebe — the only Sowetan woman to sign up this year.

Although Miss Radebe was not in Soweto at the time of the 1976 riots, it was since then that she wanted to become a policewoman. "I was at school in Bergville, Natal, in 1976 but I heard about the bad things the students did," she said.



**SHOCK REPORT**

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City Pers 10/7/83

Expert No 3, Wits social anthropologist Davis Webster, reviewing the book "Fami-



# THE DEATH OF THE FAMILY

City Press 10/7/83

## Killed by apartheid, say the experts



married and have husbands in cities are struggling as I do. Many are suffering as I do," one unmarried woman told her.

Although there was a decline in the number of women opting for marriage, Government policy towards the urban family and women "does not take any of this into account".

"Government urban policy assumes the existence of families in townships."

She concludes: "The nuclear family does not exist for the majority of people."

Expert No 3, Wits social anthropologist Davis Webster, reviewing the book "Fami-

lies Divided", on migrant labour in Lesotho, by David Murray, says the book shows that women are the final repositories of the accumulative oppression of an unfeeling economic and political structure in Southern Africa.

Expert No 4, Anne Mullins, who interviewed women in the laundry industry says because it cannot be argued the nuclear family unit -- parents and their kids -- is the norm, the word "household" would be a more accurate term than "family".

Estimates of the average size of a "family" in Soweto range from 6 to as high as 29.

"Clearly, this hous-

ing situation is not compatible with the existence of nuclear families."

Half the people she interviewed lived in households headed by women.

The absence of family life was reflected by the fact that grandmothers rather than mothers played a significant role in child care.

While low wages and the migrant labour system put considerable limits on the family ideal for Africans, housing shortages, forms of child care and female-headed households also play a role.

"These are the creations of apartheid society," she says.

women are heads of their households and that male authority was no more than a formality.

It seems, she says, that more and more young women prefer to stay single.

"Girls who are

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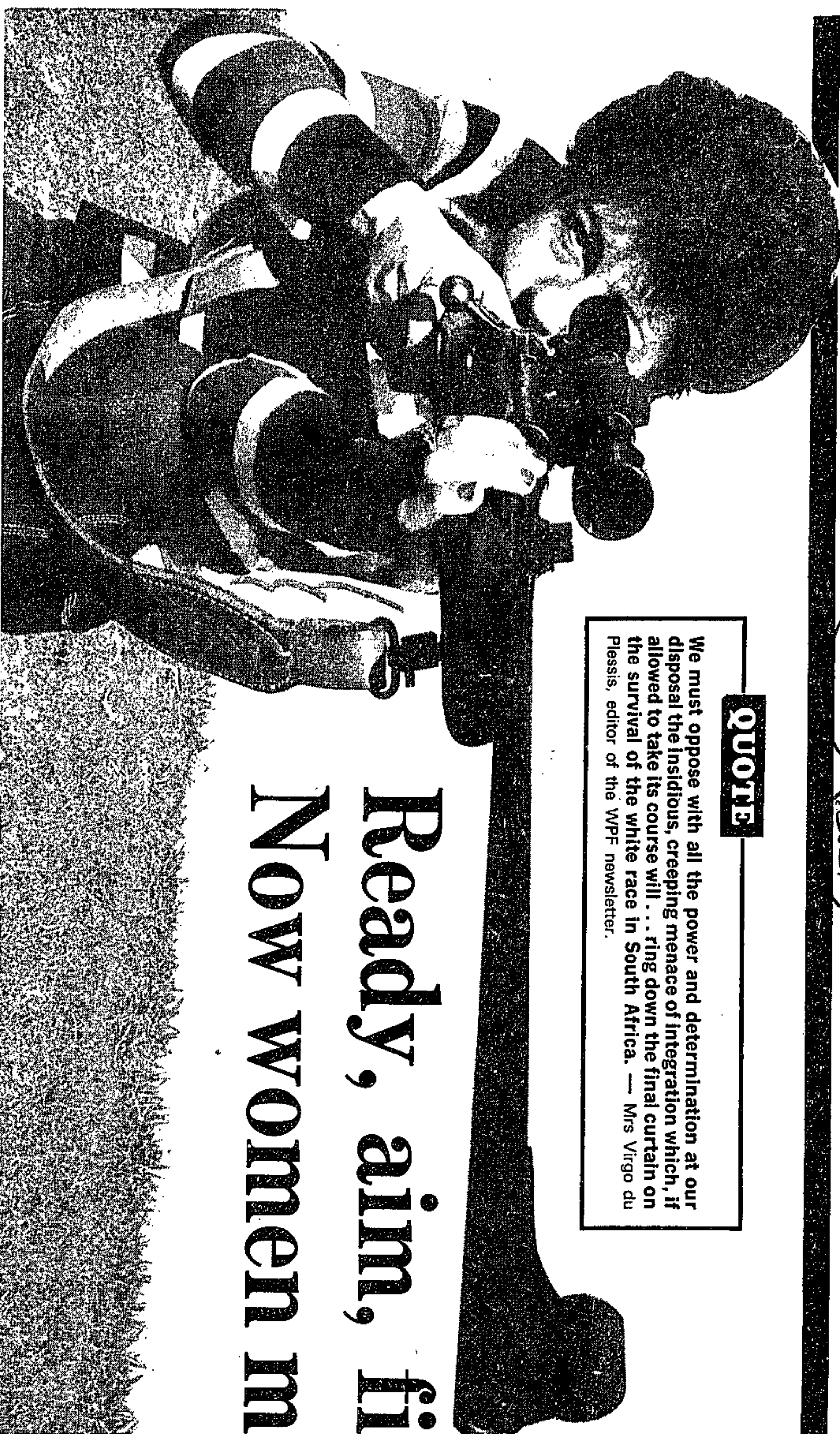
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## QUOTE

We must oppose with all the power and determination at our disposal the insidious, creeping menace of integration which, if allowed to take its course will . . . ring down the final curtain on the survival of the white race in South Africa. — Mrs Virgo du Plessis, editor of the WPF newsletter.

## QUOTE

Whites are the people facing the threat. Every race has the right to form an organisation to defend themselves. — Mrs Van der Walt, WFP founder.



● Mrs Frieda Nienaber, of the WPF's Alberton branch, is ready to protect her family. Here she takes aim with her husband's rifle. Picture: HERBERT MABUZA

**KAPPIE Kommando and Vroue Federasie stand aside — the Women's Preparedness Front is on the march!**

What started as a sensible self-defence demonstration five years ago is now a growing force of lethal women, trained in combat, and spurred by a simple ideology — "the ultimate survival of our people".

The organisation is for whites only, and it says it is non-political, although it urges its members, through its publication 'Front-News' to oppose integration with "all the power and determination" at their disposal.

Editor of the WPF news letter, Mrs Virgo du Plessis, said: "We take no part in politics but we are in keeping it in the races a part. We don't favour

# Ready, aim, fire! Now women move in

BY DANIELA WYSZKOWSKI

stand Viljoen.

A spokesman for the South African Police confirmed that the WPF had also received the blessings of the former Commissioner of Police, General Mike Geldenhuys. "The police and the WPF work closely together," he said.

Mrs du Plessis, editor of 'Front-News', said history proved that racial integration was "not advisable". The great Egyptian, Greek and Roman civilisations owed their downfall to the intermingling of blood.

"Their standard of living, dropped and the civilisation of the white race is being destroyed."

But its aim is the survival of a race too.

"We try and instill a sense of patriotism amongst our members. We wish to survive as a nation. It's the most basic urge in any well adjusted, healthy, living organism," said Mrs du Plessis.

Patriotism was defined as: "Love of country, love of race."

"Our people," she said, "are the people who live in South Africa."

"The organisation is for white women only because we are the threatened group. Blacks are not threatened."

## A fight to 'stay white'

maintains that "the time has come to make a stand in favour of racism".

He is quoted as saying racism means "discerning real and substantial differences between the human races and maybe their subdivisions too, and to act on the basis of that discernment".

Mrs du Plessis goes on to say that many misguided and/or (intentionally) ignorant people and institutions refuse to recognise these facts and even go so far as to make recognition of them as a sin and thing to be ashamed of.

"The anti-racists cannot or will not believe that people want to be different, that the Chinese are not like the Japanese, nor the Russians like the Americans, nor the black man like the white man."



integration — we feel it is not advisable.

On February 16, the organisation celebrated its fifth anniversary, with 200 branches throughout the country, roughly 7 000 members and birthday blessings from Minister of Defence, General Magnus Malan, and Chief of the Defence Force, General Con-

But the main object of the Women's Preparedness Front is physical self-defence.

"Women are the main victims of violence and we must be able to defend ourselves in any situation," she said.

Asked if blacks did not form a large percentage of the women who were violently attacked, Mrs du Plessis said she wasn't sure.

In an editorial, headed Plain Talk, Mrs du Plessis refers to "illuminating" excerpts from a London Daily Mail article by Mr Andrew Alexander. He

"This is particularly true in South Africa where the blacks are being forced (economically and socially) to adjust to the European life-style, whereas they would be far happier human beings living under their traditional tribal system."

And Mrs du Plessis concludes that, "in order to preserve our identity must oppose with all the power and determination at our disposal the insidious, creeping menace of integration which, if allowed to take its course will, as sure as night follows day, ring down the final curtain on the survival of the white race in South Africa."

Johannesburg area leader, Mrs Leone Groenewald, said the majority of women enlisting came from Sandton, Randburg, Illovo, Bryanston, Rosebank and Killarney.

The Sunday Express tracked down the founder member and national chairwoman, Mrs Laurette van der Walt, to Vivo, about 120km north of Pietersburg.

Mrs Van der Walt is on a country-wide fund raising tour, holding discussions with "high-ranking" officials.

"I started the WPF on February 16, 1978 because of the trend of world events. The civilian is dying in the new war and this was proved true in the Pretoria blast."

"Civilians can't defend themselves. They haven't been trained," she said.

Mrs Van der Walt complained that South Africa had the money to train men and soldiers but not women and children.

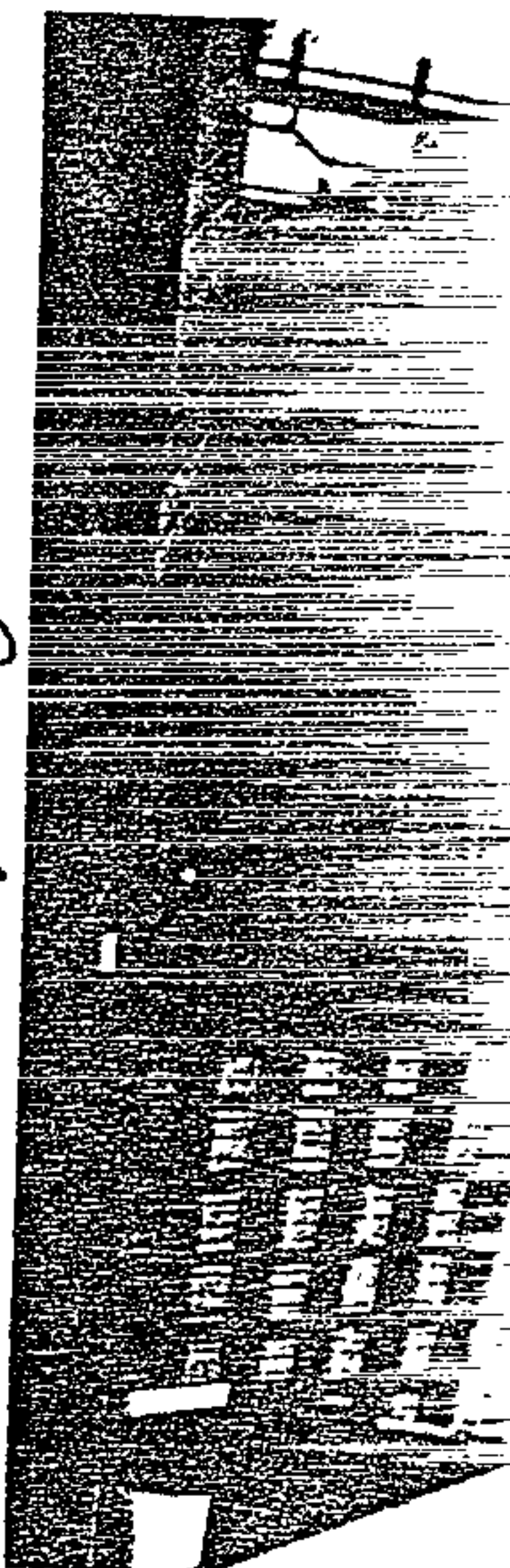
"It's unfair. They have to pay for their training. We can't get any financial support," she said.

Mrs Van der Walt said the course and membership was only open to whites.

"Whites are the people facing the threat, more so than anybody else. Every race has the right to defend themselves."

"It's not racism. We are just doing our thing for ourselves. There's no politics involved."





The new Anglo American building

Mark Devenney... "people who run systems like ShareNet on this basis are depriving software suppliers of revenue."

in the USA According to Montgomery, once the unlike micros are linked, they only require one floppy disk unit between them to load the software onto the Novell's disk.

# Systems Only 1983 Computers vital to Anglo project

From the project computer network in the initial path analysis, a VMEC AMI and a project team of all Anglo American staff at Anglo American's new building at Highbury Road, St. John's, London, have been working with the help of a computer

8100 which enhances the layout of hard copy schedules. Hallett Aluminium reviewed the curtain wall sections of the original design drawings from Hallett City, New York before sending them for

manufacture at its Picturmarshburg plant. The re-drawing was done on an HP 9845 using the Shook CAD CAM system.

Based Furniss, sales development engineer for Hallett's said: "Some of the drawings for interlocking sections of the curtain wall were incorrect and were sent back to the original designer where they were corrected after consultation".

Furniss told Software News that some unusual problems were experienced because of the unusual shape of the building. "The project involved some of the most complicated aluminium sections that Hallett's has ever made", he said.

The admitted that his department is totally

• To Page 2

## SN gets huge response

This is the first edition of SA Software News which will be published monthly by Systems Publishers. The new monthly newspaper has received an overwhelming response to the registration drive and advertising response. It can be seen in this issue that the response is higher than anticipated figures.

Although the registration drive has been aimed mainly at the TOP industry, there is a good indication that it's spreading understandably, common-sense articles.

Other objectives of the publication are to provide a vehicle for recruitment and a reference service through the software listings from Systems Publishers database. In addition Software News will feature a software catalogue section which will provide low cost advertising to software suppliers. The purpose of the catalogue is to ensure that potential software buyers have access to information on both new and established software products.

## The ABC of CPL

**P**ersonnel Placement Division  
From Programming to Personnel Management, Barry Lewis division is the industry's primary place of the right people in the right jobs.

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Tony McKenzie's division specialises in placing highly skilled consultants in temporary, permanent & A permanent jobs.

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Working through branches in the U.K., Ireland, Canada, U.S.A., Australia and New Zealand, Novell's International Division specialises in recruiting and moving top class computer people to companies in S.A.

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## COMPUTER PERSONNEL

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by Dieter Schaefer  
Cashmore  
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Dieter Schaefer... "on a Univac, FCS-EPS can convert its binary into symbolic data files in an IBM-readable format".

# Computers vital to Anglo project

• From Page 1

reliant on its computer software. "We do an average of 130 to 150 drawings a month and we don't have a draughtsman. An ex-typist operates the system".

Anglo American Properties tracks the progress of the overall

project using a system designed by BD Consulting which runs on an Apple II. "The system expedites the overall job control", said Rana Strydom who acts as "expeditor", or chaser, for the project.

Ove Arup & Partners, structural engineering consultants designed the

es in Durban and Cape Town. Marketing director Jacqueline Lauder told Software News that the

concrete structure with standard software developed by Ove Arup in London.

John Abbott project engineer at Ove Arup told Software News: "We take responsibility for the concrete structure, and we share responsibility with the designers for the curtain wall

"Because of the novelty of the curtain wall construction in this country more people have been asked to participate in the checking of the design".

According to Norman Ensor product administrator for Ous elevators, the high speed computerised lift is the first of its kind to be installed in this country. It moves at 4m a second (800ft a minute)

from the UK where it is developed and supported by EPS Consultants, which has offices throughout the world. The system is available on a wide range of micros, minis, and mainframes including the IBM range from the PC upwards. Other versions supported are: Data General, Prime, HP, Burroughs, Wang, Apple, Sirius, Sharp, Superbrain, North Star, and Onix.

"FCS-EPS is written for each machine independently, to bring out the features of that specific machine", explained Lauder

Univac. FCS convert its binary into symbolic data files in an IBM-readable format. The tape can then be read into EPS filebase or "The read and writing variety of external files is possible enhancement", for

World wide the system is organisations models into through networks.



Jacqueline Lauder... secret of computer specialisation".

Fourth Generation application development environments will demand a truly on-line, multi-threaded, high performance relational DBMS as their foundation. ADR's DATACOM/DB meets all these criteria. Additionally, thru DATACOM/DB's unique integration with other ADR products like LIBRARIAN, ROSCOE and VOLLIE, as well as the provision of VSAM Transparency, your investment in existing Third Generation applications is protected.

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## ON-LINE FOR A NEW GENERATION... DATA BASE

## Forthcoming features

Date	Subject	Deadline	Advertising contact
11 July	Legal & Application development	27 June	Heather Willis
8 August	Manufacturing and Production Control	25 July	Heather Willis
12 Sept	User Friendly and Languages	29 August	Heather Willis
10 October	Accounting and Database	26 Sept	Heather Willis
14 Nov	Networking and Communication/Media	31 October	Heather Willis
12 Dec	Payroll and Personnel	28 November	Heather Willis

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# Domestic pensions scheme closes

By RICH MKHONDO

THE Old Mutual Group Pension Plan for domestic workers will be discontinued from October 1 because of lack of support from the public.

An Old Mutual spokesman said the plan was not popular. In its five years of existence, it had attracted only 200 members.

Mr T J Pritchard, the organisation's pension services manager, said yesterday that to make the scheme viable, administrative charges would be needed and this would be too costly for the company.

"This would mean that such a small net contribution of R5 to R10 a month would be available for investment to provide the eventual benefit, and we do not believe this to be in the long interests of the members," he said.

The assistant general manager of Old Mutual, Mr R Munroe, said when they started the scheme five years ago, nobody "in the market place" was offering it.

"Now" building societies with more than 1 000 branches offer better value than

we do," he said.

Mr Munroe said the Old Mutual had decided to give members their money back and suggest to them that they approach building societies if they wished to continue with such pension schemes.

Asked how much pensioners would get if a transferred scheme was a success, Mr Munroe said it would depend on how much was paid a month.

"Obviously with such a small contribution, the pension would also be very little."

The president of Black Sash, Mrs Sheena Duncan, said they were aware of such schemes.

She said that for a pension scheme to be worthwhile, it must pay more than the state pension — which is at present R49 a month.

An employer — who declined to be identified — of a domestic worker said yesterday that the Old Mutual's "moral stance in the matter leaves a great deal to be desired."

"I simply do not understand how they can justify starting a scheme and then arbitrarily drop it".

353A



# Act will protect maid at work

355A 224 171 301  
E. Post 16/7/83

By GARTH KING

INJURIES sustained by your maid or gardener — which are proved to be the result of your negligence — could result in criminal prosecution when the new Machinery and Occupational Safety Act is enforced later this year.

In practical terms, it means employers of domestic help will, for example, have to provide protective footwear for a gardener using an electric lawn mower, ensure the maid has an adequate step ladder when cleaning those high windows and is completely familiar with the use of potentially dangerous devices like washing machines and dishwashers.

Employers will also be legally bound to ensure that such machinery is safe to use and in good working order.

A gardener, for example, could lay a charge under the Act if his employer refuses to provide adequate footwear when he uses the electric lawnmower.

A spokesman for the regional office of the Department of Manpower said the new Act made provision for a range of penalties from a fine not exceeding R1 000 or six months, or both, to a R4 000 fine, or four years imprisonment, or both.

The spokesman said the Act would be put into effect towards the end of the year.

Professor Roux van der Merwe, head of the University of Port Elizabeth's Industrial Relations Department, said this week the Act was designed to protect all employees.

In addition, the Act made provision for the protection of pupils, prisoners and even hospital patients.

A school, for example, could be prosecuted under the Act if a pupil was injured in the science laboratory while experimenting with faulty equipment.

Prof Van der Merwe said yesterday the Act would be difficult to police in the domestic workplace, but he believed organisations such as Dwasā (Domestic Workers Association of South Africa) and the media would spread word of the new Act and encourage domestics to be their own factory inspectors.

"Obviously you'll only get a 'domestic household' prosecution if a charge is laid," he said.

Prof Van der Merwe added that once an employer was successfully prosecuted under the Act and a servant had been, for example, permanently disabled, he or she would be free to institute a civil case against the employer claiming compensation.

"Compensation for the injured party will then be virtually automatic," he said.

Prof Van der Merwe said he considered the new legislation "a very necessary improvement" to existing legislation.



MIGRANTS Fm 1/7/83

## The paternity issue

The National Union of Mineworkers (NUM) recent demand for paternity leave for migrant mineworkers raised management eyebrows. However, it is a demand that could become a common item on the agenda at future negotiations — and not just in the mining industry.

Says the NUM's Cyril Ramaphosa: "Most Council of Unions of SA (Cusa) unions, particularly those with a high migrant membership, are in favour of paternity leave and intend taking it up as an issue."

"NUM members have indicated clearly that they require this kind of leave because one of the major problems for black miners is absence from the family. White workers live with their families on the mines but black miners may be away from their families for up to two years.

"A mineworker may not have a chance to be with his wife or new baby, and obviously it is important for every parent to spend time with his family particularly at the birth of a new family member.

"We have demanded seven days as a separate type of paid leave which is expected to occur every two to three years until the

*continued on P51*

49

miner has established a family. At present our members generally have only three weeks of paid annual leave.

"Most mines, but not all, have facilities for visiting wives but they are highly inadequate and wives are only permitted to stay for a short period. For example, a mine which employs 14 000 workers will usually provide facilities for about 20 visiting wives."

Ramaphosa believes that the matter will be finalised within the next three weeks. However, Chamber of Mines Industrial Relations Adviser Johan Liebenberg says that "the industry doesn't have an official view yet. It is a novel idea but we have not yet had an opportunity to discuss it fully. We know of no one else granting this kind of leave at present."

The General Workers Union's Dave Lewis is right behind NUM. Lewis says: "In the context of our membership, who are mostly contract workers, it is an excellent idea. People are deprived of the right to live with their families so it is up to employers to redress this as much as possible. A request for time off to be with his family is more than a legitimate demand; but also entirely legitimate is a demand for a worker's family to live with him."

According to the Metal and Allied Workers Union's Moses Mayiso, "We have never discussed paternity leave with our members, but will be doing so in the future. We support the NUM's stand and believe that it is an entirely justifiable demand."



(375A) (43) (24757)

DEMANDS by the National Union of Mineworkers for migrant mine workers to be granted "paternity" leave raised a titter among many employers recently.

But they may have to get used to hearing the demand across the bargaining table, for at least two other unions have reportedly endorsed the demand. ROM 4/7/83

Migrants are separated from their families and see them only once a year. Children are often born while their father is away at work and the first time he will see his child is at the completion of his annual contract.

Some unions are now arguing that, if employers are opposed to the break-up of family life which migrant labour brings, they should be prepared to take concrete steps to reduce the affect of this system on workers.

Granting "paternity leave", they argue, is one step in this direction.

RELATIONS between the Chamber of Mines and two black mine unions flared briefly last week.

Last month, the two sides concluded their first-ever wage agreement. Just as everyone was hailing this, the black National Union of Mineworkers demanded that talks be reopened and threatened to call a dispute if the Chamber did not agree.



Stal 20/7/83

355A

WOMEN

# Women factory workers move to unions

By Sheryl Raine,  
Pretoria Bureau

Black women factory workers are on the move in Pretoria.

In the past two years workers in the motor industry have been increasingly drawn into the fold of black trade unionism.

Apart from the major motor assembly plants where the workforce is predominantly male, the motor trim and components factories in Rosslyn and other industrial areas are staffed predominantly by black women.

Often more militant, more union-oriented and also less well-paid than their male colleagues, the women have started to turn to trade unions to earn recognition.

Many have joined the

over 3 500-strong National Automobile and Allied Workers Union (Naawu), an affiliate of the Federation of South African Trade Unions (Fosatu).

Recently the union movement has revealed another facet of its character.

This is illustrated by the example of Ms Kate Sibiya and Ms Mary Moumakwe, both Naawu members employed at a motor accessories plant in Rosslyn.

Eighty percent of the 500 women employed at the factory are now union members and their spirit of solidarity manifests itself in many ways.

Every day at 12.30 sharp, as the lunch siren sounds, the two women assemble in their work overalls with about 40 of their colleagues on a

dusty piece of lawn in the factory grounds.

Within a few minutes the dull sounds of industry give way to the rich, resonant sound of singing.

Their bodies swaying and their hands moving, the women and a few male colleagues go through an impressive repertoire of 15 union songs. "Despite detention, termination, assassination, ... onwards, though there is hardship," they sing.

"The choir started when one of our union colleagues, Mr Steve Maseko, was killed in a car accident this year. We wanted to sing at his funeral," said Ms Sibiya, a mother of six, and chairman of the shop stewards at her factory. Since that time, the choir has gone



**MS KATE SIBIYA** — Although she is a mother of six, she is a powerful force among women unionists and is chairman of the shop stewards at her factory.

from strength to strength.

It performed publicly at the University of the Witwatersrand as part of Fosatu's first winter school activities.

More than 180 shop stewards gathered for the winter school at Wits this week for a two-week programme which includes

lectures and talks about women workers, democracy, bargaining, labour history and a host of activities which are beginning to emerge as a new sub-culture revolving around trade unionism.

Ms Sibiya's choir is part of a line-up of plays and dances produced and performed by factory





**THE UNITY OF SONG** — The singing of union songs expresses the spirit of solidarity among the highly organised women of the union.

workers to express their feelings and determination.

"Within Fosatu, songs have always played an important role in mobilising against hostile employers," the latest issue of Fosatu Worker News says.

"Workers, however, are becoming more and

more aware that culture is an important part of their struggle. For too long they had to put up with the ideas put across by the ruling class on the radio, television and films. Now they are developing their own cultural ways to put across their struggle and ideas."



# Dwasa answers both sides' needs

30/7/83  
E. Post  
355A

SIR — A letter published on July 23, entitled "Madam takes issue on pay" and calling to task Mrs Maqina of Dwasa, demands comment.

Mrs Maqina is to be admired for her efforts to ameliorate conditions of service for the most vulnerable members of our workforce — black and coloured domestic servants.

It is not that long ago that domestic servants in England and the rest of Europe suffered exploitation and hardships because of educational and social circumstances. Two world wars rather than the trade union movement brought about changes of opportunity and domestic arrangement.

In South Africa education is not equal and social conditions handicap many, and in particular, females. To embark on a career (?) of domestic servitude with little or no prior education, for relatively small financial reward other than your keep and pocket money and with no guarantee of ongoing training or security other than the goodwill of your employer, is surely enough to daunt even the most willing and stout-hearted.

Domestic help is a luxury which few countries afford today and employers of such help do have the choice of doing without. Alternate avenues of employment are not so readily available for domestic workers.

Dwasa is to be commended for its efforts to optimise labour relationships in this field.

Employers of domestic servants and salesladies are probably not aware that Dwasa also operates as an employment agency. Applicants are carefully screened, informed as fully as possible of the conditions of service they will have to fulfil, and reminded, if necessary, of the importance of honesty and willingness to co-operate.

The prospective employer is perhaps less carefully screened, the need for tact is evident; but assurance that employer needs will be met as far as is humanly possible is freely given.

Anyone needing domestic help of any kind will be pleasantly surprised by the services offered by Dwasa regardless of their ability or otherwise to pay the recommended minimum wage. Those seeking employment are given equally sympathetic and practical help.

To all the many women, young and old, who have taken pride in being domestic servants, I can simply and sincerely say we could not have coped so well without your loving support and help in raising our children or in running our homes. In saying this, I believe I express the sentiments of the majority of Southern African women who for so long have enjoyed "services we can never hope to pay for".

Port Elizabeth

BRENDA BOULT



# Women focus on their lot

355A  
NOM  
4/8/83

By ANTON HARBER  
Political Reporter

THE Federation of South African Women is to hold a series of meetings as part of a "Focus on Women" week, climaxing in the commemoration of National Women's Day next Tuesday.

National Women's Day is the anniversary of the day in 1956 when 20 000 women from all over South Africa marched on the Union Buildings in Pretoria to present a petition to the Prime Minister.

The petition opposed the pass laws, which were being applied for the first time to women as well as men.

The main meeting will be held on Sunday and will be addressed by the president of the FSAW, Mrs Albertina Sisulu, as well as Mr Curtis Nkondo and Ms Zinzi Mandela.

The meeting, according to a statement issued by the FSAW, will focus on forced removals, health problems, child care, pass laws, maternity leave, wages and the effect of the Rikhotso judgment on women in rural areas.

The meeting, to be held at the Dube YWCA at 12.30pm, will also look at the Women's Charter, a document adopted in 1956 at the same time as the Freedom Charter.

Next Tuesday, veteran women's leader Mrs Helen Joseph will address a meeting at the University of the Witwatersrand and an FSAW meeting will be held in the evening at Glenn Thomas House, Baragwanath Hospital.

On Wednesday at 7pm, Mrs Sisulu will address a meeting at the Dube YWCA focusing on the Women's Charter. Ms Amanda Kwadi, a prominent FSAW leader, will speak at Wits University on next Thursday.



TODAY'S  
WOMAN

Today we bring you the third in the series by  
**JEAN FAIRBAIRN** on the struggle for women's  
rights in South Africa.

112645 5/8/83

355A



# The black struggle

WHILE white women were fighting a ladylike and legal battle for the right to vote, black women were already opting to go to jail in a very different struggle.

For blacks in the early 20th century, enfranchisement of women was not an issue. The issues that did concern them were far more basic — rents, prices, housing, work and the many laws that discriminated against the black community as a whole.

The longest battle blacks have fought has been against the pass laws, the mechanism through which the State controls black labour, and under which people have to submit to a mass of bureaucratic restrictions on their movement — or face arrest.

The extension of pass laws to women, first in the Orange Free State and later in the rest of South Africa, invoked bitter anger. They were seen as a serious threat to family life: if women were arrested, who would look after the children?

## Wide scope

In the OFS in the early 1900s, the scope of the pass laws was very wide. Passes blacks could be required to possess included residential permits, visitors' passes, work-seeking permits and many others. There were even washerwomen's and entertainment permits.

Their enforcement after 1910 unleashed a campaign of such fierceness and intensity by women that it startled the Government as well as politicians all over the country.

The flashpoint came in June 1913 when a group of women from Bloemfontein presenting a petition to the mayor were arrested for not having passes. What had been a peaceful campaign became open defiance.

About 600 women marched on the Magistrate's Court and to the town hall, where they were met by policemen with truncheons. Their



look back on their involvement in the campaigns of the 50s with pride.

Among them is the current chairwoman of the Western Cape-based United Women's organisation (UWO), "Mama" Zihlangu, who talked about her initiation into politics "outside the church" in 1948.

"There was something growing in 1948. That was when my husband started to become interested in politics. I went along to some of the meetings, but I didn't know what they were speaking about because the men didn't want

"After the third train we were arrested. The police were looking for a ringleader, and pointed to my husband and locked him up."

Mr Zihlangu was freed after lawyers put the residents' case for more carriages to the authorities. "And so they put it right, as it is now. Now there are only one or two first-class carriages, all the rest are third class."

Her second campaign, one fought by women alone, began when apartheid came to the market in Salt River. "We blacks were not allowed to go to the white side of the market to buy



ty-four women arrested and convicted as a result of the ensuing clash decided to go to jail rather than pay a fine.

Their protest was taken up in other Free State towns, and soon there were reports of jails overflowing as women volunteered themselves for arrest.

### Arduous campaigns

These women were among the first casualties in the arduous anti-pass campaigns that raged over the next four decades and which saw thousands of women jailed and many others detained and banned.

The organisations involved in uniting women and planning the many demonstrations were either banned outright, as in the case of the African National Congress Women's League (established in 1943 and banned in 1960), or, like the Federation of South African Women (formed in 1953), they went into a decline as their leaders were banned, jailed or placed under house arrest.

But there are many women who remember these organisations in an era of legality, and

anyone to disturb them," she recalled.

She was soon drawn in. "In 1950, after my third child, it was my turn to get somebody to come to lead me, and teach me and start to open my mind, and that was Mama Dora Tama (a founder member of the FSAW and the UWO).

"I became a member of the Women's League of the ANC. The organisation at that time was the ANC, and our organisation was the ANC Women's League. It was the first women's organisation, but it was banned in the 1960s, so there's not a lot I can say."

Mama Zihlangu's first two political campaigns were over strictly bread-and-butter issues. In the 1950s there was only one third-class carriage on trains to Langa. The rest were first or second class, and reserved for whites, a fact which incensed township residents as "there were no Europeans going to the townships".

"What we did was board all the first- and second-class carriages. There were hundreds of people involved, they were hanging from the windows like flowers, the flowers of the train.

fresh vegetables. We were told to go to the other side, and buy stale vegetables.

### Own market

"We had to say something — the Government had to let us buy fresh vegetables. So we asked our white women friends to buy up as much of the fresh vegetables as they could afford and bring it to Langa so we could have our own market there."

As a result, there was a lot of waste, but the campaign was won. "They had to feed the stale vegetables to the pigs."

Afterwards, she threw herself into the anti-pass campaign that was spreading throughout South Africa and that was to reach a climax with the march of 20 000 women to the Union Buildings in Pretoria on August 9, 1956. Mama Zihlangu, no longer afraid of being involved in politics, was among those who went.

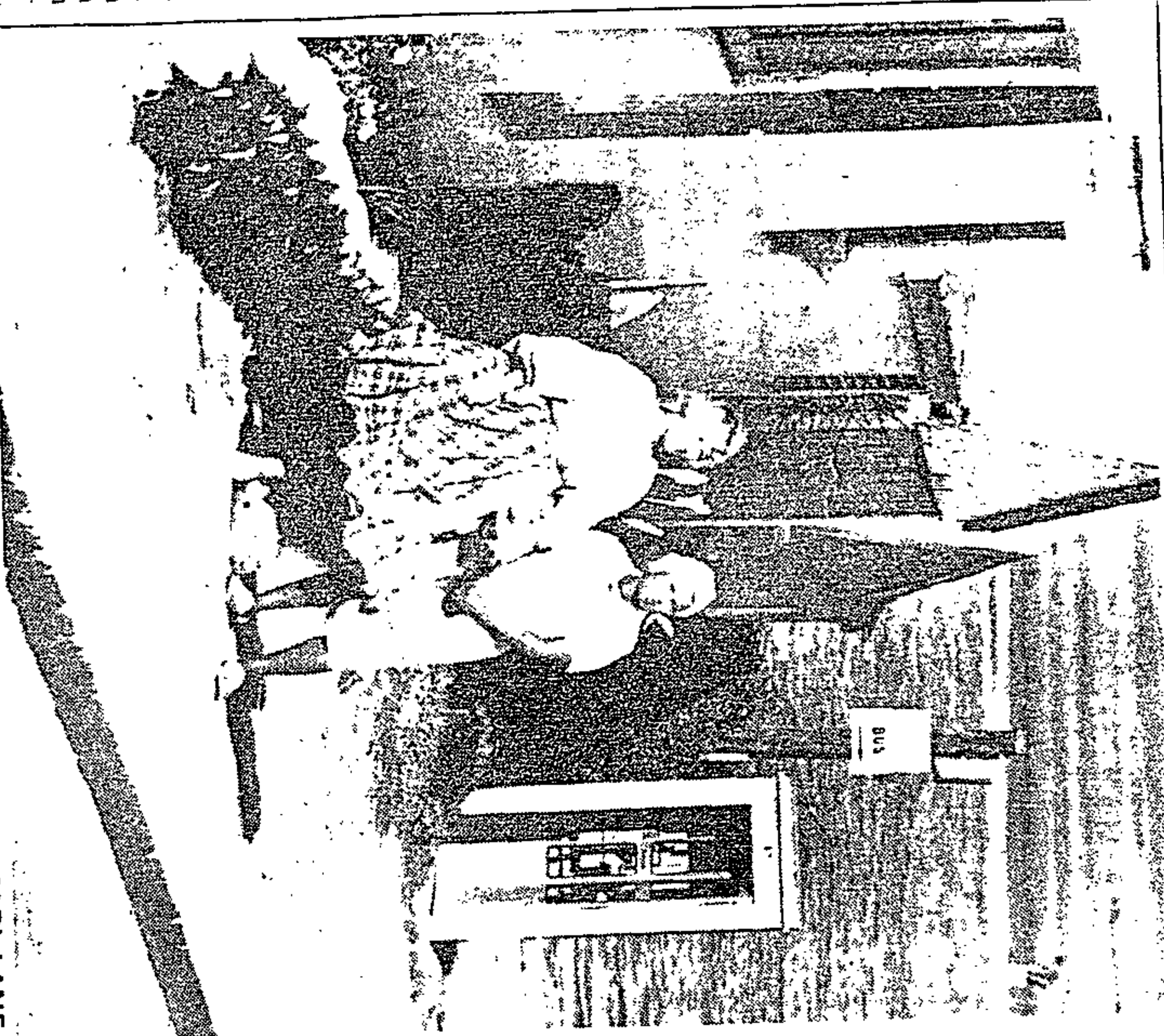
In her words: "I felt now there was nothing to be afraid of, it was better to say something. I felt we had to fight these books because they were ugly..."

● Monday: The march to Pretoria.

355A

Argus 5/8/83





Miss EUNICE WILLEM, (right), with her employer, Mrs MARI LANE, outside the Amsterdamhoek cottage where Eunice was detained last night.

# Steppped out, into police cell

6/8/83 (355A) 2197

By BESSIE BOUWER  
DOMESTIC worker Miss Eunice Willem, 26, spent last night in a police cell because she answered a phone.

It is in a public call box about 20 metres from the door of her employer's home in Tippers' Creek Lane, Amsterdamhoek.

It has come to be regarded as the "family phone" since there is no phone in the house.

Last night when Mrs Mari Lane phoned "home" from Bluewater Bay, Eunice stepped outside to answer it — and was picked up by a police patrol.

She says she was put in a crowded cell at Swartkops Police Station, where she stayed until this morning.

Eunice has worked for Mrs Lane for nine years and was baby-sitting when she was detained. She claims she was not

even allowed to lock the door and had to leave three children in the house by themselves.

"I told them the children were alone in the cottage and it was unlocked but one constable who knew my name told me to get into the van," she said.

When Mrs Lane arrived home at 10.15pm, she found the cottage door open and the children asleep.

"I searched all over for Eunice, and when I could not even find her in her room I became quite frantic as she has not let me down in nine years," said Mrs Lane.

At about 7.30am Eunice arrived home "ashen faced and in a state of near hysteria," she said.

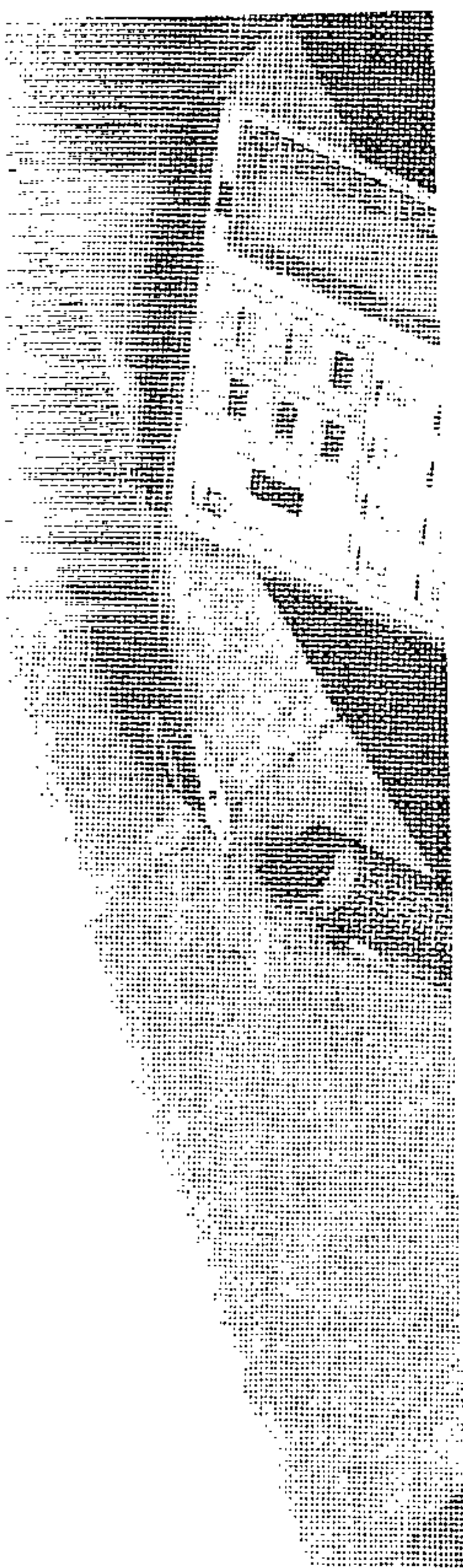
A police spokesman said a seldom enforced curfew law forbade blacks to be on the streets after 10pm. The incident is being investigated.

## Sherman is crocodile's last bite

Post Correspondent  
A metre sea crocodile which leapt from the water near the edge of the Harbour, near Darwin in the Northern Territory, killed a man in a fishing boat and sank its teeth into his back.

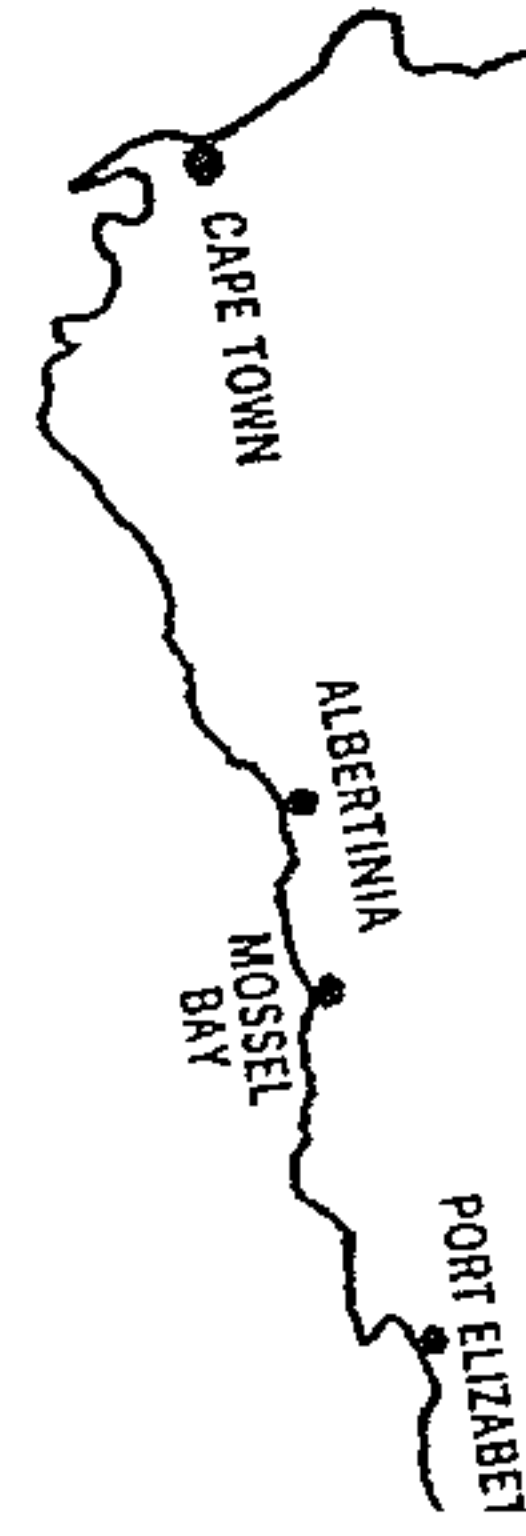
One of the Royal Australian Air Force's most famous airmen, the late Captain John "Shrimp" Sherman, was killed when he was bitten by the crocodile. As the plane was about to take off, he was pulled forward, he prudently moved into the water and was killed.

Conservation authorities' attempts to capture the crocodile failed and they shot it with a rifle.



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# Domestics lose work to pay rent — claim

*E. Post*  
*335A*  
*9/8/83*

SEVERAL employers complained at a recent meeting of the Port Elizabeth branch of the National Council of Women that their domestic workers and gardeners were forced to lose a day's work to pay their rents.

The president, Mrs M Chappel, said it had been decided the NCW would investigate and try to establish whether these complaints were widespread or isolated.

She said there were complaints of long queues at the Port Elizabeth Community Council rent offices and also of closing at 3.30pm.

Mr Renier Scholtz, acting secretary of the Port Elizabeth Community Council, said he had not received any complaints from employers about delays at the rent offices.

He would welcome complaints in writing.

Mr Scholtz said there

were long queues at the peak periods the week before the month-end and up until the seventh of the month.

He said rents could be paid at rent offices at Walmer, New Brighton, Kwazakele, Zwide and the single man's hostel.

Mr Scholtz said the offices stopped taking cash after 3.30pm so the cashiers could balance in readiness for banking the next morning.

He said the cashiers were sometimes still trying to balance at 6pm.

Mr Scholtz said employers could post a cheque for their employee's rent to the relevant rent office direct.

They should enclose the rent card, their employee's name, employee's identity number and employee's full address.

The rent card would be posted back to the employer with the receipt.



825 10/8/83

(255A)

By Jean Hey

## Women urged to unite for democracy

Women of all races throughout South Africa were called on yesterday to unite and fight for the broader struggle for democracy in South Africa.

Three prominent women leaders, including veteran civil rights campaigner Mrs Helen Joseph, addressed close to 800 people at a meeting in the Great Hall at the University of the Witwatersrand.

The meeting was held to commemorate National Women's Day — the day 27 years ago when 20 000 women marched on the Union Buildings in Pretoria to protest against the pass laws. Mrs Joseph was one of the march leaders.

An executive member of the National Indian

Congress, Mrs Elia Raingobin, urged women not to work for change in isolation, but to unite with other groups.

She said black women in South Africa had to fight oppression on three levels. They were oppressed through discriminatory laws and because of their race. They were also oppressed as a class because of South Africa's "exploitative capitalist system".

Speaking on the same platform, Miss Zinzi Mandela, daughter of jailed Nelson Mandela and banned Mrs Winnie Mandela, accused Afrikaners

of driving the different races of South Africa apart.

Extreme white nationalism had caused an equally extreme black nationalism.

"Whether white or black, nationalism is abhorrent and detrimental to any cause it purports to serve," she said.

Describing white Afrikaners as "settlers without a conscience", Miss Mandela accused them of ensuring black women remained subservient.

Whether farm, factory or domestic workers, they were exploited and lacked political clout, she

said. They could not strike because they would lose their jobs, and in the eyes of the law they remained minors.

Appealing to the largely white audience, Miss Mandela said whites in South Africa must work for meaningful change to avoid bloodshed.

A representative of the Wits Women's Movement also addressed the meeting to announce its support for Mrs Albertina Sisulu and Mrs Amanda Kwadi, who are being held in police custody.

They were both scheduled to address meetings this week in commemoration of National Women's Day.



cost of living, especially those living in slum reduced. People have one or two are used for heating

not allowed for heating purposes in many areas.

Mr John Malcolmness, PFP MP for Port Elizabeth Central, said the party welcomed the move. "But we wish it had been done sooner," he said.

Chamber of Commerce, Mr Tony Gilson, said the chamber welcomed the lower prices.

"The high numbers of black people living on and below the breadline will certainly benefit," he said.

## for passing course



se, Mr HAROLD OVSIOWITZ, congratulates Mrs JENNY completed the course which registers her as an estate agent. helped her, Mrs MARIE BAXTER.

## Despatch woman killed in collision

Post Reporter

A DESPATCH mother, Mrs Maria Cornelia Nel, 35, was killed instantly in a head-on collision between two cars on the road between Swartkops and Despatch last night.

Mrs Nel lived at Roelof Street, Despatch.

Her daughter, Lydia, 17, was admitted to the Provincial Hospital with injuries to her jaw and lacerations to her leg. Her condition was today described as satisfactory.

The driver of the car in which Mrs Nel and Lydia were passengers, Mr R A Kirton, 25, was admitted to the Provincial Hospital with a broken right leg and broken ribs. His condition was "fairly satisfactory".

Port Elizabeth firemen had to use the jaws of life to free them.

The driver of the other vehicle was Mr R J Grobler, of the military base in Grahamstown. He was only slightly injured.

## Women have role in SAP major

Crime Reporter

WOMEN had a definite role to play in the South African Police Force and their presence in the force had come to stay, the highest ranking woman police officer in the Eastern Cape, Major Annelize Melville, said yesterday in Loeie.

Major Melville was addressing a meeting of Vroue Aksie, a women's group attached to the NG Kerk in Loeie.

For yesterday's meeting the women had as their theme, "Study and actualities".

This is one of five themes being followed by Vroue Aksie for meetings throughout the year.

Major Melville said she did not see women's liberation and emancipation in the light that women should be equal to men, but that women now had the freedom to choose a career, a life partner and a way of life.

She said that when she joined the police force after graduating from the University of Port Elizabeth in 1972, she had no idea what it entailed.

She said women had encountered some initial antagonism from policemen who were unhappy because they were on the same salary scale and had the same opportunities for advancement.

But this antagonism had now virtually disappeared, she said. The policewomen were fulfilling the same duties as their male colleagues and had proved their worth.

She said the policewomen were now being seen as colleagues by their male counterparts and not only as women.



# Sadwa calls for equal pay

ALTHOUGH they support the call that the salaries of domestic workers should go up by 15 percent the South African Domestic Workers Association (Sadwa) said this adjustment should only be made after all the salaries of domestic workers had been taken up to the minimum of R120 a month.

The call for a wage increment was made by a group of white woman's organisations. The organisations include the Suid Afrika Vroue Federasie, the National Council of Women and the Union of Jewish Women. They suggested the following minimum wages for domestic workers:

- Full-time live-in domestic who is relatively unskilled; R98,90 a month, and with special skills, R122,55 a month.
- Full-time live-out do-

mestic who is relatively unskilled R115 a month, and with special skills, R127,10 a month.

## MINIMUM

Ms Margaret Nhlapo, the chairperson of Sadwa, said there were domestic workers who were still earning far below the minimum they had stipulated. "They are workers who are still earning between R40 and R50 a month, particularly in the small towns. Much as we would welcome the salary adjustment by 15 percent we maintain that this should come after all the salaries have been adjusted to our minimum of R120 a month."

The Domestic Workers and Employers Project (Dwep) aligned

themselves with the sentiments of Sadwa.

A director of Readymaid Services, Mr Mel McDaniel, said they also welcomed the call for the 15 percent increase in the salaries of domestic workers.

Readymaid Services has been training domestic workers for the past three years to equip them with skills that will make them command decent salaries and be able to sell their labour to the highest bidder.

Mr McDaniel said he started the service because he was sick and tired of people paying lip service to the idea that domestics needed to be better trained and paid.

This is the first school of its kind, Mr McDaniel said.

By PHIL MTIMKULU



# Black women denied homes

By PHILLIP VAN NIEKERK

A CALL for an urgent examination of the marital status of black women — which severely restricts their ability to own property — has been made in the light of the government's sale of 500 000 houses.

This has emerged from evidence to the Select Committee on the

will be excluded from the housing sale.

In the report, a member of the select committee, Dr H van Rensburg, disclosed that the question of the legal status of black women had been referred to a special committee of the Law Commission.

However, Mr Tucker told the committee: "In

he would "surprised" if as many as 10 black couples had signed antenuptial contracts.

According to Mr Tucker, there are vast problems for black women, married or single, seeking a bond from a building society to buy a house.

● There is no guarantee that a single woman seeking a loan will not



Constitution examining the Black Communities Development Bill, the second of the three "Koornhof Bills", according to a report tabled in Parliament this week.

Mr Bob Tucker, a consultant to the Urban Foundation, told the committee that black women who were qualified nurses, teachers or the breadwinners of the family, were unable to acquire leasehold title because of the provisions of the law.

It is understood that at present only one building society in the country offers bonds to black women, because of their tenuous legal status.

According to Mr Tucker, unless the matter is dealt with speedily, virtually all black women — many of whom are breadwinners —

two or three years' time, when those 500 000 houses have gone, may be the Law Commission will have resolved whether black women ought to be allowed to acquire property."

The laws regulating marriages among blacks are contained in the Black Affairs Administration Act. Black women can either enter into a customary union (in which case they are relegated to the legal status of children and cannot own property) or a civil marriage.

For blacks, a civil marriage (which has become the norm in the cities), in or out of community of property, is always subject to marital power. This means that a married woman, even if she is the breadwinner, cannot enter a contract without her husband's consent.

And, Mr Tucker says,

enter into a customary union in future, in which case she will lose her status in law and her property will revert to her husband.

● There is no register of customary unions, so there is no way of checking whether a client is in fact a minor in law.

● There are many woman breadwinners wanting to acquire leasehold whose husbands have disappeared, and they thus have no rights of ownership.

Mr Tucker believes it will be difficult to "invade" the "whole fabric of tribal custom and rule" by overhauling the matrimonial laws for blacks.

"But it is our submission that the question of a customary union is no longer appropriate in the urban areas today," he said.



13/8/87

(2/8/87) 355A

C. Herald

# WOMEN IN THE DRIVING SEAT



● CAPE Town's first five women busdrivers are: (from left) Mrs Jasmine Richards, Mrs Marguarite Hendricks, Miss Andrea Maart, Mrs Fadilah Harris and Miss Jean Cyster.

DRIVING a bus is just like any other job — just a little bit more exciting and challenging, say Cape Town's first five woman busdrivers.

After nine weeks of training from May, three woman drivers started work at the City Tramways Maitland depot at the end of last month and another two followed at the Diep River depot last week.

But there are more to come as a number of women are presently being trained as busdrivers and are expected to start work soon.

But what prompted Miss Jean Cyster, Mrs Jamine Richards, Miss Andrea Maart, Mrs Marguarite Hendricks and Mrs Fadilah Harris to become busdrivers?

"Money and security," said Mrs Hendricks, who used to be a driver for a florist.

"The fun of it," said Miss Maart, who used to drive for a motoring firm.

"I like to show the men that I can do anything they can."

Mrs Cyster, who worked as a machinist and a despatch clerk at a button factory, said she could not resist the challenge to drive buses.

Stares of disbelief and funny remarks have been a part of their working days so far, but the women said this could be expected.

For the men at work, the employment of women drivers is still hard to accept.

"But they will just have to accept it and get used to it," said Mrs Richards, who was a housewife before she started driving buses.

Miss Cyster agreed. "I don't know why there is all this fuss. Women in some other countries are far more advanced than us and have been driving buses for years."

Miss Maart said that generally women passengers seem to be proud of the new busdrivers.

"One woman came to me and said we are setting a good example and showing the way forward," she said.

But don't they see themselves as easy victims for robbers?

"Well, anyone who wants to rob a busdriver these days must be mad. We don't deal with lots of

## Fare hike objections deadline this week

OBJECTIONS to the latest City Tramways application for bus fares increases have to be in by Friday this week.

The application for an average 8,5 percent increase appeared in the Government Gazette on Friday July 22. In terms of the law, all objections have to be lodged within 21 days.

The application will then be heard in Cape Town by members of the National Transport Commission (NTC).

A spokesman for the NTC in Pretoria said he did not have any information on the application while a spokesman for the Local Road Transportation Board said she could not disclose if they had received any objections.

However, it is believed that a number of major organisations have decided to object to the application.

These include civic or

ganisations did not object officially to the last application. They said the NTC was a Government-created body which could not take a decision to benefit the commuters.

Representatives of community-based organi-

sations walked out of a previous hearing of a City Tramways application.

Community groups have not yet decided if they will attend the latest hearing.

## Soldiers given permission to visit coloured schools

THE South African Defence Force had been given authority to visit schools under the Department of Internal Affairs (Coloured Education), a spokesman for the department has said.

Public liaison officer Mr N Eales was commenting on the recent visit of members of the SADF to a school in Mitchells Plain. The visit was condemned by community groups.

It is believed the SADF has been to a number of other schools since then.

In reply to questions, Mr Eales said:

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But don't they see themselves as easy victims for robbers?

"Well, anyone who wants to rob a busdriver these days must be mad. We don't deal with lots of money now that everybody seems to be buying clipcards," said Mrs Harris, who used to be self-employed.

And don't they think that passengers could manipulate or abuse them because they are women?

The women were unanimous that this would not be a problem. "We are prepared for what lies ahead," they said.

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However, it is believed that a number of major organisations have decided to object to the application.

These include civic organisations like the Cape Areas Housing Action Committee (Cahac) with 20 affiliates, and the 10 000-strong Cape Town Municipal Workers' Association.

The Ravensmead management committee has also objected.

The City Tramways application comes about two months after they had received an overall increase of 12 percent.

Community-based or-

ganisations did not object officially to the last application. They said the NTC was a Government-created body which could not take a decision to benefit the commuters.

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It is believed the SADF has been to a number of other schools since then.

In reply to questions, Mr Eales said:

"The Cape Corps has the standing authority to visit schools to hold recruiting talks provided it is left to the principal to finally decide whether they can hold such talks."

### ARRANGED

"These visits should also be arranged with the principal beforehand and the normal work programme of the school should not be disturbed," he said.

According to parents, the SADF programme for the children included films and talks. The children were also given copies of a magazine called Contact.

The magazine had an interview with the national chairman of the Labour Party, Mr David Curry, and a competition by the Civil Action wing of the Defence Force.

The SADF visit was condemned by civic organisations, nursery schools and religious leaders.

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# Black wives can't buy their homes

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THE legal status of black married women, which is presently under investigation by the South African Law Commission, assumes a new sense of urgency in view of the Government move to sell houses to blacks.

About 99 percent of married black women are legal minors. Whether they are married under civil law or under tribal law, their husbands have marital power over them and are their legal guardians. Only the few who are married with an ante-nuptial contract are not subject to the marital power.

The Department of Community Development is allowing black women to buy Government houses — but they will not be eligible for building society loans.

Building society and Government officials admit this will affect many black families for, in many of them, the woman is the head of the household.

"The Government is sympathetic to the situation and aware of the problems. But it is not easy to find a solution that will satisfy all parties," said Mr Johan Kruger, sales co-ordinator of the housing scheme for the Department of Community Development.

## OCCUPANTS

According to the department, only the present occupants of Government houses will be able to buy them.

To determine the prices of the houses the original price of the house has been added to its replacement value and the total halved. This means that old houses in particular will be sold cheaply.

The department is offering special discounts

as a further incentive to potential buyers — including one of between 25 and 30 percent for cash.

If the occupant chooses not to buy his house, it can still be rented — but rentals are likely to go up substantially next year, said Mr Kruger.

## SECURE

In the past the United Building Society had allowed some black women to take out housing loans to secure houses under the 99-year leasehold system, said Mr Piet Kruger, the society's assistant general manager.

"But we cannot continue making exceptions because now there will be so many of them," he said.

Mr Kruger added that building societies had been pressing for a long time for the tribal law to be amended because "we consider black women good customers and safe borrowers."

It is even difficult for single black women to get housing loans. Tribal marriages are not registered so there is no way of checking on a black woman's marital status.

## CHANCE

Building societies who gave self-declared single women a loan were taking a chance, Mr Kruger said.

Mrs Deborah Mabiletsa, a director of the

Urban Foundation, said she believed financial merit alone should decide whether a black woman could buy a house.

"For many years we black women have asked to be recognised as legal adults. Many of us are heads of households and, in certain cases, the sole breadwinners. Why is our majority not legally recognised when we are acting as adults in every other way?" she asked.



# Experts advise

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**SOROPTIMIST INTERNATIONAL**  
South Africa is holding its national conference in Cape Town this week. **TODAY'S WOMAN** looks at one of the useful activities carried out by this lively women's group.



MATRIC pupils in the Peninsula who are thinking anxiously about careers are lucky — but many of them don't know it.

Computers and electronics have opened up many new avenues, and business opportunities are bright. Professions like engineering, architecture and quantity surveying are attracting more and more women. Medicine and nursing, the arts and entertainment still form strong bastions of employment.

But how does a young woman find out all that's being offered?

Peninsula schoolgirls are fortunate to have available a team of more than 20 top women in different careers who

are willing to present a programme telling pupils about their work. The Soroptimist Club of the Cape of Good Hope is one of the clubs that can claim that its members represent the cream of their chosen careers, and they are happy to pass on information to schools or other groups.

The list of club members is impressive. It includes medical superintendent Reeve Saunders, pianist Laura Searle, financial director Esther Wides, junior primary school inspector Audrey Walden Smith, electrical engineer Marianne Krige, and insurance broker Annette Reinecke.

There's a journalist, a seed exporter, a credit controller, an advocate, an ac-

countant, a property consultant, an art dealer, a historian, a beauty specialist, a high school headmistress ... and others.

Recently we attended an evening programme which the club organised at Herschel Girls' School, Claremont.

Pupils from Standards 8, 9 and 10 listened to and questioned women in 23 different fields including accountancy, law, computer science, clinical psychology, architecture and occupational therapy.

Groups of eight to 10 girls had half-hour sessions with the expert of their choice, giving even the shy ones opportunities to ask questions that they would miss at an open lecture.



**MARIANNE KRIGE**, consulting engineer.



**ESTHER WIDES**, financial director.



## Separate taxation

# 1,8 million would have to pay more

Mercury Correspondent

PRETORIA—Taxing working wives separately would mean higher taxation where the combined income was less than R15 000 — and 75 percent of taxpayers were in this category.

According to a senior official of the Department of Inland Revenue, of the total of 1 856 942 taxpayers, 1 836 173 fell into this bracket.

A husband and his working wife earning R10 000 — the husband contributing two-thirds of the income — would pay under the existing system R484.

Taxed separately the husband would pay R458 and the wife R58 — a total of R516, a disadvantage of R32.

At R15 000 the two breadwinner family under the existing system would pay R1 394.

Taxed separately the husband would pay R988 and the wife R258 — a total of R1 246 — an advantage of R148.

And as the combined income got bigger the advantage widened.

At R25 000 the two breadwinner family, under present conditions would pay R4 466.

### Rebate

Taxed separately the husband would pay R2 850 and his wife R689, a total of R3 539 — an advantage of R927.

And at R40 000 the two breadwinners taxed together would pay R10 939. Separately the husband would pay R6 986 and the wife R1 784, a total of R8 770 — an advantage of R2 169.

The single breadwinner family would pay at R10 000, R723; at R15 000, R1 792; at R25 000, R5 056; and at R40 000, R11 723.

The difference between what the single breadwinner paid in the existing system as opposed to that paid by the two breadwinner family was mainly because of R1 600 rebate granted to married women who worked.

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By LESLEY LAMBERT

THE principals of several of Port Elizabeth's Afrikaans schools have warned their women teachers against attending a public meeting of women teachers because they feel they should negotiate only under the umbrella of teachers' associations.

Yet the organisers of the meeting, who wish to express their concern about conditions of service which they feel operate against them and the interests and educational needs of pupils, say they support the associations 100% and appreciate the work they do.

But a spokesman, who asked not to be named at this stage, said it was urgent that they discussed and questioned issues being investigated by an inter-departmental committee before decisions were made

# Afrikaans school principals warn women teachers

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at the committee's meeting in October.

"We are exercising our democratic right to bring to the notice of the Minister of National Education, Dr Gerrit Viljoen, that there are things in the MEC Mr Willem Bouwer's replies to questions asked in the Provincial Council that we know are incorrect and we

need to put right," she said.

"All the necessary clearances have been obtained from legal and professional bodies. It is contemptible that principals are restricting teachers."

Mr Bouwer, MEC for education for the Cape Provincial Administration, said yesterday that the sta-

tus of married women teachers had been investigated over the past 18 months.

He said recent statistics showed that although 15% of married women teachers at Government schools were allowed permanent teaching posts, only 5% were permanently employed.

He said the Government had accepted that there should be a parity of salaries, but that the payment of higher salaries to women was dependent on the economy of the country.

Principals at five Afrikaans schools in Port Elizabeth have discouraged women teachers from attending the meeting because it was "unprofessional".

The principal of Francesby High School, Mr J T Krizinger, said that only four Afrikaans women teachers from the Eastern Cape had attended the last conference of the Suid-Afrikaanse Onderwysers Unie (SAOU) and it was for this reason that the motion that marriage should no longer be grounds for altering the employment status of women was defeated by the SAOU.



## Women workers faring badly

London Bureau

LONDON. — Although one-third of the Western world's workforce are women, a recent International Labour Organisation (ILO) study reveals that in some countries men earn more than twice as much as women in the same jobs, and the number of women in low-paying jobs is three to four times greater than the number of men.

The study found that women tend to be segregated to a small number of sectors and occupations in which they of-

ten hold unskilled repetitive and stressful jobs, offering little stability and few career opportunities.

Of the 9 200 000 part-time workers in the European community, eight-million are women. However, women part-time labourers are often the first to be laid off when business is slow and they are usually given the more mundane positions.

Women's participation in trade unions and the process of collective bargaining is weak, due to their "lack of

time, owing to an overburdened schedule (at work and at home)", and other reasons.

Therefore, demands affecting women, such as equal pay, access to training and career opportunities, or the establishment of day nurseries, are not pressed hard enough by union representatives.

The study concludes that women should increase their participation in collective bargaining to attain better jobs and equal pay for equal work.



24/8/83

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EVENING POST, W

# Appeal to be lodged over teach

By CLAIRE PICKARD-CAMBRIDGE  
A CLAIM in Port Elizabeth yesterday that women teachers were being "exploited" met with resounding agreement from nearly 400 teachers at a meeting called to discuss discrimination in the profession.

The teachers voted unanimously to send Mrs Linda Janse van Rensburg and Mrs Eleanor Russell, both of Port Elizabeth, to deliver a letter of concern about teaching conditions for women to the Minister of Education, Dr G Viljoen.

Mrs Janse van Rensburg — described as a highly-qualified and experienced teacher about to lose her post because she is married — said temporary appointments led to a serious loss of motivation and long-term job satisfaction as well as a loss of professional dignity.

"Unfortunately the child

suffers most under this system because there are very few born teachers around," she said.

Mrs Janse van Rensburg said she found it indefensible that a teacher should be of no use to education just when she was beginning to feel competent.

"It may well happen that the young student you trained comes and takes your post away from you. In what other career does this happen?"

She said married women teachers were not eligible for promotion unless appointed permanently. Even then they could not move from one school to another for a promotional post unless the other school had room within their 15% quota.

"Housing subsidies are available to men and single women only. Should a girl marry, she loses this subsidy and may not be able to

afford her house anymore.

"Bursaries and study-leave are not readily available to temporary married women teachers either.

"In addition, the private sector offers so much, career-wise, that it skims much of the cream from the teaching profession.

"This is a wonderful new era for women. I ask that teaching open its doors for us."

Mrs Russell, a married teacher with a permanent post, said "the iniquitous quota system" had to be scrapped and replaced with "a structured systematic approach to training and placement in the profession".

Miss Christine Hall, a first-year teacher, said it had cost the taxpayer about R19 000 to train her, yet she could lose her employment if she married.

Mrs Corinne Moolman, a businesswoman who turned

to teaching, said women teachers desperately needed parity in salaries.

"The latest report from Famsa (Family and Marriage Guidance Bureau of South Africa) revealed that one in two marriages ended in divorce — many children from broken and unstable homes need special care at school."

An educationist, Dr Susan van Rensburg, said though 70% of teachers were women, she only knew of two schools over the past 12 years who had advertised a post for a deputy headmaster for applicants of both sexes.

Dr Van Rensburg said it was alarming to see how many promotional posts at co-educational schools were advertised for men only.

Merit awards for women resulted in bringing their salaries in line with those of male teachers without

merit awards, she said.

A comment from floor that this was merely discrimination outright exploitation greeted by applause.

Mrs Eily Murray, the national advisor for laws on the status of women for the National Council of Women in South Africa, said women in the Department of Justice and Police had the same promotional opportunities as men, yet crucial role of teaching not.

Many teachers who approached were hesitant about revealing the names or schools for fear of reprisal.

One teacher who did wish to be identified said "This is the first time English and Afrikaans teachers have got together as a body to do something positive about the appalling state of affairs."





# lodged over teaching conditions

## Exploitation of women claimed

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One teacher who did not wish to be identified said: "This is the first time English and Afrikaans teachers have got together as one body to do something positive about the appalling state of affairs."



Above: Mrs LINDA JANSE VAN RENSBURG, of Port Elizabeth, spoke about the effect of marriage on the employment status of women teachers at a meeting in the Crispin Hall in Port Elizabeth yesterday.

Left: A near-capacity crowd filled the hall to support an appeal for the improvement of conditions of service for women teachers.



355A) S. Post 25/8/83  
Women in labour market

By BESSIE BOUWER

WOMEN employees, now a permanent feature of South Africa's workforce, can contribute positively to the severe skilled labour shortage.

According to an article in the latest edition of *Training and Development Forum*, the official journal of the South African Society for Training and Development, women represent an enormous human resource, which is mostly untapped, and which will have to be utilised, if South Africa is to remain internationally competitive.

The article, by Karen

Foxcroft, a 16-year-old Johannesburg scholar at Kingsmead College, draws on twelve reference sources, including Unisa lecturers and the NIPR and is the cover story in the journal.

Miss Foxcroft says that traditionally a woman considered her home and family first, and a job came second, merely as a measure to combat expenses.

Now the dual role of being a perfect wife/mother, and career woman, results in a work overload and stress.

Discrimination in areas such as wages, promotions,

developments, benefits and opportunities stems not only from male chauvinism, but from habits, unconscious over-protection, and paternalism.

Other factors include the many myths concerning women's capabilities, such as women being unable to do technical or mathematical tasks, and these patterns being considered unfeminine.

She mentions that the severe shortage of child care centres adds to the woman's responsibilities and guilt feelings, which inevitably lowers levels of productivity.

The article also lists the internal problems encountered by women, such as lack of self confidence, inability to handle feedback and the exclusion from company politics.

The number of black professional women in South Africa has increased even though in their culture black women are regarded as minors, irrespective of age and education, and it is an insult to a man if a woman is better paid or has more authority.

Wages, influx control regulations which close career opportunities in highly developed areas, severe childcare problems and lack of maternity and unemployment benefits have added to the black woman's problems.

Miss Foxcroft suggests that employers and managers take affirmative action by planning courses and seminars to educate and develop the potential of women.

The article suggests that the government and society could subsidise child care centres and make this type of expense tax deductible, and the taxation of married women should also be revised.



# Forced on to Pill to keep jobs unionist

355A 3118183

Pretoria Bureau

Employers are forcing their women workers to use contraceptives, according to a leading trade unionist.

They are doing so to avoid paying maternity leave benefits, said Ms Khosi Maseko at a meeting of Pretoria women workers whose unions are affiliates of Fosatu.

Addressing more than 200 women in Soshanguve on maternity and child care for the working mother, Ms Maseko said women who fell pregnant were given three months maternity leave "but we are not guaranteed our jobs back".

She said employers at most factories demanded that women employees should use the pill and other means of contraception, to avoid paying leave benefits.

"For fear of losing our jobs we are using these contraceptive methods, despite the side effects they have on us. Some women experience delayed return to fertility while others remain permanently sterilised," she said.

Most employers did not grant pregnant women paid leave to attend antenatal clinics. Such clinics operated only on weekdays.

Ms Maseko also ac-

cused factories of making women work under poor conditions, such as being exposed to dangerous chemicals. They were made to carry heavy goods or forced to stand most of the time. This led to spontaneous abortion.

She said employers were not making provision for pregnant women to be transferred to departments where they could do light work.

"Most children are no longer breast-fed, because women are forced to go back to work immediately after childbirth."

This, she said, left thousands of children suffering from malnutrition.



# Squeeze on women's salaries is continuing

By Amrit Manga

THE salary squeeze continues as women employees' pay packets shrink by more than 2,3% in real terms in less than eight months.

Word processors, computer operators and credit controllers have experienced the steepest declines — of up to 19% — during the period from December to August this year, according to Drake SA's August salary survey.

The job market, which reached a peak towards the first quarter, declined slightly, and, if the cyclical trends reflected in the past three years are anything to go by, the decline will continue well into this year.

The level of recruitment, as indicated in advertising volumes, remains well below peak volumes achieved during the first quarter last year.

Computer Personnel managing director Peter Steyn agrees that the market for operators is over-supplied, which could explain depressed starting salaries.

"But that is where the over-supply ends," he says.

"Accepting that the computer industry is set to grow, the shortage of personnel in the development and application field could be more than 12%."

Indications are that the demand for computer operators will continue its decline with increasing automation.

A turnaround in the current salary trend for operators is therefore not expected.

Barclays Bank's manager of manpower development, Gerrit Prinsloo, points out that the current trend is to utilise increasingly in-house labour resources to meet the

demand for operating personnel.

Accounting and general clerical staff are among the few who have secured increases of up to 6% from an average monthly salary of R723 to R753 over a period of eight months.

Starting salaries for specialised clerks declined by 6% compared with an increase of 10% in the rate for clerks with more than five years' experience.

According to Drake PRO Molly Kopel, companies have resorted to spreading the workload among in-house staff, significantly reducing demand in particular categories.

The survey also indicates that, of all companies granting yearly increases, only 5% have allocated increases matching the cost-of-living increases.

Only 4% of all companies granted increases of 20%, and less than a quarter based adjustments on profits and the economic climate.

The cost of food, by far the biggest single contributor to the Consumer Price Index at more than 25% of a family budget, rose by almost 12%, exceeding salary adjustments by up to 6% and by more than 30% for computer operators.

Prices of grain products were up by 19% and that of vegetables by more than 30%.

Accommodation, which makes up almost 20% of the household budget, increased by 18,9% in June this year.

Almost 90% of all companies provide additional benefits, of which only 4% offer education sponsorships to black staff, while 2% exclude women and blacks from pension schemes.



## Black woman driver back at work

Mercury Reporter

MRS Samukelisiwe Nhumalo, who was being trained to be a Durban bus driver, is back at work after having a child.

She had to be taken off the programme for a while because she was pregnant.

'She'd done exceptionally well,' said Mr Neville Jackman, a senior driving instructor.

'She seems to have a nat-

ural ability to drive. She's back now, having had the child, and I hope that after she gets her new learner's licence she'll manage the full licence within a couple of weeks.'

After that she will spend about three weeks being taught routes, fares and stages and then become a fully-fledged bus driver.

Mr Marshall Cuthbert, general manager of the Durban Transport Man-

agement Board, said there are no plans to take on any more women.

'We like to grow our own trees here,' he said, meaning that he liked to promote existing staff.

'And because of the recession, we don't really need more bus drivers anyway.'

Mrs Nhumalo was a Transport Department cleaner before being made a trainee bus driver.



355A  
20M  
6/9/83

# Women deserve less, says textbook

By MAURITZ MOOLMAN

NO ACTION is being planned by the Transvaal Education Department against a prescribed matric handbook on economy which contains "highly derogatory" remarks on female workers.

A spokesman for the TED said yesterday no complaints have been received by the department following reports on the handbook in which it is claimed women deserved to get lower salaries than men.

The spokesman said, however, if complaints were received the book would be referred to the publishers.

Quoting a study by the Dartnell Industrial Relations Corporation, the book, published by Nassou, claims that among the negative aspects of appointing female workers were that:

- Women were more emotional and impulsive than men.
- Women gets upset easier over minor issues.
- Teamwork was more unlikely among women.
- Women were more resistant and adverse to supervision.
- Women tired more easily.
- Staff losses were higher among women.

Professional women have sharply criticised the "male chauvinist" claims made in the book.



(355A / 470) RDM 8/9/83

# Withdraw disputed book now, TED urged

By HELENE ZAMPETAKIS

THE Transvaal Education Department should not wait for complaints against a contentious matric textbook before withdrawing it, educationists and feminists said yesterday.

They were reacting to a TED statement that no action would be taken against the offending textbook because no complaints had been received.

The textbook, "Ekonomie vir Standert 10" by Mr D J

Swanepoel and Mr D F Stassen, claimed women workers, as compared to men:

- Tired more easily and had a higher degree of absenteeism and resentment towards work.
- Were less ambitious and more opposed to supervision.
- Were more emotional and impulsive.
- Were less likely to develop a team spirit.

The writers concluded that men were better paid than women and should continue

to receive higher salaries.

Reacting to the TED's response, Miss E E Monro, a member of the National Council of Women of South Africa, said the organisation would send in written complaints as soon as the textbook had been read in full.

Mr Michael Gardiner, president of the National Education Union of South Africa, said any education authority should exercise "extreme vigilance" in disposing of books which en-

trenched prejudice.

The TED was evading its primary responsibility and dodging the real issue by waiting for complaints before removing the book.

Miss Elizabeth Niemeyer, headmistress of Johannesburg High School for Girls, said the textbook was not used at English schools: "But if it was my staff would have alerted me to it. Our girls would have objected strongly."

Mr W van der Vyver, gen-

eral manager of Nasou, which published the textbook, said: "The textbook was written for the required syllabus, which we don't write, and education authorities asked the writers to determine the factors influencing the difference in salaries between men and women."

The text book was being re-written and the printers would make sure that no comments of this type were included in the new version, he said.



**EAST LONDON —** Nurses employed by the Ciskei Government — who have not received their increases due since last October — would get them from the end of this month, the Director General for Health and Welfare, Dr Leslie Mzimba, said yesterday.

**EAST LONDON** — Nurses employed by the Ciskei Government — who have not received their increases due since last October — would get them from the end of this month, the Director General for Health and Welfare, Dr Leslie Mzimba, said yesterday.

But the increases would be made available in three phases Dr Mzimba added.

He said there had been problems with effecting the increases and these had now been ironed out. He did not say what they were.

Dr Mzimba said the first phase would be adjustment of salaries to new levels from the end of September.

At the end of October the nursing staff would receive back-pay dated from March to August, 1983.

The third phase would be effected at the end of November when they would be paid increments covering the time from November, 1982 to February, 1983, Dr Mzimba said.— DPR



# Employment contracts for domestics?

358M Cape Herald, October 1 1983 3

DOMESTIC workers, who are not protected by South Africa's labour laws and who cannot claim unemployment benefits, will soon be offered a measure of job security in the form of employment contracts formulated by their unions.

Some of the issues to be covered by the contract are working hours, leave days, bene-

fits, notice, wages, reasons for leaving the previous employer, bus and train fare expenses, overtime rates, educational standard of employee and many others.

The contracts are presently being finalised, according to Mrs Mary Mkhwanazi, national organiser of the South African Domestic Worker Association

(SADWA), and it will not be long before employers will have to sign "Domestic workers' employment contracts" whenever they employ domestic workers.

Mrs Mkhwanazi said she was also planning to meet the authorities to discuss some of the issues of the proposed contract document. SADWA has two dif-

ferent drafts of the planned contract. One was prepared recently by the Lawyers for Human Rights group and the other was issued by the Domestic Workers Employers' Project.

SADWA officials said they would appreciate advice from the public.

The contracts will be very significant for domestic workers not only in terms of the

protection offered, but also because of the hearing it will have on a current Manpower Commission investigation.

Last year, after the lack of legislative protection of domestic and farm workers was highlighted, the Minister of Manpower, Mr Fanie Botha, ordered the Manpower Commission to investigate how best these workers could be

protected.

The commission's report is awaited shortly.

Farm and domestic workers are the only sections of the South African workforce not covered in the labour laws and it is generally expected that the commission will recommend their inclusion. The contracts could largely determine how domestic workers are included.



355A

# Children: Plea to businesses

By CLARE STERN

THE business sector can save thousands of children from becoming victims of neglect and abuse by providing realistic wages and better housing facilities for families, as well as creches for working mothers.

This appeal was made yesterday by Miss Helen Starke, director of the Cape Town Child Welfare Society which in August alone this year identified 452 cases of alleged child neglect and abuse in the Cape Town and Wynberg magisterial area. Of these children 237 were white and 215 coloured

"Poor housing conditions such as overcrowding is one of the highest risk factors in child abuse," she says.

"Inadequate salaries and lack of nursing facilities for working mothers also play a big part, but economic security alone does not prevent children from abuse and neglect."

She said the society was presently handling about 30 cases of sexually-abused children, the youngest being a 10-month-old baby girl.

Most cases involved an incestuous relationship between father and daughter or step-father and daughter.

"The relationship usually continues from pre-school age to puberty, before it reaches our attention. Only then does the child become aware that the relationship is abnormal and that this is not really what daddy should be doing."

## Basic needs

There were far more cases, however, of inadequately-housed and poorly-fed children whose basic needs were not being met, she said.

"Every neglected child is an emotionally-battered child and we are breeding a society of people totally incapable of parenting children."

"The 452 abused and neglected children identified in August will, in a generation's time, produce close on 2 000 neglected children, unless we can provide better services for them. And what about the thousands of children in similar situations of whose plight we are unaware?"



# OUT, DAMNED TROUBLESPOT!

9/10/83 City Plan 275

(103)  
(105)

TRANSKEI has formally called on the SA Government to take back Mdantsane from Ciskei.

## Put Mdantsane back in SA

BY MONO  
BADELA

This was revealed to City Press this week by Transkei Prime Minister, George Matanzima who attended unit talks with several homeland leaders in Johannesburg.

Chief George said: "We do not want Mdantsane to be part of Transkei. All we say is it is high time South Africa takes the town-ship back. It's the only way to solve the crisis".

Mdantsane is estimated to be the second-largest black urban area in the country after Soweto, and has been rocked by violence over the past three months because of a bus boycott.

Chief George also slammed the continuing wave of repression against Mdantsane residents by the Sebe Government. His call for the return of Mdantsane to South Africa follows recent appeals for the move by embattled residents of the township.

An Mdantsane businessman told City Press there was talk in Mdantsane of the township being taken away from Ciskei. "This has just been general talk, but

now it seems it is official. It is definitely a good thing a move in the right direction."

Duma Barnabas, who heads the Transkei consular staff in East London, told City Press there were more Transkeians living in Mdantsane than Ciskeians.

"The ratio is about 60 to 40," he said.

When repression and shooting in Mdantsane was at its height, a top member of the consular staff, Robert Ncokazi, was detained by the Ciskei Security Police while checking on victims of police shooting at Cecilia Makiwane Hospital.

Mr Barnabas said a number of the people shot by the Ciskei police were Transkeians.

## HOMELAND LEADERS CAST A NO VOTE

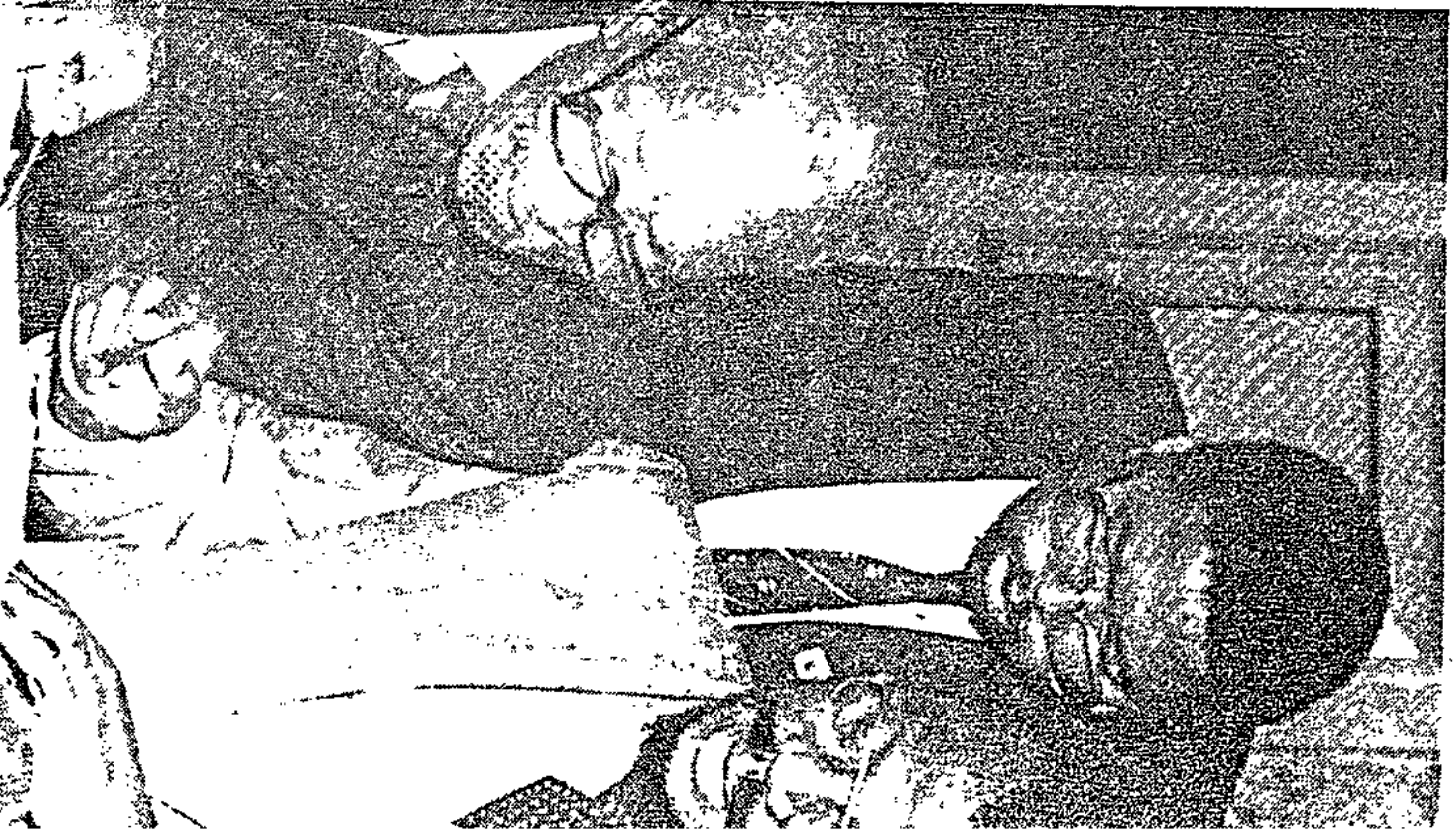
THE NATIONAL African Federated Chamber of Commerce (Nafcoc) made a dramatic leap into the political arena this week.

The black business organisation teamed up with six homeland leaders in totally rejecting the new constitution.

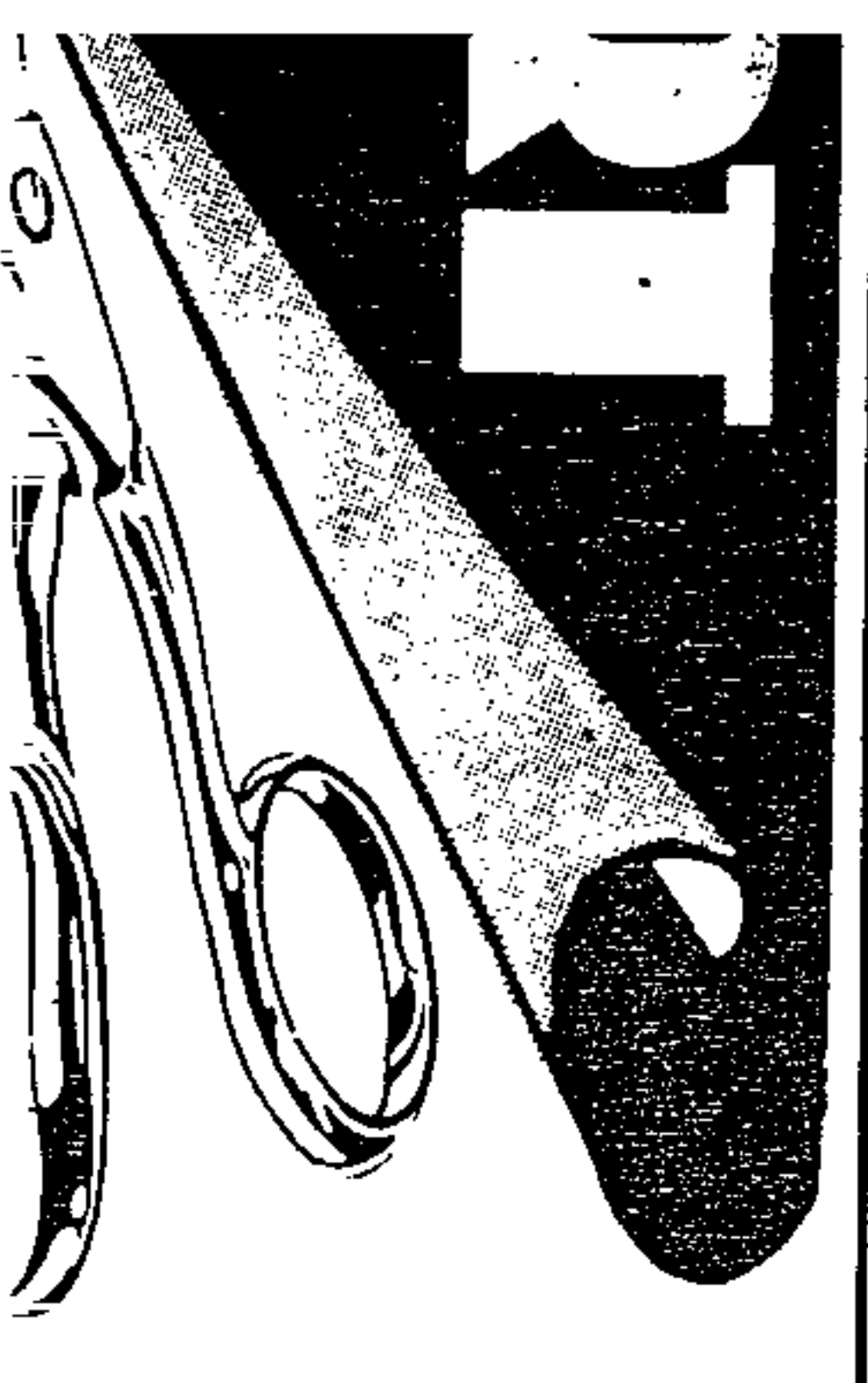
Nafcoc's senior vice president, Mr Amos Gadi of the Transkei was one of the 10 leaders who jointly signed a resolution condemning the constitution.

The constitution has been rejected because it "will polarise the country into racially antagonistic groups".

Report by M Babela of 62 Elliott St Ext, JHB.



● Kwa Zulu Chief Minister, Chief Gatsha B discusses the joint draft resolution with Dr Phatudi, Chief Minister of Lebowa at the





6/10/83

Women and other disadvantaged groups could be used to overcome the shortage in skills in South Africa, but employers had to change their employment policies and practices first, Professor Dick Sutton said in Johannesburg on Tuesday.

## Skills shortage: more women, blacks needed

Professor Sutton, from the University of South Africa's School of Business Leadership, said at a "Realise Your Womanpower Assets" seminar that the solution to the skills shortage was to develop the country's under-utilised human resources — blacks and all women.

Although those groups would naturally move into the market by replacing white men who had moved into higher jobs, the process was not fast enough for South Africa's needs.

Employers had to formulate human resource plans which catered for their firm's long-term skills needs and helped utilise disadvantaged groups.

**Women and other disadvantaged groups could be used to close South Africa's skills shortage gap. But employers will have to change their ideas and practices first, as KATE McKinnell found at a seminar on womanpower this week.**

Professor Sutton said a firm could implement such a programme in several ways:

- Positions at all levels could be set aside for experiments in employing members of disadvantaged groups.
- Existing staff members, or outsiders, who were from disadvantaged groups could be promoted to positions for which they were not qualified

but might have the potential to do.

- He said people from disadvantaged groups could be helped to cope with the higher level jobs by the guidance of experienced staff and employers providing programmes to:
- Up-grade their levels of education.
  - Provide relevant specialist qualifications.
  - Teach necessary social

and inter-active skills.

However, individual employers would not have sufficient finances to provide extensive programmes so the State or community agencies would have to help out, Professor Sutton said.

White women could most easily be brought into the job market because their social and educational disadvantages were less than

those of other disadvantaged groups.

Progress had undoubtedly been made in removing resistance against the unrestricted employment of women.

However, the pace of change remained slow because of lingering prejudice and a failure to recognise how women could be used to rectify the skills shortage, Professor Sutton said.



PROFESSOR DICK SUTTON — "the change of pace remained slow because of lingering prejudice."



# 'Gulf between white, black women in SA'

Argus Correspondent

JOHANNESBURG. — There is a greater gulf between white women and black women than there is between whites and blacks generally.

This was said in Johannesburg by Professor Lawrence Schlemmer of the University of Natal in an address at the second annual conference of the Women's Bureau of South Africa.

"Contrary to general belief there is not such a large difference between the quality of life of different sexes. The differences relate to socio-economic factors which are found more between race groups than gender groups."

Professor Schlemmer said he had carried out studies among 100 whites, 100 Indians and 200 blacks in Durban as the precursor to a nationwide study being done by the Council for Scientific and Industrial Research.

Black women were more concerned

about housing, supervision of their children, health, education and crime.

"Our research showed that Indian and coloured women have spare-time lives which are dull, unstimulated and lonely."

"White women are more affluent and are protected from distressing community and housing circumstances."

Nonetheless, white women were found to be less satisfied with their lives than white men in the personal spheres of their lives.

"A significant number of Indian women were disappointed with the progress they were making in their working lives but in some aspects of life they were more content than Indian men."

White women tended to be less content in the personal aspects of their lives. They felt less adequate and more nervous than other groups.



## EXPRESSSCOPE ASKS: IS LIVING IN SIN CHEAPER?

By ANGELA GILCHRIST

THE government is considering separate taxation — but, said the Deputy Minister of Finance, Mr Eli Louw, this week, much depended on whether solutions could be found "to its various problems".

It is the first time a senior government official has admitted that separate taxation is under consideration — and it is likely to be hailed by feminists and upper-income, two-breadwinner families.

In certain cases it is cheaper today for a couple to 'live in sin' than to marry and pay the extra tax.

And tax expert Mr Costa Divaris said this week that separate taxation was definitely on the cards for whites, coloureds and Indians, because the government wants all races taxed according to the same system.

Mr Louw was responding to Sunday Express questions about his recent statement at the Cape congress of the National Party that the government would consider the appointment of a commission of inquiry into the taxation of married women.

But a cautious Mr Louw added: "I don't think you should take it any further than what I said at the congress."

"I believe it is a sound argument that women with scarce qualifications refrain from going out to work because of high taxation."

"I'd like to find out to what extent the problem applies, and will recommend to the Minister of Finance, Mr Owen Horwood, that the government appoint the Human Sciences Research Council to carry out the necessary research."

"This should give us a comprehensive picture of the situation — but only then will we be able to make a decision."

Mr Louw said one of the problems of separate taxation was that lower income groups could pay more under certain systems than at present and it was "no good taking money from the poor to give to the rich".

He refused to say how the government could avoid this if a system of separate taxation were to be implemented. Mr Louw also refused to say what kind of separate taxation system the government might consider.

But Mr Horwood has repeatedly stated that if joint taxation of married couples were abolished, the loss of revenue would put the country's average tax rate up.

And while feminists will rejoice at what they see as a major breakthrough in the government's attitude to female breadwinners, Mr Divaris, described it as an "elitist non-event".

"Everyone assumes that separate taxation means less tax but it isn't necessarily the case because the government would have to make up for a massive loss of revenue," Mr Divaris said.

"Half the personal income tax collected by the government comes from 7% of the taxpayers — those who earn R20 000 a year or more. The only people who will benefit

## Separate tax on the cards... but so is more tax!

ALTERNATIVE TAXING SYSTEMS

			Joint Taxation	Separate Taxation		Present System Single Breadwinners	
Husband	Wife	Total	Present system	As married persons	As single persons	Bachelor	Married man
22 000	18 000	40 000	10 939	6 238	8 234	13 622	11 723
31 000	9 000	40 000	10 939	7 896	9 922	13 622	11 723
12 000	8 000	20 000	2 782	1 380	2 071	4 093	3 294
15 500	4 500	20 000	2 782	1 926	2 645	4 093	3 294
6 000	4 000	10 000	484	220	516	988	722
7 600	2 400	10 000	484	386	580	988	722

THIS table, compiled by tax expert Mr Costa Divaris, illustrates the patterns that would emerge if the government were to introduce separate taxation.

It assumes:

- Present rates of tax apply.
- Salaried income only.
- Under separate taxation with taxation of each spouse as a married person, the wife is entitled to the present earnings

deduction of R1 600. (In fact, the deduction would probably disappear.) The husband claims the standard deduction of R300. Both spouses claim the basic rebate of R350.

Mr Divaris says the table illustrates the following trends:

- It shows that if people were taxed at married rates the tax would be less in

every instance than if they were taxed separately.

- If taxed separately at single rates, the difference would be much less.
- That lower income people would pay more under a separate taxation system, if taxed as single persons.

Mr Divaris says a separate taxation system would be unfair to the single-breadwinner family.

from separate taxation are the high-income bracket.

"As many as 65% of our taxpayers are earning R10 000 a year or less and under some alternatives to our present system, they will have to pay more tax than they do now."

"The bulk of our taxpayers are not concerned with the problem of joint tax at all. It is an elitist problem."

Mr Divaris said if the government introduced separate taxation feminists would claim it as a victory, "but I don't believe it will be their victory at all".

"They assume the government would stick to present tax rates in introducing a separate system of taxation. But the country couldn't afford that. The extra revenue will be claimed from people like them."

"If the government introduces separate taxation, it will be because it has promised that the system of taxation for blacks will be done away with by next year. The

government wants blacks to be taxed according to the same system as whites, coloureds and Indians.

"Blacks have separate taxation at present and if one system is to be created for all races, it means that blacks either have to become jointly taxed or whites separately taxed."

Mr Divaris said it seemed unlikely that blacks would be jointly taxed because of difficulties posed by the migrant labour system and some customs which meant that some men had more than one wife.

"To devise one system for all races, it seems more likely that whites will start being taxed separately," Mr Divaris said.

"The government dare not discriminate against blacks in a new system because the present black tax Act is an appalling piece of legislation."

However, some financial sources said this week it was

possible the government would introduce separate taxation and make up for its loss of revenue — or at least some of it — by introduction of the much discussed 'perks tax'.

Details of the draft Bill on fringe benefits are expected to be released later this month or early next month. Tighter control of perks seems likely from the start of the 1984/85 fiscal year.

It is estimated that up to 30% of the income of some executives in the private sector is made up of fringe benefits. Prime targets of the legislation will be company cars, lavish entertainment allowances, subsidised company loans and housing benefits.

The president of the Southern African Women's Foundation, Ms Adele van der Spuy, aims by the end of the year to present Mr Horwood the names of one million supporters for the abolition of joint taxation.

Ms van der Spuy says about 1 500 000 married South Africans are affected by joint taxation and the foundation has received the support of men and women of all races.

The chairman of the Womanpower Committee, Mr Velia Kirkpatrick, said it was important that the government was changing its attitude and seeing women as workers and not as housewives working for pin money.

● Tax expert Costa Divaris — "separate tax is elitist."

## Taxmen and the wages of 'sin'

JUST how much does it cost the average couple to marry?

In a marriage where the husband earns R20 000 a year and his wife R10 000 they would pay a total of R4 724 if taxed as individuals.

When their salaries are taken jointly their tax bill is R6 381 — over R1 500 more.

Some tax consultants maintain they have clients who have for this reason chosen to live together rather than marry.

The president of the Southern African Women's Foundation and a long-time campaigner for separate taxation, Ms Adele van der Spuy, has sent a letter to all churches and synagogues in South Africa expressing a shared concern about "the present deterioration in family life, the sharp increase in couples co-habiting without the benefit of marriage and the ever-rising divorce rate."

According to foundation figures, divorce in South Africa has increased by 73% and marriage by 21% during the last six years.

But tax experts maintain the tax rate does not play an important part in the decision to marry.

Says tax expert Costa Divaris: "People do not make decisions about marriage or divorce for tax reasons only. All the people who want to be married are married. It might sometimes be used as an excuse by those who are afraid of making a commitment to one another."

"I also believe that all the women who want to work outside the home, are doing so."

## Case for a flat rate of payment

TAX expert Mr Costa Divaris says separate taxation had two major flaws.

"Overseas it has been proved that when people are allowed to separate their incomes, they begin shifting income to avoid paying tax."

"For instance a man earning more than his wife might begin making investments in her name," he said.

"So you need a complicated set of rules to prevent people from abusing the system of separate taxation."

"The second flaw," he said, "is that separate taxation will benefit households where both spouses are breadwinners at the expense of households having only one breadwinner — and that is not justifiable."

"In a way separate taxation would discriminate against the woman who doesn't go out to work — the housewife."

Mr Davaris said he did not believe the problem had anything to do with "working" women. "The culprit is the progressive system of tax which the more you earn, the more you pay. We need a flat rate of tax."



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# Store takes back fired employees

Sowetan 14/10/83

By JOSHUA RABOROKO

SIX women employees of Pep Stores in Vereeniging, who were sacked after refusing to strip naked so that their manageress could search them, have been reinstated.

The workers, all of whom are members of the Commercial, Catering and Allied Workers Union (CCAWUSA), have been paid for the time they were unemployed after an agreement between management and the union.

They claimed that a white manageress at the company forced them to strip almost naked in an attempt to recover goods stolen from the shop floor.

They had also contended that they could no longer tolerate this

"debasing process" as it humiliated and caused them embarrassment whenever they were to go off duty.

"Thinking about the whole exercise, we felt inhuman and raised the matter with the top management officials, who did not give us a hearing. We were then sacked from our jobs for refusing to strip," the workers said.

A CCAWUSA spokesman said that after hearing the grievances of the workers the union asked for an audience with the company's head office in Cape Town.

The union stressed to management that workers would not tolerate

being stripped and searched as they found this degrading.

After discussions management eventually agreed that the workers had been unfairly treated and that they should all be reinstated and be paid for the time they were out of work.

The union welcomed the management's stance that they would in future stop the searching of workers until a more suitable policy was found in securing that property was not stolen from the premises.

A company spokesman confirmed the reinstatement and said the practice was no longer being pursued.



# Rights 3SSA drive for ROM pregnant 21/10/83 workers

Labour Correspondent

WOMEN shop stewards and officials in Transvaal FOSATU unions are to begin a drive to win greater maternity rights for women workers at factories where FOSATU unions have majority support.

They have also accused employers of firing pregnant women and say that some women workers hide their pregnancy until an advanced stage to avoid losing their jobs.

According to FOSATU's journal, FOSATU Worker News, the women have compiled a list of demands which they are to fight for in the factories.

These include the right to paid maternity leave and to be protected from being dismissed when they are pregnant.

FOSATU Worker News says these demands have emerged from a Transvaal women's group formed shortly after FOSATU raised the issue of working women's rights at a recent Winter School.

It says the group has decided to focus on maternity issues for the time being.

At a recent meeting, it charges, a shop steward in the chemical industry charged that women were made to sign a document by their employers.

This, she charged, stated: "I hereby declare that I am currently not pregnant. I furthermore agree that should I fall pregnant in the next twelve months, my services could be terminated immediately."

Another women worker charged she had hidden her pregnancy from her employer by wearing oversized dustcoats "because she could not afford to stay at home with no pay".

The demands which will be put to employers are:

- That pregnant workers not be fired and that they have the right to return to their job at the same pay rate;
- The right to paid maternity leave;
- The right to "safe conditions at work while pregnant";



# Pledge on pay to women teachers in PE

28/10/83 355A E. Post

By CLAIRE  
PICKARD-CAMBRIDGE

THE Minister of National Education, Dr Gerrit Viljoen, yesterday assured about 600 teachers in Port Elizabeth that he intended applying the "strongest possible pressure" to phasing out salary discrimination between men and women teachers.

He considered this a matter of the highest priority.

He said the Government's policy was to introduce parity of salary between the sexes, but the teaching profession was unfortunately the last sector of the public service where this had not taken place.

It was said at times that education was an "afterthought" in the public sector in respect of differentiated salary rises.

"But special attention will be directed to teachers' salaries during the next financial year and we hope to phase in parity of salary over the next three years."



Dr GERRIT VILJOEN  
... parity is coming

He said he would like to see an almost total removal of limitations on married women teachers in the profession.

Parity of salary for qualified teachers had already been phased in on the third grade level and he hoped it would be intro-

duced at the first and second levels.

But this would entail great financial cost, especially when women comprised the bulk of the teaching force.

He said he had not been prepared to meet a delegation representing women teachers in Port Elizabeth because the official channels had not been used.

"But I want to emphasise that they are welcome to submit their protestations through an association and this will then be dealt with sympathically."

Dr Viljoen also said free white education could not continue at its present standard unless parents began making greater financial contributions. The first step would be an end to the free supply of textbooks.

But no one would be denied an education if they could not afford it, he said.

(Report by Claire Pickard-Cambridge, 19 Baakens Street, Port Elizabeth.)



# Big Sale bonds now open to black women

By LIN MENGE

BLACK women who, for legal reasons, have been unable to apply for mortgage bond finance can now do so — provided the houses they wish to buy are being offered on the Big Sale.

They will be able to buy their houses on a ceded deed of sale, in terms of an agreement between the Government and certain building societies.

Until now the only black women who have been able to apply for mortgage finance have been those married by civil law — and in most of those cases the property has been in the husband's name.

But women married under tribal law, or single women — be they unmarried, divorced or widowed — who might marry or remarry under tribal law, have not been able to obtain bonds because, in terms of tribal law, they would be minors. This would immediately invalidate any contract they signed with a building society or bank.

The situation poses a major problem for urban black women. Attempts by the Government to alter the law have so far failed because of disagreement among the parties involved.



Many of the registered tenants of the State-owned houses being offered for sale to all races until July 1 next year are women unable, as the law stands, to get building society loans with which to buy their houses.

It has therefore been agreed between the Government and certain building societies, that the societies will consider granting loans to such women Big Sale buyers on a ceded deed of sale. In return, the Department of Community Development will issue the societies with housing securities.

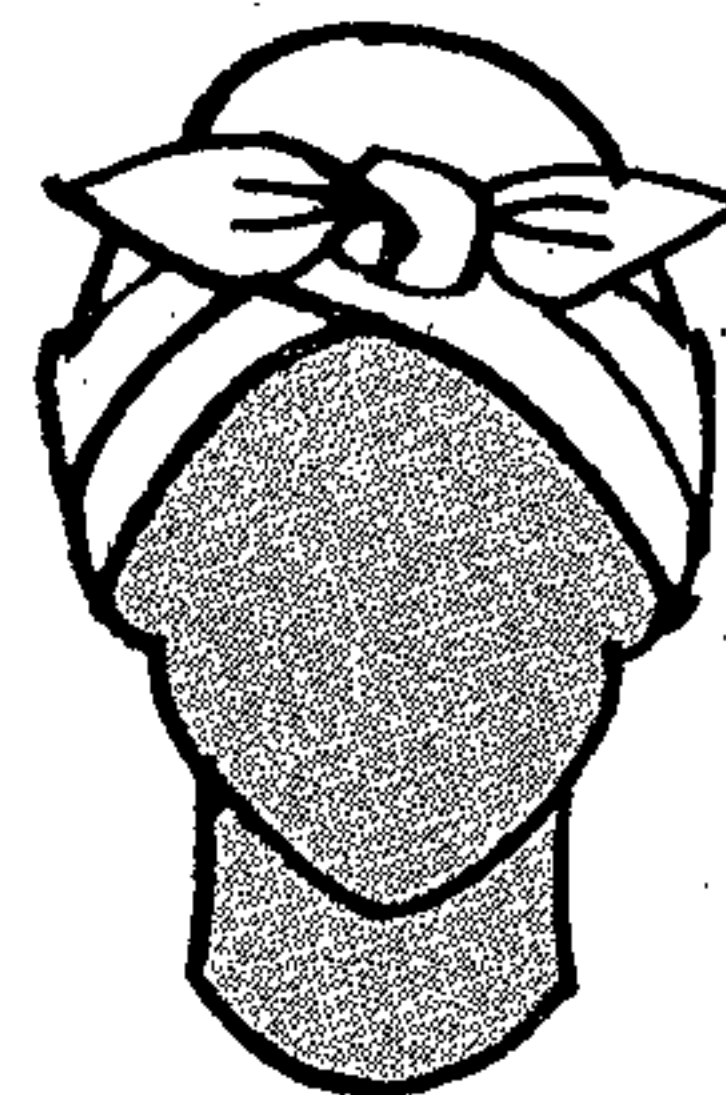
It is exactly the same arrangement under which any Big Sale house buyer, of whatever race, may now apply to buy his house on a ceded deed of sale if his stand has not been surveyed, and in that way obtain a building society loan.

However the building societies have given the Govern-



ment a deadline. According to Mr Piet Kruger, assistant general manager of the United Building Society, the problems both of surveying and the legal status of black women, must have been sorted out, or nearly sorted out, by July 1986. If nothing has been done by that date, the Government will have to refund the societies.

As with the arrangement with the Government that building societies can grant 90% loans on Big Sale purchased properties, it will be up to the individual societies to decide whether they are prepared to grant loans to black women or to buyers whose properties have not yet been surveyed. Mr Kruger said the UBS had already



decided to participate in all three agreements with the Government.

The position of black women who are not Big Sale house buyers remains unaltered, and they will have to wait for the legal position to be changed. But at least that is now likely to be before July 1986.

Now that the legal formalities for making 99-year-leasehold available in the non-independent "homelands" have been completed (reported in HOMEFRONT yesterday), it will be possible for home-buyers and developers in those areas to apply for mortgage bond finance once present negotiations with the building societies have been completed.



# Women's rights will cut Africa's births

RD 01 8/11/83 355A

**POPULATION** growth and whether to curb it is one of the most controversial subjects in Africa.

Only a few African countries have official reproduction policies, perhaps because most Africans see human reproduction as a personal matter. They resent advice from governments about how and when to procreate.

That is why in Kenya three years ago, for instance, newspapers were bombarded with letters denouncing a statement made in Parliament by the then Minister of Constitutional and Home Affairs, Charles Njonjo, that Kenyans were "breeding like rabbits".

"But we are also dying like flies," angry Kenyans wrote. "Get out of our bedrooms!"

In traditional African societies, which are male-dominated, a man's social stature is determined to a large degree by the number of children he has — the more the better.

Having many children not only reflects a man's virility, it is also looked upon as a blessing from the gods.

A man who does not have children is pitied. People talk about his "problem" in whispers.

Such a man, more often than not, is bound to marry a

The population of Black Africa — 362-million in 1980 — is expected to increase fourfold by the year 2020. By then, says the United Nations Food Report for 1983, the region may be able to supply little more than half its own food needs. Here MUKAMI IREERE, Women's Editor of the Kenya Times, argues that the gradual assertion of the rights and value of women is vital if population growth rates are to fall

second wife, and a third and fourth, until he can get "enough" children.

Having a large number of children (say, more than seven or eight, by one wife) also means that a man's security in old age is guaranteed, as each child, on becoming an adult, is expected to look after his or her parents.

In rural Africa, the number of children also determines the level of economic productivity within a household.

Most rural Africans are peasants, and children provide the manpower to till the land, herd cattle and goats, pick coffee or cotton or tea.

In Africa, there are also many men who work in towns and cities, but whose "proper" homes — where their families live — are in the rural areas.

These are usually workers who cannot (or, in some cases, would not) have their families join them in towns or cities.

For these men, the urge to have as many children as possible

is determined by the same reasons: pride, security, manpower.

These men usually visit their families in the rural areas at the end of each month when they get pay cheques.

Conjugal relations (and fertility) can more or less be calculated on the basis of that schedule.

There is an amusing story to illustrate that.

One city worker, with school-age children and an illiterate wife living in the country, decided it was time to add to his brood, so he went to his home and informed his wife about his decision.

That weekend, the couple tried to add to their family.

Later, he received a letter from his wife, obviously written by one of his children.

The letter said simply: "The tomato you planted has not grown."

The man knowingly chuckled to himself: what his wife was trying to say in a riddle

(because she did not want her child to understand) was that she had not conceived.

Among African urban-dwellers, there is still a deep-rooted tendency to have as many children as possible.

But the realities of housing a large family in a city or town has emerged as a strong deterrent to having large families.

In cities such as Nairobi and Lagos, more and more men who wish to live with their families face the decision of whether to limit their fertility.

Usually, the economic reality does not leave them much of a choice.

But perhaps the single most important factor affecting fertility in Africa today is the emergence of women as independent human beings, rather than their husbands' chattels.

This independence, which has changed, and will continue to change, the relationship between African men

and women, is born of women's ability to earn a living independently of their husbands.

In fact, some men have gone as far as to suggest that African women have waged a war against their men; that they have rebelled and can no longer be controlled.

I would not go as far as calling it a war. Rather, it is an assertion of women's rights and of their value as PEOPLE, not just as child-bearing machines.

This new awareness among African women, I feel, will do a lot more for fertility in Africa than the Pill.

A married woman who has two or three children and also has a job is bound to resist strongly all efforts by her husband to increase her family.

Her job gives her a feeling of security, particularly in these days when divorce is an everyday reality in Africa.

A job can give a woman more security even than a child can, and she will not jeopardise that job to satisfy her husband's ego by having more children than she can look after.

Because such women are afraid to use contraceptives, behind their husbands' backs, it has become common to see married women waiting to see their gynaecologists to



RDM 8/11/83

355/1



The single most important factor affecting fertility in Africa today is the emergence of women as independent human beings, rather than their husbands' chattels



# Most domestics paid less than suggested rate

10/11/83 Mercury  
355A

**Mercury Reporter**  
THE wages paid to black domestic workers by Durban homeowners are more often than not below the wage recommended by the South African Domestic Workers' Association, and in some cases below reason-

able subsistence level.

If an extensive, random telephone survey of white employers in the Durban and surrounding areas is representative, full-time live-in domestic workers are fast becoming a thing of the past.

Part-time employers said in most cases domes-

tics had two or three, and on occasion, as many as four jobs. Only in this way was it possible for them to earn a living wage.

Less than 20 percent of the families interviewed could afford the luxury of a full-time servant, and in every case where a full-time worker was kept, she was paid well below the recommended level. All provided meals for the

workers, some by allowance and others directly.

Among those who employed part-time workers the pay-rate was better, but the provision of meals was scarce.

A new list guiding employers on what is considered a fair wage has been published by the association. It says that in view of soaring inflation, which hits domestic

workers harder than most, the rates should be adhered to.

The recommended wage for a daily worker is R11 — or about R1,40 an hour. For overtime pay the rate is R1,50 an hour.

In the survey employment time varied between one hour a day, two or three times a week, to eight hours, three or four times a week.

The lowest rate paid was 66c an hour, less than half the recommended level, and the highest R1,66. The average was R1,20.

When employers who paid less than the recommended wage were questioned, they said they were not aware of the level. But most said they would have to consider meeting the wage.

Two women slammed down their telephones.

For full-time employees the highest wage was R100 a month, R20 short of the recommended minimum, and the lowest R75. The average was about R90.

Guidelines concerning leave, provision of meals, accommodation, legal rights, dismissal and abolutions are included in the association's list.

They recommend that domestic workers be given at least one full day off a week, and one afternoon during the weekend.

Annual leave should be four weeks at full pay, and workers should be given a month's notice, or a month's pay in lieu of notice, if they were to be fired on the spot.

The association reminds employers that it is illegal to deduct money from workers' pay for articles damaged in the course of duty.



## We need 'artisennes' says Dr Piet, manpower boss

WOMEN artisans should be encouraged in suitable trades, the Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

Opening the Metal and Engineering Industries Education and Training Board's new training centre in Benoni, he said there was still a shortage of artisans in most trades despite a steady increase in the number of indentures over the past few years.

"Drastic intervention is

needed to supplement the ranks of artisans if we are to enjoy the full benefit of an economic upswing," he said, adding that a campaign to recruit school-leavers as apprentices was needed.

"A special effort should be made to attract females to those trades in which they should excel — for example, radio and television, radio communications, telecommunications, electronics and industrial instrumentation, and process control," he said.

— Sapa.



# Too skilled to land a suitable job

By STEPHEN NTSANE  
Staff Reporter

A 40-year-old Guguletu woman who has a master's degree in social science and business administration from Columbia University in New York cannot find a suitable job in South Africa.

To pay her rent she had to take a temporary clerical job that requires the services and pays the salary of the holder of a Junior Certificate.

In an interview Miss Sindiwe Magona, a former teacher at Fezeka High School, said her qualifications seemed to be the stumbling block. One major South African insurance company to which she applied told her she was over-qualified.

"Some people in Guguletu have actually advised me not to mention my qualifications when I apply for a job and only to do so once I have been given a job," she said.

She said the other frustrating factor was that South African companies were not obliged to give reasons for turning down applications.

Miss Magona's plight is ironical in view of the demand in South Africa for qualified blacks.

She said she was aware there was a high unemployment rate in South Africa, but could not help wonder — if advertisements were anything to go by — how many white graduates were queueing for jobs.

She is convinced that the main reasons why her applications are being turned down are her race and sex.

"I could improve myself by getting higher education, but to expect me to change from being a female and black is rather cruel," said Miss Magona.

Her qualifications enable her to function in the personnel arena and her forte is in training



Miss Sindiwe Magona — "I can't change from being a woman, and black."

and management of supervisors and management.

Two months ago, after being interviewed by a director of a large Cape Town company, the firm flew her to Johannesburg. There she was told by the person who was supposed to make the final assessment that she was "too elegant".

In 1977 Miss Magona obtained her BA degree and majored in history and psychology after studying privately with

the University of South Africa (Unisa) for four years.

She then obtained her honours degree in psychology and in 1981 was awarded a scholarship by International Telephone and Telegraph (ITT), which enabled her to study for two years at Columbia University.

Miss Magona is convinced she is not unemployed. Her dream is to go into industry in personnel, preferably in training and development.



# 29/11/83 355A RDM Pay deal announced for 'responsible' bureaucrats

## Pretoria Bureau

A NEW deal to reward public servants who hold "responsible" posts was announced yesterday.

The Chief Director of Planning of the Commission for Administration, Mr I Robson, said the occupational differentiation system aimed at bringing the public service into closer competition with the private sector in the fight for staff.

The deal involves 53 000 employees in the public service, statutory bodies such as the Council for Scientific and

Industrial Research and "national states" employees.

The Rand Daily Mail was told the new deal entailed salary increases and possible quicker promotion for employees who could expect better salaries for their line of work in the private sector.

Groups who will benefit are:

- Highly-qualified groups, such as university graduates;
- Supportive technicians working closely with this group;
- Line administration and clerical personnel in a total

of 60 occupation groups;

● Provisionary and administrative personnel involved in stores and equipment procurement;

● Personnel officers, organisation and work study officers, training officers, advisers and their supportive staff.

The new deal for the first two groups will be backdated to October 1.

The other three groups will have their new deal backdated to November 1.

Details of the new dispensation were sent to all Government departments yesterday.



# Move on married women teachers a 'breakthrough'

By BESSIE BOUWER

TEACHERS and teaching associations in Port Elizabeth see the new policy on women teachers announced yesterday by the Minister of National Education, Dr Gerrit Viljoen, as a major breakthrough.

The president of the South African Teachers' Association, Mr Allan Powell, today welcomed the announcement that women teachers married after January, 1984, would no longer be classified as temporary staff.

He said the Minister had shown himself receptive to the recommendations of the Federal Council and Sata concerning the needs and principles of the profession.

Sata had for many years campaigned that marriage should not be a reason for altering the employment status of women teachers

and that appointments should be on merit only.

The association felt the effect of the announcement would be considerably reduced unless it was linked to an immediate and considerable increase in the quota of posts available to married women teachers.

It called on the Minister to make an announcement concerning the quota system as soon as possible.

Two teachers, Mrs Eleanor Russell and Mrs Linda van Rensburg, who were sent as delegates to the Minister after a meeting of about 400 teachers in August, said they were overjoyed that women who married would in future retain their permanent posts.

Mrs Russell said women already married would not benefit, but "we are not going to drop these women". "We will continue working

on their behalf," she said.

Dr Susan van Rensburg, vice-chairman of the Suid Afrikaanse Onderwysers Unie (SAOU) in Port Elizabeth, said the quota system should be gradually increased to allow a better dispensation for experienced married teachers.

She said teachers at the Otto Du Plessis High School had shown a mixed reaction to the statement. Teachers who wanted to marry in the new year were overjoyed, but the experienced women teachers felt let down.

Miss Joy Tribe, principal of Erica Primary School, welcomed the announcement, as did Mr P R Visser, headmaster of Pearson High School. He said women teachers had been waiting for the move for a long time.

The new policy "in

• Turn to Page 3

**New ruling on teachers who get married**

• From Page 1

which marriage can no longer serve as a reason for terminating the services of women teachers, or for converting their appointment to a temporary one, will take effect from January 1 next year and apply to all four provinces, according to Dr Viljoen's announcement, says a Sapa report.

Dr Viljoen said it was common knowledge that the continuation in service of women teachers who married was dealt with in differing ways by the various education departments for whites and "that this has given rise to considerable dissatisfaction among female teaching staff".

He had just received a report from the Committee of Heads of Education after his request for an investigation into women teachers' service conditions.

All white education de-

partments were represented in the investigation, and his decision was made with the approval of the Cabinet and after consultation with the Provincial Administrators and National Teachers' Council.

The new policy states that:

"A woman teacher shall give notice to her department of her proposed marriage.

"Where in view of her proposed marriage a woman teacher elects to terminate her services, the date of her marriage may be accepted as the date of her termination of service.

"Where a woman teacher gives notice of her proposed marriage without electing to terminate her services, such teacher shall retain the teaching post held by her."

• Editorial comment

— Page 10



# 'Equal pay in maths to prevent crisis'

355A R1014 2/12/83

By HELENE ZAMPETAKIS

THE Human Sciences Research Council has advised the Government to eliminate sexual discrimination for maths and science teachers and to pay them more than other staff.

In a survey into the shortage of high-level manpower in the natural sciences and maths, the HSRC advised the teaching profession to combat the shortage of maths and science teachers by co-ordinating recruitment, adapting current syllabuses and using educational-technological aids more effectively.

And the Transvaal Teachers Association's bulletin, which published the survey in the latest edition of the Transvaal

Educational News, stressed that teacher shortage in this field was assuming "critical proportions".

The survey found that about 2 400 students would have to obtain BSc degrees every year until 1990 to adequately meet manpower needs.

At present, only 1 914 whites and 300 black students graduate in this faculty each year.

"The whole shortage situation becomes a vicious circle," the HSRC found. Because a low number of students studied the natural sciences, too few post-graduates students and teachers were recruited for this field.

The unavoidable result was that the quality of research and training at all levels of education was lowered. And both these factors were responsible for

diminishing students' interest in this field.

"It is of the utmost priority to launch a countrywide co-operative effort to improve the academic qualifications of the large number of unqualified and under-qualified teachers ... and to keep this knowledge up to date."

A recruiting campaign should also be initiated at the highest level but it would only be successful if science and maths teachers salaries were "elevated financially" above the rest of the teaching staff.

Students should be able to train for these subjects at colleges of education.

And all sexual discriminatory measures in the conditions of service and remuneration should be eliminated to recruit women to the field.



# Govt's teacher deal under fire

By HELENE ZAMPETAKIS

THE Government has not yet resolved the problem of permanent status for women who married before they began teaching, Mr Dave Ryman, president of the Natal Teachers' Society, said yesterday. His comment followed an announcement that white women teachers who married after January 1 next would no longer be automatically re-classified as "temporary" staff. However, the policy which allows white women teachers to remain on the "permanent" staff after marriage has been in practice for several years in Natal. Mr Ryman said the new deal for women teachers also failed to spell out how it affected women who resigned from the profession and were later re-employed. At present re-employed women teachers were re-employed as "temporary" staff, he said. "We look forward to the day when all women teachers will enjoy permanent status," he said.

However, the announcement was welcomed by the Transvaal Teachers' Association, the Transvaalse Onderwyservereniging, and the South African Teachers' Association. Miss Elizabeth Niemeyer, president of the TTA, yesterday described the announcement as "a positive step" that diminished the threat that marriage had presented to a woman's teaching career. Mr A S Powell, president of the Sata, said the association had long campaigned for an improvement in the regulations governing married women teachers.

The Sata stressed that the effect of this latest announcement will be considerably reduced unless it is linked to an immediate increase in the quota of posts available to married women teachers at present. The Minister of National Education, Dr Gerrit Viljoen, added in his announcement on Thursday that he was in the process of reviewing the "quota system" that determined the ratio of male to female staff at schools.

He also announced that the Government was considering implementing parity at first and second levels — affecting teachers and heads of departments — as soon as economic conditions allowed. Mr Koos Steyn, director of the TO, said yesterday Dr Viljoen's announcements would be heartily welcomed by Afrikaans women teachers.



# When will Gerrit Viljoen stop playing Old Maids?



● Dr Gerrit Viljoen ... temporary status for married women to be dropped

"Don't you want to get married then?"  
"No, I want to be a headmistress."  
(From: 'I'm Not Complaining', by Ruth Adam)

FORTY-FIVE years have passed since British teacher Ruth Adam agonised over the plight of women whose marriages forced them to leave a profession intended exclusively for 'old maids'.

Her book, based on her teaching experiences in an English school for miners' children, was written in 1938 — but for the thousands of South African women who daily enter classrooms the last half-century has been long on promises and short on action.

The ousting of married women from teaching positions began in earnest during the economic depression of the 1930s, when unemployed men cast envious glances at working women and insisted that as breadwinners their financial needs were greater.

Adding fuel to the fire was the belief that the energies of married women were too exhausted with caring for their own children to be concerned with others.

It took the Second World

War to reinstate married women in the classroom and to begin the fight for rights to a permanent appointment.

Finally a report in the Rand Daily Mail proclaimed hopefully: "The long battle for equal rights for married women teachers may be nearing its end."

But that was in May 1968, and was based on a promise by the then Minister of National Education, Senator Jan de Klerk.

## No longer

Said Senator de Klerk: "As regards this question of a married woman teacher who is unmarried today and married tomorrow, and who immediately receives a lower salary and who has to retire from the permanent

**The Minister of National Education, Dr Gerrit Viljoen, promised a new deal for married women teachers this week. But education departments continue to prefer women to remain 'old maids'**

## Report by ARLENE GETZ

service, I have already issued instructions in my department that this will no longer happen."

Certainly the lot of women teachers has crept forward since then, but they are still being grudgingly treated as second best in profession of which they form the backbone.

The latest in the line of promises came this week, when the Minister of National Education, Dr Gerrit Viljoen, said that white women teachers who marry will in future be allowed to retain their status as permanent teachers, instead of automatically being reclassified as temporary.

It is a deal that has been eagerly grasped by educationists anxious to praise even the slightest shift away from sex discrimination.

Yet it fails to come to grips with some of the thorniest issues plaguing women teachers, and in real terms does not bring any material changes to women teaching

en can improve their salaries, but men will always get more."

A woman with a four-year teaching qualification currently receives a starting salary of R650 a month. A man with the same qualifications starts with a monthly salary of R750.

From the beginning of next month these will be increased by about 12%, bringing women up to about R730 and men to R840.

In terms of the quota system, 33% of all the posts at Transvaal primary schools and 40% of those at secondary schools are set aside for male applicants. A similar number of posts are reserved for women and the remainder may be taken up by either sex.

When a man cannot be found to fill the men-only post — a common occurrence in primary schools — a woman is appointed in a temporary position.

● About 35% of the Transvaal's teaching posts are taken by temporary teachers, and 7 719 of the province's 27 000 white posts were held by married women on permanent staff.

## Predicted

The Department of National Education has agreed to examine the quota system, but the TTA's Miss Niemeyer this week predicted it would be retained in some form.

According to the Progress



● Dr Franz Auerbach ... 'forced into line'





Old

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It is a deal that has been eagerly grasped by educationists anxious to praise even the slightest shift away from sex discrimination.

Yet it fails to come to grips with some of the thorniest issues plaguing women teachers, and in real terms does not bring any material changes to women teaching in Natal and the Transvaal.

It also does not help black, coloured and Indian women — all of whom are still shifted to temporary positions when they marry — and does not cater for already-married white women shifted to temporary positions.

## New system

Commented Johannesburg educationist Dr Franz Auerbach: "All the new system means is that central government has forced the education departments of the Free State and the Cape to come into line with the two other provinces."

Theoretically, married women teaching in the Transvaal have been allowed to retain their permanent posts since 1970.

In fact, their doing so has been subject to so many restrictions and provisos hundreds of women have been forced to work as temporary employees vulnerable to replacement by every newly-qualified or male teacher.

Pay discrimination is still one of the biggest issues, but



● Dr Franz Auerbach  
... 'forced into line'



● Mr Peter Nixon  
... 'bear the brunt'

other major problems include:

● A 'quota system' which reserves posts for 'non-existent' male teachers.

● The removal of provincial study grants from women who marry while studying to become teachers.

● An archaic demand for written consent from the husbands of women applying for permanent teaching posts regardless of whether they are married in or out of community of property.

## Lag behind

Although salary discrimination has been phased out for vice-principals and principals, the average woman teacher or department head can still expect to lag behind her male counterpart.

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According to the Progressive Federal Party's Transvaal spokesman on education, Mr Peter Nixon, the quota system provides the Transvaal Education Department with the flexibility to replace teachers with new teaching graduates repaying TED grants.

"Married teachers on temporary staff are the easiest to move, so they bear the brunt of the quota system," he said. "Unless this is revised the new deal won't bring any real change."

According to Mr Nixon about 33% of the Transvaal's primary school teachers were affected by the quota system. About half of these were married women.

Another problem for would-be teachers is financial assistance.

Students at teaching colleges may receive provincial grants worth about R2 500 a year to pay for their tuition and lodging.

Women students who marry lose both this grant and the province's guarantee of employment on graduation



# Metal union signs first maternity leave deal

By STEVEN FRIEDMAN  
Labour Correspondent

THE Metal and Allied Workers Union has signed its first maternity leave agreement — and the union says it hopes this will set a precedent which other companies in metal-related industries will follow.

The union has signed the agreement with Pinetown automotive components firm Smiths Industries, where MAWU says it has 350 members.

The agreement will guarantee women workers their jobs back up to six months after leaving to have a child and the company will pay medical aid and pension contributions for workers during this period.

However, women who leave to have children will not be paid for the maternity leave period.

According to a company spokesman, who confirmed the agreement, the plant employs mainly Asian women workers.

He said Smiths Industries regarded the agreement as a "breakthrough for both the company and employees" which "has gone a

long way towards building better human relations".

A MAWU statement yesterday said that the agreement, which also includes bonus leave provisions for all workers, was reached with the assistance of a mediator who was called in after the two sides had deadlocked.

The maternity agreement means women workers have the right to up to six months' maternity leave, after which they are guaranteed their jobs back or a similar job at not less than their previous pay rate.

Women who take maternity leave will also be entitled to benefit from any wage increases granted during their leave.

The leave bonus agreement will guarantee all workers with one year's service the equivalent of three weeks' bonus in addition to their normal leave pay at year's end.

A union representative said MAWU regarded the maternity leave agreement as "particularly important" and said it "trusted" it would set a precedent for other companies.

Wage negotiations between MAWU and Smiths Industries are scheduled for April.



# Maternity leave decision

Labour Reporter

*Star* 5/12/83  
The first maternity agreement signed by the Metal and Allied Workers' Union was concluded with the Pinetown automotive component manufacturers, Smith Industries, last week.

The agreement ensures that female employees of the company have a right to maternity leave of up to six months; at the end of this period they are guaranteed their jobs back or similar positions at the same salary; and during maternity leave the company will pay their pension and medical aid contributions.

In addition to the maternity benefits, it was agreed that a leave bonus would give workers with a years' service the right to an additional three week leave bonus over and above the normal leave pay due to them.

The agreement was reached with the aid of a mediator after negotiations ended in deadlock with management a couple of months ago.

Altogether 350 Mawu members at the plant will be affected.



14/10/83 Staw 355A

# Graduates in public service earning more

Pretoria Correspondent

The lot of white male graduates in the public service had improved much more than that of their private sector counterparts during the last three years, the Human Sciences Research Council said.

But those with degrees or diplomas still lagged behind their private sector counterparts — even with fringe benefits taken into account, the HSRC said in a report entitled "The wage structure of white male graduates in 1983".

The median value of the income package of a public servant graduate this year was R30 380, while the private sector package was R34 680.

The income of public servants increased by 19,6 percent a year since 1981 and that of private sector employees by 16,7 percent.

The report said the "sensitiveness of the income of self-employed persons" was revealed in the data. During the

last three years their income improved by only 14,6 percent after a boom in 1979-81 with a 20,3 percent annual increase.

More public servants get housing benefits (four out of five) than private sector employees (about half).

Top earners in the self-employed group were surgeons, with a median income of R66 500, while farmers were at the bottom with R20 000.

In terms of remuneration, private sector employees came next, with top earnings going to managing directors at R54 180.

Education inspectors top the list in the public sector graduates at R30 160, with agricultural researchers and teachers occupying the low scales.

The report said that while the wages of public servants peaked at the age of about 55, private sector employees earned most between the ages of 45 and 49, as do the self-employed.



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# Challenge on joint taxation

Staff Reporter

THE Southern African Women's Foundation has challenged the government to abolish the joint taxation of married couples and to increase the tax on cigarettes to offset any short-term tax loss incurred by this reform.

In a strongly-worded statement signed by Adele van der Spuy (president), and Elana Swanepoel (vice-president), the foundation said the government was well able to afford the introduction of separate

rate taxation and should do so by 1985 at the latest.

"If the government fails to introduce this urgent, essential reform it will reveal itself as placing the interests of cigarette smokers over and above the interests of married women in South Africa."

The foundation dismissed as "factually incorrect" the government's claim that from March 1, 1984, there would be equal taxation for all.

"Since 1914 — for 70 years — the governments of both

the Union and the Republic of South Africa have enriched themselves at the expense of the economically active married women of this country," it said.

The foundation also called on the government to reconsider its plan to "summarily deprive black married women of their separate income tax status".

Referring to the Income Tax Act, the foundation said that it "critically objected" to the economic linking of married

women and minor children.

It proposed that the government abolish the R1 600 tax-free allowance currently granted to men with working wives, and increase the excise tax on all cigarettes by 10c per pack of 20s.

It calculated that this would increase the tax revenue of the Department of Inland Revenue by R300 million — enough to meet the estimated short-term tax loss incurred from the introduction of separate taxation.



# Gave jobs in return for sex

ARCUS  
16/12/83

355A

Labour Reporter

WORKERS at an industrial products factory in Benoni "trapped" a training officer, who "was getting women jobs in return for sex", according to the latest issue of the Federation of SA Trade Unions (Fosatu) newsletter.

The workers, all members of the Chemical Workers' Industrial Union, a Fosatu affiliate, had suspected that the training officer had been sexually harassing women workers. They had found his door locked on several occasions after he had hired women, according to the newsletter.

Since the incident, which happened earlier this year, the Chemical Workers' Industrial Union has called on all other Fosatu affiliates to put an end to sexual harassment in the workplace.

"A job offered in return for sexual favours has long been a hazard faced by women workers," Fosatu comments in its newsletter.

According to the newsletter, when workers at the Benoni plant found the training officer's door locked soon after he had taken on a woman worker, they had got in touch with one of the managers.

"The manager fetched a spare key and caught the training officer 'taking his payment'.

"He was fired on the spot and the worker involved kept her job, so all the workers were happy," the newsletter said.

The company's group personnel officer, Mr Ron Smith, confirmed that a training officer had been dismissed on September 6 for "disciplinary offences".



(19/12/83)  
Dwasa  
353A  
head  
294A  
on lack  
2. Post  
of legal  
19/12/83  
cover

Post Reporter

THE general secretary of the Domestic Workers and Sales Ladies Association (Dwasa), Mrs Pat Maqina, said that although the Department of Manpower promised to look into the situation of domestic workers and farm labourers last year, nothing had been heard yet.

Summing up issues facing Dwasa this year, Mrs Maqina said both categories of workers remained unprotected by labour laws governing conditions of service, although in August last year the department had given them a "glimmer of hope" that improvements would be made.

Next year Dwasa and its sister organisations in East London, Durban and Cape Town intended holding a big conference for all domestics throughout the country to focus on their plight, she said.

She especially appealed to housewives and employers to "do unto others what you would have done unto you" when dealing with their employees during this time of goodwill.

She said during 1983 Dwasa had also focused on the safety or security of domestic workers during hours of employment.

She alleged that many domestic workers had been raped, and even murdered, this year while in their employees' care, while many others had been arrested.

"The office here has also dealt with many cases of assault by the housewives or their husbands," she said.

For this reason Dwasa has scheduled an important seminar for early next year on the problem of "maid bashing and theft".

Details of this seminar would be released later, she said.



# Mixed opinion on flexible shop hours

## Staff Reporters

A snap survey by The Star found wide differences in public opinion on the Johannesburg Chamber of Commerce proposals to seek more flexible trading hours.

Reaction varied from enthusiasm to indifference — with general concern about the safety of shop workers returning home late at night.

"Shops should have the opportunity to choose their business hours — not be bound by outdated rules and regulations," said Mr Bob MacFarlane, chairman of the Sandton Merchants' Association.

"For instance, it may best suit the customers for a particular retailer to stay open on Saturday afternoons but perhaps stay closed on Monday

mornings."

Mrs Veronica Slabbert, a shop assistant in Johannesburg's city centre, said: "It all sounds fine for the shopowners — but not so for the workers."

The manager of a nearby menswear store looked startled. "Stay open longer? It's hard enough work already."

Mrs Salari Julius, who works at a city centre shoe shop, fretted about black workers travelling home late. "I've seen too many stabbings and muggings at bus ranks."

People in smaller shops in Rosettenville showed little or no enthusiasm. "I work eight hours a day but still manage to do all my shopping in the lunch-hour," said Mrs Avril de Bruin. "Why can't everyone else?"

However, at least one large store was in favour of staying open later during the week and reckoned it should be fairly simple to reorganise staff shifts.

The idea of late weekday and Saturday afternoon shopping was also popular with most consumers and retailers interviewed in Sandton.

"Shopping is an entertainment — let's have more of it," said Mr Michael Glaser, general manager of a department store.

He saw Saturday afternoon shopping in particular as "a positive stimulant for the economy".

The Star would still like your views on more flexible trading hours. Please fill in the coupon on this page.

## PUBLIC POLL ON SHOPPING HOURS

Do your favour —

- 1 More flexible shopping hours?
- 2 Shops open until 7pm Mon to Fri?
- 3 Trading hours extended to 5pm Sat?
- 4 Sunday morning shopping until 12 noon?
- 5 Varying shop hours between towns/suburbs?

Yes:	No:
Yes:	No:
Yes:	No:
Yes:	No:
Yes:	No:

Name:

Address:

Signature:

Please tick replies and return to JCC, Private Bag 34, Auckland Park 2006.



# Public wants longer trade hours <sup>21/12/83</sup>

By Michael Chester

The first wave of votes in a Johannesburg Chamber of Commerce public poll on consumer attitudes about shopping hours shows an overwhelming majority in favour of more flexible trading times.

The chamber intends to use the result of the poll as a new lever in its campaign to persuade the Transvaal Provincial Council to soften its rigid stance on fixed shopping hours.

The issue came to a head when the council turned down pleas for permission for retailers to stay open on Saturday afternoons if they wished,

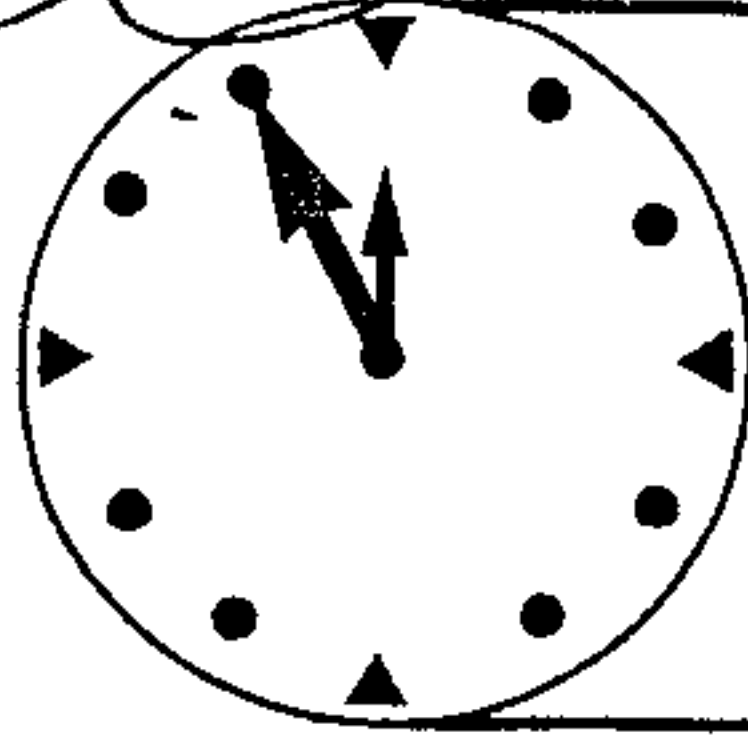
at least during the peak Christmas shopping rush.

Mrs Pam Herd, manager of JCC business services, said voting by consumers was continuing but a definite pattern was already emerging.

Voters were almost universally in favour of retailers being given permission to have more say about when shops were opened and closed, with a

strong priority on extended shopping hours into the evenings during the week and on Saturday afternoons.

"Votes are still welcomed," said Mrs Herd. "We have already measured the strong majority support of retailers to extended shopping hours proposals but the voice of consumers also needs to be heard."



**24  
HOURS**

The team  
that wraps  
up the news

Mr Frank Vincent, director of the Durban Publicity Association, reports that the coastal centre is in the middle of a bumper shopping spree in the countdown to Christmas.

"A major part of the success is because of the permission for shops to stay open later," he says. "Trading hours were extended last Saturday to 5 pm and the shopping traffic was tremendous."

"We expect a repeat of the rush on Friday when shops will stay open until 9 pm."

"The longer hours have been welcomed by everyone".

● See Page 7.



RAND DAILY MAIL, Thursday, December 22, 1983

# Gallo agrees to equal pay for women

By STEVEN FRIEDMAN  
Labour Correspondent

THE Commercial, Catering, and Allied Workers' Union (Ccawusa) has signed an agreement with Gallo (Africa) which will ensure that women doing the same work as men receive the same pay.

The union also described wage increases negotiated between it and employers as "perhaps the best this year".

Ccawusa also said yesterday it had reached an agreement with wholesalers Makro which would increase pay for all workers at three of the company's outlets by R50 a month.

At Gallo, a Ccawusa spokesman said an agreement signed yesterday would raise the pay of workers earning R100 a week or less by R8,25 a week. Those earning between R100 and R150 would receive an R11-a-week rise and those earning above R150 would get R13,50 extra.

He said the agreement was valid for six months. The two sides would negotiate a further increase in mid-year.

The spokesman said pay discrimination between men and women workers would now be eliminated.

Before the agreement, the minimum for women had been R2 a week lower than that for men, and women earning the minimum would therefore receive a R10,50 a week increase, he said.

A company spokesman, Mr Malcolm James, confirmed the agreement and said about 300 workers were covered by it.

He added that the difference between men and women's pay had, in the past, been much greater than R2 a week, but the company had been moving towards pay equality between the sexes for some time.

"The agreement therefore completes this process, which was initiated by the company", Mr James said. He added that about 5% of the company's women workers were doing the same jobs as men.

At Makro, the R50 increase will apply for the whole of next year and is the result of a verbal agreement between the company and the union. A formal wage agreement is due to be signed soon.

The increase covers the company's outlets at Pretoria, Amalgam (Industria) and Germiston. It is understood that minimum wages will rise by about 22%.

A company spokesman has confirmed the agreement.



Danger to the CBD, say traders

# Fierce protest over flexible trading hours

23/12/83 355A

By Andrew Beattie and Fiona Macleod

As the shopping hours controversy rages on, the Germiston Chamber of Commerce and a caucus of large and small traders have voiced strong opposition to proposed "flexible" or extended trading times.

Many small retailers and traders "bitterly" object to an extension of shopping hours, saying this could be "highly inflationary", could lead to increased monopolisation and further endanger Johannesburg's Central Business District (CBD).

And Germiston's Chamber of Commerce says that shop assistants may

be loath to work longer hours and sacrifice their normal Saturday afternoon or evening activities.

Mr A B Towe, managing director of the Furnex Group, which represents 140 traders in the Transvaal, and Mr L A Nach, president of the Chamber, listed the following reasons for their rejection of the proposals:

## Beneficial

- Flexible shopping hours would be beneficial to the larger shopping centres which have their own security systems. Smaller traders in the CBD might be forced to close down.

- Longer shopping hours, especially during the night, would increase security risks to traders and to commuters, and increase the crime rate. Perpetrators of assaults, bag-snatching and robbery would be able to operate more freely at night. The police force would need to be expanded.

## Side-effects

- Bus and other transport services would have to be staggered and the consumer would eventually have to pay for this, along with all its inflationary side-effects.

- One-man businesses which are already operating about 10 hours a day would lack the staff to compete with larger stores.

- Women especially would be loathe to work longer hours in the evenings, and the family unit might suffer because of the absent mother.

- The public is not clamouring for longer hours.

Mr Towe says that if the 38 000 licensed small retailers were absorbed by larger concerns, which would almost certainly happen if trading conditions were changed to their benefit, more business would leave the CBD.



# Mother's <sup>Mercury</sup> ~~long~~ <sup>355A</sup> battle <sup>31/12/83</sup> for benefits

Mercury Reporter

A DURBAN government employee who applied for maternity benefits in July this year has not yet been paid — four months after the birth of her child.

The woman, who may not be named for professional reasons, was owed about R2 400.

Her husband said his wife had stopped work in Pretoria during May and applied for benefits in July. The family moved to Durban the following month.

'We received no answer to a letter explaining the change of address and by the end of September we had still heard nothing,' he added.

However, during that month an unemployment fund cheque for R204, which had been lost for almost a year, arrived. She had applied for unemployment aid for a short period when she

was not working about a year ago.

But, he said, his wife continued 'battling' for her maternity benefit money.

She claimed that she was entitled to full payment as she had contributed to the scheme for 10 months prior to applying for monetary aid.

'If they are going to offer these benefits, they must pay up,' he said.

A Department of Manpower spokesman said that anybody wishing to make use of maternity benefits had to be employed as a contributor for at least 18 weeks to qualify.

He added that payments were usually made on a monthly basis and would comprise 45 percent of the applicant's normal rate of earning. The benefit payment 'covered' 18 weeks before the birth of a child and eight weeks after birth.



WOMEN WORKERS — 1984

JANUARY — DEC,



12/1/84  
35574

## Student shop assistant *roy* seeks to sit and loses job

~~Mail Reporter~~

A LAW student from Maritzburg, working in an exclusive Sandton clothes boutique, was fired this week because she asked to be allowed to sit down while customers were not in the shop.

The Basic Conditions of Employment Act of 1983 has omitted rest periods for women shop assistants, but the student would have been acting within her rights according to the old Shops and Offices Act of 1964. This Act made provision for women

shop assistants to sit down at reasonable times.

According to the deputy director general of the Department of Manpower, Dr Chris Scheepers, the clause was omitted "because it is a matter of sex discrimination and applied specifically to women shop assistants".

"We like to treat all sexes on an equal footing these days," he said.

Shop assistants cannot legally demand more than a lunch hour after "not more than five hours".



# Women in uniform are still feminine

By Kate McKinnell

After girding yourself for a drilled, military interview in true Defence Force style with Brigadier Lets Kok it comes as a surprise to find the conversation turning towards poetry and theatre.

It is only the immaculate uniform which reminds you that this warm and totally feminine mother of three is the highest-ranking woman in the SADF.

"It is terribly important to me to be a balanced person and I make sure my work does not stifle the side of me which loves to become buried in theatre and poetry or the mother in me which wants to stay at home with my children," says the smiling soldier.

Brigadier Kok presents the image of a Defence Force woman which the SADF is eager to generate.

As Director of Women her job is to advise the Chief of the Defence Force in formulating a new policy specifically suited to women.

"It is important for women to retain their feminine identity in the Defence Force.

"There have been both voluntary and permanent woman members of the SADF for 13 years and their numbers have in-

creased to such an extent that they can no longer be fitted into a structure designed for men," says Brigadier Kok.

"Women must have their own training courses which require a lower level of fitness than that for men and include training in personal appearance and beauty care.

"They must also have specific duties once they have completed training."

The personal balance Brigadier Kok requires of herself is stressed in the new training courses for women and they include frequent cultural outings.

There are also lectures which explain to the women the emotional differences between themselves and men and how to cope with men's attitudes and reactions.

"We do encounter men who are slightly hostile to our presence but our duty is to work with such efficiency that we become indispensable and fill a meaningful role," she says.

The brigadier, who spent 13 years in the Prisons Service, says she is not intimidated by the powerful men she works with and enjoys the stimulation of working alongside them.

But she rules out the possibility that women



BRIGADIER LETS KOK: "Women will never be employed for armed combat by the South African Defence Force."

will ever be involved in armed combat.

"The Defence Force has neither the need nor the desire to use women in combat. Our culture dictates that this is not the place for women and they can be employed to better advantage in other fields."

All four arms of the Defence Force — the army, the air force, the navy and medical services — employ women.

They are stores clerks, nurses, physiotherapists, air traffic controllers and intelligence processors.

"Several women have been promoted to the

rank of colonel and commandant and there are many women majors," says Brigadier Kok.

"Increasing numbers of women are joining the SADF but we are concerned about the lack of English-speaking applicants.

"We are not sure of the reasons but perhaps these women are not fully aware of the advantages of a career in the Defence Force."

A major task for Brigadier Kok in 1984 will be to enlighten more women, speaking English or Afrikaans, about the prospects of a life in uniform.



395A (127) Sowetan

## R1,3-m for women's hostel

THE Vosloorus Town Council will soon start with the building of the first phase of a women's hostel in the township estimated to cost about R1,3-million when completed next year.

Mr Fanyana Mahlangu, the mayor of Vosloorus, told The SO-WETAN yesterday that the council has already raised part of the money to start the first phase which will accommodate 200 women when completed in June this year.

When completed, the hostel will be the first in Vosloorus and the second women's hostel on the East Rand will accommodate 300 women.

The council has come under fire from residents who say that money could have been used for building flats for families instead of being used to build the women's hostel. 20/1/84

Meanwhile Mr Mahlangu announced the construction of about 500 new houses in the townships by the private sector. E. G. [signature]



# Equality and justice — but at what price?

THE South African marriage law is long overdue for reform although it has been under the Law Commission's microscope since 1975.

In 1983 the country's constitution was subjected to public scrutiny and change; 1984 seems to be the year that the long-awaited marriage reform will come into effect.

The Government has promised to change the constitution of the family property system and the status of women.

Again, the coloured, Indian and other racial groups will be included but not blacks.

For blacks a separate investigation and possibly different law seems possible.

The history of marriage reform shows a strong reluctance on the part of law-making agencies to tamper with prevailing law: the last time there was meaningful change was 1953 and that was the result of a 20-year-struggle by the late Bertha Solomon and her followers.

For this reason, reform ought to be complete and not a halfway measure.

The recommendations that have been accepted by the Government are the result of an attempt to cling to our so-called legal heritage of a marriage in community of property and a refusal to concede that it has outlived its usefulness.

Clinging to a system originally intended to place absolute power in the hands of men, in conformity with the then-prevailing social attitudes, will today result in the gross discomfort of the man in the market-place and discord in the home.

The Government has accepted the following principles for reform:

- The abolition of the marital power for marriages contracted after the law comes into force;
- Joint administration of property where the marriage is in community of property and contracted after the law comes into force;
- The abolition of the rule prohibiting donations between spouses;
- The accrual system for those who choose to marry out of community of property and who do not exclude the accrual system in the antenuptial contract.

As far as existing marriages are concerned, those married out of community of property may, by way of a joint application, approach the Supreme Court for permission to convert their marriage to one subject to the accrual system.

For approximately 60% of marriage partners who chose to marry in community of property there is no relief — the wife will continue to be subjected to the husband's marital power and he will continue to be the sole administrator of the joint estate.

The Parliamentary committee appointed to look more closely at the recommendations of the Law Commission has recommended that the conversion of present marriages out of community of property be possible within one year by way of a non-judicial and less expensive procedure; and, as far as the marriage in community of property is concerned, that the marital power be abolished and joint administration be introduced, still clinging to the idea of retaining our legal heritage.

The main Bill and the further recommendations which are set out in a second Bill have no procedure for settling disputes.

If an engaged couple cannot agree on the marriage system to be adopted, this will be a cause for breaking the engagement without fear of a claim for breach of promise.

If the couple married out of community of property cannot agree upon a conversion there will be nothing the spouse wanting the change can do.

The suggestions for reform do nothing to support matrimonial harmony and, irrespective of whether the marriage is a happy one or not, there is bound to be matrimonial discord.

The main Bill and later recommendations do not even offer a choice to those married in community of property.

Some critics have suggested that those married with community of property ought to be able to choose to adopt the new form of community of marriage with joint administration and without the marital power.

To be logically consistent, however, there ought to be a compulsory choice



By CARMEN NATHAN

Professor of Law, University of Bophuthatswana

Between the new form of community property and the accrual system, since these two marriage systems lead to both economic justice and equality in the market place — two aims inherent in the reform movement.

This basically means there is a choice between joint administration and separate administration, but in both systems there is still a sharing of the profits of the marriage as originally intended.

The adoption of either the community or the accrual systems results in vested rights being protected, but the accrual system — unlike the new community system — does not foist joint administration on a man who originally chose and has become accustomed to transacting the major family business on his own.

If he chooses to consult with his wife, that is his or their business and not the business of the commercial sector.

Men who originally agreed to share everything with their wives may well have chosen differently if they had known they would have to share administration.

Because joint administration, be it in regard to present or future marriages, is the automatic usual way of marrying, those that man the market-place will have to work with the presumption that all marriages follow this system and the burden of showing otherwise will rest on all men and women when they negotiate a transaction involving something more than a daily recurring basic household necessary.

Instead of achieving equality in the market-place by elevating women to the present position enjoyed by men, equality will be achieved by bringing men down to the very objectionable present position that women find themselves in, they have to constantly prove that they have the capacity to contract on their own irrespective of the form of their marriage!

Women want to avoid this untenable position in the market-place. They do not want this disability extended to men in order to achieve equality.

The only way to protect all vested rights, avoid matrimonial discord and introduce economic justice and achieve equality is to make all marriages, old and new, from the day of the coming into force of the envisaged law, subject to the accrual system and to implement the fourth recommendation of the Select Parliamentary Committee, which seeks to give the court a discretion to ensure economic justice between spouses when the marriage ends by death or divorce.

This latter recommendation is crucial to the success of the reform, whatever shape it takes, since hard cases involving both men and women can almost be guaranteed.

The Minister of Justice has called for comment and women and women's organisations must and are responding.

Hopefully the men will concede that reform is long overdue and that they will support the principles of equality in the market-place and economic justice for all.

They should, however, object to joint administration and the problems it will cause.



# Women on half pay — lecturer

ARGUS 24/1/86 355A

**Education Reporter**  
SOUTH African women who had the same qualifications as men earned only half as much in the same jobs, Ms Jacklyn Cock, a lecturer in sociology at the University of the Witwatersrand, said yesterday.

Delivering the first of six lectures on Women and Work at the Summer School of the University of Cape Town, she said employers' justification was because women were seen as "peripheral" to the economy.

However, the fact that 40 percent of economically active people were now women disproved the myth that they were not an integral part of the workforce. She said the vast majority had to work so their families could survive.

## No reward

Women also received little recognition and no financial reward for their "second jobs" as home-makers.

Ms Cock said that while more women were being drawn into wage labour, most of their jobs were extensions of their traditional roles within the home.

There appeared to be a trend among employers and the Government to restructure the sexual division of labour when it suited them.

This was brought about by three specific pressures:

- The apartheid system, which led to the employment of more white women to fill the shortage of skilled labour. Iscor employed only white women as crane drivers, quality-control officers and lorry drivers, which were all traditionally male jobs.

- A possible new urban labour preference policy. "It appears that certain centres prefer to give jobs to black women with Section 10 rights rather than to black migrant male workers," she said.

- A policy of decentralisation and relocation of industry in the homelands and border areas.

"Since 1960 the State has attempted to control the number of blacks in so-called white metropolitan areas by encouraging this policy, which in turn encourages capital to take advantage of cheap pools of labour trapped in the homelands by strict influx control," she said.



CAPL Times 26/1/84  
Secretarial  
duties often  
'demeaning'

Staff Reporter

SECRETARIES find the personal services they are asked to perform for their bosses, like shopping for presents, making tea and paying bills, "demeaning and menial", a lecturer at a UCT Summer School seminar on Women and Work said last night.

Ms Dawn Butler, addressing an almost entirely female audience, 80 percent of whom said they had been involved in secretarial work to some degree, said secretaries all over the world fulfilled the role of "office wife" to their bosses.

"The boss and his secretary are a couple much like a husband and wife," said Ms Butler, who is currently writing a doctoral thesis based on her study of secretarial workers in Australia.

"A secretary is regarded as part of her boss's personal retinue and her identity and status within the office is dependent entirely on that of her boss," she said.

"Almost all the secretaries who responded to

my questionnaire identified with the role of 'office wife' and said they found the duties expected of them in this role demeaning."

Ms Butler said that like a wife, a secretary occupied a secondary, inferior role in her workplace.

"She is expected to be satisfied with emotional rewards like praise and compliments instead of money," she said.

"One woman whom I surveyed, when asked if she felt exploited replied 'No, oh no. My boss occasionally leaves a Minty in his tray for me'."

Ms Butler said the introduction of word processors was "de-skilling" the secretary's job and isolating operators of the machines even further.

She said the only way in which secretaries would be able to organize to improve their position through collective action was if they began to see their individual problems as part of an oppressive social structure which legitimised the domination of women by men.



17646 30/1/84 25A

## Unions urged to help exploited'

**Education Reporter**  
TRADE unions must challenge the "extreme" exploitation faced by black women workers, the University of Cape Town Summer School course on Women and Work has been told.

Ms Adrienne Bird, education officer for the Federation of South African Trade Unions, said at the weekend that women were most vulnerable to retrenchment because of their "position at the bottom of the pile".

"Women are usually in the least skilled jobs and are the first to be retrenched in times of recession," she said.

The legal system made no provision for materni-

ty leave, and this meant it was impossible for women to have long, unbroken service records.

"The 'last-in, first-out' principle is used by unions when negotiating retrenchments. Because of broken service, women are in effect discriminated against."

Other problems faced by women included sexual harassment and "discriminatory medical aid schemes".

"Medical aid schemes often exclude pregnancy and contraceptives," she said.

● Ms Hester van der Walt, a community health worker, said black nurses faced great dan-

gers in travelling to and from work at hospitals in "white areas", yet these hospitals would not open empty rooms in white hostels to them.

Ms van der Walt said there seemed to be real parity only from the rank of matron upwards.

African nurses still earned about R1 000 a year less than their white colleagues, although they all wrote the same examinations and did the same training courses.

"Black nurses often work in overcrowded wards and have to deal with the worst casualties in our society — such as diseases caused by poverty and malnutrition, and the victims of violent assaults."



## 20 lose lives as township crime shoots up

By Jon Qwelane

Violent crime in the townships shot up steeply at the weekend when 20 people lost their lives in stabbings and shootings.

Five of the victims were shot in what police believe were revenge murders linked to the faction-fighting which seems to be on the increase.

Two men, both aged 30, were found dead at Nancefield hostel with bullet wounds in their chests. Another man was found shot dead in his room at Jabulani hostel.

The divisional head of the Soweto CID, Brigadier J J Viktor, said a 29-year-old man, also a victim of the Zulu faction-war, was shot in the neck as he walked down a street in Dlamini township.

### STAB WOUNDS

The man died while he was being taken to Baragwanath Hospital.

Brigadier Viktor said the body of a 28-year-old woman was found with stab wounds in Eldorado Park. The woman's throat was slit and police suspect she was raped before she was killed.

Two children were among 11 people raped at the weekend. A man in Meadowlands asked a woman to send her two-year-old daughter to his house and when the toddler returned she was bleeding profusely indicating sexual assault. Police are searching for the man.

At Orlando East a man allegedly lured an 11-year-old girl to his house and threatened to stab her with a pair of scissors. He then raped her, police were told.

### LIQUOR SQUAD

Thirteen cases of rob-

## Faithful domestic has no income after 35 years' service

By Maud Motanyane  
Mrs Sara Fume is old, sick and frail. For 35 years she served a couple in Fairmount, Johannesburg, as a domestic worker. Now, at the age of 69, she is out in the cold with no income and no pension.

She was young and energetic when she started working as a domestic in 1948. Her employers were young business people.

She cooked their meals and helped to bring up their three children and seven grandchildren. She also helped them move from suburb to suburb in search of better business opportunities.

From Observatory to Germiston, to Cyrildene and Fairmount, she was there with them.

As a live-in servant she spent most of her time with her employers, visiting her own three children and husband only at weekends.

"I spent half of my life with them and most of those years were pleasant," Mrs Fume says.

The relationship turned sour when she gave up her job after being in hospital for two weeks in June last year.

Bound by no legal agreement, Mrs Fume's employer had not provided for her retirement. She had saved no money from her meagre salary which was R100 a month at the end.

Mrs Fume's case is an example of what many domestic workers experience when they reach the end of their working lives.

Employers of domestic workers are not legally bound to provide pension benefits for their employees. They have to struggle to make ends meet, often depending on the R57 bi-monthly pension provided by the State.



After 35 years of work as a domestic, Mrs Sara Fume (69) has no source of income. Her employer did not provide for her old age.

Concerned employers should save for their domestics' retirement, says Mrs Leah Tutu of the Domestic Workers and Employer Project (DWEF).

"I've seen a lot of Mrs Fumes during my years in DWEF and they cannot be left to survive on the State pension."

Mrs Tutu for the past seven years has been fighting for the rights of domestic workers, including compulsory pension benefits. She says the State pension is far too

small to meet today's high cost of living.

The following options are open to employers who are interested in saving for their domestics:

- The Natal Building Society's retirement scheme which is open to domestic workers up to age of 55. Domestics or their employers can subscribe to this scheme, paying premiums from R5 upwards over 10 or 20 years.

- Employers can contribute to a fund which would give their dom-

estic workers a lump sum at retirement. Contributions are a set amount every month for up to 30 years and the bulk payment at retirement would depend on the amount contributed.

- The Domestic Worker's Pension Fund is a retirement scheme which was initiated by TV personality Donna Wurzel three years ago. Domestic workers up to the age of 60 can join.

Information on retirement schemes for domestic workers is obtainable from DWEF on 29-9259.

## Appointments

The following people have been appointed in senior posts at the Human Sciences Research Council with effect from 1 January 1984.

## Carletonville dog licence fees jump



# PROVINCIAL COUNCIL

## Relief for women teachers who wed

By GERALD REILLY  
Pretoria Bureau

THE position of women teachers will be improved if a draft ordinance to amend the education ordinance is passed by the Provincial Council.

Introducing the second reading of the draft ordinance in the Transvaal Provincial Council yesterday, the MEC in charge of education, Mr Fanie Schoeman, said section 87 of the ordinance provided that the marriage of a woman teacher was deemed to be voluntary resignation from the date of her marriage, or from a date determined by the director of education.

A married woman teacher could also be given notice at any time by the director, if in his view she could not "as a result of circumstances arising from the fact that she is a married woman" remain in her teaching post.

Mr Schoeman said the

amendment to the ordinance provided that a woman teacher, whether married or not, would, as far as the termination of her services by resignation was concerned, be in the same position as a male teacher.

Mr Schoeman said that to alleviate the plight of married women teachers the issue was investigated by an inter-departmental committee. Amended recommendations accepted by the Cabinet were:

- A woman teacher was obliged to inform her department of her intended marriage.
- Where a woman teacher chose to end her service with the aim of getting married, the date of her marriage should be the accepted date of her service termination.
- Where a woman teacher gave notice of her marriage without choosing to end her service, she would be permitted to retain her post.



# Married black women will pay three times more tax — Sash

By STEVEN FRIEDMAN  
Labour Correspondent

WHILE most black workers will be paying less tax from next month, married black women will be the main losers from moves to include blacks in the same tax system as whites.

This emerges from a paper on the new tax system by Mrs Sheena Duncan of the Black Sash, which indicates that lower-paid married black women may pay three times more tax under the new system.

Figures quoted in Mrs Duncan's paper were con-

firmed yesterday by Mr Clive Kingon of the Department of Inland Revenue.

However, he said some married women might have tax deducted from their pay which, because of rebates due, they did not need to pay, and urged them to request the authorities to direct their employer not to deduct tax from them.

In her paper, Mrs Duncan also warns that the tax move "is going to cause trouble and will prove yet another focus of anger for the black community".

It was "a good thing in itself" because it meant many

lower-paid blacks would no longer be paying more tax than whites at the same income level.

But blacks were likely to react against it because they had no say over how tax money is spent. This meant most tax revenue went towards "maintaining the apartheid system".

The Government insisted that blacks pay for their own communities' services, such as electrification, upkeep of roads and sewerage.

This meant tax money raised from blacks went towards white services only and black tax-payers were

thus "subsidising and supporting" white social services, she said.

She warned that the change comes only a month before the Budget, and employers, having explained the new tax rates to workers, would then "have to do it all again when, as seems inevitable, income taxes go up".

Quoting from guidelines by employer bodies advising members on how to "sell" the measure to workers, she charged that these suggested that black workers were "sheep" which could be "manipulated".

She says married black women will experience a "drastic and sudden" increase in taxes from next month.

Until now, married men and women have been paying R7,20 a month tax if they earn R350 a month or less.

Under the new system, the man will pay no tax, but his wife will pay R22,83 — more than a threefold increase.

Married women earning R200 per month have been paying 74c tax up to now, but will pay R6,42 from next month.

## Delay unlikely on new tax system for blacks

Labour Correspondent

DESPITE warnings of possible unrest, the country's tax authorities are confident that the inclusion of blacks in the same tax system as whites next month will be implemented successfully.

And there is little likelihood that the Government will agree to delay the new measure, as it has been requested to do by the Federation of SA Trade Unions (Fosatu).

This emerged yesterday from a telephone interview with Mr Clive Kingon, director of tax structure development at the Department of Inland Revenue. Mr Kingon met Fosatu leaders late last week to discuss their call for a delay.

Mr Kingon said yesterday that Fosatu was the only organisation, consulted by the

department, which was calling for a delay.

He said an employer association, which he did not identify, had previously also called for a delay in implementing the new measure, but had since withdrawn this request.

"While some of the bodies we consulted may have reservations, all are prepared to go ahead with the new system. None feel strongly enough to suggest that we do not go ahead," he said.

Last November, the department met trade union federations and employer bodies and the reaction to the new measure was "generally positive," he said.

He confirmed a statement by Fosatu's general secretary, Mr Joe Foster, that some black workers were refusing to fill in their tax

forms after receiving these from employers.

However, he added that he was aware of "only one or two" such cases and said this was "not a cause of great concern".

Asked whether the tax authorities feared worker unrest over the move, Mr Kingon said it was difficult to make predictions.

"However, the people we have been dealing with seem happy with the change and don't expect major problems," he said.

According to Mr Kingon, employers have told the Department that 80%-90% of their black workers will be paying less tax under the new system.

"Although there are some groups who will be paying more, the change will mean a substantial improvement for most black workers," he said.



By Sue Leeman,  
Pretoria Bureau

The Cabinet's recent decision that women teachers should be allowed the option of retaining their posts after they marry will be implemented by the Transvaal Provincial Council during its current sitting.

Introducing the draft amendment, the MEC for Education, Mr Fanie Schoeman, said the plight of the woman teacher intending to marry would be relieved.

*7/2/89*  
*SSA*  
*Stan*  
**New deal  
for women  
teachers in  
Transvaal**

Before the Cabinet decision, which came into effect on January 1 this year, woman teachers were required to resign voluntarily on marrying.

In terms of the amend-

ment to be debated this session, a woman teacher will be obliged to give the Transvaal Education Department three months' notice of her impending marriage.

If she chooses to relinquish her post on marrying, the date of her marriage will be accepted as the end of her period of service.

Figures given by Mr Schoeman during the past provincial session indicate that the province has a woman teaching force of well over 17 000.



# East Cape maids still underpaid,

## Dwasa maintains

Weekend Post Reporter

DESPITE salary improvements, domestic workers in the East Cape are still underpaid, said Mrs Pat Maqina, secretary of the Domestic Workers Association of South Africa (Dwasa).

Referring to the minimum salary structure devised by Dwasa for 1984, Mrs Maqina said the average salary for domestic workers was only R70 a month, which was a long way off from the R110 a month which Dwasa recommended.

It was also disconcerting, she said, that very few people acknowledged Dwasa, which was trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it was entitled to rights.

This was because employers were either not prepared to pay the minimum salary or because they felt Dwasa constituted a threat to them, she said.

Out of the 45 000 households in Port Elizabeth, only 1 600 domestic workers belonged to Dwasa, said Mrs Maqina. Agreements drawn up between employer and employee by Dwasa could only benefit both parties she added.

Salaries recommended by Dwasa were as follows:

- R110 for a sleep in or sleep out maid.
- R10 a day for a full-day char.
- R5 a day for a half-day char.
- Maids who were paid by the hour should receive a minimum of R2,50 an hour and this was also recommended for overtime rates.
- Bus fares were to be paid separately and could average about R2,90 a week but this could vary depending on how far out of town the employee lived.
- Meals should also be provided.

Mrs Maqina said full-time domestic workers were expected to work eight hours a day. Thereafter, overtime rates should be paid.

Dwasa had appealed to the Minister of Manpower to investigate the plight of domestic workers in 1981 and a reply in

1982 indicated that the matter was being looked into. But since then there had been no further news, said Mrs Maqina.

Dwasa estimated that the actual household subsistence level (HSL) which included the cost of a low-cost, balanced diet, clothing, food, fuel, accommodation and other essentials for a family of three at present added up to R353 a month.

In many cases, said Mrs Maqina, the domestic worker was the sole breadwinner in the family and was not able to survive on a salary of R70 a month. Many employers refused to accept this and they exploited domestics by making them work long hours, firing them without giving them notice and not providing for their old age by paying into a pension fund.

Mrs Maqina highlighted some of the problems which domestic workers encountered. Firstly there was the communication problem where employers did not explain to their maids what was expected of them or how to do a certain chore and then turned on them when things were not done properly.

Another problem was that employers, too, easily fell into the trap of accusing their maids of stealing items which they had misplaced and often threatening to call the police.

This destroyed the maids security and her spirit, specially when the employer was in the wrong and did not even bother to apologise, said Mrs Maqina.

Employers also made the mistake of giving the maid food they no longer saw fit to eat and of trying to give the maid old clothes instead of money.

Uniforms should also not be given as Christmas presents, for domestic workers should be compared with nurses who were expected to look presentable. The morale of the maid could be lifted if she was given a decent uniform and shoes which fitted properly, she added.

Domestic workers should also be allowed time for meal breaks and the number of working days should be constant, she said.

Wk End Post 11/2/84



By BESSIE BOUWER

EYEBROWS may have been raised when this advertisement appeared recently.

But R60 a month for a domestic worker is the rule rather than the exception, Weekend Post enquiries reveal.

Many Port Elizabeth employers are still paying only about half the salary recommended by the Domestic Workers' Association of South Africa, which sets the minimum at R110 a month.

Most are not prepared to pay anything near this figure.

When Weekend Post called the first number given in the R60-a-month advertisement, the person answering the telephone said a domestic worker had been appointed at this salary.

There were so many applications that unsuccessful candidates had been referred to friends or neighbours, she said.

She said she did not think R60 was a low salary because the domestic worker only "made tea and dusted the office". She received a lunch-break and transport home was provided.

Later the head of the company said the advertisement had been placed while he was in Johannesburg and it was incorrect.

He usually paid R26 a week and would check the appointment at R60 a month with his wife.

He rang back to say a woman had been appointed at R60 a week — higher than the usual salary because she also doubled as telephonist.

The chairman of the Consumer Association in Port Elizabeth, Mrs Thelma Basford, this week condemned R60 a month for a full-time domestic worker as "pure exploitation".

She appealed to employers to look "into

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MAID required from Monday to Saturday. Must have references. Very good salary. Phone 337294.

MAID wanted to work Monday till Saturday from 8am till 6pm. Duties will include making tea and keeping business clean and tidy. Salary R60 per month. Phone 513628 or 321164.

WANTED: Coloured char. Partly from Saturday or Korsten. Phone 331390.

WANTED, domestic mornings only Monday to Friday. Lorraine

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Mrs PAT MAQINA-  
... head of Dwasa

your souls" and to realise that bread costs as much for the domestic worker as for the employer. A rise in the cost of living applied to both employer and employee.

Mrs Pat Maqina, secretary of DWASA, referred to instances where domestic workers were grossly exploited.

She said a woman who had been with the same family for 43 years received a salary of R80 a month. Her employer did not pay into a pension fund and when she left her employment no provision had been made for her.

In another case an employer paid her domestic worker R10 a week and expected her to pay for her own transport. The woman was expected to be on duty seven days a week and, if she was absent, an amount of two rands was deducted from her salary.

This woman told Mrs Maqina that she had been unable to afford the busfare and had, therefore, walked several kilometres to work. This meant that in all kinds of weather she left her home at 5am and only returned after dark.

The survey indicated that most employers were reluctant to pay more than R80 a month but most were willing to pay for transport.

In some cases there were employers who were meeting the recommended salary and were aware of DWASA's recommendations that uniforms and three meals a day be provided.

Some employers said the domestic workers ate the same meals as the family and one woman said that she also bought food and vegetables for her domestic worker every weekend.

Another woman said that many of her friends were apprehensive of Dwasa and refused to have anything to do with contract papers because they felt this would later be used against them.

Few employers were, however, aware of a pension fund and most said they were prepared to subscribe to it only after the domestic worker had proved reliable and had worked for them for some time.

Employers felt reliability and honesty were the most important criteria. However, one also expected her domestic worker to be "cheerful, humble and to do whatever she was told without complaining".

# R60 a month pay is not unusual for PE domestics

WEEKEND POST, FEBRUARY 11, 1984



305 ~~355~~ City Press 12/2/84

# TREADING ON CORNS





Rhoda Thoaale — big boss at the Thokoza Post Office.

## SA's first black woman postmaster tells us how she found success

By NANA MKHONZA

THE lady who dared to tread on some men's corns by becoming the first black woman postmaster attributes her achievements to keeping cool.

Mrs Rhoda Nti Thoaale, 28, a former school teacher, ventured into the male-dominated Department of Posts and Telecommunications in 1976 when she became a counter clerk at the Daveyton Post Office.

According to Mrs Thoaale, she found herself always on her toes, learning to operate the telegraph of-

fice, doing general office work and soon she was assisting the postmaster.

"Through being inquisitive wanting to know how things are done the right way, my knowledge increased and I found myself enjoying my work tremendously until I was promoted to the grade of postmaster in October, 1982," she told Home Press.

Then in January, 1983, when there was a vacancy at the Thokoza Post Office,

Rhoda found herself boss of two women and seven men.

Asked how she copes with being boss to men, she answered frankly: "That was not difficult as I was already used to teaching boys and girls at school. Another thing is that the post office has quite a lot of discipline, respect and co-operation.

"I always respect my staff and customers alike. And if anyone makes a mistake, I do not become harsh and hysterical,

but in a humble manner, I explain everything.

"This is because I believe in the old adage, 'hlonipha omncane ukuze akunhlophe undala,' she added.

Her immediate senior in the Department of Posts and Telecommunications, Mr A R Ratsheunyane, the postmaster at Katlehong, says Rhoda is very reliable and duty-conscious. "She has a high sense of responsibility, is quite dedicated to her post

office and has shown beyond doubt that she has chosen her career without looking back."

Born in Watville, Rhoda went to the Gottsching Combined School where she was a star basketball player. She passed JC from Makhube Ngoana

High School in Pietersburg's Gamphahlele, then proceeded to Rehlahile Training College for a teacher's course.

At Rehlahile she played basketball and joined the Students Christian Movement. She taught at the Gottsching school for a year before going

to the Post Office.

She is the daughter of travelling agency clerk, Mr Philip Mphahlele, and his wife, Pauline, a domestic worker. She lives with her husband Mr Edward Moetlhoale Thoaale, and her two children, Kediklwe and Dikledi.



# Women infiltrate the reserve police

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By Susan Fleming

Twelve years ago women police reservists were unheard of — now there are more than 50.

The first woman police reservist, Mrs Pat Silberman, joined the communications division, Wachthuis Radio Reserve, with her husband in 1972. As a warrant officer, she is one of the highest ranking woman police reservists.

The Silbermans have been involved in dramatic events such as the Leuwkop jailbreak and David Protter's attack on the Israeli Embassy, which they monitored on their radios.

They believe the reserve force has had a positive effect on their marriage.

"We always do everything together, and being able to work together in the force has been really exciting," said Mrs Silberman.

"My family has always been 100 percent behind me. In fact, my son is also a police reservist."

But many of Mrs Silberman's friends think she is crazy to be in the force and cannot understand how she can devote so much time to it.

Mrs Silberman says she joined because she loved her country and wanted to help other people.

However, women who share her sentiments

may be prevented from doing so if their husbands do not approve of their entering the reserve force. Women have to have written permission from their husbands before they are allowed to join.

Mrs Daphne Lehradt, who has been a reservist for two years, believes it is essential that women become able to protect themselves.

Over a six-month training period, reservists attend lectures on drugs, weapons and bombs at the training centre in Houghton, and they are required to attend refresher courses.

How did the men react to these women reservists?

"We got mixed reactions from the men in the force. In the beginning they treated us with kid gloves, but when we started to pull our weight the response was fantastic."

"A lot of women think the force will be a lot of fun — we have our laughs, but it's an extremely serious business," Mrs Silberman said.

Mrs Silberman said she had become more patient, efficient and disciplined since being in the force.

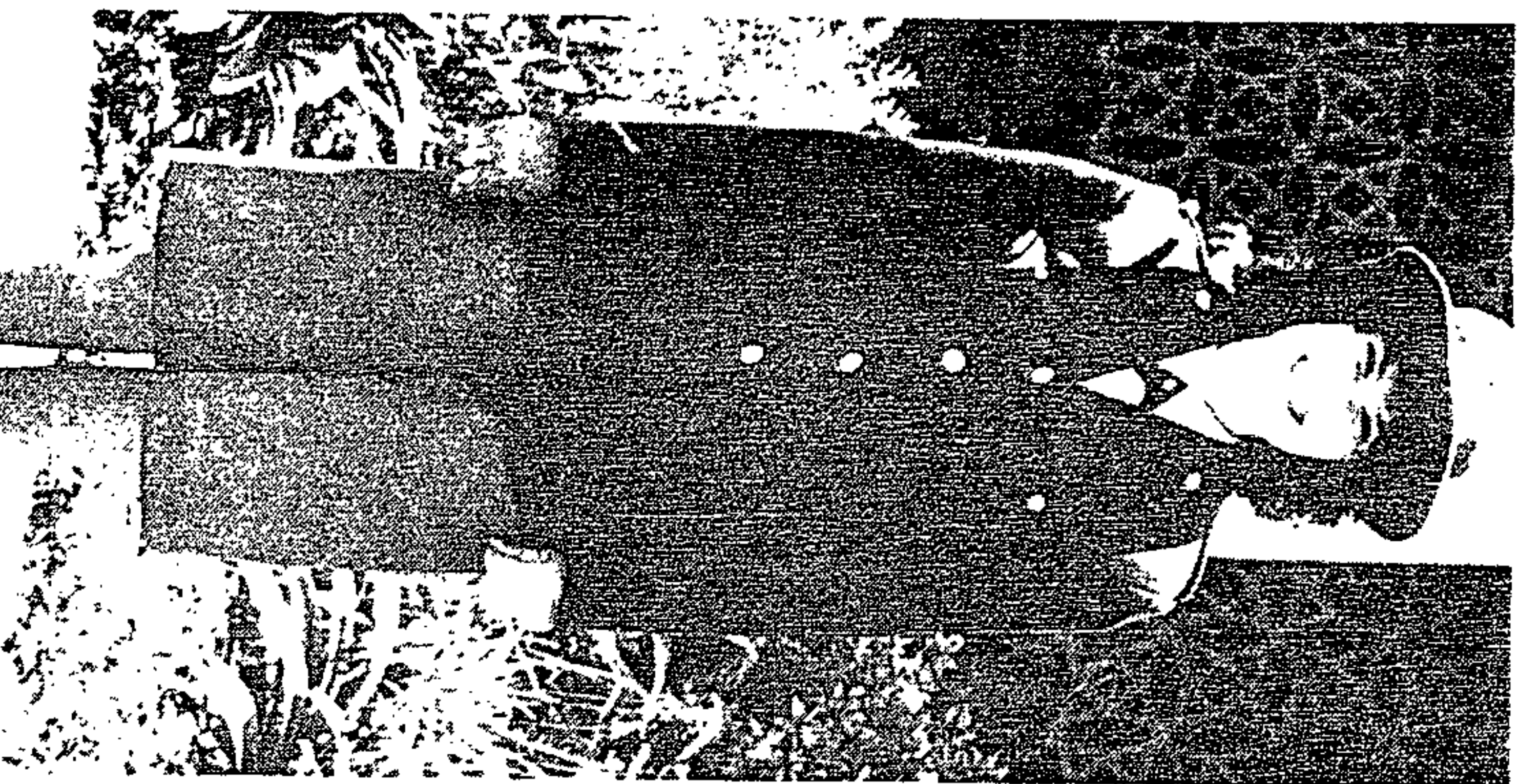
"I am a much nicer person than I was before I signed up — I have

learnt to deal with people from so many different social backgrounds," she said.

Mrs Beryl Frichol, who won the best woman police reservist student award last year, said women played an important role in the force.

"Many people, especially women, find it easier to speak to a policewoman than a policeman. They are able to talk more freely and easily," she said.

The 1984 training programme has just started, with 15 women on the course. Anyone interested in joining the reservists should apply at his nearest police station.



Mrs Beryl Frichol, who won the top woman police reservist student award last year, believes women play an important role in the reserve police force.



the form of a special register and cannot be ascertained without performing a considerable volume of work, which in this case seems unjustified.

*355A - Hume and  
Trading licences  
G. 201, 235 17/2/84*  
\*13. Mr P R C ROGERS asked the Minister of Co-operation and Development:

How many female persons had been granted trading licences within the Black urban areas in terms of section 37 of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945, as at the latest specified date for which figures are available?

†The DEPUTY MINISTER OF CO-OPERATION:

Nil. Licences are not issued in terms of section 37 of the Blacks (Urban Areas) Consolidation Act, (Act 25 of 1945) but are issued by local authorities in terms of their own bye-laws.

Section 37 regulates the letting of sites in Black Townships for trading or business purposes. None of the administration boards which lets these sites maintains records which show whether the site is let to a male or a female lessee.

In order to obtain such information a considerable volume of work will have to be undertaken, which seems to be unjustified.

Mr P R C ROGERS: Mr Speaker, arising from the hon the Deputy Minister's reply, does he see his way clear in the future to have some form of record kept as far as female persons are concerned in view of their very difficult status within the marriage laws which affect their ability to make use of the 99-year leasehold right and trading rights? Will it be possible in future to do something about that?

†The DEPUTY MINISTER: Mr Speaker, I ask the hon member please to make written representations in this regard.

*358 Hume and  
D H Peta High School, Ateridgeville  
17/2/84*

\*14. Mr S S VAN DER MERWE asked the Minister of Education and Training:

(1) Whether there were disturbances at

the D H Peta High School in Ateridgeville on or about 8 February 1984; if so, what was the (a) cause and (b) nature of the disturbances;

(2) whether members of (a) his Department and (b) any other specified Government departments were summoned to the scene of the disturbances; if so, (a) why, (b) by whom, and (c) what action did they take, in each case;

(3) whether any pupils were injured during the disturbances; if so, (a) how many and (b) what was the nature of the injuries sustained in each case;

(4) whether any pupils died as a result of such injuries; if so, (a) how many and (b) what (i) were their ages and (ii) was the cause of death, in each case?

†The MINISTER OF AGRICULTURE (for the Minister of Education and Training):

(1) Yes.

(a) The validity of alleged causes is being investigated.

(b) Violence by groups of pupils and youths took place.

(2) (a) No.

(b) No.

(a), (b) and (c) Fall away.

(3) Yes.

(a) As far as is known, 8.

(b) In one case serious internal injuries and in seven cases shock and inhalation of tear smoke.

(4) Yes.

(a) One.

(b) (i) 13 years.

(ii) The cause is being investigated.

D H Peta High School, Ateridgeville

\*15. Mr S S VAN DER MERWE asked the Minister of Law and Order:

(1) Whether the South African Police were called to the D H Peta High School in Ateridgeville on or about 8 February 1984; if so, (a) by whom, (b) for what purpose were they called there and (c) what action did they take;

(2) whether any pupils were struck by police vehicles; if so, what was the nature of the injuries sustained in each case;

(3) whether tear-smoke was used by the police; if so, why;

(4) whether any pupils were affected by such tear-smoke; if so, (a) how many and (b) in what manner;

(5) whether any policemen were injured; if so, (a) how many and (b) what was the nature of the injuries sustained in each case?

†The MINISTER OF INTERNAL AFFAIRS (for the Minister of Law and Order):

(1) (a) and (b) No, but they were in attendance at the D H Peta High School on 13 February 1984 to control a threatening riotous situation.

(c) In order to protect themselves from the stone throwing pupils tear gas was used, and at the same time a police vehicle was used to push open the gate leading to the school so as to facilitate the exit of members of the Force who were trapped inside the school grounds.

(2) Yes, it is alleged that a pupil was struck by a police vehicle. She sustained serious internal injuries which apparently caused her death. A case of culpable homicide is being investigated.

(3) Yes. To put a stop to the stoning of the police and to suppress the riotous.

(4) Yes.

(a) 7

(b) The inhaling of the fumes apparently adversely affected them and they were taken to hospital where they were treated and discharged.

(5) Yes.

(a) One.

(b) He sustained an injury to his right hand where he was struck by a stone.

#### Trout hatchery

\*16. Mr L K MOORCROFT asked the Minister of Environment Affairs and Fisheries:

Whether it is his intention to establish a trout hatchery to serve the interests of the trout hatchery to serve the interests of the Eastern Cape and Border areas; if not, why not; if so, (a) when and (b) where will it be established?

The DEPUTY MINISTER OF INDUSTRY, TRADE, COMMERCE AND TOURISM (for the Minister of Environment Affairs and Fisheries):

No. The responsibility for inland fisheries is not vested in the Department of Environment Affairs.

(a) and (b) Fall away.

*359 Hume and  
Magopa  
A. 601, 238  
17/2/84*

\*17. Mrs H SUZMAN asked the Minister of Co-operation and Development:

(1) Whether any residents of Magopa were moved for resettlement purposes on or about 14 February 1984; if so, (a) why, (b) how many and (c) where were they moved to;



MISS Neria Mafete is a 23-year-old mother of two from Mafikeng who works 14 hours a day for R40 a month — R1,66 a day.

She is one of thousands of women from rural areas who flood the Golden City with the hope of striking it rich by working for their fellow blacks.

But their dreams of being able to save enough under the pillow, clothe themselves beautifully and still be in a position to maintain their dependants back home get rudely shattered when they realise what peanuts they are expected to toil for.

Condemning the above wage as blatant exploitation of one black man by the other, Mrs Leah Lutu, director of the Domestic Workers and Employers Project (DWEPI), appealed to all underpaid and overworked domestics to lodge complaints with her office.

"That is unfair," she said. "I promise to deal with all reported cases the same way I handle those involving the white employers."

"If Soweto employers cannot afford to pay their domestics DWEPI's suggested minimum of R110 a month, what is the point of keeping them," she asked.

They come from as far as Transkei, Lebowa, Qwaqwa and Lesotho and obviously do not qualify to



(This picture is posed by models)

Pic by BONGANI MNGUNI

355A City Press 19/2/84

# The domestic trade



in her office. "That is unfair," she said. "I promise to deal with all reported cases the same way I handle those involving the white employers."

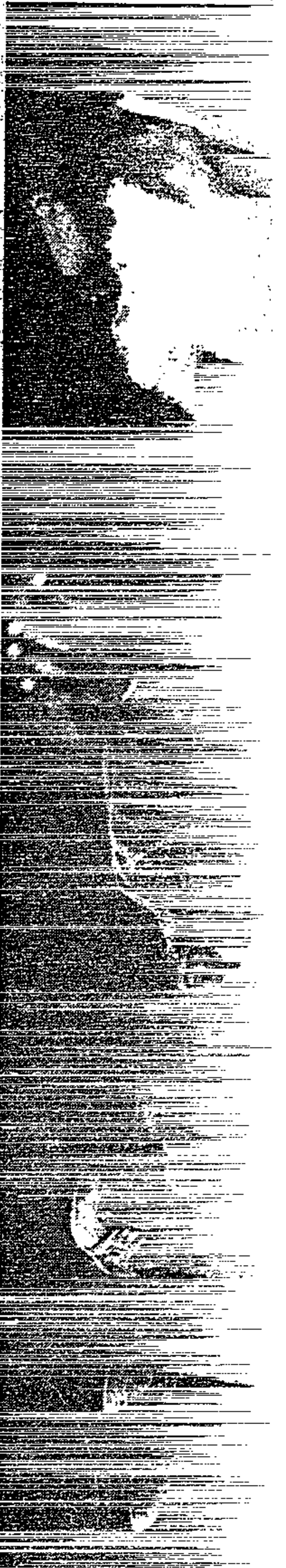
"If Soweto employers cannot afford to pay their domestics DWEF's suggested minimum of R110 a month, what is the point of keeping them," she asked.

They come from as far as Transkei, Lebowa, Qwaqwa and Lesotho and obviously do not qualify to work in urban areas. "And our people seem to exploit that," Mrs Tutu said.

A quick survey done by Home Press revealed that most domestics in Soweto are paid between R30 and R70 monthly.

Some said that their full day's work entailed cleaning the house and preparing afternoon meals for their employer's school-going children. There is also washing and ironing to be done.

One such case is that of Miss X, (who did not want to be named) aged 16 years, from Transkei. She cleans a five-roomed house, washes and irons and looks after a one-year-old baby for R45 a month.



(This picture is posed by models)

# The Domestic trap

Pic by BONGANI MNGUNI

**Charity begins at home, they say, and if that's the case nearly every domestic servant in the country should get a fat increase. NANA KHUTUMELA talks to the women who work in the townships.**

Unlike most of her colleagues, she does not sleep at her employer's place. She lives with a relative of hers not very far from where she works.

But Miss X says she is satisfied with her R45.

"It is alright with me. I have not sent anything home since I started working but I hope to start sending some very soon," she said.

Miss

Maletse

doesn't share her views. She said: "The money I get from my employers is very little. And I am scared to ask for more in case I end up in the street without a job."

Some employers contend that they cannot afford to pay their domestics what they deserve because they themselves earn so little.

"But that is not a valid reason," said Mrs Tutu. "If one cannot afford to pay a domestic worker enough

money to help her keep her head above water there is no reason to employ them."

Others argue that their domestics eat the food their families eat, use the family's soap and of course do not bring their beds and blankets.

"But what is the food given to them going to do to feed the domestic's dependants back home?" asked Mrs Tutu.

cooker



an athletics meeting at the Bethelsdorp Senior Secondary School. Various newspapers also carried reports and leading articles in connection with the alleged incidents. The matter is still being investigated departmentally.

#### Coloured schools: involvement of certain organization

\*4. Mr A E NOTHNAGEL asked the Minister of Internal Affairs:†

Whether he will make a statement on the Government's attitude to the involvement and activities at Coloured schools of an organization the name of which has been furnished to the Minister's Department for the purposes of his reply?

†THE MINISTER OF INTERNAL AFFAIRS:

Yes. The policy applied by the Department of Internal Affairs in respect of the practising of sport, cultural and other extra-mural activities at schools for Coloureds has been phrased as follows in the Education Bulletin of the Director of Coloured Education:

"It is the view of the Department that all pupils must be given the opportunity to develop their potential in the field of sport, cultural and other extra-mural activities to the full. The importance of the task of principals and teachers to arrange such activities on an organized basis in order to render a positive contribution towards the physical, spiritual and cultural development of the youth cannot be emphasized enough. The Department notes with appreciation what has already been done in this regard.

The Department wishes to make it clear that under no circumstances may any pupil be discriminated against in regard to participation in school sport, cultural or other extra-mural activities either within the school or in comp-

tion with other schools, on the grounds of political, religious or cultural considerations. Teachers concerned with the organization and holding of such activities must refrain from introducing the views and aims of adult organizations or societies of which they may be members into the school milieu.

Should specific complaints be received that a pupil has been discriminated against in the participation in school sport and/or other cultural activities, either on an internal or inter-school basis, the Department will be compelled to react to such complaints by investigating the matter and initiating disciplinary action against teachers found guilty thereof.

The Department therefore appeals to principals and teachers to act as educationalists and to ensure at all times that each pupil of the school is given the opportunity to take his rightful place in organized extra-mural activities, whether internal or inter-school, on the strength of his enthusiasm, interest and achievement alone. In this way the pupil will be afforded the opportunity to develop his potential and interest and to make a real contribution towards furthering the image of his school."

This policy is regularly brought to the attention of school principals and their staff.

†Mr A E NOTHNAGEL: Mr Speaker, arising out of the hon the Minister's reply, can he tell us whether it was brought to his attention that since the victimization and indoctrination of the first pupils by people with so-called links with Sacos, reports have again appeared in the newspapers in regard to Sacos activities at certain schools, where pupils were once again victimized? Furthermore, can he tell us whether the Department is paying particular attention in its inquiries to the activities of teachers with alleged links with Sacos, who are trying to apply the policy of that body in schools?

†THE MINISTER: Mr Speaker, we have noted the further case which has been reported in newspapers. That case is also being investigated departmentally at the moment. Disciplinary steps by the Department are limited to contraventions by school principals and teachers of the policy which I have just explained to the House in my reply to Question 4. We do not take disciplinary action against persons on account of their membership of any particular organization. However, if a particular organization holds views that are contrary to this policy, and when members of such an organization carry that policy and those views into schools and apply them there, we shall take very strict action against them.

\*5. Dr M S BARNARD asked the Minister of Health and Welfare:

Whether his Department intends to introduce a programme of routine screening for cervical carcinoma among Black women; if not, why not; if so, (a) when and (b) what will be the (i) nature and (ii) extent of the screening programme?

†THE DEPUTY MINISTER OF WELFARE:

No. Departmental screening is restricted for all races to such tests indicated by clinical evidence, due to acute shortage of qualified laboratory personnel and specialist cytologists.

\*6. Mr K M ANDREW—Co-operation and Development—[Reply standing over.]

\*7. Mr K M ANDREW—Defence—[Reply standing over.]

\*8. Mr K M ANDREW—Defence—[Reply standing over.]

#### Vice-Admiral R Chamorro: diplomatic official

\*9. Mr S S VAN DER MERWE asked the Minister of Foreign Affairs:

(1) Whether Vice-Admiral Ruben Jacinto Chamorro was accredited as a diplomatic official in South Africa; if so, (a) during what period, (b) of which country was he an accredited diplomatic official and (c) what was the nature of his diplomatic position;

(2) whether any steps were taken in respect of his accreditation; if so, (a) what steps, (b) why and (c) when;

(3) whether his Department has received any representations concerning Vice-Admiral Chamorro; if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto?

†THE MINISTER OF MINERAL AND ENERGY AFFAIRS (for the Minister of Foreign Affairs):

(1) Yes.

(a) 14 June 1979 to 24 February 1983.

(b) The Republic of Argentina.

(c) Armed Forces Attaché.

(2) Yes.

(a) A diplomatic Note dated 6 June 1979 was received by the Department of Foreign Affairs from the Embassy of Argentina

(b) It is established international diplomatic practice

(c) The answer to this part of the question has been furnished under 2(a).



City Press  
4/3/84

355A

**I**N THE seventies, when the spirit of trade unionism gained momentum within this country's black labour force, it was both welcomed and reviled.

Progressive employers appreciated it because they hoped it would ease the problem of having to deal with a disorganised labour force. Other employers were hostile.

The underprivileged black worker welcomed it as a breakthrough.

Few realised that one day even the most looked-down-upon black worker would embrace the spirit of a united workforce for the betterment of her working conditions.

Domestic workers, the worst exploited sector of the black workforce in this country, have come together to form a united front.

They have now formed a trade union, South African Domestic Workers Association (SADWA), which has a membership of over 2 000 in the Transvaal. The national figure is not yet known because a lot more domestic workers are still registering, according to Mrs Margaret Nhlapho, president of the Transvaal region.

Mrs Nhlapho further said SADWA had applied to the Minister of Manpower and Development for legal recognition.

"We are anxiously awaiting a reply from the Minister's office. As soon as we get one, hopefully a positive one, SADWA will have to decide who its mother body will be,"

# DOM UNI



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she added.

The idea of a union came up four years ago at a meeting between domestic workers, the Institute of Race Relations and the Domestic Workers and Employers Project (DWEPE).

DWEPE's function has been to aid domestic workers and employers with problems. It has not functioned as a union.

So the two bodies have different roles to play.

"The attitude of most domestic workers has been that they are the people who are directly feeling the pinch of being treated as dirt and therefore can appropriately render relevant solutions to certain job problems," says Mrs Nhlapho.

SADWA was officially launched nationally in 1981. From each of its three regions, namely Transvaal, Durban and Cape Town, representatives were elected for office and trade union administration training.

The Human Awareness Project offered to give



# DOMESTICS TE!

City Press  
4/3/84

355A

~~29A~~

~~12A~~

**MA KHUTUMELA reports on  
state of the union for domes-  
workers — the South African  
estic Workers' Association.**

them an intensive six  
month training in admi-  
nistration and their legal  
rights as a trade union.

Today, SADWA's re-  
gions are fully operational  
with the blessings of  
DWEF's director, Mrs Leah  
Tutu.

"I am  
glad at the  
progress of  
domestics  
in running  
their own  
affairs. I  
know they  
have the  
potential of  
developing  
to levels no  
one ever  
thought  
of," said Mrs Tutu.

The Johannesburg  
office of DWEF is the only  
one alive and is still  
dealing with domestics and  
their problems. It is also  
running a pension fund  
scheme for domestics.

The offices of SADWA,  
Transvaal region, are at  
132 Chester House, Jeppe  
Street, between Simmonds  
and Harrison streets.

MRS MARGARET  
NHLAPHO...  
head of the  
domestic workers'  
union.

● MRS MAR-  
GARET NHLA-  
PHO... head of  
the domestic wor-  
kers union.





*Hansard*  
*355A* Teachers *Q. Col. 623*  
*14/3/84*  
441. MR K M ANDREW asked the Minister of Education and Training:

- (1) Whether the regulations governing the (a) employment and (b) conditions of employment in his Department of married Black women teachers are the same as those applicable to single Black women teachers; if not, (i) why not, (ii) what is the pur-

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port of the regulations applicable to married women teachers only and (iii) how many married women teachers are involved;

- (2) whether these regulations are to be amended; if not, why not; if so, (a) when and (b) in what respects?

The MINISTER OF EDUCATION AND TRAINING:

- (1) (a) and (b) Yes.  
(i), (ii) and (iii) Fall away.  
(2) No.  
(a) and (b) Fall away.

#### Voters' lists

468. Mr S S VAN DER MERWE asked the Minister of Internal Affairs:

How many names have been added to the voters' lists in respect of each Parliamentary constituency in the Republic in terms of section 4 of the Elections Amendment Act, No 104 of 1982, since its inception?

The MINISTER OF INTERNAL AFFAIRS:

It is not possible to determine the number of voters added to the Parliamentary voters' lists from the Population Register in terms of the Elections Amendment Act, 1982 (Act 104 of 1982), in view thereof that together with the addition of the names of such voters the said voters' lists are also supplemented on a continuous basis by new registrations of voters and by the transfers of voters' registrations as a result of changes of address.



# Pension pitfalls for the domestic servant

By Alec Hogg, 18/3/84

HUNDREDS of thousands of black domestic servants are getting a raw deal.

Only a few employers make any provision for their servants' old age.

But many employers who do provide for their domestic servants may leave them worse off than they would have been if supported by the State.

Sanlam's pension review says that if a domestic servant's "pension" works out at more than R81 a month, she will not qualify for the State pension to blacks of R114 a month.

There are only two life-insurance run schemes aimed specifically at providing for a domestic's future — one by Federated Life and the other by IGI Life.

## Catch 22

Federated's scheme is the more popular. But although its chief executive claims that premium income will rise 50% this year, the fund has fewer than 3 000 members. IGI's Provider has 2 000 policyholders.

SA's largest life office, Old Mutual, is among several which tried to start a scheme, but gave it up as unviable.

The Mutual's general manager, pensions, Mike Levett, says: "Our scheme got little support. We were in a Catch-22 situation.

"We needed a lot more people to join to make it viable, but because of the high cost involved in administering small policies, we had no excess resources to market the scheme."

Another life office which has had a bad experience with domestics' business is African Life — Anglo American's specialist in the non-white area.

The managing director of African Life, Bill Jack, says: "It was nothing but a hassle. Over the past 10 years we have tried to wind down this area of our business. Today it accounts for a more comfortable 6% of total premium income."

## Lapse rate

Mr Jack lists the high lapse rate — when people stop paying premiums — as the major problem. "As a rule, domestic servants are highly mobile, and few tend to stay in one job for the kind of time needed to build up a good retirement fund.



A pittance at the end of the road

society subscription account for his domestic servant's retirement. He notes, however, that this is because his domestic servant has fewer than 15 years to retirement and life cover is inappropriate.

He is not the only one to provide for a maid in this way. Southern Life pensions chief Chris Liddle says: "We do the same for our domestic. Not only does a subscription share account give you flexibility, but if the domestic leaves you because of fraud or something similarly unsavoury, you still hold the account, and can pass it on to the next employee."

Deputy managing director of Anglo American Life Ian Solomon says: "At our company we have looked at the possibility of providing a domestic pension fund, but have not found it viable.

## Disability

"Although there seem to be positive developments at present, the schemes offered by life offices have yet to prove themselves.

"Until they do, I am putting some money aside every month for my domestic in a building society subscription share account."

The managing director of Federated Life, Arnold Bassarabie, believes a domestic servant scheme run by a life office does work.

He argues that building society accounts offer no life or disability cover, and disputes the claim that the administrative costs associated with small premiums price the schemes out of the market.

"Life and disability cover costs about R1 a month, while administrative expenses account for about R2. So if the monthly premium is R20, 85% goes straight into investment.

"The scheme has been run

by us for two years, and the investment return has easily exceeded the inflation rate over this period, while sub shares have certainly not.

"Taken over a number of years, although a smaller proportion is being invested through our scheme, the fact that investment returns are so much better means that the end sum will be far higher.

"Added to this is the life and disability cover (of R2 500 on a R20 monthly premium) which we offer."

## Adjustments

Of prime importance, however, is that employers opting for the Federated scheme or the similar policy offered by IGI Life must adjust the monthly premium every year to keep up with inflation.

Through IGI Life's scheme, the minimum unit of R11 a month put away for a domestic servant who is 40 today, will yield her a monthly income of R101 after retirement at 65.

But in today's money terms this would be equivalent to only R10,45 a month.

## Dramatic

The effect of increasing premiums with inflation is even more dramatic when a longer period is examined.

IGI Life's general manager Ben Gildenhuys says that using an illustrative growth of 12,9% a year, an R11 a month investment in his company's scheme for someone who is 20 years old would give a monthly pension of R888 when she retired at 65.

But because of inflation, if the monthly premiums were kept constant over the entire period, the net worth of this supposedly handsome hand-out would be only R14,95 in today's money.



Low pay  
355A  
embitters  
E. Post  
domestic  
19/3/04  
workers

Post Reporter

ABOUT 150 domestic workers in the Albany district yesterday complained bitterly about the "paltry wages" they earned.

They voiced their grievances at a mass meeting organised by the Port Elizabeth-based Domestic Workers Association of South Africa (Dwasa) in the St Phillip Church Hall, Grahamstown.

Miss Nomhle Kopo, a Dwasa executive member, said they expressed their bitterness at the salaries they earned in the Albany district. They said they earned between R25 and R40 a month.

Miss Kopo said one woman, aged 62, told the meeting she had earned R7 a month during a 15-year period and her wages were only increased this year to R30 after she complained.

"They unanimously accepted the minimum wage of R110 a month for domestics recommended by Dwasa to all employers," she said.

Miss Kopo said Dwasa aimed to ask the Government to include domestic workers and farm workers in the legislation that protected all workers from exploitation and also to scrap General Sales Tax on foodstuffs.



*Hansard Q. 601. 683*  
*355A* Teachers *20/3/84*  
556. Mr K M ANDREW asked the Minister of National Education:

- (1) Whether the regulations governing the (a) employment and (b) conditions of employment in the provincial education departments of married White women teachers are the same as those applicable to single White women teachers; if not, (i) why not and (ii) (aa) what is the purport of the regulations applicable to married women teachers only, and (bb) how many married women teachers are involved, in each of these departments;

- (2) whether these regulations are to be amended; if not, why not; if so, (a) when, and (b) in what respects, in respect of each of these departments?

The MINISTER OF NATIONAL EDUCATION:

In connection with the conditions of service relating to single White women teachers in the provincial education departments, discussions were held with the Administrators and an agreement was reached whereby a female teacher who held a teaching post before her marriage, could retain the post after marriage. This arrangement came into effect as from 1 January 1984.

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WEDNESDAY,

Other aspects of employment/conditions of service of married and single female teachers are presently being co-ordinated with the Administrators. When co-ordination has been concluded, the Provincial Administrations will amend their ordinances and/or regulations accordingly. Once this has been done, there will be no difference in the regulations/conditions of service applicable to White women, married or single, in the teaching profession.

WEDNESDAY, 21 MARCH 1984



# Thankless job or fulfilling vocation?

By BESSIE BOWER

After reading the advertisement at the right would you apply?

(Or do you already hold a similar post?)

Many Eastern Cape women, when asked about their careers, still feel embarrassed to say: "I'm just a housewife."

According to the South African National Council for Mental Health, our society accords little value to this unpaid mammoth task, and there is a lack of concern for the housewife.

Yet these women require more skills for their daily responsibilities than most people in the paid workforce.

To help the housewife cope with her role and to give her greater recognition, the South African National Council for Mental Health has declared 1984 as *The Year of the Housewife*.

Weekend Post took a look at the many problems housewives encounter and did a random survey to see how these people feel and how they cope with their

job.

The Director of the Mental Health Society of Port Elizabeth, Mrs Kaye Nel, defined a housewife as a person who converts a house into a home.

She added that the term housewife often evoked a negative image, implying that the person had to be female and had to be married.

"A better term would be a homemaker, because the traditional role of the housewife who merely did all the chores in the home and looked after children has changed," she added.

Mrs Nel said our modern society had become more sophisticated and demanding — resulting in the homemaking job becoming more difficult.

Very often the housewife had to cope with a double role — as supplementary breadwinner in the economic sphere and in carrying out the normal household duties of being a housekeeper, mother and wife.

With more women entering the labour market over

the past 10 years, the number of full-time housewives had been reduced considerably, she said.

What was ironical, said Mrs Nel, was that both full-time and part-time housewives suffered guilt feelings. A full-time housewife experienced guilt feelings because she was not able to contribute financially in the home, while the part-time housewife worried about her work interfering with her duties as a wife and mother.

Mrs Jill Gardner, a social worker at the Mental Health Society in Port Elizabeth, said in spite of doing first-class work, some housewives were given second-class recognition. This led to a feeling of inferiority.

She said the demands of being a full-time housewife prevented the person from attending many social events and some housewives felt isolated and lonely.

Another problem was that there was insufficient feedback from her family. "Most housewives don't de-

mand a great deal of recognition for what they do but it helps when members of the family show their appreciation occasionally. This can be done by thanking her for a meal or telling her she has done a great job," she said.

She added that every housewife needed to decide for herself what her needs and interests were, irrespective of the competitive demands of society.

Many of the full-time housewives interviewed felt strongly about being at home with their children. They felt they could supervise homework, take children to school and play an active role in bringing up their kids properly.

Mrs Ferella Hartley said her role as a mother came first, because it was her responsibility to bring the children up correctly and to set the highest example.

Some housewives felt their job was not given any recognition, while others said their families appreciated their hard work. One housewife, who did not

want to be named, said women had the security of a home and a husband — this was in itself recognition of their hard work.

Very few women said they felt inferior about being full-time housewives. They felt they were doing a worthwhile job. Some, however, felt slightly inferior to their working colleagues because they were not earning money.

Are housewives isolated?

Most of the women felt staying at home to look after children isolated them and made it difficult for them to go out and socialise. Mrs Sheila de Gruchy said when she felt depressed and lonely, she reminded herself of achievements in terms of her family's welfare, and that helped her to get through these times.

And what about intellectual stimulation?

Opinions differed here, with some housewives saying they did not need to read newspapers or other literature every day because they didn't have the time or the chance to be

involved in political or other deep conversations. Others, however, felt they had to keep their minds alert and did this by reading books, magazines, newspapers and by listening to the radio.

Mrs Jeanette Roberts said she kept up to date with events because her teenage children were always asking questions and there was no time for stagnation.

How do career women cope with the pressure of home and work?

Many seemed to think full-time housewives were on the decline — firstly, because of financial pressure and secondly, because of the lack of mental stimulation. Some housewives expressed guilt feelings about their children being in a creche or having only the domestic worker for company in the afternoons.

However, many said it would be detrimental for them to stay at home because they would feel no sense of fulfilment and this would have adverse effects on their family life.



E-Post 24/3/84  
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## Housewives get greater recognition

The housewife has a number of roles — here Mrs SHARON GARSON is a mother comforting her son, RYAN, and reading him a story. To help the housewife cope with her role and to give her greater recognition, the South African National Council for Mental Health has declared 1984 the Year of the Housewife.





## June Krizinger

If you are a woman you have to "work and fight a lot harder to get to the top," says June Krizinger, deputy managing director of Clicks.

Mrs Krizinger, who started off as a buyer with Clicks 15 years ago and worked her way to the top, says: "You don't have to be hardosed to succeed but you certainly can't be weak and sweet and nice."

"You've got to be better than your male colleagues because if there is ever any choice the boss will promote a man rather than a woman."

She said there was no doubt it was more difficult for women to achieve executive status. "We have a lot of handicaps. The usual one that is thrown in our faces is that we will leave and have children. Unfortunately many women do let their bosses down in some way and that is remembered. It makes it that much more difficult for the next woman to succeed."

Mrs Krizinger, who works a 12-hour day, decided it would not be fair if she had children because she would not have enough time to devote to them. "Either my job or my family would suffer."

"At first I was too involved in trying to make a career for myself to want a family. Later, when my husband and I discussed having children, we decided we led a full and happy life and it would be pointless having children if they were going to be pushed into the background."

Mrs Krizinger is in charge of all Clicks property negotiations and is at present coordinating the planning of about 30 new stores nationwide. In spite of her executive status, she is still very much involved in the details of buying and marketing and in the day to day running of the 49 Clicks stores.

She believes in an open door policy towards employees and keeps a "hot line" in her office so that stores can contact her directly with any problems. Apart from owning two horses and employing a full-time housekeeper, she has few of the trappings of the executive. Her office is very plain and businesslike — "You don't go for glamour because then it would be difficult to get the discounts."

Although she would like to have more overseas holidays, the pressure of work does not allow her to lead a jetset lifestyle.

"At the moment home is the best place for my husband and I to be because we don't have that much time together. He is a legal counsel for an oil company and is very patient and understanding. It is a top requirement for any woman who wants a career to have a supportive husband."



June Krizinger

IT IS a myth that women need to claw their way to the top in business. What they need is to be more skilled, capable and flexible than their male colleagues.

This is the view of some of South Africa's top women executives.

It follows a survey in Britain which showed that only two per cent of Britain's company directors are women.

Commenting on the survey, Mrs Maureen Smith, managing director of a British public relations company, said more and more women were staying in middle management because they did not have "the killer instinct that takes them to the top".

In South Africa Val Mickleburgh, corporate affairs director of Total, said: "I do think one has to be fairly ruthless to get to the top, but it doesn't mean riding roughshod over people or being selfish. I don't agree there has to be any kind of killer instinct."

"You can only get to the top with the help of other people so you have to have empathy with others and know how to get the best out of them."

A former president of the Southern African division of the

## By being mightier than men, of course

DO you have an image of the woman at the top as hard, brittle and bitchy? LINDA VERGNANI spoke to some of South Africa's most visible women executives to find out the qualities women need to succeed. The image that emerged was of tough but flexible superwomen — able to juggle families and careers. Above all, it seems women have to be that much better than their male colleagues to succeed.



Kathy Bendzulla

people is the ability to inspire and motivate other people which is not wholly consistent with a killer instinct."

A director of the Western Cape branch of Barclays Bank, Mrs Jowell said among the reasons so few women got to the top was that they were trying to make their way in a working environment made for men by men. "We should try and redesign the working environment to accommodate women's needs."

She said women were also not conditioned to succeed. Many women did not want to be in top management positions. They might feel that it was not right for them to want success.

Some women might also feel they could not cope with the overload of a family and an executive position.

"What is exhausting is handling the responsibility at work and then going home to another set of executive decisions. At a certain point with children women can feel torn into 10 000 pieces."

Mrs Truida Prekel, senior lecturer in management at the Unisa School of Business Leadership, said statistics were not available for the number of women company directors in South Africa.

However, about 14 percent of management, executive and ad-

ministrative positions are held by women in this country as opposed to between 15 to 20 percent in the United States.

"In South Africa most of these women are concentrated in the middle management levels rather than the top levels. But we are not so far behind the United States considering our combination of Calvinist, colonialist and traditionalist attitudes."

She said women did not need to be tougher than men to succeed but they needed more skills to be recognised.

"In terms of ability to do the job a woman usually has to be extra good to be promoted." For instance a woman needed more "people skills" and more drive to succeed.

"She also needs a sense of humour to weather the put downs she is likely to come across."

One of the handicaps faced by the female executive was that "she doesn't have a wife at home to look after her interests. She has to combine her career with housekeeping and looking after her children. If she has to go on a business trip she cannot phone her wife and say, pack my bags and meet me at the airport."

"If she has children she needs the support of a good housekeeper and probably also a good husband."

## Kathy Bendzulla

HAVING two babies involved only three weeks off work for Kathy Bendzulla, managing director of a children's clothing firm.

Mrs Bendzulla, founder and MD of Funtrills — a company which employs 500 people — believes the key to success is to "be good at your job, to have ambition and drive and be prepared to forsake personal things".

"The benefits of working are tremendous. It makes me, as a person, feel independent and that's very important. It's also very stimulating and brings me into contact with all facets of life."

"I don't think there is any reason why a woman at the top should be tougher than a man."

Mrs Bendzulla, who started her own clothing factory 12 years ago with 40 machines, says clothing manufacturing is "a people business" and you have to work with employees as a team.

"I do know you can't afford to be emotional in your working life. You have to let your head rule your decisions and that is not always easy. I've had to make decisions that have made me a bit heartsore, but they have been the right decisions."

The only tough thing about being a woman at the top "is your divided loyalties between your work and your children".

Photographs of her children — aged 12 and 9 — decorate her office. She took two weeks off work to have her oldest daughter Samantha and one week off to have Jeanne.

"With my second child I left work at 6pm and had her at 8pm. A week later I was back at work. I employed a nurse to look after each of my babies for the first year. And I've always been very lucky in that I have never been more than 15 minutes away from home — so I can pop back if necessary."

At present she employs "a very good domestic" plus a "very good driver" who can transport her children to and from school and to extra-mural activities. In addition she is helped by her mother, her mother-in-law and a teacher friend — all of whom are willing to look after the children when she travels to the overseas fashion shows.

"If I interview a woman for a job and she tells me she intends having children it wouldn't put me off. As long as she had the ability and she has sorted out her priorities it would not stand in the way of her being appointed or promoted."





## Concern for ~~the~~ rights of domestics

Star 24/3/84 355A

In 1970 all domestic workers were at the mercy of the whims and demands of the householders who employed them. Today the situation is very different.

There are more than 200 centres of concern throughout the country which help to protect the rights of at least 30 000 domestic workers.

Thirteen years after its establishment, the Domestic Workers and Employers Project (DWEP), besides campaigning for the rights of domestic workers, strives to improve the skills of domestic workers so as to make them more marketable and to improve relations between the workers and their employers.

Plagued by low self-esteem, a result of years of underpayment and fear of victimisation, domestic workers could never confront their employers on their own and demand fair treatment. Although these attitudes still exist relationships had improved, said Mrs Leah Tutu, DWEP's national director, pictured above.

Domestics, particularly the younger ones, most them graduates from the centres of concern, can now bargain with employers on how much they are prepared to work for. More and more employers are prepared to pay the DWEP's recommended wages, Mrs Tutu said.

The conditions of employment and relations are nowhere near perfect but DWEP has definitely made a mark, she said.

Both employers and employees participate in the centres of concern, realising their mutual benefit.

"Domestics and their employers can give a lot to each other by just talking and sharing ideas," Mrs Tutu said.

Literacy, cooking, first aid, typing and driving are some of the skills taught at the centres of concern. There has been an increase in the number of people interested in writing both matriculation and junior certificate examinations.

There still is no legal protection for domestic workers — no Government minimum wage or pension fund exists for domestics.

Although some private pensions have been discontinued because of lack of support, there is a core of employers who have shown interest in their workers' old age, Mrs Tutu said.

One building society recently launched a domestic workers' retirement scheme. Domestics or their employers can subscribe to the scheme, paying premiums from R5 upwards for 10 or 20 years.



# KKED!

## Farmer who calls elf her 'father'

Court this week how he sjambokked a 20-labourer — whom he considered "a grappled on the floor with her because on a table and "take her punishment". that the woman, Miss Mzukile Mwell, was savaged while her hands were being bound by his son.

a farmer in the Weenen District of Natal, was facing charges of causing bodily harm by flogging Miss Mwell, throwing stones at her, setting his dog on her.

**Report: SHAUN HARRIS**  
**Pictures: JIMMY HUTTON**

and fallen to the floor.

"She grabbed the front of my shirt so hard that it tore," he said.

Replying to a question from Mr Stewart, Mr Bekker said he "did not count" how many times he hit Miss Mwell with the sjambok, but admitted that it was "many times".

He said while they were grappling his two sons entered the barn with his dog, although he claimed he did not see the dog at the time.

He said his sons were holding Miss Mwell so that he could give her "a hiding".

"One of my sons was trying to hold the dog back while my

other son tied her hands. My boys were trying to help me get her in the corner so I could punish her."

Some of the witnesses the state had summonsed to give evidence did not appear in court on Friday, and could not be traced by police who were sent to fetch them.

### Inconsistent

After sentence had been passed, Miss Mwell's father, Sbongo Mwell, said people living on the farm who had witnessed the assault had been told by Mr Bekker that if they appeared in court they would be "chased off the farm".

"I, my wife, and my six children were ordered off Mr Bekker's farm when Mzukile went to the police and complained about Mr Bekker. We now live in a township in Weenen and can't find work on the farms", Mr Mwell said.

Before sentence was passed the defence lawyer, Mr Moritz Randlehoff, said it should be taken into account that "this is not Switzerland — we are living in Africa".

Giving his verdict of guilty of common assault and sentencing Mr Bekker to R50 or 25 days imprisonment, the magistrate said evidence given by Miss Mwell and her father had been inconsistent.

He said the complainant had given the impression she had been more seriously injured than a doctor could confirm, and the court could not find that the accused had intended to seriously harm Miss Mwell.

After sentence was passed in the tiny courtroom, the handful of local labourers who had watched the proceedings filed outside with grim faces.

Earlier that day they had seen a fellow labourer, Miss Sibongile Ndinamde, fined R60 for stealing butternuts from the farmer she worked for.

making the house, he summonsed their parents and asked for permission to "punish the children".

Mr Stewart told the court the women's parents had no option in the matter because Mr Bekker had given them a choice between letting him punish their children or leaving his farm.

Mr Bekker admitted this, saying if any parent felt he was "punishing the children unnecessarily" they could leave his farm.

At an earlier hearing, Miss Mwell, who still has scars on her breasts and legs from the dog attack, claimed Mr Bekker attacked her with a sjambok and his fists when she would not lie across a table in his barn to accept the flogging.

She said Mr Bekker and his two teenage sons had then tied her hands and attempted to force her to lie on the table.

### Screaming

She said that she was screaming all the time and one of the sons had repeatedly banged the back of her head against the wall.

She claimed that Mr Bekker had then set his dog on her, who savaged her while her hands were still tied.

Describing the events on the day of the flogging, Mr Bekker said he had the parents of the "children" he intended to punish assemble in his barn and ordered a table to be brought in.

Asked by Mr Stewart why he wanted a table, Mr Bekker said it was easier to sjambok women lying across a table than to try and whip them on the ground.

He said when he punished his labourers the "boys have to bend over and the women have to lie down".

"If the child hadn't resisted in the first place none of what followed would have happened."

"I've punished her before and she has not complained", he said.

Mr Bekker said the other women he had flogged on the same day had accepted their punishment and had lain across the table while he whipped them.

He said when Miss Mwell refused to lie on the table the two of them had grappled



# SJAMBO

STIMES

(355A)

25/3/84

## By f: hims

A FARMER told a year-old woman "child" — and the she would not lie

The court also heard by the farmer's dog ..

Johannes Petrus Bekker, assault with intent to do hitting her with his fists

Mr Bekker admitted sjambokking the woman. He said had lived on his farm for the past 18 years, but said he had not assaulted her with stones or fists and had not seen his dog savage her.

He was found guilty of common assault by the magistrate, Mr Basil King, in the Weenen Magistrate's Court on Friday and fined R50 (or 25 days) suspended for three years.

Under cross-examination by the prosecutor, Mr Rod Stewart, the farmer said it was a "long-standing traditional practice" to punish his labourers by flogging them with a sjambok to maintain "discipline" on his farm.

Leaning heavily on the rails of the witness box the stoutly built, ruddy-faced farmer said: "It's not the first time workers have been punished on my farm."

"It's been a standing rule for 18 years since I became familiar with my black workers."

"I am responsible for them like a father, I have a fatherly responsibility towards them as long as they live on my farm."

Mr Bekker said he was not guilty of assaulting Miss Mwell on the morning of August 27 because he had "her father's permission to punish her".

### Punished

He said Miss Mwell and other women who lived on his farm were "punished" because they had been continually making a noise in the sleeping quarters.

When he went to their sleeping quarters on the Thursday night before the flogging incident to make them keep quiet, he said, they would not let him in and locked the door.

Mr Bekker said he threw a "few metal pipes" he found lying on the ground through the sleeping quarter windows because "I wanted to bring home the message that I was cross with them".

The next morning, when he could not find the women he said were responsible for

Johannes Bekker — a "fatherly responsibility" towards the women he flogged





**SURVIVAL:** Mrs Mary Maseko: "When people ask how I can survive on so little, I ask myself the same question. Only the good Lord knows."

# Life is a battle

By RUTH BHEBGU

**H**OW do you manage to keep body and soul together when your monthly earnings only cover just over half the amount you need to afford the barest essentials?

"Well, just for beginners, you forget about three meals a day, because you have to consider yourself lucky if you can manage to scrape one solid meal.

"When you are ill, you pretend there is nothing wrong with you until the illness just goes away on its own. There are things you just don't think about, like meat and vegetables — let alone fruit — because you'd only get frustrated.

"And when somebody else wonders how you survive on so little, you think to yourself: 'I can't answer that one. I'm also surprised at myself. Only the good Lord

knows'."

This is the answer given by Mrs Mary Maseko of Jabulani, a washerwoman, who is just one of the thousands of black women who survive only through providence. Even they see it as a miracle, that sometimes they can enjoy a full meal and sit in front of a warm stove on chilly days.

## Piece jobs

Mrs Maseko earns R80 a month from the two piece jobs she does in the white suburbs as a laundry woman, where she goes twice a week. The minimum amount she needs to cover her house rent, food and transport to work is R150.

This excludes other basic needs like clothing and hospital bills. Her rent is R40,30 a month. From R39,70 she must subtract R15,30 for train and bus fares to work. Trying to calculate how she spreads the remaining R24,40 to cover coal and firewood and candles before you even get to groceries is a futile exercise.

According to statistics from Race Relations a black family of five in Johannesburg would need R248 a month to meet basic needs. That was in September last year when this figure was released. Since then the General Sales Tax, dairy products, mealie meal, bread, canned foods, railway and bus fares, coal, hospital fees to name a few items, have gone up in prices.

## Groceries

If Mrs Maseko would have been able to buy groceries for R60 last

year September, it means today she can only manage to buy a bag of mealie meal, a bottle of oil, two bags of coal, sugar, salt, a few canned foods, tea leaves, some powdered milk and maybe a tray of eggs if she is lucky.

In a bid to keep the wolf from the door, Mrs Maseko has had to let her two bedrooms of her four-roomed house to two couples and use the dining room as a bedroom. The R20 each they pay towards the rent she uses to buy food.

"Perhaps when I get my old age pension I shall be able to breathe easier. I don't know when that will be. I have applied for the pension but it takes time to come through," she said.

A widow with two children who are in their 20s and two grandchildren, Mrs Maseko would have liked to live with her grandchildren but it would mean having to let the sub-tenants go.

"My grandchildren are work shy and so was their father before them and their grandfather. As far as I can remember there has never been a period in my life where I have been able to take a break while somebody else supports me.

"I have to be out of



Sowetan  
26/3/84

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the house by a quarter past five in the morning to be able to catch the ten past six train to Johannesburg. Then I have to catch buses to get to the suburbs. In winter it's scary walking in the dark to the station when you are a woman. Even for a man it's not safe. But I have no choice."

### Jostle

At 4pm she has to catch a bus from Windsor Park to "Park Station" where she has to jostle in the crowded Naledi-bound train for a seat after a hard day's work.

The Domestic Workers and Employers' Project (DWEPE) has recommended that domestic workers be paid at least R12 for an eight-hour day. They should also get transport allowance and two square meals a day. But Mrs Maseko earns R10 a day for washing and ironing for six people. She doesn't get any transport allowance and she shares whatever her employer has decided to have for lunch.

Life is certainly no bed of roses for this old woman.

WOMAN

# Go back to God

IF we are to get perfect service or reconditioning of our cars, we've got to send them to manufacturers.

So it is with any union of two people of the opposite sex. Our Lord is the initiator of marriage, so it has to be honoured according to His arrangement because it is a divine union.

God the Creator is not selfish in saying a marriage bed must not be defiled i.e. no sex among unmarried couples. There are many reasons why scripturally it is wrong to have sex out-

side marriage.

Women are in some cases dumped after they have had children. Illegitimate children lack good upbringing by both parents, therefore a large percentage resort to crime or become uncontrollable grown ups.

### Marriages

Couples involved in trial marriages or "vat en sit" suffer untold misery or depression when their mates leave for greener pastures.

Involvement in sex before or without marriage on the other hand destroys future of promising intelligent young ones and also brings with it diseases which are dangerous to both parties.

Couples who stay together before marriage are usually not happy after their trials.

Every union needs a blessing, even if it is not from the Almighty God, but from our parents. How can they bless a trial marriage where not even half a cent was

given to them as a gesture of gratitude?

Lastly, in my opinion, staying together without marriages is not only living in sin but a modern way of exploiting females.

### Sinful

In Christian life, it is morally wrong and sinful and it is a practice which robs people of their peace of mind and pleasure of pure marriage. I discourage it.

BAFANA JACOB  
SIBANDA

Temhica



SSA

# Long wait for pregnant

By LINDA VERGNANI  
Weekend Argus Reporter

BECAUSE of the shortage of antenatal facilities in the black townships some pregnant women begin queuing in the early hours of the morning to get into the Guguletu antenatal clinic.

By the time the clinic opens at 7 am up to 50 new patients wait for attention but only a certain number can be accepted for treatment.

Some new patients are referred to Groote Schuur Hospital and the rest are told to try again on another day.

## Only clinic

The clinic is the only one serving the women of Nyanga and Guguletu, and it operates only twice a week. Run by the Peninsula Maternity and Neonatal Services and staffed by three sisters and a doctor, it is housed in a tiny semi-detached cottage.

Apart from the new patients accepted at the clinic each day, between 80 to 100 patients are seen by the staff.

Conditions are so cramped that once the doors open patients spill into the courtyard. The bedroom which serves as an examination room is so small that the two examination couches are not partitioned off from each other.

Professor B Bloch, head of the Department of Obstetrics and Gynaecology at Groote Schuur Hospital, said: "We've been distressed about this situation for a long time. But we have been assured by the

## Some patients are turned away from tiny clinic . . .

authorities that a new prefabricated clinic will be put up in the grounds of the Guguletu Day Hospital before winter.

"The new antenatal clinic will be much roomier and patients will have much better facilities.

"It is true that we have to turn some new patients away but we have tried to reduce the number to the minimum. Since we became aware of the situation we have tried to refer as many women as possible to Groote Schuur Hospital. But even there our workload is very heavy."

## New patients

Professor Bloch said the sisters at the Guguletu antenatal clinic assessed all new patients waiting in the queue and never turned away women who were due to give birth soon.

Those who were at risk and had previous complications such as a stillborn baby or a caesarean section were always referred to Groote Schuur Hospital.

The reason the clinic was only open two days a week was because of a shortage of staff.

Miss Pina Ncata, a committee member of the South African Women's Federation, said pregnant women sometimes began

queuing for the antenatal clinic as early as 4.30 am.

"It's terrible. There is no shelter for them and in winter they have to stand in the cold and rain.

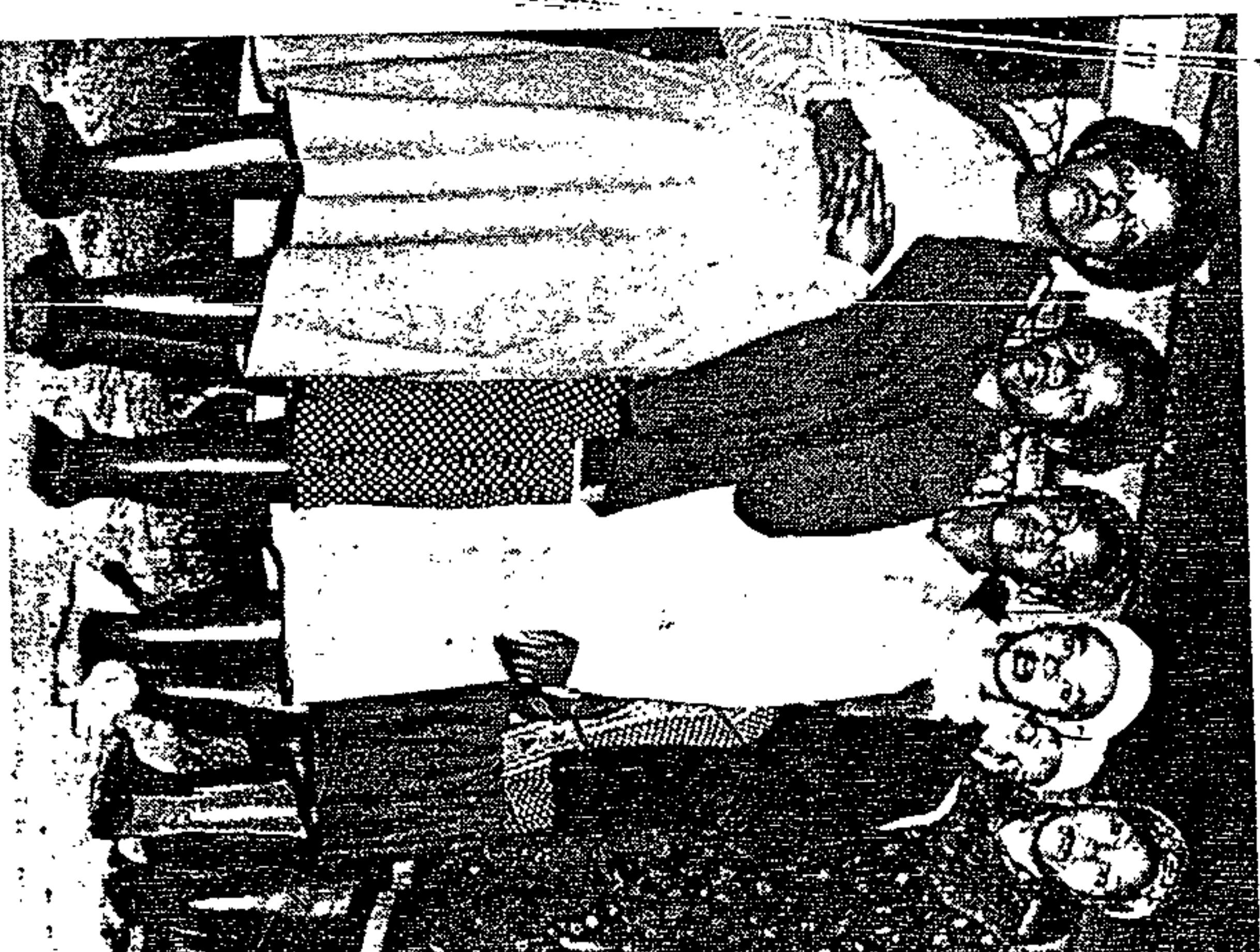
Miss Ncata said: "We have had complaints from our members who have been turned away. We even had a woman who said she was turned away while in labour.

"The clinic is not housed in a proper building and there is a shortage of staff."

When Weekend Argus went to the clinic before dawn on Wednesday some pregnant women sat on paving stones outside a neighbouring house, while others leant against the fence surrounding the clinic.

Mrs Kuselwe Golela, who is five months' pregnant and was turned away from the clinic on Monday, said: "I came here before five o'clock because I want to get in."

Mrs Rose Siliwela, who lives in a house opposite the clinic, said: "We feel so sorry for these women. They start coming at 5 am and when it's windy and rainy they are forced to stand in the open. Yet some of them are turned away."



The predawn queue of pregnant women we en begin queuing in



W/E Augus 7/4/84

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# For pregnant women patients are turned on tiny clinic . . .

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The predawn queue of pregnant women waiting outside the Guguletu Antenatal Clinic. Some women begin queuing in the early hours of the morning.



(355A) (157) (170)  
**Union wins pay rise**

Star 27/3/84 (170A)  
By Carolyn Dempster, Labour Reporter

The National Automobile and Allied Workers' Union yesterday achieved a 62 percent pay increase for its members at Miller Engineering, a components manufacturer in Pretoria.

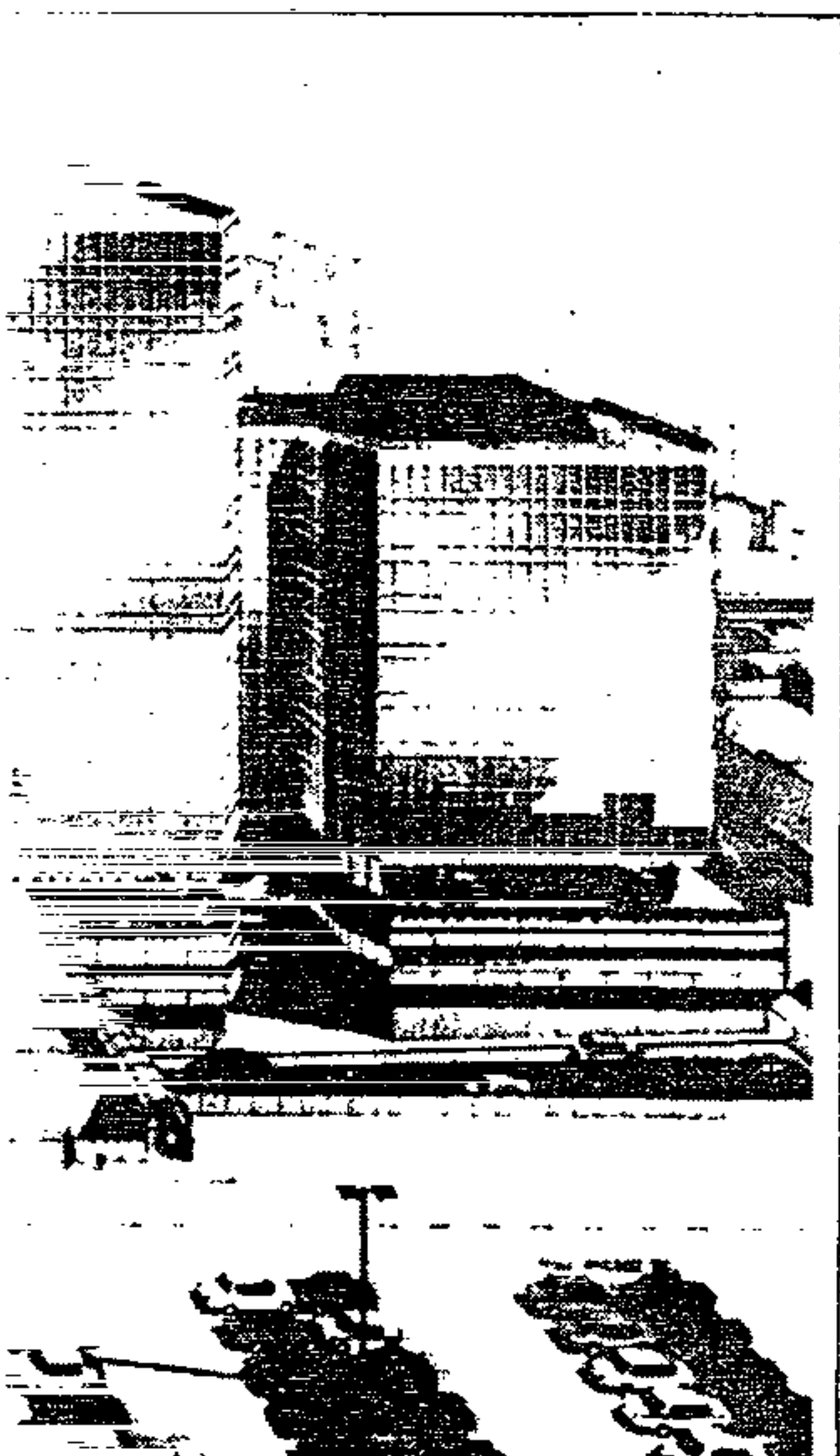
The wage agreement, which raises wages from 80 c to R1,30 an hour has been hailed by the union as a significant increase in view of the recession. It will come into effect this month and is operative until next March.

A spokesman for the Fosatu-affiliated union said the agreement was the start of a drive by NAAWU to organise the components manufacturing industry.



ARGUS 28/3/84 (255) (355A)

# e gap ILO



## Machine tool orders

were down seven percent on a year ago when order backlogs were still being filled.

But they showed a hefty 30 percent rise over the previous month's total of \$113-million (R139-million). This was mainly because the January total had been artificially depressed by deliberately heavy sales in December last year.

Machine tool manufacturers in the US now appear reasonably optimistic that the recovery will continue strongly enough to push deliveries back up to 1981 levels. — Financial Times News Service.



THE wage gap between men and women is biggest in Japan, a survey of wage disparities conducted by the International Labour Office has found.

In some economic sectors in Japan the women are paid less than half the wage received by men, the ILO reports.

However, the ILO has found that over the past decade the wage gap has narrowed to some extent — sometimes significantly — in most of a selected number of industrialised countries.

Differences in men's and women's salaries in 1982 ranged between 54.9 percent in the Republic of Korea and 8.1 percent in Australia in non-agricultural activities to between 56.9 percent in Japan and 9.7 percent in Sweden in manufacturing industries.

According to the ILO, salary gaps narrowed between 1973 and 1982, but widened between 1977 and 1982 in Australia, Denmark, the Netherlands and the United Kingdom.

The ILO analysis covered 10 countries in non-agricultural activities and 14 countries in manufacturing industries for the years 1973 and 1982, and for the years 1977 and 1982 14 countries in non-agricultural activities were covered and 18 in manufacturing.

## Gross salaries

The wage gaps were calculated from gross salaries in national currencies as published in the 1983 edition of the Year Book of Labour Statistics.

The wage gap between men and women is measured by the difference between salaries they receive, expressed in percentage of the male salary.

In 1982, among selected European countries women's wages lagged behind those of men in non-agricultural activities by only 11.4 percent in France, but by 33 percent in Switzerland, while in Japan and the Republic of Korea the gaps reached 47.2 percent and 54.9 percent respectively.

From 1973 to 1982 Japan was the only country where the gap between men's and women's wage widened from 46.9 percent to 47.2 percent.

In the other countries — Australia, Belgium, Czechoslovakia, Denmark, France, the Federal Republic of Germany, the Netherlands, Switzerland and the United Kingdom — the gaps narrowed with the most significant change — 37.5 percent to 30.9 percent — occurring in the United Kingdom, and the least — 33.2 percent in 1973 and 32.7 percent in 1982 — in Switzerland.

From 1977 to 1982, however, among the 14 selected countries the wage disparities increased in Australia, Czechoslovakia, Denmark, the Netherlands and the United Kingdom, with the most marked increase in Japan — 44.2 percent to 47.2 percent.

## Greatest improvement

During this period the greatest improvement was in Iceland, with a drop to 15.0 percent from 19.9 percent. The Federal Republic of Germany is the only country where the wage differential of 1982, 27.3 percent, was identical to that of 1977.

In 1982 in the manufacturing industries, women earned 9.7 percent less than men in Sweden — an improvement over 15.9 percent in 1973 — and 56.9 percent less in Japan where their position had worsened since 1973 when it was 53.5 percent.

For the period 1973 to 1982, women's wages drew closer to those of men in the following countries: Australia, Belgium, Czechoslovakia, Denmark, Finland, the Federal Republic of Germany, Greece, Ireland, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom.

Improvements ranged from the most notable in Australia where the gap narrowed from 30.6 percent to 21.8 percent, to Czechoslovakia where it narrowed only slightly from 32.6 percent to 32.1 percent.

From 1977 to 1982, among the 18 selected countries, the gaps diminished more or less appreciably in the following countries: Belgium, Cyprus, Czechoslovakia, Finland, France, the Federal Republic of Germany, Greece, Ireland, the Republic of Korea, Norway, Sweden and Switzerland.



It has to be kept in mind that the Act stipulates that a television set, not a television channel, has to be licensed."

355A (302) Hansard  
Conditions of service of women teachers  
Q. 61. 784 28/3/84  
\*23. Mr R M BURROWS asked the Minister of National Education:

- (1) Whether a report has been submitted to the Committee of Heads of Education on the conditions of service of women teachers; if so, when;
- (2) whether he will release this report to (a) the public and (b) representative teacher organizations; if not, why not; if so, when?

†The MINISTER OF NATIONAL EDUCATION:

- (1) Yes. The 139th Report of the Interdepartmental Advisory Committee on Educational Services (IACES), which investigated better conditions of service for women and which had to revise the 69th Report of the IACES, was approved by the Committee of Heads of Education (CHE) on 13 October 1983.

In accordance with section 2(1)(j) of the National Education Policy Act, 1967 (Act 39 of 1967), the report was co-ordinated with the Administrators and the National Education Council.

- (2) (a) No. The report will not be made available to the public as the reports of the advisory committees of the CHE are confidential and intended for internal use by the CHE in the performance of its duties, namely to advise the Minister.

In a press statement released on 1 December 1983, I furnished full particulars of the new policy and indicated how the service contracts of the female teaching personnel would be affected after marriage. It is my intention to announce at an early date a new co-ordinated policy in con-

nection with the so-called quota system of male and female staff.

- (b) Yes. An abridged version of the report with all the relevant decisions will soon be made available to the Federal Council of Teachers' Associations in South Africa.



RDY 2/4/84 355A

# Domestics earn spurs as trained help for children

By SOPHIE TEMA

THE first group of domestic employees — 12 in all — trained to be an integral part of the daily care of children was presented with certificates of merit at the Norwood Children's Home on Friday.

The cooks, gardeners and cleaners — from different homes and all involved in the daily care of children — had completed a six-week domestic workers' course with the Child Welfare Society of Johannesburg.

Miss Jacqui Michael, manager of children's homes for the Child Welfare Society, said:

"The society initiated and developed a sensitivity

course, bearing in mind the general illiteracy of the staff.

"Training was given on diverse subjects, such as emotional stress caused by leaving a family, the importance of nutritional foods, and above all how to give children love and warmth — making sad children happy.

"The training programme includes self-awareness and the sharing of love and warmth — particularly with the children that need it so much.

"The training of staff by the society illustrates the importance of a therapeutic environment on the development of the children in our homes.

"We stress to our trainees the vital link they play in

helping our children."

In his address the director of child welfare, Mr H Ferreira, said before the presentation:

"This is the first course ever in this country designed to train black employees of children's homes.

"This course is important because it is designed to give children the background of why domestic workers are necessary in a children's home.

"All the domestic employees in these homes form a vital team and it is therefore important the worker understand the children's feelings and the importance of being able to communicate with them."



WEDNESDAY / APRIL 4, 1984

2. Post

355A

By WENDY FRAENKEL  
FEW domestic workers, who are victims of assault on the job realise that they can take their employers to court.

This was highlighted at a Domestic Workers' Association (Dwasa) seminar held at their Port Elizabeth offices yesterday.

Those who attended the seminar were told by a professional man what they should do if they were assaulted. He said it was important to report a case of assault to the nearest police station immediately.

It was also vital to see a doctor as soon as possible or go to hospital for a medical examination and treatment — with a view to getting a medical report on the injury or injuries.

If the case was to be taken to court, evidence in the form of photographs was necessary because cases

# Assault on the job: advice given to domestic workers

usually only came up months after the incident. By that time any physical evidence would have disappeared.

Mrs Pat Magina, the Dwasa organising secretary, said: "Unfortunately many domestic workers never report incidents of assault, purely because they are afraid to lose their jobs and just can't afford to do so."

"Many employers, accused of assault, often retaliate by accusing their domestic workers of theft. Unfortunately it is normally the theft case that comes to court first."

"Such was the case involving a woman called Ruth whom we placed with a family. Ruth had not been with the family for two months when her employer and her husband arrived home at 9.30pm without telling her that they would be late."

"Ruth, who had been looking after the couple's small daughter, was tired, refused supper and went straight to bed."

"No sooner had she got to her bedroom than the husband of her employer rushed into her bedroom saying that she had been cheeky. He then dragged her into the kitchen and

started beating her up severely."

"It was only when he threatened to kill her that his wife intervened and Ruth managed to flee to the neighbours who called in the police."

"The police took her to hospital and later took a statement, saying she must report to them the next day. After weeks of hearing nothing from the police, she came to Dwasa offices, seeing that we were the ones who had got her the job."

"We wrote to her employers saying that we were disappointed with what had happened and in-

structed them to pay Ruth's wages."

Mrs Magina said nothing was heard from them but weeks later the police arrived early one morning at Ruth's home and arrested her for theft — she had been accused of stealing several items from her former employers.

Ruth appeared in court but after the case was postponed seven times it was eventually dropped because there was insufficient evidence.

Mrs Magina said Dwasa was still trying to bring Ruth's assault case against her employers to court.



## Women teachers to get better deal

(Cont from Page 1)

ties in special cases or on the grounds of special local circumstances.

Dr Viljoen said: "Some of the other important recommendations which I have approved relate to contributions to pension funds, membership of the Unemployment Insurance Fund, financial assistance, medical aid benefits, promotion and housing benefits."

"I have granted approval for

the responsible authorities to be negotiated with in all cases where different conditions of service apply to male and female teaching staff, so that the differences can be eliminated."

He said an important implication for women who chose to continue teaching in a permanent capacity after marriage was that they would "rightly be expected to perform all the duties, even after school hours, that are normally expected of their unmarried colleagues."

## Improved benefits for women teachers

### Political Staff

THE Government has announced a new deal for women teachers in which the quota system will be changed and fringe benefits improved.

The Minister of National Education, Dr Gerrit Viljoen, said this afternoon the changes resulted from a report of the Committee of Heads of Education.

### REMOVE DISCRIMINATION

He said: "Certain recommendations which I have approved will considerably improve the position of women — and particularly married women — in education."

The principle of a quota system would be upheld but the new deal would remove discrimination against married women and reduce the percentage of reserved posts.

Education departments would phase in the new co-ordinated system from next year until it was fully in effect from January 1987.

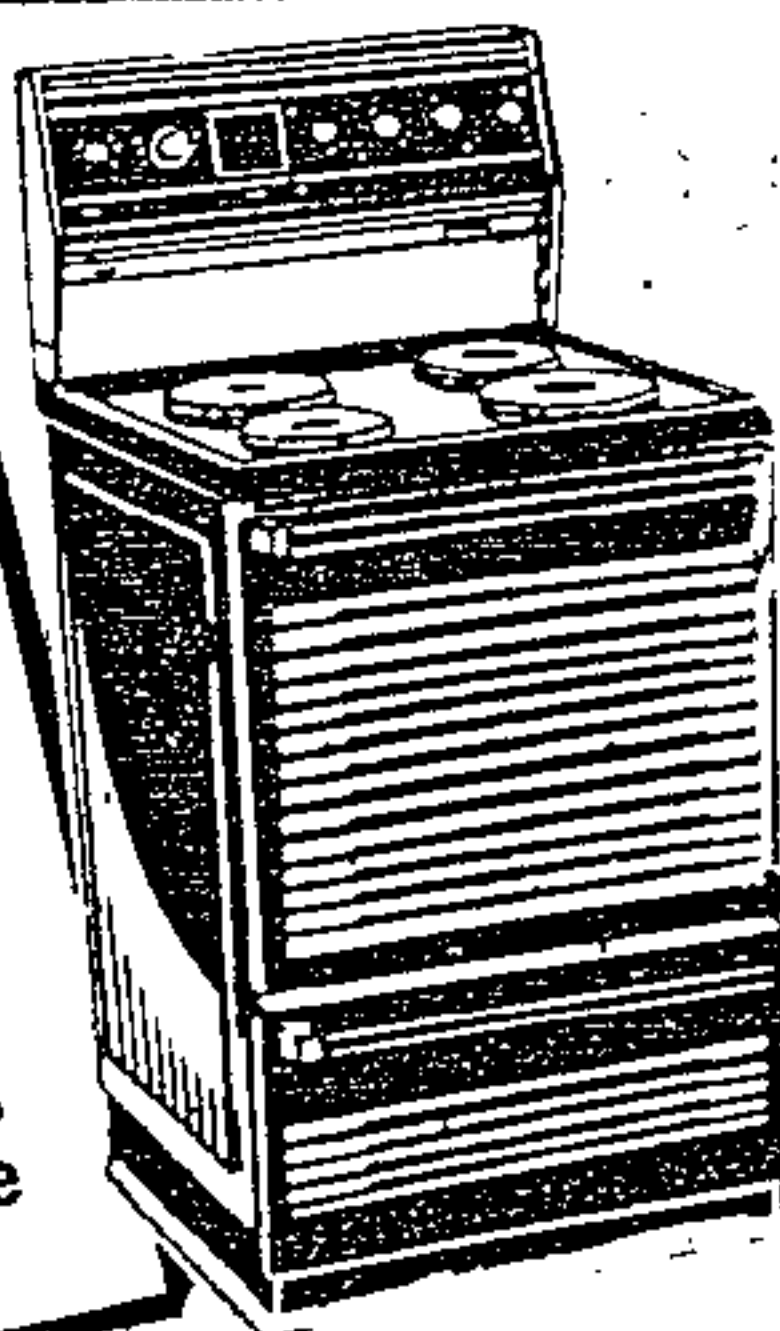
Dr Viljoen said: "In both primary and secondary schools, 10 percent of teaching posts below the level of head of department will be reserved for the appointment of students who are completing their training and for teachers who are available for temporary appointment (or, in the Transvaal, are members of the permanent relief staff)."

Of the remaining posts in primary schools, 20 percent will be reserved for men and 20 percent for women. In secondary schools, the figure will be 30 percent. The balance may be filled by both men and women.

The head of education concerned may authorise exception. (Turn to Page 3, col 2)

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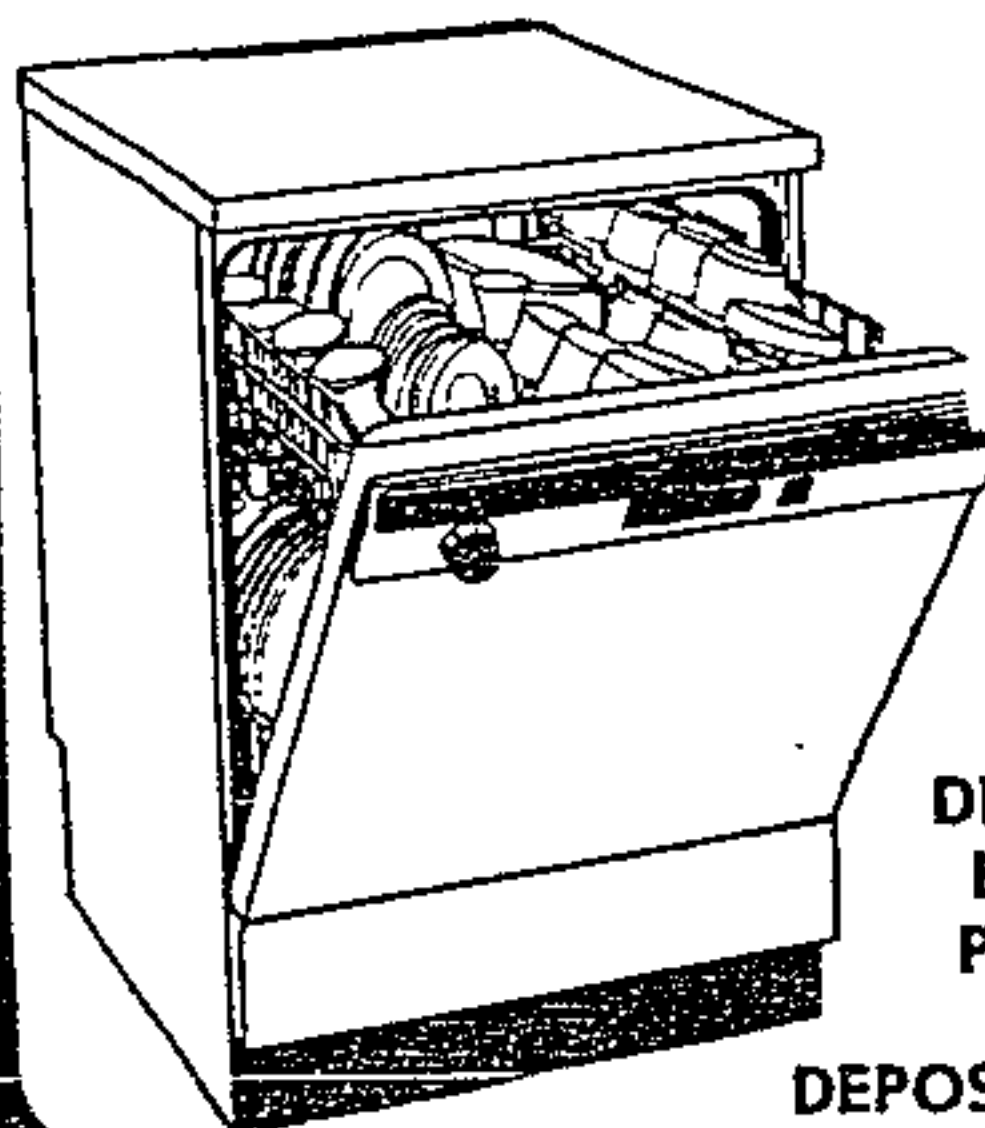
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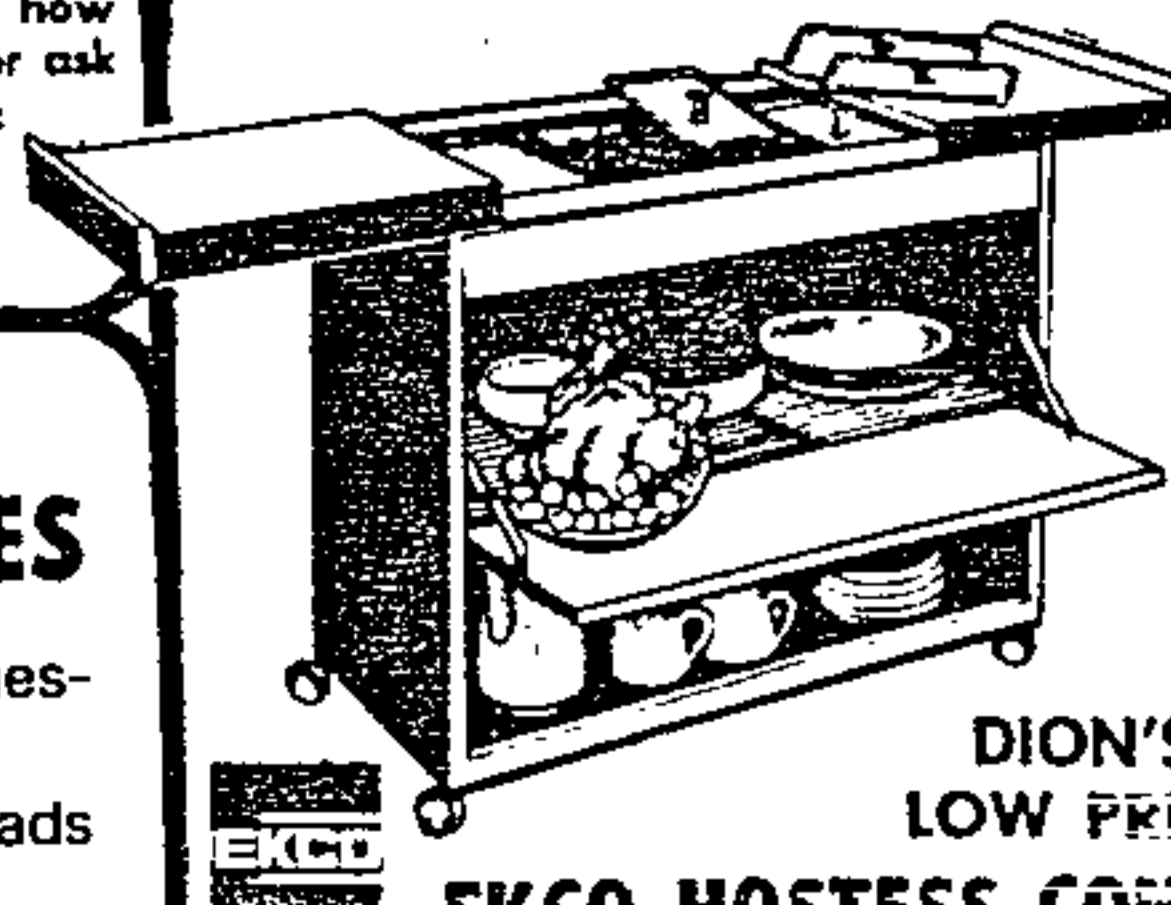
- Choice of microwave or convection cooking
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## 859<sup>88</sup>

DEPOSIT

### EKCO HOSTESS SOVEREIGN

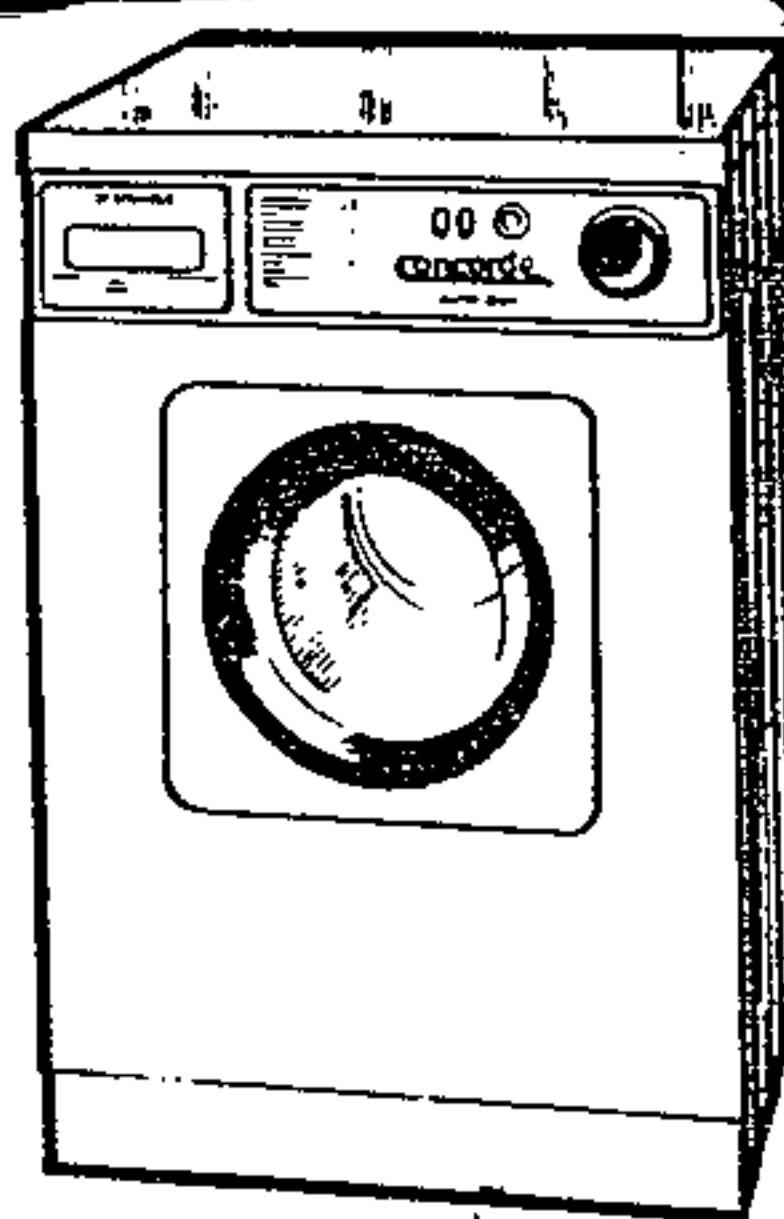


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LOW PRICE

EKCO HOSTESS SOVEREIGN

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## 79<sup>88</sup>

DEPOSIT: R48  
MONTHLY: R23,04

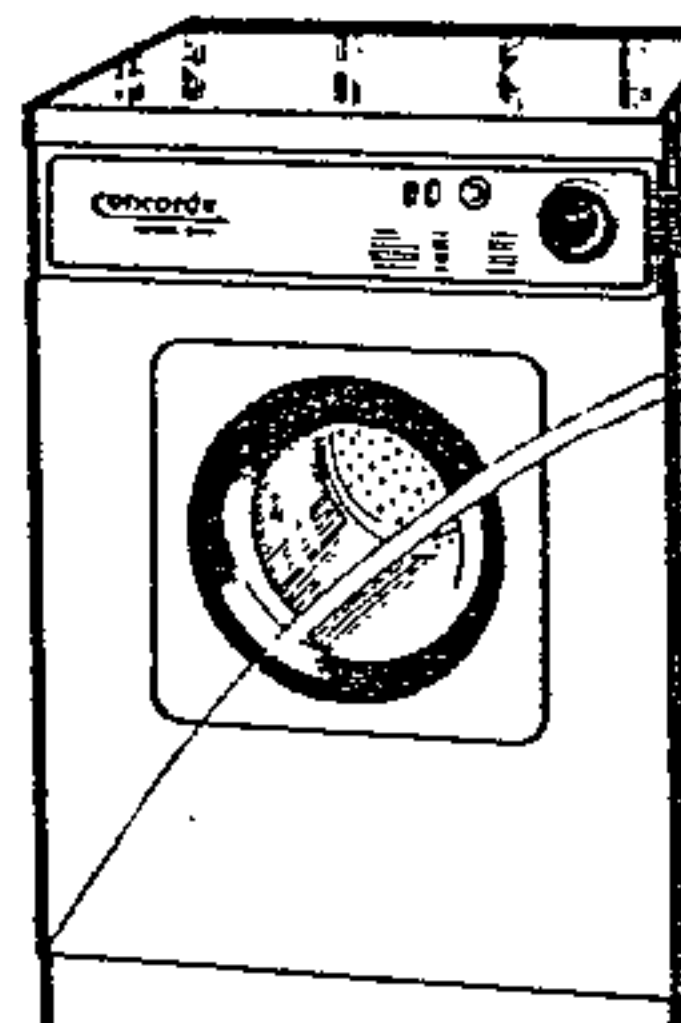
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## 988

DION'S  
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# Call to pay *Mercury 10/4/84* domestics at least R150

Mercury Correspondent

385A

CAPE TOWN—Employers should pay domestic workers a minimum of R150 a month plus two meals a day and travelling expenses, the Roman Catholic Justice and Peace Commission recommends in a brochure published in Cape Town.

Citing a University of Port Elizabeth research paper on the minimum monthly household subsistence level for a family of six, it suggested the 'absolute minimum monthly wage' for 1984 should be R150 plus two meals a day and travel expenses for a full-time worker living out. If she lived in, it should be R133, plus all meals.

Overtime pay (anything more than 40 hours a week) should be worked out at R1,50 an hour.

If employers could not afford this, they should reduce the domestic worker's working hours rather than fire her.

'Remember domestic workers would rather offer their services for a little money than nothing at all,' the leaflet said.

Wages for domestic workers should be determined more by the needs of the person than by the going wage rate.

Employers could help in upholding the dignity of their domestic workers by granting them basic rights such as extra pay for extra hours, sick leave, time off to visit their families and friends, and holidays.



# Quota boost for women teachers

*Cape Times 11/4/84 35511*

## Political Staff

THE phasing out of discrimination against married women teachers was taken a further step yesterday with the introduction of a new quota system.

The Minister of National Education, Dr Gerrit Viljoen, announced at a press conference yesterday that the new system removed discrimination against married women, while the percentage of reserved posts was also being reduced.

In addition he said he had approved recommendations as far as married women teachers were concerned with regard to:

- Contributions to pension funds.

- Membership of the Unemployment Insurance Fund.

- Financial assistance — the rendering of service and taking over of bursaries.

- Medical aid scheme benefits.

- Promotion.

- Housing benefits.

Dr Viljoen said with regard to these matters he had given permission for negotiations to take place with the relevant authorities or departments where differences between male and female staff exist, "so that the differences can be eliminated".

## Parity

He further reiterated the government's stand on remuneration that parity in principle had been accepted and was already being applied at post level 3 and upwards. Further implementation of the principle would receive attention "as soon as financial circumstances in the country permit".

The new quota system will be phased in from the beginning of 1985 with full implementation scheduled for January 1 1987.

In terms of the new quota system:

- In both primary and secondary schools 10 percent of teaching posts below the level of heads of department will be reserved for appointment of students completing their training and for temporary teachers or, in the case of the Transvaal, relief teachers.

- For permanent appointments in primary schools, 20 percent of posts will be reserved for men, 20 percent for women and the rest may be filled by either.

- For permanent appointments in secondary schools, 30 percent of posts are reserved for men, 30 percent for women, while the rest may be filled by either.

## Shortcomings

- Departure from the quota system may be authorized by a head of education in cases where schools are mainly for boys or girls, schools with less than 100 pupils, special and clinic schools, junior primary schools, schools with both primary and secondary departments and where local conditions warrant it.

The minister said the old quota system had two shortcomings. Firstly it discriminated against married women and secondly it was applied differently by the various education departments.

Three of these departments — National Education and departments in the Cape and Orange Free State — restricted the maximum percentage of married women appointed to permanent posts, while the Transvaal set minimum percentages at schools for the appointment of men only and for women, whether married or single.

Reacting to the announcement, Mr Roger

Burrows, a Progressive Federal Party spokesman on education, said he was totally opposed to the quota system "to achieve an educational aim".

He said that undoubtedly more men were needed in education, but that a quota would not bring them in — "improved salaries and service conditions may".

## Eight percent

Citing Natal as an example, Mr Burrows said it was ridiculous to apply a 20 percent quota for men in primary schools when only eight percent of such posts were held by men at present.

Mr Burrows welcomed the possible improved service conditions for married women and expressed the hope that they would come into effect soon.

However he added that "only improved salaries and a greater professional autonomy will attract more men and women of the highest calibre to the profession".

The PFP spokesman on education in the Cape Provincial Council, Mr Jan van Eck, said that by removing the restrictions on the appointment of married women teachers, "the massive contribution which is made daily by married women to the education of our children is acknowledged".

He said the announcement had to be welcomed and it would also increase the professional status of the teaching profession.

With regard to the lack of men teachers, he said the quota system would not solve this problem and other steps would have to be taken "to make the profession more attractive to men so that maintaining a quota system will become redundant".



# New deal also for coloured teachers

Post Reporter

THE president of the Cape Teachers Professional Association (CTPA), Mr Franklin Sonn, said today the new deal for teachers definitely applied to coloured women teachers as well.

He was commenting on the announcement yesterday by the Minister of National Education, Dr Gerrit Viljoen, of a new quota system and that discrimination against married women teachers would be removed.

Mr Sonn said he was happy with the progress that had been made, as a result of efforts by the CTPA, to give women teachers — married and unmarried — a better deal.

He was, however, not aware of the full extent of the new deal. But he and other CTPA leaders knew there was "something in the offing" for coloured women teachers.

Mr Trevor Lee, chairman of the Port Elizabeth branch of the CTPA, said he welcomed the news of a better deal for the teachers concerned.

He said he was aware of local women teachers who had resigned from the profession in the past because of discrimination between the sexes.

● See Page 3



# New deal for married women teachers

Mercury 11/4/84

355A

Mercury Correspondent

**PRETORIA**—Discrimination against married women teachers has been removed, the Minister of National Education, Dr Gerrit Viljeon, announced here yesterday.

Recommendations made by a committee of heads of education departments had been accepted, and would improve considerably the position of women, and particularly married women, in the teaching profession.

The minister said differences relating to pension funds, unemployment insurance fund membership, financial assistance, medical aid benefits and housing benefits would also be eliminated.

## Gradual

The existing quota system had serious shortcomings including discrimination against married women teachers, the minister said, and a difference in application by the Departments of Education.

The old quota system in three of the education departments restricted the permanent appointment of married women to a maximum percentage of the posts at any school.

The new system was flexible and enabled a head of education to vary the quotas in specified cases.

It would gradually be phased in from 1985, with full implementation from January 1, 1987.

The new system provides for 10 percent of teaching posts below the level of head of department in primary and secondary schools be reserved for the appointment of students, and for teachers available for temporary appointments, or members of the permanent relief staff.

Of the remaining posts at the level below head of department 20 percent in primary schools would be reserved for men, 20 percent for women and the rest could be filled by men or women.

## Accepted

In secondary schools 30 percent of the posts would reserved for men, 30 percent for women and

● TURN TO PAGE 2

## New deal for married teachers

● FROM PAGE 1

the rest could be filled by men or women.

However the minister pointed out that women teachers who continued in their posts in a permanent capacity after marriage, would be expected to perform all duties, including those after school hours, normally expected of their unmarried colleagues.

The minister added that the Government had already accepted in principle parity of salaries for men and women teachers and this was being applied.

Natal's Director of Education, Mr J W J van Rooyen, said he did not think the minister's announcement would have a great deal of effect in Natal.

'We are committed to a quota but we have a shortage of men at primary and secondary levels. So I don't foresee the decision is going to have any immediate effect here.'

'We do not have the percentage of men that the quota allows.'

Mr van Rooyen said his department had compensated for years for the shortage of men teachers by employing married women.



K287 4/4/84  
Women  
teachers  
to get  
square  
deal

By GERALD REILLY  
Pretoria Bureau

WOMEN teachers are to get a new deal in terms of a quota system in which discrimination against married women will be removed, the Minister of National Education, Dr Gerrit Viljoen, announced in Pretoria yesterday.

Recommendations made by a committee of heads of education departments had been accepted and would considerably improve the position of women — particularly married women — in the teaching profession. The Minister said differences relating to pension funds, unemployment insurance fund membership, financial assistance, medical aid benefits and housing benefits would also be eliminated.

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The new system was flexible and enabled a head of education to vary the percentage of posts at specified cases. It would be phased in from 1985, with full implementation from January 1, 1987.

- The new system includes: low the level of head of department in primary and secondary schools reserved for the appointment of students, and for teachers available for temporary appointments, or who are members of the permanent relief staff.
- For the remaining posts at the level below head of department 20% of posts are reserved for men, 20% for women.
- In secondary schools 30% of the posts are reserved for men, 30% for women.

The Minister pointed out that an important implication for married women teachers who continued in their posts in a permanent capacity was that they would be expected to perform the extra-mural activities normally expected of their unmarried colleagues. The Minister added that the Government had already accepted in principle parity of salaries for men and women teachers and this was being applied.



RAM 12/4/84 355A

# The daily grind of the poor housewife

**PHILLIP VAN NIEKERK**  
in Cape Town

THE daily grind of African mothers, forced to work a "dual shift" as both workers and householders, is highlighted in a paper on "Childcare and the Working Mother", prepared for the second Carnegie Commission on Poverty and Development, which opens in Cape Town tomorrow.

The paper — produced by three Wits academics, Erica Emdon, Jaclyn Cock and Barbara Klugman — argues that the government and the private sector have failed to recognise the social needs and rights of women as mothers and as workers.

The issue has gained impetus recently with trade unions increasingly fighting for maternity rights, for women are in an "unskilled, vulnerable position in the marketplace".

Full-time motherhood, the paper says, is impossible for many urban African women in South Africa, who are compelled to support themselves and their dependents or to supplement their husband's earnings.

The paper adds that "for black working class women in South Africa this dual shift is compounded by racial oppression".

It says that these women are propelled by economic necessity into wage labour, which usually means the least skilled, lowest paid and most insecure jobs generally in the agricultural and service sectors.

"The fact that they do so when their children are often so young has important implications for the physical and emotional health of both mother and child," the paper says.

A study of 885 African women employed in the retail trade and clothing industry throughout the country revealed that overwork was a "constant feature" of their experiences.

The majority of women in the survey worked between 16 and 18 hours a day, with their time at home spent largely on domestic labour — this dual shift leaving one woman "exhausted to death".

While the study found most African households comprised several generations living under one roof in overcrowded conditions with some sharing of the domestic tasks among the women, African men did little domestic work.

Most women in the study relied for child care on relatives or child minders. There were too few crèches available and these had short, inflexible working hours.

The paper argues that protective legislation for women in South Africa is "totally ineffective" as regards maternity rights, protection from working in conditions dangerous to women and restrictions on overtime.

Working women have never been protected from dismissal during pregnancy and, in fact, may not be legally employed before and after confinement.

The paper argues that the right to a substantial period off work after the child is born and the right to return to work should both be guaranteed.

The paper found that the

net effect of the Government's considering the issue of protective legislation for women, as in the Wiehahn Commission report and the Government's White Paper on the commission, was that working women lost the meagre protection they had had.

Last year's Basic Conditions of Employment Act removed protection that women had from overtime and night work, while not implementing Wiehahn's recommendation that women should be protected from heavy work during pregnancy and from dismissal on the ground of pregnancy.

On the basis of 30 interviews with employers, the paper found that "women are widely viewed by management as temporary and intermittent workers, because of their child-bearing and child-rearing roles".

"This is widely used as a justification for not training and promoting women."

In addition few companies had a stated commitment to granting maternity leave and guaranteeing reinstatement while a few companies felt that pregnancy was a ground for dismissal.

There was also widespread resistance among companies to the provision of crèches in the workplace.

The paper concludes that with the Government and the private sector failing in their duties towards the working mother, the "working class, through their trade unions and community organisations, will have to take the initiative in the struggle".



# Employers slam Catholic directive th should pay maids calculated minimu **R150? Too mu**

By JO TYLER

EMPLOYERS were disconcerted this week when the Roman Catholic Peace Commission said they should pay a minimum monthly wage of R150 to full-time domestic servants.

But most employers agreed there was "no way" they could afford wages like that and a Sunday Tribune survey this week revealed that very few employers paid anywhere near that amount.

In fact of the 50 full-time workers interviewed only four were paid close to that amount and only some of the part-time domestics working for more than one employer earned far more than that.

Domestics are among the least protected worker groups and most of those interviewed agreed the pay was lousy, the hours were long and time off was infrequent and often included only one weekend off a month. Many said they were expected to work in the garden as well as in the house and they were paid nothing extra for the additional work.

Citing a University of Port Elizabeth research paper on the minimum monthly household subsistence level for a family of six, the commission recommended the "absolute minimum monthly wage" for 1984 should be R150 plus two meals a day and travel expenses for a full-time worker living out. If she lived in, it should be R133, plus all meals.

Other suggestions in the recommendation were that overtime pay, anything more than 40 hours a week, should be worked out at R1,50 an hour; that if employers could not afford this they should reduce the working hours rather than fire her; that employers should grant their domestics basic rights like sick leave, time off to visit their families and friends, and holidays.

But many of the employers regarded the recommendations as "ridiculous" and "far too much



**Pictures by MORRIS REDDY**

Only four earned more than R110 a month. Only some of the part-timers earned more than R200. None of the domestics were paid overtime, many of them did not get any time off during the week or weekend. Some of them were allowed one weekend off a month.

Brothers Crispin and Jonathan Hemson pay their domestic R20 a day and they also contribute towards a pension fund for her (the only employers interviewed who did so). Said



Jonathan: "In terms of the additional work she saves us, we think it is a reasonable amount. If we had to do the work ourselves, it would cost us time and energy. She saves us that and we think she's worth the money."

Jane works five days a week, each day for a dif-

ferent "madam". She ends up getting about R200 a month. While she is working she is supplied with breakfast and lunch. But her travelling costs come out of her salary.

"I tried working for just one woman, but I only got about R80 a month. I didn't have to buy any food

but I saw my children only once a month. Now I have to buy food but I see my children every night. I live at home with my husband and I am much happier."

Priscilla works in a communal house and earns R140. She has to buy her own food, but she lives in and does not have any



Employers slam Catholic directive that they should pay maids calculated minimum wage

# 50? Too much!



travelling costs. "The work is not too bad except for all the washing. They are all pretty sporty and there are cricket, hockey and gym clothes to wash every day as well as work clothes."

Mary Mkhwanazi, Durban's representative of the South African Domestic Workers' Association (SADWA), said her organisation had laid down rules and regulations which would help stop exploitation of domestic servants in "this non-recognised" industry.

Sadwa has 2 700 members in Durban and Pietermaritzburg and their main aim is to settle disputes, most of which are dismissals without notice.

"Even R150 is a deplorable salary. People cannot live on that. And yet most employers are prepared to pay as little as R40. I'd say the average pay is R60.

"But the whites are not the only ones to blame. Some of the worst employers are Africans and Indians. They pay virtually nothing and they treat their workers very badly," she said.

Durban's Mayor, Sybil Hotz, was not willing to disclose how much she paid for her domestic servant. "But," she said "I think R150 is rather an idealistic amount. Most people can't afford it ... We should be trying to create more job opportunities."

But said the commission, if people could not afford the wages, they should reduce the domestic worker's working hours.

A spokesman for the Black Sash said: "Domestic work, as every housewife knows, is pure drudgery. To be compelled to do this everyday for someone else is far worse. To be compelled to do this and to neglect one's own children at the same time for the pittance which most domestics are paid is tantamount to slavery."

## Pictures by MORRIS REDDY

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by employers could not afford this they should reduce the working hours rather than fire her; that employers should grant their domestics basic rights like sick leave, time off to visit their families and friends, and holidays.

But many of the employers regarded the recommendations as "ridiculous" and "far too much money".

## No complaints

Said a Westville employer of her domestic, Lizzie who has been working at the same house for 15 years and earns R50: "She gets free accommodation, free food, free overalls, free soap and a free weekend once a month. The job is not difficult and she doesn't even have to travel to or from work. She's never complained. Of course she asks for increases now and then, but I tell her I just can't afford them and she doesn't ask again for a few months."

The woman's domestic gave the other side of the coin.

"I see my own children once a month. They know my mother better than they know me. I live on samp and beans. My madam gives me a little meat twice a week. My only time off is once a month.

"What do I hate most about my job? The money and time off. Out of R50, I send R25 or R30 home and I have to live off the rest. I have not bought clothes for the children and I don't know how I can keep on sending them to school.

"But they must go to school. I want them to learn so that my daughters won't have to do the same work," Lizzie, mother of three, said.

"I don't want my daughters to be slaves to the white madams. I don't want them to be grown women and yet still called 'girl'. I don't want them to have to pick up after spoilt employers. I am old now and I can't do anything to improve my position. I am just happy I have a job."

"What do I like most about it? Pay day and the weekend when I go home. My madam sometimes gives me a chicken and the children like that."

Very few of the full-timers earned R100 or more. The average wages ranged from R75 to R90 a month and many earned as little as R40 to R60.

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S. Tribune  
15/4/84

355A



# Doing men's work

Soweto 16/4/84

355A

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The tradition has been to lock the women in the kitchen —

but no more.

Women have landed in jobs that were previously reserved for men. Could this be seen as a breakthrough or is it as a result of economic pressure? SINNAH KUNENE reports.

WHILE one may

count some women who have braved their way into executive positions in companies, there are thousands of women who have availed themselves for unfeminine, hard and sweaty jobs just to keep the wolf from the door.

The SOWETAN Woman spoke to some such women — the trench diggers — who work on the electrification project in Soweto. It has been established that many of them are from the rural areas.

They were employed by private road contractors probably to utilize their workpower as people who have had the experience of working with a spade and pick, they said.

## Rural

Coming from drought-stricken rural areas like Msinga, Cis-kei and Pietersburg, the women said there could not have been a more

opportune time like when they were told of these vacancies when the project began about two years ago.

Their salaries range between R120 and R240 a month, which they seemingly regard as "very attractive".

Speaking about the plight of families in drought-stricken homelands, Ina Perlman, director of Operation Hunger which feeds well over 600 000 people throughout the country, warned that the situation was becoming desperate.

## Misery

She said women who have been employed by the contractors were among the "fortunate few". They would rather leave their children for greener pastures. And unless something is done for these rural families, there will be a crisis soon, she said.

Digging trenches is not the gentlest of jobs, and being far away from your children is an additional misery too. Yet these women survive it. They also have to con-

tend with insults from passersby who suggest they are drained of physical exertion in bed.

"We have to live with it, especially when one knows that she has hunger-stricken children back home. There are some men who often pass degrading remarks. We have been condemned many a time, but there is nothing we can do.

"In any case, umlungu wouldn't care about such complaints," said a distraught mother of six, MaNdlovu.

## Fear

Like all the women interviewed, she would not give her full name and address for fear of losing her job. She is among the first contract workers to work on the project which earned her R120 fortnightly since she started in September last year.

She does not know the name of her employer, neither is she knowledgeable about the working conditions.

**SWEAT:** Working with spade and pick is something they have to live with.

Her eldest daughter, Flyna, who also has not been to school, administers the home and the small crop fields which have not produced much since the drought.

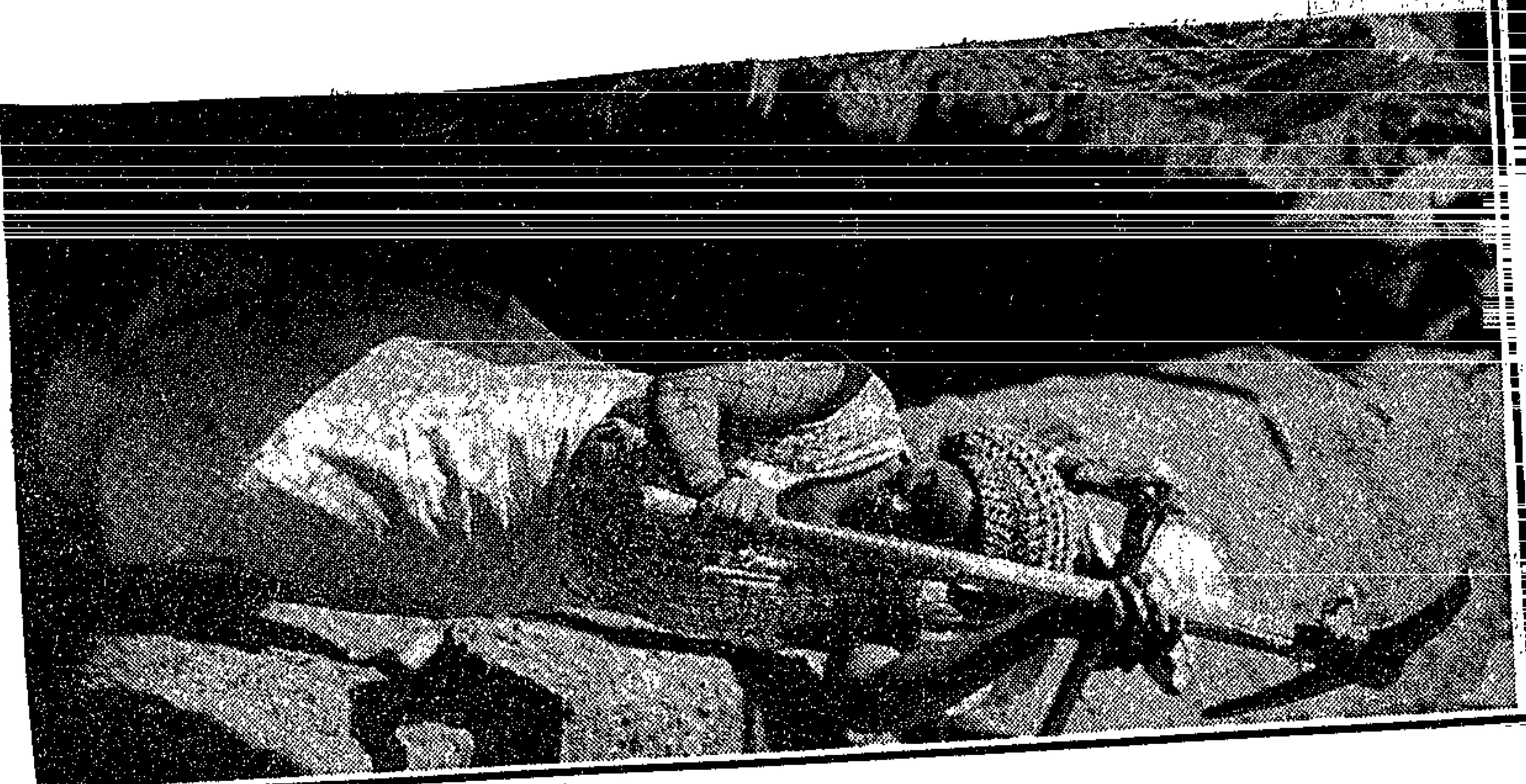
The youngest child is five-years-old. These live on a R120 monthly income, which their mother brings home

every second weekend.

Mrs Perlman is appealing to the public to support the Operation Hunger fund-raising raffle which sells tickets for R2.

Donations should be sent to the SA Institute of Race Relations, 6 De Korte Street, Braamfontein. Tel: 724-4441.

MaNdlovu is a widow, and although her husband died three years ago, she is still wearing her mourning clothes. Like many wives of migrants, she has not been able to claim her husband's death benefits from his employers. She does not know their name and address either. She only knows that he was employed as a driver in a Kimberley-based company.





# Women 'forced' to stay single

Staff Reporters

AN increasing number of African women are opting to stay single for economic reasons, according to a paper presented at the Carnegie inquiry into poverty.

Ms Virginia van der Vliet of the department of anthropology at the University of Cape Town, said in her paper that to remain single offered women the chance of financial independence.

She warned supporters of Government policy not to feel "absolved of guilt when they deliberately prevent the formation of stable nuclear families by enforcing the migrant labour system, influx control and the myriad discriminatory laws which make marriage an unattractive or unattainable option".

## Below headline

● More than two million families in South Africa live below the breadline, Dr Norman Reynolds, chief economist of the Zimbabwean Ministry of Finance, told the inquiry.

Calling for a public works programme, Dr Reynolds said a "staggering" 93,7 percent of South Africa's poverty was "contained in the homelands or white farms".

"The position in South Africa would appear to be one of massive open unemployment in the countryside. Life at home for many workseekers can offer little except a sense of being an additional burden to the family."

## Millions caught

● Millions Africans had been prosecuted under pass laws and influx control regulations in South Africa since 1916, Professor Michael Savage of UCT's sociology department, told the conference this week.

Professor Savage calculates that at least 17 252 146 Africans were arrested for these offences from 1916 to 1982.

Professor Savage concludes that pass laws had been used for mass relocations of people not needed by the economy to impoverished homelands, with poverty and unemployment being exported from urban areas into "bantustans".

## Controversy

● Controversy has broken out at the inquiry over statistics claiming that income levels for the majority of people in the homelands have risen over the past 20 years.

In a specially convened debate critics said a paper by Mr Charles Simkins, arguing that there had been a "substantial" improvement in living standards for about 70 percent of the homeland population since 1960, did not take account of the "social context" of the statistics.



# Study on black single parents

355A

IN TWO papers debated at the Carnegie Inquiry into Poverty and Development, black men were criticized for their attitudes towards, and treatment of, women. In a study on the increasing number of women choosing single parenthood above marriage (or remarriage), Ms Virginia van der Vliet of the Department of Anthropology at UCT, drew attention to the growing discontent among black women in Grahamstown regarding the behaviour of men in marriage.

In spite of the economic and social disadvantages traditionally suffered by single mothers, Ms Van der Vliet argued that finance was one of the main motivations behind these women remaining single. The women she surveyed criticized men for failing to support them or their children, and for wasting money on "drinking, women or gambling".

"A man who not only refuses to contribute adequately, but actually constitutes a drain on the woman's own resources is often eventually seen as dispensable."

The financial independence enjoyed by single women, even those in lowly-paid jobs, was a major incentive to remaining single and many of the women interviewed expressed the sentiment that "no man is going to tell me how to spend my money".

Remaining single was also seen as a way of controlling one's fertility, and therefore, indirectly, one's economic position, she said.

"Given that men are often in favour of a large family, that they may not regard their family as complete until the wife has produced a son, or that they actively discourage, even forbid the use of contraception in the belief that it might encourage the wife to be unfaithful, women often find themselves having more children than they want or can afford."

The authors of a paper on child-care and the working mother criticized black men for failing to support their wives in their struggle for liberation, and for increasing women's burden by making them solely responsible for domestic duties and child care.

They emphasized the need to free women workers to participate more fully in labour struggles.

# Pass laws 'key to domination'

Staff Reporter

MORE THAN 17 million people have been arrested or prosecuted under South Africa's pass laws and influx-control regulations since the beginning of this century, according to figures submitted to the Carnegie Inquiry.

In a paper dealing with the "disorganization and reorganization of the African population in South Africa", Professor Michael Savage, of the University of Cape Town's sociology department, argues that these laws are a key part of the "legal administrative apparatus aimed at maintaining white domination" in South Africa.

Declining pass-law prosecutions (from a daily average of 1 703 in the late Sixties to a daily average of 530 from 1981 to 1982) are ascribed to new methods of pass-law enforcement and the progressive tightening-up of influx controls.

Professor Savage lists

the government's failure to provide black housing in white areas, resettlement policies, the creation of black dormitory towns behind homeland borders yet close to white urban areas, threats of legal action against the employers of illegal labour and repatriation of illegals as some of the measures outside pass arrests which control the movement of blacks in this country.

"What has been taking place is the creation of new forms of influx control," he said.

According to Professor Savage, the influx-control measures create a contradictory dynamic by worsening the overcrowding and poverty in the homelands and thus reinforcing the pressures on people to enter the central economy to survive.

"This in turn leads to new efforts to apply influx control. The more efficient influx controls become, the more necessary it has become for people to violate them."



20/4/84 (255A)

# Women in fear of sexual harassment

Pietermaritzburg  
Bureau

Fifty women and 10 men in the Durban-Pietermaritzburg area have claimed they had been sexually harassed by their bosses and fellow workers, according to a group calling themselves the Five Percenters, who launched an investigation into the problem two weeks ago.

The group plans to create public awareness and seek to change legislation concerning sexual harassment at work.

So far the investigation has revealed that most of the people who have telephoned, in response to an advert in a local newspaper, were under 30 and from the white community.

'When we started off we had no idea just how rife the problem was.'

'People have telephoned from Durban, Pietermaritzburg and outlying areas, wanting someone to talk to or advice about what to do,' said Mrs Edith Allison, president of the

Five Percenters.

Mr Louis Nel, a spokesman for the group, said most of the women who telephoned were often desperate and wanted 'something to be done' but felt totally helpless in their situation.

'Many feel they risk losing their jobs and would probably be accused of leading the man on in the first place, if they reported the matter,' he said.

One of the men who telephoned claimed his boss was making homosexual overtures to him and another had left Pietermaritzburg and found a job in Durban after being harassed by a woman colleague.

Mr Nel said if numerous complaints were received about one person harassing colleagues or subordinates, a member of the group then took the matter up with his superiors.

'If the accusations prove to be correct then the person is often asked to resign,' he said.

Mr Nel said the group's resources were limited and people were often referred to organisations like Rape Crisis and Lifeline.

'Ultimately we hope to gather data to make sexual harassment an offence like being drunk on the job, which can lead to instant dismissal,' he said.



# Working wives lose thousands in extra tax

W/E AREUS BUS 21/4/84

355A



By DEREK TOMMEY  
Financial Editor

**FOR** a woman marriage was once a matter of loving, honouring and obeying. Now the emphasis is more on loving, honouring and paying.

The state of wedded bliss could cost her a great deal of money.

An analysis of current tax rates shows that most women who want to continue working are substantially penalised if they get married. Their tax bill could rise by an amount equal to about a quarter of their income.

The financial loss could quickly run into five figures and ultimately mount up to extraordinary heights.

The analysis was conducted by Mr Gavin Urquhart, a tax consultant with Coopers and Lybrand in Johannesburg. It is published in the official journal of the Institute of Chartered Accountants.

## Income split

Mr Urquhart's figures show that a married couple have to pay more tax than they would if they were single if their joint income exceeds R16 000 and their income split is 80:20.

However, if the income split is 75:25 the cut-off point is R13 000, and if the split is 50:50 they pay more tax as a married couple whenever their joint income exceeds R10 000.

The added tax paid by a woman on marriage can be quite substantial even for workers in the lower income groups.

Where both husband and wife each earn R8 000, their tax bill will be R607 higher than if each had remained single.

Moving up the income scale a husband with an income of R12 000 and a

wife with one of R10 000 will find their tax bill rising R1 091. If the husband earns R24 000 a year and the wife R12 000 a year, the tax bill jumps by almost R3 000.

And in the top income groups a wife could find her marriage costing her more than R5 500 a year in extra tax.

The tax situation of married women has caused considerable concern in several quarters.

Earlier this year the Southern African Women's Foundation called on the fiscal authorities to revise their method of income tax collection. It urged separate but equal taxation for all, and a move away from tax on income to tax on expenditure.

## Pressure group

The foundation said it wanted everybody — man or woman — to be taxed individually and separately, and that a married woman should pay income tax in the same manner as everyone else in the country.

Mrs Kate Jowell, assistant director of the Graduate School of Business, recently called on women to organise themselves into a pressure group.

Mrs Jowell said the issue of joint taxation was rooted in the way in which men and women perceived their roles in society, and how the family was regarded in the present system.

"By deeming a wife's income to be part of her husband's, we are compromising her independence, her privacy and her equality."

The authorities would respond only to concerted organised pressure.

See table on Page 18.

P.T.O.



# Joblessness a *Cape Times 23/4/84* 'major cause' *31 SA* in SA poverty *SABCA*

By RIAAN DE  
VILLIERS  
Labour Reporter

UNEMPLOYMENT is a major cause of poverty in South Africa, a working group at the Carnegie conference on poverty found last week.

In a report drafted, the group said the extent of unemployment was "socially unacceptable" and created social and economic conditions which adversely affected the lives of the "majority of people on the sub-continent".

The policies of the State had exacerbated the historically-determined racial and regional bias of unemployment.

"It is only with the termination of such policies that the people of South Africa will be able to regain control of their working lives," it said.

Particular groups such as women and female-headed households, new entrants to the labour market, the disabled and workers approaching retirement were "particularly vul-

nerable to unemployment".

A major factor was influx control, compounded by resettlement and relocation, which debarred large numbers of people from urban employment and hampered the search for jobs.

Women were particularly severely affected as they could not get jobs through the labour bureau system and had "tenuous access" to migrant wages.

In recent years, changes in technology and the recruitment policies of mining and agriculture had brought about an increasingly unequal distribution of income and employment in the rural areas, the group found.

This was particularly significant because the poorest people traditionally relied most heavily on these sectors for income.

It suggested the government should consider spending much more on socially beneficial public-works projects, particularly in impoverished rural areas.



RAM 25/4/84 (15) (18) (19) (20) (21) (22) (23) (24) (25) (26) (27) (28) (29) (30) (31) (32) (33) (34) (35) (36) (37) (38) (39) (40) (41) (42) (43) (44) (45) (46) (47) (48) (49) (50) (51) (52) (53) (54) (55) (56) (57) (58) (59) (60) (61) (62) (63) (64) (65) (66) (67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81) (82) (83) (84) (85) (86) (87) (88) (89) (90) (91) (92) (93) (94) (95) (96) (97) (98) (99) (100)

# 176 metal workers held after Auto Cables strike

By STEVEN FRIEDMAN  
Labour Correspondent

ALTOGETHER 176 workers were arrested yesterday during a work stoppage at Auto Cables in Brits.

They appeared in court late in the day.

The stoppage was sparked by a dismissal and the workers face the prospect of two months in jail because their union, the Metal and Allied Workers' Union, fears it will be unable to raise bail for them.

A metal union spokesman said yesterday most of the workers were women who now faced the prospect of being separated from their children for a long period.

The workers were arrested yesterday morning after the company fired about 300 strikers and told them to leave the premises. They allegedly refused.

During the incident, police allegedly searched the briefcases of two senior union officials, general secretary Mr

David Sibabi and organiser Dr Bernard Fanaroff, in the company's security office.

They also allegedly asked Mr Sibabi to produce his pass.

The arrested workers appeared in court yesterday afternoon and bail was set at R100 each. They were remanded to appear again on seven different days, beginning on June 25.

A union spokesman said the union was attempting to raise the R17 600 needed to bail the workers out. "But a sum like that is way beyond our means and I fear workers may spend the two months in prison," he said.

"Auto Cables are responsible for separating scores of workers from their children simply because they disagreed with it over a dismissal," he charged.

He called on the company's chairman, Mr L C Spinazze, to make a statement on the arrests, but Auto Cables yesterday refused to comment.

According to the union, the strike was prompted by the dismissal last week of a worker who was a prominent union activist at the plant, Mr Piet Machete.

Workers struck for one hour last Thursday, but returned to work pending talks on the sacking. Yesterday they resumed their strike after no progress had been made towards settling the dispute, the union said.

It said workers had been fired after striking for three hours and police were then called to remove them from the premises.

A police representative said the factory's manager met workers and union officials yesterday morning and asked workers to return to work, but they had refused.

Later the workers were fired and asked to leave but they refused to do so. The riot squad was then called and when the workers continued to refuse to leave they were arrested, the police said.



# The demanding job of finding jobs for women

By Kate McKinnell

Women still face many barriers in the South African job market, says employment agency owner Mrs Nancy Hindmarch.

Employers immediately drop salaries when approached by a woman applicant and are loath to employ women — whom they believe will leave when they marry and have children.

"We encounter great racial prejudice as well. Some companies refuse to employ black people," says Mrs Hindmarch.

Mrs Hindmarch, who will be speaking at the Star Women Today Exhibition on May 23, is parti-

cularly interested in finding employment for women who are restarting careers after a spell at home and those without work experience.

About 20 percent of her clients are women who are returning to work or who have never worked before. Some may have ended their careers to devote themselves to their homes and children, but find they are bored once the domestic demands ease. Others are forced into working by economic necessity.

"They face a difficult situation, because in the few years they have been away from work their skills have rusted and be-

come outdated. "We advise these women to take jobs at salaries lower than they would like and gradually work up to their previous status — it is the only way to break into the job market," says Mrs Hindmarch.

Other applicants are women who have never worked before, but after divorce or the death of a spouse are forced to find an income. Many have no qualifications — perhaps not even a matric. Educating companies is essential in her job. Often managers are unwilling to employ older women, protesting they will "drop dead on the

job".

"Nonsense," says Mrs Hindmarch. "The older women are more dependable, more likely to stay with one company and are the hardest workers."

Mrs Hindmarch, who is British, started out as accountant, worked in a merchant bank, managed a hotel and worked as a personnel officer before moving to Cape Town with her husband.

"My first move was to approach an employment agency, but the dolly bird there was brusque and unhelpful and I went home in tears.

"It made me realise how lacking in confidence job-seekers become. I resolved to be an interested

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MRS NANCY HINDMARCH

and caring employment agent."

After working for various employment agencies in South Africa, Mrs Hindmarch established her own company.

She has a policy of not employing anyone below the age of 25, because she feels younger people can-

not relate to older executives with years of experience.

Mrs Hindmarch believes one of the keys to getting a job is the first impression created. Great care is therefore taken to train applicants in handling interviews.

"What horrifies me is how young people have no concept of a career and no idea what they want to do or are capable of doing."

"We have to start from the beginning, trying to define each applicant's goals and ideals."

"There should be far more career orientation and guidance from parents and schools," says Mrs Hindmarch.



1059

TUESDAY, 1 MAY 1984

1060

## (2) Port Alfred

- (a) Since the areas at risk were identified, the water supply system in the Black township was improved at a cost of R258 000.
- (b) Possible infection of the Kowie river was monitored generally and 25 swabs at a cost of R105 was taken during the past 12 months.
- (c) Proper guidance is maintained.
- (d) A vigilance committee also exists in this area.
- (3) Grahamstown
- (a) The Black townships were not identified as areas at risk because basic facilities such as water and sanitation, were provided generally.
- (b) In order to monitor cholera infection in the community, 105 swabs were taken at strategic points in the area of the local authority during the past 12 months at a cost of R441.
- (c) Proper guidance is maintained.
- (d) A vigilance committee on which representatives of various authorities, local authorities, the local administration board, Provincial Administration etc., serve, exists to co-ordinate activities during any cholera outbreak.
- (4) Kenton-on-Sea
- (a) Water was provided from the Bushmans river to three communal water distribution points in the Black township at a cost of R13 000. Further improvements in the water distribution system are being planned for the near future.

1061

TUESDAY, 1 MAY 1984

1062

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT:**

None.

C. 601. 1061

*Domestic workers: accommodation*  
708. Mr P. G. SOAL asked the Minister of Co-operation and Development:

- (1) Whether during 1983 the East Rand Administration Board refused to re-new permission to flat-owners and/or tenants in the East Rand area to house their domestic workers and/or cleaners on their premises; if so, (a) in respect of how many domestic workers and/or cleaners was such permission refused in that year and (b) what were the reasons for the refusals;
- (2) whether the Administration Board took steps to find alternative accommodation for those in respect of whom such permission had been refused; if not, why not;
- (3) whether he will reconsider such refusals?

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT:**

(1) No.

(2) and (3) Fall away.

*Unemployment Insurance Fund*  
811. Mr R. A. F. SWART asked the Minister of Co-operation and Development:

How many residents of KwaNdebele received Unemployment Insurance Fund benefits as at the latest specified date for which figures are available?

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT:**

The Department of Manpower administers the Unemployment Insurance Fund. The Department of Co-operation and Development has no record of these matters.

*Lebowa Development Corporation*  
858. Dr W. J. SNYMAN asked the Minister of Co-operation and Development:

- (1) Whether in the latest specified financial year for which figures are available the Lebowa Development Corporation granted loans to companies in which (a)(i) directors and (ii) officials of this corporation and (b) Cabinet Ministers of Lebowa had an interest; if so, (aa) to what companies, (bb) for what purpose, (cc) what is the capital amount involved in each such loan and (dd) in what way is the capital amount being repaid and interest being paid;
- (2) whether the repayments and payments were made by the due dates in each case; if not, by what amount is each of these companies in arrears in respect of (a) instalments and (b) interest;
- (3) whether any security was offered in respect of the loans; if so, what are the particulars of the security in each case;
- (4) whether he will request the Lebowa Development Corporation to have their auditors publish a report on this matter; if not, why not; if so;
- (5) whether he intends to lay such report upon the Table; if not, why not;
- (6) whether he will make a statement on the matter?

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT:**

1983/84 Financial year

- (1) (a) (i) Yes, in two separate instances.

(ii) No.

(b) No.

- (1) (a) (i) Firstly:



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4/5/84

# Children alone after servants' pass arrest

By Terry Friend,  
West Rand Bureau

An angry Roodepoort mother this week told The Star her two small children, aged three and seven, were left unattended when her two registered domestic servants were arrested on a pass technicality.

"This was a terrible thing to do, as we have a pool at home. When the servants protested they were looking after the children, they were bundled into a van by a West Rand Administration Board inspector," said Mrs D Weir-Smith, of Plot 31, Honeydew.

"This inspector, a Mr Norris, did the same thing again up the road from us. He ordered a servant to get into the

van with the white baby she was tending. She refused and he left.

"One of my servants has been working for us for 10 years and the other for six. Their levies were paid every month, but the inspector said the date on their pass stamp had expired. They were humiliated and thrown into jail.

"Surely, if they must arrest people, they could have phoned me to come and fetch the children?

"Fortunately my mother arrived at the house two hours later, but I want to prevent this happening again."

Mr J Swart, the board's assistant director of manpower in-charge of the Honeydew area, said such arrests were "not normal practice at all".



# New agreement on service and wage conditions

JOHANNESBURG — A new agreement on wages and service conditions has been concluded between the Sigma Motor Corporation and the National Automobile and Allied Workers Union (Naawu).

Effective for one year from May 12, Sigma said in a statement it included "the first negotiated productivity agreement... and the first formal maternity agreement in the assembly industry in South Africa".

Covering all hourly rated employees except artisans, the agreement includes a general increase ranging from 10c to 13c an hour, based on the grading of the employee.

It also includes a productivity incentive, "guaranteeing a minimum payment of 10c an hour in recognition of the improved productivity already achieved by the labour force over the past quarter".

"The incentive amount can be increased by 26c an hour based on improved performance in relation to the negotiated productivity formula.

"Productivity incentive payments will only be made to individuals in respect of actual hours worked.

"In view of the mutual benefits to be derived, the union and company are committed to contribute actively and fully in this scheme and will endeavour to remove all aspects which have a detrimental effect on productivity trends among direct and indirect hourly employees.

"In view of the interactive nature of their functions, challenges and bottlenecks will be tackled by labour, shop stewards and managers."

The new maternity benefits for female employees will provide 12 weeks unpaid maternity leave.

"During this period, the company will pay the full amount of the employees medical aid and pension contributions.



## LABOUR NE

# Better wages contract signed at Sigma

Labour Correspondent  
THE Pretoria-based motor manufacturers Sigma, and the National Automobile and Allied Workers Union (Naawu), have signed a new wage agreement which includes the motor assembly industry's first formal maternity leave agreement.

It also includes the first agreement in the industry to offer workers wage incentives in exchange for greater productivity.

Details of the agreement were released yesterday in a joint statement by the company and union. It said the agreement would come into effect at the weekend and last for one year.

According to the statement, the two sides have also agreed on a general wage rise of between 10c and 13c an hour, depending on workers' job grades.

It said the maternity agreement would provide workers with 12 weeks' unpaid maternity leave.

It is understood, however, that Sigma has not conceded a Naawu demand that women workers be guaranteed their jobs back if they take maternity leave.

The statement added that the new productivity incentive would guarantee workers a minimum payment of 10c an hour in recognition of the improved productivity they had already achieved over the last quarter.

This could be increased to a maximum of 26c an hour, depending on productivity.

A formula had been negotiated between Sigma and Naawu to determine the size of this increase, the statement said.

Both the union and company were "committed to contribute actively and fully" in this scheme, it said.



## WOMAN

# What to do when harassed

By SINNAH KUNENE

If the man in your workplace passes sex remarks at you, ignore him.

If he persists, and you feel you are being verbally abused, take it up with management.

Should management appear to be lenient, seek advice from your union. Rather make a noise about it (make it an issue if it seems to be a non-issue to some people) than suffer emotional torture alone, without any sympathy from your counterparts.

## Sexual

While women in this country have not regarded sexual harassment as a prime issue in their workplace, except when there have been very serious implications like having to abandon the job, women in America have taken very serious strides towards bringing a stop to such practices.

And leading American human resource and management spe-

cialist, Kaaren Johnson, feels women have the ball in their court regarding this issue.

## Trained

In an interview with **The SOWETAN Woman**, Ms Johnson said men should be trained to view a woman in a more positive perspective, and not only as a sex object.

"If you feel you are being verbally abused (it could be that your offender has no intention to hurting your feelings) help him stop doing so.

Of course there are women who appreciate sexual harassment. Some regard it as a compliment. It is a highly emotional issue, and some women do not even know how to confront a harasser.

## Laws

"Let the men think how they would feel if their daughters, wives or sisters were treated the

same way," she challenges.

Ms Johnson says that in the United States, there are laws that have been enacted to prohibit sexual harassment in a job. It has also been found that the most vulnerable are the minorities, some of whom go as far as sleeping with their bosses to get a promotion.

Of every 10 women in the States, she says six have experienced either verbal or physical abuse. And to help the more assertive women in managerial positions, her company, Kaaren Johnson Associates, has various programmes and projects that are designed to enrich women and minorities in the workplace.

A film on "The Workplace Hassle" by Eddie Asner serves as part of the programme for women who have to travel with males, she said.

Ms Johnson met local

black women who are in business and managerial positions at the American Cultural Centre of-fices in Johannesburg and Funda Centre in Diepkloof this week.

## Women

She is a prominent Behavioural Scientist and Human Resource specialist. She is an active leader in the development and institution of various programmes and projects designed to increase the role of minorities and women in business, government and politics. She develops innovative seminars and workshops geared to increase managerial effectiveness and enhance employee career and personal growth.

A male colleague censured this article and reacted: "If you do not respond, I will feel like I have been sexually abused. You have to make me feel like a man because I am appreciating your femininity." How's that? It's a long, long battle of the sexes!

Ms KAAREN JOHNSON: Human resource and management specialist.





# Jobs <sup>(355A)</sup> for <sup>CHE TINK</sup> sex: 12/5/84 Director in court

By RONALD MORRIS

A WOMAN who went for a job interview at the City head office of a shoe concern, was told by the director to undress and commit an indecent act with him, a Cape Town magistrate was told yesterday.

The woman, who may not be identified, was giving evidence in the trial of John Anthony McCullough, no age given, of Boshoff Avenue, Newlands, who pleaded not guilty to two counts of criminal injury.

The State alleged that on November 11 last year, at Buitenkant Street, he had told the woman to undress and had made an indecent suggestion.

## 'Good job'

It was further alleged that later the same day he had told another woman to take off her clothes and that he would give her R300 and "a very good job".

One of the women testified that she had met a friend that day who had recommended that she apply for a saleslady vacancy at Manne Brothers, the shoe firm where Mr McCullough had been director. Her friend had also worked for the same firm and had arranged an appointment with Mr McCullough over the phone.

## Wait

She had arrived for the appointment at 4.30pm and had to wait till 4.55pm before Mr McCullough interviewed her. Except for a female employee present in the reception area of the office, the office staff had left 10 minutes earlier, she said.

After she had sat down, Mr McCullough had asked her to take off her jacket. He had then asked her to undress and

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To page 2

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From page 1  
had made the indecent suggestion

"I became very scared and embarrassed and cried," she said.

## Application

Asked by Mr William Booth, for Mr McCullough, why she had not left the office when the suggestions were made, she said she had still wanted to know whether her application had succeeded.

The hearing was adjourned to July 11. Mr McCullough was warned to appear.

Mr R. A. Duraan was the magistrate. Mr P. Steyn appeared for the State.

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S-Times 20/5/24

# SAA won't fly their

**SOUTH African Airways emerged this week as the tight-fisted black sheep of the international airline family.**

While all other airlines offer attractive rebates for men and women employees' families, female workers at SAA are not eligible for family rebates.

They are not granted travel concessions for their husbands, children or parents — because, SAA says, they are not the breadwinners.

Male employees pay only 10 percent of the usual fare for their wives and children.

But SAA offers a 90 percent rebate on all air fares to female employees — including their husbands and children — of every other international airline but their own. SAA hostesses are bitter.

## No autonomy

SAA Public Relations Officer Mr. Andries Steyn said: "One must see SAA as an integral part of the South African Transport Services which is a government-owned and controlled organisation."

"SATS is made up of five different bodies — railways, harbours, airways, pipelines and road transport — and SAA is not autonomous and cannot operate in isolation

## Hostesses bitter

### over rebate

### 'discrimination'

By CHARMAIN NAIDOO

like many other airlines can." Mr. Steyn said 241 000 people were employed by SATS, of whom only 11 000 worked for SAA.

"The personnel, be they in SAA or road transport, are all interchangeable and can be transferred from one department to the next. "Being one large organisation,

tion, if these concessions were made to SAA personnel, they would have to be extended to all five divisions." He said no general disparity between the service benefits of male and female employees of SATS existed "and it is not our intention to discriminate between the sexes".

Unmarried, widowed or divorced women in SATS were entitled to the same travel benefits for themselves and their dependent children as their male counterparts. "In that case the woman is regarded as the breadwinner," said Mr. Steyn.

Married women were not allowed family rebates unless their husbands were unable to earn a living.

## Survey

A survey of eight major international airlines found that all offered South African air hostesses the chance of rebates for their husbands and children — and in some cases their parents as well.

Through interline agreements with SAA, female staff on other airlines were also able to secure rebates for their families on SAA air fares.

## On the heavenly rocks

Sunday Times Reporter

MRS Margaret Potgieter, of New Germany, Natal, serves hallstones the size of pigeons' eggs as ice-cubes for guests' drinks. She collected them in her garden after a storm and stored them in her fridge.



## Commission lands black women in worse spot

**WOMEN** suffered more than men as a result of the Riekert Commision's recommendations which led to tightened restrictions on their movement from homelands to white areas.

This is according to Special Report on Apartheid, produced by the International Labour Organisation (ILO) which also says that women, besides being discriminated against as blacks and as women, were also discriminated against as workers.

The report says that the condition of black women in homelands has changed for the worst in the past eight years.

They have continued to live under conditions of loneliness, insecurity and poverty in homelands where econ-

omic circumstances are unable to support more than a small fraction of the population in wage-earning employment or in subsistence farming.

In addition, the report says, as unemployment grows, so does the dumping of unemployed persons in homelands.

As mothers and as workers, women experience both a heavier burden in bringing up families and much greater difficulty in securing employment for themselves. Where an opportunity occurs, it may be in very poorly paid "border industries" or in agriculture where payment is often only in kind.

The severity of imposing the pass laws has had a marked effect on the scope for employment for women.



The position of domestic servants will alter little when they are covered by a new occupational safety law, says Mrs Bernadette Mosala, Director of Home and Family Life of the South African Council of Churches.

**Mrs Sheena Duncan, president of the Black Sash, said her organisation rarely saw cases of women injured while washing in homes**

**"If domestic servants have good relationships with their employers, they will hesitate to lay charges.**

According to another expert, area manager of the National Occupational Safety Association, Mr. Raymond Meyer, the new

sation to the domestic servant," said Mr Meyer. "But if the employer is penalised for not taking adequate safety measures, the domestic servant has more chance of receiving compensation in a civil case."

"It is unlikely that many domestic servants will get to hear about this law," she added.

"Even if they do, they will hesitate to enforce their rights, because they are too frightened or ignorant to do anything."

**Machinery and Occupational Safety Act will cover all master/ser-**

**The servant in question would have to approach a lawyer to institute a civil**

He said the Act — due

to institute a civil action against her employer.

— would require the employer to ensure that the

But, as Mrs Mosala pointed out, such workers "have neither the time

employee's work was done as safely as possible.

nor the money to contact a lawyer".

**Failure to make adequate safety provisions**

“Besides, they are often too scared of losing their jobs to bring

could result in a fine of R2 000, a 12-month jail sentence or both

charges against their employers. It is only when

**"The new law does not provide for any compen-**

**women are completely disabled that they approach us.**

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**This would be easy to implement because employees would merely have to send in reports of accidents.**

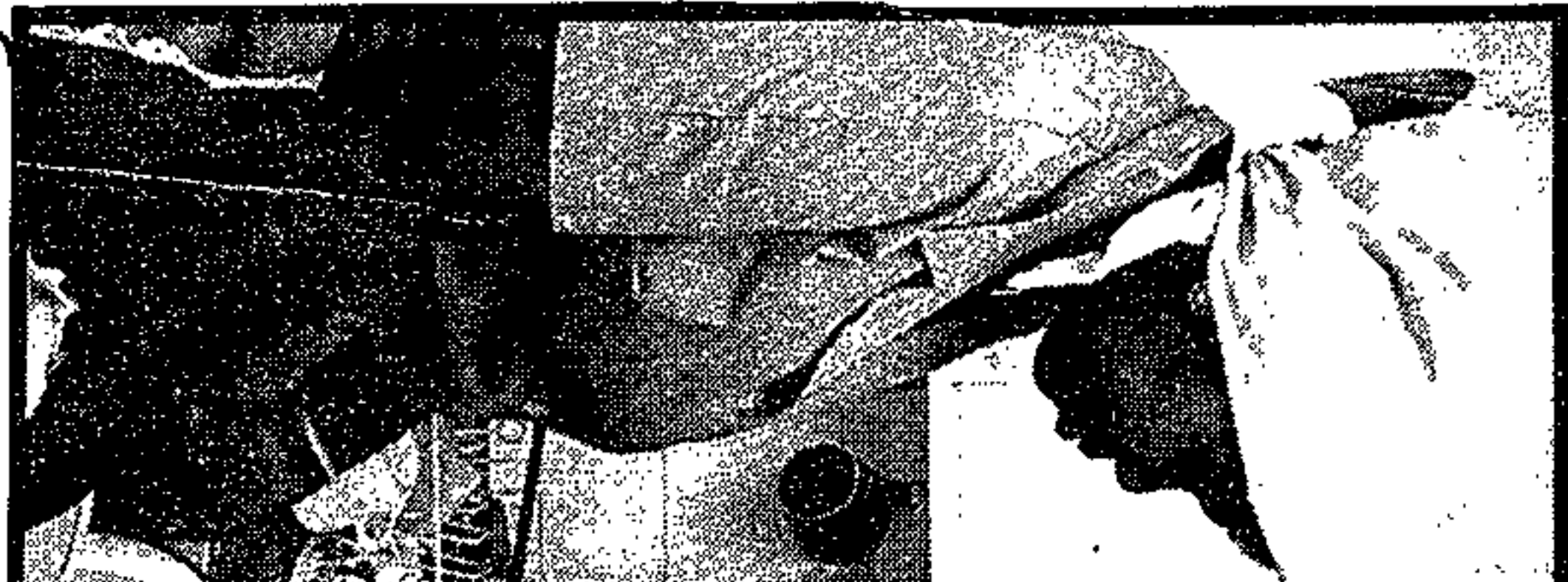
She said a far more meaningful change would be the inclusion of domestic workers in the Workmen's Compensation Act — which provided a central fund paying compensation to workers injured on the job.

**"Some employers will provide for their injured employees, paying their medical expenses or giving them time off," said Mrs Duncan.**

**"If domestic servants have good relationships with their employers, they will hesitate to lay charges.**

**Mrs Sheena Duncan, president of the Black Sash, said her organisation rarely saw cases of women injured while working in homes.**

**THE DOMESTIC WORKER**  
— may now charge her employer.





### Political Correspondent

LEGISLATION which will drastically change the status and financial position of married women was published in Cape Town today.

The new deal for women is contained in the Matrimonial Property Bill which is the product of a major inquiry and considerable controversy.

An important feature of the new Bill is that it can be made applicable to existing marriages.

In terms of the Bill the marital power which reduces women to the status of minors will be abolished.

### Husband's power abolished

Marriages out of community of property will automatically be subject to a form of sharing known as an accrual system.

In compliance with the principle of legal equality, the marital power which the husband has over the person and property of his wife is abolished in all marriages entered into after the introduction of the Bill.

An exception is marriages of blacks whose matrimonial property law is the subject of a separate investigation by the Law Commission.

Up to now the marital power comprised mainly the husband's control over the person and property of the wife.

### Head of family

The new Bill abolishes the restrictions of the husband's marital power on the capacity of the wife to contract and litigate.

Litigation by spouses married in community of property, where the husband's marital power is abolished, must be instituted or defended jointly.

In terms of the Bill the abolition of the marital power does not affect the husband's position as head of the family.

It also confirms that the abolition of the marital power does not affect the law relating to domicile or guardianship.

According to a Department of Justice spokesman, the changes are being brought about because the matrimonial property law can no longer satisfy the demands of existing and future social needs.

### Equal division

In the case of marriages out of community of property entered into after the introduction of the Bill an accrual system is introduced.

With a few exceptions, the increase of the respective estates of the spouses will be divided equally on the dissolution of the marriage by death or divorce.

Marriage partners can specifically exclude the accrual system. In the case of marriages in community of property a system is introduced in terms of which the spouses will enjoy equal powers in respect of the administration of the joint estate.

Separate provision is made for marriages entered into before the introduction of the Bill.

In the case of marriages in community of property the spouses may, within a year of the commencement of the Bill, agree to abolish the marital power and introduce a system of concurrent

(Turn to Page 3, col 1)

## Marital power 'archaic' says Mrs Suzman

Argus Correspondent

JOHANNESBURG. — A whole generation of women married in community of property, will have to die out before we see the end of the archaic marital power, said Mrs Helen Suzman, MP, in reaction to the publishing today of the Matrimonial Property Bill of 1984.

It is this power that reduces women subject to it to legal minors, unable to sign even simple hire purchase contracts.

Mrs Suzman is disappointed that the marital power will not be abolished in existing marriages, as the Select Committee, of which she was a member, recommended to the Government last year.

Couples who are already married have been given a year in which to choose to abolish the marital power. Mrs Suzman queries the number of husbands who will voluntarily agree to the ending of this power over their wives.

### WELCOMES PROGRESS

But she welcomes the progress that the Bill marks, "in the long struggle of removal of disabilities of women. The most important features in the Bill are the introduction of the accrual system in future marriages out of community of property and the abolition of the marital power in future marriages."

Mrs Suzman regrets that courts of law have not been given powers to award disinherited spouses an equitable portion of the estate. This aspect has been referred back to the South African Law Commission which is presently studying the law of succession.

"A major omission is the whole question of black marriages, which has been referred back to the Law Commission. I hope this will be dealt with urgently in order to settle the competing property claims of customary law and civil law wives," said Mrs Suzman.

NEW Deal for WIVES

BY TOS WENTZEL

At 6:45

5/6/84 35-5A



working for an international company. Today, however, very few find that there is much that is fundamentally different between international and national companies.

The attitudes of management and personnel in these organisations appear to have become that of "we are doing you a favour by considering employing you..."

To those who do not carry around some piece of paper stating that they hold this or that diploma or degree, prospective employers dodge the issue by stating that such qualification is essential for that particular position.

### Academic

On the other hand, those with academic qualifications are being turned away on the pretext that they have no experience. Others are being told that they are over-qualified for the posts advertised. The few who eventually manage to get a position in one of these organisations, and who think that they are home and dry at last, are soon disillusioned.

Many are relegated to the lowest rung of the organisation's ladder, and told that they need to familiarise themselves with all the very elementary processes that help make the company tick. This type of attitude usually manifests itself in the "trainee" positions new employees are started off in, and that in some companies can last for up to two years.

From a trainee, one then moves on to being an "assistant" whatever, than a senior XYZ, until

15 years later, the lucky few might just make it to eg. product manager.

That there is a group product manager, marketing manager and a host of directors of the company above him, is usually not worth moaning about.

This is because the problem to be sorted out at this stage is usually the quality of the work this manager is producing. Admittedly, there are those who work their fingers to the bone for their particular companies.

### Big cars

There are those, however, who are simply vegetating in those "top jobs" . . . who drive those big cars, to and from work, and who simply have "nothing between the ears" as the saying goes. What more, they have no intention of giving up the perks of their jobs for less attractive but more meaningful packages. Even this state of affairs can be called "survival", probably.

### Experience

The issue to be resolved is this — how do we get out of this vicious circle? How do the degree holders get the necessary experience while the experienced obtain that glorified piece of paper? How do we get to do meaningful jobs, and get credit for our productivity?

It is for the individual to assert herself, her rights and insist on a career path and constant appraisals, so as to assess whether she is moving up or down within the company and why.

THE people who are jobless, who have been trying to get suitable employment for months, others for years, are the ones who can tell us the meaning of SURVIVAL. With the ever increasing numbers of people who are unemployed, and considering how many more are being under-employed, one wonders how most people are managing to keep their sanity. There was a time when many a work-seeker believed that they were better off

# It's a can't win situation for jobless...

*Indete*  
11/6/84  
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# Women decry night shift

BY LEAH MATLARE

WHILE many countries either ban night work for both men and women completely, or ban women and children from doing it, the situation in this country appears to be worsening.

Research carried out by members of Fosatu regarding the conditions and affects on night shift cleaners indicate that conditions that exist

locally are appalling. Though the sample was a small one, the interviews themselves were extremely detailed. The women interviewed state that though they started working at 6 pm every evening, and finished work at about 3 am, they normally only got back to their homes

at 6 am the following morning. This is because no transportation facilities are provided to ensure that these women get back home safely. Every woman said she was afraid of being attacked at night, and so preferred to wait until light before going home.

Some stayed on as long as three or four hours — especially those who live far from the stations and bus stops, the researchers discovered.

## Stuffy

What is more, the change room facilities provided by the companies they work for are totally inadequate. Many are dark and stuffy, none of them have carpets, and the bare concrete floors are very cold in winter. Some of these women even try to sleep on cardboard on the floor.

Considering that 70 percent of the women interviewed said that they were the only breadwinners in the house, it is only to be expected that their family life is adversely affected by their working hours.

Their health is affected by these unnatural sleeping habits. They simply do night work because they have no choice at all.



WORKERS: Some of the dedicated women trade unionists who attended the launching of a book on women in the labour market.



# Women vow to fight harassment

A NUMBER of trade union members attended the launch of a book on the position and circumstances of women workers in our industrial economy at the weekend.

"Women Workers" is a book that is a publication every working woman must get hold of and read thoroughly as the material in it is of vital interest and importance to the working woman.

The essence of what the authors of this book that was launched at the Fosatu offices on Saturday are writing about is aptly summarised in a passage they quote.

This passage, taken from a 1980 United Nations Report is one

By LEAH MATLARE

every woman can identify with, whatever her vocation in life. It says:

"Women are half of the world's population. They are a third of the official labour force. They put in two-thirds of all the hours worked. They get a tenth of the world's income. They own less than one-hundredth of the world's property."

## Threat

Among the women who contributed to this book are Maggie Magubane, Refiloe Ndzuta, Grace Monamodi, Jane

Barret, Chris Bonner, Liza Makalela and Adrienne Bird.

These Fosatu members carried out research for this book among trade union members affiliated to the union. They analyse in this publication the types of jobs women do, the problems women face, the threat of unemployment once they have actually managed to get the job, among other things.

The material in this book is therefore based on hard facts drawn from real-life situations. It exposes the multi-

various ways in which women workers are discriminated against in their places of work. It further looks into the malpractices against women and the demeaning sexual and other forms of harassment women workers are subjected to.

These are the issues, the women who attended the launch agreed need further exposure and investigation.

This book and any further information on any topic in it is available at:

Fosatu Education, 30 World Centre, 48 Railway Street, Germiston, 1404. Telephone: 825-6508.



CONTRIBUTORS: They are Chris Bonner, Jane Barret, Grace Monamodi, Refiloe Ndzuta, Liza Makalela and Maggie Magubane.



## Women's World

# Number of women at work up 23% since '50s

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S. Post

By YVONNE  
STEYNBERG  
Woman's Editor

IN the early 1950s only 17% of women in South Africa worked outside their homes and most of them were unmarried.

Inflation rose at not more than 3% a year and when it rose to 4% the Business and Professional Women's Club of South Africa (BPW) wrote a letter to Dr H Verwoerd about the situation.

Gold fetched an average of \$35 on the world markets and women in top echelons of business were rare indeed.

These were some of the interesting facts quoted by Mrs Margaret Lessing, member of the President's Council, when she delivered the Corrie van der Bos memorial lecture at the BPW Congress at Ramsgate.

Then development and expansion took rapid strides and today more than 40% of the workforce are women, more than 50% of them married women, many with young children.

"The time came when women realised that because of economic independence a man was no longer a meal ticket for life," Mrs

Lessing said.

There are now few jobs which are not open to women, and women have become an economic asset in their own right.

"Although there is still some discrimination and injustice — joint tax, for example — we are making progress," Mrs Lessing said.

She said sadly that it was pointed out at the BPW meeting in Copenhagen that women constitute half of the world's population, perform nearly 66% of its working hours, receive 10% of the world's income and own less than one hundredth of the world's property.

Although rapid strides have been made there is still a lot of work to be done to achieve equal status in all respects for women in economic, civil and political life.

Many women and girls still need encouragement to acquire occupational training and advanced education, to use their capacities and intelligence for the advantages of others as well as themselves.

The lecture was delivered by Mrs Lessing on the 36th anniversary of the BPW in South Africa.



Mrs MARGARET LESSING... much still to be to achieve equal status for women.



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# It's no Magna Carta for women, but...

... former MP and campaigner for women's rights Mrs Bertha Solomon can rest more easily now, writes MRS HELEN SUZMAN, MP.

FRIDAY, the 15th June, will go down in history as an important day for white, coloured and Asian women in South Africa, for at approximately four o'clock on that afternoon, the Third Reading of the Matrimonial Property Bill was passed, all parties concurring.

The Bill marked the first really significant change in the legal status of married women since the Matrimonial Affairs Act was passed in 1953, over 31 years ago. That law was commonly known as "Bertha's Bill" in recognition of the long struggle against the legal disabilities of married women carried out by the then MP For Jeppe, Mrs. Bertha Solomon.

Though heralded as a major breakthrough at the time, because it attempted to curb the unfettered power of a husband over the moveable and immovable property of his wife to whom he was married in community of property with the marital power, in practice the Bill did not greatly affect the position of the wife.

And her lack of contractual capacity - less than that of her unmarried teenage daughter - continued as a final humiliation.

The Matrimonial Property Bill emanated from an in-depth enquiry which began in 1976 by the South African Law Commission, into the status of married women. The Commission reported in 1982, and later that year a Parliamentary Select Committee was appointed and it presented a draft Bill in October last year.

Had that Bill been accepted in its entirety by the Government, women in South Africa would have had much to cheer about, but, in fact, what was passed by Parliament was a somewhat trimmed version.

What then will women have gained when the Matrimonial Property act comes into operation on a date to be fixed by the State President by proclamation in the Government Gazette? For, although the act refers throughout to "spouses", there is no doubt that the chief beneficiaries will be women.

While future marriages will be radically affected, the status of the women already married remains largely unchanged unless by agreement with their husbands, they apply to Court to alter the matrimonial system applying to their marriage. Otherwise, women already married in community of property with the marital power will therefore not be affected by the new Act. And it is likely that the marital power will live on in South Africa until every woman presently married in community of property has died or has divorced her husband.

South Africa will remain one of the very few countries in the world retaining this archaic system, despite all the cogent arguments advanced against the marital power



Mrs Bertha Solomon

for future marriages, which obviously also apply to existing marriages. Indeed the Select Committee after long hours of discussion unanimously recommended abolition for present as well as for future marriages.

The Select Committee, quite rightly, dismissed the few memoranda that recommended retention of the marital power all based on the fatuous argument that there cannot be "two captains on the bridge".

One such memorandum came from a prestigious law firm. A glance at its letterhead revealed that it had 16 captains on its bridge.

Women marrying after the promulgation of the Act will indeed have cause to rejoice.

If they marry in community of property they will do so freed from the shackles of the marital power but with the security of knowing that half the joint estate will be theirs on dissolution of the marriage by divorce or death.

They will enjoy full contractual capacity and will share in the administration of the joint estate during the existence of the marriage.

If they marry out of community of property, the accrual system, unless expressly omitted, will govern their matrimonial system.

This means that on dissolution of the marriage by divorce or death, what has accrued to the marriage will be shared, according to a formula laid down. The system can be made applicable to marriages entered into by joint consent prior to the Act, and with the approval of the Court within a period of two years, after the Act comes into operation.

Where the marriage is dissolved by divorce and was entered into before the Act was passed, a spouse may apply to Court for an equitable portion of the assets, but a disinherited spouse of such a marriage has no such recourse.

Marriages entered into after the Act comes into operation, and which are dissolved by death or divorce, are meant to be catered for by the accrual system.

A further plus factor in the new Act is the abolition of the prohibition against donations between spouses effected before or after the law comes into operation. There is no change in the law relating to the status of the husband as the head of the house or to the law relating to domicile or guardianship. Both parents remain joint, but not equal, guardians of the children.

The recommendation of the Select Committee that the family home may not be disposed of except with the consent of both the spouses was, unfortunately, not included in the Bill.

But the most unfortunate omission from the Bill was the exclusion of black marriages from the purview of the new law. Black women get the worst of two worlds. They are married out of community of property with the marital power. And so the position will remain when the 1984 Act comes into operation.

The Select Committee did not consider itself competent to examine the complicated subject of the conflicting financial claims of customary law wives, and civil law wives. Quite properly, this was referred back to the Law Commission for urgent and special study, but there was no reason why black women, many of whom are the sole breadwinners in the family, should not have been given the same contractual capacity that their white, coloured and Asian sisters will enjoy in future.

The somewhat sanctimonious excuse that the marriage systems applicable to blacks should not be interfered with without prior consultation with them, sounded hollow when one recalled how often laws over which blacks have had no say, have been passed.

While one cannot call the Matrimonial Property Act the Magna Carta of South African women, it certainly heralds a new deal for them.

Bertha can rest more easily now.





Professor Johan van der Vyver

WOMEN'S movements in South Africa, rather than attacking legislation, should gear their activities towards educating the public.

Dr Johan van der Vyver, Professor of Law and chairman of the governing committee of the School of Law at the University of the Witwatersrand, said he felt this would be a far more effective way of bringing about change.

He said true emancipation was well on its way in South Africa. He blamed the prevailing discrimination on public bias and not legal sanction.

"While the situation in South Africa reveals some discrimination against women, particularly in the labour market, this is not founded on law.

"It is founded on prejudice."

Professor van der Vyver, whose field of speciality concerns human rights and, in particular, gender-based discrimination, has long championed the cause of equality in South Africa.

"No," he smiled, "there isn't a murky incident somewhere in my life that strikes a militant chord.

"I wouldn't say my life centres on the female cause but, within the spectrum of human rights, I find it very important.

"Unfortunately, discrimination based on race in this country is so overwhelming that we are forced to focus more attention on that."

The professor, during his constant research into gender-based discrimination, finds more and more legislative differentiation has been eliminated from our laws.

"I believe, now, that it is individuals who are really holding us back.

Professor Johan van der Vyver, whose field of speciality concerns human rights and, in particular, gender-based discrimination, has long championed the cause of equality in South Africa. He chatted to INGRID NORTON.



For example, women going into the legal profession still find the public prefer to see them suitable only for divorce cases.

"They battle — because of public prejudice — to handle big criminal cases."

He categorises discrimination into those laws that afford differential treatment to women because they are female; and those which differentiate because she is female and married.

"I am thinking about a third category," he said, "based on the legal status of women who are pregnant.

"Thus far, this debate has centred upon the right of women to obtain an abortion, which is now governed by the Abortions and Sterilisations Act of 1975.

"But other problems that could arise here would include the question of whether a wife would need her husband's consent to be artificially inseminated, and whether her behaviour could be regulated in view of the health and interests of her unborn child."

In America, he said, laws are being examined that restrain women from drinking or taking drugs during pregnancy, by means of a court injunction.

"I do not think it will be long before these issues, and how to deal with them, blow over to our shores," he said.

"Equality in law is my interest," he continued. "Equality means, simply, equal treatment. It does not mean identical provisions must be accorded. We must be reasonable.

"I mean, if the part of Joan of Arc was on offer, quite obviously I would be turned away. That wouldn't be an instance of injustice."

Many of the laws are concerned only with the protection of women, Professor van der Vyver believes.

"Such as the laws which state that no female convict may be sentenced to whipping, or the provision of maternity leave, or that which prevents a woman from participating in boxing or wrestling."

Looking at South African Common Law (Roman Dutch), the professor said women were once clearly in a legally inferior position.

He gave examples of some of the laws which have adversely affected women.

"Prior to 1976, a female civil servant automatically forfeited her

permanent employment upon getting married, and, if a woman sought a divorce on the grounds of insanity, she had to prove first of all that it was not she who had driven her husband insane.

"Female emancipation has now become part of our legal development, which began with white women being given the franchise in 1930, and culminating in the drawing up of the new Matrimonial Property Bill.

"Dramatic changes have occurred, though isolated instances of discrimination still remain," he said.

"And, happily, I've a feeling this new Bill won't be the end of the line as far as reform is concerned."

Don't just protest

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available, it is not possible to say, at this stage, when it would be tabled.

†Dr M S BARNARD: Mr Speaker, arising out of the hon the Minister's reply, I want to ask the hon Minister whether he thought, when the then Minister of Health and Welfare appointed this commission four years ago, that this report was urgent and very important and if the then Minister was still the Minister today, whether he would be dissatisfied with the time that has elapsed in the meantime.

†The MINISTER: Mr Speaker, I think the hon member should rather place that question on the Question Paper, so that the then Minister can ask the present Minister to reply to that.

#### Silvertree Crèche, District Six

\*12. Mr G B D McINTOSH asked the Minister of Community Development:

- (1) Whether his Department intends taking any steps in respect of the Silver-tree Crèche in District Six; if so, (a) what steps, (b) when, (c) why and (d) how many children will be affected by these steps;
- (2) whether, as a result of these steps, compensation will be paid to a certain organization, the name of which has been furnished to the Minister's Department for the purpose of his reply; if not, why not; if so, (a) what is the name of this organization and (b) what will be the amount of the compensation;
- (3) whether alternative accommodation has been provided for the crèche; if not, why not; if so, where;
- (4) whether his Department has received any representations regarding this crèche; if so, (a) when, (b) from whom and (c) what was (i) the nature

of the representations; and (ii) his response thereto;

- (5) whether he will make a statement on the matter?

#### The MINISTER OF COMMUNITY DEVELOPMENT:

- (1) Yes.

- (a) Termination of the lease with the management;

- (b) with effect from 1 September 1984 or later date as may be agreed on with the management;

- (c) because the building must be demolished for road construction by the Municipality of Cape Town in the process of carrying out the urban renewal programme.

- (d) 105.

- (2) No. Because the building belongs to the State.

- (a) and (b) Fall away.

- (3) Yes, the Department has assisted the institution to find alternative accommodation in Queens Road, Walmer Estate.

- (4) Yes.

- (a) During March 1984.

- (b) Mr C W Eglin, MP.

- (c) (i) That the road construction should not be proceeded with or that an alternative building be made available.

- (ii) That alternative premises have been found.

- (5) No.

FRIDAY, 22 JUNE 1984

#### Orange Free State: separate townships

\*13. Prof N J J OLIVIER asked the Minister of Community Development:

- (1) Whether, with reference to his reply to Question No 27, standing over, on 15 June 1984, his Department is taking or has taken any steps to separate Black and Coloured persons living in the vicinity of Bethulie; if so, (a) why, (b) when, (c) what steps, (d) how many persons are involved and (e) where will they be moved to;

- (2) (a) what are the names of the Coloured leaders from whom his Department received requests for separate townships for Coloured persons in the Orange Free State and (b) when were these requests received?

#### †The MINISTER OF COMMUNITY DEVELOPMENT:

- (1) No.

- (2) I consider the requests to be of a confidential nature and the names can therefore not be divulged. Mr Speaker, if the hon member is really interested, I shall give them to him on a personal basis. I have sufficient confidence that he will not misuse the information.

†Prof N J J OLIVIER: Mr Speaker, the hon Minister has not replied to the first part of my question.

†The MINISTER: Mr Speaker, I have replied to it. There were no representations about the first part.

*Domestic workers: accommodation*  
*22/6/84*

\*14. Mrs H SUZMAN asked the Minister of Co-operation and Development:

- (1) Whether, with reference to his reply to Question No 11 on 4 April 1984,

- (2) what (a) criteria will be applied and (b) procedure will be followed in determining deserving cases?

#### The MINISTER OF CO-OPERATION AND DEVELOPMENT (Reply laid upon the Table with leave of House):

- (1) Yes.

- (b) The revised formulae is as follows:

Flats of up to two bedrooms—one Black domestic servant for every six flats.

Three and more bedroomed flats—one Black domestic servant for every three flats.

In addition to domestic servants the following Black service personnel (i.e. personnel who perform essential duties in and to the buildings and on the premises):

1 to 8 flats—1 worker. 9 to 18 flats—2 workers. 19 to 35 flats—3 workers. 36 to 45 flats—4 workers. 46 to 75 flats—5 workers. 76 to 100 flats—6 workers and 101 to 130 flats—7 workers.

The formula is also applicable to sectional title residential premises, except where the construction is such that each unit forms a separate dwelling.



ing, in which case it is regarded as an ordinary dwelling.

Suitable residential accommodation for Black workers available on the premises concerned will be preferably allocated to:

Firstly the worker who performs essential duties to the whole community on the premises (service personnel) and who works such long hours that the hours of work together with travelling time to and from his work do not allow him sufficient time for recreation at home;

and secondly compassionate cases which demand that the worker be on the premises for exceptionally long periods.

Applications to exceed the numbers of workers provided for in the formula are considered on merit by a committee of the Development Board on which the Chief Commissioner serves.

- (2) Each case will be considered on an *ad hoc* basis to determine its merits.

\*15. Mr R R HULLEY.—Mineral and Energy Affairs—Reply standing over.

Certain officer member of Police Force

\*16. Mr R R HULLEY asked the Minister of Law and Order:

Whether a certain officer, whose name has been furnished to the South African Police for the purpose of the Minister's reply, is a member of any branch of the South African Police; if so, (a) what is the

present rank of this officer and (b) for what period has he been serving in this capacity?

The MINISTER OF CO-OPERATION AND DEVELOPMENT (for the Minister of Law and Order):

Yes.

- (a) Brigadier.

- (b) Since 1 June 1983.

#### Delville Wood Memorial

\*17. Mr B R BAMFORD asked the Minister of Community Development:

- (1) Whether it has been decided to erect a new Delville Wood Memorial in France; if so, (a) why and (b) when was the decision taken;

- (2) whether consideration was given to erecting the memorial in the Republic; if not; why not;

- (3) whether the memorial is to be located on the site of the present memorial; if so, (a) why and (b) by whom was the present memorial designed; if not, where will it be located;

- (4) whether (a) survivors of the Battle of Delville Wood and (b) ex-servicemen organizations in the Republic were consulted prior to the plans for the memorial being drawn up; if not, why not; if so, (i) when and (ii) with whom were consultations held;

- (5) whether any inscriptions are to be placed in or on the memorial; if so, what inscriptions;

- (6) what is the total estimated cost involved in erecting this memorial;

- (7) whether the State will be responsible for the total cost; if not, who will contribute towards the cost?

†The MINISTER OF COMMUNITY DEVELOPMENT:

- (1) A new memorial is not being erected, but a commemorative museum.

- (a) The Minister of Foreign Affairs, after a visit to Delville Wood, recommended to the Cabinet that a commemorative museum be erected there to show the countries abroad what sacrifices were made by South African citizens, in the interests of freedom in the Western world, thousands of miles from their fatherland;

- (b) the Cabinet approved the recommendations in December 1980.

- (2) No, the intention is that the contribution of South African citizens in foreign countries must be made known abroad.

- (3) Yes.

- (a) as in (2) above, and

- (b) Sir Herbert Baker.

- (4) No, not in their personal capacities as the organizations that were consulted are regarded as being representative.

- (5) It is being considered in collaboration with the consultants and other interested parties.

- (6) The estimated total costs of the commemorative museum, including the bronze panels, is in the region of 5-6 million Rand.

- (7) The State will guarantee the costs at this stage. A Fund Raising Committee has, however, been appointed to collect funds for the contents of the

museum and for as much of the erection costs as possible.

For the information of the hon member, I wish to mention that representatives of the various political parties in the House were informed of the project from the beginning and that no objections in principle thereto were raised. I thus find it very strange that this major project of the Government to honour the South Africans who died in the battle of Delville Wood and other wars be questioned.

Mr B R BAMFORD: Mr Speaker, arising out of the reply of the hon the Minister and in particular the last paragraph thereof, is he aware that last year the Official Opposition, in a letter to the hon the Minister of Foreign Affairs, pointed out on the basis of an amount of R3 million, which I understand is now doubled, that there would be public alarm at the amount involved, and secondly is he also aware that the Official Opposition indicated that there was no way we could agree to a museum or memorial which would dominate the present war memorial at Delville Wood?

†The MINISTER: Mr Speaker, from a copy of a letter that I have seen and that was written after the matter had been discussed with the caucus of the Opposition, I do not get the impression that the Opposition adopted such an attitude. So much for the last part of the hon member's question. With regard to the first part of his question, I am under the impression that the hon member of the Opposition who wrote the letter was very impressed and said that the Opposition caucus, after they had received a report from the hon Minister of Foreign Affairs, was very pleased with the principle that this was being done. There were a few doubts about whether the monument was not too expensive and whether the public might not put some questions. The conclusion that was reached, however, was that the caucus generally agreed with the idea.



# Self-help projects are bringing

Week Post 28/6/84 (355A)

By CLAIRE  
PICKARD-CAMBRIDGE

THE formidable and urgent task of initiating self-help projects among the unemployed in the poverty-stricken areas of the Eastern Cape has only recently been tackled by a variety of concerned organisations.

The realisation that it is vitally necessary to encourage self-reliance among the unemployed at grassroots level has been slow to dawn in this area, according to representatives of many of these organisations interviewed.

These organisations range from the private and Government sectors to community-based schemes.

For this week's look at community-based self-help schemes, Weekend Post spoke to the Rev Howard Hans, chairman of the local committee of Build-a-Better-Society (Babs) and director of the Sisonke Community Centre in Zwile, from where the organisation operates.

Babs was established locally in 1981 and is concentrating on improving the quality of life and basic necessities in the shanty areas of nearby Soweto as an initial priority.

The organisation believes that people should be encouraged to learn crafts and skills, to increase their community involvements and to stop feeling helplessly dependent on others.

Their first step involved encouraging shanty dwellers to build their own structures for toilets. They were supplied with buckets by the authorities as soon as they had done so.

They were also successful in approaching the authorities on behalf of various groups in these areas for the installation of communal taps, street lighting and the tarring of some roads.

Miss Wezi Ximiya, a community worker for Babs, said they had begun encouraging women to earn a small income by acting as day-care mothers for children of the employed.

But the most exciting project they were co-ordinating was a self-help sewing scheme which was flourishing.

Five sewing groups had been formed in February, and Babs, which received some funds from Mobil, Ford and Anglo American, ran an intensive sewing skills course for unem-

ployed women.

The course included seminars on bookkeeping, human relations and co-operatives, and this week many of the women attended a seminar on marketing given by Mr Sipho Mashinini of Self-Help Associates for Development Economics (Shade), a Johannesburg-based organisation.

The sewing machines have been loaned by Shade and the groups are gradually buying them from the organisation with the proceeds of their sales.

Miss Ximiya said the women in the sewing groups had already sold many items and there had been an excellent response from the community as the goods were marketed through word of mouth.

The market they planned to aim at was providing school uniforms, children's clothes and afro-boutique styles, and a long-term goal was to form their own business from which to produce and market their goods.

"Their work is already bringing them a reasonable income and the women are very excited about the professional basis on which they are operating," she said.

"We find the project has promoted self-reliance and self-confidence because most of the unemployed women who arrived were feeling unmotivated, depressed and desperate."

Babs also had several committees and sub-committees of volunteers who were running a self-help project for the aged to teach marketable crafts such as beadmaking, matting, and crocheting, said Miss Ximiya.

The organisation provided them with materials and held bazaars at the Sisonke Centre where they sold the products.

Their other activities included the launching of projects for the youth, a door-sized vegetable gardening project and cookery demonstrations and budgeting lessons for housewives.

Volunteers or people in need of help can phone Mr Hans at 641958, or Miss Ximiya at 662344.

In Zwile, a community worker, Mrs Albertina Dlanjwa, and other volunteers have formed a child and family welfare club called Ntlanlonte or Good Living, which has started self-help sewing projects and the formation of creches in the



homes of unemployed women.

They had become affiliated to a welfare organisation, and mothers at the well-established creche in Sakuba Street were paid to cook and teach the children. Sewing classes were being run on a non-profit basis by the club and women were paid for the garments they sold, said Mrs Dlanjwa.

"We are encouraging people to stand on their own feet, and have also started sewing classes in Motherwell," said Mrs Dlanjwa.

She said they wished to expand, but needed more volunteers and donations of sewing materials and machines. They were also fund-raising as a group, which was now registered under the auspices of Child and Family Welfare.

People can contact her at 641379 or 523716.

The president of the East Cape branch of the Young Women's Christian Association, Mrs Nada Mahola, said they had also started sewing clubs for women who had been put through a course on basic skills this year.

There was great concern about unemployed men in the townships and the association wished to sell tie-dyed materials to raise funds to buy leather and

tools to encourage a leatherwork club for them. She can be contacted at 49951.

The Grahamstown Areas Distress Relief Association (Gadra) also established a successful communal gardening project over a year ago for the disabled, aged and unemployed. Needy people who have approached them have been taught gardening skills and helped to support themselves.

The spirit of implementing self-help projects has moved as far afield as Graaff-Reinet, where Mr Roland Kingwill and his wife Moira started a non-profit organisation, Graaff-Reinet Crafts, where 30 black women are now producing and selling spun and knitted products.

Mrs Moira Kingwill said they had realised there was a great need to teach black women skills and provide labour-intensive employment in Graaff-Reinet because they battled to find work in a coloured labour preference area.

She said the project had been very rewarding because some of the women had discovered an exceptional talent in either spinning wool or knitting and weaving jackets, clothing, table mats and runners or cushion covers.

The history of the project

dates back to a local farm, Gordonville, in the late 1970s where the Kingwills' son and daughter-in-law, Mr Dave Kingwill and his wife Jeanette, began teaching unemployed women to spin and weave.

Mrs Jeanette Kingwill has also experimented with the production of subtle natural dyes from loquat leaves and Karoo bushes, and these are now used by the women who do their own washing, spinning and dyeing of wool at Graaff-Reinet Crafts.

She said her in-laws had felt motivated to establish the undertaking with the realisation that hand-outs out were not a positive thing.

The women now take home a reasonable income and the chance of selling their own products has made a considerable impact in building up their sense of dignity and self-respect, she said.

But problems, such as a shortage of volunteers and funds, seriously hamper almost all the organisations mentioned. These projects all operate on a relatively small scale, while the critical unemployment problem is worsening.

Next week: The local self-help projects being offered by the Government and various business concerns.



# Projects are bringing new hope

Week Post 23/6/84

BSS7



times of unemployed women.

They had become affiliated to a welfare organisation, and mothers at the well-established creche in Sakuba Street were paid to look and teach the children. Sewing classes were being run on a non-profit basis by the club and women were paid for the garments they sold, said Mrs Ntanjwa.

"We are encouraging people to stand on their own feet, and have also started sewing classes in Grahamstown," said Mrs Ntanjwa.

She said they wished to expand, but needed more volunteers and donations of sewing materials and machines. They were also fund-raising as a group, which was now registered under the auspices of Child and Family Welfare.

People can contact her at 641379 or 523716.

The president of the East Cape branch of the Young Women's Christian Association, Mrs Nada Mahola, said they had also started sewing clubs for women who had been put through a course on basic skills this year.

There was great concern about unemployed men in the townships and the association wished to sell tie-dyed materials to raise funds to buy leather and

tools to encourage a leatherwork club for them. She can be contacted at 49951.

The Grahamstown Areas Distress Relief Association (Gadra) also established a successful communal gardening project over a year ago for the disabled, aged and unemployed. Needy people who have approached them have been taught gardening skills and helped to support themselves.

The spirit of implementing self-help projects has moved as far afield as Graaff-Reinet, where Mr Roland Kingwill and his wife Moira started a non-profit organisation, Graaff-Reinet Crafts, where 30 black women are now producing and selling spun and knitted products.

Mrs Moira Kingwill said they had realised there was a great need to teach black women skills and provide labour-intensive employment in Graaff-Reinet because they battled to find work in a coloured labour preference area.

She said the project had been very rewarding because some of the women had discovered an exceptional talent in either spinning wool or knitting and weaving jackets, clothing, table mats and runners or cushion covers.

The history of the project

dates back to a local farm, Gordonville, in the late 1970s where the Kingwills' son and daughter-in-law, Mr Dave Kingwill and his wife Jeanette, began teaching unemployed women to spin and weave.

Mrs Jeanette Kingwill has also experimented with the production of subtle natural dyes from loquat leaves and Karoo bushes, and these are now used by the women who do their own washing, spinning and dyeing of wool at Graaff-Reinet Crafts.

She said her in-laws had felt motivated to establish the undertaking with the realisation that hand-outs out were not a positive thing.

The women now take home a reasonable income and the chance of selling their own products has made a considerable impact in building up their sense of dignity and self-respect, she said.

But problems, such as a shortage of volunteers and funds, seriously hamper almost all the organisations mentioned. These projects all operate on a relatively small scale, while the critical unemployment problem is worsening.

● Next week: The local self-help projects being offered by the Government and various business concerns.

These three unemployed women, from the left, Mrs RUBY KANISE, Mrs EILEEN MATUTU and Miss PUMLA TOSI, have been participating in a successful sewing project initiated by Build-a-Better-Society (Babs), a community-based organisation which is concentrating on launching self-help undertakings in the shanty areas of Soweto, Port Elizabeth. The women were attending a marketing seminar held at the Catholic Community Centre in Zwide this week.

Below: Miss WEZI XIMIYA, who is one of the enthusiastic community workers for the organisation.





# Wage rise for maids call

MINIMUM wages for domestic workers have been recommended by a special study group — and employers are urged to pay housemaids, cooks and gardeners 10 percent more than last year.

Recommended wages for 1984 are:

- A fulltime, living-in domestic, relatively unskilled, should earn about R108,80 a month, and a skilled worker in the same position should earn at least R134,80.

- A fulltime, living-out domestic worker, relatively unskilled, should be paid R126,50 a month, and her

skilled counterpart should earn about R154pm.

- Daily paid domestic workers should get R2 an hour plus transport expenses, breakfast, midday meal and working clothes.

- An unskilled gardener should receive transport, two meals and about R10,50 a day.

- Overtime and babysitting should earn R1,50 a hour.

The recommendations, based on research in the Pretoria area, were compiled by

By PERYS BEHR  
GILLINGHAM

representatives of various organisations.

A spokesman for the study group on the Legal Position of Domestic Workers said the 10 percent increase was based on rises in the consumer price index.

Mrs Margaret Nurnberger said: "Research on the consumer price index was conducted by the University of Port Elizabeth, and the recommended wages have been approved by the Citizens Advice Bureau, the Union of Jewish Women and many black organisations.

"The Domestic Workers and Employers Project in Johannesburg has also approved the figures, although their own suggested wages are slightly higher."

Arguing the case in favour of families employing domestics at a time when many may be tempted to tighten purse strings, the study group says: "A domestic worker costs money, but so do gadgets, except that the running costs are hidden in electricity accounts etc."



# Doing

Sowetan  
28/6/84  
35511



AT WORK: In their struggle to exist, some women end up doing hard manual work meant for men



# man's

## That is the only way they know to survive

Sweeta  
25/6/84

355A

By MUNTU TWALA

**B**ecause of the drought and the recession, many women are doing jobs normally done by men.

Women trench-diggers in the townships have become a usual sight. Many of them claim that they have job insecurity — they can lose their job anytime — and their pay is very low.

But because of trying times, many of them are eager to do hard manual jobs like trench-digging.

Ms Dombile Mkhize from Natal said they were paid R36 a week and that she maintained her children who stay with their grandmother in Natal.

Mrs Mncathi from the Transkei and mother of six

children who are at school, said she has been digging trenches, because she is breadwinner at home — her husband is ill and cannot work.

Mrs Nofish Mncathi has to pay R20 a week for her lodging, which leaves her with R16 to send home. "I would like to work as a domestic servant in town but cannot as the pass laws are stopping me from doing so."

The other women we talked to, said they had come to work as trench-diggers, because of the Msinga faction fights which left them without husbands — the very breadwinners in the black society. They have been doing this kind of work for six years without increments to their wage packets.



# nework

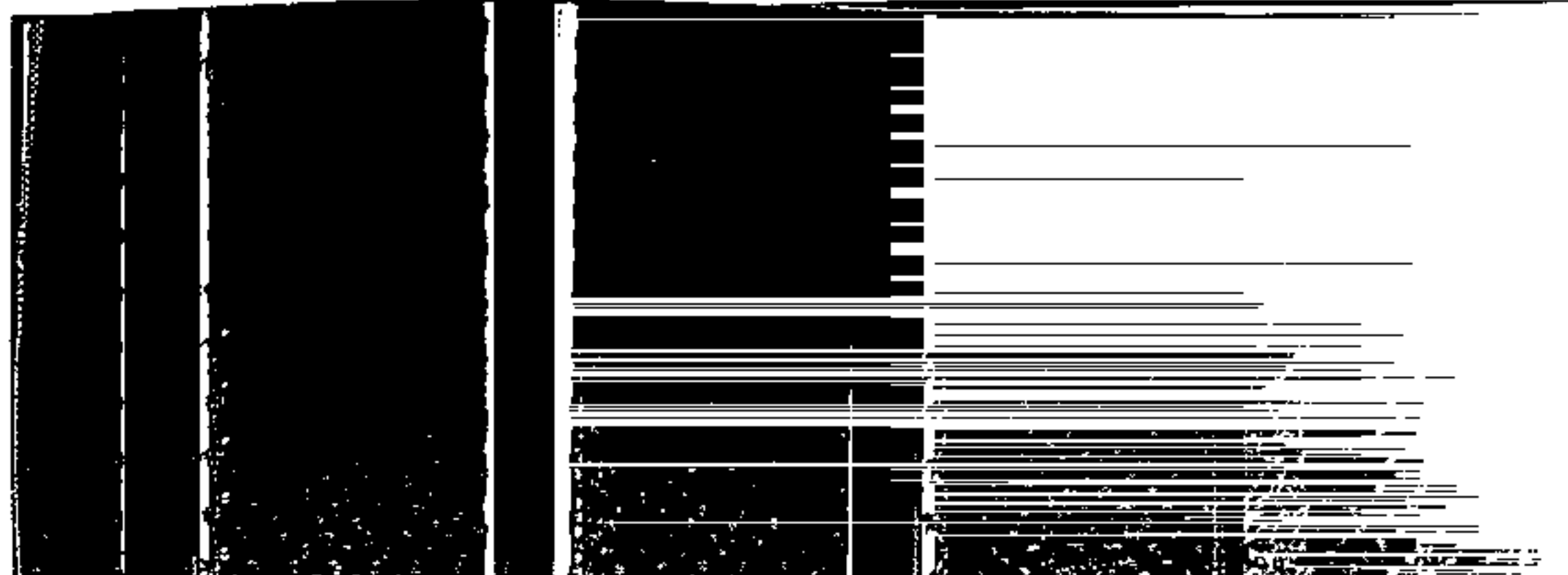
Sowetan  
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**TRENCH DIGGER:** Mrs Zodwa Sithole ponders pensively over her hard job. She has no other means of income.



**HARD WORK:** This woman tries hard to keep a cheerful face after a hard day's work — digging trenches.





1903

WEDNESDAY, 4 JULY 1984

1904

premises of the company concerned but went there in the normal execution of their functions because of the unrest situation that prevailed there, and if necessary to take such action as the circumstances may dictate.

(d) Chubby Chicks (Pty) Ltd.

(2) (a) No.

(b) Yes.

(i) To the managing director and the administrative manager of the company.

(ii) Because they acted in the execution of their duties.

(iii) It is neither the policy nor the practice to disclose particulars of this nature.

\*23. Dr A L BORLAINE—Law and Order—Reply standing over.

*Hansard Q. 61. 1903*  
Durban: explosion

\*24. Mr R A F SWART asked the Minister of Law and Order:

(1) Whether the South African Police were informed of an explosion outside and old-age home in Musgrave Road in Durban on or about 21 June 1984; if so, (a) when did the explosion take place and (b) what were the circumstances surrounding the incident?

(2) whether the incident has been investigated; if not, why not; if so, what were the findings?

The MINISTER OF EDUCATION AND TRAINING (for the Minister of Law and Order):

(1) Yes.

(a) At 07h00 on 21 June 1984.

(b) What appeared to have been a

relatively light charge of explosives was detonated next to a transformer box in Musgrave Road close to the old-age home, causing damage to the transformer and the fence around the old-age home and causing a number of windows in the vicinity to be shattered. There is no indication that the explosion was directed at the old-age home.

(2) Yes. The investigation has not yet been completed.

*Hansard Q. 61. 1904*  
4/7/84  
\*25. Mr R M BURROWS asked the Minister of Manpower:

(1) Whether married women employed as temporary teachers are permitted to contribute to the Unemployment Insurance Fund; if not, why not;

(2) whether single (a) men and (b) women employed as temporary teachers are permitted to contribute to this Fund; if not, why not;

(3) whether he has received any representations concerning contributions to this Fund by married women employed as temporary teachers; if so, (a) when, (b) from whom and (c) what was (i) the nature of the representations and (ii) his response thereto;

(4) whether he will make a statement on the matter?

The MINISTER OF MANPOWER:

(1) Married women teachers employed in a temporary capacity by *inter alia* a Provincial Administration or the Department of National Education were excluded as contributors to the Unemployment Insurance Fund with effect from 2 July 1950, by Government Notice No 2117 of 1 September 1950, which was published in terms of section 2(5) of the Unemployment Insurance Act, 1946. The temporary

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WEDNESDAY, 4 JULY 1984

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married women teachers referred to in the Government Notice were excluded at the request of certain Provincial Administrations, such request being supported by Teachers' Associations and by the majority of the married women teachers who were employed in a temporary capacity as set out in the Notice.

The reasons advanced at the time for the exclusion were—

(i) married women teachers are normally employed only for limited periods during the absence of permanent teachers;

(ii) such teachers are, generally speaking, only available for appointment at schools reasonably close to their place of residence; and

(iii) as far as the Department of Manpower is concerned there would be great difficulty in placing married women teachers in suitable employment, since most teaching vacancies are controlled by the education departments of the four provinces.

(2) Single (a) men (b) women employed as temporary teachers and whose earnings do not exceed R18 000 per annum are liable to contribute to the Unemployment Insurance Fund.

(3) Yes.

(a) On 4 April 1984.

(b) The Department of National Education.

(c) (i) That it should be investigated why married female teachers are excluded as contributors to the Unemployment Insurance Fund.

(ii) The matter is being investigated and a memorandum is being prepared for submission to the Unemployment Insurance Board

ment Insurance Board which will make its recommendations to the Minister.

(4) As the matter is still under consideration I do not propose making a statement at this stage.

*Hansard Q. 61. 1906*  
4/7/84  
\*26. Mr R M BURROWS asked the Minister of Internal Affairs:

Whether the cost of the salary increases granted to underqualified teachers is included in the final figure for the cost of the improvement of conditions of service; if so, (a) what is the anticipated total cost of these increases in respect of (i) the current financial year and (ii) a full financial year and (b) with effect from what date will they be paid; if not (aa) from which Vote or Votes will these increases be paid, (bb) what will be the total cost of the increases in respect of a full financial year and (cc) with effect from what date will they be paid?

The MINISTER OF INTERNAL AFFAIRS:

Yes.

(a) (i) R64 million.

(ii) R192 million.

(b) With effect from 1 December 1984.

Teaching profession: salaries

\*27. Mr R M BURROWS asked the Minister of Internal Affairs:

Whether the cost of the salary increases to the top structure of the teaching profession with effect from 1 January 1984 is included in the final figure for the improvement of the conditions of service; if so, (a) what is the anticipated total cost of these increases in respect of the current financial year, (b) what ranks of the teaching profession will receive these backdated increases and (c) when will payment of these increases be made; if not, (i)(aa)



# Sexual abuse outcry

THE Foastu-affiliated Metal and Allied Workers' Union is considering legal action against an Isithebe metal factory, Kempar in KwaZulu, following a strike over sexual harassment and wages.

A union spokesman told The SOWETAN yesterday that workers had approached management following reports from women that an induna was forcing them to have sex with them.

However Kempar's manager told Mawu shop stewards that he was not prepared to fire the induna. Management also told workers that if they were not happy they were free to leave.

A shop steward was subsequently dismissed following numerous issues at the company which sparked off a strike.

After attempts by Mawu to resolve the issue, workers at seven Isithebe factories downed tools in sympathy. However the strike failed to break ground and workers were eventually forced to return to work, while Kempar workers were dismissed.

The spokesperson said that sexual harassment and other malpractices were rife in decentralised areas, like Isithebe. Mawu was having problems in fighting the practices because workers in "homelands" were not covered by South Africa's labour laws.

Sowetan 6/7/84 355A



ROM 3/7/84

# New deal for ~~355A~~ mothers

By PHILLIP VAN NIEKERK

THE Chemical Workers Industrial Union (CWIU) has negotiated a wage agreement with a Pinetown company, NCS Plastics, which includes provisions for paid maternity leave which are the first of their kind in the country.

And setting a further precedent, the agreement also includes provision for two days paternity leave.

According to a statement released by the CWIU yesterday the increases, which are to apply from July to September, range from 12,8% to 15,9% and include a guaranteed year-end bonus of one months pay.

The company has also agreed to pay 33% of normal wages for three months obligatory maternity leave with a further three months optional unpaid leave.

There is also to be paid time off to attend post-natal clinics and mothers are "guaranteed job security without any loss of benefit or good standing".

In its statement yesterday, the CWIU said this was the first time maternity leave had been negotiated with NCS plastics.

The union believed an "important start" had been made towards providing for proper child care for workers children and signalled a move away from discrimination against women in the workplace.



# simmers at Penge mine



● Pictures by Juda Ngwenya.

## R2,50 for a 10-hour shift, says woman mineworker

By Sol Makgabutlane

Miss Joyce Malatji, a 39-year-old mother of seven, works hard for her money.

She is employed at the Penge asbestos mine, near Burgersfort in Lebowa, and is trucked to and from work daily to earn her living.

She gets R2,50 a shift, which she says stretches an average of 10 hours.

Her job involves keeping a watch on a belt that conveys asbestos from underground to the surface.

She has to remove all waste matter from the asbestos.

She told The Star she had to stand on an unprotected surface about 8 m high and 2 m wide.

"We must remain on our feet all the time ... and if you lose your balance you may fall to the ground."

"There is no lunch hour. When we want to eat, we have to use one hand while the other hand is sorting out the unwanted material from the asbestos."

### NO PROTECTION

When she and about 60 other women from the neighbouring villagers joined the mine, she said, it had been emphasised to them that asbestos was dangerous and should not be consumed.

"But we were not given anything to protect us from this dangerous thing. One day I forgot to wipe it off my hands and touched an eye."

"It became red and very painful and I was taken to hospital where I received treatment," she said, pointing to her eye which still has a red mark.

Miss Malatji has to feed, educate and clothe her seven children from the plus-minus R60 paypacket she takes home at the end of the month. Often she has to borrow money from relatives and friends, she said.

Her wages were increased by 30 cents on July 1.

She said: "The mine authorities should pay us for working at such a dangerous place because we are risking our health, and possibly our lives."

She said her work shifts are: 2 am to 12 noon; 10 am to 8 pm; and 8 pm to 5.30 am.

## s dismissed without pensions

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was extremely difficult for them to find work and they have to spend their time lounging in the sun with nothing else to do.

Four workers interviewed were Mr John Lesese (74), Mr Staple Masemola (51), Mr Aaron Machoshi (34) and Mr Frans Matseba (44), all of whom were laid off after contracting "gas", as the dreaded diseases are called by the mineworkers.

Mr Matseba, married with four children, joined the mine in January 1959 as a laboratory technician — a job he did until September last year. "Then I was told I had caught gas".

He complained that workers exposed to asbestos particles were not provided with protective respiratory gear until the early 70s, and suspects his illness was accumulated in the period preceding the introduction of protective gear. He was given R1 491 and discharged.

"Having served the mine for 24 years, I

was not pleased with the compensation I got. But there is nothing I can do about it. This amount will not last me for the rest of my life and it is almost impossible to get a new job because no employers want to hire a sick man."

Another former Penge employee who related a tale of anger and trepidation was underground foreman Mr Aaron Machoshi. A father of three, he joined Penge in 1969.

"On December 10 1983 I was told I would have to leave because I had 'gas'. I was not given any compensation for long service, nor my pension funds. I was just given R1 491 and told to leave."

He is not convinced he has contracted a lung disease — "I do not feel anything in my lungs" — and suspects this was a plan to retrench him.

"We did get an X-ray check-up every six months," he said.

## oyal service

"In 1979, after a series of years, I was told I was dismissed and would have to go and find work elsewhere. I protested I had no income and would be lost my job, but they told me to worry as I would receive my salary month from the mine."

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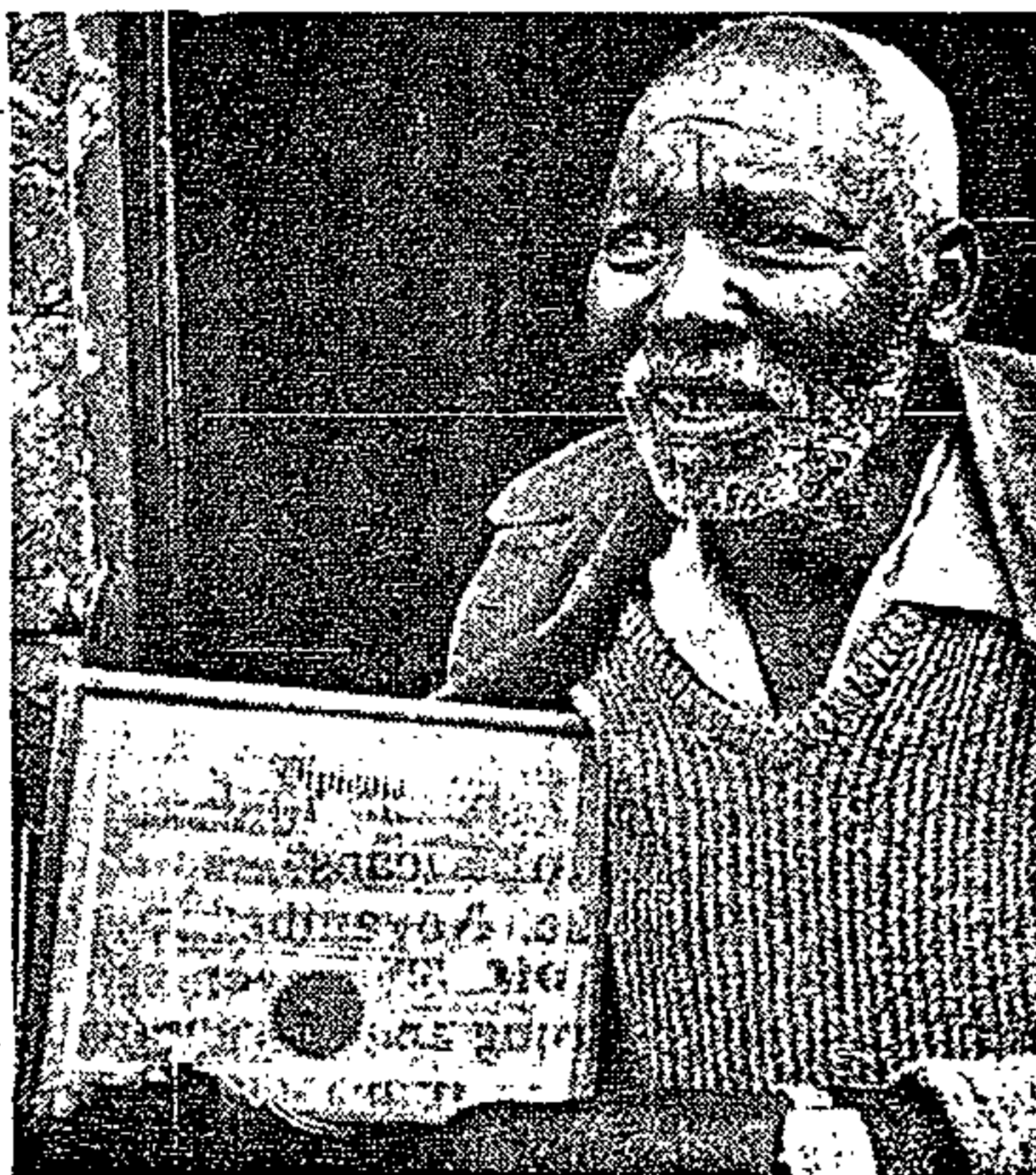
lects from the Lebowa Commissioner's Office every three months.

"Apart from this, I am totally destitute. Of my six children, three are at school, one is working and two are unemployed. It is bad."

Mr Jim Makofane (90), who worked at the Penge mine from 1945 until he was laid off in 1978, said he had received R25 a month for four months and then had been told there was no more.

"I am only awaiting death as there seems to be nothing left for me in this world."

These are but two of the people of Lebowa who are struggling to fight off hunger.



Mr Jim Makofane with his diploma and watch from Penge mine.



## Owners refuse to comment because of court hearing

Prompted by reports that black women were working long hours for low pay at the Penge asbestos mine, The Star sent a team to the mine to investigate.

The reporter and photographer found that the miners were on strike.

They interviewed several miners, officials and former miners about labour practices at the mine.

Asked to comment on the allegations of the people interviewed by The Star, the Griqualand Exploration and Finance Company (Gefco) declined, saying this could be construed as being in contempt of court because of a pending hearing involving the eviction of striking miners.

Gefco owns Penge asbestos mine.

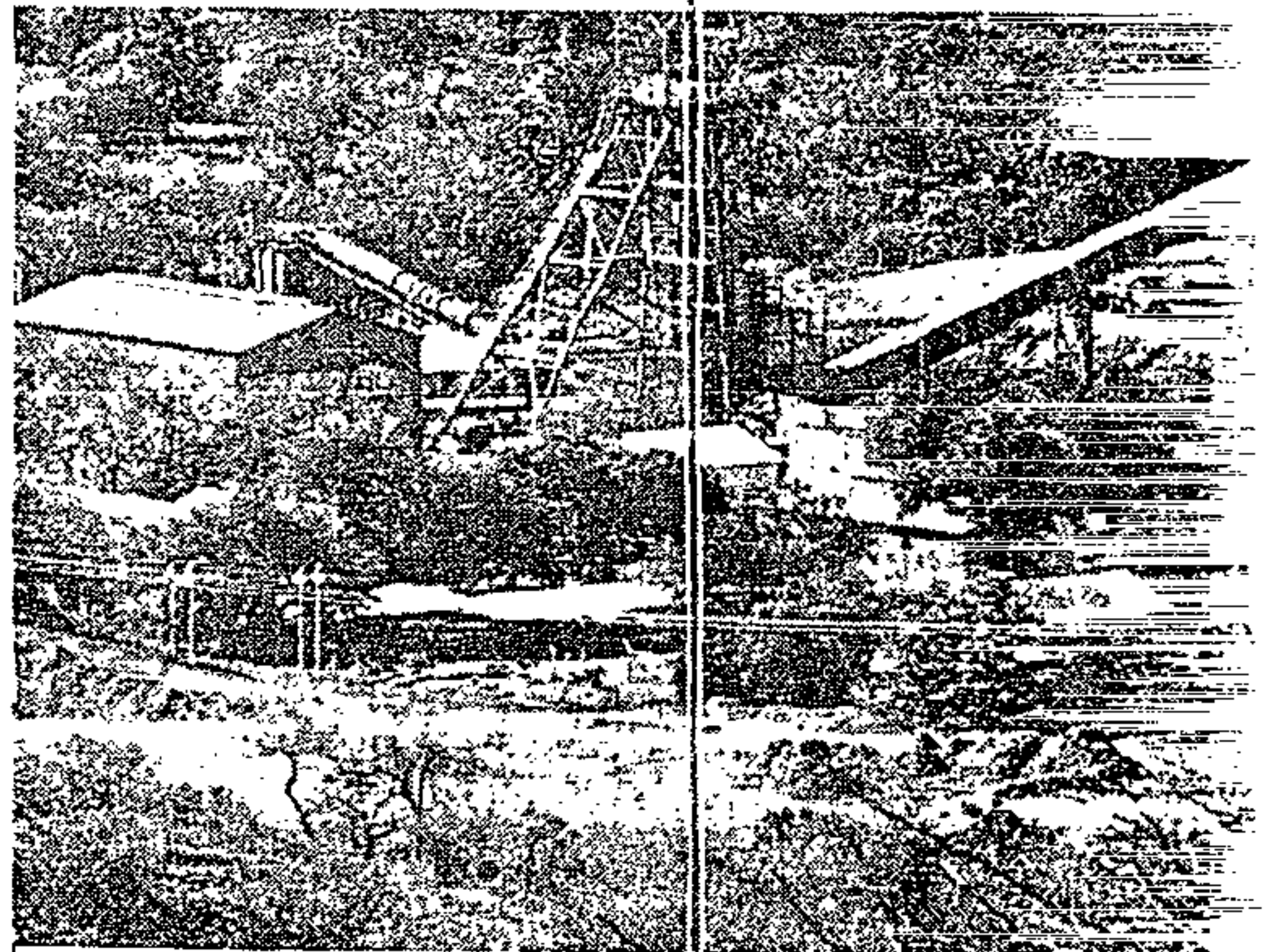
Mr Vernon Carr, Gefco's manpower manager, said: "Our hands are tied because of the court case."

Penge mine is applying for a court eviction order to enable it to get 1 700 striking workers off the mine grounds where they have been assembling since they downed tools on July 4.

The hearing is scheduled for next Tuesday in the Pretoria Supreme Court.

The case is not seen as related to The Star's investigation which concerns other issues and which began long before any strike action.

# Discontent



Penge Mine near Burgersfort in the north-eastern Transvaal

## Workers

By Sol Makgabutlane

Rumbles of dissatisfaction are in the villages of Praktiseer, Segou Moraba, Mmabotjha and Mankweng situated in the north-eastern Transvaal, close to the borders of Lebowa.

It is here that people who worked at the Penge mine for many years have been discharged after contracting lung disease. Many such workers, some who had 25 years service on the mine, were discharged after being certified as having contracted asbestosis — all related to the asbestos or mine dust.

Mineworkers interviewed said they were given compensation up to R1 790 (tax-free); then dismissed without pension money or unemployment benefits.

(Once unemployed, the worker



Mr Staple Masemola, with his two sons. He was discharged after contracting a lung disease.

## Small comfort after 1c

Their faces crease with bitterness as they tell their tales of woe.

They are the veterans who spent their working lives deep in the bowels of the earth at the Penge asbestos mine in the north-eastern Transvaal town of Burgersfort.

Some had served the mine from the post-World War 2 era until a few years ago when they were told they were too old to work.

When they were laid off they were told their salaries would still be paid out to them because they had served the company for so many years. The money came for a few months — then they were told it was finished.

Such are the vexed tales that abound in the Lebowa villages surrounding Penge.

One of the former mineworkers interviewed was Mr Mack Mashego, an old man who still has a quibble and sprightly step.

He was in the Lydenburg district and witnessed both world wars, "as well as the great disease when thousands of people perished".

Disillusioned with his job, he joined Penge in 1949 to seek greener pastures. He was employed to drive a truck-loader — a job he did until he was pensioned off in 1971. In 1974 he was presented with a watch and a diploma certificate for 25 years service.

He said: "In place of 29 years of service I was too old to retire. I professed to suffer if I lost my job. I told me not to continue to work for R140 a month. I agreed."

He collected the first month's R20 in the pension. He told "that's all" and was subsequently given R80 then told it was finished. His compensation was of his right leg amputation.

His only source of income at the moment is



Mr Mack Mashego with his two mementoes from Penge mine.



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CITY PRESS, July 22nd, 1984

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# Child slavery racket in SA

## Kids lured to cities — study

STARTLING information on child slavery has been uncovered by the Workers' and Employers Project and the SA Domestic Workers' Association in a major investigation involving hundreds of black girls — some of them only 10 years old.

The racket involves dozens of young girls who have been lured to cities with the promise of good wages and living conditions.

The bubble bursts when they reach their employers, according to Sadwa, who said they had found victims "trap-

### CP Correspondent

ped" in miserable conditions.

The probe started a few weeks ago when Sadwa's Durban office was approached for help by one of the young victims, who spoke of what she called the "horrors of being a domestic worker in South Africa".

Johannesburg branch chairman Margaret Nhlapho said the racket was "shocking and disgusting", and involved African, Indian and coloured children.

She said she had visited

more than 50 families in Soweto alone, where children were "terribly abused mentally and physically by people of their own nationality".

Ms Nhlapho told City Press she had found a similar situation in Pietersburg and Germiston.

She said it was no use branding whites as the main exploiters, as some African people had been found to be cruel and brutal abusers.

Community worker Mary Mkhwanazi, Sadwa's Natal organiser, said the racket was "one of the cruellest things done by African employers to

their workers".

"Child slavery is evil and brutal. It is proof of how thousands of domestic workers are being exploited," Ms Mkhwanazi said.

Sadwa officials said their investigation was aimed at putting an end to the practice, and they promised not to rest until the people responsible had been brought to book.

Ms Mkhwanazi said the network of illegal "employment bureaux" existed all over the country, but were most active in Bloemfontein, Kimberley, Durban and Johannesburg.



# Raids on domestics 'affect 300'

By EBRAHIM MOOSA

MORE THAN 300 domestic workers have been affected by midnight police raids on six blocks of flats in the Sea Point area during the past week, Miss Maggie Oewies, chairwoman of the Domestic Workers Association (DWA), said last night.

Speaking at a meeting in the Green Point Art Centre, Miss Oewies said: "Employers are not responsible in their duties towards their domestic workers in terms of the Key Law."

Police kicked the doors open and plainclothes police did not show any identification, she said. If workers were not in their quarters, police forced their way in to search the rooms.

## 'Cool attitude'

"It is the employers' responsibility to accompany the police to their servants' quarters whatever hour of the night. We also protest against giving the key to a manager or caretaker to accompany police. In terms of the law the employer is to accompany police. Employers did not protest against the law when it was introduced in 1982."

Employers had a "cool attitude" towards workers who complained of police harassment at night, Miss Oewies said. To comfort workers, employers usually said "they (the police) have always done it".

One domestic worker, Miss Susan Zal, said she was beaten twice by

police during the past few weeks.

"They (police) said there was someone in my room and kicked the doors open. They searched the room and found nothing," she said. Police then said that a man sleeping in the yard was her visitor. She denied this and an altercation between her and the police followed. She was taken to the police station and later released.

Miss Doreen Jacobs, a domestic servant, asked from the floor why workers could not have even family to visit and stay at weekends when most workers were from out of town.

Miss Oewies said Sea Point had 10 000 domestic workers but there were no recreation facilities nor any social life for them. Living conditions for workers in most cases were damp and without hot water or electricity after 10pm.

Captain Gerhard van Rooyen, police liaison officer for the Western Province, last night said he was aware that, in the past week, members of the Sea Point police had acted on two bona fide complaints of illegal occupants in domestic servants' quarters. He also confirmed that other investigations had been initiated after complaints had been received from the public.

He said he was aware that detectives had at times forced entry to make arrests on occasions when occupants had refused to open the doors.



# Children without care while their parents at work

By GERDA KENYON

LIKE other children of her age, cared for by parents, nursery schools or creches, three-year-old Busiwe Japhtha has to fend for herself all day while her mother is at work.

Busiwe lives in Veeplaas — Port Elizabeth's main shack area where three creches have waiting lists of more than 100 children.

Her mother, Miss Phliswa Japhtha, has no option but to leave her at home to play with the neighbours' children, whose mothers also work.

The recent Carnegie Conference on poverty in southern Africa revealed that black working women were leaving pre-school children alone at home because of the chronic lack of child-care facilities in black areas.

The authors of a paper: *Child care and the working mother*, by Dr Jackie Kock, Miss Erica Emdon and Miss Barbara Klugman, found these

women suffered under the double workload of woman and worker.

They concluded that a wide variety of changes were necessary to relieve the tension experienced by working mothers — the most obvious of which is the need for quality day-care.

Mother of two, Miss Japhtha has to leave home early in the morning to take her six-month-old son to a friend who looks after him before she starts work as a petrol attendant at a Kwazakele garage.

"I am scared to leave Busiwe alone but there is no-one else to look after her so what can I do?" Miss Japhtha said.

"Most of the children are alone because the mothers work.

"We leave them food so they can eat when they are hungry and keep all dangerous and poisonous things like matches and paraffin out of their reach," she said.

"They seem quite happy

but make a terrible mess for us to clean up when we come home," Miss Japhtha said.

Mr C J Stadler, responsible for the only creches in the shack area run by the YMCA, said he had heard of cases where parents both leave for work early in the morning and lock the children inside their shack with bread and milk so they can feed themselves.

"The great tragedy is that these children get injured and pick up diseases because the cleanliness in these areas leaves much to be desired," he said.

The YMCA run three creches:

● One in a neighbouring area, Zwide, which never has a waiting list of less than 100 children.

● Another established in a site office in the shack area which has 70 children and another 40 on the waiting list.

● And another, a shack built by the YMCA staff in a desperate attempt to im-

prove the situation, which has 65 children on a waiting list.

Mr Stadler said if waiting lists were encouraged there would be a lot more children with their names down.

Mr Stadler said primary school teachers had a difficult task when these children reached school because they had no idea of concepts like colours and numbers.

"In some cases ex-creche children help teach the less fortunate children because the primary school classes sometimes have more than 40 children," he said.

"These children also pick up all sorts of diseases like ringworm and threadworm, which are rampant in the area."

Mr Stadler said R100 000 was needed to create a creche which fulfilled the legislated requirements of one toilet for every 15 children and two square metres floor-space for every child.



Above: Veeplaas children who have to fend for themselves (from the left) NOTSHAMA NDAMIWE, 12, MABUTHI BULELWA MARCUS, 6, and three-year-old BUSIWE JAPHTHA as she waits for her mother to get



# Police violate Key Law, say domestics

Staff Reporter

IN RESPONSE to the police raids on domestic workers in Sea Point, the Domestic Workers' Association is to embark on a campaign informing employers about the Key Law — which the DWA believe is being violated by the police.

According to DWA chairwoman Miss Maggie Oewies, more than 300 raids in the early hours of the morning have been carried out by the police in the past week.

In terms of the Key Law — introduced in 1982 — employers of domestic workers must be in possession of a key to their servants' quarters and must accompany the police when they visit their employees' rooms, Miss Oewies said.

During the current raids, police had gone straight to servants' quarters and demanded entry, and on many occasions had kicked doors down. Plainclothes police had not shown identification, she

claimed.

"I would like to see the police going to the employers at 4am and waking them up to accompany them on a raid," Miss Oewies said.

Employers had a "cool attitude" towards workers who complained of police harassment at night. To appease workers, they usually said the police had always carried out raids on domestics, she said.

"Because employers are not objecting to the raids, we believe the Key Law is being violated, and we intend drafting a letter to employers informing them of our complaints and their rights and duties."

Miss Oewies went on to point out that employers, living in the "lap of Sea Point luxury", had little or no idea of the living conditions of their domestic servants — or any idea of the responsibilities of their work.

"We are running their homes for them and looking after their children, and yet they do not know that some workers have to wash using cold water and a bucket, or that in some flats there are about 16 to 18 women sharing washing facilities."

● According to a police spokesman this week, members of the Sea Point police had acted on two bona fide complaints of illegal occupants in domestic quarters.

Other investigations had been initiated after complaints from the public, and detectives had at times forced entry to make arrests on occasions when occupants had refused to open doors, the spokesman said.



# They freeze to the news

**By MUNTU TWALA**

PASS laws, unemployment, high tax and inflation have brought tears, strife and hardship to many women who are not entitled to live in urban areas. Black women have taken up jobs which were previously done by their children who played truant from school.

In Soweto today when you think of buying a newspaper, sorrow fills your heart. The reason is you actually feel bad having to buy a paper from a woman who is freezing.

These women are collected from their homes in the early hours of the morning and almost freeze-up selling papers on the street corners.

## **Misery**

Some of them don't even have coats and knee-length boots as other women do. They have to wear blankets to keep warm.

Apart from the cold there are other tragic features that make life a misery for these women. The hazards of the job are that should they run short in accounting for the money, it is taken from their pay at the end of the month, or week.

But they have to persevere, or face starvation. Some of them are widows and others have nothing to turn to because they do not "qualify" to live and work in Johannesburg.

They are paid weekly salaries ranging from



**VENDORS:** Mrs Maria Nchayi and Ms Zoleka Monde use blankets to keep themselves warm and able to stand the deadly cold.



# bring you

Sowetan

30/7/84

3557



**NEWSPAPER SELLERS:** Wearing blankets to keep warm from the biting early morning wind.

R25 to R45 and this money is taxed.

Out of this pittance they have to live. They need to educate families, pay rent, buy clothing and often pay exorbitant lodgers' fees. Most of them do not qualify to own houses because they do not have the necessary urban rights.

Mrs Maria Nchayi from Lesotho said the vans usually picked

them up at 3 in the morning. They are then taken to their selling posts. They work until around noon when they have sold all the papers.

## **Children.**

Her two children are in Lesotho. She once worked as a domestic servant for a year and was forced to leave for fear of police raids. She lived in fear of arrest as

she did not have the necessary documents.

Mrs Khasela Mdluli, a mother of two, comes from the Transkei. Her husband works in the mines. She said she did not get time off from her work. There was no point in complaining because they desperately needed the jobs. She was thankful that she could make a living this way but would be happy to get a better job.



Room 9/17/84

# Employee victory on maternity rights

AN AGREEMENT signed between the Chemical Workers' Industrial Union (CWIU) and a Pinetown company, NCS Plastics, last week comes as a significant worker victory in the increasingly important field of maternity rights.

While most emerging unions are restricted at this stage to demanding unpaid maternity leave, which amounts to the right to return to work, the NCS deal is the first time a union has won the right to paid maternity leave.

The company has agreed to pay 33% of normal wages for three months obligatory maternity leave with a further three months optional unpaid leave.

There is to be paid time off to attend post-natal clinics and mothers are to be guaranteed job security without any loss of benefit or good standing.

This, though it sounds quite sane and reasonable, is a right virtually unheard of in SA industry.

The plight of working mothers — the lack of legal protection and the hostility of many employers towards providing for their needs — was highlighted in a paper recently published by researchers at the University of the Witwatersrand.

They concluded that only trade union pressure on employers could start to change the vulnerable situation of mothers who often do the most unskilled, low-paid, labour-intensive jobs.

The NCS agreement also includes an unusual precedent in that fathers have been granted two days paternity leave.

□ □ □

THE National Union of Furniture and Allied Workers (Nufaw) has been defeated in its attempt to prevent a Fosatu affiliate, the Paper, Wood and Allied Workers' Union (PWAU), recruiting members in the furniture industry.

In so doing it has further weakened the closed shop in the industry which — despite protests from established unions that it is a hard-won right serving the interests of workers — is seen as a means of preventing workers joining the unions of their own choice.

The attempt by Nufaw (which has a nationwide closed shop in the industry compelling every worker to belong to it) to block the PWAU is a good example of this.

Nufaw asked the Rand Supreme Court to stop the PWAU recruiting workers in the furniture industry after a dispute at a Brits factory, Pat Carrick, in which workers wanted to resign from Nufaw and join the PWAU.

The Rand Supreme Court handed down a judgment last week in which Nufaw's case was defeated

tion, particularly among coalminers, and there could be more spontaneous industrial unrest this month.

While the National Union of Mineworkers (NUM) has members at all four mines hit so far and is in dispute with the Chamber of Mines over the increases, they have not called for a strike and in fact don't want their members out at this stage.

According to Mr Cyril Ramaphosa, general secretary of the NUM, they want to go through all the legal channels first and are determined to opt for a legal strike if no settlement is reached.

This means the labour situation on the mines looks set to be interesting for some time to come.



**Doro Cockerell**



The securing of better maternity benefits for its members by a South African trade union, has highlighted the inadequacy of existing provisions for working women here.

The Chemical Workers Industrial Union recently negotiated three months' partly-paid maternity leave for its women members and two days maternity leave for men at a Maritzburg factory.

This appears to be the first time South African employers have agreed to give men leave when their wives give birth and the first time they will guarantee paid maternity leave.

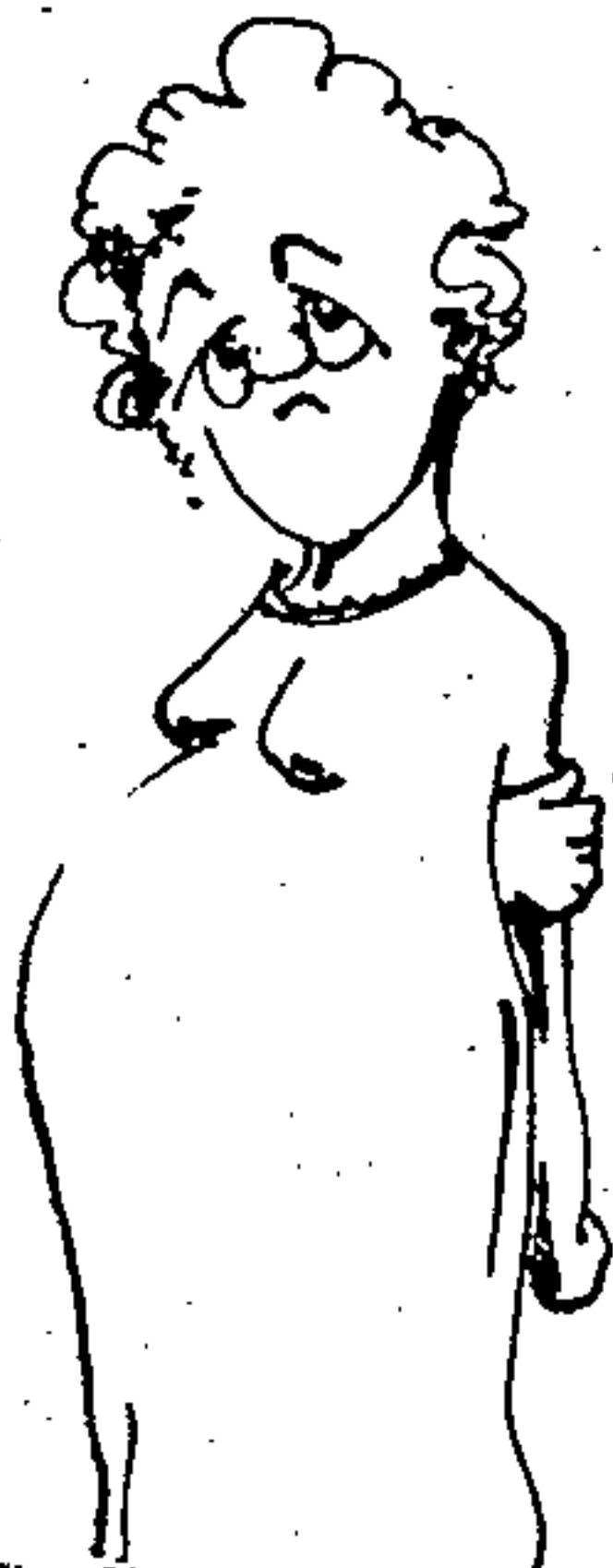
In fact, many South African women face dismissal when they fall pregnant.

The law prevents pregnant women from working from four weeks before the expected day of birth until eight weeks afterwards, but it does not protect them from losing their jobs.

Nothing prevents an employer from dismissing a pregnant woman, or failing to provide for her while she is absent.

Spokesmen from Transvaal trade unions for garment workers say they have so far negotiated few maternity benefits. But in some cases they have secured guarantees that jobs will be kept open for women for certain periods of time.

# What about maternity leave?



The National Union of Wine, Spirit and Allied Workers has a clause in its agreement with employers which allows women four months maternity leave and guarantees them jobs on their return.

At least one large Transvaal company dismisses pregnant women when they leave the mandatory four weeks before the birth date.

Most companies grant

Maternity benefits in South Africa compare unfavourably with those of many European countries. In South Africa a woman can be dismissed when she falls pregnant. Recently the progressive Chemical Workers Industrial Union negotiated three months partly paid maternity leave. Report by KATE MCKINNELL.

unpaid leave varying in length from three to 12 months.

This leave is automatic in Barclays National Bank and Premier Milling, but others such as Anglo American, Pick 'n Pay, AECI and OK Bazaars require that women must have worked certain periods ranging from six months to two years to qualify for unpaid maternity leave.

The only source of income some working women have when their children are born is a maternity grant from the Unemployment Insurance Fund (UIF).

To claim from UIF the woman must have worked for at least 18 weeks in the year before the expected birth. The UIF then pays her 45 per cent of her previous sala-

ry for a total of 26 weeks.

But to qualify for the full term of payment she must have been contributing to the UIF for at least three years. For each six weeks she has contributed the UIF aids her for one week.

When a woman earns over R1 500 a month she stops contributing to UIF. But as long as she has at some stage contributed to the UIF she will receive benefits.

Another problem women may encounter when they are granted unpaid leave is that their

pension fund contributions may lapse, causing their final retirement benefit to be less.

A point of interest was the observation by most personnel managers that women never asked about maternity benefits available to them when they applied for jobs or during induction.

As one personnel manager admitted, this illustrates the general attitude in South African companies that maternity leave is by no means a woman's right. In fact employers may reject her application because she implies she hopes to fall pregnant in the future.

Mrs Velia Kirkpatrick, chairman of the Transvaal Region of the Manpower and Management Foundation says: "The economy demands that women work, yet we are still expected to have families. It should be a working woman's right to be maintained during her pregnancy and birth and to have her job kept open for her," she says adamantly.

See World section, page 8 for maternity benefits in Europe.

## Dial Share for help

The telephone number for "Share", a group newly established in Johannesburg to assist women who have suffered traumatic miscarriages, was wrongly printed in yesterday's paper. The correct number is: (011) 786-6619. An alternative number is: (011) 786-9401.



By STEVEN FRIEDMAN  
Labour Correspondent

FOSATU'S Sweet, Food and Allied Workers' Union and the Kellogg company have signed a maternity leave agreement for women workers at the company's Springs plant.

The union yesterday described the move as a milestone agreement.

A union statement yesterday said the agreement was the third it had negotiated with Transvaal employers this year.

Maternity leave has become an issue of growing importance in Fosatu unions, who have been pressing for maternity agreements with employers who recognise them.

The terms of the Kellogg agreement do not go as far as those recently negotiated between Fosatu's Chemical Workers' Industrial Union and the Pinetown firm, NCS Plastics — which will provide women on maternity leave with one third of their salary — but the union sees it as a key advance for Kellogg workers.

A company spokesman yesterday confirmed the terms of the agreement.

The union's statement said the agreement had been negotiated between its Kellogg shop stewards committee and the company and would come into effect on August 1.

According to the statement, the terms of the agreement are:

- Women with 12 months

## Maternity leave for sweet workers

service would be retained on the company's books for a period of twelve months after stopping work, provided they "indicate in writing (their) desire to return to work".

- Women taking maternity leave would receive a "lump sum" payment equal to four weeks' pay.

- They will also continue to enjoy medical aid and pension benefits while on maternity leave.

In the statement, Fosatu's president, Mr Chris Dlamini, who is also chairman of Kellogg's shop steward negotiating committee, expressed appreciation to Kellogg management for "their progressive thinking on this issue".

A company spokesman confirmed the agreement and noted that black workers at Kellogg did not have to contribute to the company's medical aid fund.

This meant, he said, that women on maternity leave would be able to enjoy medical aid benefits without contributing to a fund.



# Maternity benefits deal for another Fosatu union

355A  
Star  
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By Carolyn Dempster,  
Labour Reporter

Another maternity agreement has been negotiated by an affiliate of the Federation of South African Trade Unions (Fosatu).

This week the Sweet Food and Allied Workers' Union (SFAWU) concluded a maternity package for its female members at the Kellogg Company's Springs plant.

## RETAINED

In terms of the agreement, which comes into effect on August 1;

- Female employees who have completed a year's service will be retained on the company books for an additional 12 months provided they indicate their intention to return to work.
- Women taking maternity leave will receive a lump sum payment equivalent to a month's wages and will continue

to get medical aid and pension benefits.

Mr Chris Dlamini, president of SFAWU, which is an affiliate of Fosatu, and chairman of the shop steward negotiating committee, expressed appreciation to the management of Kellogg for their "progressive thinking" on the issue of maternity leave.

## IMPORTANCE

The agreement is the third such agreement signed by a Fosatu union within the past three months — an indication of the increasing importance the unions are beginning to place on maternity benefits.

To date the the most beneficial of the maternity benefits agreements signed by a Fosatu union has been the agreement between the Chemical Workers' Industrial Union and NCS Plastics of Pinetown.

Armed with



## 'Protect pregnant workers'

Mail Correspondent

CAPE TOWN. — A recommendation that pregnant working women should be protected against discrimination in the same way as national servicemen are protected by the Defence Act has been made in the National Council of Women publication, NCW News.

The report, by Joan Laubscher, national adviser on women and employment, says child-bearing should be regarded as a social cost rather than an economic cost.

The report says: "In terms of Section 4 of the Defence Act it is an offence to dismiss an employee carrying out any service under the Act or to penalise him for having enrolled. A similar provision for pregnancy could assure that women who wished only to break their service for a short time, would keep their jobs, their seniority and long-term fringe benefits."

The report notes that this recommendation was favourably considered by the Wiehahn Commission but that the Government rejected these recommendations, "taking the view that employer organisations and trade unions, in active co-operation should take the initiative in developing fair employment practices."

"It is clear that the State did not appreciate that there is a difference between the perception of the women worker's biological role as an economic cost as opposed to a social cost."

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By Susan Fleming

Most medical aid schemes pay maternity benefits to single women and to married women whose husbands do not belong to their (the women's) medical aids.

This emerged during a random survey of eight medical aid schemes in which only one stipulated that married women whose husbands did not belong to their (the women's) own schemes could not claim.

The survey was prompted by a statement issued by the director of the Women's Bureau, Mrs Margaret Lessing, who urged women joining medical aid schemes to ensure they made provision for maternity benefits.

#### COMPLAINTS

Mrs Lessing said the bureau had received complaints from unmarried women and married women whose husbands did not belong to their (the women's) schemes, that medical aid was not paid for maternity benefits.

The chairman of the Representative Association of Medical Schemes, Mr John Ernstzen, said last week that most medical aid schemes provided for single women and married women whose husbands

were not members of their (the women's) own schemes.

"If the scheme does not cover maternity benefits then this should be clearly stated in the medical aid scheme brochure.

"It is an ethical rule that brochures should not be misleading — if they are then it should be brought to the attention of my association," Mr Ernstzen said.

The Sanmed Medical Aid Company provides for unmarried women but not for married women whose husbands were not registered

on their (the women's) schemes.

The general manager of Sanmed, Mr Jan Fernhout, said this stipulation was clearly set out in the company's brochure.

A representative from Boart Medical Aid Society said all women were covered for maternity costs on their scheme.

"Any member is covered — even the unmarried pregnant daughter of a man who is a member," she said.

Some medical aid companies, such as the Cape

# Medical aids usually pay maternity benefits

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Spur

Medical Plan and Compcare Medical Aid stipulate, that a woman must have been a member of the scheme for at least nine months before she can claim maternity benefits.

The claims supervisor of Compcare, Mrs Marilyn Leeder, said: "We pay the Government Gazette rate which is R56 a day. This pays for the woman's hospital bed. We do not pay nursery fees or for the use of a television or telephone."

She added that her company paid for most of the drugs used by the mother.

"We do not pay for extras such as nappies and plasters — these extras usually cost the mother about R40," Mrs Leeder said.

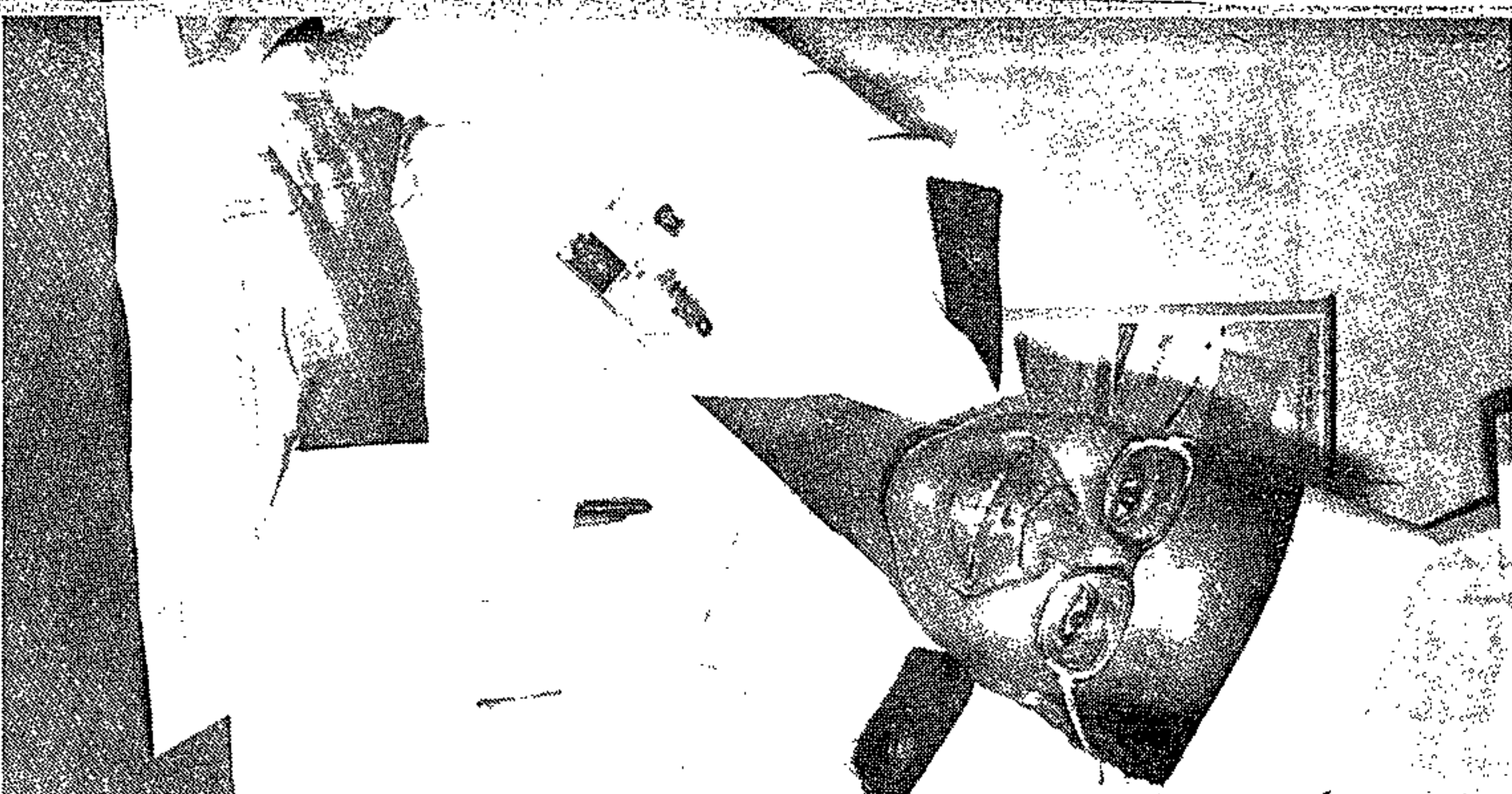
#### UNMARRIED

A representative for Medicaid said her company had only paid out maternity costs to unmarried woman and women whose husbands did not belong to their (the women's) scheme since 1982.

"Until 1982 we provided maternity benefits only if the wife was a dependent of the husband," a spokeswoman said.

"Now we cover all women whose husbands do not belong to the scheme."





Mrs NOIPO TSHIKI has been a nursing sister for the past 25 years and has encouraged six children to study at university.

By BESSIE BOWER

FEWER black women in the Eastern Cape are allowing themselves to be discouraged when it comes to realising their aspirations.

The emphasis is on education, whether it be elementary skills needed in domestic service or tertiary education which results in a profession.

Weekend Post asked some women about their individual aspirations and how far they have succeeded in achieving these goals.

One woman who can look back on years of making every cent count is middle-aged Mrs Noipo Tshiki, of New Brighton.

Single handed, she has successfully assisted four daughters through university and today they all have degrees.

All hold responsible jobs — a medical doctor, a personnel manager, a social worker and a teacher.

Her fifth daughter and her only son are still studying for degrees at the university of Fort Hare.

"After the death of my husband my most important goal was to encourage my children to study further. I believe that education is something that nobody can take away from them."

The realisation of her goal has not made her smug: "I have exercised my responsibility and my children's achievements will only hold good if they prove to be responsible people and use their education to serve the community."

## Black women in E Cape increasingly strive to realise their ambitions

Her long career in nursing also helped her to fulfill her own talents, says Mrs Tshiki.

"I have been able to help people and that is most important to me. When I am not at the hospital I serve on different committees, including a parent teachers association."

Urbanisation has influenced her thinking, says Mrs Tshiki, but the traditional values have never been forgotten. At home it is important to teach children cultural values but, "they have to feel free to accept or discard these values. Parents can only guide their children, they should never force their own aspirations on them."

Another woman who is making an all out effort to improve her education is Miss Vivian Frans, 27, of Kwazakele.

During the day she is a saleslady in a clothing shop. But at night she is hard at work studying for her matric through one of the correspondence colleges. "I want to be a nurse and I

would rather go without new clothes or other luxuries to attain that dream," she says.

But studying in her home, which she shares with her mother, seven brothers and sisters and her seven-year old daughter, is not always the quiet place a student would wish for.

"However," says Miss Frans, "if you are serious about your studies, you will make sure that you get down to work irrespective of the conditions."

"And at the back of your mind there is always the hope that your life will improve once you are educated."

"Also a better education gives you the chance of being more equipped to provide properly for your own children."

She said she wanted to follow a nursing career because she wanted to serve her community.

The sense of responsibility towards the family and the hope to give their children a better life was strongly emphasised, Week-

end Post discovered.

Domestic worker, Miss Evelyn Hombakazi of Zwile, who lived in a shack with her mother, brother, and her two children, said that she wanted to improve her education so that she could hold down a more responsible job which would bring in more money and security.

"I realise that I am limited in my choice of career because I was only able to continue school until standard one. But I don't want that to happen to my children and the only way I will manage to give them a better life is by improving myself."

Miss Hombakazi is saving to join the literacy classes for domestic workers, but her main aspiration is to keep her children at school for as long as possible for she believes education is the only way to escape poverty.

A woman who has taken it on her hands to lighten the load of the domestic worker is Mrs Pat Mquina, secretary of the Domestic Workers Association of South Africa (Dwasa).

Her own career was moulded out of circumstances, says Mrs Mquina. After matriculating, she trained as a teacher but later changed to nursing. After her marriage she settled down to raise her family but the day came when she realised she would have to be the breadwinner.

She became a saleslady, but with the formation of Dwasa a few years ago, she decided the time had come for her to play her role in helping to urbanise the domestic worker and black women who wanted to improve their lot.

"I realised that the time had come when many black women were breadwinners and because they were so far into the urbanisation process, there was no way back to their rural roots."

"Once a woman has been taken out of her traditional role there is no going back, she has to move forward in order to grow as a person and to fit into modern life."

As secretary of Dwasa, Mrs Mquina's daily schedule is filled with interviews with domestic workers, listening to their problems, liaising with employers, attending conferences and suggesting changes which will be beneficial to these women.

Through Dwasa, she feels that her own ambitions have largely been realised.

At home Mrs Mquina says she has her role as wife and mother. She feels that black culture must be emphasised in the home.



# Eastern Cape black women thirst for education

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By BESSIE BOUWER

FOR black women in the Eastern Cape, the clock can never be turned back.

Education has become one of their most important aspirations and they say they will move mountains if they must in order to take their place in the labour market and in modern society successfully.

According to university authorities, in the past year there has been a phenomenal increase in the number of women studying.

At Vista University in Port Elizabeth, enrolment figures for 1985 show that two out of every three students will be women.

The registrar, Mr B De Wet, said that last year's results show that the highest marks had been obtained by women.

One of the reasons for the high enrolment figure, and the success in studying, was that black women realised a good education was essential to future progress, he said.

The majority enrolled for teaching courses and many qualified teachers were also taking part-time subjects to improve these qualifications, he added.

The availability of bursaries encouraged women to further their education, he added.

Spokesmen from correspondence colleges in the Eastern Cape said that there had been a definite increase in the number of

women studying matriculation subjects.

It was not only young women who were taking the step, but also mature women in their 30s and 40s.

On a more elementary level, there was also an upsurge in the number of women taking part-time hobby courses, which ranged from literacy classes to first aid and cooking.

Mrs Mabel Cetu, a Kayamandi Town Councillor, and one of the leading figures in black community work, said that about three-quarters of black women living in urban communities realised the importance of education.

"A very important aspiration of a black woman is to be on a par with women of other nations and this can only be achieved through education," she said.

"By educating themselves they will be able to give their children a better chance in life.

"Many of the old tribal traditions where the man wielded all the power are falling away and men are beginning to see women as equals. This has encouraged women to greater heights where they can keep up with the men and in some cases even take the lead in community life."

She added that because the women could no longer take a back seat, and because more were asserting themselves in every field,

the future looked very bright.

"One day I hope to see a black 'Iron Lady' play as important a role in black affairs as Mrs Thatcher does in British Government," she said.

The secretary of Port Elizabeth's Domestic Workers Association (Dwasa), Mrs Pat Maqina, also emphasised the importance of continued education.

"Circumstances have changed and women have become breadwinners," she said. "This has made them realise that they have certain talents which must be used to the full. They have to move forward if they want to lead useful lives.

"The rate at which black women are moving today is incredibly fast, because they have to keep pace with the times."

However, a factor which undermined a black woman's ambition was the scarcity of jobs.

"It is so frustrating when you have skimped and saved and struggled to obtain a university degree, only to realise that there is no job open to you.

Influx control also undermined the wish to succeed, said Mrs Maqina.

"However, these circumstances often strengthen the woman's determination and I am often amazed at the incredible strength among black women in urban areas.

"In the case of black

women, the ability to succeed and to do something useful with their lives is always present, but they face the greater problem of culture, and the pressure of our job-reserved society."

Weekend Post spoke to several of these women to see how their aspirations are being fulfilled.

Mrs Maqina has for several years attempted to lighten the load of the domestic worker. She feels that every woman has been given a gift of certain skills and it is these that have to be strengthened.

Her own career was moulded out of circumstances. After matriculating, she started a teaching career which later changed to nursing. When she married she settled down to rearing her children and being a full-time mother.

But the day came when she was forced to become the breadwinner once more and she started work as a saleslady. When Dwasa was formed a few years ago she decided the time had come for her to play her role in helping to urbanise the domestic worker and to aid black women.

"I realised that the time had come when many black women were breadwinners and, because they were so far into the urbanisation process, there was no way back to their rural roots," she said.

"Once a woman has been taken out of her traditional role there is no going back.

She has to move forward in order to grow as a person and to fit into modern life.

"Black women have to use their skills and they have to learn to overcome circumstances which make it difficult for them to aspire to their full potential.

"I think all black women would like to see themselves on the same level as people of other races. Even if their home is a small standard house, it has to be neatly kept so that there is reason to live there."

But does the black culture affect the aspirations of black women? In a household where the man's decision is authoritative, how does the woman succeed? "Although this is cultural, it does not really deter the women from spelling out her own ambitions because she is in most cases also the breadwinner.

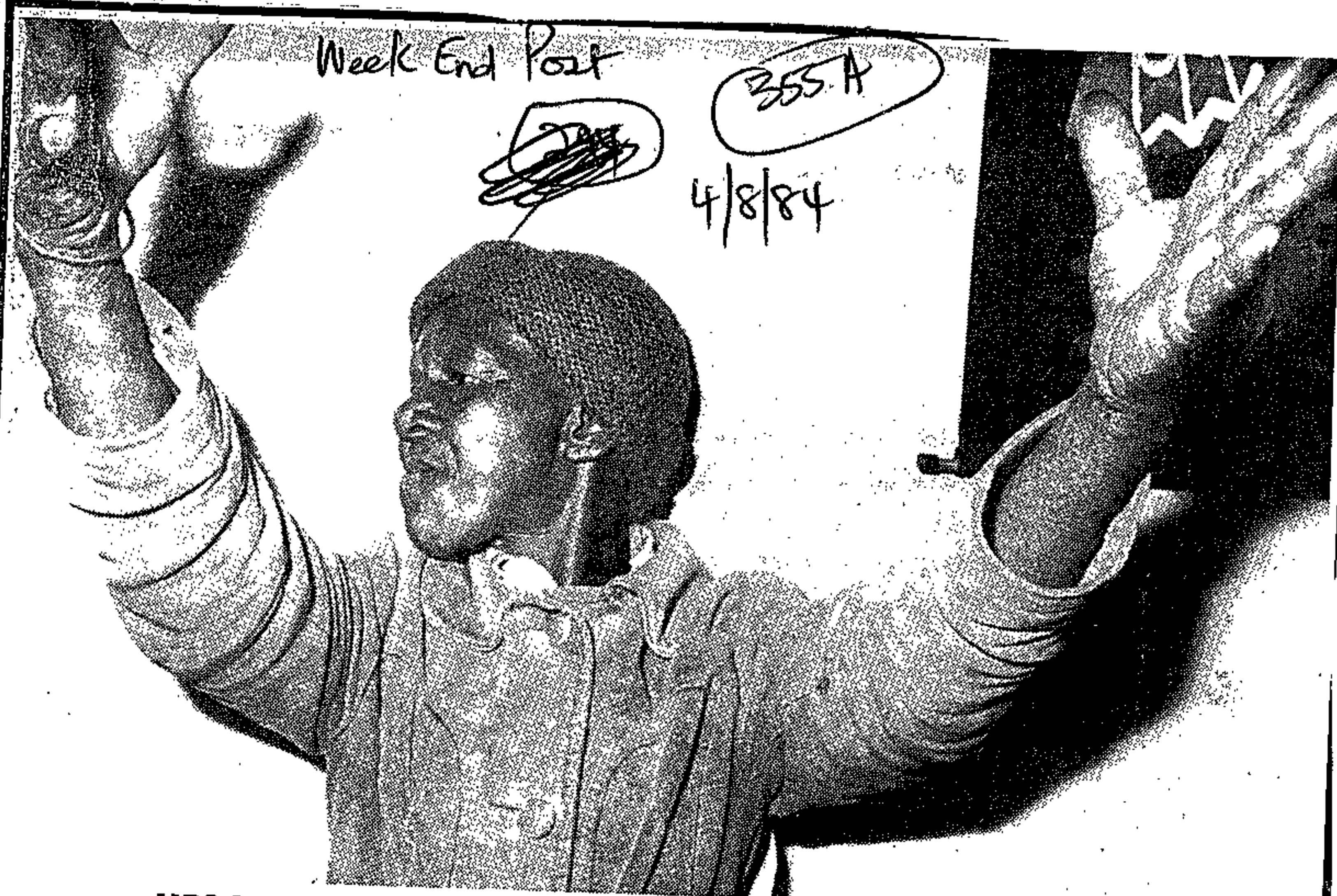
"Our way of living is based on our culture, and because we respect it it is important in our homes.

"Like the Jewish or Greek culture we, too, have our traditions and a black woman will do her best to bring her family up in the knowledge of this culture.

"For example, when we move to a new house, the woman has to let the ancestors know where the family is and certain ceremonies are carried out.

She feels that she is achieving her own ambitions by working for Dwasa.





MRS PAULINA DIDIZA ... she needed more money to buy a pair of shoes.

## Domestic worker says she was fired when she asked for a rise

Weekend Post Reporter

ACCORDING to her reference book, diminutive Mrs Paulina Didiza was employed from 1936 as a domestic worker by the same boss who, she says, sacked her recently after she asked for a rise from R27 a month.

The Domestic Workers Association has taken up her case and is seeking legal advice.

Mrs Didiza worked for Mr Ben Kemp in Newton Park. In her reference book he has recorded that she started working for him in 1936.

Mr Kemp said he could not remember the date. Mrs Didiza could not remember either, but it was "before the Hitler war".

She said she started working for Mr Kemp for £4 a month and this increased to R27. She worked six days a week and slept in, until recently, when she starting work-

ing two days a week for someone else.

Because she wanted to buy a pair of shoes, she asked Mr Kemp for more money and he told her she had better find another job. She was told to remove her things.

Mrs Kemp told Weekend Post she could not remember how long Mrs Didiza had worked at her home, and did not know what her husband was paying her.

Mr Kemp said he thought Mrs Didiza used to work for him before the Second World War, but he couldn't be sure.

Later he said she worked for him for 15 years full time and then 15 years part time. He declined to say what he was paying her.

He said: "She was drinking all the time and when she took the part time job she left early. I told her she had better look out for another job."



## WOMAN

# Fighting for survival

WHEN things are bad, and you have to make ends meet to keep going, one often finds that it is the job that chooses you, and not the other way round.

It is a luxury, today, to be able to do exactly as you please — to choose the job you

**BY LEAH MATLARE**

would prefer to do above all else. This is exactly the position the women who sew coal sacks for the coal merchants of Nancefield Station find themselves in.

They sit out there,

among the hub and bustle of a very busy coal loading and unloading business, mending torn sacks and sewing together what can be made into a sack. They work Mondays to Fridays, starting their day

at the coal-yards at about 8 am through to about 3 pm.

The SOWETAN Woman had a chat with two of the women who make a living here. The first thing the women said was:

"Nobody actually employed us here. We are finding it virtually impossible to get by on what we had at home — we have so little and at our age, with the way you young people are struggling to find jobs even though you are educated, we don't stand a chance in the open labour market."

Both Mrs Moboya Phakedi and Mrs Angeline Mofokeng moved into this business early in 1970, and have been sewing these coal bags every since.

## Merchants

"We simply came here and asked the coal merchants if they had anybody sewing their coal bags, and promptly offered to do so for them for a fee. The going rate at the moment is 15 cents per bag. Admittedly this is very little money, but we are now at least able to close one or two gaps at home with the money we

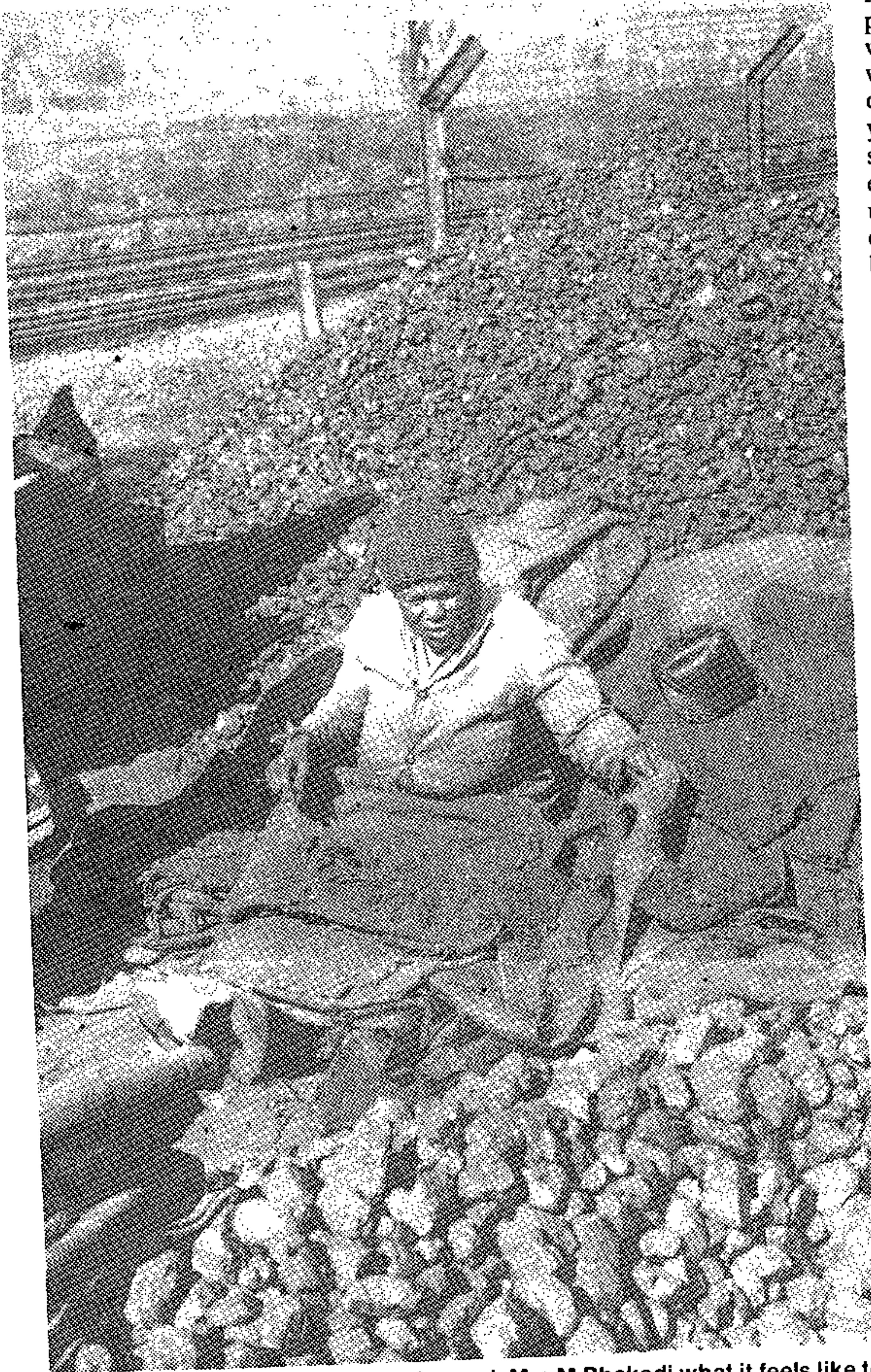
earn."

Mrs Phakedi has a family of eight to support — including her grandchildren — and Mrs Mofokeng a family of 11. Even with the adult members of their families working, however, these women say they still find it difficult to make ends meet because their children have their own individual needs and wants. It is not possible then to rely solely on them for support, so they have to find extra money somewhere, to be able to survive.

## Crippled

"We bring our little bit of 'papa' along with us when we come in the morning, and that is what we live on for the day," said Mrs Phakedi, who also has to support an eight-year-old son who was crippled in a car accident.

"One cannot simply give up, because if one does, who will look after the children, pay school fees, buy food? The amount of money we earn here might be regarded by some as negligible, but to us who have to struggle from day to day, it is the kind of money we simply cannot do without," she concluded.



If you think that it's tough at the top, ask Mrs M Phakedi what it feels like to have to work in a coal yard.

Pics VUSI MANYONI.



Mrs A Mofokeng, mending one of the sacks that will soon be filled with coal for delivery to the thousands of Sowetans who use it to heat their homes and cook their food.

Pics VUSI MANYONI.



Influx control noose has been tightening for 32 years

# Rigid laws that control black women in cities

355A ~~355B~~ Star 9/8/84

By Jo-Anne Collinge

It is 32 years since the pass laws became the lot of black women and signalled the closing of the gates of South Africa's cities on independent rural women seeking a share in the urban economy.

In a paper prepared for the recent Carnegie Poverty Conference, Johannesburg researcher Joanne Yawitch traced the tightening of the "noose" of influx regulations applying to women.

She illustrated how the legal right of women to live and work in urban areas "is defined in terms of and dependent on their relationship to men".

"This means that women who come from rural areas cannot leave or divorce their husbands. Should they do so, they run the risk of losing not only their accommodation but their right to be in an urban area altogether."

Women who are not fortunate enough to have a male relative with permanent urban rights are virtually confined to the homelands.

Though they can technically seek contract work through labour bureaux in the homelands, offers of contract work are all but non-existent.

Key events in bringing women under the influx control net were:

- The passing of the Native Laws Amendment Act outlawing any black person spending longer than 72 hours in an urban area without the now familiar "Section 10" qualifications — won by urban birth, long-term urban residence or relationship to another "qualifier".

## RESTRICTIONS

The simultaneous enactment of the Abolition of Passes (and Co-ordination of Documents) Act — a misleadingly named law which made it compulsory for all black people, including women, to carry passes.

Widespread anti-pass action led by the Congress Alliance and the Federation of South African Women served only to delay implementation of the laws till 1959.

- The restriction of rural women work-seekers to taking only contract jobs offered through the local labour bureaux.

"In practice, the rural labour bureaux did not recruit women to work in urban areas. This was because the reserve of female labour in the urban areas was for the most part seen to

## QUOTE

*"Women who come from rural areas cannot leave or divorce their husbands. Should they do so they run the risk of losing not only their accommodation but their right to be in an urban area."*

be large enough to serve the urban labour needs," said Miss Yawitch.

## EXCEPTIONS

She noted periodic exceptions. "When Sandton and Randburg were first declared municipalities during the 1970s there was not enough local labour to provide domestics to white families. So, at that time the recruitment of women from the Bantustans to work in these magisterial districts was allowed. In 1979 however this recruitment was stopped."

- The requirement that all women's service contracts be registered at the pass office meant that women who found jobs independently would have difficulty in making them official.

- The added requirement from 1964 that wives or unmarried daughters of men qualified to live in towns could stay with them only if they "ordinarily resided" with the man concerned.

A classic Catch-22, Miss Yawitch pointed out. A woman would find she could not get urban rights until she produced her husband's lodgers' permit bearing her name, and housing officials required an urban rights stamp in her pass to enter her name on the lodgers' permit.

The effect was "to stop almost all legal movement of women from rural areas into urban areas since 1964".

- The passing down of the Komanani judgment in the Appellate Division of the Supreme Court. This made the right of

wives/children to join their "qualified" husbands/fathers in the cities automatic. But the relief afforded by this ruling was shortlived.

- 1983 saw the passing of a law which required the urban-based male family head to provide his wife and children with an entire house — not lodger's rooms — if they wished to join him in the city. Given the huge backlog on township housing, it is an effective barrier to an influx of dependants.

## JOBLESSNESS

Today only 23 percent of black women live in urban areas, says Miss Yawitch — a sharp decline from the 1950s when more than one in two black women was urban-based.

The meaning of this clamp on urban migration of women? Firstly, the author said, to remove the political threat of a firmly urban-based working class.

Secondly, to reduce the cost to the State of providing social services in the urban areas.

Thirdly, to cope with the joblessness which was part of the new-look industrial economy of South Africa which emerged after World War 2.

Women were to be found in declining sectors and where mechanisation created redundancy.

Influx control removed most of the surplus women workers from the towns, she said, leaving a minority to fill service, sales and domestic jobs when these were available.



Senior 12/18 13/8/84

# Low pay for city cleaners

255A

MANY black women employed to clean some of Johannesburg's high-rise buildings earn low wages — a minimum of approximately R38 per week.

They have no trade rights; they work long hours without pay; are exposed to thugs when they travel long distances to their homes at night without transport; they are victimised, harassed and intimidated by their employers.

General secretary of the Cleaners and Brushes Workers' Union, Ms Mary Ntseke, who is recruiting the workers, says it is not easy to persuade managers to allow these workers' union rights, "but we are fighting very hard."

She says the owners of the buildings have contracts with cleaning companies who employ the workers, mostly migrant women — the majority leave their families at night to clean offices of some of the city's big bosses.

Ms Ntseke, who started the union in 1982 — three years after blacks were granted trade union rights following the Wiehahn Commission's recommendations, says she is seeking legal advice to take some of the workers' grievances to court.

She says the workers do not have an industrial council where their wages could be determined. Their wages were normally made at the Wage Board and are very low.

The present Wage Board determination is set at R38 per week and this falls short of what the University of South Africa's Bureau of Market Research has calculated: that Supplemented Living Level (SLL) be R377,47 for the Johannesburg area during August 1983.

The University of Port Elizabeth has calculated that the minimum living level in March 1984 for the Johannesburg area was R272,77. Judging from these statistics it is clear that the cleaners are getting the lowest minimum — their real expenditures are far greater looking at the recent increase in GST.

The union has proposed that the new wage the board should implement is an adjustment from R38 to R75 per week because "this is a living wage which workers in the cleaning industry should earn," she says.



# 'Crazy' letter on raids challenged

Staff Reporter

A LETTER warning the tenant of a block of Sea Point flats that the police would carry out monthly raids on his servant's quarters, has been challenged by the police and the director of the firm on whose letterhead it was typed.

The letter advises the tenant to warn his "maid" that it will be "her entire responsibility if she has a friend or friends staying in her room".

"Furthermore, she has to open the door immediately on request by the police, otherwise the latter will force the door open. Any damages done to doors, windows etc

will be the responsibility of the lessee and not the lessor."

Mr Julius Satz of Satz Brothers Trust said: "This is crazy. It's quite daft. I would never have sent a letter like that."

"Rest assured that it is not our policy to agree to having the doors of property under our control broken open."

"I don't deny that the letter originated at this firm, but I am terribly surprised. I certainly was not consulted."

The police, who have denied carrying out systematic raids on servants' quarters, yesterday denied having been involved in any negotiations with property administrators.



# Building workers to get pay rise

By EBRAHIM MOOSA  
IMMINENT wage increases for artisans in the next two weeks are likely to increase the cost of houses by five percent, building sources said yesterday.

This additional burden, coupled with a possible rise in mortgage bond rates, could break the camel's back for many prospective home owners.

A spokesman for a leading City home construction company, Mr Peter de Wet, said that this could add between R2 000 and R3 000 to the price of new homes.

About 10 000 artisans and about 30 000 to 50 000 unskilled labourers are demanding a wage increase of more than 12 percent.

A spokesman for the Industrial Council for the Building Industry said yesterday that last November wages were increased by 15 percent.

## Negotiations

Industry sources say it is likely that there could be a similar increase soon.

Mr E H Boehnke, president of the Master Builders and Allied Trades Union — the employers union — yesterday confirmed that a new industrial agreement which included wages "among

other things", was being negotiated.

The issue would be resolved at a meeting next Monday, he said. Two previous meetings had been inconclusive.

The five major unions involved in the negotiations are the Building Workers Union, the South African Woodworkers Union, the Amalgamated Union of Building Trade Workers, the Amalgamated Society of Woodworkers and the Operative Mason's Society of South Africa.

## Rejected

Unions approached for comment yesterday said that any wage negotiations below the 12 percent inflation rate "would not be feasible."

The secretary of the SA Woodworkers Union, Mr E Kapp, said yesterday: "We are certainly not going to accept 10 percent."

The employers' offer of a minimum R4,30 an hour — a rise of 80c from the current R3,50 — was rejected by the unions in the preliminary talks. This was because average earnings are already between R4,50 and R5,00.

The slump in the construction industry and rising costs are likely to force builders to absorb the increases and lower their margins, Mr De Wet added.

# Man harasses ex-wife: Jailed

Staff Reporter

A FRENCHMAN who ignored a Supreme Court interdict forbidding him to see his former wife was yesterday jailed for four months for contempt of court.

Patrick Maurice Jean Masué, 31, of Senator Park, Keerom Street, Cape Town previously pleaded guilty to the charge.

In a statement handed to the court, Masué admitted approaching his former wife, Miss Emerentia van Zyl, in Sea Point on July 29 and telephoning her on August 4.

Miss Van Zyl told the court they had married in June 1982 and had gone overseas. After three months it became obvious that the marriage was not working and she returned to South Africa.

Masué followed and started harassing her and on October 1982 she had obtained a Supreme Court interdict which restrained Masué from contacting her.

He had ignored the order and was convicted in the Stellenbosch Magistrate's Court for contempt of court and sentenced to 30 days, suspended for five years.

She had been "very afraid" of him because he had assaulted her while they were in France and Switzerland.

Masué denied that he had been following his former wife when he had met her in Sea Point and said it had been a "chance" meeting.

Mr Mike Stowe prosecuted. Mr R Cheesman appeared for Masué.

# Games a f

Chief Reporter

BEDEVILLED by politics and commercialism and deprived, by the Soviet-bloc boycott, of the participation of some of the world's top athletes, the 1984 Olympic extravaganza just ended at Los Angeles amid excitement, colour and drama has been a huge success financially if not on the track.

Some of the statistics emanating from what commentators have caustically called "Rip-Off City" have been staggering.

● Ticket sales, for example, are said to have surpassed

R154 million, exceeding expectations, and an overall profit of at least R15 million has been predicted.

● While the LA Games were not noted for the number of records broken on land and field, attendance at the Memorial Coliseum during their two-week duration topped 5,6 million — an Olympic record.

● The Games, in which 7 800 athletes from 141 countries took part, had a worldwide television audience estimated at 2 500 million of humanity.

● In the biggest peace operation of its kind



The spike wound which Zola Budd acquired during the race on Friday.

## town topics

The original community noticeboard  
Phone JULIE METCALFE on (021)24-2233 between 9am and 12.30pm weekdays only.

CAPE TOWN PHOTOGRAPHIC SOCIETY meets this evening for its monthly slide competition and a talk by Gerald Hoberam on how he perfected the technique of macro-photography in his research for a way to capture the beauty to be found in coins. Slides of the famous Spink collection will be shown. Members of the Numismatic Society are invited. Visitors welcome. Inquiries phone James Wellbeloved at 21-6770.

# Workers for blind needed

Staff Reporter

TAPE Aids for the Blind (TAB) needs volunteers to help in its service to blind and print-handicapped people in the Peninsula.

Ideal candidates





# Pay cut rumours denied

16/8/84 355A  
S. van  
Pretoria Correspondent

The Commission for Administration, which negotiates salaries for the mainstream public service, has denied there has been any decision to freeze or even reduce public servants' salaries next year.

Reacting to rumours that public servants may have to forgo annual increases next year (or even take a five percent salary cut in some cases), the chief director for personnel utilisation with the commission, Mr. Piet Colyn, said these were mere speculation.

"There has been no official decision yet. Salary negotiations are linked to our budget process, which we are still busy with."

"There will only be a final decision in March next year."

The chairman of the Public Servants' Association, Dr. Colin Cameron, said such a step should be a last resort.



# Raid letter a mistake — claim

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21 8 84

Staff Reporter

A WOMAN who wrote a letter on behalf of a firm of property administrators, warning the tenants of a block of Sea Point flats that police would be conducting monthly raids on their servants' quarters, claims that she "made a mistake".

Ms Evelyn Otto of Satz Brothers Trust said the letter, sent to tenants of Doverhurst in Dover Road, had been the result of "a misunderstanding".

"I did not know exactly what the position was with regard to raids," she admitted.

In the letter, Ms Otto "advises" each tenant to warn his "maid" that it will be "her entire responsibility if she has a friend/friends staying in her room" and that "she has to open her door immediately on request by the police, otherwise the latter will force the door open."

Police have denied negotiating in any way with property administrators over raids, which they have repeatedly claimed are carried out only as a result of complaints and not on a regular basis.

Asked if she planned to send letters to the tenants explaining her mistake, Ms Otto said "Maybe. I am waiting for instructions."

She refused to comment further.

## 'Uncalled for'

The chairperson of the Domestic Workers Association, Ms Maggie Oewies, said the letter was a lesson to employers not to accept threats against their domestic workers without questioning them.

"Domestic workers have a hard enough time as it is. This type of threat is totally uncalled for and only serves to make the position of the domestic worker worse."

She said it was time that employers took some responsibility for their workers and their living conditions.



# <sup>Sowetan</sup> Women's jobs in danger <sup>31/8/84 (S)</sup> <sup>(SSA)</sup>

DOZENS of women street cleaners employed by the Soweto City Council may soon lose their jobs, unless the debt-ridden municipality

raises more funds to keep them on the staff.

The women learned this week, to their shock, that the city council intended laying

off some of the staff at the Cleansing Department because of a shortage of funds. The SOWETAN could not establish yesterday how

many workers would be affected, but the Cleansing Department's staff is estimated at 100.

The Soweto Council is expected to decide the fate of the street cleaners — mostly women driven into the job by the recession — at a special meeting next week.

The street cleaners told The SOWETAN that they suspected that the council by retrenching them, was trying to avoid paying them bonuses at the end of the year.

A senior Soweto Council official yesterday confirmed that the hard-up municipality may be forced to retrench some of its Cleansing Department staff. He said, however, the final decision rested with the council.



# Working women in PE earn less money

355A

E. Post

1/9/84

By GERDA KENYON

WOMEN who work to bolster the housekeeping are better off in Johannesburg than in Port Elizabeth, statistics prove.

That's because working women in the Friendly City earn less than those in other major centres, but have to pay as much for their shopping.

This emerges clearly from details supplied by the Central Statistics Services and a major personnel group.

In some cases Port Elizabeth salaries are as much as 32% lower than those paid in Johannesburg.

An executive secretary who earns R900 in Port Elizabeth could earn R1 327 in Johannesburg (32,2% more) and R1 016 in Cape Town (11,4% more).

A Johannesburg receptionist earns R274 (32,3%) more each month than a receptionist in Port Elizabeth who has the same responsibilities and job description.

Receptionists in Durban and Cape Town earn marginally more than their Port Elizabeth counterparts.

A Johannesburg secretary earns 24% more (R252) — than a Port Elizabeth secretary.

But Port Elizabeth secretaries earn slightly more than their equivalents in Cape Town and Durban — 1,5% and 1,75% respectively.

Bookkeepers in Johannesburg earn 31% more than bookkeepers in Port Elizabeth.

Copy typists in Port Elizabeth earn 29,8% less than copy typists in Johannesburg.

An accounts clerk in Johannesburg earns 18,7% more than an accounts clerk in Port Elizabeth.

Although these incomes vary considerably, a Johannesburg shopper pays R1,97 less for a sample shopping basket of food.

The sample includes flour, oats, milk, bread, rump steak, chuck with bone, wors, a leg of lamb, potatoes, tomatoes, beans, squash, butter and eggs. Prices were based on the Department of Statistics table for June this year.

Port Elizabeth prices were second highest, after Cape Town. A Cape Town shopper would pay an extra 30c for the basket of food.



Low pay no answer to jobless

# Workers defend wage demands

355 ~~344~~ 347 S. Tuis 2/9/84

BELOW-minimum wage rates will not solve South Africa's growing unemployment problem, but are likely to fuel worker anger, says the General Workers Union (GWU).

The union's branch secretary in Durban, Mike Morris, was responding to charges that wage demands based on minimum rates would result in increased unemployment.

The merits of paying minimum wages came under the spotlight after the Minister of Manpower, Pietie du Plessis, refused to exempt a Durban stevedoring company from the statutory minimum wage order.

## Nonsense

Mr Morris says the exemption makes nonsense of the State's minimum wage policy as recommended by the National Manpower Commission.

He denies that wage demands are a cause of South Africa's chronic unemployment.

A labour expert says unemployment rates are highest in border areas where the Government granted exemptions from statutory minimum rates. "This refutes the argument that current minimum wage levels will boost unemployment," he says.

He argues that wage determining bodies in most cases set minimums based on labour supply and demand.

By Amrit Manga

"In some cases these minimums are lower than the lowest rates determined by market forces."

The stevedoring company, Kelly Forwarding, was paying stevedores 91c an hour before the GWU complained that its members received "starvation wages". The wage was increased to R1,20 an hour — R10,20 a day.

But the rate is far short of the statutory minimum of R18,65 a day, says Mr Morris.

## Prosecution

After the Kelly management refused to pay the statutory minimum, the GWU reported the matter to the Department of Manpower. According to South African labour relations legislation, companies that fail to pay a statutory minimum are open to prosecution. However, Kelly Forwarding was not prosecuted because it applied for exemption, according to the Department of Manpower.

Keely Forwarding warned that if exemption were not granted it would have to trim

its work force. But no retrenchments have occurred and Kelly Forwarding has agreed to abide by the minimum wage order.

## Ability to pay

The Director-General of the Department of Manpower, Piet van der Merwe, says exemptions from statutory minimum wage orders are granted only in special circumstances.

"The wage board takes into account all the implications of a minimum wage before implementing it for a particular industry."

"The effect of a minimum wage on the viability of a company and on employment is considered. The ability of employers to pay minimum rates is one of the major concerns of the Department of Manpower," says Dr van der Merwe.

Commenting on the merits of a national minimum wage, Dr van der Merwe says "the National Manpower Commission decided against it and instead recommended different rates for various industries and regions".

These minimums are determined according to the circumstances facing the industry in a given area.



# 'Yes' to domestic pension scheme

8/9/84  
Jennifer Tennant,  
Consumer Reporter

More than 60 percent of South African whites living in urban areas favour contributing to a pension scheme for domestic employees, a survey by a research company, Omnichek, has indicated.

But only half of the 505 white housewives surveyed in six major urban areas were in favour of wage increases for domestic workers.

The study revealed that 62 percent of the housewives polled employed domestic workers.

More than 70 percent of the English-speaking housewives canvassed indicated support for the idea of contributing to a pension scheme, while only 52 percent of Afrikaans-speakers favoured

the idea.

A quarter of all the people polled were undecided on whether salaries should be increased.

The English-speaking establishment were in favour of increasing wages: 65 percent responded positively.

In the top income group — more than R3 000 a month — more than 65 percent favoured salary increases for employees.

More than 56 percent of the people surveyed in Durban favoured wage increases.

In Cape Town and East London 54 percent favoured wage increases while in the PWV area 52 percent supported the idea.

The study found that less than a quarter of the housewives in Bloemfontein favoured wage increases for domestic workers.



# What is your domestic worker worth to you?

Woman's Editor

INTERESTING facts about housewives' attitudes to wages and pensions for domestic workers have been revealed in a country-wide survey.

Research Surveys has published the results of its latest survey in which more than 500 white housewives in urban centres around South Africa were asked for their opinions on contributing to a pension fund for domestic workers and about wage increases for domestic workers.

There were equal numbers of English- and Afrikaans-speaking housewives in the sample.

Omnichek, who conducted the survey, is concerned with gathering information by means of personal interviews with housewives on their purchasing of household commodities, but interviews are also conducted on socio-economic issues.

The results:

Who employs domestic workers?

In interviews in the Pretoria-Witwatersrand-Vereeniging complex (PWV), Cape Town, Durban, Port Elizabeth, East London and Bloemfontein, the poll found that only 62% of white urban housewives employ domestic workers.

Sixty-nine per cent of English-speaking housewives and 54% of Afrikaans-speaking housewives have help in the home.

The higher the household income, the more likely it is that there will be domestic help.

Who would contribute towards a pension?

Most white urban housewives (76%) are in favour of contributing towards a pension for domestic workers.



How much is your domestic worker worth to you? A countrywide survey reveals new facts about housewives' opinions on increases and pensions for domestic workers.

Whatever the age of the housewives, they tended to approve of the pension scheme idea.

More English-speaking housewives (84%) were in favour of pensions than Afrikaans-speaking housewives (68%), and more Afrikaans-speaking housewives (17%) than English-speaking housewives (5%) actively opposed the idea.

In terms of household income it was found that the higher income bracket was more likely to support a contributory pension scheme than the lower income bracket.

For instance, of the housewives whose household income is greater than R3 000 a month, 85% supported the idea.

Even so, of the housewives whose household income is less than R599 a month, 62% supported the idea.

There was no great opposition to the idea of a pension scheme across the total spectrum of household incomes.

The reaction of housewives in different parts of the country also differed.

Durban, Cape Town and Port Elizabeth housewives were most in favour of a

pension scheme (83%, 80%, 80%), as were PWV and East London housewives (76%, 74%).

Bloemfontein housewives responded with a 51% favourable reaction, but gave the largest negative response to the idea of contributing to pensions (32%). See Table 1.

Would you increase salaries?

Many housewives chose to hedge on the question "Should domestic workers' salaries be increased?"

Often as many as a quarter of the housewives interviewed responded with a "don't know" or "unsure" answer.

However, in general, half the housewives agreed that salaries should be increased.

English-speaking housewives were more in favour of increases than were Afrikaans-speaking housewives (65%, 35%), and there was a tendency for the higher income bracket to support increases more than the lower income bracket (66%, 38%).

In regional terms, PWV,

Table 1: Response to the idea of contributing to pensions for domestic servants.

	AGE				LANGUAGE		INCOME			
	18-24	25-34	35-49	50+	E	A	R3 000+	R1 600- R2 999	R600- R1 599	LESS THAN R599
Good idea	70	79	78	70	84	68	85	77	75	62
Bad idea	15	10	10	14	5	17	8	12	15	3
Don't know	15	11	12	16	11	15	7	11	16	35
	REGION									
	PWV	CT	DBN	PE	EL	BTEIN				
Good idea	76	80	83	80	70	51				
Bad idea	21	9	8	4	6	11				
Don't know	15	11	9	9	9	17				

Table 2: reactions to the idea of an increase in salaries for domestic ser-



Post

11/9/84

(353A)

# Woman's Editor

INTERESTING facts about housewives' attitudes to wages and pensions for domestic workers have been revealed in a country-wide survey.

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The higher the household income, the more likely it is that there will be domestic help.

Who would contribute towards a pension?

Most white urban housewives (76%) are in favour of contributing towards a pension scheme for domestic workers.



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pension scheme (83%, 80%, 80%), as were PWV and East London housewives (76%, 74%).

Bloemfontein housewives responded with a 51% favourable reaction, but gave the largest negative response to the idea of contributing to pensions (32%). See Table 1.

Would you increase salaries?

Many housewives chose to hedge on the question "Should domestic workers' salaries be increased?"

Often as many as a quarter of the housewives interviewed responded with a "don't know" or "unsure" answer.

However, in general, half the housewives agreed that salaries should be increased.

English-speaking housewives were more in favour of increases than were Afrikaans-speaking housewives (65%, 35%), and there was a tendency for the higher income bracket to support increases more than the lower income bracket (66%, 38%).

In regional terms, PWV, Cape Town, Durban and East London housewives supported the idea of wage increases, while Port Elizabeth and Bloemfontein housewives were less agreeable (40%, 17%).

In fact, Bloemfontein housewives strongly opposed salary increases for their domestic workers (51%). See Table 2.

Table 1: Response to the idea of contributing to pensions for domestic servants.

	AGE				LANGUAGE			INCOME			
	18-24	25-34	35-49	50+	E	A	R3 000+	R1 600- R2 999	R600- R1 599	LESS THAN R599	
Good idea	70	79	78	70	84	68	85	77	75	62	
Bad idea	15	10	10	14	5	17	8	12	15	3	
Don't know	15	11	12	16	11	15	7	11	10	35	
	PWV				CT			DBN			
Good idea	76				80			83			
Bad idea	21				9			8			
Don't know	15				11			9			
								PE			
Good idea								80			
Bad idea								4			
Don't know								9			
								EL			
Good idea								70			
Bad idea								6			
Don't know								9			
								B'TEIN			
Good idea								51			
Bad idea								11			
Don't know								17			

Table 2: reactions to the idea of an increase in salaries for domestic servants.

	AGE				LANGUAGE			INCOME			
	18-24	25-34	35-49	50+	E	A	R3 000+	R1 600- R2 999	R600- R1 599	LESS THAN R599	
Good idea	45	56	50	42	65	35	66	48	45	38	
Bad idea	28	23	22	32	16	33	25	23	27	31	
Don't know	28	21	28	26	19	32	9	29	28	31	
	PWV				CT			DBN			
Good idea	52				54			56			
Bad idea	23				24			16			
Don't know	25				22			28			
								PE			
Good idea								40			
Bad idea								29			
Don't know								31			
								EL			
Good idea								54			
Bad idea								28			
Don't know								20			
								B'TEIN			
Good idea								17			
Bad idea								51			
Don't know								32			



# Thumbs up for domestic workers' pension scheme

(355A) (200) (200)  
21/9/84 C. Times

Staff Reporter

ALTHOUGH most surveyed white housewives are in favour of contributing to a pension for domestic workers, only half of them are in favour of increasing their salaries, a recent poll has shown.

The poll, conducted by a private company, put questions on pensions and pay increases to 505 housewives in the Pretoria-Witwatersrand-Vereeniging complex, Cape Town, Durban, Port Elizabeth, East London and Bloemfontein. The personal interviews were divided equally be-

tween English- and Afrikaans-speakers.

The poll showed 64 percent of those interviewed felt contributing to pensions to be a very good or a good idea. Twelve percent said the idea was average, 11 percent felt it was a bad idea and 12 percent were unsure.

A total of 85 percent of English-speaking housewives were in favour of pensions, five percent against and 10 percent unsure. A total of 68 percent of the Afrikaans-speaking housewives were in favour, 17 percent against and 15 per-

cent uncertain.

In Cape Town, 37 percent of housewives felt pensions were a very good idea, 37 percent said it was a good idea and nine percent were against.

A total of 25 percent of housewives were unsure about wage increases, 50 percent in favour and 25 percent against. Among English-speaking housewives, 65 percent were in favour of increases, 16 percent against and 19 percent undecided. Of Afrikaans-speaking women, 35 percent were in agreement, 32 percent undecided and 33 percent against.

In Cape Town, 54 percent said "yes" to wage increases, 24 percent said "no" and 22 percent said they were unsure.





Mr Johan Blignaut discusses the training tape which his company produced with domestic workers Ms Sara Steyn (left) and Ms Elizabeth Mohoaduba.

## Training tape for domestic workers

Staff Reporter

A JOHANNESBURG organization has produced an audio training tape aimed at improving the skills of domestic workers.

The tape, the idea of Mr Johan Blignaut, actor, radio and TV personality, is designed to instil a sense of pride and professionalism in domestic workers. The aim is to promote motivation in such fields as household management, communication, safety, productivity and security.

The tape is available in Zulu, Xhosa, North Sotho, South Sotho, Tswana and Tsonga and is accompanied by a pamphlet in English and Afrikaans which briefly outlines the contents of the tape.

Mr Marlon Hitzeroth, one of the founders of Productive Workers Incorporated (PWI), the non-profit organization which produced the tape, said the organization was formed three months ago and intended to improve the productivity of domestic workers.

He said the audio tape was the first project tackled by the company but there were plans to produce a video cassette along the same lines.

People who wish to obtain the tape can send orders to Productive Workers Incorporated, Box 91218, Auckland Park 2006. Orders should include R8,50 and state both the employer's and the worker's language preferences.



## Funeral Notices

**SINCLAIR**  
The cremation service for Vera will take place on Tuesday October 2nd at 11.00 a.m. from the Anglican church Springs. Donations in lieu of flowers to the Cancer Research of S.A. P.O. Box 2000, JHB. 2000. **DOVES AND KLOPPERS.** Tel: 56-0501.

**SMITH**  
The cremation service for Henry John late of Durban will take place on Tuesday 2nd October, 1984 at 11.00 a.m. from the Doves and Wilmots West Chapel, 10 Jorissen street, Braamfontein. Donations in lieu of flowers to the Diabetics Association of S.A. Jhb. **DOVES AND KLOPPERS.** Springs. Tel: 56-0501.

**SOUTH**  
The cremation service for Mackie late of Malmvorn will be held at the Doves & Wilmot West Chapel, 10 Jorissen Street, Braamfontein, on Wednesday October 3rd at 3.00 pm prior to the cremation which will be private. **DOVES & WILMOT.** Tel 339-5967.

**SWART**  
The cremation service for Walter Mc Kenzie Swart of Norwood will be held in the Avbob Chapel, De Korte Street, Braamfontein tomorrow Tuesday 2 October at 4 pm. Cremation private. Avbob 51 De Korte Street, Braamfontein. Telephone 724-2166/7 or 724-2196/7/8.

**VENTER**  
The funeral service for Steve (Fanie) late of Ridgeway, Johannesburg will be held on Wednesday 03/10/84 at 10:00 am in the Full Gospel Church, Outspan Road, South Hills, Johannesburg prior to a burial service at West Park Cemetery. Doves and Wilmot 339-5967.

## Memoriam

**LEWIS**  
Edward Our beloved "Jimmy" left us a year ago today. Always in the hearts and thoughts of his loving wife Rose, children Marilyn and Joe, Charles and Masha and grandchildren.

**PAIZES**  
Spiro, passed away October 1st 1975. Years pass memories remain forever. Always remembered Thalia, Penny and Gerry.

**WESTBROOK**  
George. In cherished memory of my husband and our father, always remembered Frances, Geo, Ernest and Tinkles.

**ZIMAN**  
Alma. In everlasting memory of our beloved mother and grandmother who was taken from us on October 1, 1977 and who is always in our thoughts. Merle, Cyril, Karen, Tracy and Nicky.

**ZIMAN**  
Alma. In cherished memory of my beloved wife who left me 7 years ago, on October 1, 1977 and who I miss so much. Hyme.

## Thanks

**OSRIN**  
Mary Osrin and daughters wish to thank all relatives and friends for their very kind messages of condolence received during their recent sad bereavement.

When a person wants to buy photo equipment... where does that person

## Breaking down gay job barriers

By Jean Waite

The Rand branch of the SA Gay Association is to set up a Gay Employment Workshop.

It will encourage homosexuals to "come out of the closet", to be frank with employers and discourage discrimination by employers.

The association says that an estimated 10 percent of the population is homosexual, which would make it difficult to find an employer who had no gay employees.

According to a survey carried out by the association, discrimination is rife in the form of dismissals or requests for resignation or in withholding promotion.

For this reason many gays are reluctant to disclose homosexuality. This, says the report, has undesirable psychological effects as the homosexual lives in fear that he or she will be found out.

The workshop organisers would welcome correspondence from employment agencies, trade unions and employers.

Write to Mr Jeremy Zipp, Convener, Gay Employment Workshop, PO Box 3330, Johannesburg 2000.

## Generous response to children's home plea

The ore under the ground is not the only source of gold in Johannesburg.

Inhabitants have dug deep into their pockets to bring some brightness to the children of the Johannesburg Children's Home.

The home has received donations from all sections of the community following *The Star's* appeal to the people of Johannesburg to take a child shopping for a new

## Pensions for servants 'useless'

Pretoria Correspondent

Do not subscribe to a pension fund for your domestic servant, recommends the Pretoria branch of the Black Sash.

Mrs Mary Harrop-Allin, the director of the Black Sash advice bureau, says pensions for domestic servants are not worthwhile — especially if they pay out between R40 and R60 a month.

This is because the state allowance, which at present stands at R57 a month, becomes forfeit if the private pension pays out more than R40 a month.

At present, only 0,7 percent, or about 4 000 of the half a million domestic servants in South African cities have pensions.

A survey by *The Star* found only two insurance houses that offer comprehensive policies.

A pension fund for domestic servants begun

in 1975 by Old Mutual, closed down last year because of the lack of response from employers.

However, a poll conducted by Research Surveys, in which 505 housewives were interviewed, showed that 64 percent were in favour of contributing to a domestic servants' pension fund.

Mrs Harrop-Allin said there were two reasons why few people provided pensions for their domestic servants.

"Housewives do not regard their domestic servants as proper employees.

"Their own husbands are formally employed, but their domestic servants are not."

The second reason was that more informed employers realised their servants would forfeit much of their state allowance if they received private pension money.

The state pension is allocated on a sliding scale.

If the pensioner has a private income of R21 or less a month, he is paid the full state allowance of R57.

If he receives between R22 and R40 a month, his state pension is R38.

If the pensioner is married and his partner earns more than R80 a month, neither can draw a state pension.

The most successful domestic servants' pension fund, started in 1981 by Donna Wurzel, has 3 500 subscribers and is presently paying out two pensioners.

One pensioner receives R21 and the other R31 a month.

The first pensioner is paid an additional R57 a month by the state pension fund, making a total of R78.

The second pensioner received an extra R38 a month, making a total of R69.

The Black Sash suggests employers invest in property for their domestic servants.

## No skeletons in this cupboard



That's no cupboard skeleton in the background... it's merely the reflection of Mrs Henriette van Rooyen. She is holding the hand of her rightful husband, Mr Koos Jacobus van Rooyen.



## Offices

**Funeral service**  
take place  
October 2nd  
at 11.00 a.m.  
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2000, JHB.  
VES AND  
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Doves  
339-5967.

## Obituary

**Our beloved**  
left us a year  
Always in the  
thoughts of  
wife Rose,  
Marilyn and  
ies and Masha

**ANNE**  
passed away Oc-  
1975. Years  
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Always reme-  
Ma. Danna and

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633-2600

Mr. Jaycees received the 1984 Foyisa Award for outstanding work in his field.

R38 250 to educational institutions.



S. Express 7/10/84 (355A)

# More white women go out to work

MORE AND more white women are going out to work — but fewer and fewer black women are doing the same, says Ms Marita de Beer, research liaison executive at the SA Advertising Research Foundation, Saarf.

Overall result, because there are more black women than white, is that the percentage of working women in the population is declining.

Ms de Beer, in an analysis of Amps 84, said that while the total female population had grown by 31% in the past 10 years, the number of working women had risen by only 11%.

The black female population rose by 36%, but the number of workers among them actually declined — by 1%. Among whites, by contrast, the population growth had been only 18%, while the number in employment had risen by 40%.

A job seemed to have a big attraction for married women. Among both blacks and whites there had been a significant increase in the number of working wives. Almost two-thirds of white wives and 50% of black wives had jobs.

□ □ □

WHILE the advertisement industry is in the doldrums, the advertising and promotional gifts business is booming, according to Mr Rob Holman, managing director of Romar Advertising Gifts. Mr Holman reckons his sales have risen 30% in the last year.

"Most of the growth is at the expense of conventional above-the-line advertising," he said.

Mr Holman argued that the advantage of an advertising gift was that it was a constant reminder of the client's product. "An item on an executive desk could stand there for three or four years," he said. "You can't buy that kind of exposure."

"But it is vital that you select an appropriate item. It's no good giving a managing director a 70c plastic ruler. A gift that will stay on an executive's desk may cost R50-R60."

Another advantage of the ad gift was that it could be



## Richards wins photo prize

CAPE Town photographer Colin Richards has won an international competition for professional photographers. His work will be displayed at the Kodak exhibit of professional photography at the Epcot Centre in Walt Disney World, Orlando, Florida.

sent to a very precisely targeted market.

Mr Holman said the advertising gift business was no longer strongly seasonal.

"It used to be very Christmas oriented, but now people buy gifts throughout the year," he said. "The trouble with Christmas gifts is that people often give away something like a bottle of Scotch."

Tony  
Koenderman  
**MEDIA  
SPOT**



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the job the advertiser wants. "You have to find something different that most people don't already have, or that will replace something they already have."

A calculator was now old hat as a gift, but if you gave a "credit card" calculator — the size and thickness of a credit card — it might well be substituted for an existing calculator.

"This gets you goodwill, but the gift doesn't work for you because it does not have your name on it. It stands in the recipient's liquor cabinet and pretty quickly he forgets who gave it to him."

"The most important thing is to get the gift on to a desk. Gifts are becoming more sophisticated, but they don't have to be expensive to do



# Sebe launches a domestic servants' training scheme

16/10/84  
10.15pm  
355A

BISHO — Housewives in the Border-Ciskei area will soon be able to select their domestic workers from a pool of fully-trained workers under a scheme initiated by President Lennox Sebe.

Under the scheme, early school-leavers will be given a three-month practical course in all domestic duties, after which employers can select them from a pool. Employers can also attend the course, undergoing orientation on what to expect and how to treat their domestic workers.

Alarm at the number of girls who receive a basic education, but become school-leavers at an early age prompted the President to initiate the training scheme, together with three pioneering women.

"Education cannot be

wasted, even basic education must be put to productive use," President Sebe said.

"At the same time, people must be made to realise that formal education is not the only way to progress in life. Through this project, young Ciskeian girls, who otherwise might have had little chance of being gainfully employed, will be given a new direction in life."

The three pioneers of the project, which will be attached to the Manpower Training Centre in Mdantsane, are Mrs Abigail Magoma, a former teacher and wife of the Minister of Manpower Utilisation; Mrs Ann Michau, wife of the Director-General of Manpower Utilisation; and Miss Della Twala, a homecraft inspector.

They would shortly study a similar training

centre in Bloemfontein and then set up a national selection committee to identify school drop-outs suitable for training.

The first candidates to be presented with national certificates on successful completion of their courses will be available for recruitment through the Manpower Training Centre early next year. — DDR



Announcing the new training scheme for domestic servants are (from the left): Mrs A. Magoma, Mr Nico Ferreira, Chancellor to the President, President Lennox Sebe, Miss D. Twala and Mrs A. Michau.

## OVERNITE EXPRESS

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DAILY EXPRESS ROAD FREIGHT



memory 18/10/84 355A

# Black women on the move

## Finance Reporter

BLACK women are the fastest-growing occupational group in South Africa, a seminar at Mangosuthu Technikon in Umlazi heard yesterday.

'And this is despite the fact that they have to deal with sexism compounded by racism,' said Truida Prekel, senior lecturer at Unisa School of Business Leadership, one of the speakers.

The seminar, on black Women in the South African economy, was one of the first dealing exclusively with black women in the history of the country, according to Mrs Prekel.

She said that statistics from the Department of Manpower for 1981 to 1983 showed that these women had the highest annual growth rate as an occupational group.

'Half of black women are still in domestic and agricultural employment, but they are certainly on the move.'

This was illustrated by the fact that 27 black women were listed in the latest Who's Who of South African Women.

In 1969 there were only 20 black women in management in the country.

Last year the official figure was 750, according to Constance Nkosi, a marketing consultant for Barmark, another of the speakers.

She was the first black woman in South Africa to obtain an MBA.

'Women in management worldwide have problems. If you are black and a woman in South Africa you can rest assured your problems are doubled,' she said.

'A black lady is a fourth-class citizen.'

One of the biggest problems facing businesswomen in this group which the speakers brought out was the fact that they were seen as 'perpetual minors', unable to apply for licences on their own or sign documents and contracts without endorsement.

Lack of education, training and their social standing in their own community heightened the problem.

'The political situation in South Africa can make the black women suffer from lack of self-esteem and confidence,' she said.

'It is important for them, if they want to contribute to the country's economy, to see themselves as competent as other people.'



# 'Sweep in

228/107

84

355A

THE founder

secretary of the

Domestic

Workers' As-

sociation of

South Africa,

Pat Magina, re-

turned recently

from an exten-

sive tour of

Europe.

She addressed

seminars and vis-

ited trade union of-

fices in Switzer-

BY MONO BADELA

land, Norway and the Netherlands.

The tour was at the invitation of the International Food Union and at the request of the International Labour Organisation.

At the headquarters of the ILO in Geneva, Mrs Magina gave a paper on "The struggle of the black woman in South Africa".

A Port Elizabeth trade unionist in-

volved in the campaign for domestic workers' rights, Mrs Magina shared her experiences with international trade unionists.

She was accompanied by five South African trade unionists — three from Cape Town and two from Johannesburg.

They were joined in Nairobi by trade unionists from the Afri-

can states.

Mrs Magina spent three days at the ILO offices before leaving for Oslo, where the group attended a labour school.

Lectures were mostly directed at the workers in Norway where conditions are different from those in South Africa.

Mrs Magina said there were no domestic workers in Norway — only office and school janitors.

# retorn

She said in Norway

the Government,

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she also visited the

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In the Netherlands

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Mrs Magina, wife of New Brighton playwright and former political de-

tainee Rev Mzwandile Ebenezer Magina, has attempted to lighten the burden of domestic workers for several years.

She feels that every woman has been given certain skills — and that these skills have to be developed.

She also believes that domestic work is not an unskilled job — it demands as much skills as any

other job and in knowledge of human nature than in jobs.

When Dwasa formed, she immediately decided to play a role in assisting them.

Mrs Magina said Dwasa has over 20 members and caters for the needs of domestic workers the Eastern Cape holding classes in cooking, first-aid and baking at its office.



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MRS PAT  
MAGINA



# Women toiling

A CONSTRUCTION company erecting flats in Soweto, has hired several black women, who believe that in this present economic situation there is no job that can be done by men only.

All of the women interviewed told The SOWETAN Woman that unemployment and poverty drove them to take up jobs in the building industry.

When asked by The SOWETAN Woman whether they went to school for the trade, they answered boldly that they received on-the-job training. The work done by these women is excellent.

Mrs Nomasomi Zwelinjani (34), a widow who leaves in Orlando East, has six children, three of them are at school. She is a breadwinner and has been six years in the building industry.

Do you arrive home to find you are exhausted that you cannot attend to your children? She replied: "At first it was strenuous and my muscles were aching almost every day. Now I am used to the job that I do no longer feel any difference."

Do you like this job? "Yes I do. It is just a matter of adapting oneself. If not, where would I get bread to feed my

By PAT MAHLANGU

children?" she asked.

What happens if it is either raining or very cold? Mrs Zwelinjani said: "If it is raining, we knock off early, and if it is very cold our hands freeze, so we make fire next to our post and continue working."

Miss Nombulelo Mbele (22) of Dobsonville, says she likes her job. She is kept busy during the day and it helps her to raise a few cents for survival.

## Painter

Mrs Virginia Yawa (22) of Zola 2, is a woman painter under this construction. She was taught the know-how on the job. Her husband is working, but despite that she wants to keep her home fires burning brighter. She has three children, two of whom are at school.

Miss Matilda Khaise (42) of Orlando East said that with the little amount she earns, she can manage to buy uniform and books for her children.



WORK: Mrs Virginia Yawa of Zola 2 painting and assisted by Ms Matilda Khaise of Orlando East.

Page 9

SOWETAN, Monday, October 29, 1984

WOMAN



HARD TIMES: Mrs Nomasomi Zwelinjani of Orlando East (in overalls) mixing sand and cement. Her helping is Ms Nompumelelo Mbele of Dobsonville. The women are hard at a man's job!



Many businessmen see women purely as decorative; others have unjustifiable fears about them. One would-be employer wanted a divorced blonde, amply endowed, who had undergone a hysterectomy. KATHY O'REILLY reports.

# 'Employers are ignoring a valuable part of the labour market'

355A  
S. Pau  
1/11/84



GAIL GALANOS — "Women are often overlooked by employers."  
● Picture by Kevin Carter

The feminist movement may have been around for close on 20 years, but sexist attitudes in South Africa's business world are still firmly entrenched.

So says Mrs Gail Galanos, operations manager for a personnel consultancy which specialises in the placement of women in business careers.

"There are many careers — especially in the fields of marketing, sales, personnel, accounting and administration — that women can do just as efficiently as men," says Mrs Galanos, "yet women are often overlooked by employers."

"Employers are ignoring a valuable section of the labour market."

Mrs Galanos believes there are several reasons for this apparent reluctance to employ women in management positions.

"Firstly, if a job has previously been held by a man, the employer won't even think of interviewing a woman for the job," says Mrs Galanos.

Another assumption is that most career women are short term prospects.

"Many employers seem to think that if they hire a woman, within a short time she'll get

pregnant, or decide to give up work, or her husband will be transferred.

"It's unfortunate that many women have been brought up to see a career as short term."

Another factor is that some businessmen see a woman as purely decorative.

"When they are looking for a woman, employers often get very specific. I've had requests for a divorced blonde with big boobs who's had a hysterectomy!" says Mrs Galanos.

"In other words, someone non-threatening, who is easy on the eye — but not too pretty, in case the wife gets jealous — and who won't leave the firm to have a baby."

Mrs Galanos believes that many men are intimidated by the thought of a successful career-woman working with them.

"They're not too keen on the idea of working closely with a woman. They think it will diminish their manhood in some way and they have absolutely unjustified built-in fears," she says.

Some businessmen have visions of their female colleagues weeping in the boardroom, while others see a woman who

is an aggressive man-eater.

There's also the fear that perhaps the woman will end up with the top job — and she will be able to tell him what to do.

Mrs Galanos says if there was another war, the prejudices would be solved.

The men would be on the battlefield and the women would be left to run the businesses, as was the case in World War 2.

"Seriously, though, the answer to the problem is gradual change. Although traditionally men have been the bosses, it is now time for men and women to change their attitudes."

"There is absolutely no reason why a woman cannot manage staff as successfully as a man — but this must come from a change in the attitude towards women as bosses, by both men and women."

"Businessmen must also learn that a woman executive can be an enormous asset to a company."

"Generally speaking, women work extremely hard and pay more attention to detail than men — and most of them are intelligent women who want the responsibility

and want to be involved in decision making."

Mrs Galanos says that, apart from jobs involving physical strength, a woman or a man should be able to get any job based on his or her qualifications — not on whether he or she is the "right" sex.

"I have this dream of one day having a male secretary," laughs Mrs Galanos. "It will prove to me that sexual discrimination in the business world will have finally died."

## More women in top jobs

South Africa is often thought to be a bastion of sexism and at least a decade behind other countries when it comes to equal opportunity employment. But these figures released by the Department of Manpower, following their survey conducted last April, show that the situation is improving — if slowly.

These figures show the ratio of

women to men in specific occupations:

Managing directors — 1977: 1/18. 1983: 1/15  
General managers — 1977: 1/25. 1983: 1/5  
Credit managers — 1983: 1/7  
Sales managers — 1983: 1/16  
Personnel managers — 1983: 1/5  
Company secretaries — 1983: 1/2.



Post 13/11/84 355A

# Remarks about dead woman hurt employer

By SHIRLEY PRESSLY

REMARKS reportedly made at the weekend at a national rally of domestic workers in Port Elizabeth about the death of a Bluewater Bay domestic worker have deeply distressed her former employer.

Mrs Elsie Allam, 34, died of a heart attack at the home of her employer, Mrs Sophie Upton, less than two days after she had given birth to a baby boy.

Mrs Allam was discharged from the Livingstone Hospital the day after she gave birth and how she got back to her employer's home from the hospital has still not been confirmed.

Mrs Upton said Mrs Allam told her that an ambulance driver had dropped her at the corner of the police station and Amsterdamhoek and she had walked the rest of the way home.

It was reported yesterday that the chairman of the South African Domestic Workers' Association, Mrs Nomfanelo Suka, said it was a necessity that domestic workers be given maternity leave.

She was quoted as saying: "Mrs Allam worked until the last day of her pregnancy, walked from her home to the hospital and after giving birth had to return to her employers' home as she had nowhere else to stay. She died a cold, lonely death."

Mrs Upton said she had been most distressed by the report and these remarks.

She said Mrs Allam's death had been very traumatic for her and she would never forget the 45 minutes she and her husband spent trying to resuscitate Mrs Allam after she collapsed on the back steps of their house.

"She did not die a cold, lonely death. We were with her. If the association was so concerned about Elsie why did they not approach me for comment and my side of the story instead of getting their facts all wrong," said Mrs Upton.

She said she was deeply distressed. Nothing would bring Mrs Allam back. "She was part of the family. She called me Mama," said Mrs Upton.

Mrs Upton said she drove Mrs Allam to the Livingstone Hospital at 4am on the day of the baby's birth and accompanied her into the hospital. When she asked if

she could stay with Mrs Allam she was told it was not allowed. She left her work and home telephone numbers with the sister in charge.

She also pointed out to the sister that Mrs Allam had high blood pressure and had to be watched.

Later that day Mrs Upton telephoned to inquire after Mrs Allam and was told that she had given birth to a healthy baby boy.

Mrs Upton is a paramedic and regularly monitored Mrs Allam's blood pressure throughout her pregnancy. She also put her on a salt-free diet and urged her to visit the clinic regularly.

Mrs Upton said she had asked Mrs Allam to phone when she was ready to be discharged and she would fetch her.

"The day after Elsie gave birth my son phoned to say that Elsie was home," said Mrs Upton. "I could not believe that she had been discharged so soon and told her to go and rest."

When Mrs Upton got home that night she questioned Mrs Allam as to how she had got home and, after giving her a matinee jacket for the baby at 7.15pm, told her to go back to her room and rest.

"Minutes later my daughter shouted that Elsie had collapsed on the back steps. My husband and I rushed out and for 45 minutes we tried to resuscitate her."

Mrs Upton said she had offered to drive Mrs Allam to her parents' home in Aberdeen in the last months of her pregnancy.

"But she did not want to go home," said Mrs Upton. "She had two children who live with their grandparents and she wanted to bring up her third child herself."

Mrs Upton said she had bought Mrs Allam maternity dresses and had not allowed her to do heavy work in the house.

She said that after Mrs Allam died she telephoned the hospital superintendent and also tried unsuccessfully to obtain the results of the post-mortem.

A post-mortem showed that she died of a ruptured aortic aneurysm.

Mrs Upton said she was very upset that people had the wrong impression of what had happened between her and Mrs Allam.



# 'Domestics, unite'

**Sadwa calls for laws to improve their members' rights**

THE SA Domestic Workers Association has launched a high-powered campaign to improve the lot of the country's 82 000 domestic workers.

National organiser Mary Mkhwanazi told City Press that the organisation kicked off its campaign by petitioning Manpower Minister P T C du Plessis to have all domestic workers legally

## Press Trust

registered as workers. This move would entitle them to benefits such as unemployment payments and other social security benefits.

"We have sent a memorandum to the Minister, outlining the appalling conditions under which our members labour.

"We are also preparing several publications which we hope will make the pub-

lic more aware of the plight of domestic workers," said Mrs Mkhwanazi.

She said several mass meetings had been planned as part of the campaign, and individuals would be asked to sign a petition urging the authorities to look at the status of domestic workers.

"From our numerous meetings with our members, we have been able to formulate a basic set of demands which have already been conveyed to the Minister," said Mrs Mkhwanazi.

- REGISTRATION as legal workers,
- SOCIAL SECURITY such as unemployment insurance and pension schemes,
- ONE-AND-A-HALF days off a week and four week's annual leave,
- FULL-TIME unskilled workers should receive R121 a month as wages plus all MEALS, while their skilled counterparts should get R131 a month with meals.

In addition Sadwa has called for suitable, clean and hygienic quarters for all live-in staff, as well as bathing and toilet facilities.



Sowetan 30/11/84 (SASA) (SASA) (SASA)

# Saawu signs major agreement

By JOSHUA  
RABOROKO

THE SOUTH AFRICAN Allied Workers' Union (Saawu) has signed a recognition agreement with Coca-Cola — a major victory for the union, according to Mr Sisa Njekelana, the union's

general secretary.

Mr Njekelana told The SOWETAN yesterday that the agreement — the sixth this year so far — has added strength to the union. They were hoping to conclude other agreements with managements late this year or early next year.

In terms of the agreement with the Wadeville plant the union can negotiate wages, retrenchments, health and safety matters; dispute procedures, grievances and

disciplinary measures.

"We have also agreed to discuss maternity leave for our members. We are hoping that the finer points of this leave will be concluded in future as well as health and safety measures," he said.

Maternity leave and health and safety measures have been contentious aspects in signing of recognition agreements this year, especially in the retail and mining industries.

The Commercial, Ca-

tering and Allied Workers' Union (Cawusa) has concluded a maternity leave with OK Bazaar and the National Union of Mineworkers has urged its members working underground not to work at places which they regard as unsafe, according to union sources.

Saawu said that it saw the agreement as a step towards developing progressive industrial relations in the South African industrial community.



tion, 10/12/84

# Three domestic worker unions visit Pretoria

BSSA

By JIMMY MATYU

TIRED of waiting two years for a reply from the Minister of Manpower, Mr P T C du Plessis, to their memorandum, a deputation of 12 women from three domestic workers' unions walked into the Department of Manpower officers in Pretoria on Thursday and demanded an urgent meeting.

The Minister was not available.

The unions were the Port Elizabeth-based Domestic Workers' Association of South Africa (Dwasa), the Johannesburg-based South African Domestic Workers' Association (Sadwa) and the Durban-based Domestic Workers Association (Dwa).

The delegates wanted to discuss with the Minister the conditions of employment of farm labourers and domestic workers.

Miss Mavis Yantolo, field

worker for Dwasa, told the Evening Post that before travelling to Pretoria, the three unions had a meeting at St Peter's Lodge in Johannesburg to agree upon strategy. She was accompanied by Mrs Mabel Nzuzo, branch organiser in Uitenhage.

At their meeting they also discussed a memorandum written by Sadwa on July 6, 1982, on conditions of employment of farm labourers and domestic workers which was submitted to the Minister on September 6.

The union received acknowledgement of its memorandum a year later.

Miss Yantolo said that at the offices of the Minister they were allowed through to the waiting room after they had been held at the entrance for 30 minutes by security guards.

She said she was promised an appointment with the Minister.





SHEILA GILLESPIE — "South African employers are chauvinistic."

## Bosses need a new view of a woman's role

Star 11/12/84 By Inga Molzen

355A

The biggest obstacle facing South African working women is the stereotyping of their roles at home and at the office.

This is the view of former personnel consultant Mrs Sheila Gillespie who says traditional role definitions must change if the economy is to remain active.

"It's time South African companies showed their support of women in responsible positions, and understanding of the special problems associated with working mothers," said Mrs Gillespie.

Employers still tended to be chauvinistic, she added. "Prospective employers have turned down a fully qualified female site engineer, believing that men who will have to work under her will not be prepared to take their orders from a woman."

It is not only employment practices in South Africa which compare unfavourably with those of most European countries. Maternity agreements, social support benefits and creche facilities are also inadequate, she said.

### PATERNITY LEAVE

"Most factories overseas have creches for working parents. In Sweden a social awareness campaign challenges traditional male and female roles in the labour market, home and public life.

"Posters in the underground trains show three rugged-looking men chatting — each minding a baby in a pram. The caption reads, 'Daddy's on childbirth leave'."

In South Africa maternity leave agreements are so inadequate that one can hardly start talking about paternity leave, said Mrs Gillespie.

"If South African men took the several months' childbirth leave allowed to their Swedish counterparts, they would probably feel out of place and lost in the home. And if they took paternity leave they would probably be laughed out of the office.

"On the other hand if South African companies granted working women 18 months' unpaid leave and prohibited employers from demoting them to lower-paid work on their return, there would be a far greater willingness to get involved in careers."



Govt made them wait

two years

# Workers stand up for their rights

16/12/84 C. P. R. 355A

ABOUT 12 domestic workers and representatives of domestic workers' organisations visited Pretoria last week — determined to speak to Department of Manpower officials.

They went to ask how much longer it was going to take be-

fore the special commission of inquiry into the working conditions of domestic workers and farm labourers gave its report.

More than two years ago, domestic workers' organisations from all over South Africa made their recommendations to the commission, but

they claim they have heard nothing since.

One of Durban's representatives on the delegation, Mary Mkhwanazi, said they had been able to see a member of the commission, who said there would still be a delay before the results would be released.

"But I believe the trip was definitely worthwhile. We were able to make sure that our views on the issue were well-discussed with the official, and were to be conveyed to the Minister.

"I am sure that no one in Pretoria ever dreamed that domestic workers would dare to go to Pretoria to try to see

officials.

"It has done us a lot of good to discover that we could do it."

## 'We want the best'

IN A BID to make the taxi trade more professional, the SA Black Taxi Association has set up a disciplinary committee to help maintain good working relations between taxi drivers and traffic cops.

New drivers will be screened before they take to the road and Sabta is also trying to organise a free towing service for its members.

## KwaZulu meets SA

TOP-LEVEL talks between KwaZulu and South Africa will be held at Richard's Bay today.